

Result of the employee survey 2020

A total of 82 per cent of JU's employees filled out the employee survey at the beginning of the year. Here is a summary of the results at JU level.

The survey consists of the following index areas: Working environment, Leadership, Organisation, Vision and Goals, as well as Collaboration.

Summary of the result at JU level

A new component for this year's survey was the key indicator eNPS which describes the will to recommend the workplace to others. JU received a value of 7, which, when compared to other HEIs, is estimated to be a good value and in line with the average value for the HEIs included in the benchmarking.

The MI (employee index) was 67 per cent. Given that this year's survey was the first to be conducted using Quicksearch's method, there is no previous result to compare with, however, the result can be compared to a benchmark value of 71 per cent for the HEIs that conducted the corresponding survey in 2019.

Motivation

The majority of all employees have stated that they feel very high job satisfaction (83 per cent have rated grades 4–6) and an even higher proportion report that their work tasks are interesting (91 per cent have rated grades 4–6).

High level of confidence in the management

Confidence in the immediate manager is high. The index value for leadership is 73 per cent, which can be compared with the benchmark average of 71 per cent.

Working environment

The working climate is an area of improvement, and refers, among other things, to a need to continue to review the workload (index value 59 per cent) and the possibility of

recovery time at work (57 per cent). The index values are in line with the average values for other HEIs according to the benchmarking.

Continued work

You will get a presentation of your school/company's and your department/discipline's results in the coming weeks. Thereafter, action plans for continued improvement work will be drawn up for each school/company as well as for university-wide issues. This will be done with anchoring in and participation from all levels of the organization. The Head Safety Officers play an important role in the continued work.