



# AAU STAFF WELL-BEING BAROMETER 2023

## PRESENTATION OF RESULTS



Based on Staff Well-being Barometer 2023, Jysk Analyse



# INTRODUCTION

On 15 March 2022, the Main Occupational Health and Safety Committee set up a working group to evaluate AAU's Staff Well-being Barometer. The purpose was for the Staff Well-being Barometer to be perceived as relevant and inspiring for the dialogue on the working environment at AAU. On 12 September 2022, the working group presented a proposal for a revised Staff Well-being Barometer that the Main Occupational Health and Safety Committee decided to use in the future.

The revised Staff Well-being Barometer contains a total of 20 questions as well as an additional 8 sub-questions for the questions about offensive or abusive behaviour and stress.

The questionnaire for the Staff Well-being Barometer 2023 was sent to all AAU staff members by Jysk Analyse on Wednesday, 22 November 2023 with a response deadline of Friday, 15 December 2023 at 23:59. During this period, three friendly reminders were issued to those who had not returned their responses to the questionnaire.

## **Presentation of results**

The following pages present the respondents' answers at levels 1 and 2, i.e. the overall aggregated AAU level and main area level. The department and unit levels as well as underlying levels can be studied in more detail in the respective results reports.

The presentation was prepared by a group consisting of Lea Laursen Pasgaard, Journalist and Editor, AAU Communication and Public Affairs; Martin Mølholm, Vice Chair, Main Occupational Health and Safety Committee; Linda Ibsen, HR Deputy Director; Lone Bechmann, Manager, AAU Communication and Public Affairs; and Rasmus Simonsen, Health and Safety Specialist, Working Environment Section and HR.

## **Response rates and limitations**

In 2023, the response rate is 66%, which corresponds to 2,274 staff of the total 3,452 staff at AAU who received the questionnaire having answered the survey. In 2021, the response rate was 69%, and it has been declining since 2019 when the response rate was 73%.

The Technical Faculty of IT and Design (TECH) has the lowest response rate of 57%. In order for data in a well-being survey to be considered valid and statistically significant for the group included in the survey, the response rate must be at least 60%. Therefore, the validity of the results for TECH require must be taken into consideration.

Please note that, as with previous well-being barometers, the percentages have been rounded to ensure that the underlying number of staff members is in whole numbers.

# MOTIVATION AND COMMITMENT

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	22%	48%	20%	5%	4%	2%
ENGINEERING	491	21%	48%	19%	5%	5%	3%
SSH	545	22%	42%	25%	4%	4%	2%
HEALTH	211	26%	48%	18%	2%	4%	2%
TECH	422	21%	51%	18%	6%	2%	2%
Shared Services	557	22%	51%	18%	5%	2%	2%



## COMMENTS

Overall, **70 out of 100** staff members indicated that they are highly or very highly **motivated and committed**.

For SSH it is slightly fewer, while for HEALTH it is slightly more.

**6 out of 100 staff members** indicated a **lack of motivation** as they replied that they feel motivated and committed in their work to a low or very low degree.

"I feel motivated and committed in my job"

# MEANINGFULNESS

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	18%	53%	23%	3%	2%	1%
ENGINEERING	491	20%	51%	23%	3%	3%	0%
SSH	545	15%	53%	24%	4%	3%	1%
HEALTH	211	18%	54%	23%	3%	2%	1%
TECH	422	18%	53%	23%	4%	1%	1%
Shared Services	557	21%	54%	20%	3%	2%	1%



## COMMENTS

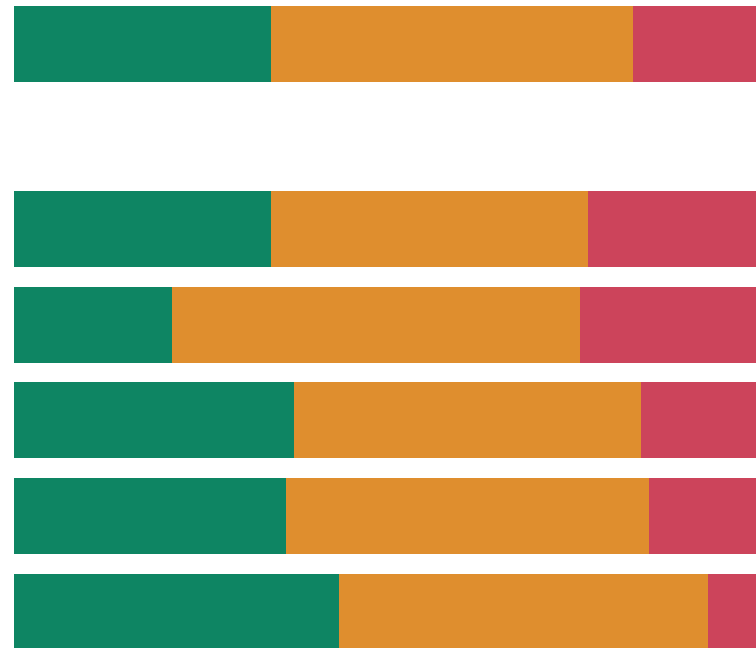
Overall, **71 out of 100** staff members indicated that they **see their work tasks as meaningful** to a high or very high degree.

There are minor variations in the percentages across the main areas.

"My work tasks are meaningful"

# BALANCE BETWEEN DEMANDS AND RESOURCES

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	6%	28%	33%	15%	1%	7%
ENGINEERING	491	6%	28%	27%	15%	13%	10%
SSH	545	4%	17%	33%	21%	14%	10%
HEALTH	211	7%	30%	34%	12%	12%	6%
TECH	422	7%	29%	33%	15%	1%	6%
Shared Services	557	8%	35%	38%	1%	4%	3%



## COMMENTS

While 7 out of 10 see their work as meaningful, only **one in three** staff members **indicate that there is an appropriate balance between demands and resources** to a high or very high degree.

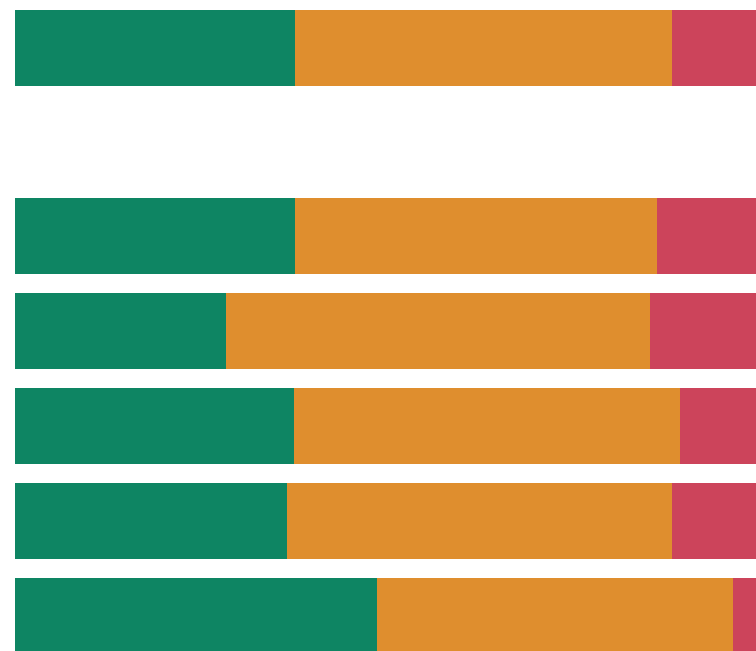
Overall, almost **one in five staff members** responded that they experience an appropriate balance between demands and resources **to a low or very low degree**.

At SSH and ENGINEERING, staff members see the greatest imbalance, almost one in four. In Shared Services, it is only one in fourteen.

*"In my work, there is an appropriate balance between demands made and resources available to me"*

# APPROPRIATE BALANCE - ENERGY

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	8%	29%	35%	15%	9%	4%
ENGINEERING	491	7%	30%	33%	15%	12%	4%
SSH	545	4%	24%	37%	19%	12%	5%
HEALTH	211	10%	27%	40%	1%	7%	4%
TECH	422	9%	27%	34%	17%	8%	5%
Shared Services	557	13%	35%	34%	13%	5%	1%



## COMMENTS

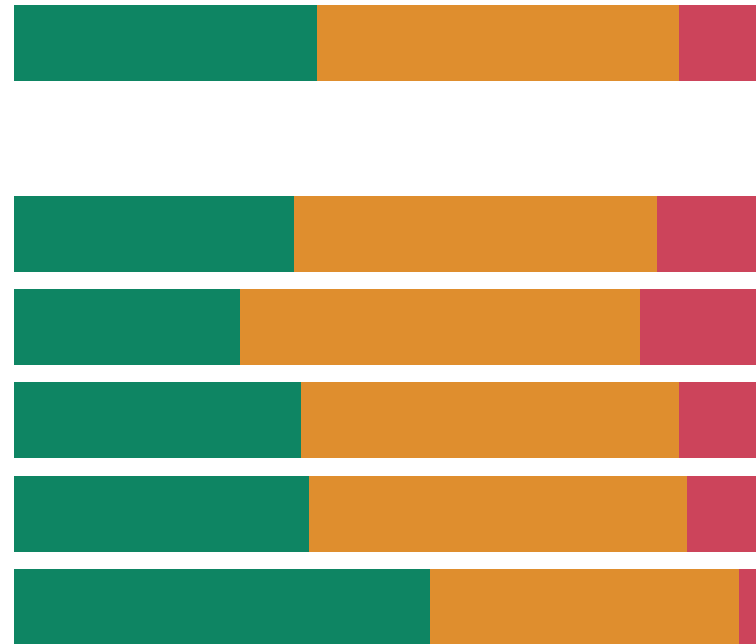
For AAU, approximately **1 out of 8** respond that there is **not an appropriate balance between energy** for work and energy for private life.

The imbalance is greatest at SSH and ENGINEERING and smallest at Shared Services.

"There is an appropriate balance between my energy for work and my energy for private life"

# APPROPRIATE BALANCE - TIME

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	9%	31%	34%	14%	8%	4%
ENGINEERING	491	9%	28%	34%	14%	12%	4%
SSH	545	5%	25%	33%	20%	1%	6%
HEALTH	211	8%	30%	40%	10%	8%	4%
TECH	422	9%	30%	33%	17%	7%	4%
Shared Services	557	13%	42%	34%	7%	3%	2%



## COMMENTS

For AAU, approximately **1 out of 8** respond that **there is not an appropriate balance between time** for work and time for private life.

The imbalance is greatest at SSH and ENGINEERING and smallest at Shared Services.

"There is an appropriate balance between my energy for work and my energy for private life"

# INFLUENCE ON DECISIONS ABOUT TASKS

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	14%	36%	32%	8%	6%	4%
ENGINEERING	491	13%	35%	33%	10%	5%	3%
SSH	545	10%	33%	32%	10%	10%	6%
HEALTH	210	17%	42%	29%	6%	4%	1%
TECH	422	17%	36%	33%	7%	3%	3%
Shared Services	557	14%	9%	31%	8%	4%	4%



## COMMENTS

Half of the staff members indicate that they have a high or very high degree of **influence on their work tasks**.

At **HEALTH**, staff members indicate the **greatest degree** of influence.

At **SSH**, approximately **1 out of 6 staff members** indicate that they have **low or very low influence** on significant decisions about their work tasks. This is twice as many as in the other main areas.

"I have influence on important decisions about my work tasks"



# INFLUENCE ON SOLVING TASKS

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	26%	51%	17%	3%	2%	1%
ENGINEERING	491	25%	52%	18%	3%	2%	1%
SSH	545	20%	52%	20%	4%	2%	2%
HEALTH	211	27%	53%	15%	4%	2%	0%
TECH	422	31%	47%	16%	4%	2%	1%
Shared Services	557	28%	51%	17%	2%	1%	1%



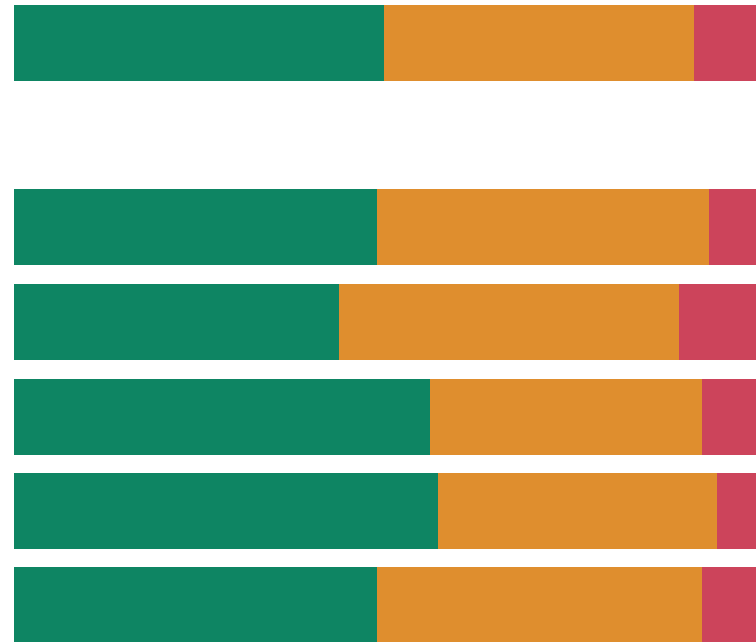
## COMMENTS

The **vast majority** of staff members have influence on how they **solve** their tasks.

"I have influence on how I solve my work tasks"

# OPPORTUNITIES TO DEVELOP COMPETENCIES

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	15%	34%	30%	1%	6%	3%
ENGINEERING	491	18%	30%	32%	12%	6%	3%
SSH	545	13%	30%	31%	14%	6%	5%
HEALTH	211	18%	37%	27%	9%	7%	2%
TECH	422	18%	38%	29%	8%	3%	3%
Shared Services	557	12%	36%	31%	12%	6%	3%



## COMMENTS

Every second staff member indicates that they have **good opportunities** to develop their competencies.

About **every tenth** report having **little opportunity** to develop their competencies.

*"I have good opportunities to develop my competencies"*

# SUFFICIENTLY INFORMED

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	9%	26%	33%	13%	10%	9%
ENGINEERING	491	8%	27%	29%	1%	1%	13%
SSH	545	9%	21%	30%	16%	13%	1%
HEALTH	211	8%	30%	32%	13%	7%	10%
TECH	422	10%	28%	36%	12%	8%	6%
Shared Services	557	9%	28%	36%	12%	10%	6%



## COMMENTS

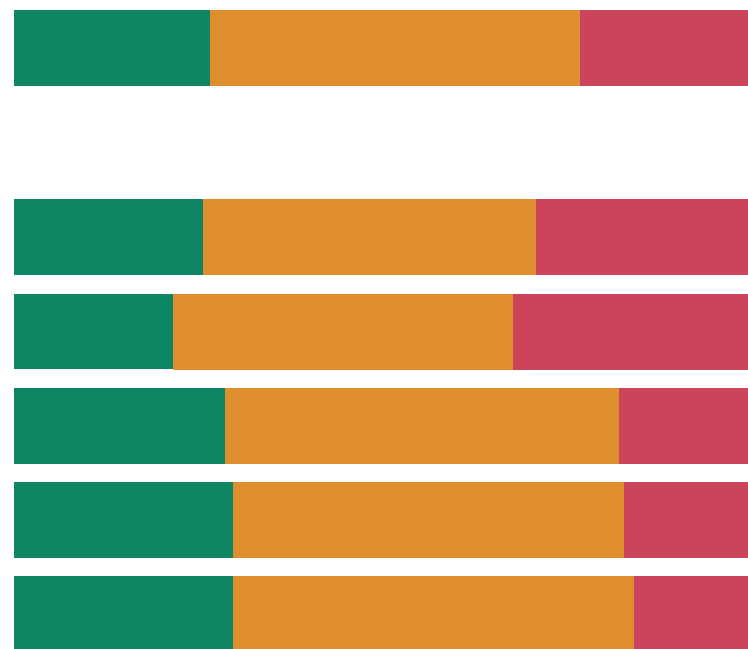
**Every third staff member** indicates that they are to a high or very high degree **sufficiently informed** about important decisions, changes and future plans in their workplace.

**Every fifth staff member** responds that they are **sufficiently informed** to a low or very low degree.

"I am sufficiently informed about important decisions, changes and future plans at my workplace"

# SUFFICIENTLY INVOLVED

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	6%	20%	31%	18%	13%	1%
ENGINEERING	491	5%	20%	29%	15%	16%	14%
SSH	545	6%	15%	26%	19%	17%	16%
HEALTH	211	6%	22%	34%	18%	9%	1%
TECH	422	7%	22%	32%	20%	1%	9%
Shared Services	557	6%	23%	37%	16%	1%	7%



## COMMENTS

**Every fourth staff member** indicates that they are to a high or very high degree **sufficiently involved** about changes in their workplace. Just as many respond that they are **sufficiently involved** to a low or very low degree.

**One third** of the staff members at **SSH and ENGINEERING** indicate that they are **sufficiently involved** to a low or very low degree.

"I am sufficiently involved in changes in my workplace"

# SUPPORT AND GUIDANCE

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	16%	41%	26%	7%	6%	3%
ENGINEERING	491	15%	36%	31%	8%	7%	4%
SSH	545	12%	36%	28%	1%	8%	5%
HEALTH	211	12%	41%	29%	9%	7%	2%
TECH	422	18%	41%	27%	7%	5%	2%
Shared Services	557	23%	48%	20%	4%	4%	1%



## COMMENTS

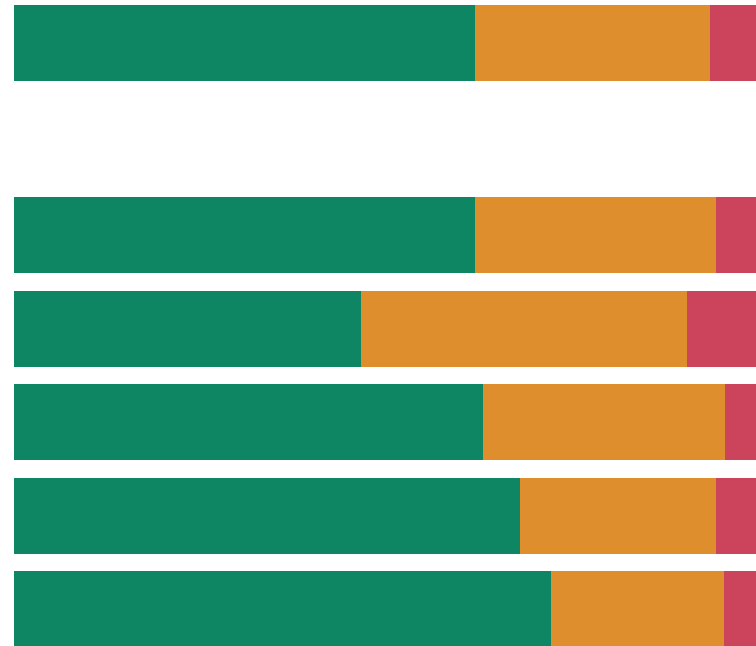
Overall, more than half of the staff members at AAU indicate that they receive **the support and guidance** they need to do their work.

At **Shared Services**, almost **3 out of 4** staff members indicate that they receive **to a high or very high degree** the support they need to perform their tasks.

"I get the support (e.g. input and/or help from colleagues or management) that I need to do my work"

# TRUSTING COLLABORATION

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	20%	41%	23%	8%	4%	3%
ENGINEERING	491	20%	41%	25%	7%	4%	3%
SSH	545	12%	34%	32%	1%	6%	6%
HEALTH	211	19%	43%	25%	7%	2%	3%
TECH	422	26%	41%	21%	5%	5%	2%
Shared Services	557	24%	47%	16%	7%	3%	2%



## COMMENTS

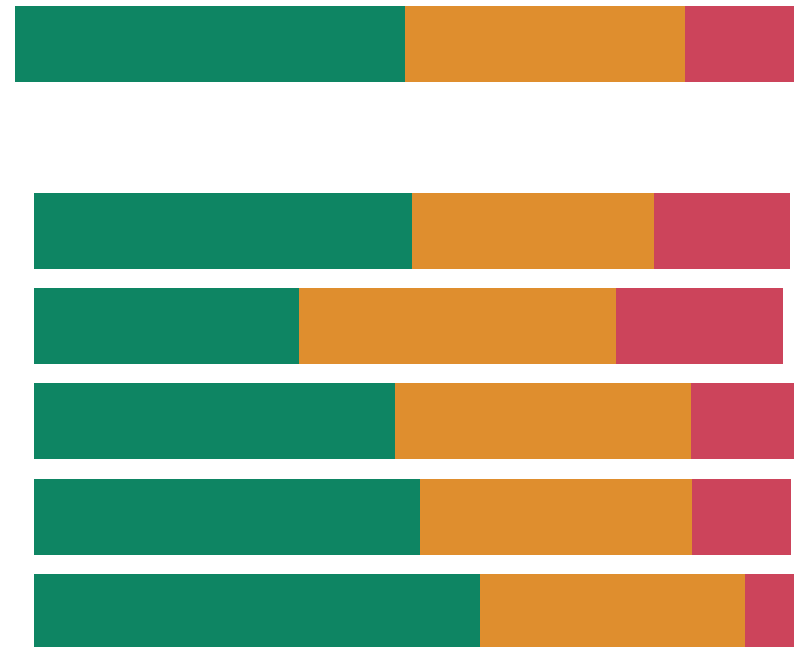
**6 out of 10 staff members** indicate to a high or very high degree that there is a **trusting collaboration** in the workplace.

**One third of the staff members at SSH** indicate to **lesser, low or very low degree** that there is a trusting cooperation. For the other main areas, this applies to approximately every eighth staff member.

"There is a trusting collaboration in the workplace"

# PRIORITIZATION HELP FROM MANAGER

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	17%	32%	25%	12%	7%	8%
ENGINEERING	491	16%	34%	21%	1%	9%	9%
SSH	545	12%	23%	29%	13%	10%	12%
HEALTH	211	15%	33%	25%	14%	6%	8%
TECH	422	18%	33%	24%	12%	6%	7%
Shared Services	557	23%	36%	25%	10%	4%	4%



## COMMENTS

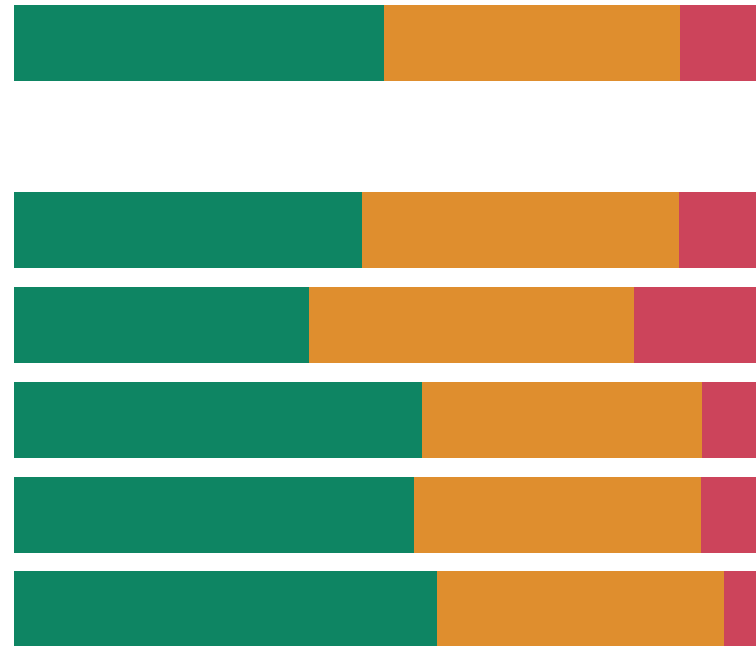
Half of the staff members indicate that they receive a high or very high degree of **sufficient help from their immediate superior in prioritizing** their tasks.

**At SSH, 1 out of 3** receive sufficient help with prioritization, while more than one in 5 staff members indicate that they receive sufficient help to a low or very low degree.

"I get enough help from my immediate superior in prioritizing my work tasks"

# RECOGNITION

	Number of responses	To a very high degree	To a high degree	To some degree	To a lesser degree	To a low degree	To a very low degree
AAU	2,274	15%	34%	30%	9%	6%	5%
ENGINEERING	491	13%	33%	33%	9%	7%	6%
SSH	545	14%	25%	32%	1%	10%	9%
HEALTH	211	15%	9%	28%	9%	5%	5%
TECH	422	18%	35%	29%	9%	5%	4%
Shared Services	557	15%	41%	29%	9%	4%	3%



## COMMENTS

**Half** of the staff members indicate that their work is **recognized** and appreciated to a **high or very high degree**.

**1 out of 10** staff members indicate that they are recognized and appreciated for their work to a **low or very low degree**. At SSH, this applies to every fifth staff member.

"My work is recognized and appreciated"



# SYMPTOMS OF STRESS

	Number of responses	Never	Almost never	Occasionally	Fairly often	Very often
AAU	2,274	6%	24%	46%	17%	8%
ENGINEERING	491	3%	20%	48%	19%	8%
SSH	545	5%	19%	45%	20%	10%
HEALTH	211	3%	25%	48%	17%	8%
TECH	422	7%	21%	45%	17%	10%
Shared Services	557	1%	31%	42%	12%	3%



## COMMENTS

**1 out of 4** staff members experience **symptoms of stress** fairly often or very often. Of those, **3 out of 4** indicate that it has been going on for **more than 3 months**.

**6 out of 10** staff members who report that they have symptoms of stress fairly often or very often **have not told their manager**.

"How often do you experience symptoms of stress related in your work?"

# SATISFACTION

	Number of responses	Very satisfied	Satisfied	Somewhat satisfied	A little dissatisfied	Dissatisfied	Very dissatisfied
AAU	2,274	22%	9%	23%	9%	6%	2%
ENGINEERING	491	18%	37%	25%	12%	7%	2%
SSH	545	18%	36%	26%	9%	9%	2%
HEALTH	211	22%	44%	18%	9%	7%	1%
TECH	422	21%	43%	22%	8%	4%	2%
Shared Services	557	30%	9%	20%	6%	4%	1%



## COMMENTS

**6 out of 10** staff members are highly or very highly **satisfied with their job** as a whole.

"All things considered, how satisfied are you with your job as a whole?"

# OFFENSIVE OR ABUSIVE BEHAVIOUR

	Number of staff members indicating that they have been subjected to offensive or abusive behaviour		
	Year 2020	Year 2021	<b>Year 2023</b>
Physical violence	3	2	<b>2</b>
Threats of violence	29	34	<b>7</b>
Sexual harassment	20	14	<b>23</b>
Bullying, harassment (other than sexual), discriminatory or unacceptable behaviour	142	142	<b>194</b>

## COMMENTS

At AAU, 2 staff members indicate that they were subjected to physical violence in 2023. This figure is in line with the previous two well-being surveys.

Indications of threats of violence have dropped from 34 in 2021 to 7 in 2023.

23 staff members indicate that they were subjected to sexual harassment, which is the highest level in the previous 3 well-being surveys.

**It is important to note** that 194 staff members indicated having experienced bullying, harassment, discriminatory or unacceptable behaviour in 2023. There is a significant increase of 36% compared to the two previous measurements, and the figure itself is high.

# AALBORG, ESBJERG, COPENHAGEN CAMPUSES

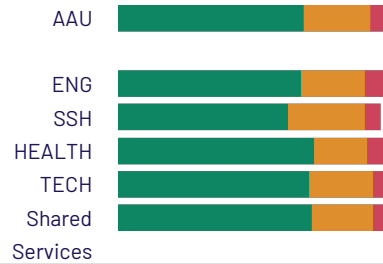
	<b>Aalborg</b>	<b>Esbjerg</b>	<b>Copenhagen</b>
Number of responses	1,936	49	288
Motivation	4.8	4.8	4.6
Work tasks & workplace	4.3	4.1	4.1
Interplay of work and personal life	4.1	4.0	3.9
Influence & development opportunities	4.5	4.4	4.4
Change & predictability	3.8	3.8	3.2
Support and backing in the work	4.4	4.4	4.2
Recognition	4.3	4.1	4.1
Stress	3.6	3.4	3.3
Satisfaction	4.6	4.5	4.3

## COMMENTS

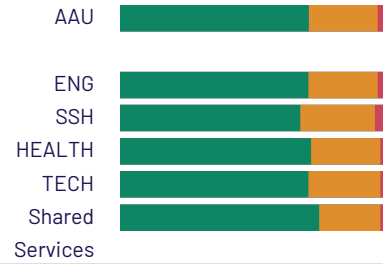
This table presents the results for the 3 campuses. The numbers are distributed on a scale of 1-6, so the higher the number, the more positive the indication of well-being.

There are no major fluctuations across campuses, however, Copenhagen is generally a bit lower on almost all parameters; on "change and predictability" however, somewhat lower.

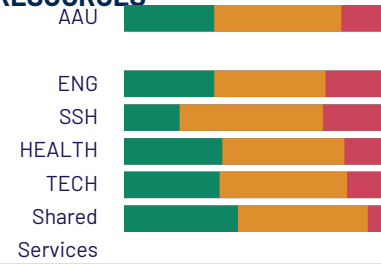
### MOTIVATION



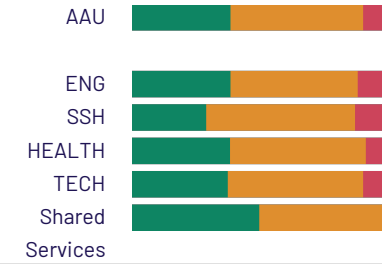
### MEANINGFULNESS



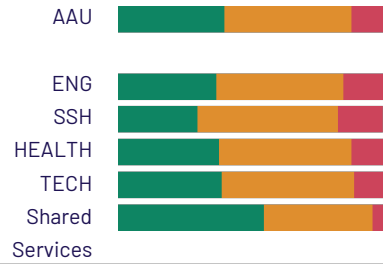
### BALANCE BETWEEN DEMANDS AND RESOURCES



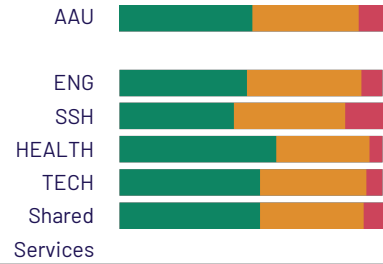
### APPROPRIATE BALANCE - ENERGY



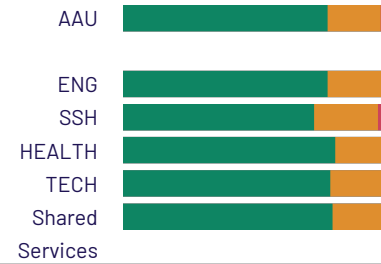
### APPROPRIATE BALANCE - TIME



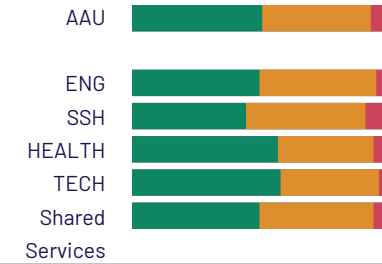
### INFLUENCE ON DECISIONS ABOUT TASKS



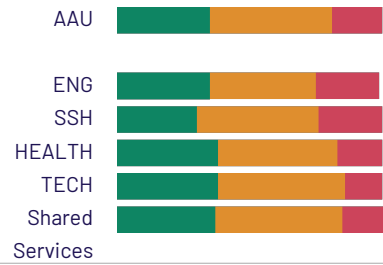
### INFLUENCE ON SOLVING TASKS



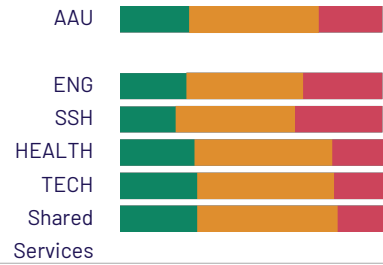
### OPPORTUNITIES TO DEVELOP COMPETENCIES



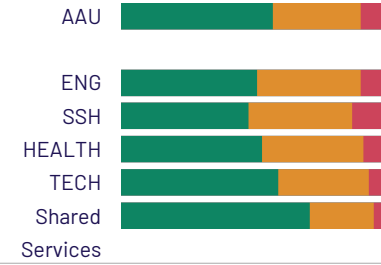
### SUFFICIENTLY INFORMED



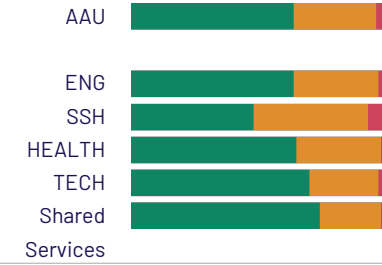
### SUFFICIENTLY INVOLVED



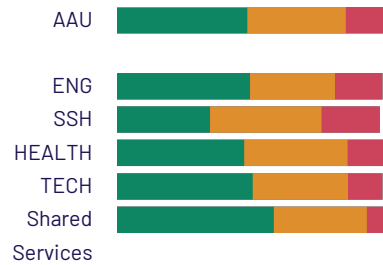
### SUPPORT AND GUIDANCE



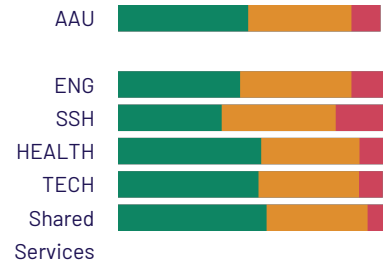
### TRUSTING COLLABORATION



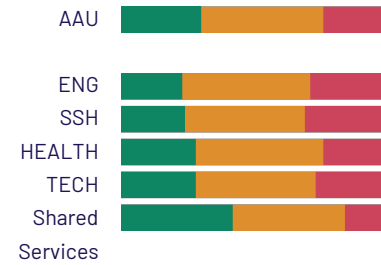
### PRIORITIZATION HELP FROM MANAGER



### RECOGNITION



### SYMPTOMS OF STRESS



### SATISFACTION

