

# SPOT MEASUREMENT AT BIOLOGY JUNE 2024

Response rate: 57%

Number of responses: 122

# INTRODUCTION

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The SPOT measurement is an interim workplace assessment conducted between regular workplace assessments (WPAs). It is used when significant changes have occurred in the work environment.

This SPOT measurement was conducted in June 2024 following a budget cut round in 2023, which led to substantial changes in the work environment at the Department of Biology.

The changes included relocation to new offices with less space, layoffs, a reduction in student-assisted teaching, modifications to courses, changes to meeting rooms, and the establishment of a new common lunchroom.

# ABOUT THE SURVEY

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The SPOT measurement was conducted as a survey, using a shortened questionnaire from the regular WPA. The Occupational Health and Safety Committee (LAMU) had included some extra questions specifically on the budget cut round.

The survey covered themes such as physical environment, psychological environment, and offensive behavior. The respondents were asked to score their answers on a gradient from “strongly disagree” to “strongly agree”.

**Anonymity:** The survey was anonymous, except for the questions related to the physical WPA.

**Participants:** All employees who received a monthly salary and were employed at the Department in June 2024 received an invitation to participate in the survey.

**Response rate: 57%**

**Number of responses: 122**

# COMPARISON

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For this report, the results are compared with the WPA 2022 results.

The comparisons are always based on averages.

When assessing the differences between the SPOT measurement in 2024 and the WPA in 2022, it should be kept in mind that:

- the response rate for 2024 (57%) is lower than in 2022 (75%)
- a difference between the two survey-based estimates may not reflect a true change because of statistical uncertainty

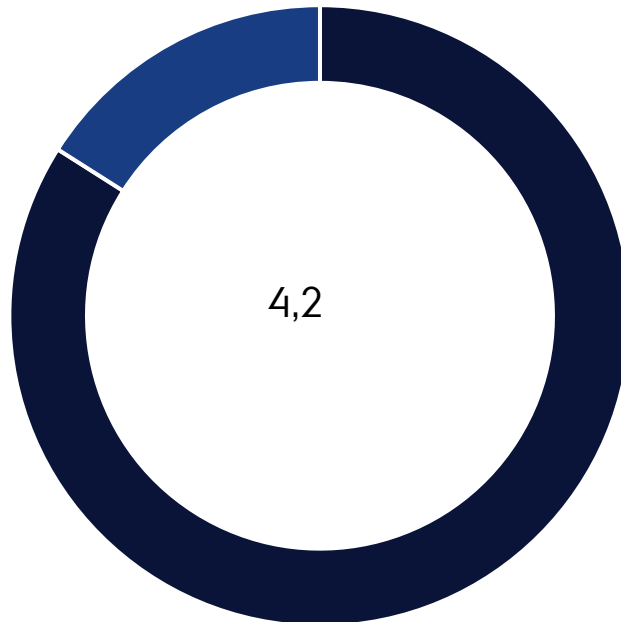
# PSYCHOLOGICAL WPA

# PSYCHOLOGICAL WPA

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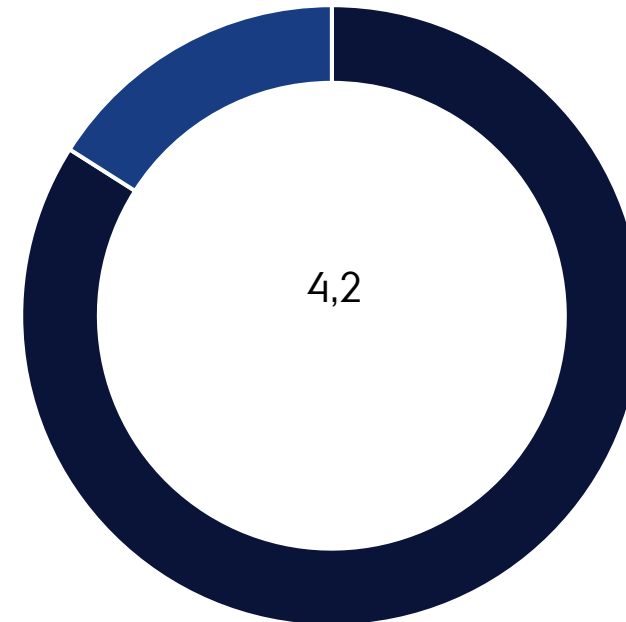
Based on the survey, the employees mark a general high satisfaction and motivation and commitment to with their work.

Overall satisfaction



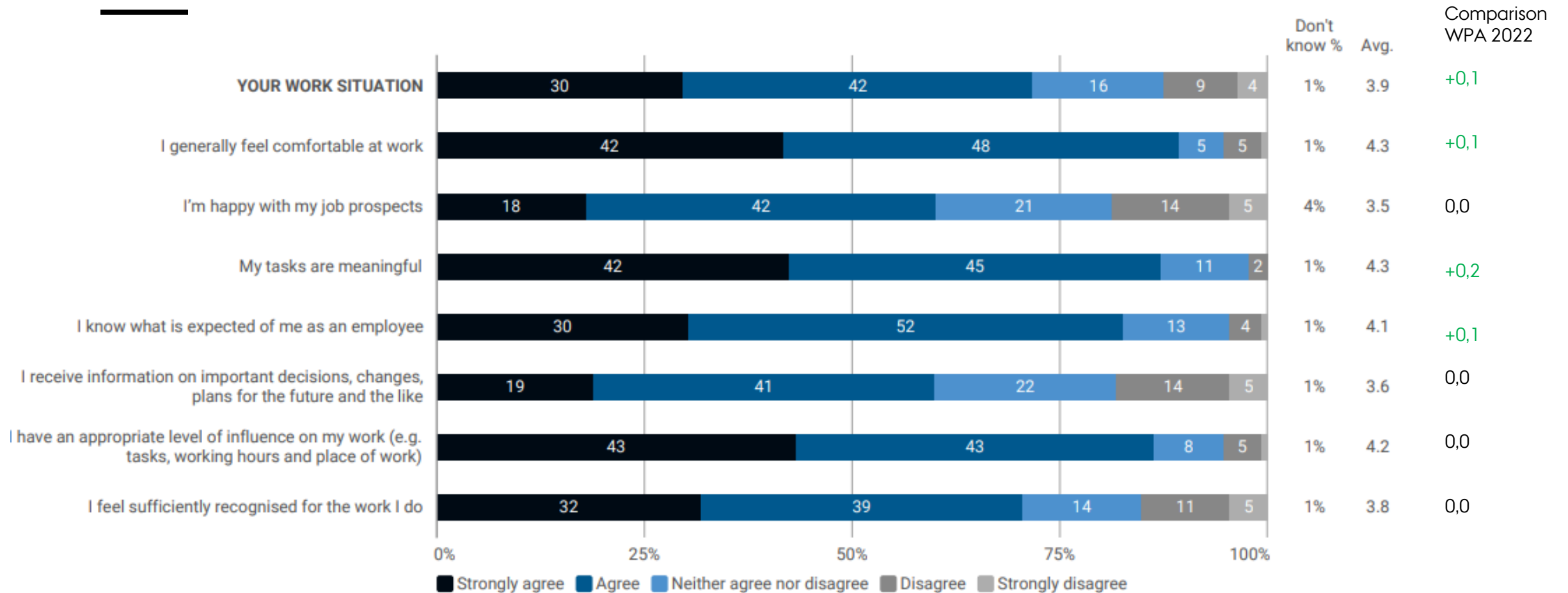
Development since 2022: +0,1

Motivation and commitment



Development since 2022: +0,1

# PSYCHOLOGICAL WPA WORK SITUATION

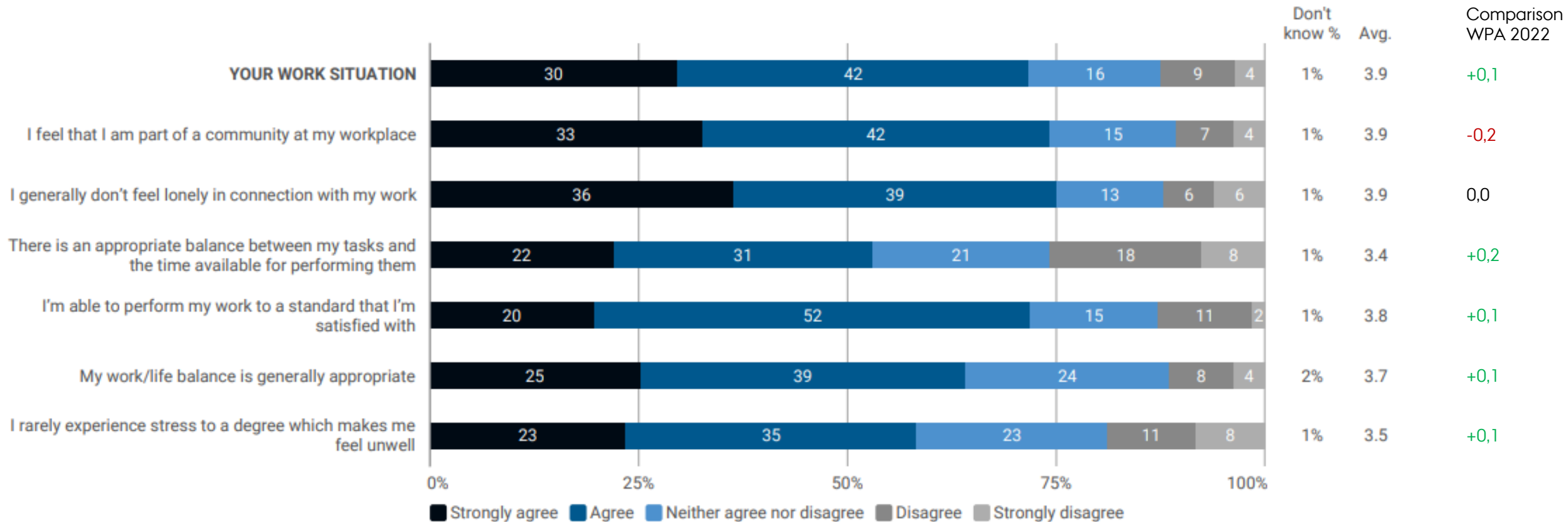


# PSYCHOLOGICAL WPA

## WORK SITUATION

### General analysis

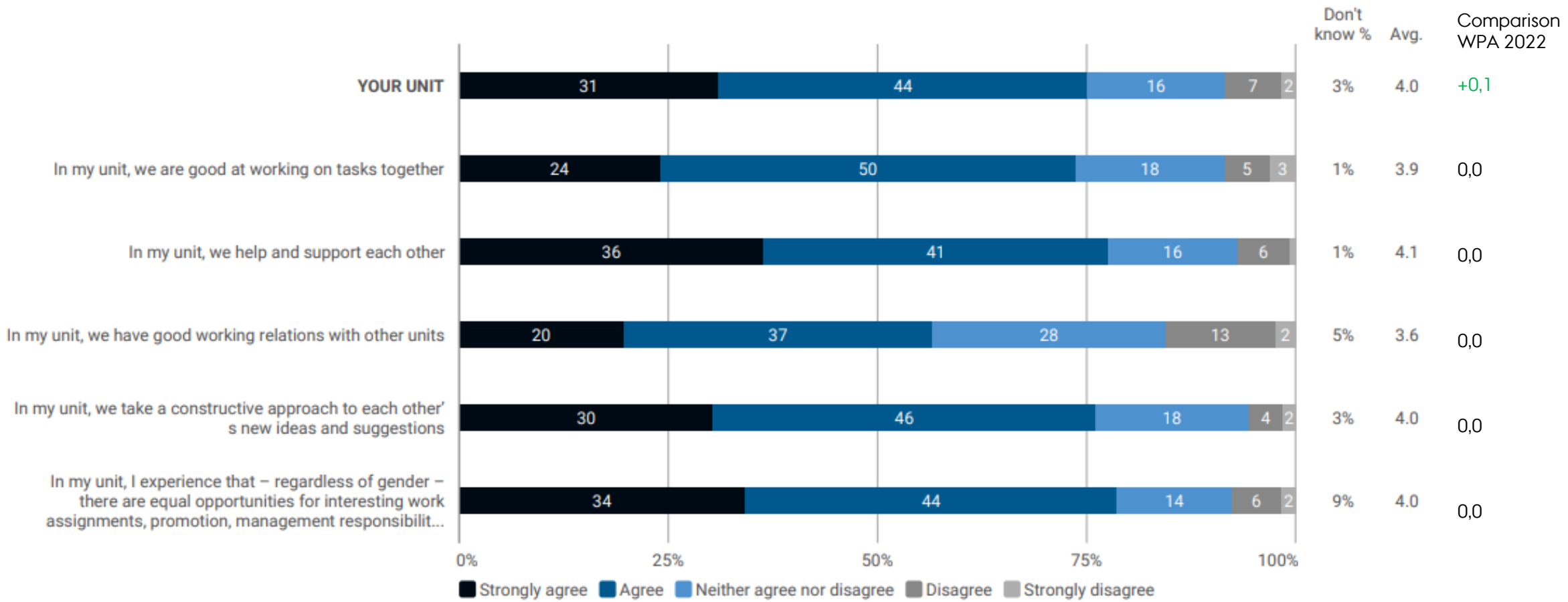
There is a slight improvement in the employees' work situation, but a decline in the sense of feeling like a part of a community.





# PHYSIOLOGICAL WPA

## YOUR UNIT (SECTIONS)



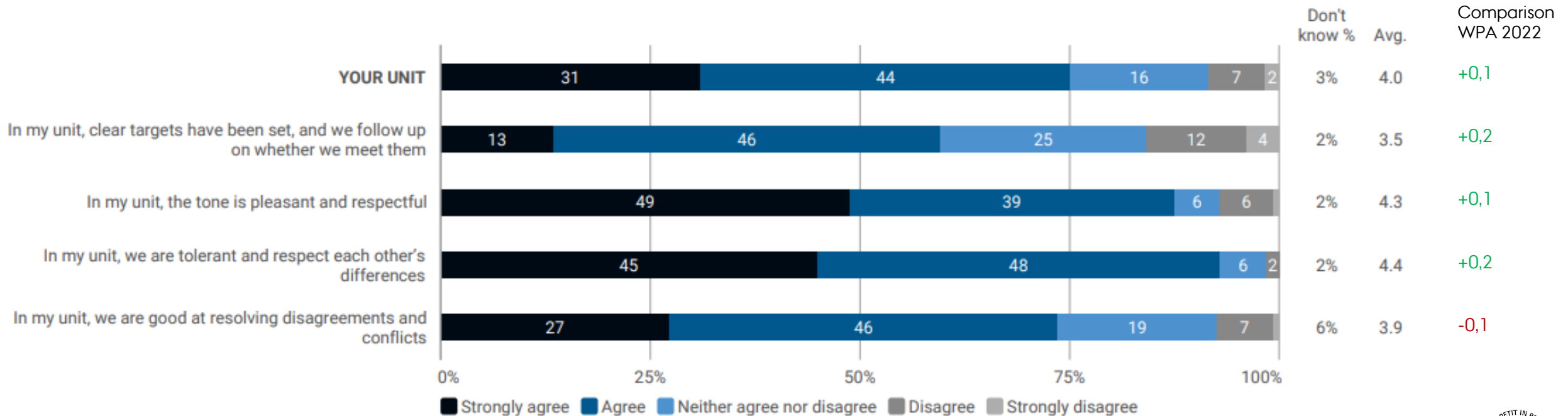
# PSYCHOLOGICAL WPA

## YOUR UNIT (SECTIONS)

### General analysis

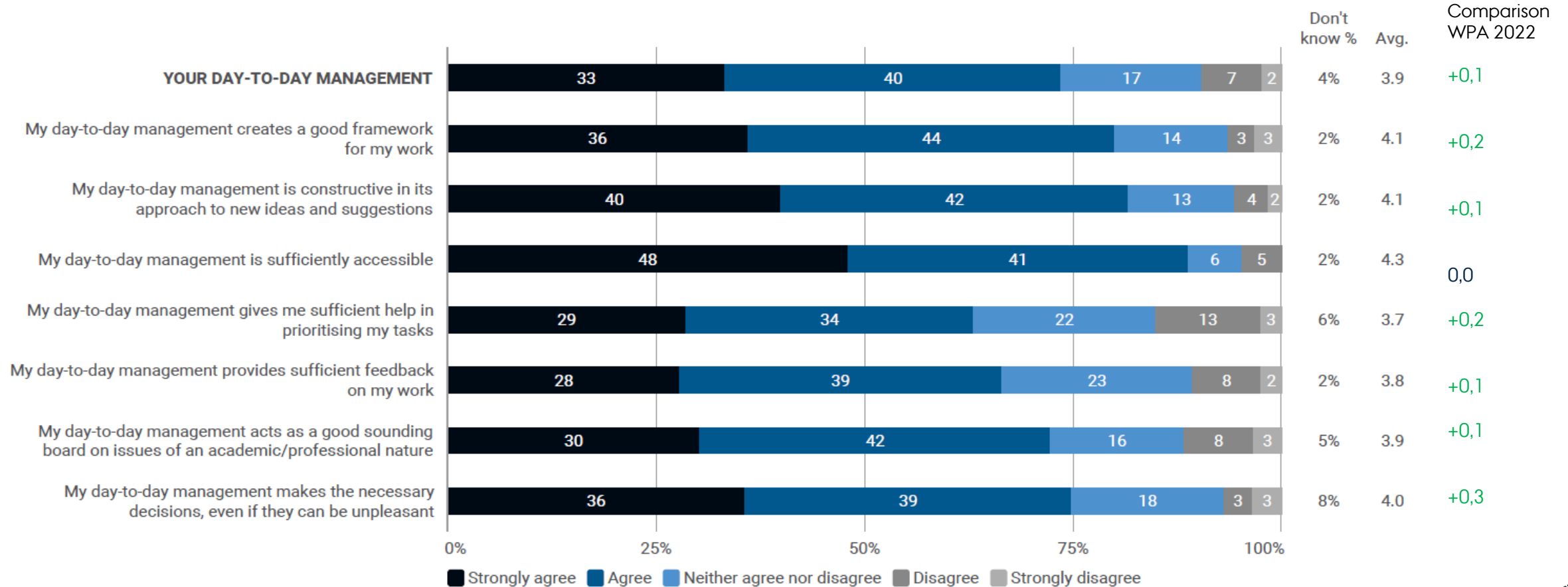
Slight improvement since 2022 – especially with high satisfaction of tolerance and respect.

There is a decline in the sense of the sections' ability to resolve conflicts.



# PSYCHOLOGICAL WPA

## DAILY LEADERSHIP



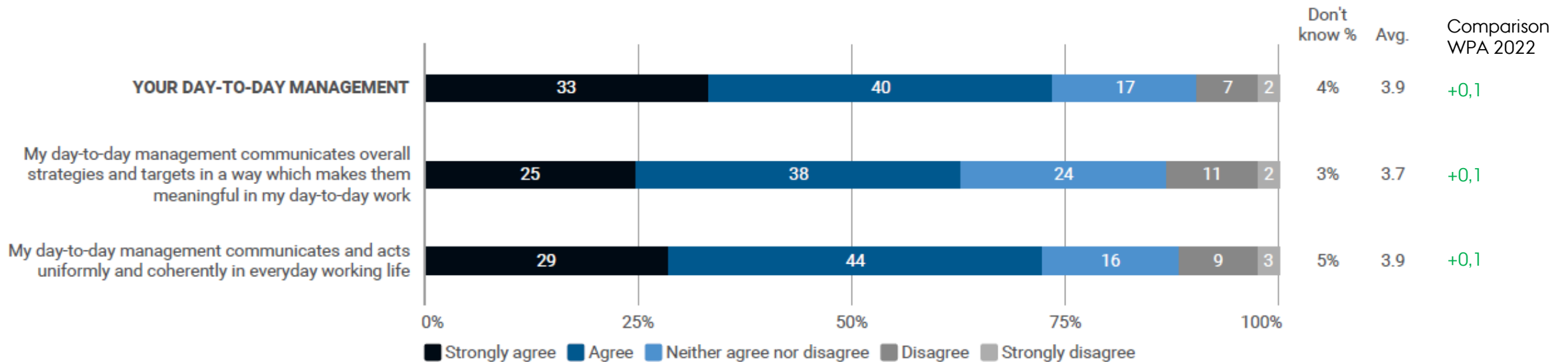
# PSYCHOLOGICAL WPA

## DAILY LEADERSHIP

### General analysis

All the questions about daily management have seen a slight improvement from 2022.

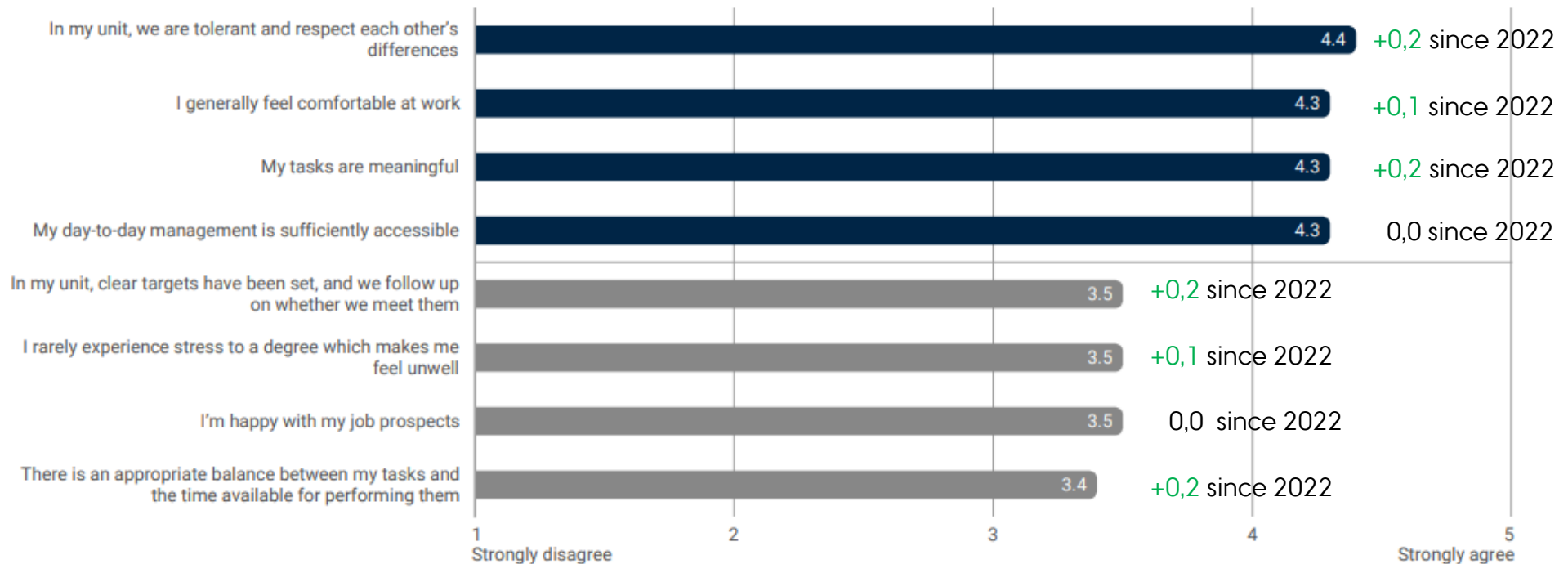
There is still a need for management to communicate strategies and targets better, and to be available for help and feedback.



# HIGHEST AND LOWEST

The four questions with the highest scores and the four questions with the lowest scores are shown below. The indicators are not included in the computation. Please note that 8 different questions are only shown, if the report includes at least 8 psychological WPA questions.

All questions are assessed on a scale from 1 (Totally disagree) to 5 (Totally agree), where 2 corresponds to 'Disagree', 3 to 'Neither agree nor disagree' and 4 to 'Agree'. An average score of 4 can thus be interpreted to mean that the employees tend to agree.



# HIGHEST AND LOWEST ANALYSIS

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Based on what respondents have scored highest and lowest following things can be stipulated:

The Department is doing well on:

- Sections that create an atmosphere, where the employees feel comfortable and respected for their differences.
- Providing meaningful work tasks.
- Having Pls/daily leaders who are accessible.

While most of the lowest points improved, the Department could still be better at:

- Combating work-related stress – perhaps by diminishing the tasks per allotted time.
- Ensuring clearer goals and follow ups in the Sections.
- Providing better job prospects.

# THE LOW-HANGING FRUITS

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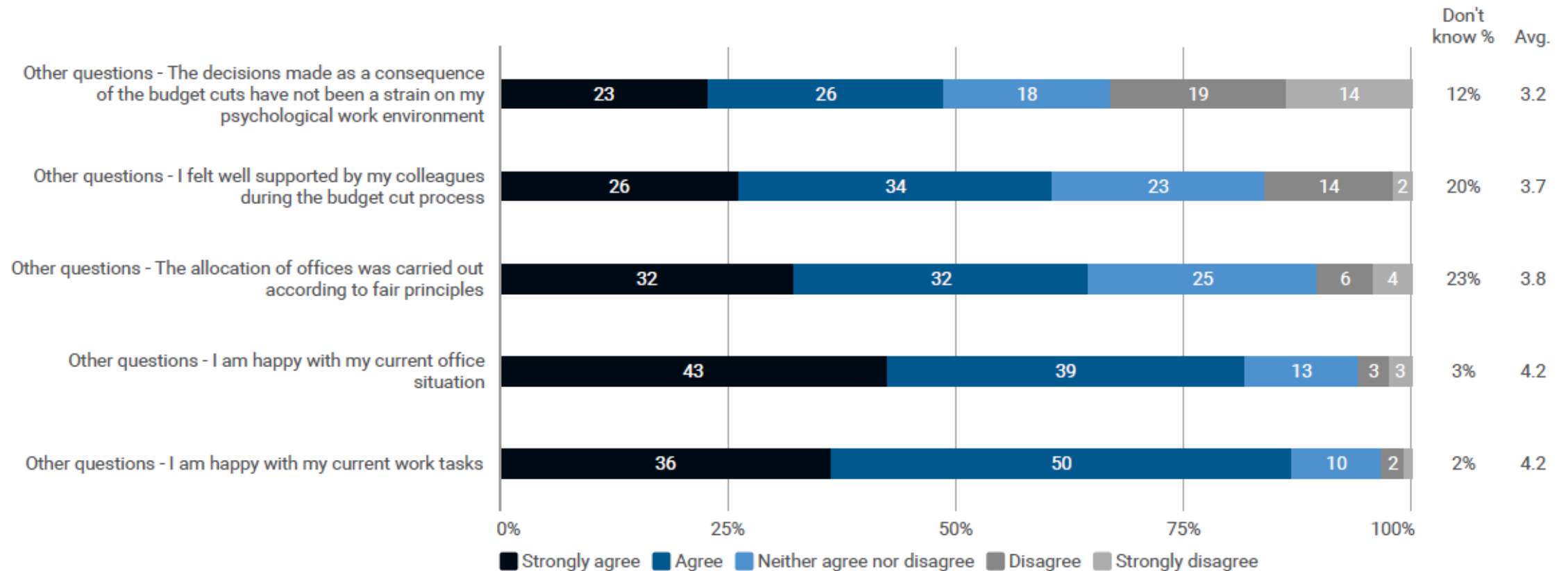
Some things were scored averagely and could with simple solutions be improved:

- "I receive information on important decisions, changes, plans for the future and the like" was scored 3,6. It received same score in 2022. It would be interesting to investigate what kind of information the employees find important and prioritize communicating these subjects better.
- "I feel sufficiently recognised for the work I do" was scored 3,8 – the same score as in 2022. There are already work being done on recognizing the employees' work. This result suggest that it is a point that needs to be continued attention.
- "My day-to-day management gives me sufficient help in prioritising my tasks" was scored 3,7. This could be improved if leadership continuously checks in with their co-workers on what kind of help they need.

# PSYCHOLOGICAL WPA

## BUDGET-CUT ROUND

### Other questions - psychological WPA





# PSYCHOLOGICAL WPA

## BUDGET-CUT ROUND

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### Take aways from the budget cut questions

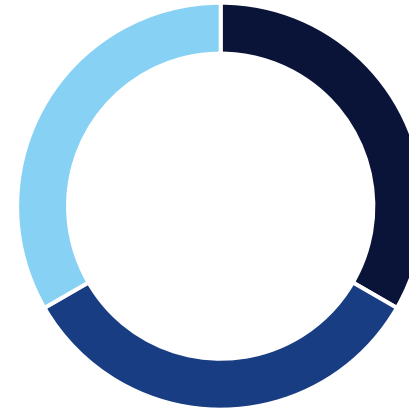
- About half of the respondents have noted that the budget cuts have been a strain on their psychological work environment.
- The questions regarding the budget cut round had the highest percentages of people marking "don't know" (up to 23%).
- The employees generally seem content with their current office situation and work tasks.
- Based on the high percentage of work satisfaction, it seems that despite the strain on the psychological environment during the budget cut round, the employees are happy with their current psychological work environment.

# WORK-RELATED SICKNESS AND OFFENSIVE BEHAVIOR

# WORK-RELATED SICKNESS

During the past 12 months 6% of the respondents (8 people) answered that they had been sick caused by aspects of their working life.

Causes of work-related sickness the last 12 months



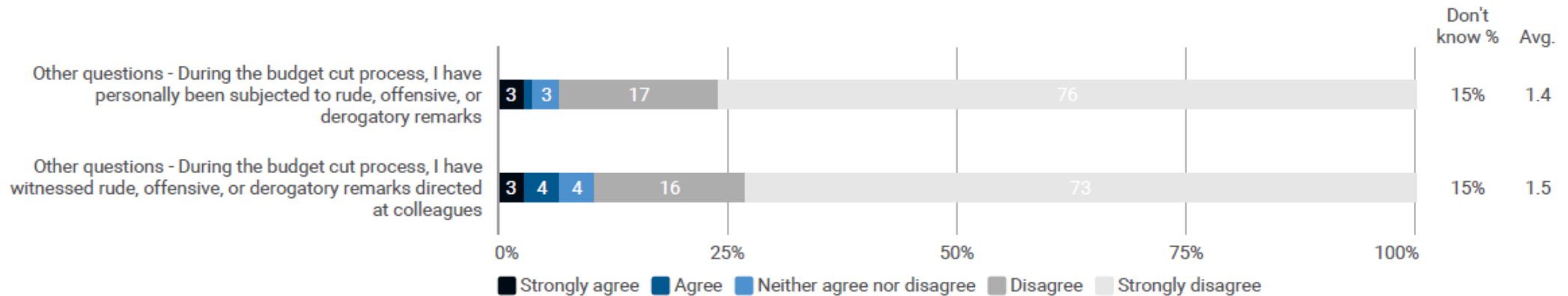
- Workload or other job requirements
- Aspects of my cooperation with or relations to my colleagues or my manager
- Other factors
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# OFFENSIVE BEHAVIOR BUDGET-CUT ROUND

## Analysis

Very few have personally experienced offensive behavior during the budget cut. A few more have witnessed a colleague subjected to offensive behavior.

### Other questions - offensive behaviour

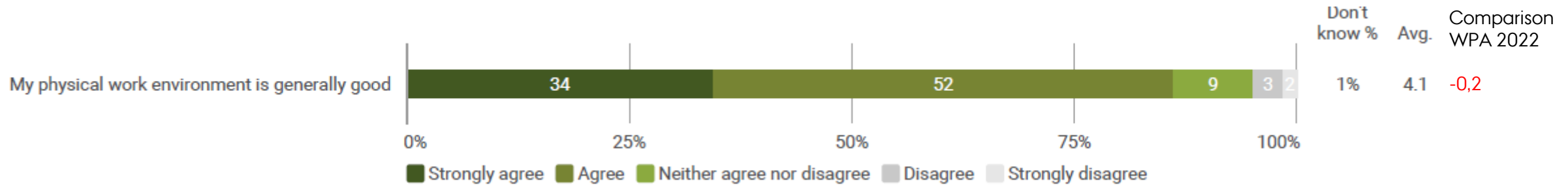
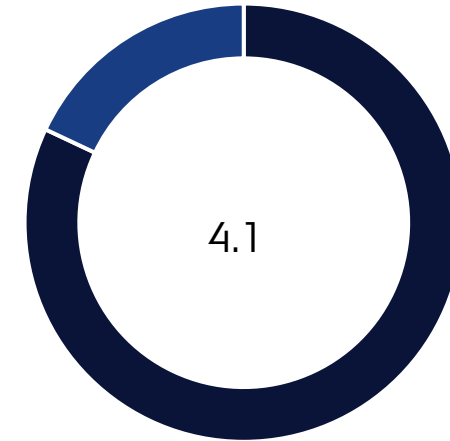


# PHYSICAL WPA

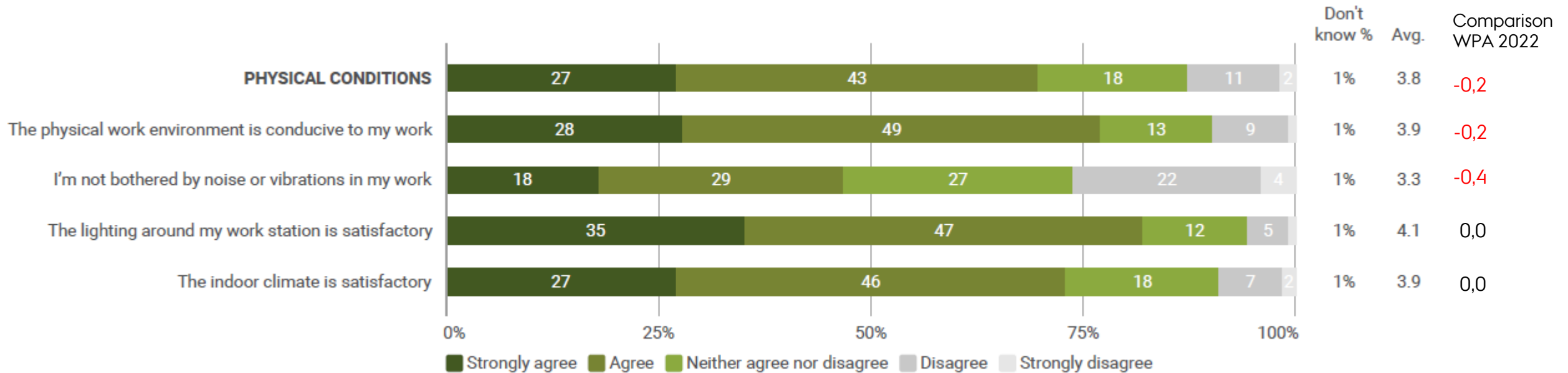
# PHYSICAL WPA

The average of physical work environment satisfaction has declined with **-0,2** points since 2022.

Physical work environment satisfaction 2024



# PHYSICAL WPA



# PHYSICAL WPA ANALYSIS

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Overall, there a decline in the satisfaction with the physical work environment.

Satisfaction with noise and vibrations has especially declined. In the comment report, many remark that there has been a lot of construction noise in the past year.

Other comments suggest that the new social areas (or removal of social areas) and the densification of people in offices have led to more chatter in the hallways.

Things that were not affected by the budget cut, such as lighting and indoor climate, are rated the same as in 2022.



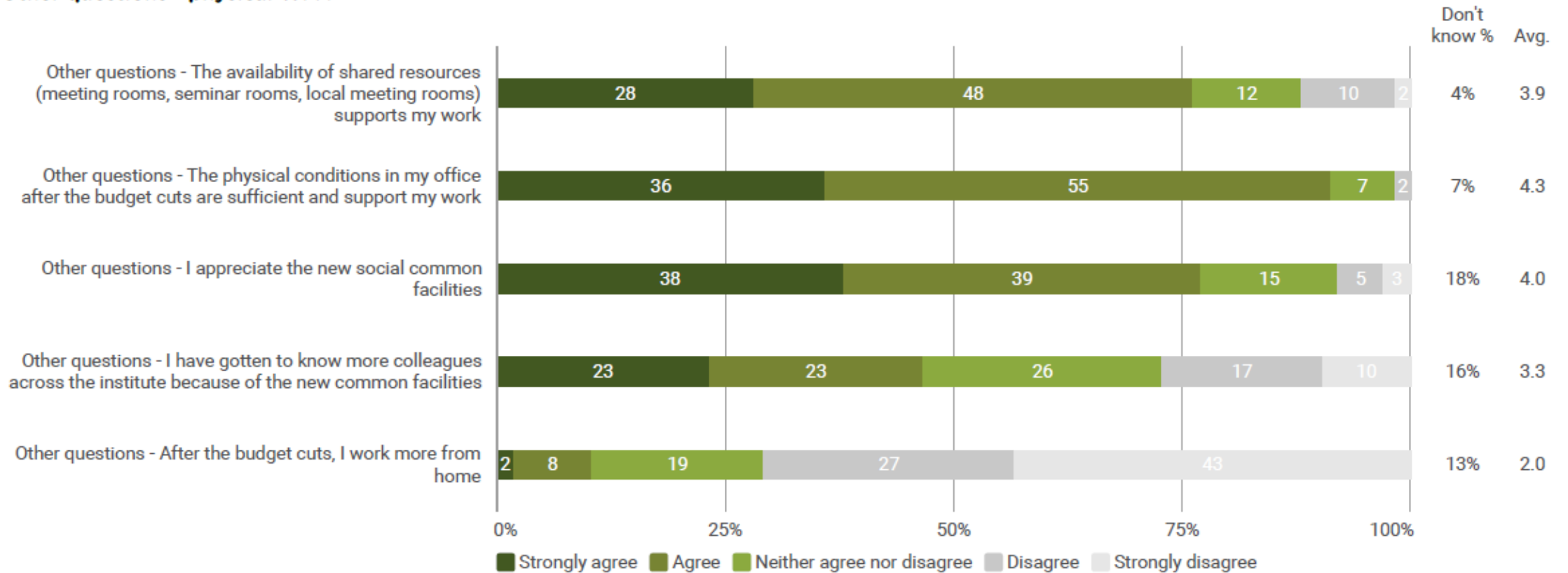
# SUGGESTED IMPROVEMENTS

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- Many comments ask for better information in advance about noisy construction.
- Some suggest that the culture around talking in hallways should be addressed.
- Others suggest buying noise-cancelling headphones for employees who feel the need.
- Regarding facilities, many ask for more meeting rooms for online meetings now that more people are sharing offices.

# PHYSICAL WPA BUDGET-CUT ROUND

## Other questions - physical WPA



# PHYSICAL WPA BUDGET-CUT ROUND

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## Take aways

Generally, the employees are satisfied with the physical conditions of their office with 4,3/5 answering positively.

Most employees appreciate the new facilities such as the coffee machine and the lunchroom, and half of the respondents think the new facilities have led them to meet new colleagues across sections.

While many answered that meeting/seminar rooms supported their work, many comments suggests that there could be more.

About 10% work more from home after the budget cuts



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