

My work

1a | I am satisfied with my work



7.6



7.6



7.6



7.5



7.5

1b | I enjoy my work



7.6



7.8



7.8



7.8



7.7

1c | I am proud of the work I do



7.8



7.8



7.9



7.9



7.8

1d | I know what results are expected of me



7.3



7.3



7.6



7.4



7.4

1e | My tasks match what I am good at



7.7



7.8



7.7



7.6



7.6

1f | I can decide for myself how I do my work



8.0



7.7



8.0




6.9







7.7


1g | I have sufficient space to take decisions in my work

 8.1 7.5 7.9 - 7.5

1h | I have the opportunity to organise my own tasks


 8.3 7.8 8.4 - 7.9

1i | I feel that my work offers a contribution


 7.3 7.7 7.8 8.0 7.8

Research & Education

2a | I experience a good balance between the time I spend on research and educational tasks

 6.2 5.0 5.6 - 4.8

2b | I have sufficient time to do research

 6.4 5.6 5.9 - 4.9

2c | Please indicate how many hours per week on average you spend on research

0 - 5 hours

4.1%

2.4%

8.5%

-

19.0%

5 - 10 hours

12.2%

9.5%

9.8%

-

19.7%

10 - 20 hours

10.2%

31.0%

19.2%

-

22.8%

20 - 30 hours

26.5%

57.1%

21.3%

-

17.6%

More than 30 hours

46.9%

0%

41.2%

-

20.9%

2d | I have sufficient time to work on educational tasks

 6.0 5.2 5.7 - 5.7

2e | Please indicate how many hours per week on average you spend on education

0 - 5 hours

57.5%

45.2%

34.1%

-

17.9%

5 - 10 hours

20.0%

19.0%

21.6%

-

17.4%

10 - 20 hours

12.5%

21.4%

28.7%

-

28.5%

20 - 30 hours

7.5%

14.3%

11.3%

-

25.4%

More than 30 hours

2.5%

0%

4.3%

-

10.9%

2f | The balance of my hours is in accordance with the agreements

 6.2 5.9 6.1 - 5.4

2g | I experience a good balance between my core tasks (education, research, management tasks) and my other administrative tasks

 5.7 4.6 5.7 - 5.3

2h | Please indicate how many hours per week on average you spend on other administrative tasks

0 - 5 hours

62.7%

43.9%

57.6%

-

51.5%

5 - 10 hours

25.5%

39.0%

24.5%

-

31.4%

10 - 20 hours

9.8%

17.1%

15.5%

-

14.2%

20 - 30 hours

2.0%

0%




2.3%

-


3.0%

Energy & stress



3a | My work gives me energy

 6.0 6.1 6.3 6.6 6.4

3b | I experience a good balance between work and my personal life

 6.0 5.8 6.1 6.4 6.1

3c | I find my workload (% Good)

 64.2% 57.9% 58.2% 57.6% 55.8%

3d | The amount of work I have to do is feasible within my contractual hours



4.7



4.3



5.0



-



4.9

3e | Please indicate how often you work outside normal working hours

Always

12.3%

13.2%

17.6%

-

16.9%

Regularly

49.4%

51.3%

37.2%

-

38.0%

Occasionally

29.6%

26.3%

28.8%

-

28.4%

Rarely

8.6%

7.9%

13.7%

-

13.3%

Never

0%

1.3%

2.7%

-

3.4%

3f | During my absence (holiday/illness), my tasks are sufficiently taken care of



4.8



4.0



4.7



-



4.7

3g | I can discuss my workload with my direct manager (% Yes)



92.6%



87.3%



92.3%



-



90.1%

3h | When I am working, I can organise my own time



8.6



7.8



8.3



7.5



7.9

3i | I feel fit enough to do my job well



7.5



7.4



7.8



7.2



7.7

3j | I can handle my work well mentally



7.4



7.5



7.8



7.7



7.8

3k | I can handle my work well physically



8.0



8.1



8.2



7.9



8.1

3l | I handle stress well



6.6



6.8



7.0



7.0



7.0

Working conditions & safety

4a | I have enough resources at my disposal (equipment and materials) to do my job properly



6.6



6.5



7.6



6.8



7.5

4b | I feel safe to express myself at work



8.0



7.8



7.7

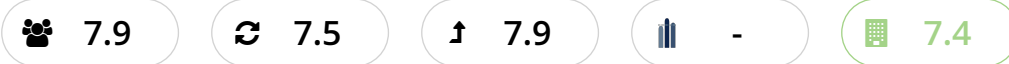


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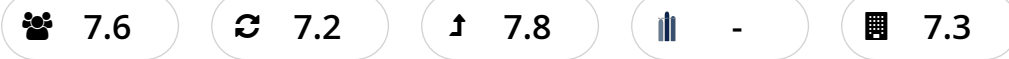


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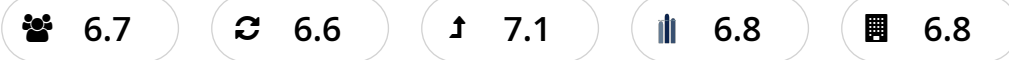
4c | I feel safe to discuss a mistake that was made openly



4d | My direct manager ensures a safe work environment



4e | I am satisfied with my working conditions

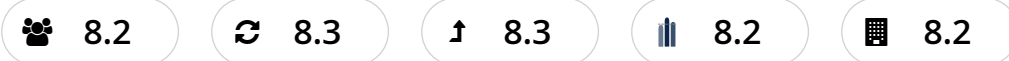


My department

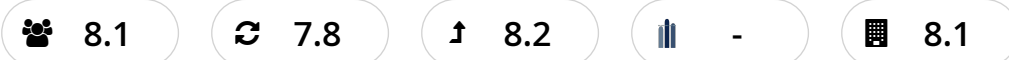
5a | My department has clear objectives



5b | I have a good work relationship with my colleagues



5c | If I need help, I can count on my colleagues



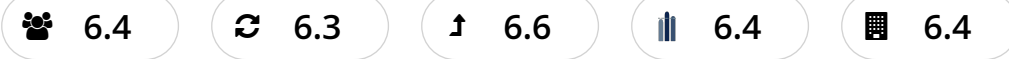
5d | I feel safe to talk to the people I work with about their behaviour



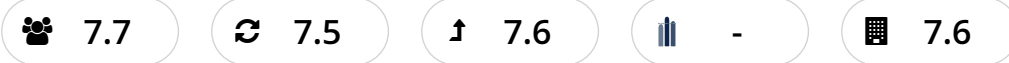
5e | Within my team, we are focused on innovation and modernisation



5f | People work efficiently within my team

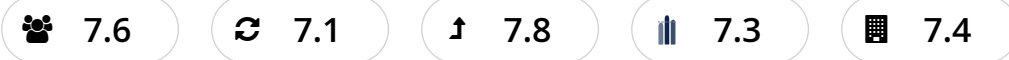


5g | I feel appreciated by the colleagues with whom I work

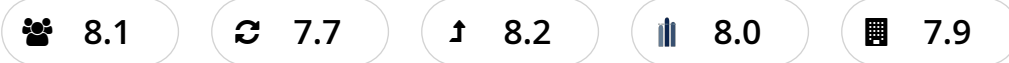


Direct manager

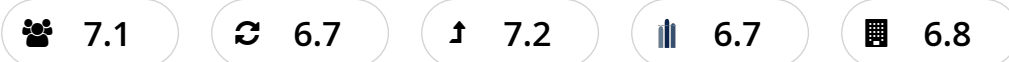
6a | I am satisfied with my direct manager



6b | I get on well with my direct manager



6c | My direct manager motivates me at work



6d | My direct manager gives me positive feedback if I do something right



6e | If there are any points that I could improve upon, my direct manager tells me



7.0



7.0



7.1



6.7



6.8

6f | I feel safe to talk to my direct manager about behaviour



7.4



7.0



7.2



-



6.8

6g | My direct manager encourages my development



7.0



6.6



7.4



-



7.0

6h | My direct manager gives me all the information I need to be able to do my job properly



6.4



6.0



6.9



-



6.6

6i | My direct manager clearly states which objectives I must achieve



6.5



6.2



6.8



6.6



6.3

Every talent counts

7a | The UG offers me a challenging work environment



7.0



7.1



7.1



7.2



7.1

7b | I am aware of the development opportunities at the UG



5.6



6.2



6.3





-





6.2

7c | The UG offers me sufficient opportunities to develop further

 5.3 5.3 6.2 6.1 6.0

7d | I am given enough opportunities to do what I am good at


 6.7 6.8 6.7 6.8 6.6

7e | There are sufficient advancement opportunities at the UG

 4.1 4.2 5.0 5.0 5.0

My faculty / service unit



8a | The workplace atmosphere at the faculty / service unit is good

 7.2 6.8 7.2 - 6.8

8b | The collaboration between the various cultures within my faculty / service unit is good

 7.0 6.3 6.9 - 6.3

8c | Within my faculty / service unit, I experience good collaboration between the different departments

 5.6 5.6 6.1 5.1 5.8

8d | The faculty / service unit supports mutual collaboration between the departments

 5.1 5.8 5.8 - 5.7

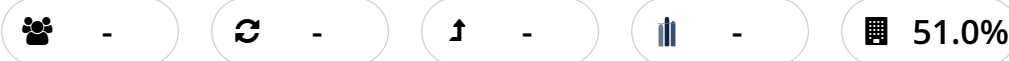
8e | My faculty / service unit actively uses the ideas and suggestions for improvement of the organisation provided by the employees



8f | The faculty / service unit pays sufficient attention to diversity



8g | I feel like more is expected of me than I can actually deliver (% Never)



My organisation the 'University of Groningen'

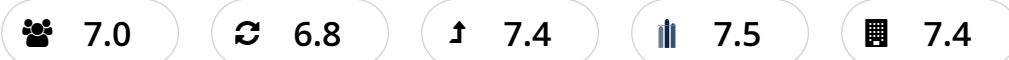
9a | I am satisfied with the UG as an organisation



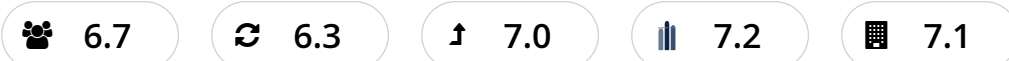
9b | I am proud of the UG



9c | I feel that I fit in at the UG



9d | I support the UG's objectives



9e | I feel that I am appreciated by the UG



5.5



5.2



5.7



6.2



5.7

9f | The information provision within the UG is good



5.3



5.0



5.6



4.9



5.6

My career

10a | I can easily find another job with my current knowledge and skills



6.1



5.5



7.0



-



6.8

10b | I would like to continue working for the UG



7.3



7.6



7.4



8.0



7.7

10c | Over the past three months, I have taken concrete action to find other work or I intend to do so in the next three months (% No)



80.0%



78.5%



75.5%



77.6%



75.0%

Conclusion

11a | I would recommend the UG as an employer to friends and/or acquaintances



-21.0



-1.3



5.1



-



-1.5

11b | I am satisfied about the way in which we conduct the Staff Survey



6.5



-



6.8



-



6.6

11c | I feel that enough action is being taken in response to the previous survey



4.4



-



5.1



-



4.9

Topics you are proud of within the UG

Research



52

Colleagues



31

Teaching



21

Collaboration



9

Development



7

Team results - My feedback
Faculty/ service unit

<https://myfeedback.effectory.com/#!/TeamResults>

 6

Vision

 4

Organisation


 3

Other, namely;

 -

Topics to improve for the UG

Organisation







 29

Faculty/ service unit

 21

Collaboration

 16

Team results - My feedback Teaching	https://myfeedback.effectory.com/#!/TeamResults
	 12
Development	
	 10
Vision	
	 10
Research	
	 4
Colleagues	
	 2
Other, namely;	
	 -