

Enkät om den psykosociala arbetsmiljön på Institutionen för ekonomi

Antal svar: 42.

Svarsfrekvens: 84%

Frågorna i denna enkät är i stort baserade på den "Checklista för psykosocial arbetsmiljö" som tagits fram av Prevent.¹

I detta dokument presenteras en sammanställning av svaren på frågorna från enkäten. Om inte annat anges avser de presenterade andelarna svaren från hela personalgruppen.

Denna sammanställning kommer att analyseras och ligga till grund för en handlingsplan för hur den psykosociala arbetsmiljön kan förbättras.

Survey on the psychosocial work environment at the Department of Economics

Number of responses: 42.

Response frequency: 84%

The questions in this survey are (with some changes) based on the "Checklist for psychosocial work environment" developed by Prevent.²

In this document the answers of the questionnaire are presented. Unless otherwise noted the presented shares relates to the responses from all staff.

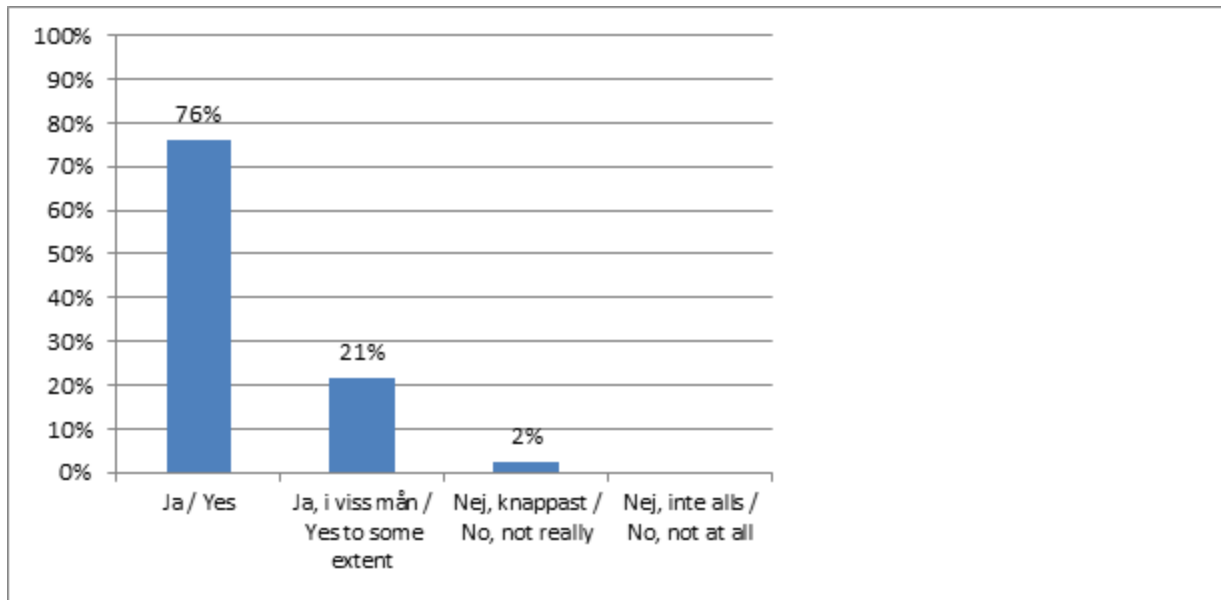
This material will be analyzed and be the basis for an action plan of how the psycho-social work environment can be improved.

¹ Prevent är en ideell organisation ägd av fack och arbetsgivare som förmedlar kunskap om hur man genom ett hälsofrämjande arbetsmiljöarbete kan skapa framgångsrika företag.

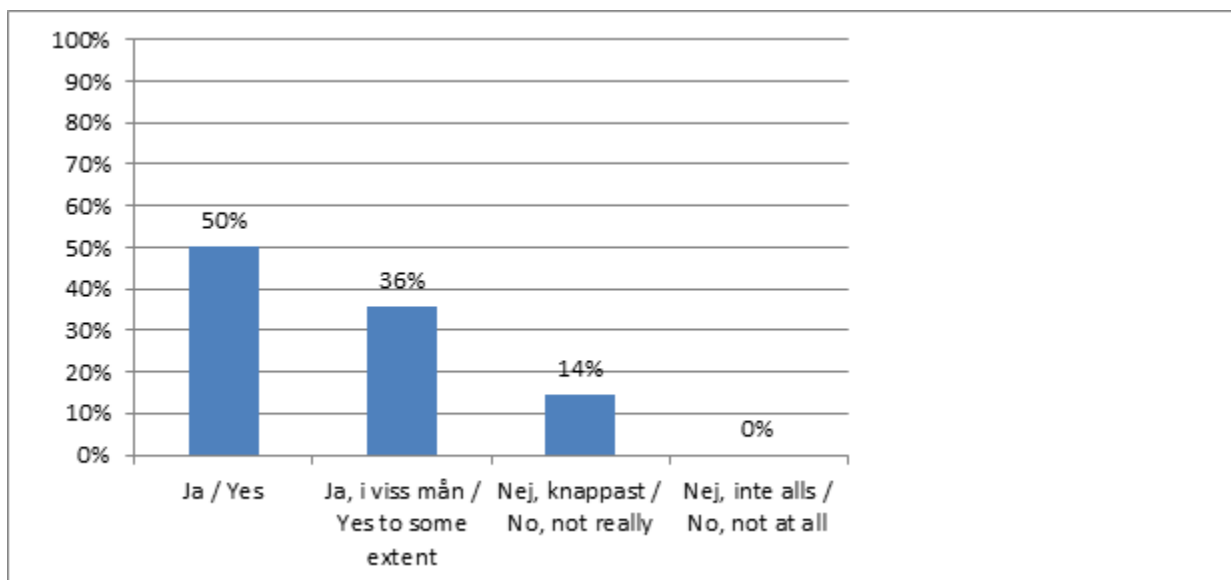
² Prevent is a non-profit organization owned by trade unions and employers that conveys knowledge of how working with creating a health-promoting work environment can create successful companies.

ARBETETS INNEHÅLL / WORK CONTENT:

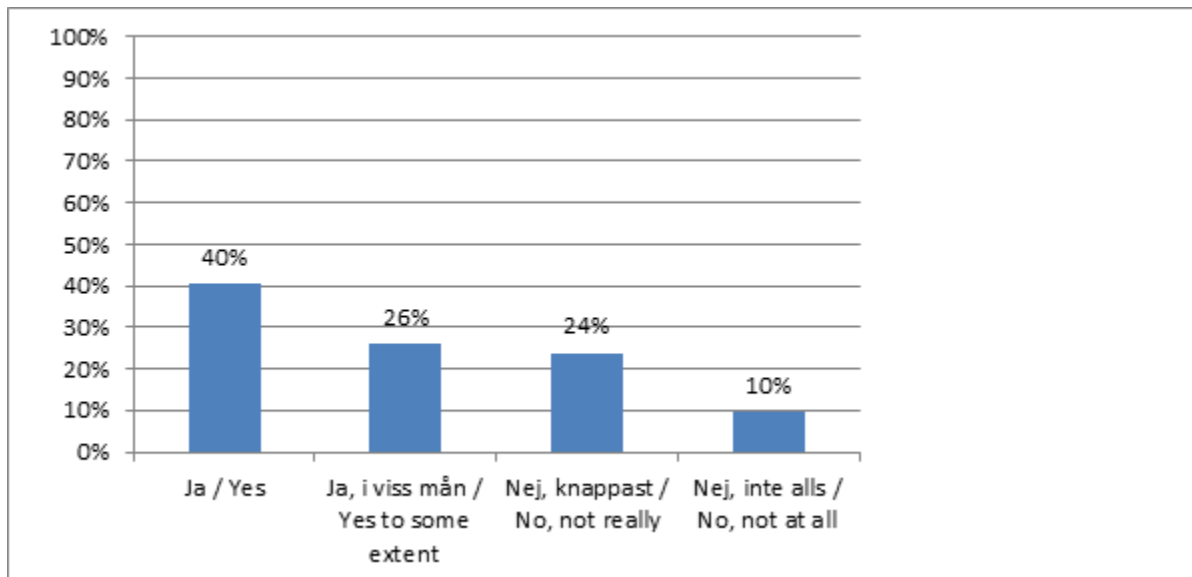
a) Har du intressanta och meningsfulla arbetsuppgifter? / Are your duties interesting and meaningful?



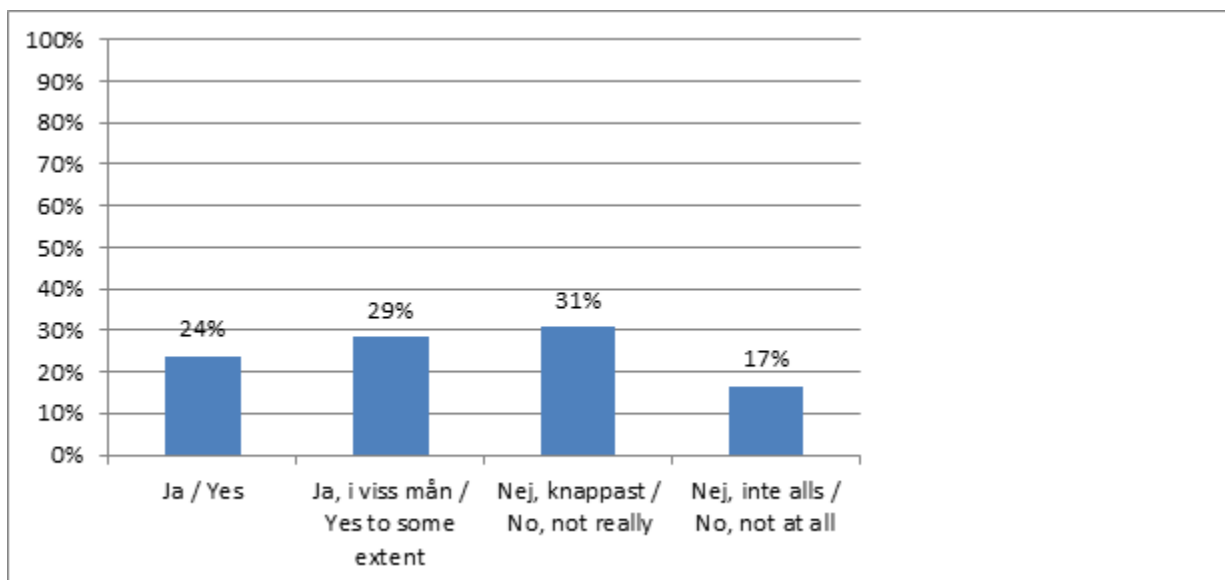
b) Har du själv möjlighet att påverka arbetstakten? / Can you influence the pace of work?



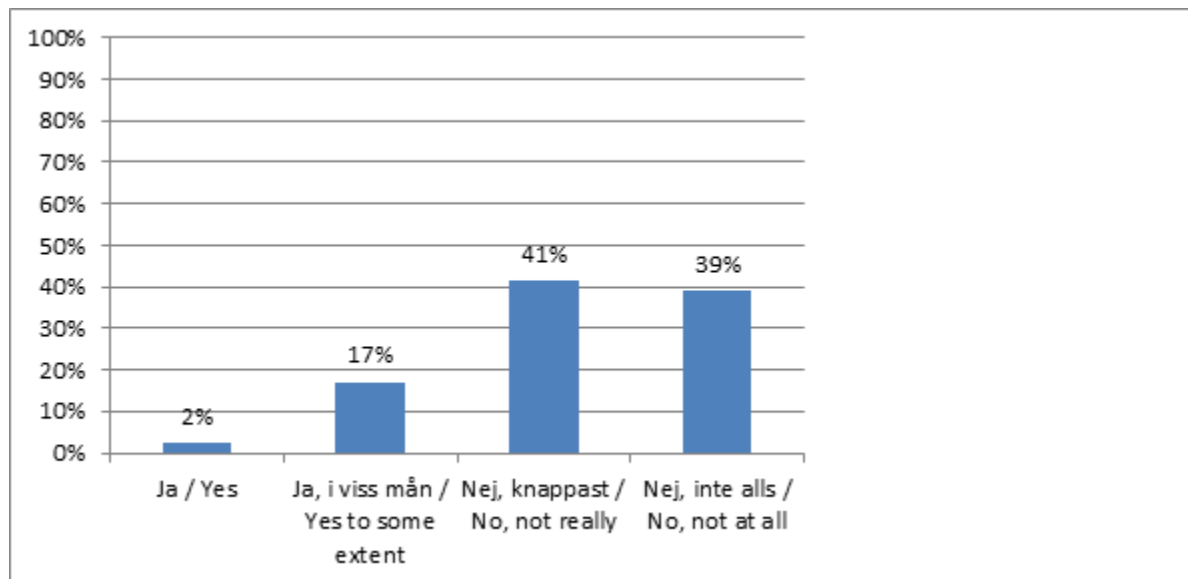
c) Anser du att din arbetsbelastning är rimlig? / Do you consider your workload reasonable?



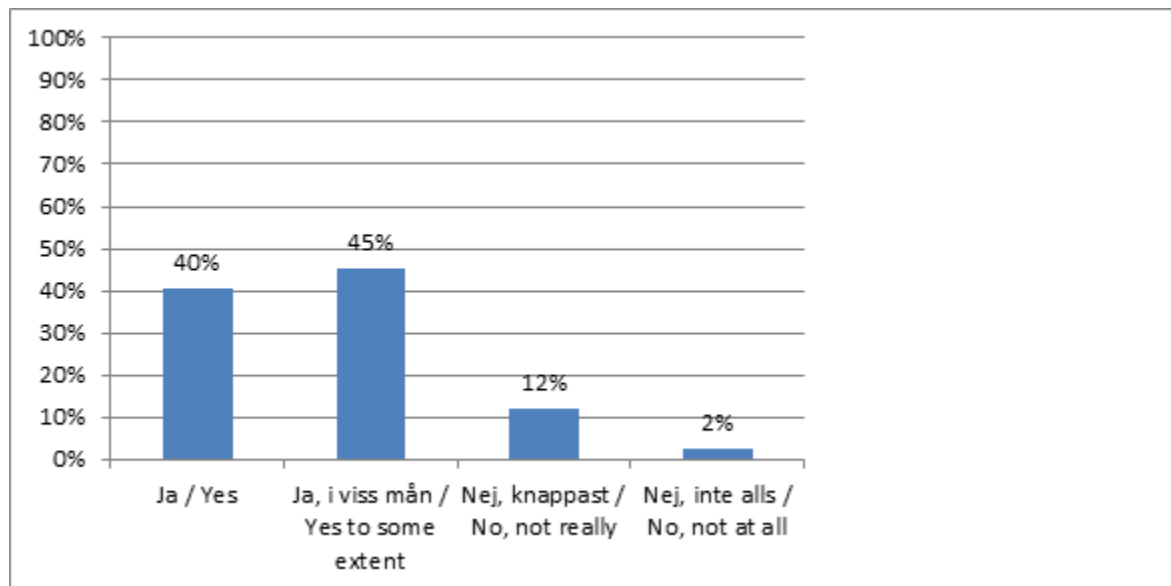
d) Hinner du med dina arbetsuppgifter inom din normala arbetstid? / Can you complete your working task within your normal working hours?



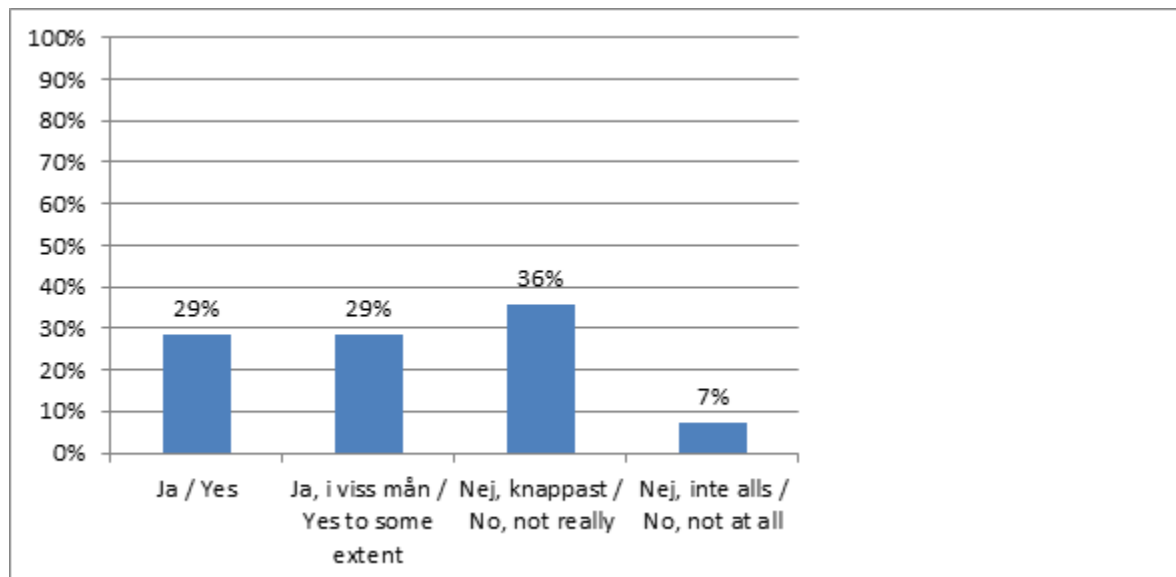
e) Uppfattar du dina arbetsuppgifter som ensidiga? / Do you regard your duties as monotonous?



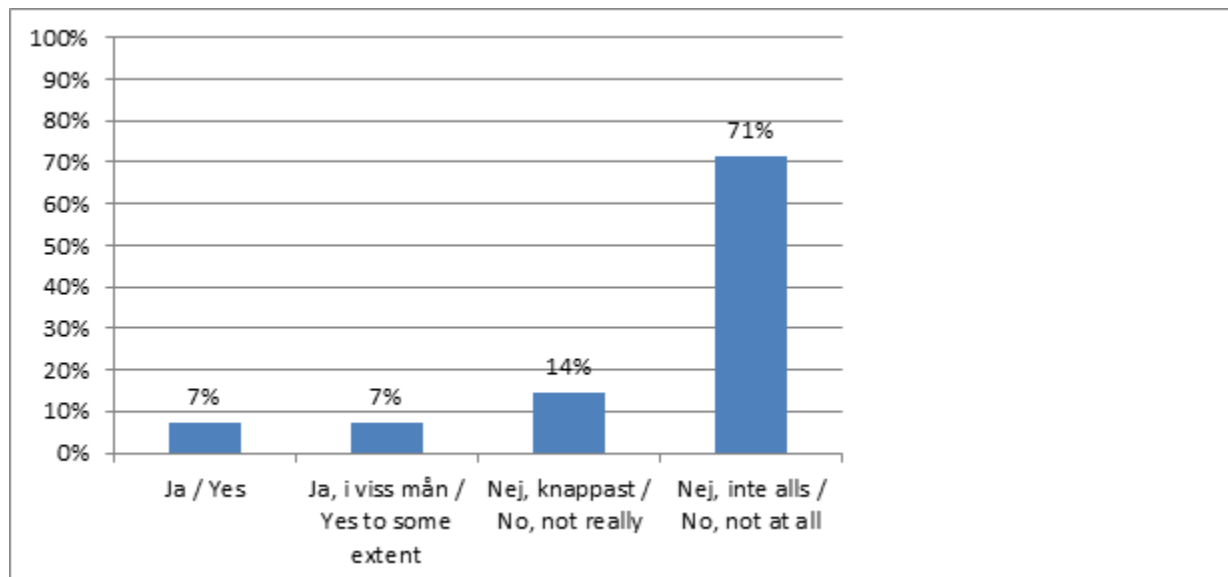
f) Brukar du känna dig trött och slut när du kommer hem från arbetet? / Are you tired when you get home from work?



g) Tar du med dig arbetet hem i tankarna så det påverkar fritiden negativt? / Do you bring your work home to such an extent that it adversely affects your leisure time?

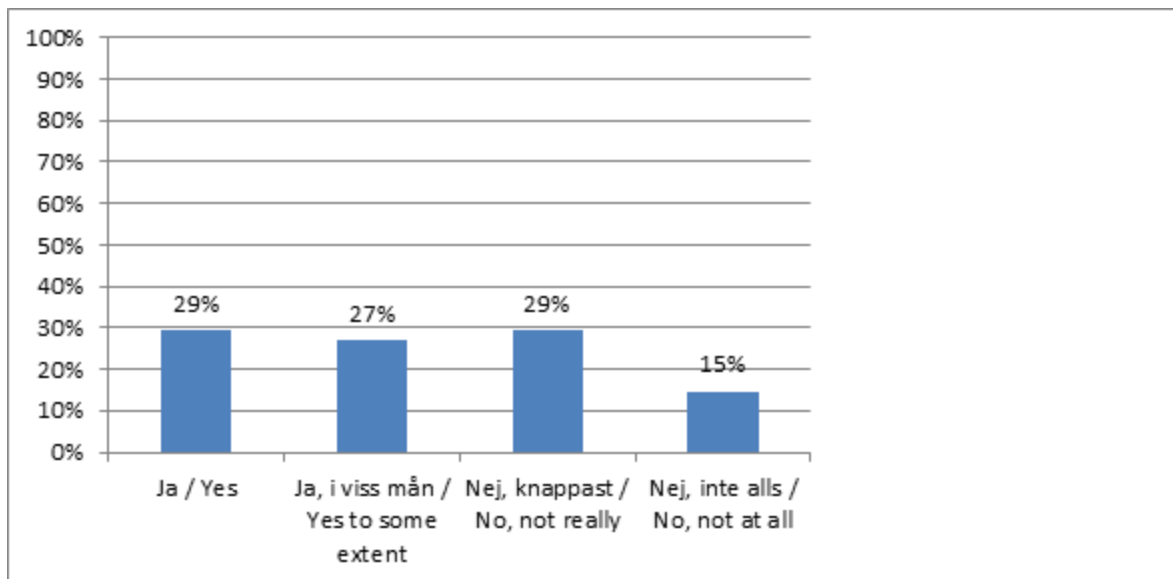


h) Har du under det senaste året råkat i en hot- eller våldssituation? / Have you encountered a threatening or violent situation in the last year?

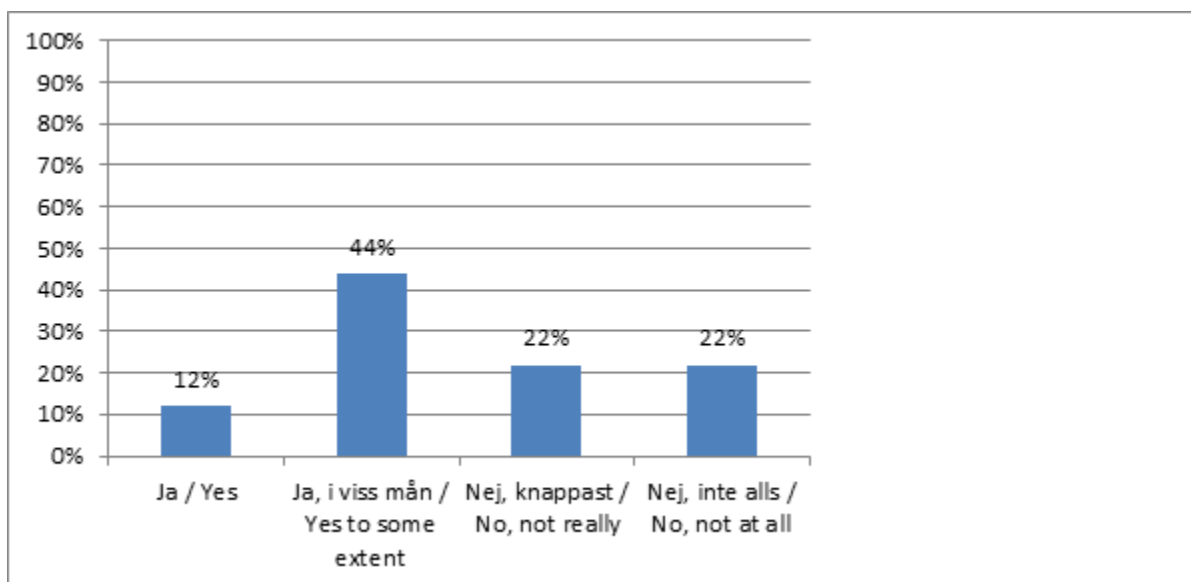


ARBETSORGANISATION / WORK ORGANIZATION:

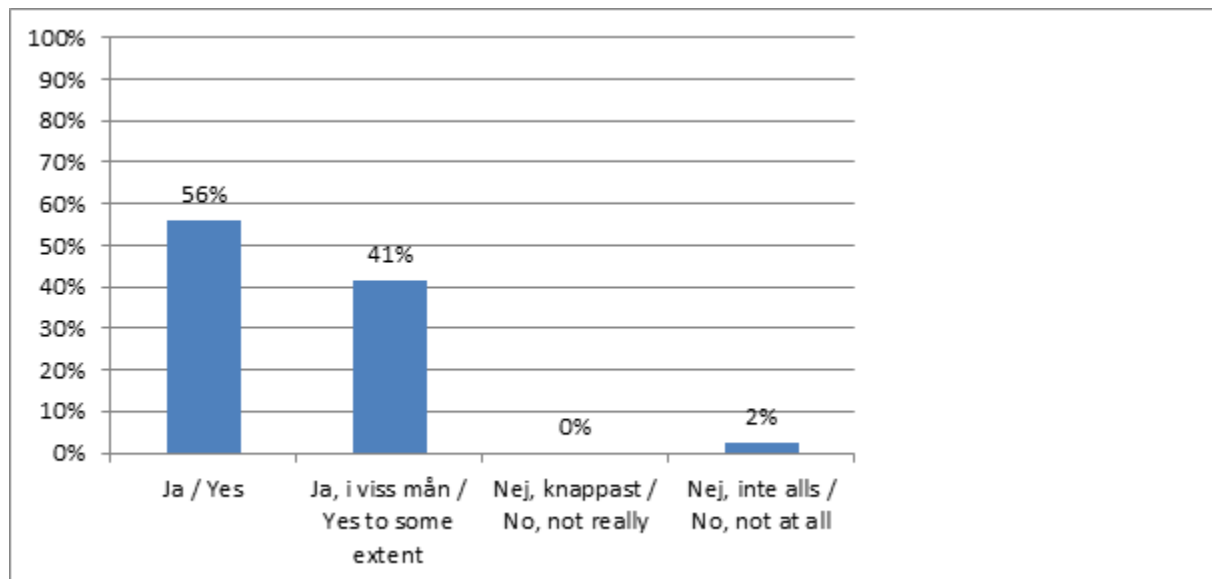
a) Anser du att vi har tydliga mål på institutionen? / In your opinion, do we have clear goals at the department?



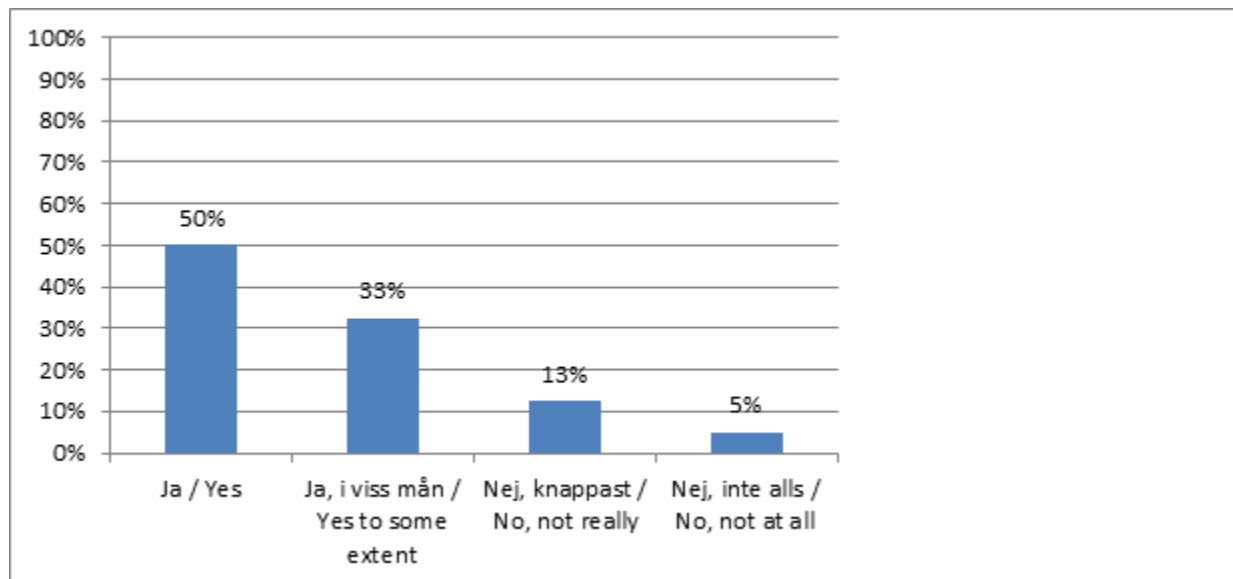
b) Anser du att vi har gemensamma mål på institutionen? / In your opinion, do we have shared goals at the department?



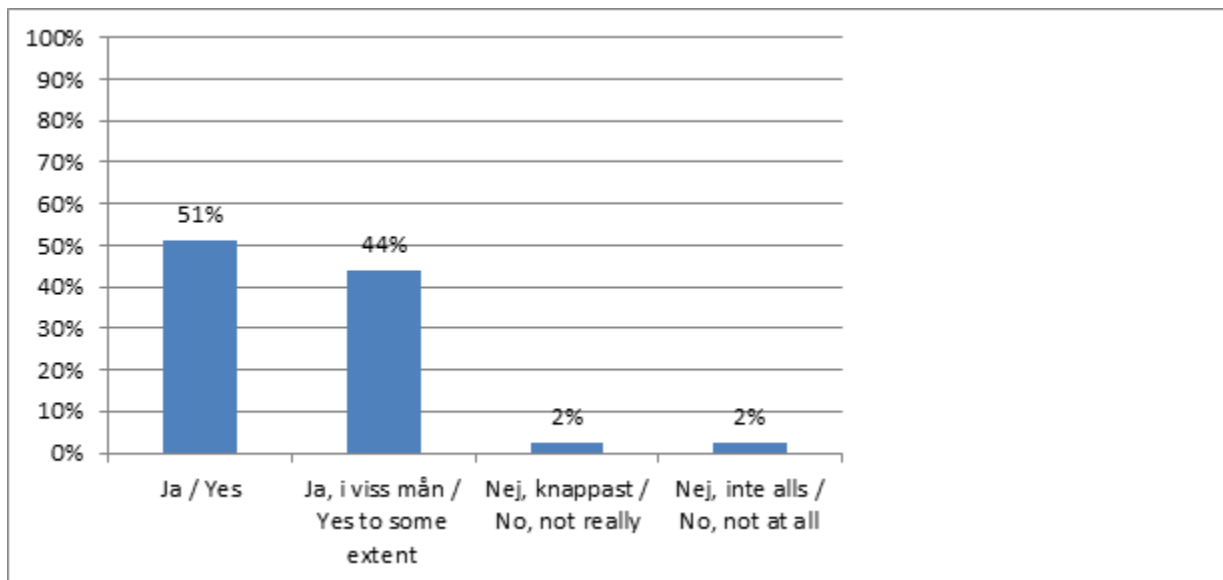
c) Vet du vad du vilket ansvar du har för olika arbetsuppgifter? / Do you know what your responsibilities are?



d) Har du möjlighet att påverka planering och utförande av arbetet? / Do you have the opportunity to influence the way your work is planned and carried out?

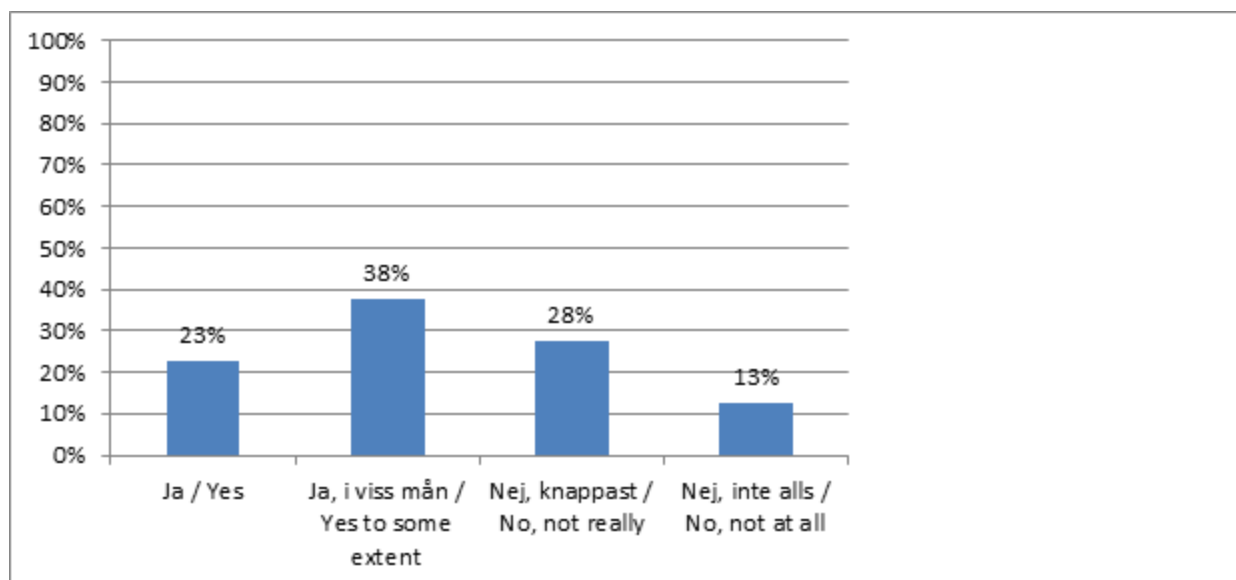


e) Har du i ditt arbete möjlighet att använda dina talanger, förutsättningar och kunskaper? / Do you have the chance to use your talents, abilities and knowledge in your work?

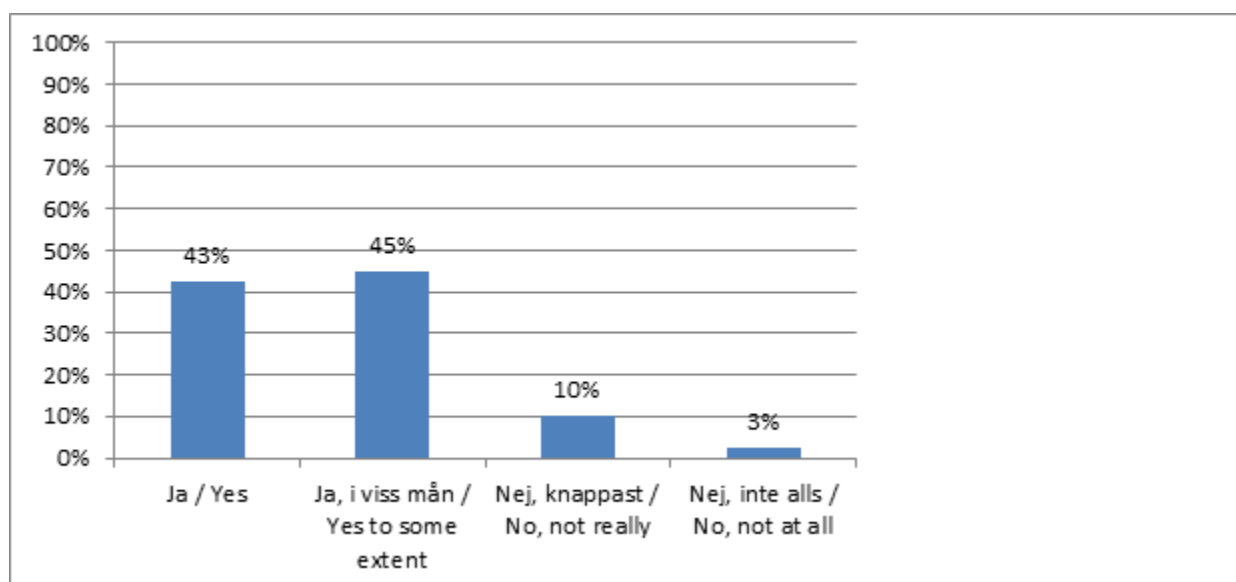


TRIVSEL OCH ARBETSKLIMAT / WORK ATMOSPHERE:

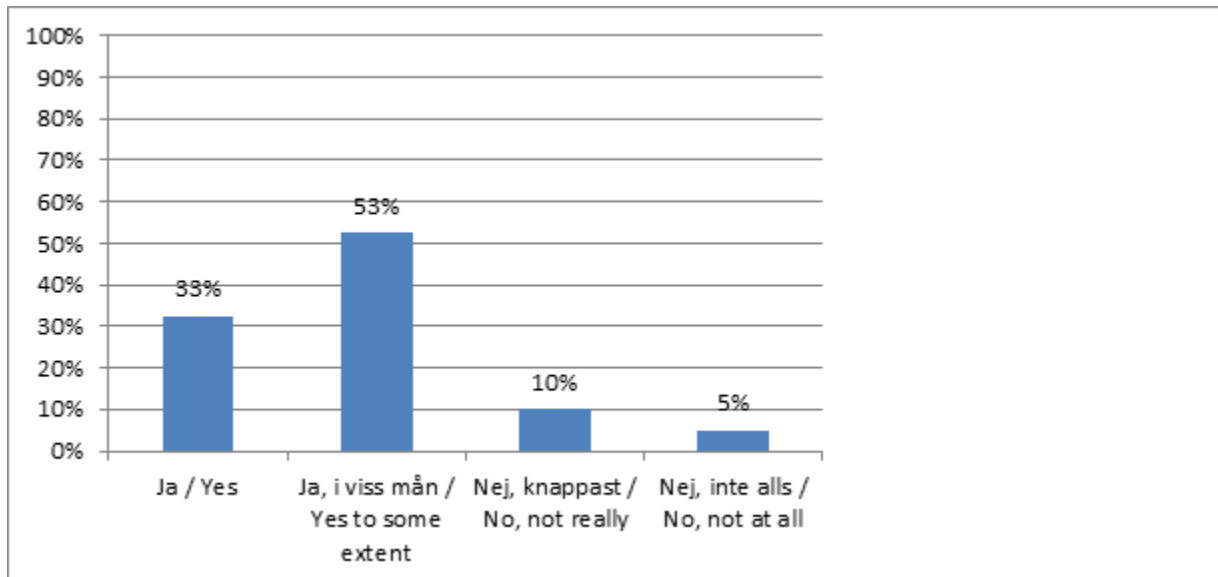
a) Är arbetet upplagt så att det stimulerar dig att samarbeta med dina arbetskamrater? / Is the work organized in a way that stimulates you to cooperate with your colleagues?



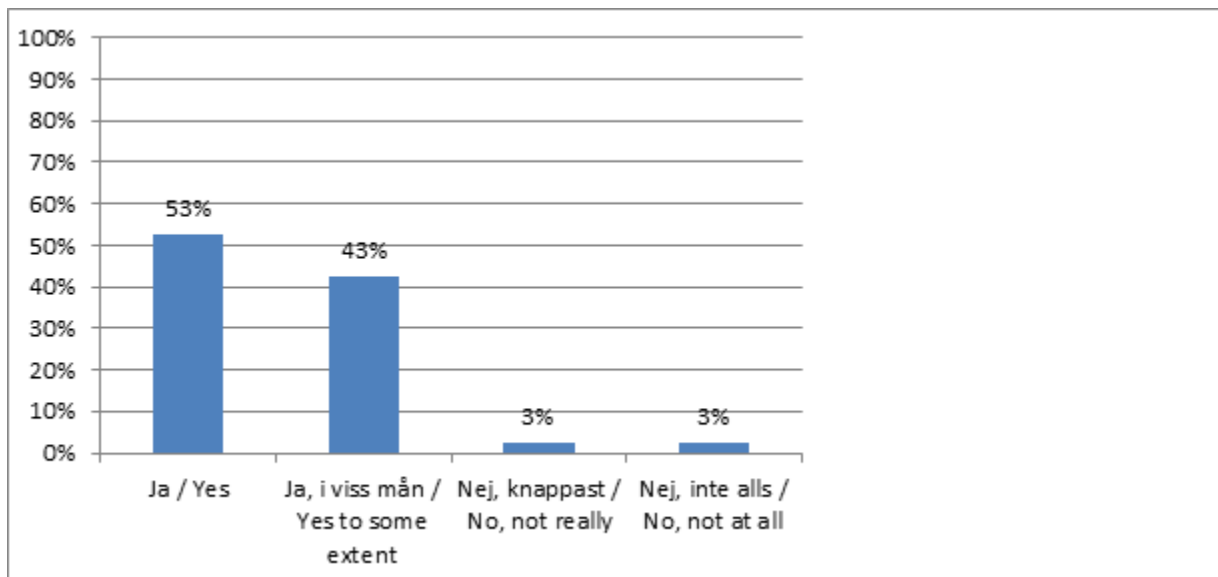
b) Får du hjälp och stöd av dina arbetskamrater om du har problem i arbetet? / Do you get help and support from your colleagues if you have problems at work?



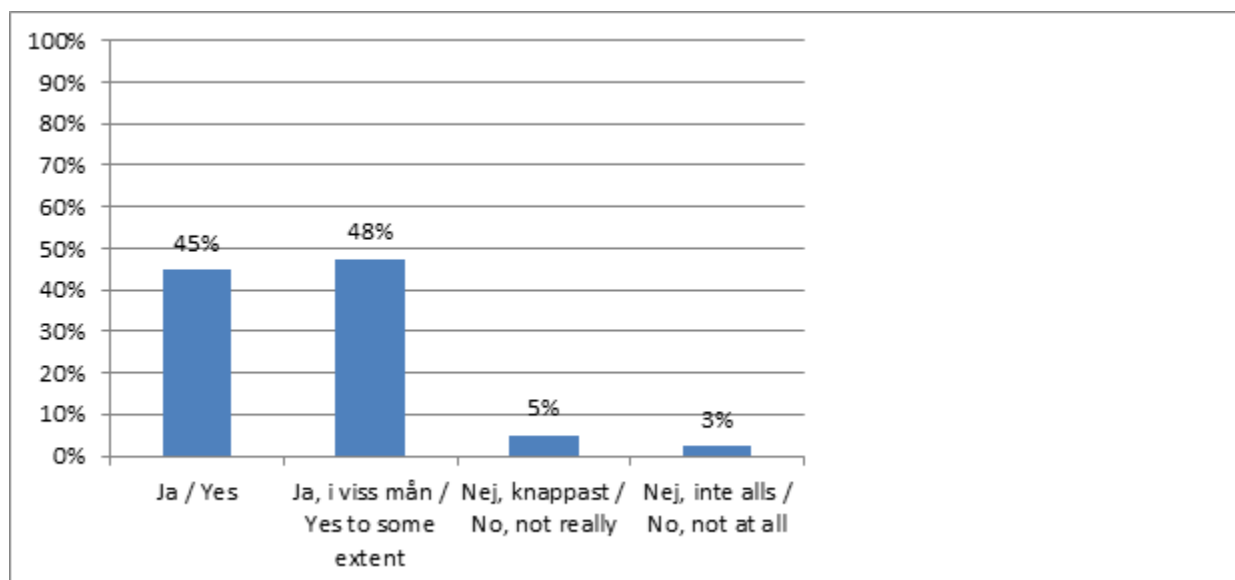
c) Upplever du trivsel och gemenskap med dina arbetskamrater? / Do you feel a pleasant atmosphere and feeling of solidarity with your colleagues?



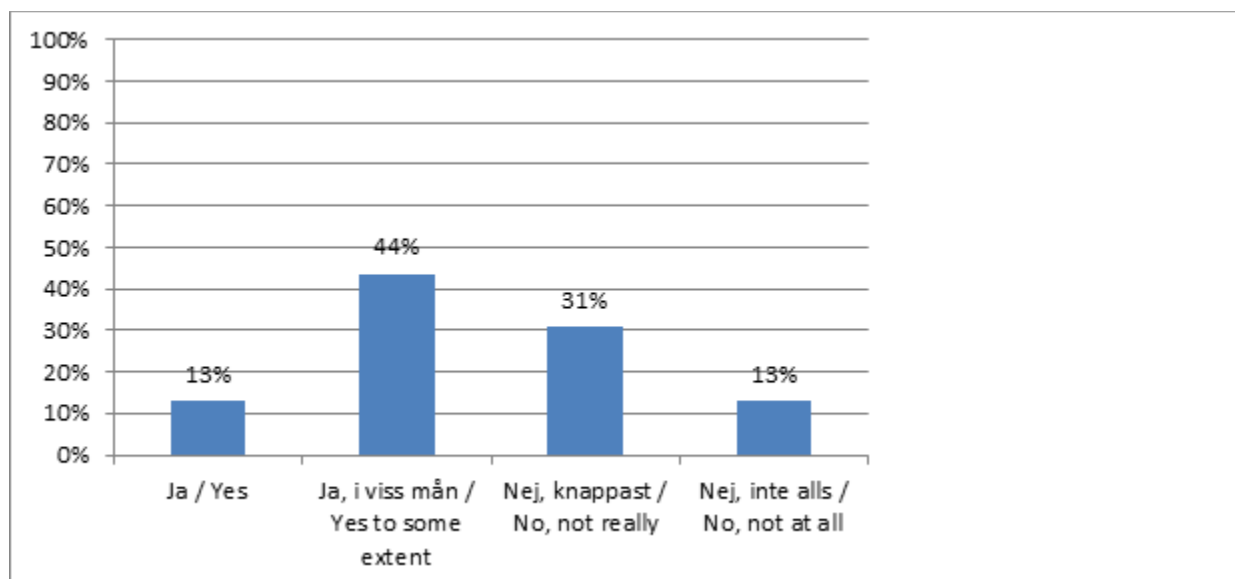
d) Upplever du att du bemöts med respekt av dina arbetskamrater? / Do you feel that you are treated with respect by your colleagues?



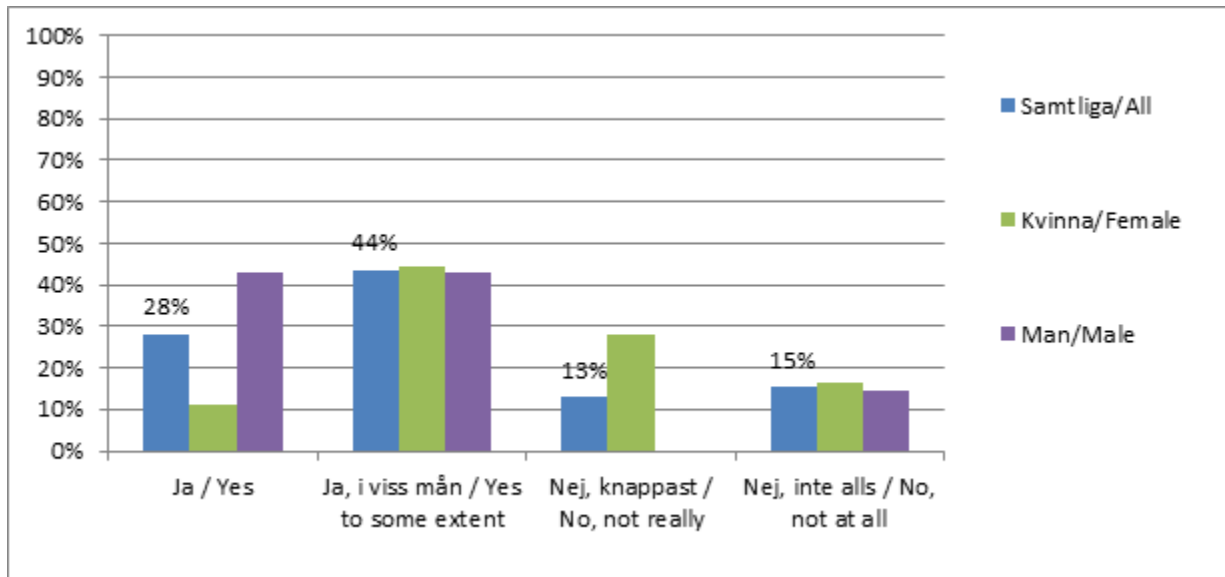
e) Ger du andra arbetskamrater beröm för en god arbetsinsats? / Do you give other colleagues praise for good work?



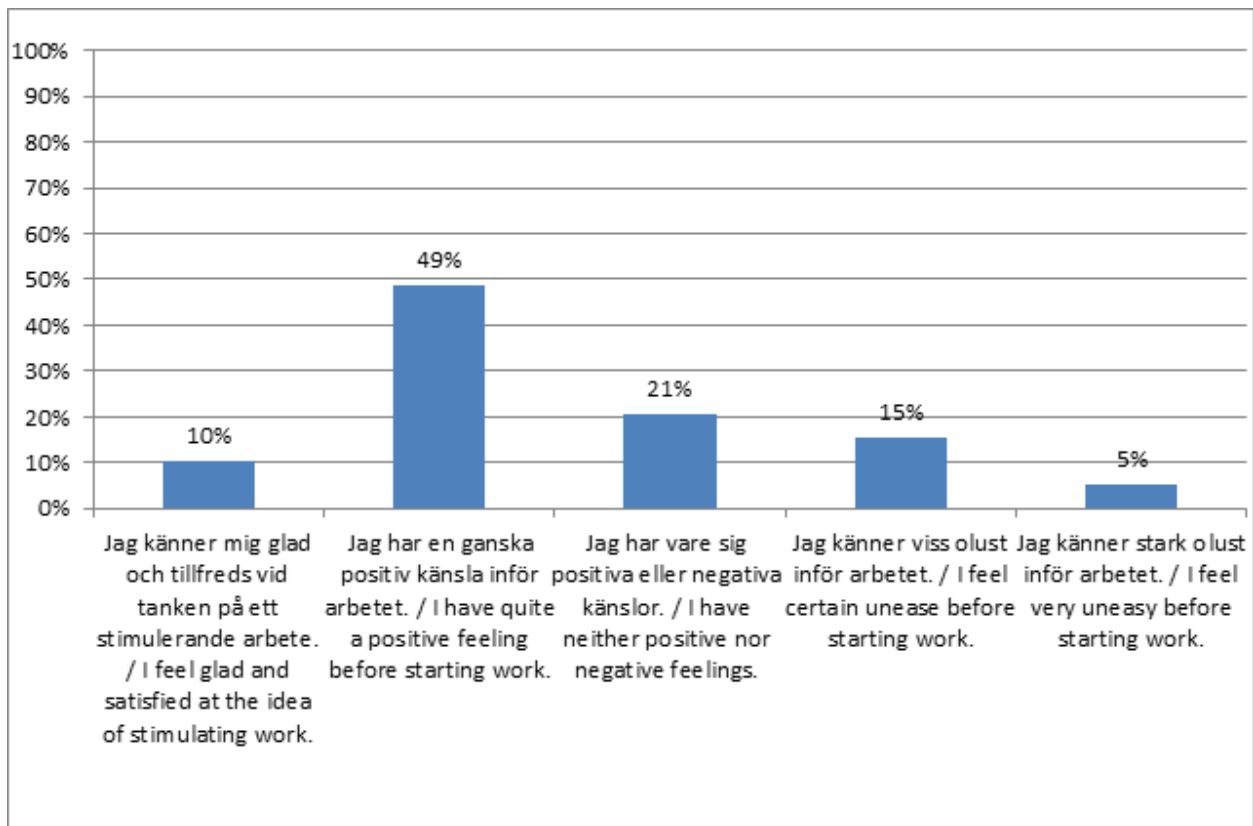
f) Diskuterar ni öppet era eventuella samarbetsvårigheter och meningsmotsättningar på din arbetsplats? / Do you openly discuss any difficulties in getting along with colleagues and differences of opinion at work?



h) Upplever du att arbetsplatsen karaktäriseras av lika villkor ? / Do you perceive that our department is characterized by equal opportunities?



i) Vad har du vanligtvis för känslor när du ska börja ditt arbete? Kryssa i ett av alternativen: / How do you usually feel when you start your work day? Tick one of the boxes:

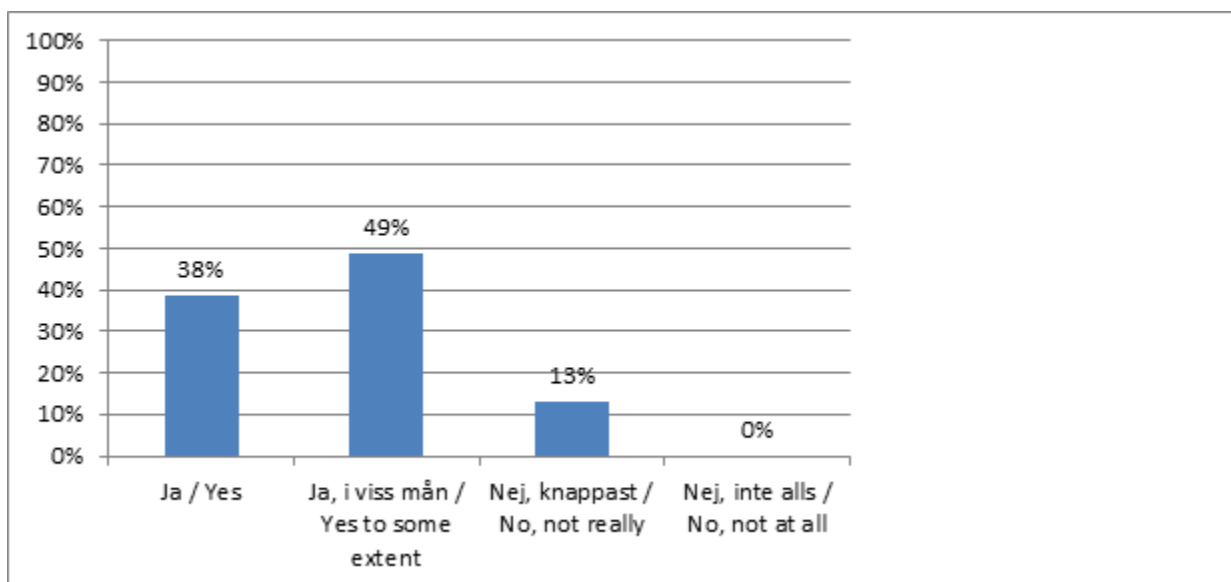


ARBETSKRAV / DEMANDS OF THE JOB:

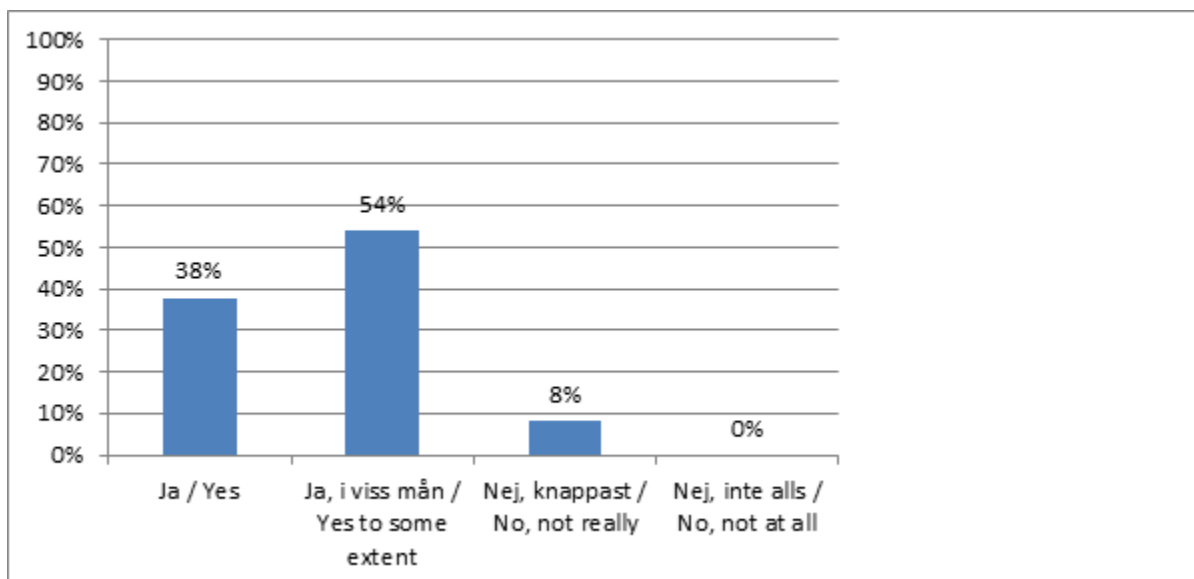
Kan du leva upp till de förväntningar som ställs på dig:

/ Can you live up to the expectations about you

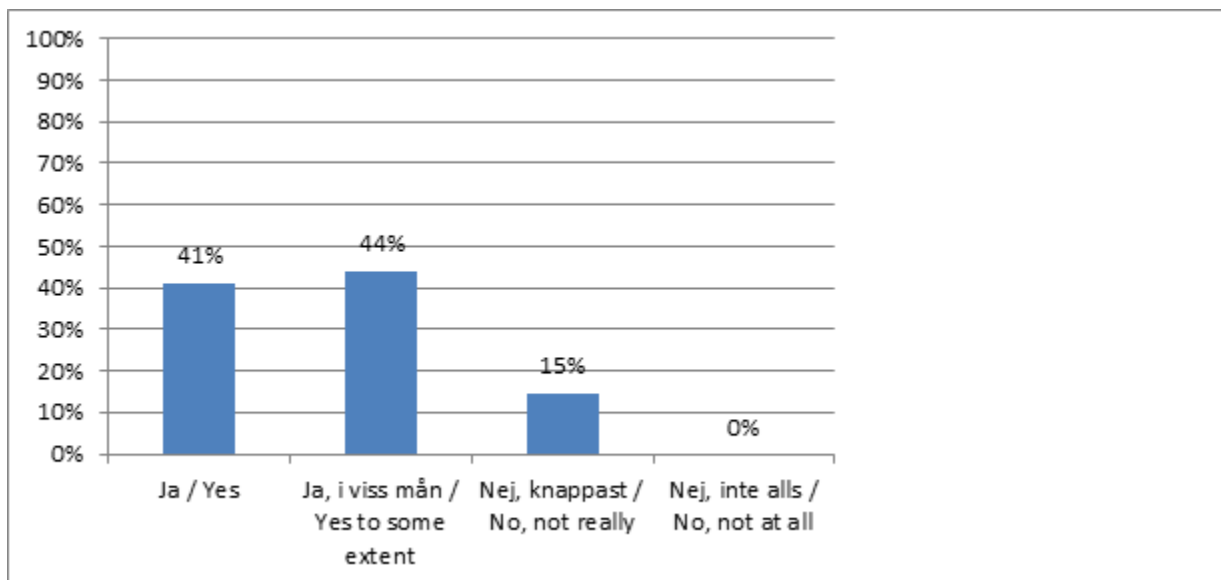
a) från arbetsgivaren? / from the employer?



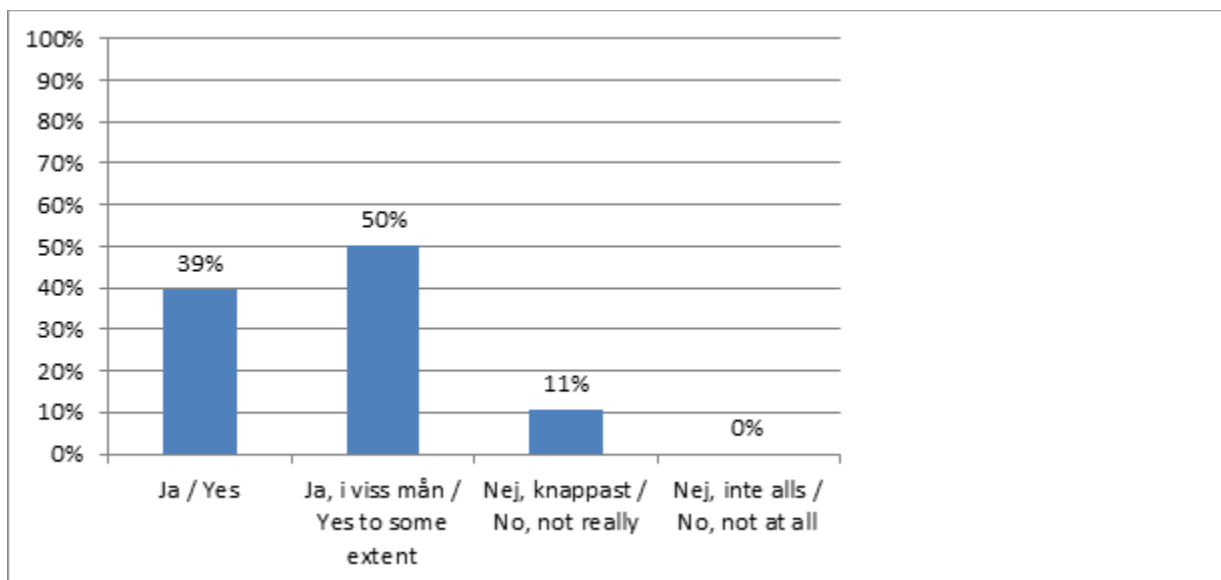
b) från finansiärer och uppdragsgivare? / from those who fund or commission research projects?



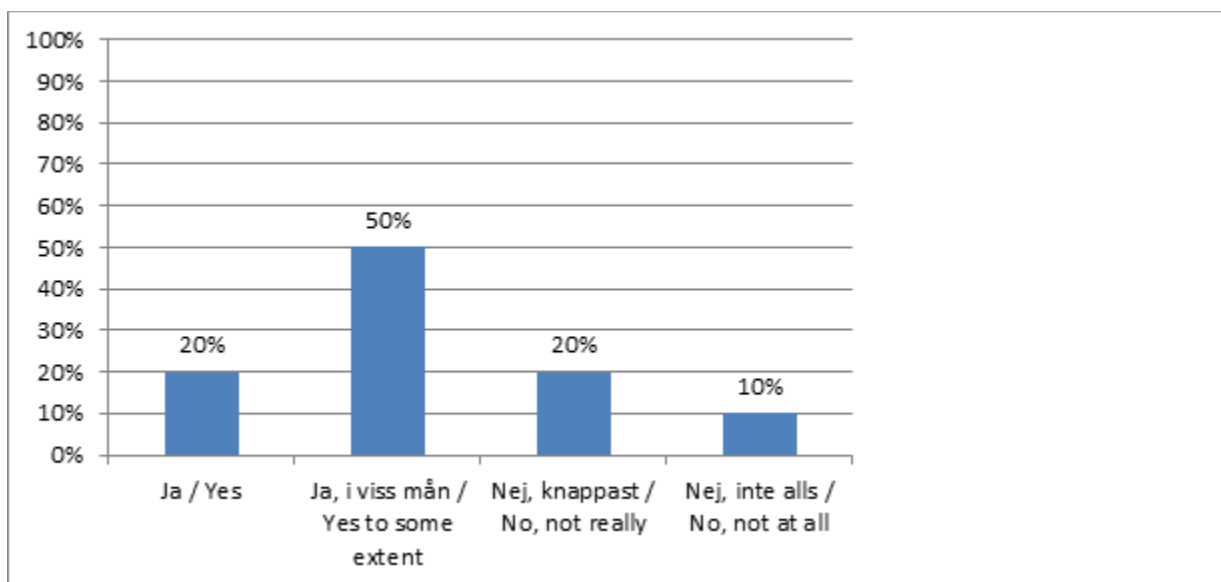
c) från studenter? / from students?



d) från arbetskamrater? / from your colleagues?

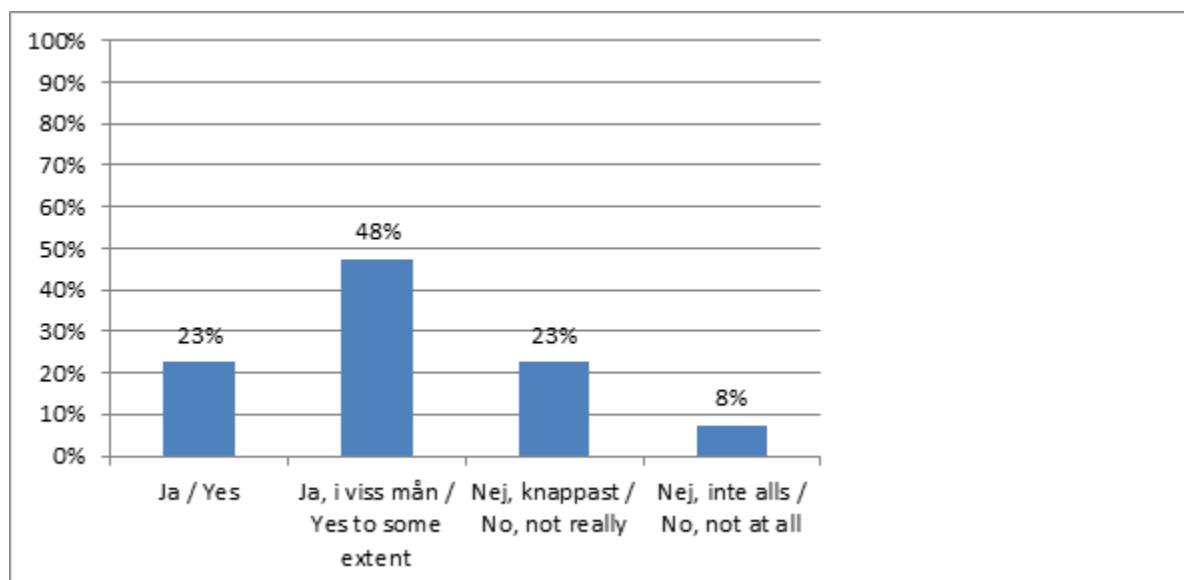


e) från dig själv? / your own expectations?

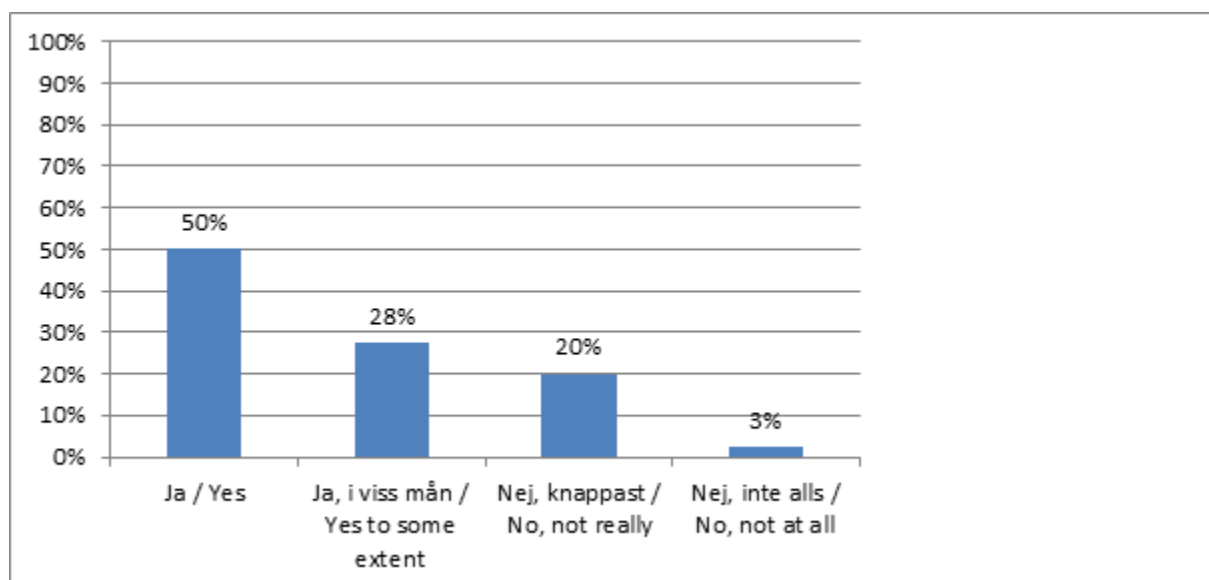


LEDNING / MANAGEMENT:Följande frågor rör institutionsledningen. / The following questions relate to the management team at the departmental level.

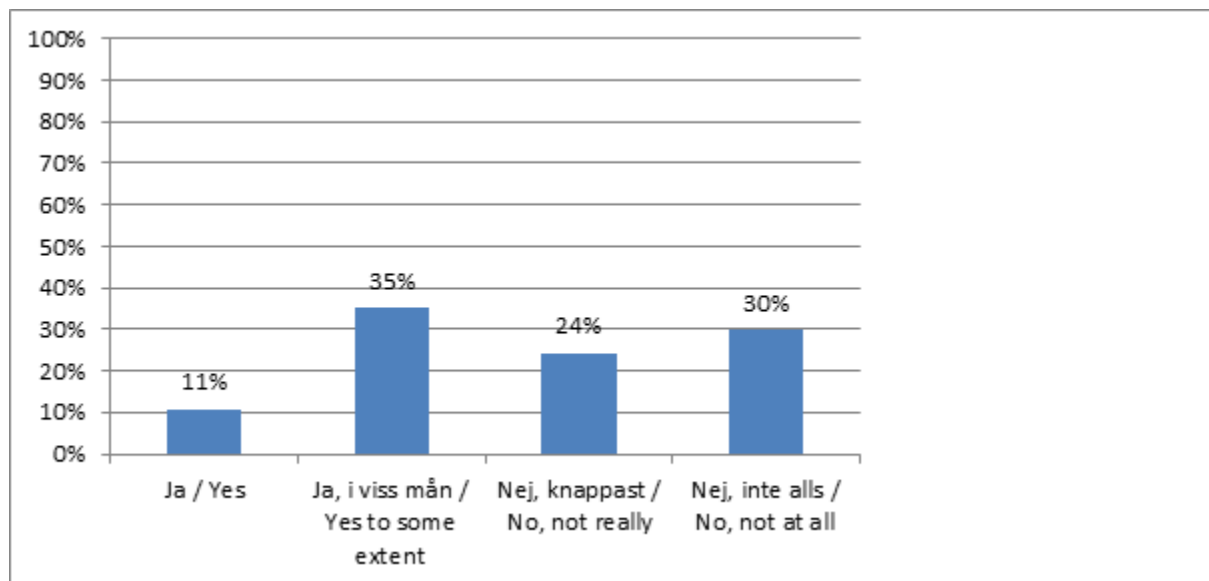
a) Anser du att du får hjälp och stöd av institutionsledningen när du behöver det? / Do you receive the help and support from the management team at departmental level?



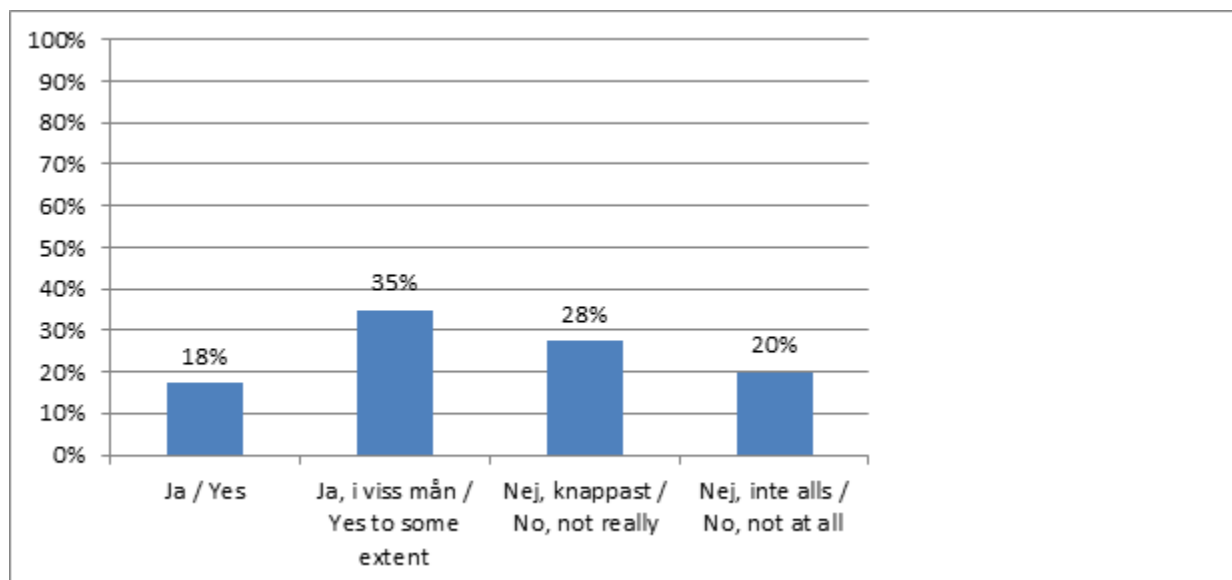
b) Upplever du att du bemöts med respekt av institutionsledningen? / Do you feel that you are treated with respect by the management team at departmental level?



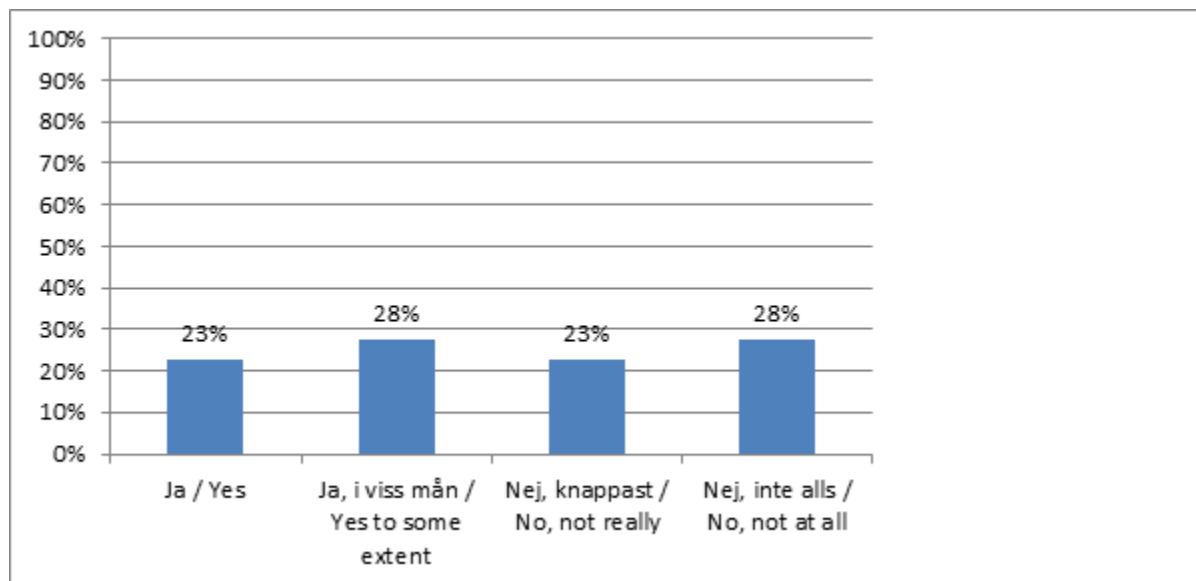
c) Anser du att institutionsledningen hanterar motsättningar och konflikter på ett bra sätt? / In your opinion, does the management team at the departmental level deal well with clashes and conflicts?



d) Anser du att institutionsledningen är öppen och lyhörd för förslag till förändringar? / In your opinion, is the management team at the departmental level open and responsive to suggestions for changes?

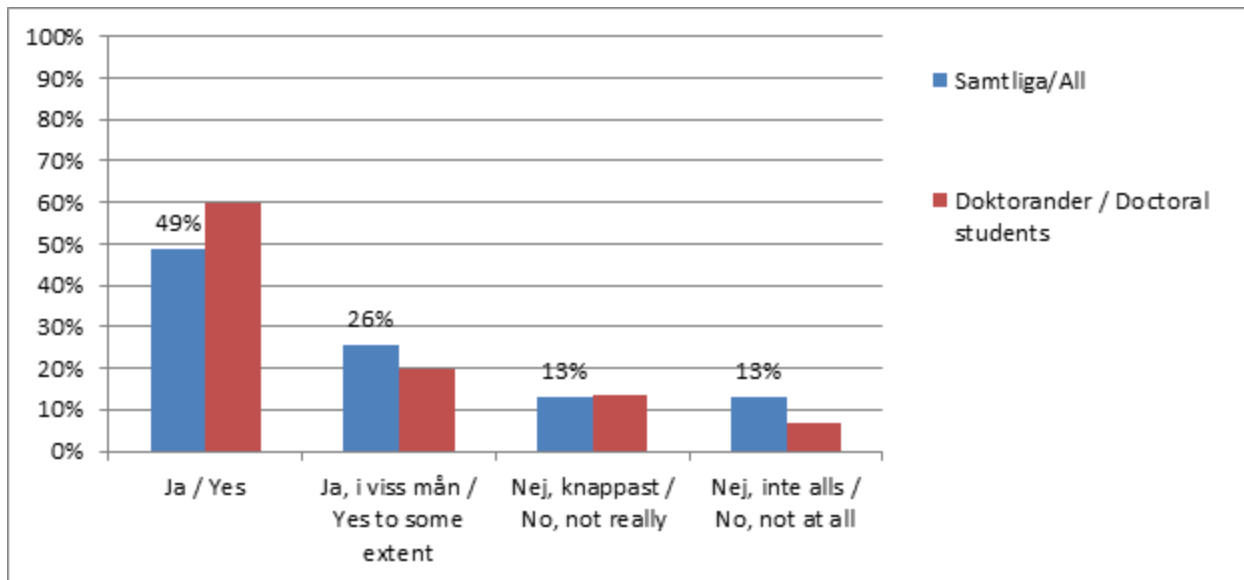


e) Upplever du att institutionsledningen diskuterar med er inom arbetsgruppen innan beslut fattas som berör er i gruppen? / Does the management team at the departmental level discuss things with your group before decisions are made that concern the group?

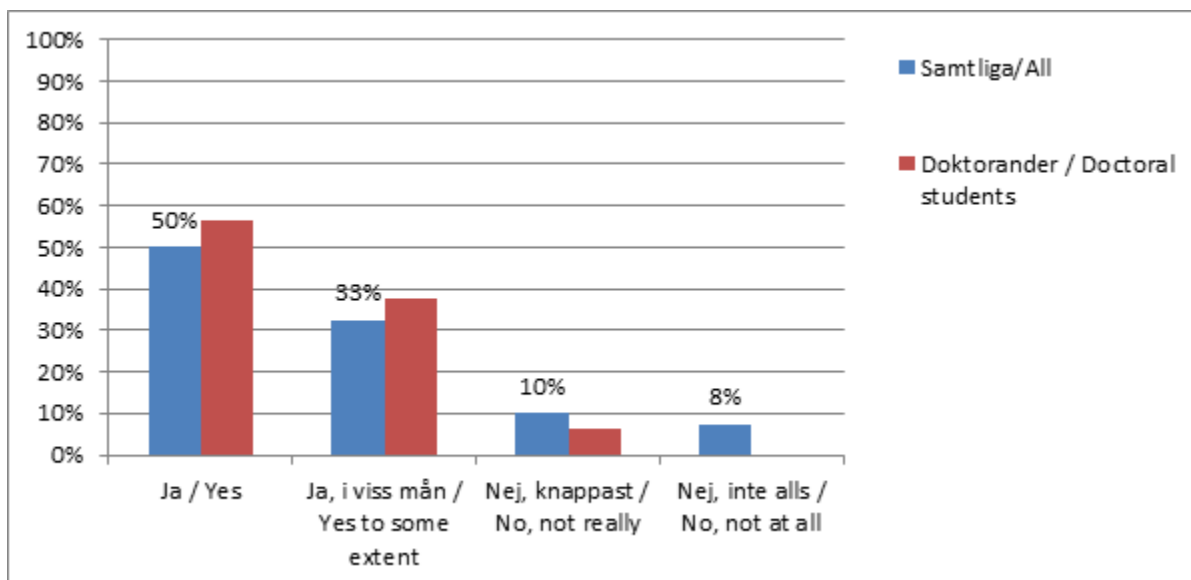


LEDNING / MANAGEMENT:Följande frågor berör din närmaste chef. Med chef avses i de följande frågorna a) – e) för doktorander handledarna, för forskare den som är ansvarig för forskargruppen och för administrativ personal prefekten. / The following questions concern your closest boss. Please interpret boss, i.e. your supervisors if you are a PhD student, and as the person in charge of the research group otherwise.

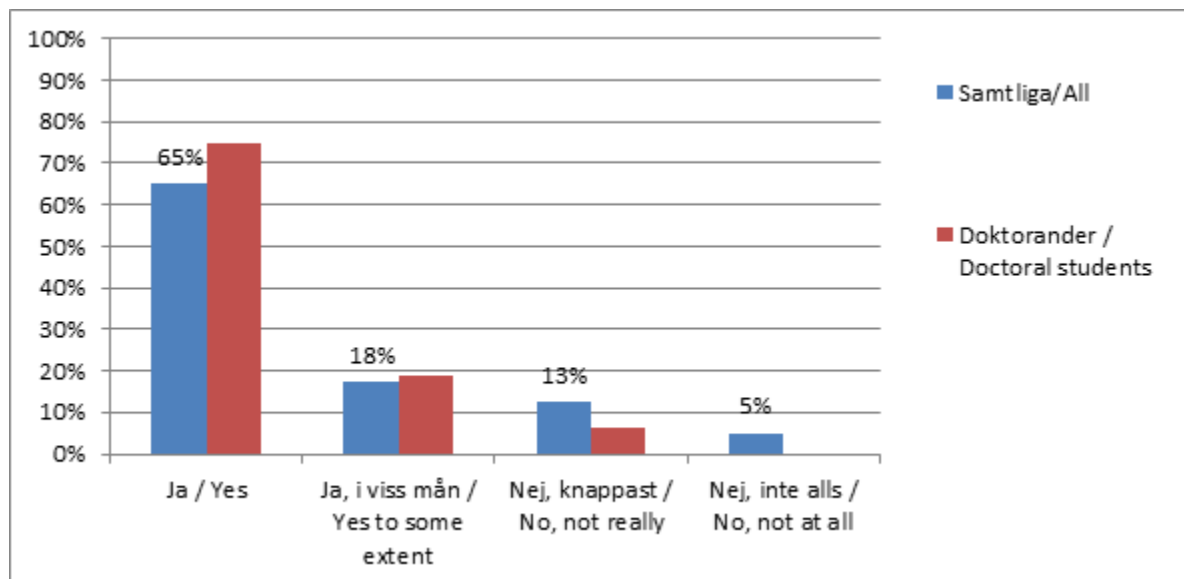
a) Får du beröm och konstruktiv kritik av din chef? / Do you receive praise and constructive critique from your boss?



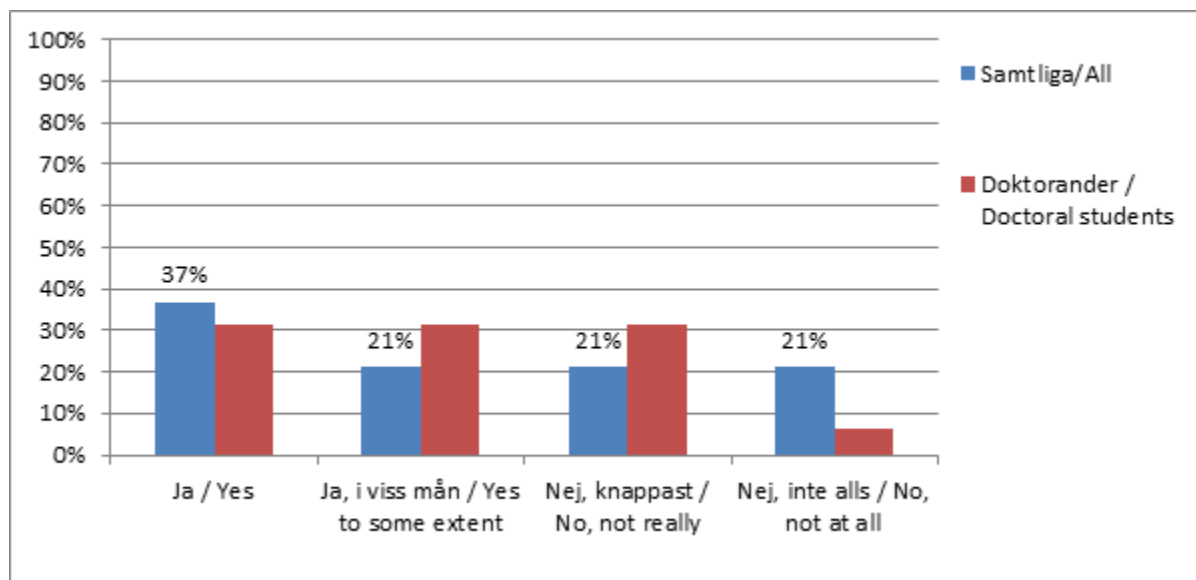
b) Anser du att du får hjälp och stöd av din chef när du behöver det? / In your opinion, do you receive help and support from your boss when you need it?



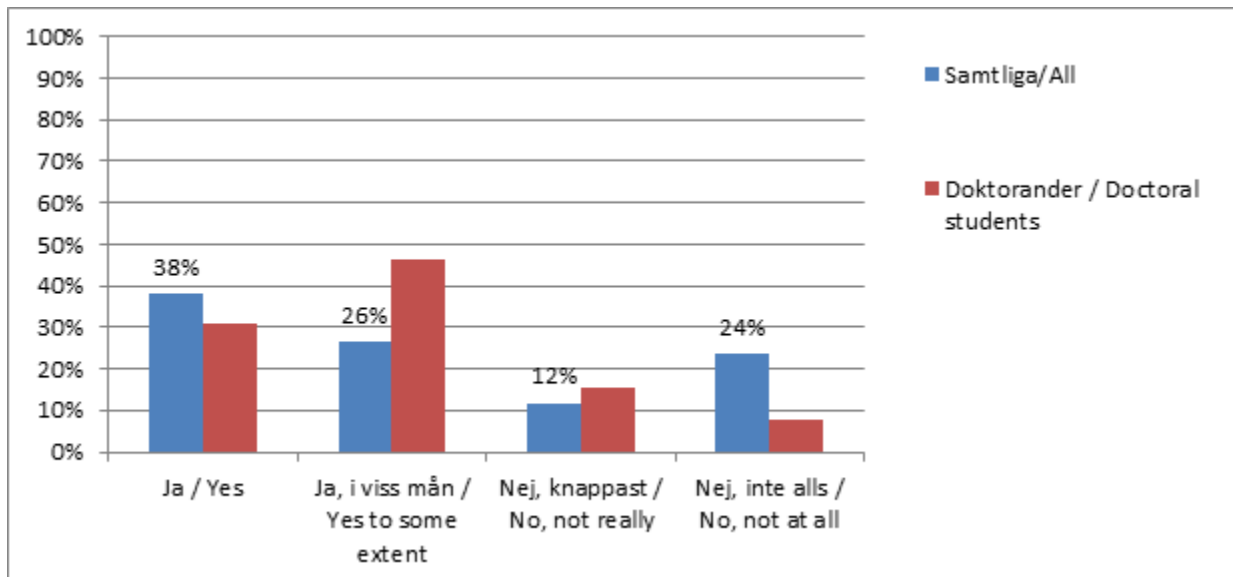
c) Upplever du att du bemöts med respekt av din chef? / Do you feel that you are treated with respect by your boss?



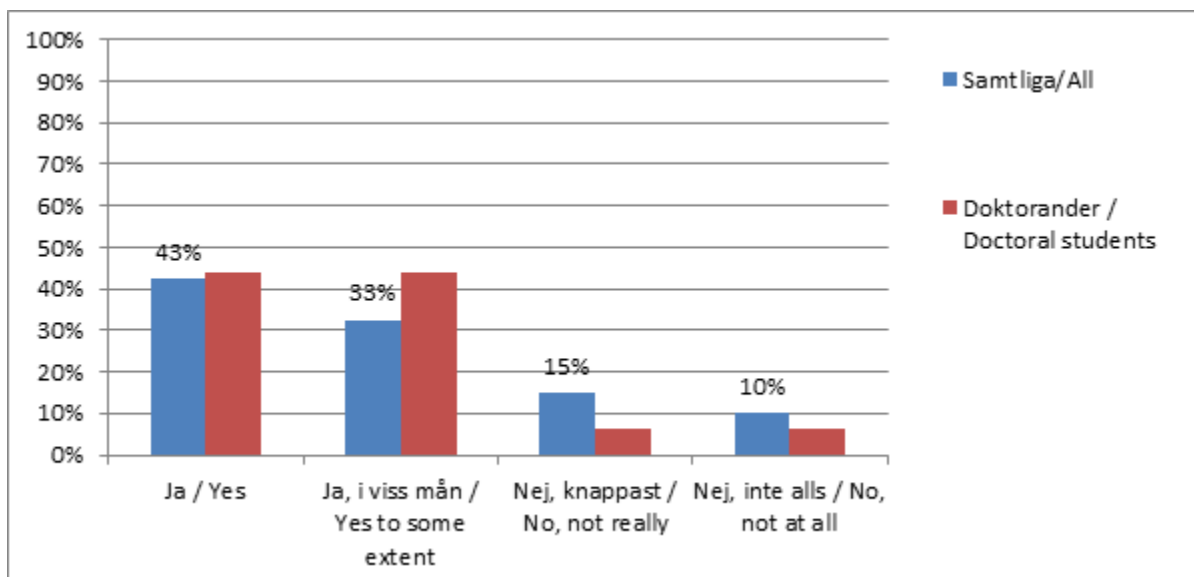
d) Anser du att din chef hanterar motsättningar och konflikter på ett bra sätt? / In your opinion, does your boss deal well with clashes and conflicts?



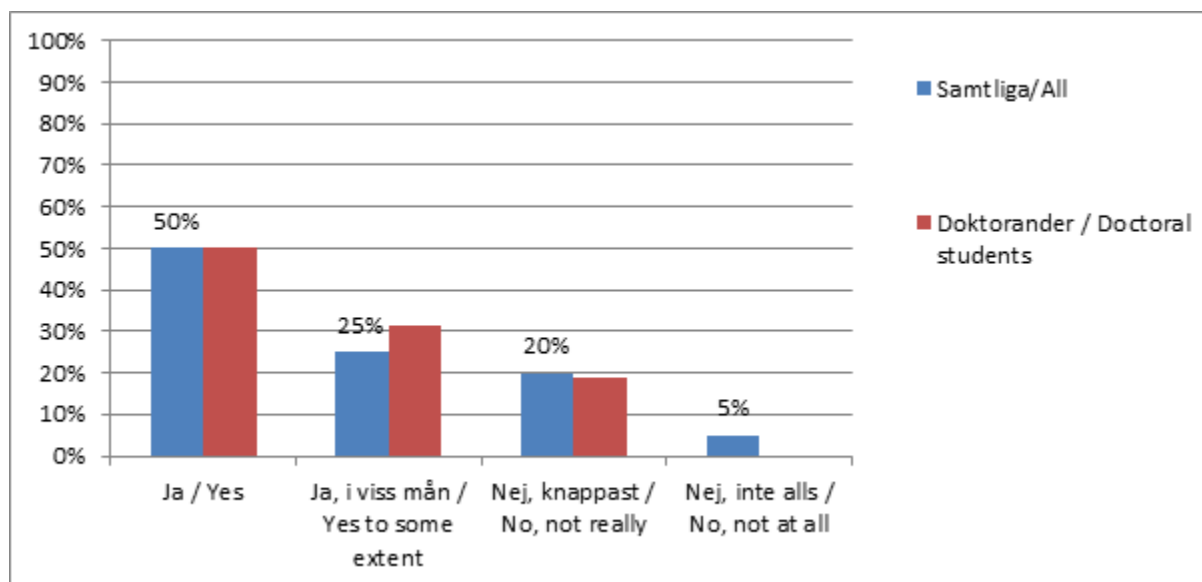
d) Hanterar din chef motsättningar och konflikter på ett bra sätt? / Does your boss deal well with clashes and conflicts?



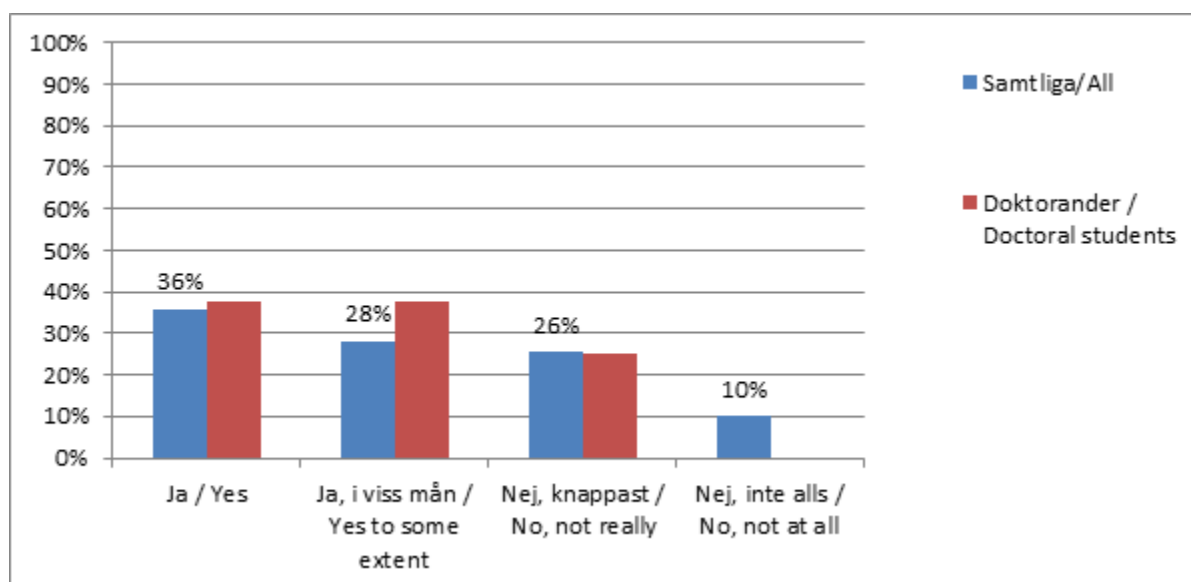
e) Anser du att din chef är öppen och lyhörd för förslag till förändringar? / In your opinion, is your boss open and responsive to suggestions for changes?



f) Diskuterar chefen med er inom arbetsgruppen (alternativt dig om du är doktorand) innan beslut fattas som berör er i gruppen (alternativt dig om du är doktorand)? / Does the boss discuss things with your team (or alternatively with you personally if you are a doctoral student) before decisions are made that concern the team (alternatively you personally if you are a doctoral student)?

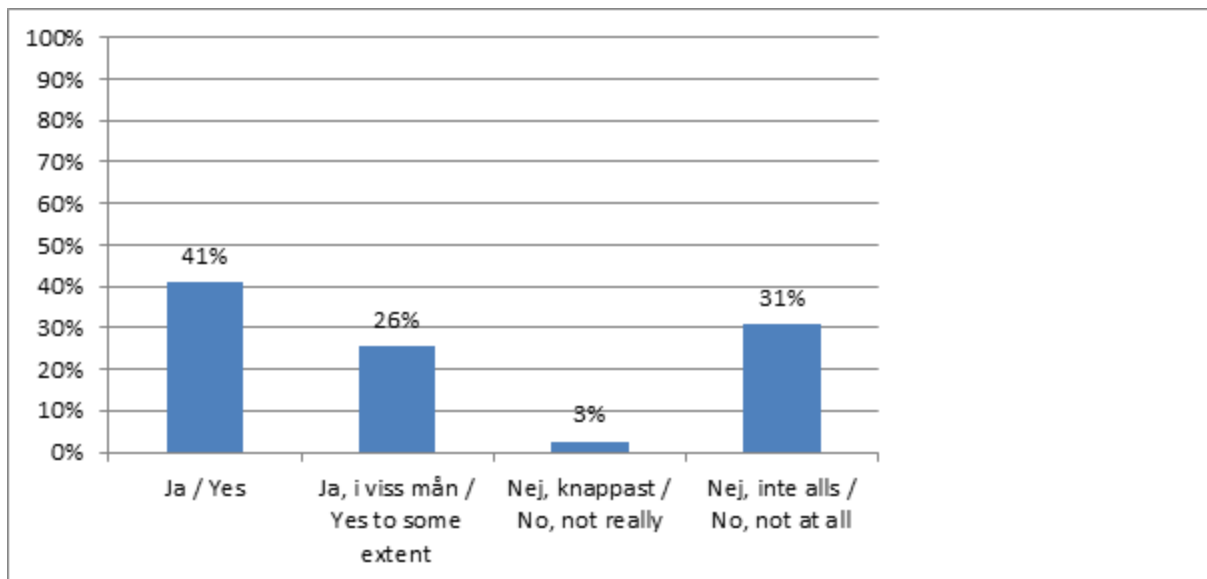


g) Gör ni uppföljningar så att det ni bestämt verkligen blir gjort? / Do you have follow-ups to ensure that what has been decided is really done?

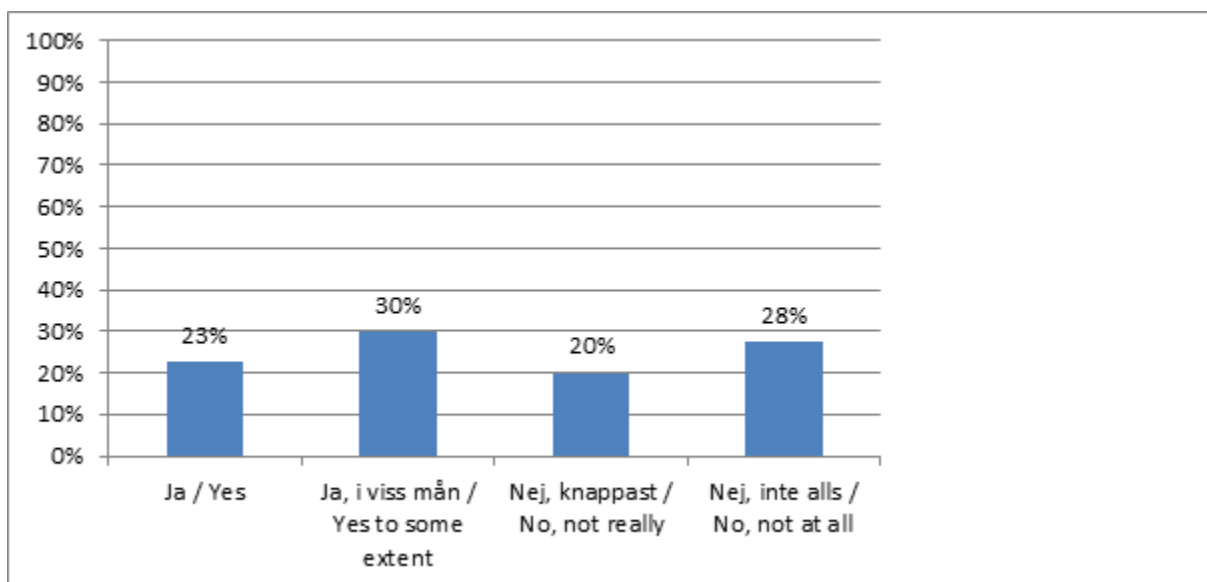


KOMPETENSUTVECKLING / SKILLS ENHANCEMENT:

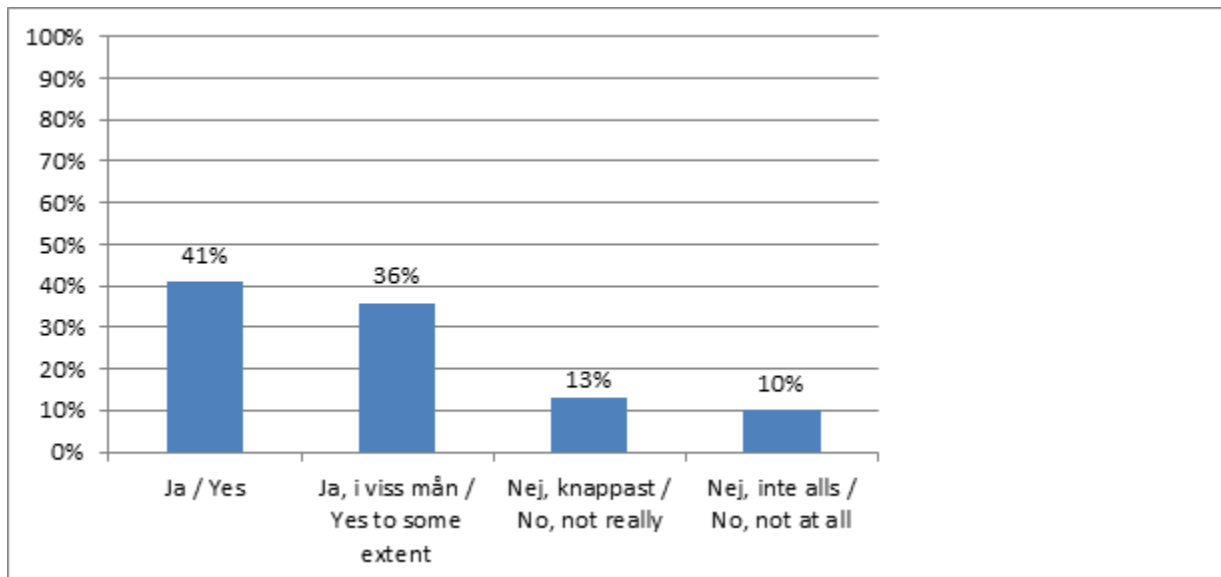
a) Har din chef haft utvecklingsamtal med dig under det senaste året? / Have you had a development interview with your boss during the last year?



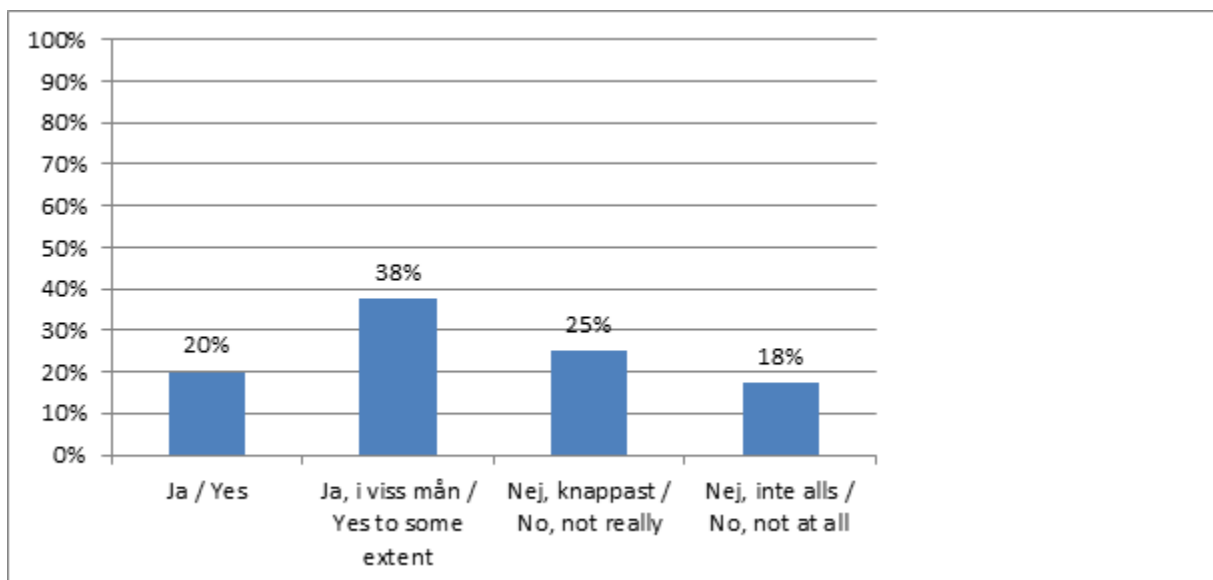
b) Har du en individuell kompetensutvecklingsplan? / Do you have a personal development plan?



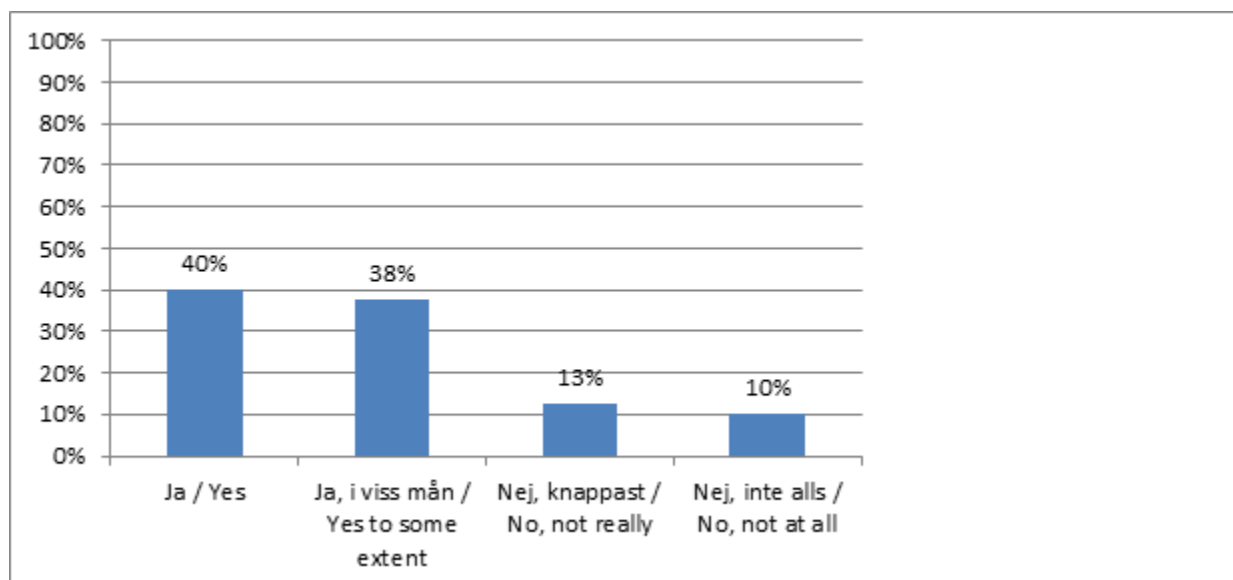
c) Ges du möjlighet till yrkesmässig utveckling och fortbildning? / Do you have the chance of professional development and further education?



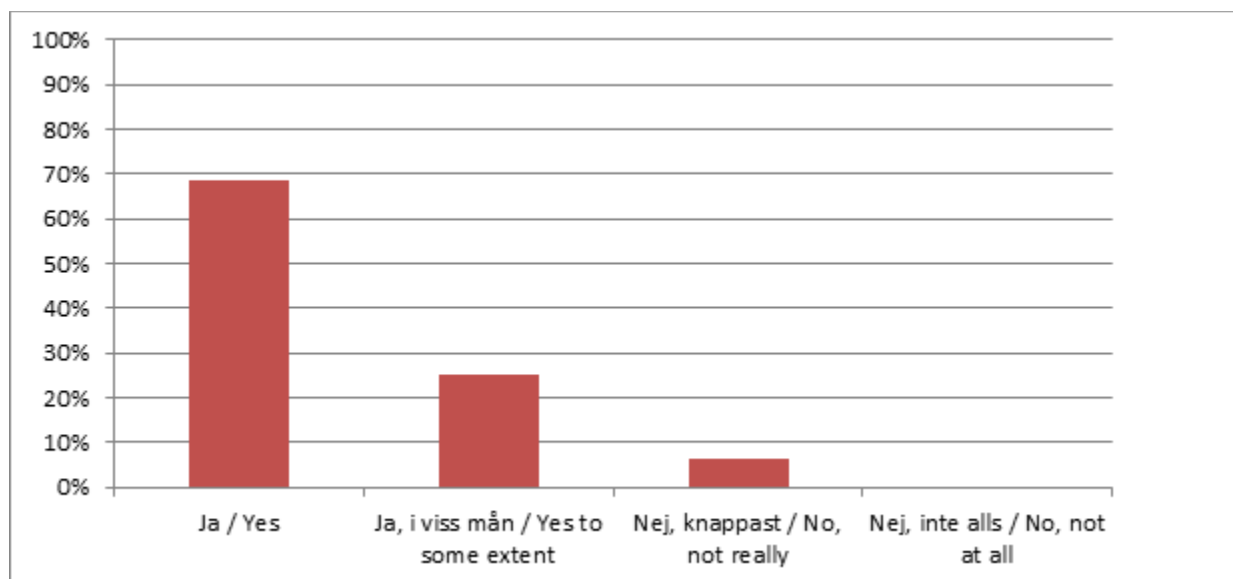
d) Upplever du att vi har meningsfulla möten som rör hela institutionen? / In your opinion, do we have meaningful meetings at the departmental level?



e) Upplever du att ni har meningsfulla möten i din forskargrupp? / Do you have purposeful workplace meetings?



f) Om du är doktorand, upplever du att du har meningsfulla och konstruktiva möten med dina handledare? / If you are a doctoral student, do you in your opinion have meaningful and constructive meetings with your supervisors?



Egna kommentarer: / Own comments:

Svaren som inkommit redovisas endast på engelska. De svar som inkommit på svenska har översatts till engelska. / The comments are presented in English only. Comments in Swedish have been translated into English.

”The management lacks communicative ability. Decision-making processes are not transparent and the governance therefore seems to be authoritarian. Important changes that affect me personally are possibly communicated via e-mail to the whole department, alternatively by rumours. There are no protocols, minutes or even agendas where I can learn what has been decided or is to be decided.”

”At the department there is what can be perceived as negative special treatment of a few individuals, and in some respects even conscious/or unconscious marginalization of these people”

“People are treated differently on unclear grounds [...]”

“It seems we as a department could benefit from external expertise in change and process management in order to facilitate the development and implementation of new working routines etc. Presently, it almost seem like people want to misunderstand each other and I believe a more professional management of change would create a more positive atmosphere, an output acceptable for most of us, and an efficient process at the same time as we keep our budget restrictions etc. Unfortunately, some of us left the conference in Skåvsjöholm with a much lower energy level than when we came and a mistrust in the capability of us as a department to handle change in a positive and efficient manner. Theoretically we, as a business and economics department should be good at this - but I think the evidence show we need external help. In addition, I perceive a need of a clearer management structure making it obvious to everyone who is responsible for what.”

“I would like to see more interdepartmental workshops and conferences regarding ongoing research groups“

“thanks”

“Miss alternative responses ”do not know” and/or ”not relevant” for several of the questions.”

“This is an excellent initiative!”

“Thank you for doing a follow-up of the questionnaire on the psychosocial work environment!“

Detta skulle jag speciellt vilja vill ta upp på en arbetsplatsträff (ange om detta gäller på institutionsnivå, forskargrupp etc): / Things i would particularly like to bring up at a departmental or workgroup workplace meeting (please indicate at what level i.e. departmental level, research group etc.):

Svaren som inkommit redovisas endast på engelska. De svar som inkommit på svenska har översatts till engelska. / The comments are presented in English only. Comments in Swedish have been translated into English.

"How information flows should flow internally – from the head of the department and down as well as within research teams, teacher teams and other constellations"

"How to improve the information flow/communication within the department."

"Department level: More regular Department meetings (regular information and time for dialogue)"

"Follow-up of the last survey and the work that has been carried out in order to improve the work environment since then and to include Länshälsan (framework agreement exists) in this work.

"Work environment"

"It is important with clear working tasks and that you have the ability to manage these during regular work hours. Important with follow-ups and adjustments, if necessary."

"Departmental and faculty level: The problems and the stress that the low compensation for teaching creates."

"Departmental and faculty level: Teaching - Goals and compensation"

"At the department level: guidelines for how to "behave" when sharing an office and entering/visiting a shared office. t.ex. no strong perfums, no phone or skype calls in the office (there is special room for that), phone should be for instance on silent so that colleagues do not hear every time you receive a sms or email. Meetings and other conversations should be held outside the office. This is something people coming into the office should also consider e.g. decide beforehand if you will have a talk/meeting during the day and schedule that meeting outside the room. Every opening of the doors and discussion distracts/disturbs, especially those sitting next to the office doors. Office door should always be locked when leaving the office for longer than a toilet break or going to the copying machine. I also wonder if desks in shared offices are personal or should be considered to be used by anyone. If they can/are to be used by anyone this should be made clear so that any personal items, papers etc. are always stored away when leaving the office. If some uses another persons desk and chair they should restore them as they were before use. People sharing an office could be distributed with head phones to help cut back noise and to be used when listening to multimedia material on the computer."

"Department level: Transparency in the allocation of resources (for all individuals)"

“Discussion on how to exchange ideas and experiences related to research and teaching activities“

”It would be very nice if the conflict between NEK-groups could be resolved, but it is a pious hope that I know will not become a reality. Unfortunately, this conflict damages the development of both groups.”

“Department level: Incentives to do extension activities”

“Department level: A culture that means that we all reply to e-mails“