



Stockholms
universitet

EMPLOYEE SURVEY

Fysikum

ABOUT THE SURVEY

The survey was sent by email containing a personal link to the questionnaire. Automatic reminders have been sent to those who did not answer or did not complete their survey.

The survey is anonymous, which means that no result is displayed for a department, group or segmentation with less than five answers. If there are five answers or more, index values are displayed. If there are eight answers or more the distribution of the answers is shown as well.
Quicksearch is responsible for anonymity and confidentiality.

Response rate	
Umeå Universitet	83%
Försvarshögskolan	83%
Blekinge tekniska högskola	81%
Luleå tekniska Universitet	81%
Högskolan i Halmstad	80%
Karolinska Institutet	80%
Uppsala Universitet**	80%
Stockholms universitet*	79%
Högskolan i Skövde	78%
SLU	74%
Chalmers	73%
Mittuniversitetet	72%
Högskolan i Borås	71%
Högskolan Kristianstad	71%
Högskolan i Dalarna	68%
Kungliga Tekniska Högskolan	61%

Response rates for universities based on the latest survey.



* Stockholm University - the response rate is based on the average of 20 departments.

** Uppsala University - the response rate is based on the average of 38 departments.

Period: 2018-10-15 – 2018-10-31

Total response rate Stockholm University:
79%

Your response rate: 75% (168/224)

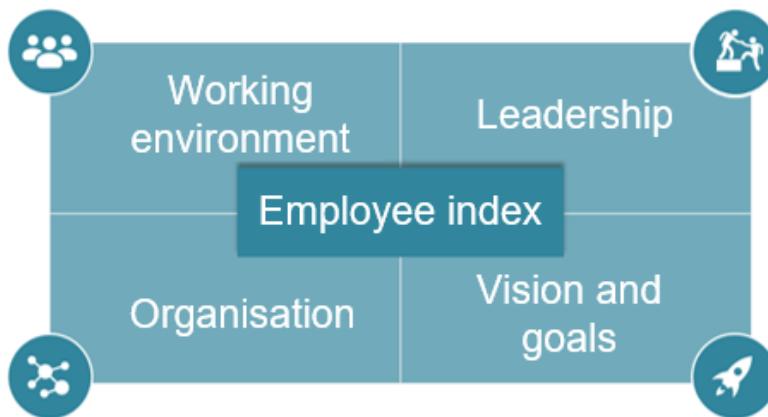
(183 started the survey and 168 finished it)

Response rate complete answers:
Doktorander 65% (51/79)
Forskare 75% (45/60) (Post docs 66% (14/21))
Lärare 84% (47/56)
T/A personal 86% (25/29)

EMPLOYEE INDEX – WHAT IS THAT?

The employee index is a measure of commitment. It shows, among other things, the balance between leadership and teamwork, involvement in business development and whether the working environment is one where everyone has the same opportunities to contribute to a profitable, healthy and successful organisation.

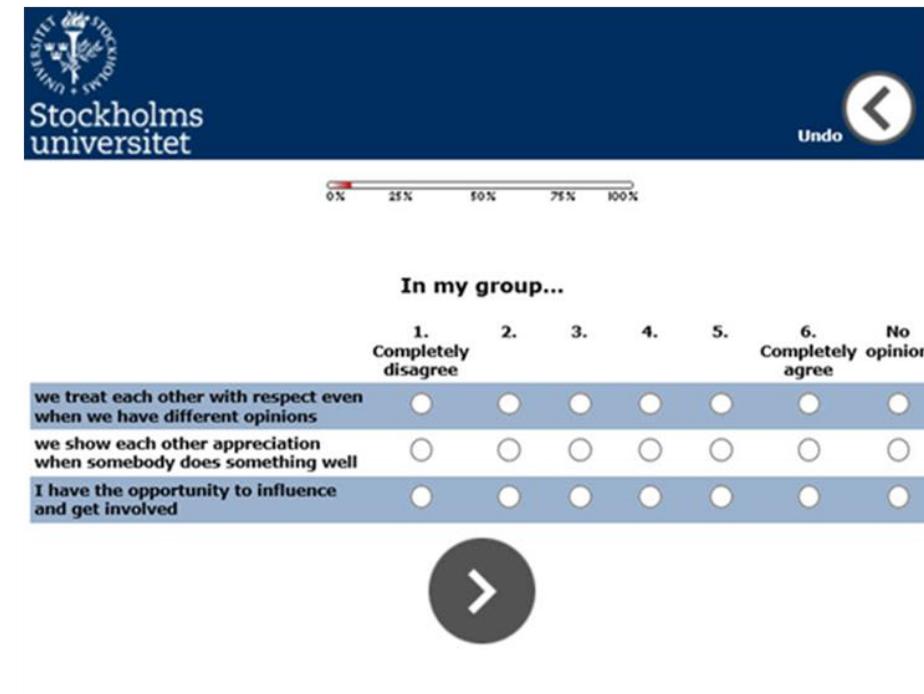
The employee survey consists of 4 main areas – Working environment, Leadership, Organisation and Visions and Goals. From each area, a total of 20 index questions are taken and put together to form the employee index (EI).



Response scale

The questions are expressed as positive statements. The response scale consists of six answer options from "1. Completely disagree" to 6. "Completely agree" as well as the ability to answer "No opinion".

Employee index is counted as a percentage (%) based on all responses from 1 to 6. "No opinion" is not included in the index but is shown by the percentage figure to the right of the spread graphs.



INDEX CALCULATION?

Scale	Indexvalue
1	0
2	20
3	40
4	60
5	80
6	100

If everybody answered 1 on the scale between 1-6 the index value would be 0. If everybody answered 6 the index value would be 100

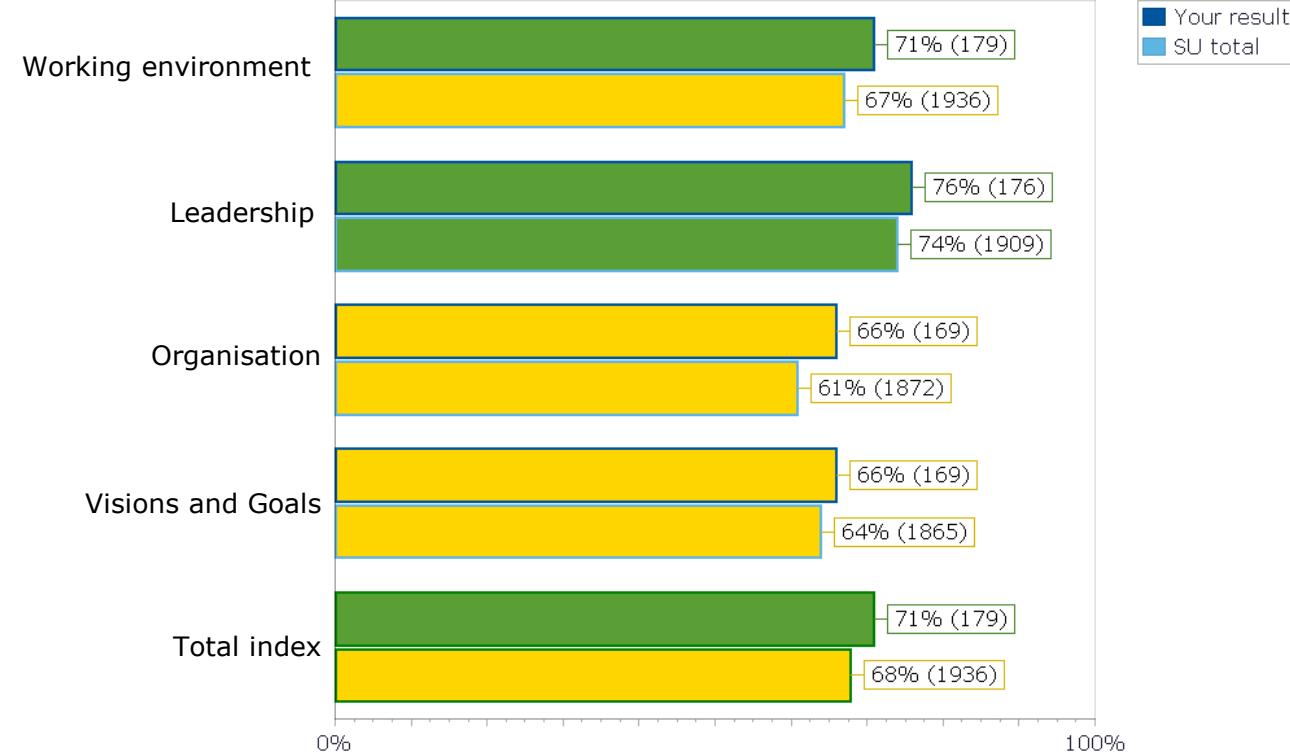
Answer alternatives	Points per alternative	Number of answers	Point x number of answers	Example	Index%
1. Completely disagree	0	12	0		
2.	1	43	43		
3.	2	99	198		
4.	3	177	531		
5.	4	179	716		
6. Completely agree	5	36	180	$5 \times 36 = 180$	
Don't know/No opinion		19	-		$1668/546^*$ 5
		546	1668	= Total sum of the column "Points x number of answers"	61%



Employee index

A measure of commitment divided into four areas.

EMPLOYEE INDEX - OVERVIEW



Quicksearch benchmark EI 2017

IT/Consulting/Telecom	79%
Tourism/travel	77%
Banking/Finance	77%
Retail	75%
Energy companies	74%
Media	73%
Industry	71%
Other	70%
University	69%
Authority	55%

EI by University

Luleå Tekniska Universitet	74%
Karolinska Institutet	69%
Chalmers	69%
Uppsala Universitet	68%
Stockholms Universitet	68%
Högskolan i Skövde	68%
SLU	68%
Försvärshögskolan	67%
Högskolan i Dalarna	66%
Umeå Universitet	66%
Högskolan i Gävle	65%
Blekinge Tekniska Högskola	65%
Högskolan i Borås	65%
Högskolan i Halmstad	63%
Högskolan i Kristianstad	64%
Kungliga Tekniska Högskolan	64%
Mittuniversitetet	61%

Color indicators

Bars will be different colours depending on the results from an answer or index area.

- █ 70-100% = On the right track
- █ 60-69% = Room for improvement
- █ 0-59% = Action needed



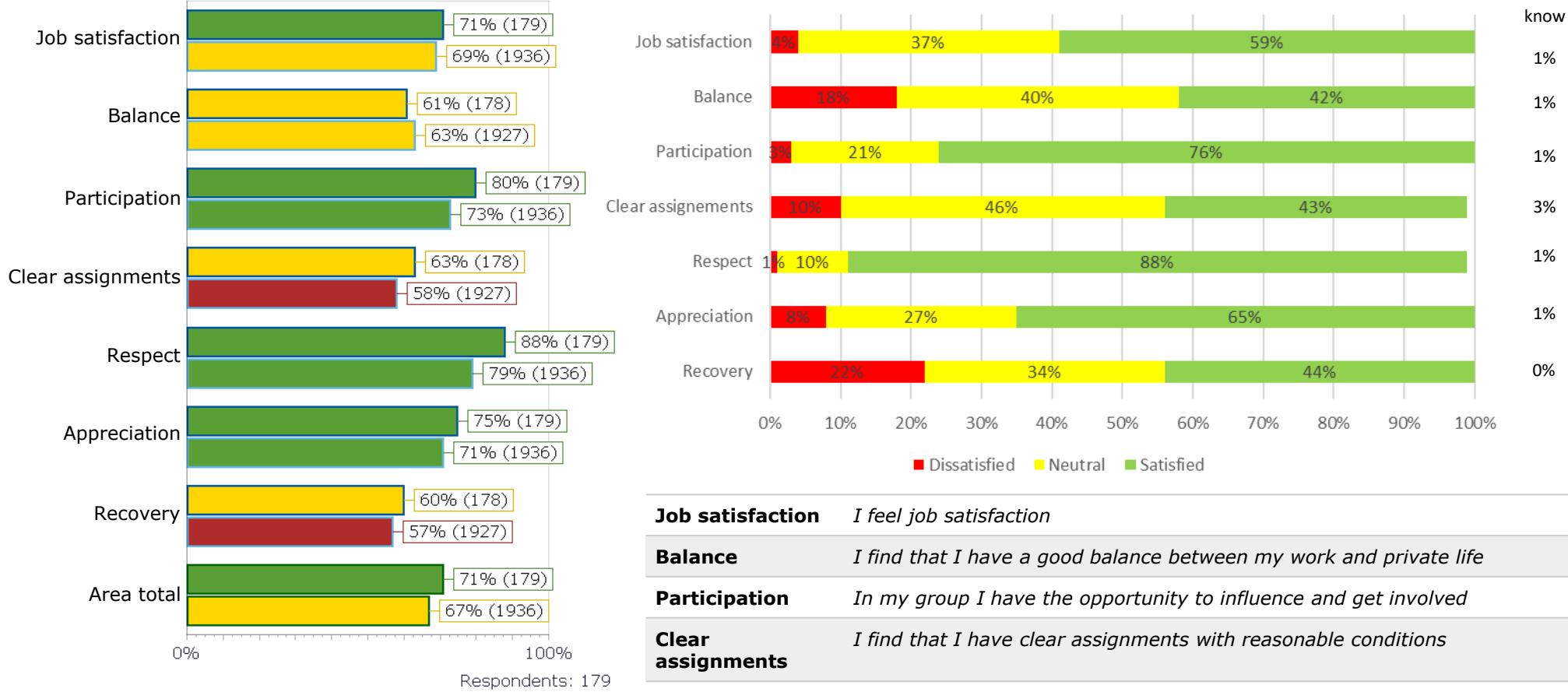
Working environment

The index area working environment is about how employees perceive their motivation, conditions, the group/team, balance and workload.

WORKING ENVIRONMENT



Working environment



Benchmark SU	
Area total	67%
Job satisfaction	69%
Balance	63%
Participation	73%
Clear assignments	58%
Respect	79%
Appreciation	71%
Recovery	57%

Benchmark University	
Area total	69%
Job satisfaction	73%
Balance	67%
Participation	73%
Clear assignments	65%
Respect	72%
Appreciation	71%
Recovery	58%

- 70-100% = On the right track
- 60-69% = Room for improvement
- 0-59% = Action needed

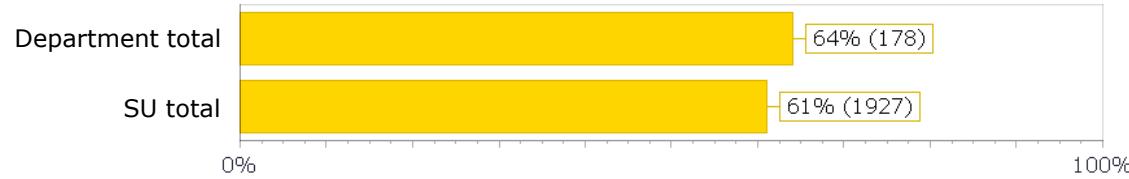
Top bar = Department in total

Bottom bar =SU in total

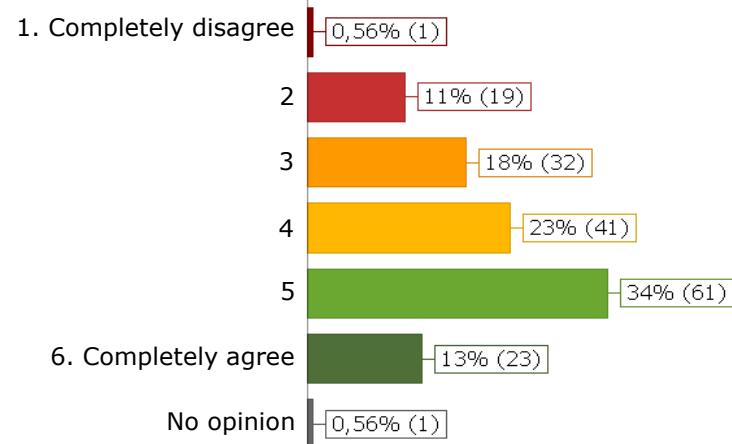
WORKING ENVIRONMENT - WORKLOAD



Workload index value:



I find that I am happy with my workload in general (amount of work, scope, type of projects etc.)



1-3



Respondents: 178

Question: "*I find that I am happy with my workload in general (amount of work, scope, type of projects etc.)*" is followed by a follow-up question for those who answer it negatively (i.e. answer option 1, 2 or 3).

See follow-up question on the next page.

Benchmark SU

Workload	61%
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Benchmark University

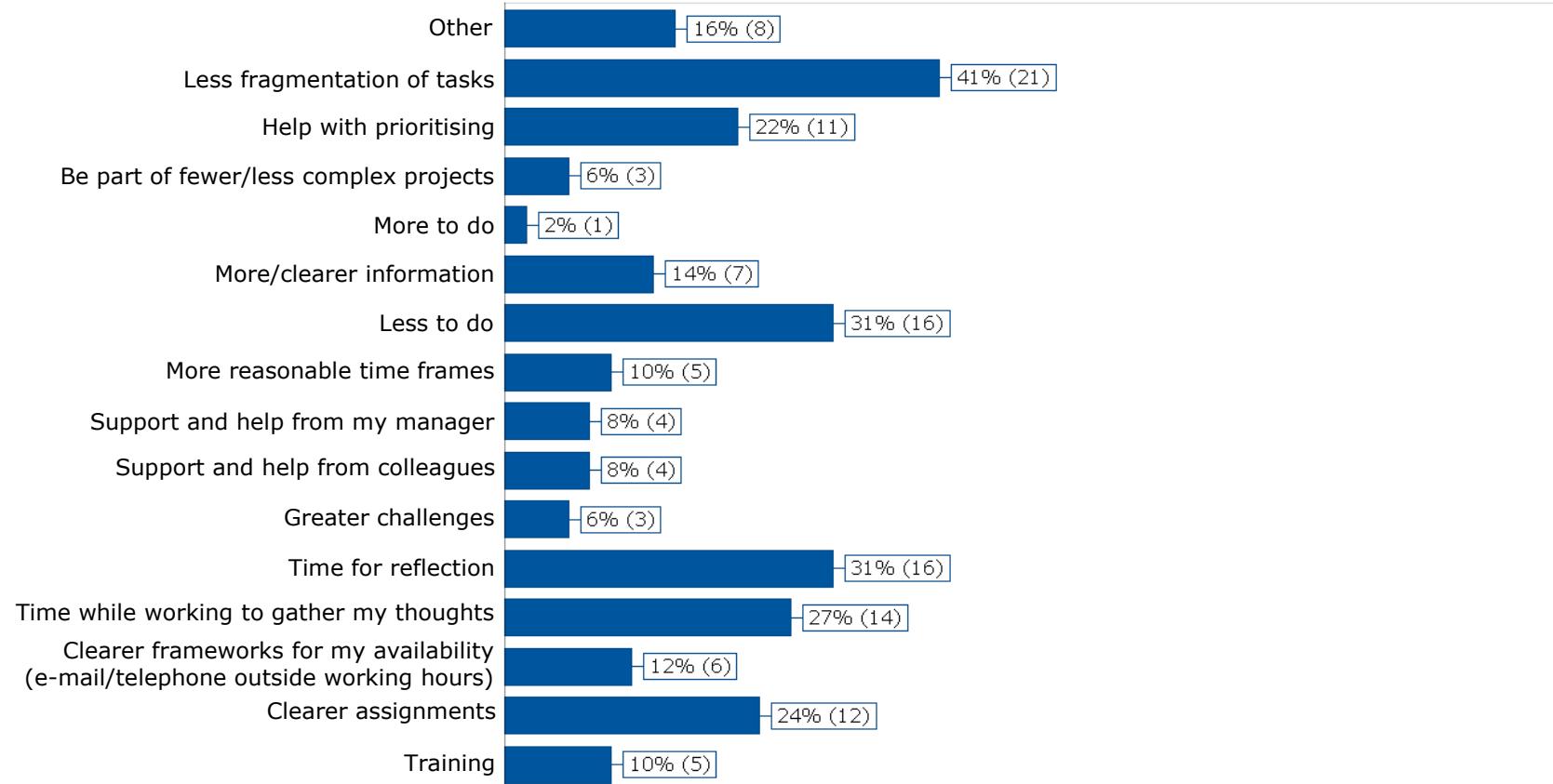
Workload	64%
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- 70-100% = On the right track
- 60-69% = Room for improvement
- 0-59% = Action needed

WORKING ENVIRONMENT - WORKLOAD



What would make your work situation better?



Respondents: 51

Question: "*I find that I am happy with my workload in general (amount of work, scope, type of projects etc.)*" is followed by a follow-up question for those who answer it negatively (i.e. answer option 1, 2 or 3).

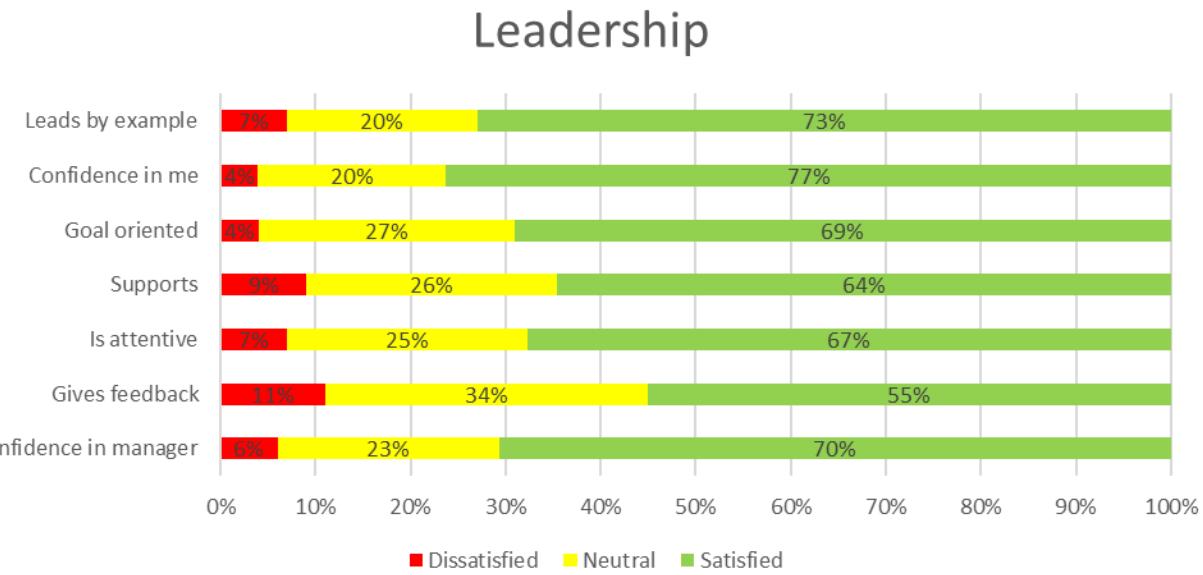
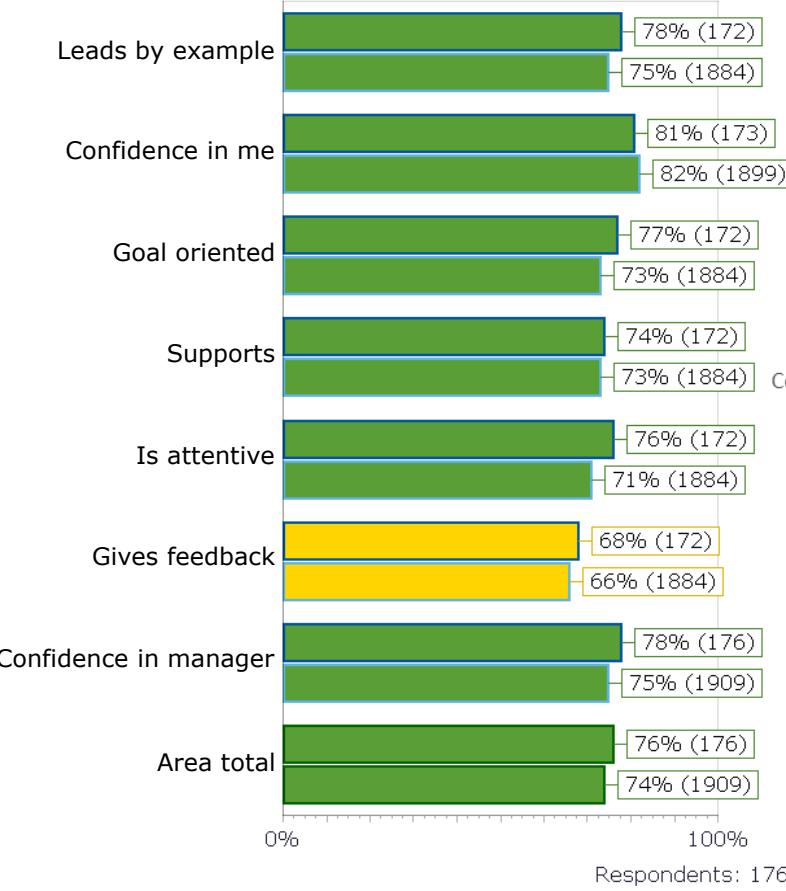
Employees can choose multiple alternatives from a list of options. The chart is presented ranked based on the option chosen by most employees.



Leadership

The index area leadership is about the immediate manager's capacity to lead, develop and motivate the employees individually and the entire department/group/team.

LEADERSHIP



Benchmark SU	
Area total	74%
Leads by example	75%
Confidence in me	82%
Goal oriented	73%
Supports	73%
Is attentive	71%
Gives feedback	66%
Confidence in manager	75%
Don't know	3%

Benchmark University

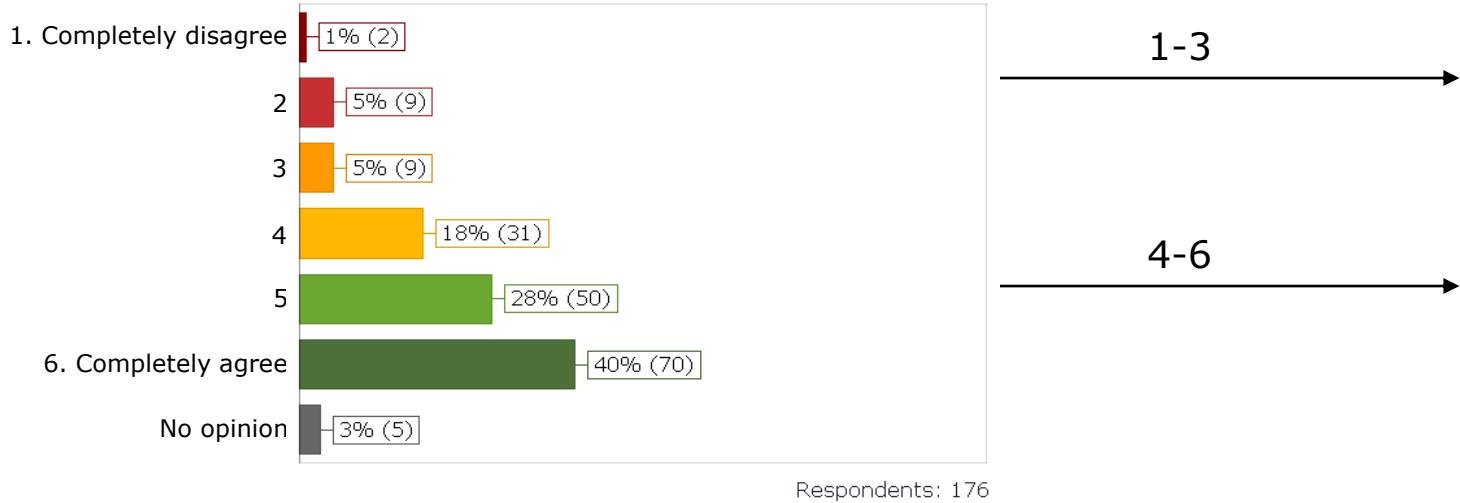
Benchmark University	
Area total	73%
Leads by example	74%
Confidence in me	83%
Goal oriented	70%
Supports	73%
Is attentive	72%
Gives feedback	62%
Confidence in manager	73%

- Leads by example** *I feel that my immediate manager leads by example*
- Confidence in me** *I feel that my immediate manager has confidence in me as an employee*
- Goal oriented** *I feel that my immediate manager leads and drives the organisation in a way that enables us to achieve our goals*
- Supports** *I feel that my immediate manager supports, encourages and inspires me as an employee*
- Is attentive** *I feel that my immediate manager notices my good achievements (e.g. through increased responsibility, increased trust, new opportunities for development, etc.)*
- Gives feedback** *I feel that my immediate manager gives me sufficient feedback on my performance and work results*
- Confidence in manager** *I have confidence in the way my immediate manager leads and develops my department/unit*

Top bar = Department in total

Bottom bar = SU in total

CONFIDENCE IN IMMEDIATE MANAGER



The question of confidence in immediate manager has two follow-up questions.

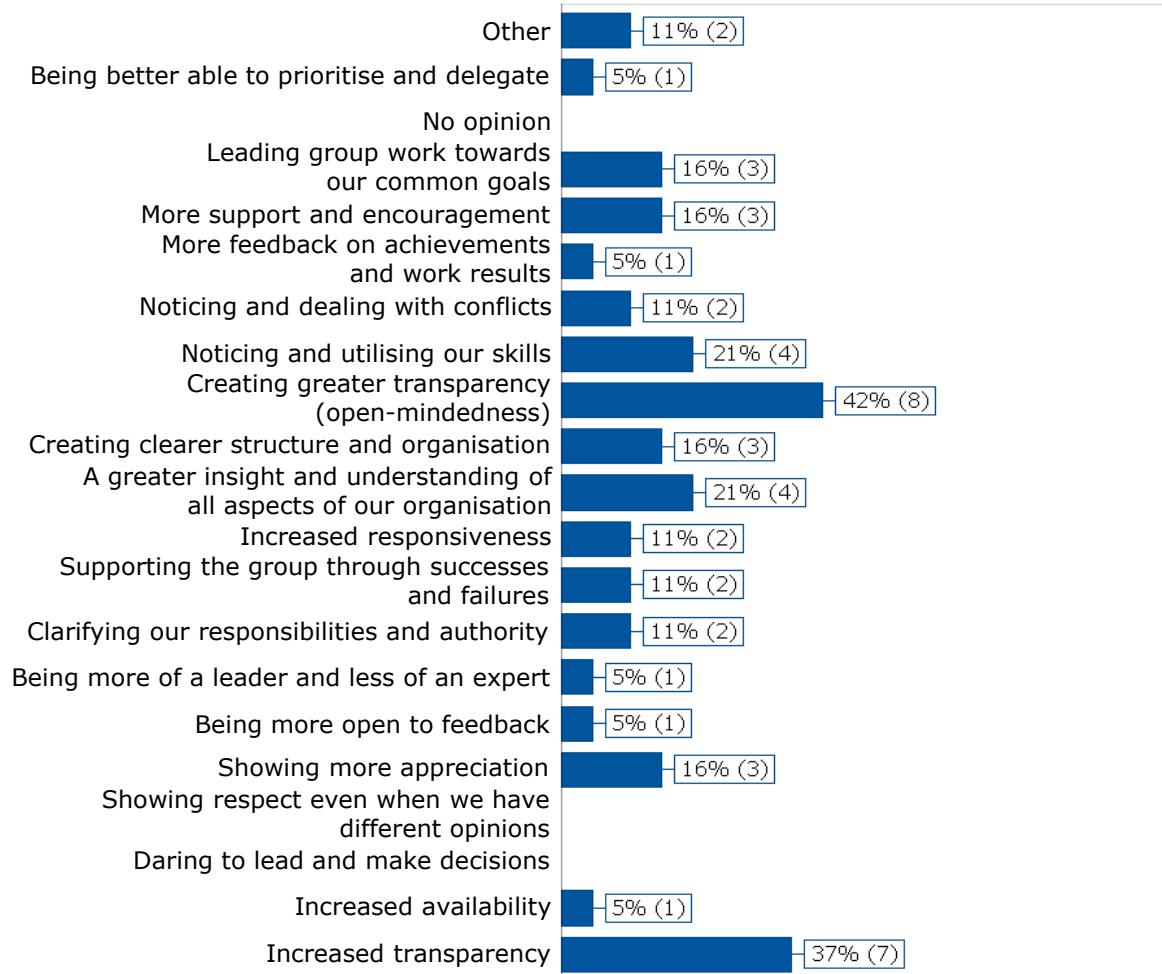
Those who answered 1, 2 or 3 get the question of what would improve confidence and those who answered 4, 5 or 6 get the question of what would further improve confidence.

See next page.

CONFIDENCE IN IMMEDIATE MANAGER

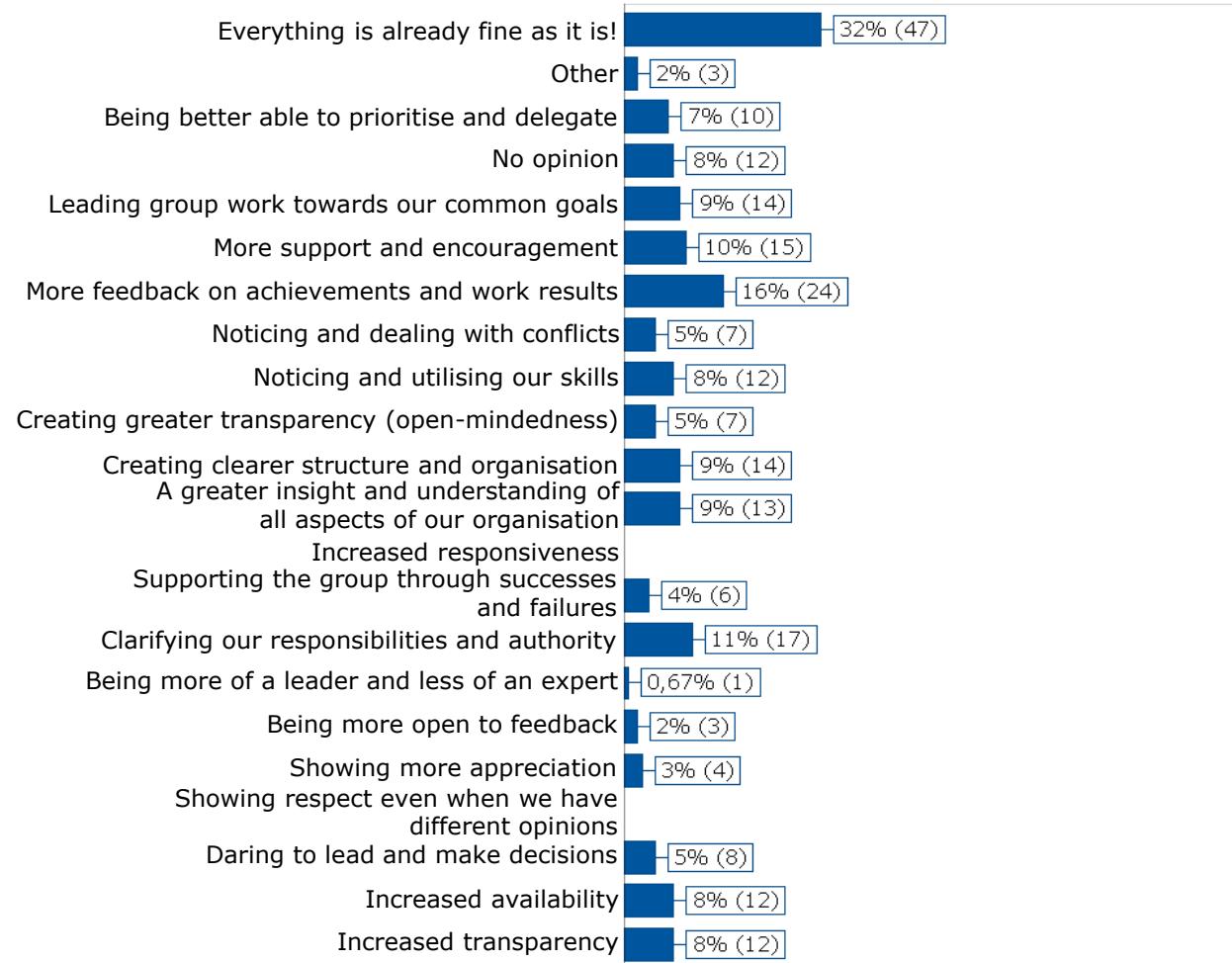


The following (maximum three) factors would improve my confidence in my immediate manager (1-3).



Respondents: 19

The following (maximum three) factors would further improve my confidence in my immediate manager (4-6).

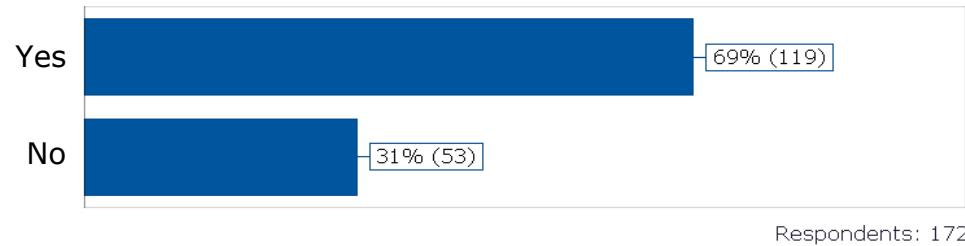


Respondents: 149

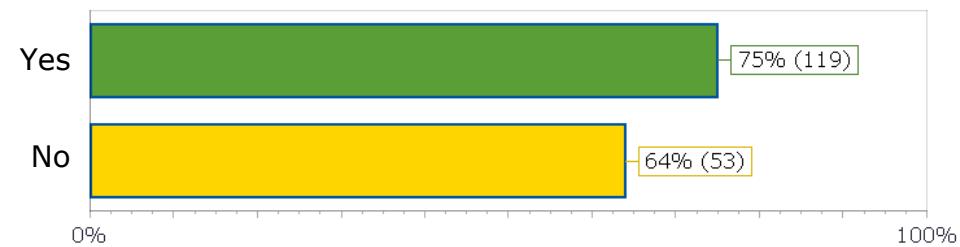
AGREED GOALS?



I have agreed goals associated with my work.



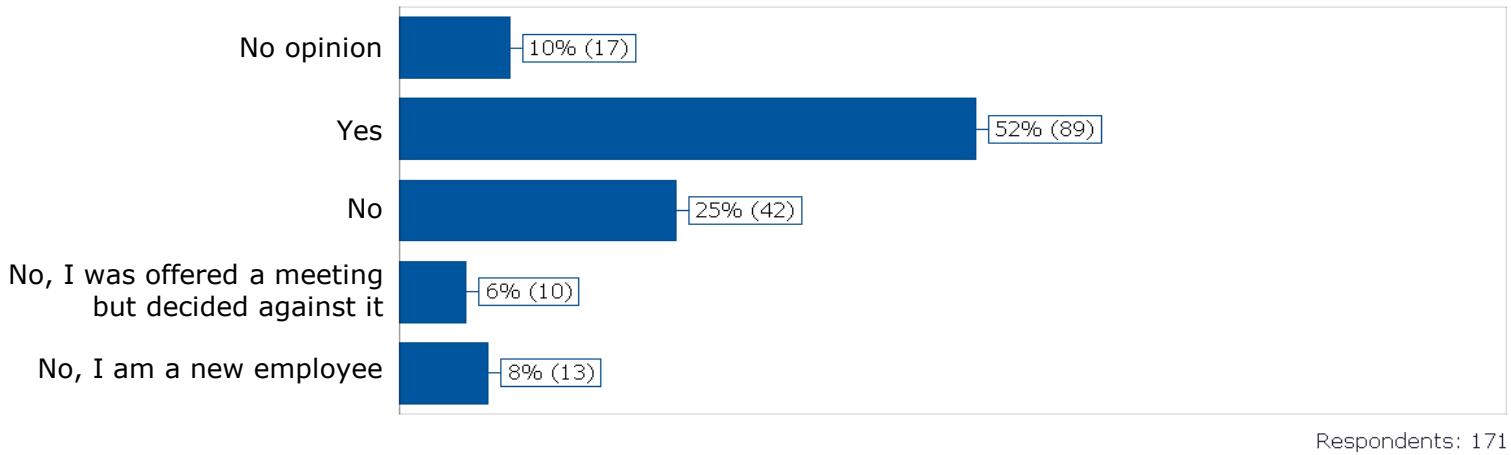
Total index based on employees who state that they have agreed goals associated with their work or not.



PERFORMANCE REVIEW?



My immediate manager and I have had a performance review in the last year.

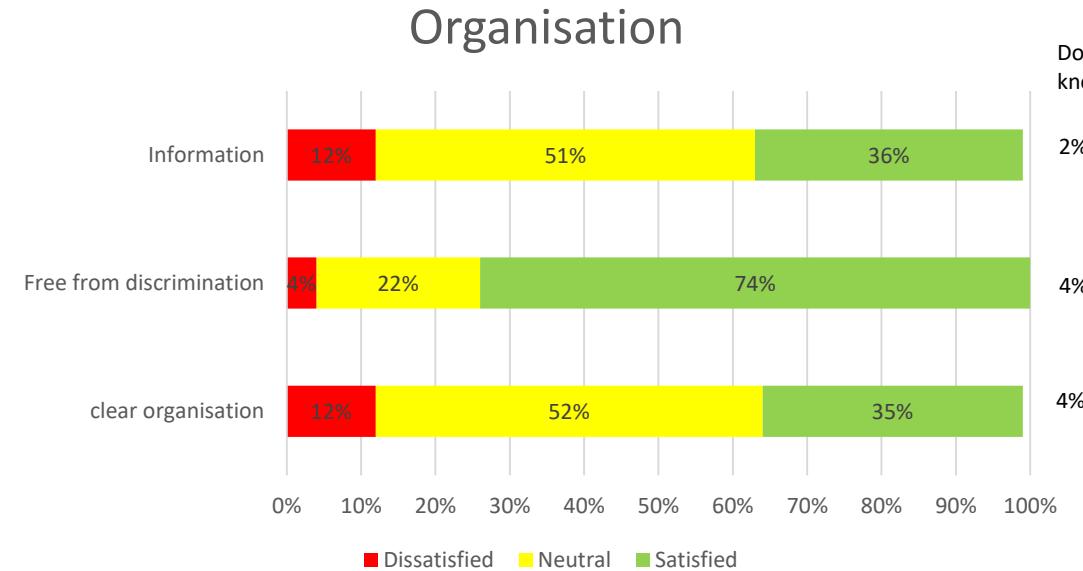
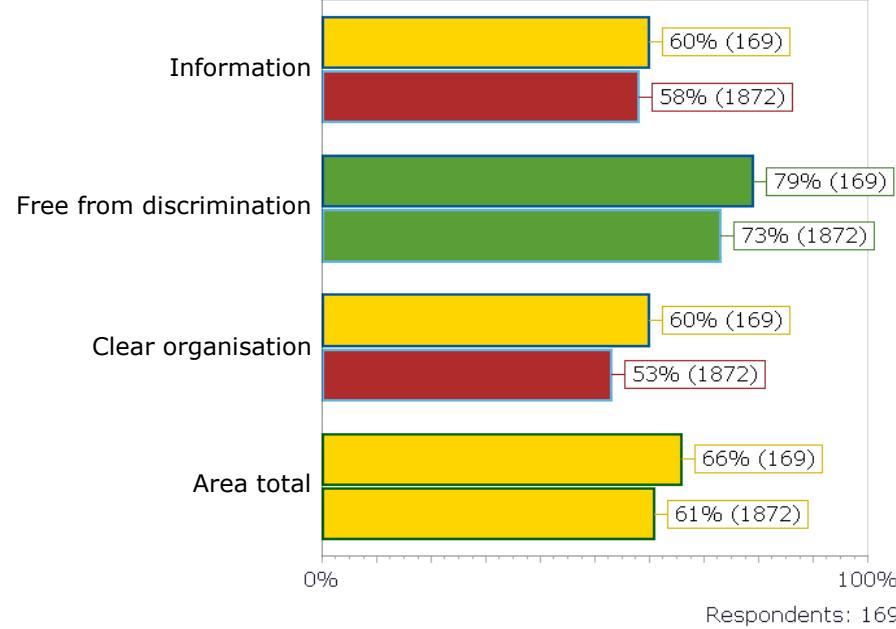




Organisation

The index are organisation is about how the employees perceive the overall conditions throughout the organisation, such as information.

ORGANISATION



Benchmark SU	
Area total	61%
Information	58%
Free from discrimination	73%
Clear organisation	53%

Benchmark University	
Area total	65%
Information	64%
Free from discrimination	76%
Clear organisation	56%

Top bar = Department in total
Bottom bar = SU in total

Information

All in all, I feel sufficiently informed about what happens within Stockholm University, and I know where to find information about it

Free from discrimination

find Stockholm University to be a workplace free from discrimination regardless of ethnicity, disability, gender, transgender identity, sexual orientation, religion or age

Clear organisation

I think it is clear who or which department/unit is responsible for what throughout Stockholm University, and who to contact with various questions or assignments

- 70-100% = On the right track
- 60-69% = Room for improvement
- 0-59% = Action needed

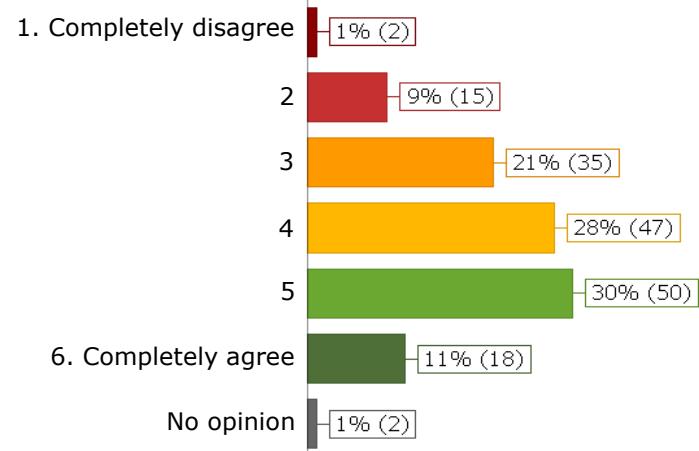
CLEAR ORGANISATION- DEPARTMENT



Index value:



I think it is clear who or which unit is responsible for what throughout the department, and who to contact with various questions or assignments.



Respondents: 169

- 70-100% = On the right track
- 60-69% = Room for improvement
- 0-59% = Action needed

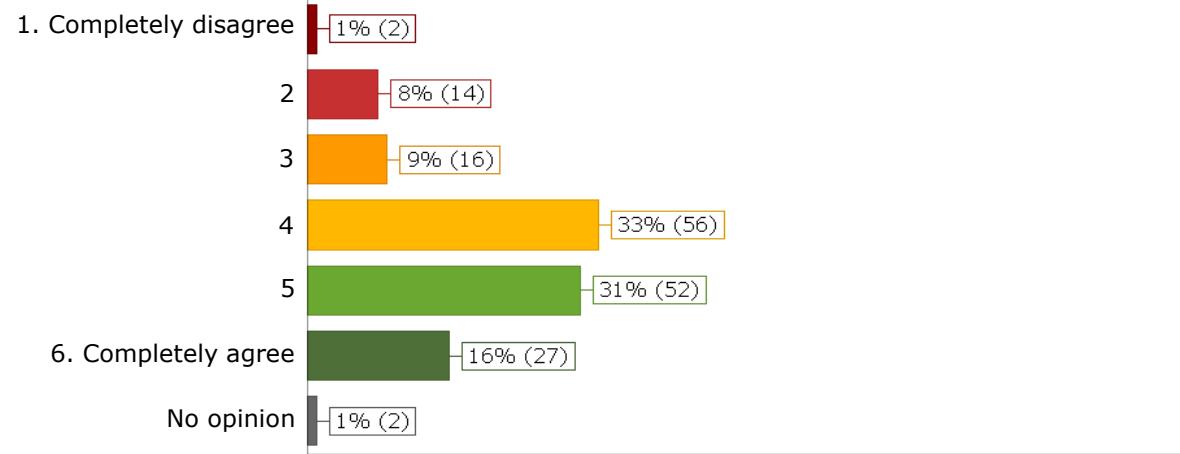
INFORMATION- DEPARTMENT



Index value:



All in all, I feel sufficiently informed about what happens within the department, and I know where to find information about it.

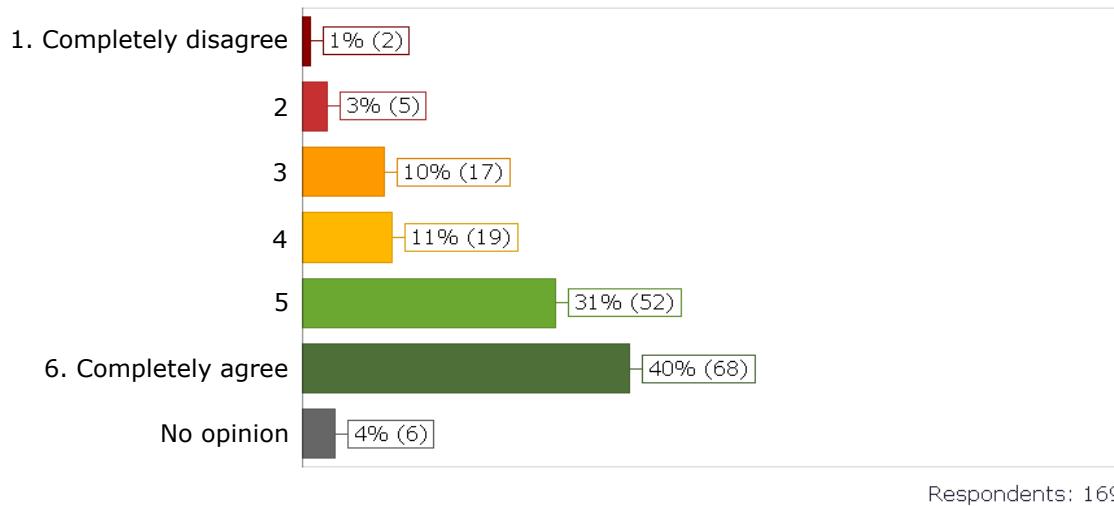


- █ 70-100% = On the right track
- █ 60-69% = Room for improvement
- █ 0-59% = Action needed

FREE FROM DISCRIMINATION



I find Stockholm University to be a workplace free from discrimination regardless of ethnicity, disability, gender, transgender identity, sexual orientation, religion or age



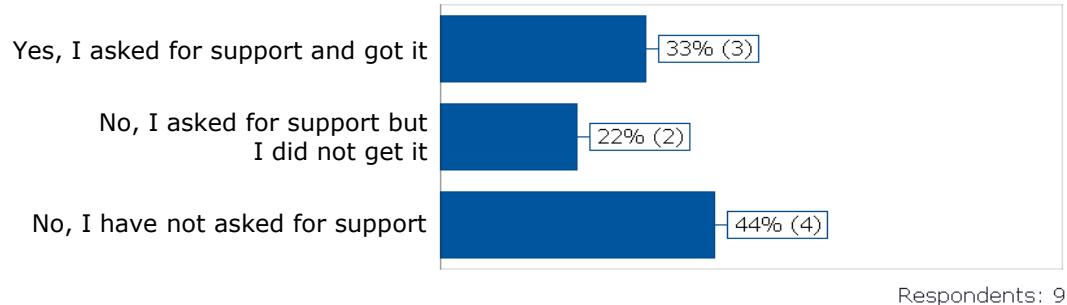
HARASSMENT



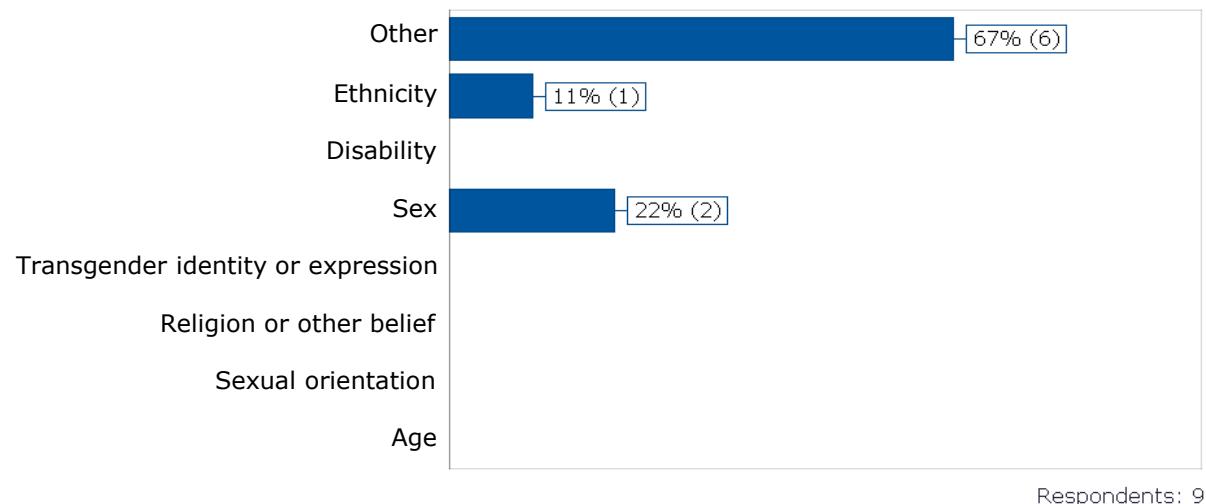
For the past year, have you experienced being subjected to harassment?



Do you feel that you have got the support of your manager?



The harassment is associated with discrimination on the grounds of:



SEXUAL HARASSMENT



For the past year, have you experienced being subjected to sexual harassment?



Do you feel that you have got the support of your manager?

Yes, I asked for support and got it

No, I asked for support but
I did not get it

No, I have not asked for support



Ingen data - om det finns respondeer för den här frågan så kan all data ha filterats bort av aktiva filter eller gömts av säkerhetsinställningar.

VICTIMIZATION



For the past year, have you experienced being subjected to victimization?



Do you feel that you have got the support of your manager?

Yes, I asked for support and got it

No, I asked for support but
I did not get it

No, I have not asked for support



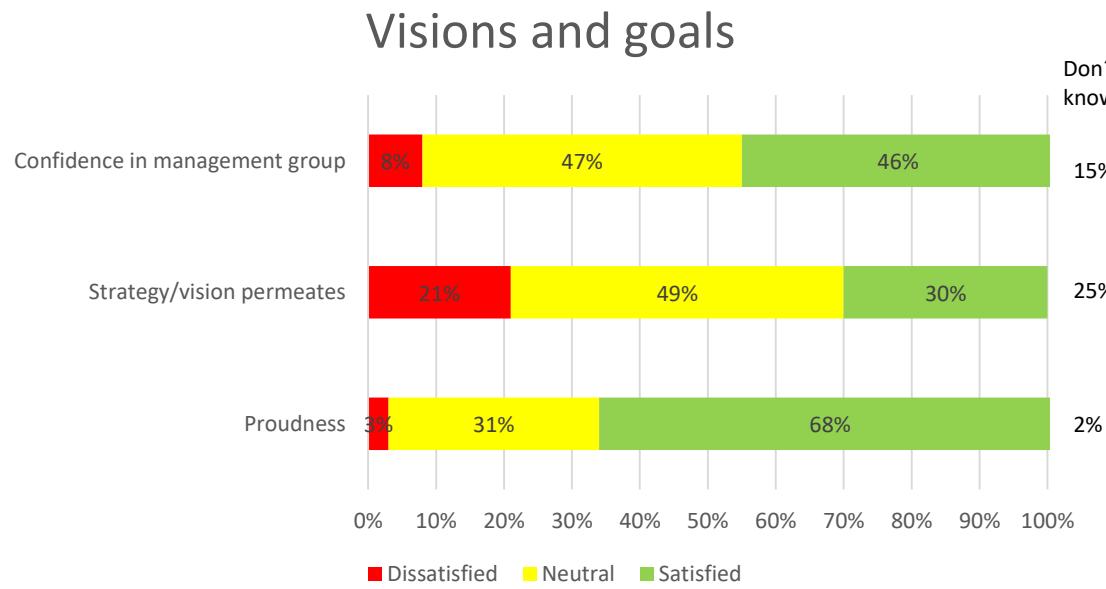
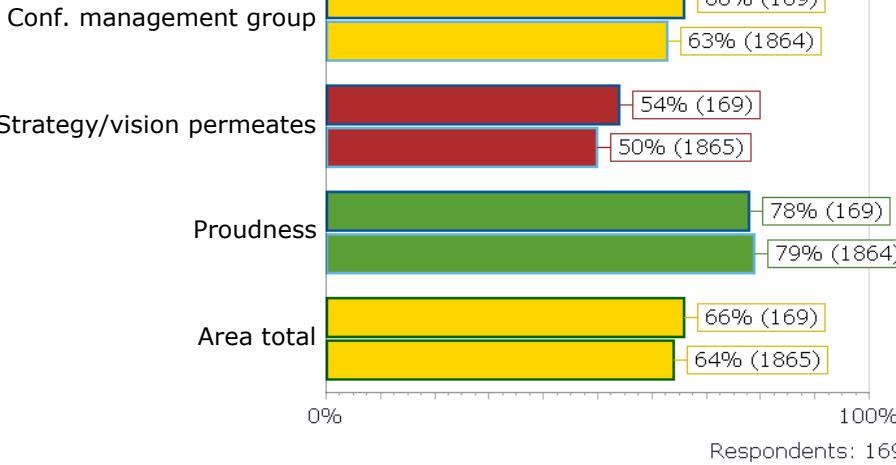
Ingen data - om det finns respondeer för den här frågan så kan all data ha filterats bort av aktiva filter eller gömts av säkerhetsinställningar.



Visions and goals

The index area visions and goals measures organisation-wide issues such as confidence in the overall management and whether the employees are proud to work at Stockholm University.

VISIONS AND GOALS



Benchmark SU

Area total	64%
Confidence management group	63%
Strategy/vision permeates	50%
Proudness	79%

Benchmark University

Area total	70%
Confidence management group	65%
Strategy/vision permeates	61%
Proudness	82%

█ 70-100% = On the right track
█ 60-69% = Room for improvement
█ 0-59% = Action needed

Confidence management group

I have confidence in the management group's way of leading and developing our organisation

Strategy/vision permeates

I feel that our strategy/vision permeates all of Stockholm University

Proudness

I am proud to work at Stockholm University

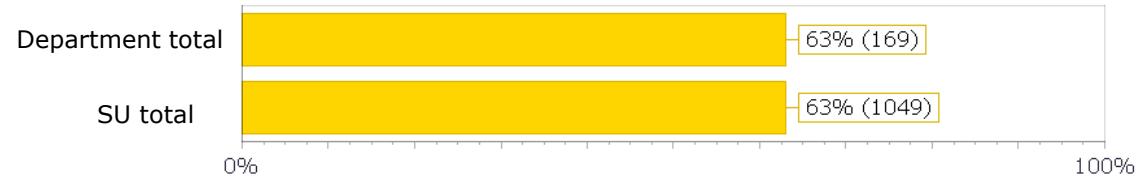
Top bar = Your result

Bottom bar = Department in total

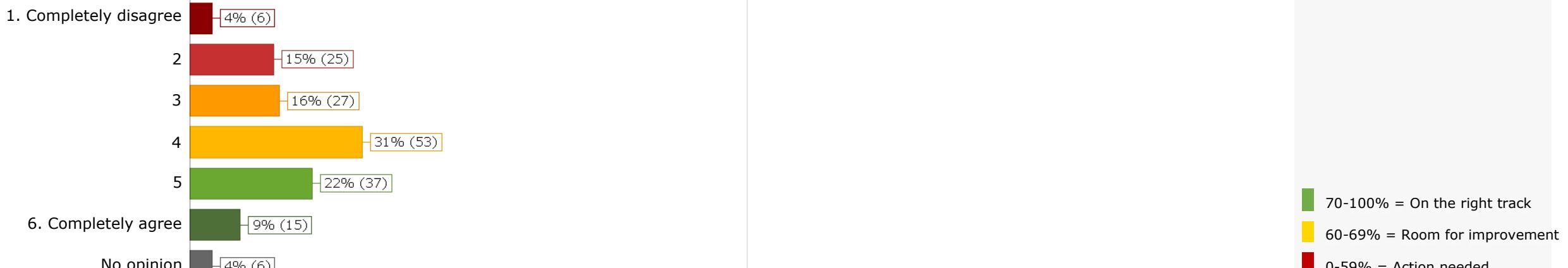
OVERALL GOALS- DEPARTMENT



Index value:



I know and understand the overall goals of the department.



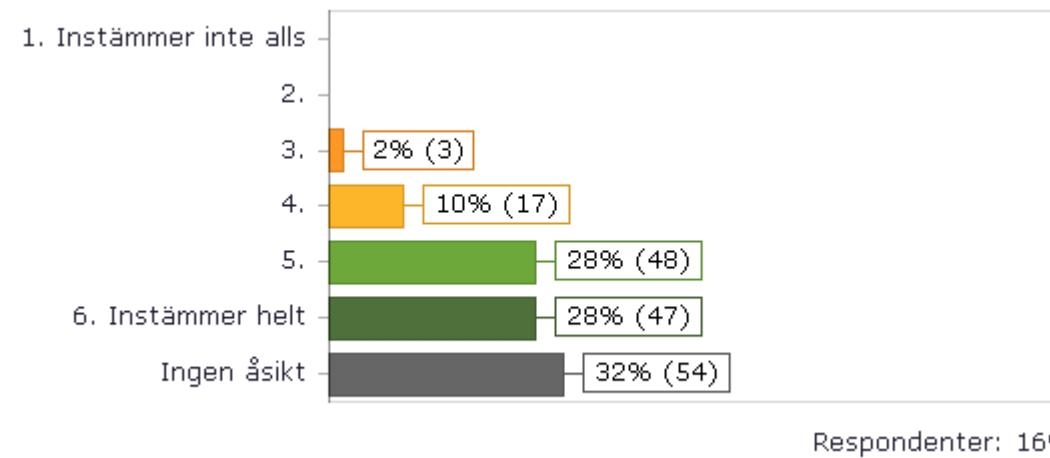
Respondents: 169

SPECIFIC QUESTIONS for FYSIKUM

Index value: I feel safe with my work in the laboratory:



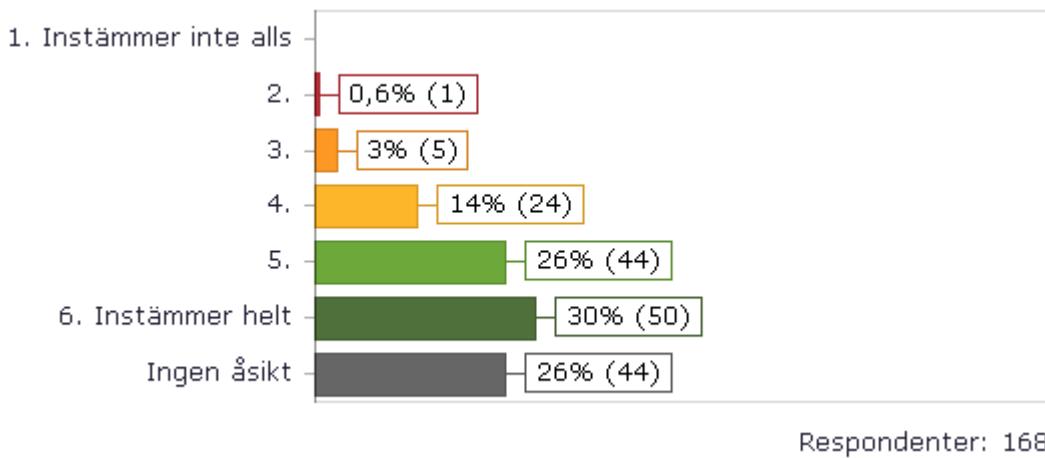
Index value: I feel safe with my work in the laboratory:



Index value: I feel safe with the way my colleagues work in the laboratory:



Index value: I feel safe with the way my colleagues work in the laboratory:

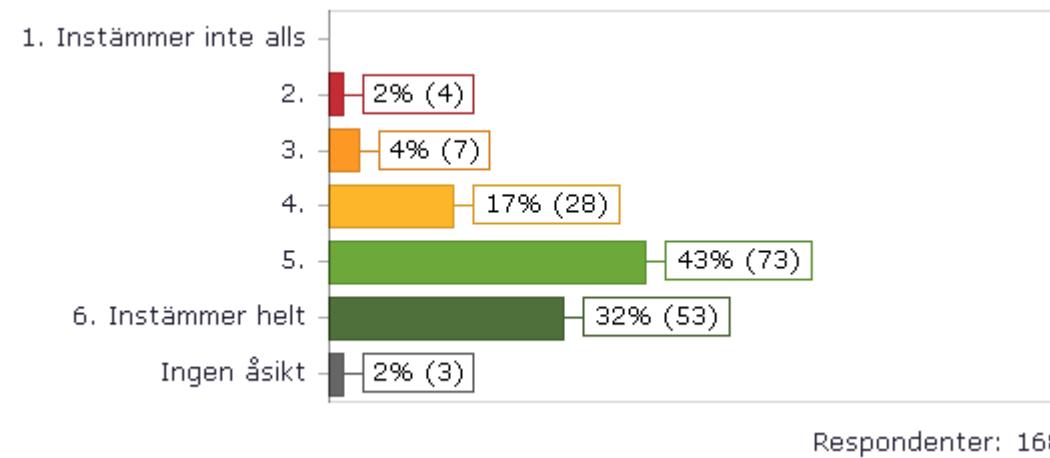


SPECIFIC QUESTIONS for FYSIKUM

Index value: I find that my physical working environment is adequate.



I find that my physical working environment is adequate.

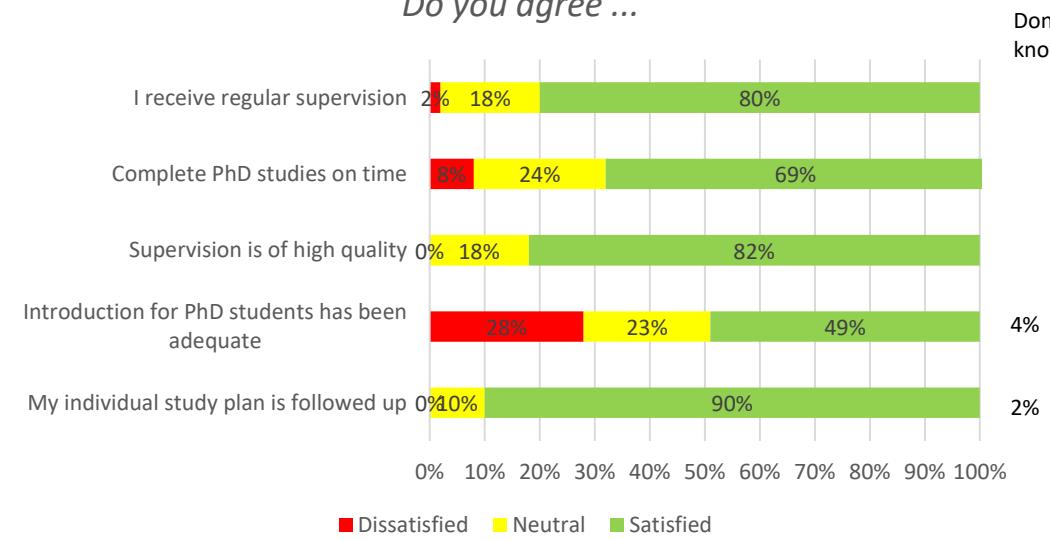


PhD

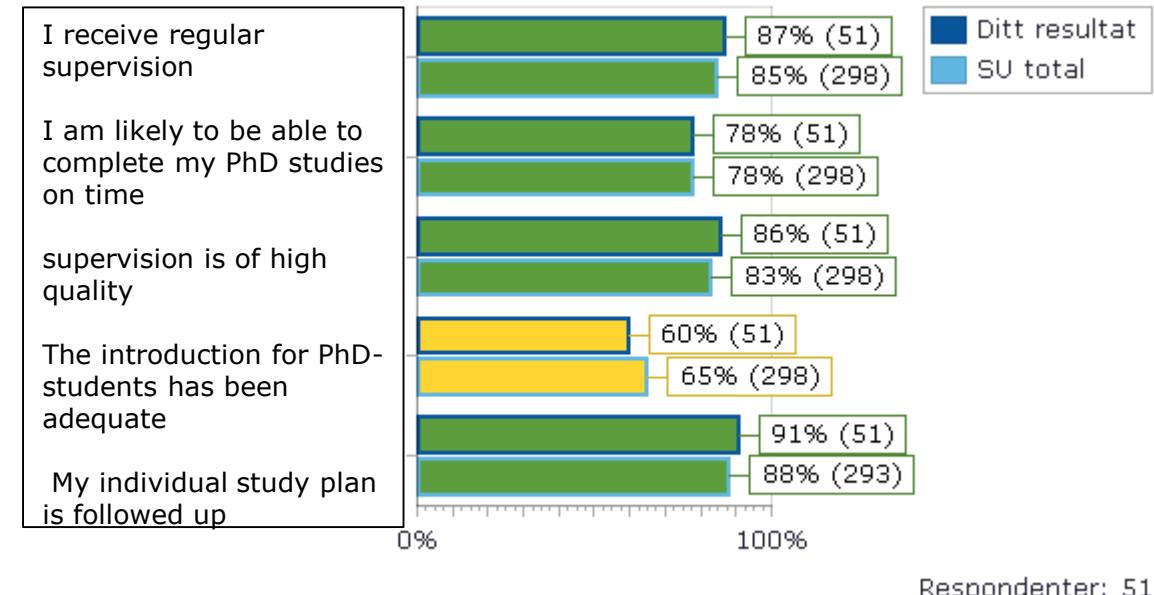
Do you have an individual study plan for your postgraduate studies?



Do you agree ...



Do you agree with the following statements?



■ 70-100% = På rätt väg
 ■ 60-69% = Förbättringspotential
 ■ 0-59% = Agera

The survey was conducted by Quicksearch
20 years of experience with feedback solutions



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