



AAU STAFF WELL-BEING BAROMETER

2023

Aalborg University

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AAU

A healthy, safe, and secure working environment is a collective responsibility that we are all accountable for. Together, we strive to create a positive working environment – something we should all be committed to. This commitment is strongly shared by the management, the Main Occupational Health and Safety Committee (HAMiU), and the Main Consultation Committee (HSU).

Numerous commendable and crucial efforts in occupational health and safety are constantly taking place throughout the university. These initiatives play a vital role in ensuring a good, safe, and healthy working environment. Being a mission-oriented university that contributes to solving global challenges through large-scale missions requires a safe, secure, and healthy working environment. It is a prerequisite for effectively contributing knowledge and participating constructively in collaborative efforts.

A good and secure working environment is, in itself, a goal, and we also believe that it is the best guarantee that all staff members can deliver the highest quality for the benefit of Aalborg University. Therefore, we encourage using the results of the Well-being Barometer as a basis for positive and constructive dialogues between managers and staff, among teams, among managers, and among colleagues. Local follow-up and dialogue are crucial to ensuring that the Well-being Barometer is a valuable tool supporting our efforts to promote well-being and a healthy, safe, and secure working environment.



Purpose

The well-being barometer is intended as a contribution to maintaining and strengthening the well-being and working environment among staff members at the workplaces at Aalborg University. The well-being barometer provides a picture of respondents' assessments of the conditions included in the measurement and is a qualified starting point for subsequent dialogue on well-being and the working environment.

About the well-being barometer

All staff at Aalborg University received a personalized electronic questionnaire on Wednesday, 22 December 2023.

A total of 65.9 percent had answered the questionnaire when the deadline for responding expired at 23.59 on Friday, 15 December 2023.

The well-being barometer consists of 20 questions that must be answered as a minimum, plus 3 sub-questions that must also be answered if the respondent indicates having experienced stress, and 5 sub-questions if the respondent indicates having been subjected to offensive or abusive behavior. The majority of the questions are answered on the following ordinal scale:

To a very low degree, to a low degree, to a lesser degree, to some degree, to a high degree, to a very high degree.

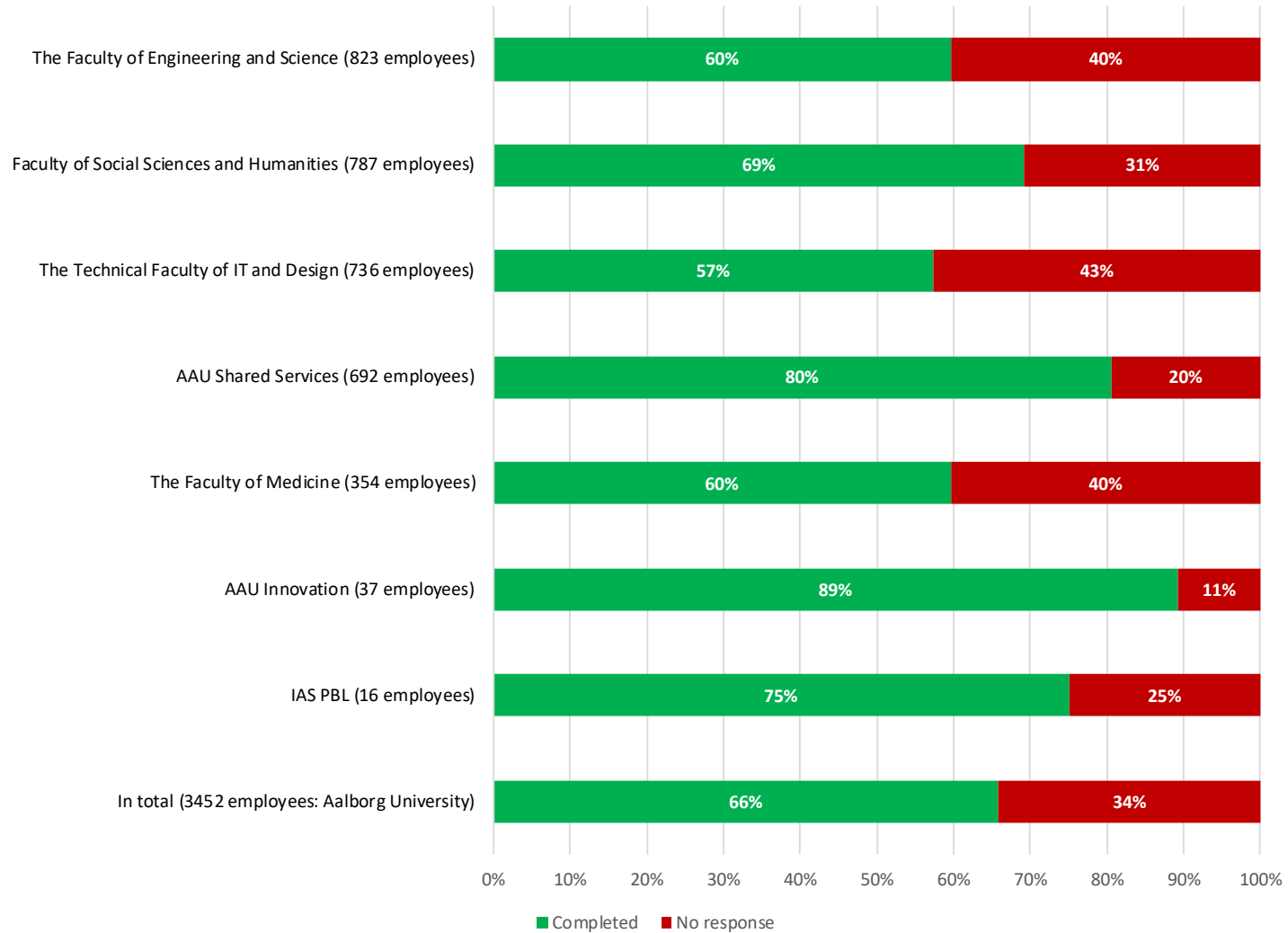
The participants were guaranteed that the data would be treated confidentially, and the results will therefore only be calculated for groups with more than 9 responses. For results on questions regarding categories of offensive behaviors, the results are calculated for more than 19 responses.

Local mapping processes and follow-up

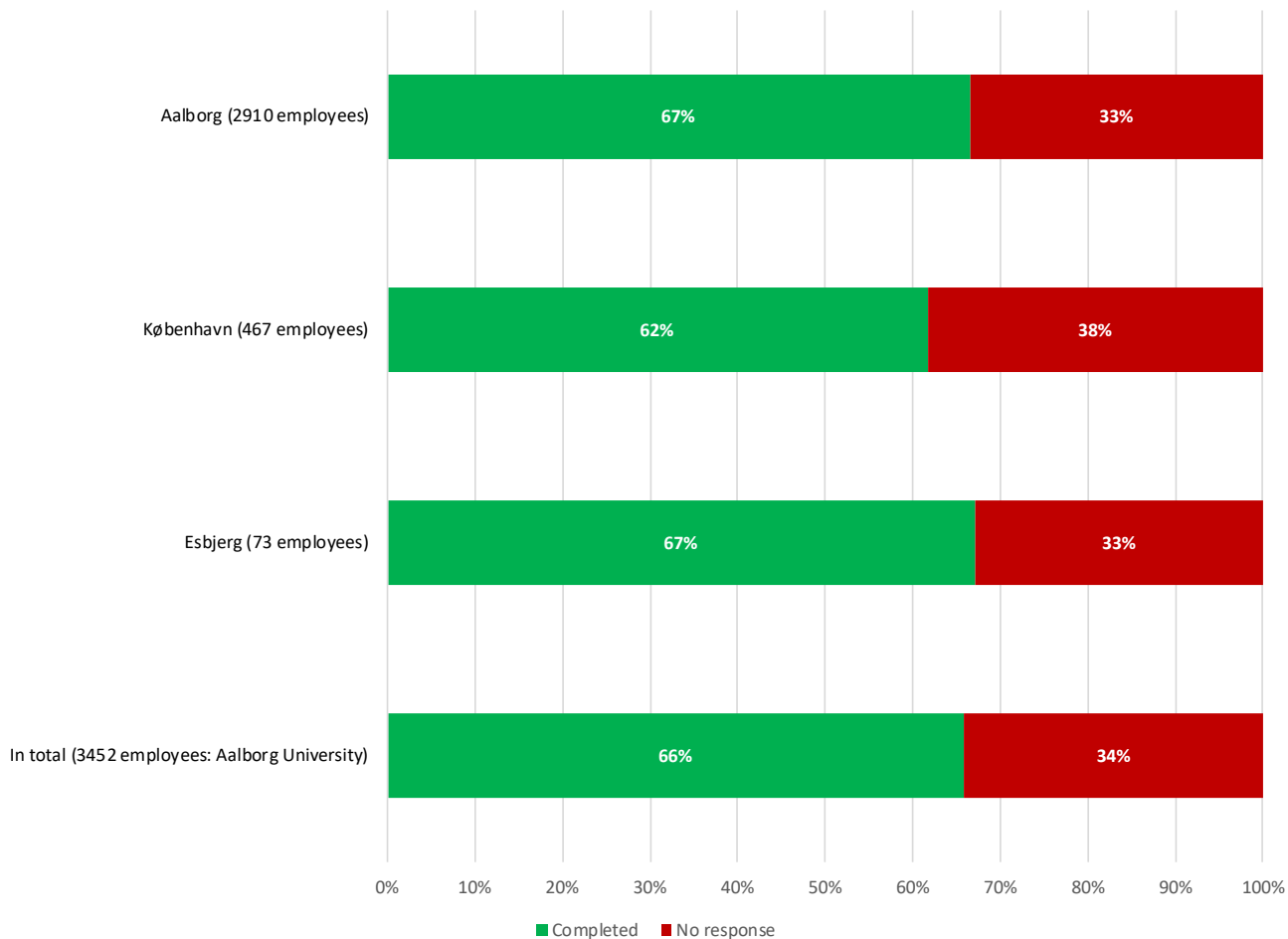
The well-being barometer is part of, for example, a general compilation of the staff performance and development review (MUS), the group performance and development review (GRUS), and the sickness absence and accident statistics, and serves as input to the local dialogue-based mapping processes for the workplace assessment (APV). The results from the well-being barometer can be used as inspiration for dialogue on forward-looking, preventive and development-oriented work on well-being and the working environment.

It is important that staff members are involved in the subsequent assessment and prioritization of the results, as this can contribute to creating co-ownership of the efforts that are initiated. The AAU Working Environment Section has compiled the guide "Dialogue guide for well-being barometer 2023", which offers advice on how to follow-up on the results in the well-being barometer and contains concrete examples of follow-up questions for the dialogue. The purpose of the discussion and processing of the results is to introduce initiatives aimed at promoting positive factors, solving challenges etc.

The diagram below illustrates the response rates. The number of possible respondents is in parentheses. The numbers in the columns correspond to the percentage that the column represents of the total population.

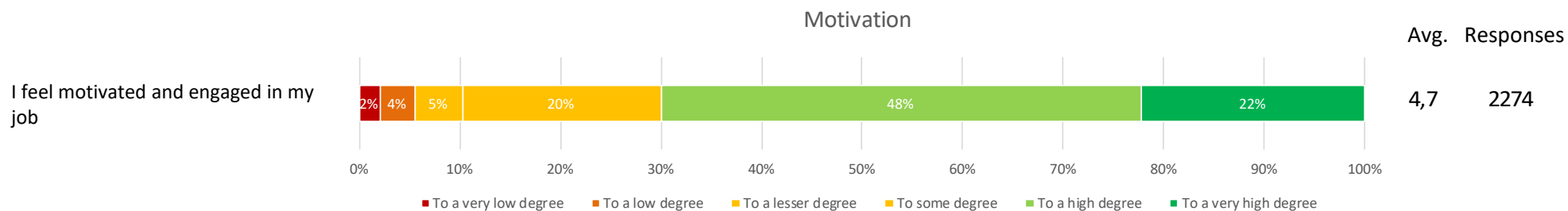


The diagram below illustrates the response rates. The number of possible respondents is in parentheses. The numbers in the columns correspond to the percentage that the column represents of the total population.



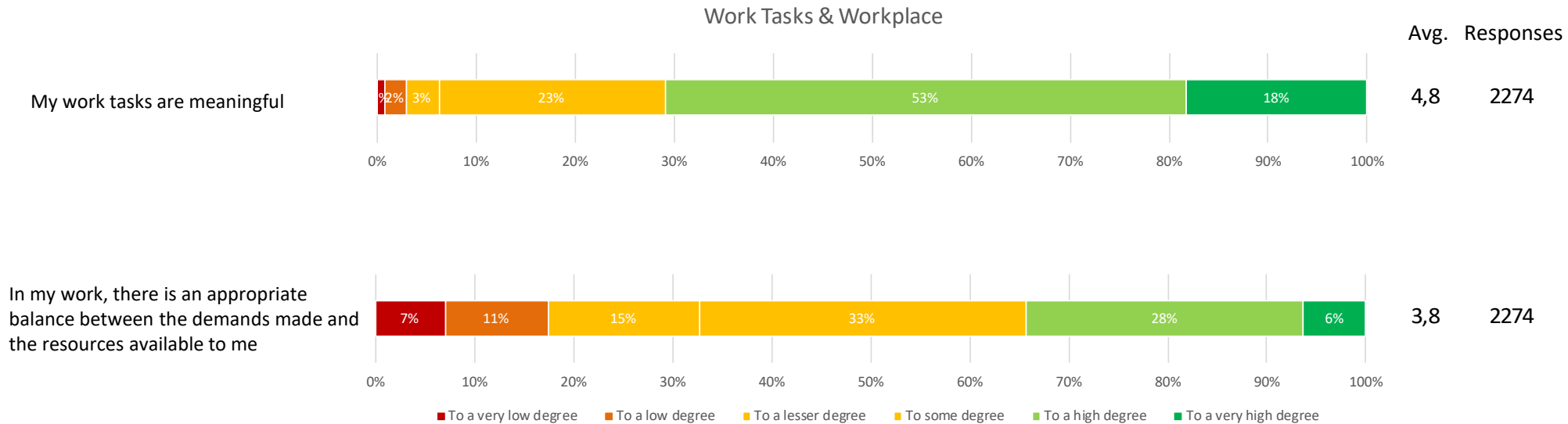
The theme "Motivation" measures the overall motivation related to work.

Various aspects of the job can impact motivation, including satisfaction, commitment, and well-being, which can affect task performance. It is often individual which specific aspects are perceived to influence motivation, so it is recommended to be curious about this in the follow-up process. The specific factors perceived to influence motivation are often individual, so it is recommended that the follow-up process be approached with curiosity.



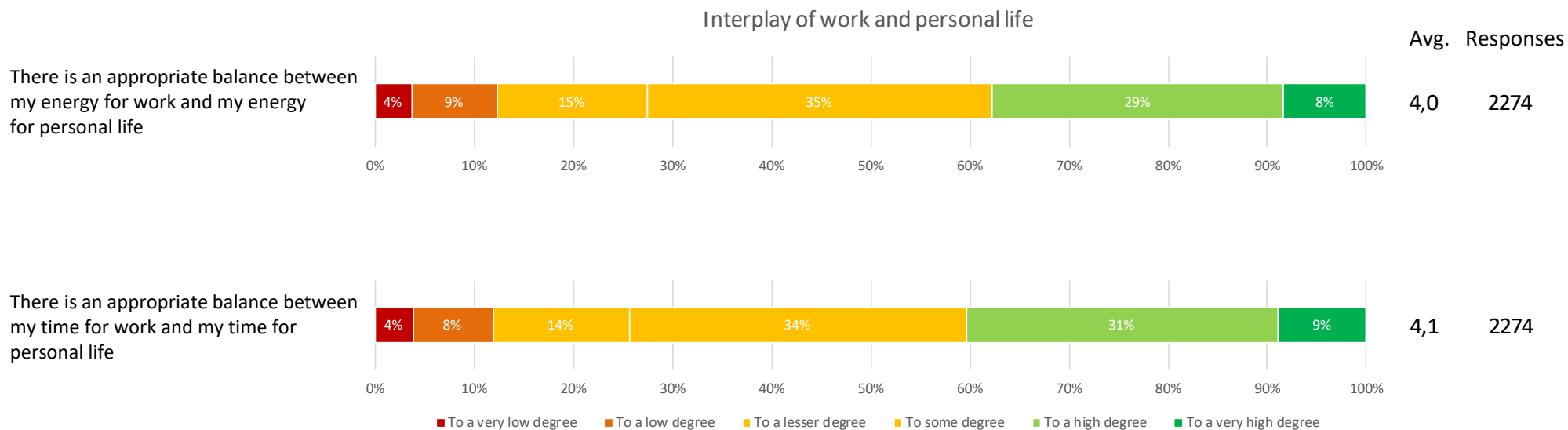
The theme “Work Tasks & Workplace” measures the extent to which one perceives tasks as meaningful and how one experiences the interaction between demand and resources.

Striking a balance between work demands and the resources available is crucial for well-being. Meaning in work involves aspects such as purpose and coherence, such that one feels they contribute significantly to tasks and can see how their efforts fit in. Meaningfulness can also be influenced by one’s perceived professional competence and the degree of integration into the social dynamics of the workplace.



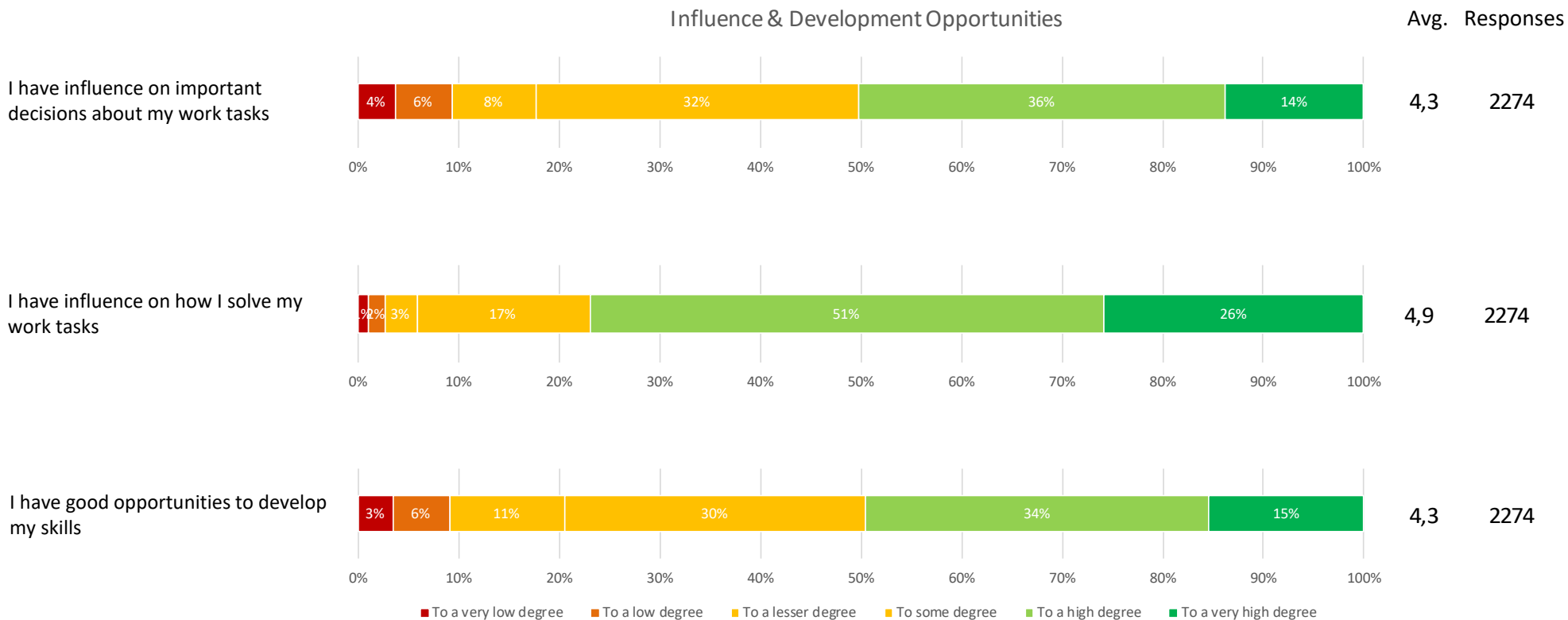
The theme “Interplay of work and personal life” measures how one experiences the interplay between work and, respectively, energy levels and time expenditure after work.

Achieving balance in the interplay between work and private life is subjective and depends on the extent to which one feels they have the energy and time to contribute to and master challenges and activities both at work and in private life. During follow-up, it is essential to reflect on the balance between work and private life and how the equilibrium desired can be achieved.



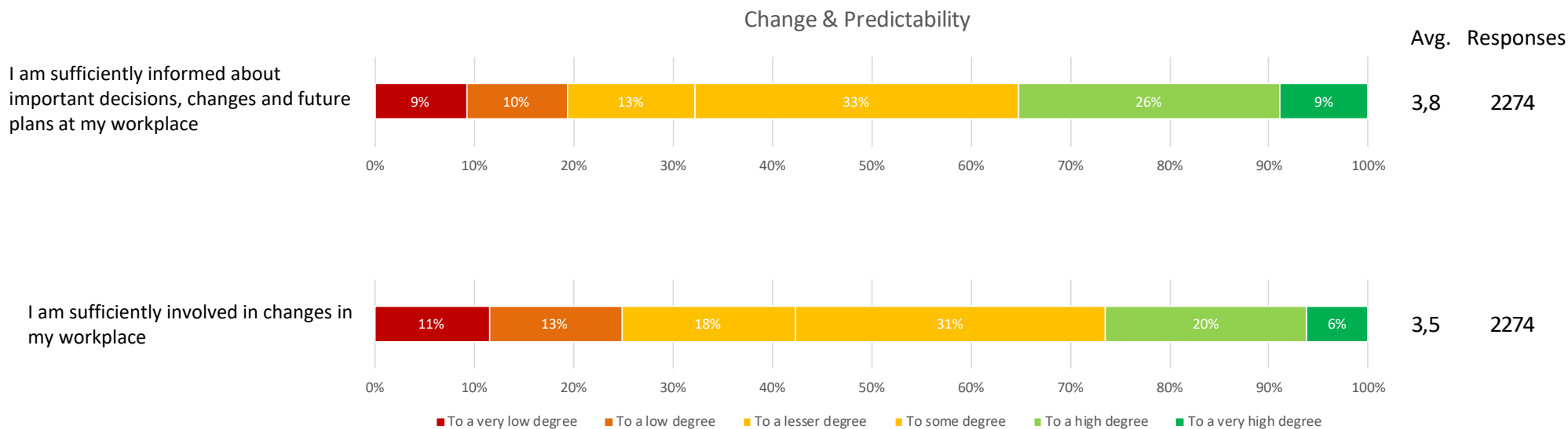
The theme “Influence & Development Opportunities” measures how one perceives having influence and opportunities for personal development at work.

Influence can impact well-being in various ways, such as making high demands feel manageable or, conversely, contributing to a sense of increased complexity. Perceiving demands as manageable can reduce the risk of stress and affect well-being in terms of ongoing personal development, utilizing one’s abilities, and facing challenges.



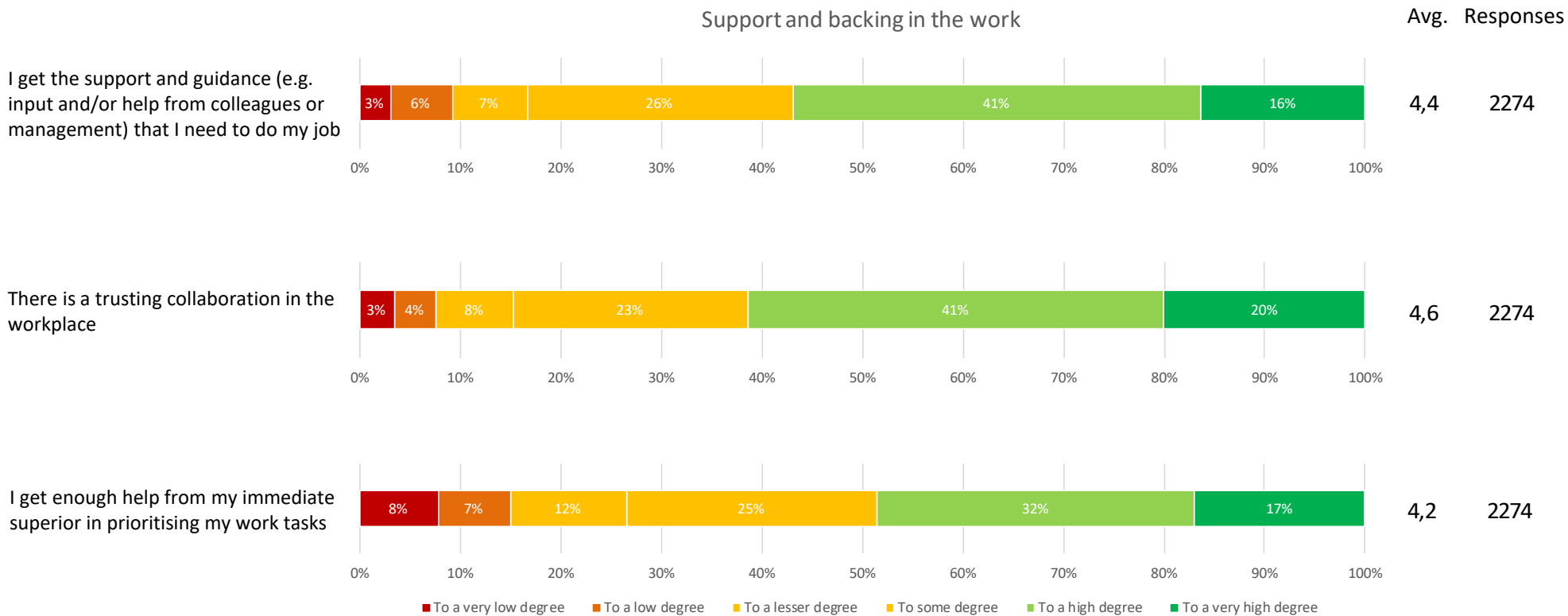
The theme “Changes & Predictability” measures how one experiences information about decisions and involvement in connection with workplace changes.

Changes can affect well-being in terms of stability, feeling safe, expectations, values, demands, and identity at work. Dialogue, clear and explicit information (to the extent possible concerning specific changes) and involving those who are affected (when feasible and relevant) can counteract uncertainty during workplace change processes.



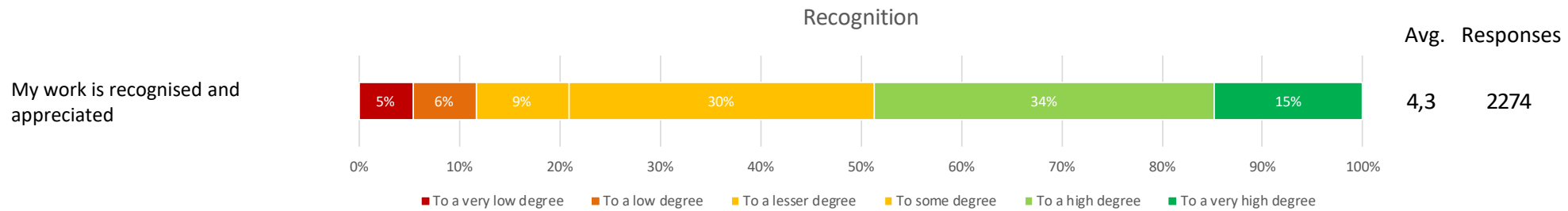
The theme “Support and backing at work” measures how one perceives support and collaboration at the workplace and how one experiences the immediate superior’s assistance in prioritizing tasks.

Social dynamics at the workplace, mutual interest, and support can significantly impact well-being. Support and cooperation can contribute to work satisfaction and influence the perception of work-related stress.



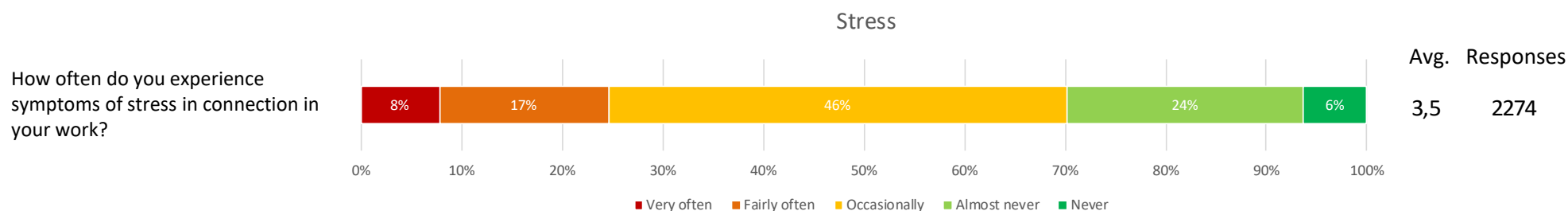
The theme “Recognition” measures the extent to which one feels their work is recognized and appreciated.

Recognition can enhance the perception of work as more meaningful, and professional pride can increase when work is acknowledged, and tasks are valued.



Work-related stress is a complex issue with various causes and expressions. In the well-being barometer, there is one question about stress, defined as a state where a person feels tense, restless, nervous, uneasy, or has difficulty sleeping at night due to worries.

The question is taken from research on whether a single-question measurement of work-related stress is valid in identifying common mental disorders. Research studies indicate that in workgroups, the question can be a tool to effectively and non-intrusively identify risk groups. Subsequently, a more in-depth risk assessment can be conducted for these groups.



The following questions are available if the question is answered "Very often" eller "Fairly often".

How long have you been experiencing stress symptoms?

%	n	
2%	12	Less than 2 weeks
5%	28	2-4 weeks
17%	95	1-3 months
76%	425	More than 3 months
100%	560	Total

Have you spoken to your manager, occupational health and safety representative or union representative about your stress symptoms?

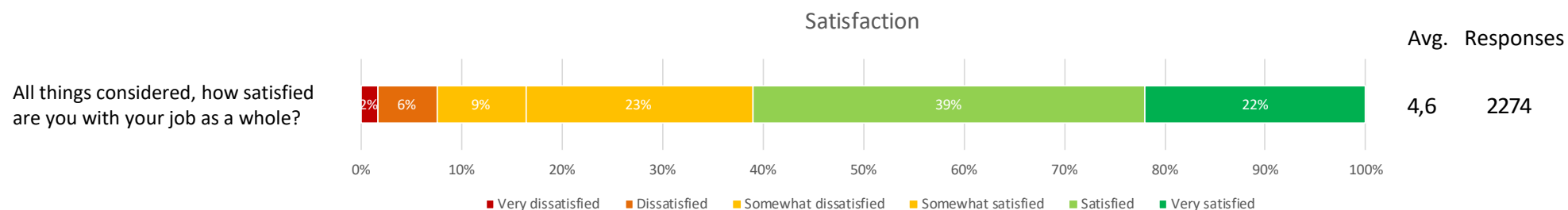
%	n	
38%	211	Yes
62%	349	No
100%	560	Total

Who have you spoken to about your stress symptoms?

%	n	
32%	178	Manager
5%	29	Occupational health and safety rep.
7%	37	Union representative
23%	128	Colleague/others
62%	349	Have not spoken

The theme “Satisfaction” measures overall satisfaction at the workplace.

Satisfaction can be a sign that one generally experiences balance between the demands of the job, available resources, and opportunities for personal development.



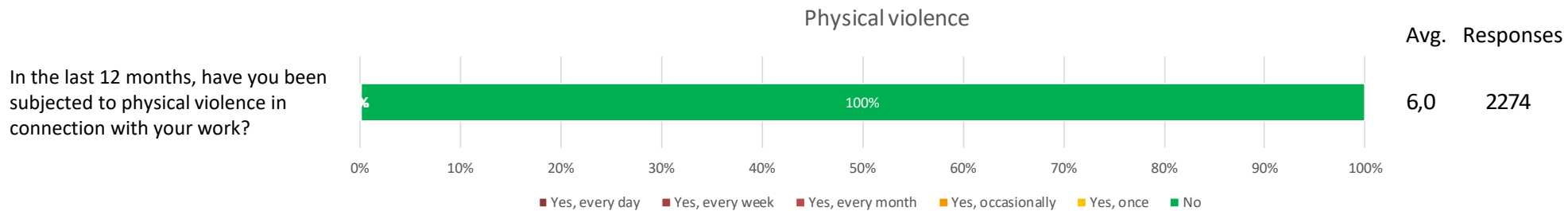
The well-being barometer identifies whether participants report experiencing offensive behaviors in connection with their work in the following categories:

- physical violence
- threats of violence
- sexual harassment
- bullying, harassment (other than sexual), discriminatory or unacceptable behavior

Aalborg University does not accept offensive or abusive behavior, regardless of its form. Everyone should be treated with respect and dignity and feel they are able to be at AAU safely, healthily, and securely. Offensive or abusive behavior can have significant consequences for individuals, and therefore, we must always ensure that any occurrences are appropriately handled and continue to work purposefully and systematically to prevent offensive and abusive behavior.

The graph below shows how many respondents reported experiencing physical violence in connection with their work in the last 12 months.

Physical violence is defined as work-related physical violence that causes physical harm, regardless of whether the action is intended to harm the person or not. Physical violence can include attacks on the body such as kicks, hitting, pushes, tripping, restraint, throwing object, biting, pinching, scratching, spitting, assault, strangulation attempts, and stabbing.



On the following page, the results are presented for respondents who have indicated that they have experienced physical violence in connection with their work in the last 12 months.

Physical violence (cont.)

Physical violence is defined as work-related physical violence that causes physical harm, regardless of whether the action is intended to harm the person or not. Physical violence can include attacks on the body such as kicks, hitting, pushes, tripping, restraint, throwing object, biting, pinching, scratching, spitting, assault, strangulation attempts, and stabbing.

Below are the results from individuals who reported experiencing physical violence in connection with their work in the last 12 months.

1. If physical violence, from whom?

%	n	
50%	1	Closest colleagues/management
50%	1	People from other parts of the organisation
0%	-	Students
0%	-	External partners

*Multiple choice. n=2

2. Have you spoken to your manager, occupational health and safety representative or union representative about your experience of physical violence?

%	n	
50%	1	Yes
50%	1	No
100%	2	Total

3. Who have you spoken to about your experience of physical violence?

%	n	
50%	1	Manager
0%	-	Occupational health and safety representative
0%	-	Union representative
50%	1	Colleague/others
50%	1	Have not spoken

*Multiple choice. n=2

4. Has any effort been made to address it in the workplace?

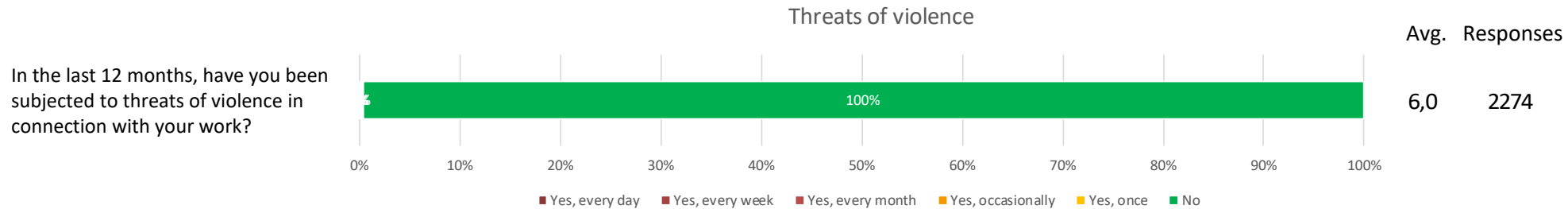
%	n	
50%	1	Yes
50%	1	No
100%	2	Total

5. Is physical violence still taking place

%	n	
0%	-	Yes
100%	2	No
100%	2	Total

The graph below shows how many respondents reported experiencing threats of violence in connection with their work in the last 12 months.

Threats of violence is defined as work-related threats of violence that can be made verbally (e.g., “I know where you live”) or expressed through body language (e.g., a clenched fist). Threats can also be directed at friends, family, or belongings and may occur via personal contact, email, SMS, social media, etc.



On the following page, the results are presented for respondents who have indicated that they have experienced threats of violence in connection with their work in the last 12 months.

Threats of violence (cont.)

Threats of violence is defined as work-related threats of violence that can be made verbally (e.g., “I know where you live”) or expressed through body language (e.g., a clenched fist). Threats can also be directed at friends, family, or belongings and may occur via personal contact, email, SMS, social media, etc.

Below are the results from individuals who reported experiencing threats of violence in connection with their work in the last 12 months.

1. If threats of violence, from whom?

%	n	
86%	6	Closest colleagues/management
14%	1	People from other parts of the organisation
0%	-	Students
0%	-	External partners

*Multiple choice. n=7

2. Have you spoken to your manager, occupational health and safety representative or union representative about your experience of threats of violence?

%	n	
57%	4	Yes
43%	3	No
100%	7	Total

3. Who have you spoken to about your experience of threats of violence?

%	n	
57%	4	Manager
14%	1	Occupational health and safety representative
0%	-	Union representative
29%	2	Colleague/others
43%	3	Have not spoken

*Multiple choice. n=7

4. Has any effort been made to address it in the workplace?

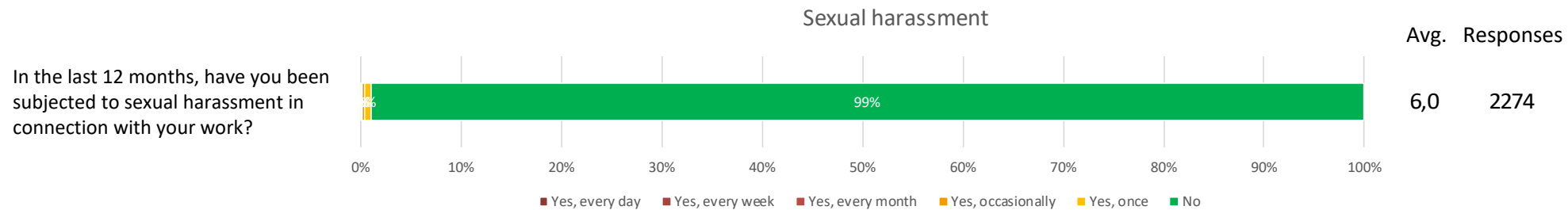
%	n	
43%	3	Yes
57%	4	No
100%	7	Total

5. Is the threats of violence still taking place?

%	n	
14%	1	Yes
86%	6	No
100%	7	Total

The graph below shows how many respondents reported experiencing sexual harassment in connection with their work in the last 12 months.

Sexual harassment is defined as offensive actions or behavior of a sexual nature, such as unwanted sexual attention. Actions of a sexual nature cannot be excused by a free-spirited atmosphere and workplace culture. Sexual harassment can occur through personal contact, email, SMS, social media, etc.



On the following page, the results are presented for respondents who have indicated that they have experienced sexual harassment in connection with their work in the last 12 months.

Sexual harassment (cont.)

Sexual harassment is defined as offensive actions or behavior of a sexual nature, such as unwanted sexual attention. Actions of a sexual nature cannot be excused by a free-spirited atmosphere and workplace culture. Sexual harassment can occur through personal contact, email, SMS, social media, etc.

Below are the results from individuals who reported experiencing sexual harassment in connection with their work in the last 12 months.

1. If sexual harassment, from whom?

%	n	
30%	7	Closest colleagues/management
43%	10	People from other parts of the organisation
13%	3	Students
13%	3	External partners

* Multiple choice. n=23

2. Have you spoken to your manager, occupational health and safety representative or union representative about your experience of sexual harassment?

%	n	
22%	5	Yes
78%	18	No
100%	23	Total

3. Who have you spoken to about your experience of sexual harassment?

%	n	
13%	3	Manager
0%	-	Occupational health and safety representative
4%	1	Union representative
9%	2	Colleague/others
78%	18	Have not spoken

* Multiple choice. n=23

4. Has any effort been made to address it in the workplace?

%	n	
22%	5	Yes
78%	18	No
100%	23	Total

5. Is the sexual harassment still taking place?

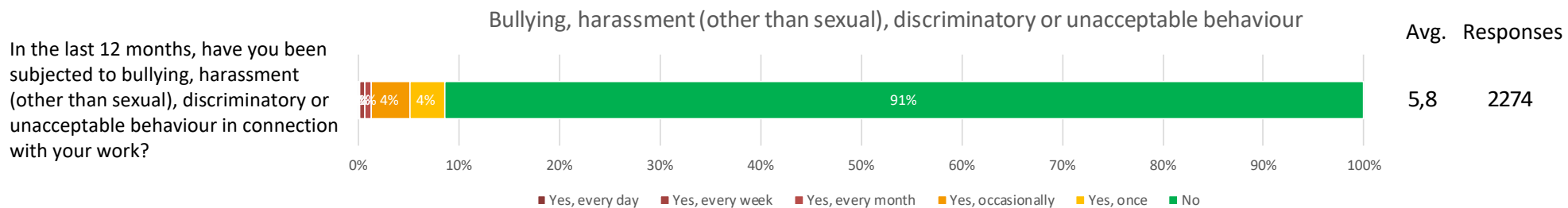
%	n	
17%	4	Yes
83%	19	No
100%	23	Total

The graph below shows how many respondents reported experiencing bullying, harassment (other than sexual), or discriminatory or unacceptable behavior in connection with their work in the last 12 months.

Bullying is defined as when a person is regularly and over an extended period, or repeatedly in a coarse manner, subjected to actions that the person finds hurtful or demeaning. An offensive action becomes bullying when the person targeted is unable to effectively defend themselves against the action.

Harassment is defined as when a person is subjected to actions involving humiliation, suspicion, or mockery. Harassment can occur through personal contact, phone calls, email, SMS, social media, etc.

Discriminatory behavior is defined as when a person gets subjected to actions that degrade the person based on factors such as age, gender, gender identity, gender expression, ethnicity, or religious belief. Discriminatory behavior can occur through personal contact, email, SMS, social media, etc.



On the following page, the results are presented for respondents who have indicated that they have experienced bullying, harassment (other than sexual), discriminatory or unacceptable behaviour in connection with their work in the last 12 months.

Bullying ... (cont.)

Below are the results from individuals who reported experiencing bullying, harassment (other than sexual), or discriminatory or unacceptable behavior in connection with their work in the last 12 months.

1. If bullying..., from whom?

%	n	
78%	151	Closest colleagues/management
17%	33	People from other parts of the organisation
8%	16	Students
4%	8	External partners

*Multiple choice. n=194

2. Have you spoken to your manager, occupational health and safety representative or union representative about your experience of bullying...?

%	n	
52%	101	Yes
48%	93	No
100%	194	Total

3. Who have you spoken to about your experience of bullying...?

%	n	
42%	81	Manager
11%	21	Occupational health and safety representative
14%	27	Union representative
21%	41	Colleague/others
48%	93	Have not spoken

*Multiple choice. n=194

4. Has any effort been made to address it in the workplace?

%	n	
38%	73	Yes
62%	121	No
100%	194	Total

5. Is the unacceptable behaviour still taking place?

%	n	
41%	80	Yes
59%	114	No
100%	194	Total

The following table shows the distribution of theme scores for the units with more than 10 responses in the report's area.

	Responses in total	1. Motivation	2. Work Tasks & Workplace	3. Interplay of work and personal life	4. Influence & Development Opportunities	5. Change & Predictability	6. Support and backing in the work	7. Recognition	8. Stress	9. Job satisfaction
1. Aalborg University	2274	4,7	4,3	4,1	4,5	3,7	4,4	4,3	3,5	4,6
2.1 Faculty of Social Sciences and Humanities	545	4,7	4,1	3,8	4,3	3,5	4,1	4,0	3,4	4,4
2.2 The Faculty of Engineering and Science	491	4,7	4,2	3,9	4,5	3,6	4,3	4,2	3,4	4,4
2.3 The Faculty of Medicine	211	4,8	4,4	4,1	4,7	3,8	4,4	4,4	3,5	4,6
2.4 The Technical Faculty of IT and Design	422	4,8	4,3	4,0	4,7	3,8	4,5	4,4	3,5	4,6
2.5 AAU Shared Services	557	4,8	4,5	4,4	4,6	3,9	4,7	4,4	3,9	4,8
2.6 IAS PBL	12	4,6	4,5	4,6	4,9	3,5	4,4	4,2	3,6	4,6
2.7 AAU Innovation	33	4,8	4,4	4,7	4,6	4,1	4,5	4,2	4,0	4,8

The following tables display theme scores divided by various variables. Results for a theme are shown when there are more than 9 responses to the theme.

	Responses in total	1. Motivation	2. Work Tasks & Workplace	3. Interplay of work and personal life	4. Influence & Development Opportunities	5. Change & Predictability	6. Support and backing in the work	7. Recognition	8. Stress	9. Job satisfaction
Aalborg University	2274	4,7	4,3	4,1	4,5	3,7	4,4	4,3	3,5	4,6
VIP (Academic staff)	1189	4,7	4,2	3,8	4,5	3,5	4,2	4,1	3,3	4,4
TAP (Technical and administrative staff)	1062	4,8	4,5	4,3	4,5	3,8	4,6	4,4	3,8	4,8
Female	1196	4,8	4,4	4,1	4,5	3,7	4,4	4,3	3,6	4,7
Male	1078	4,7	4,3	4,0	4,6	3,6	4,4	4,2	3,5	4,5
Danish	1824	4,7	4,3	4,0	4,5	3,6	4,4	4,2	3,6	4,6
Other nationality	450	4,7	4,4	4,2	4,6	3,9	4,5	4,4	3,4	4,6
Permanent	1579	4,7	4,3	4,0	4,5	3,6	4,3	4,2	3,6	4,6
Temporary	695	4,7	4,4	4,1	4,7	3,8	4,5	4,4	3,5	4,6
Under the age of 30	255	4,8	4,6	4,3	4,9	4,0	4,8	4,7	3,7	4,7
30 - 39 years	592	4,6	4,3	4,1	4,6	3,6	4,4	4,3	3,4	4,5
40 - 49 years	605	4,8	4,3	4,0	4,5	3,6	4,3	4,2	3,6	4,6
50 - 59 years	544	4,9	4,4	4,0	4,4	3,7	4,4	4,2	3,6	4,7
60 years and over	278	4,7	4,3	4,0	4,4	3,4	4,1	4,0	3,6	4,5

The following tables display theme scores divided by various variables. Results for a theme are shown when there are more than 9 responses to the theme.

	Responses in total	1. Motivation	2. Work Tasks & Workplace	3. Interplay of work and personal life	4. Influence & Development Opportunities	5. Change & Predictability	6. Support and backing in the work	7. Recognition	8. Stress	9. Job satisfaction
Aalborg University	2274	4,7	4,3	4,1	4,5	3,7	4,4	4,3	3,5	4,6
Esbjerg	49	4,8	4,1	4,0	4,4	3,8	4,4	4,1	3,4	4,5
København	288	4,6	4,1	3,9	4,4	3,2	4,2	4,1	3,3	4,3
Aalborg	1936	4,8	4,3	4,1	4,5	3,8	4,4	4,3	3,6	4,6