



Introduction

At Aarhus University, workplace assessments (WPA) are conducted every three years.

This report is based on the responses to the WPA questionnaire completed by staff at Aarhus University in February-March 2025. The WPA 2025 survey covers both the physical and the psychological work environment. Based on the WPA reports, staff and management can start discussing the results for their respective units and together identify priority focus areas.

The overall WPA reports for AU are available on the WPA 2025 website (<https://medarbejdere.au.dk/en/administration/hr/workingenvironment/wpa>).

Structure of the report

QUICK OVERVIEW

Results for key questions and questions with highest/lowest scores.

RESULTS FOR PSYCHOLOGICAL WPA

Results for questions grouped under individual themes.

OFFENSIVE BEHAVIOUR, DISCRIMINATION AND SICKNESS ABSENCE

Results for questions concerning offensive behaviour, discrimination and sickness absence are shown if a minimum of 40 responses are received.

RESULTS FOR PHYSICAL WPA

Results for questions concerning the physical facilities and organisation of the workplace.

ANNEXES

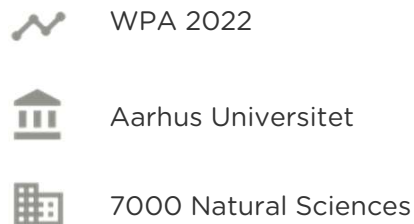
Results according to organisational affiliation and background characteristics. Results according to background characteristics are shown if a minimum of 20 responses are received.



Comparisons in the report

In the report, the results are compared with the WPA 2022 results and the results for any higher organisational levels (where possible). The comparisons are always based on averages.

Below you can see the basis of comparison in this report.



Averages

In the quick overview, averages are shown in two ways. Averages are measured on a scale from 1 to 5, where 5 is always the most positive.

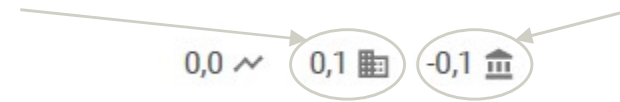
Beneath the illustration, the score is compared with the latest survey and the rest of the organisation (where possible).

A comparative score of 0.1 indicates that the result in this report is 0.1 **better** than the comparative result(s).

Your unit

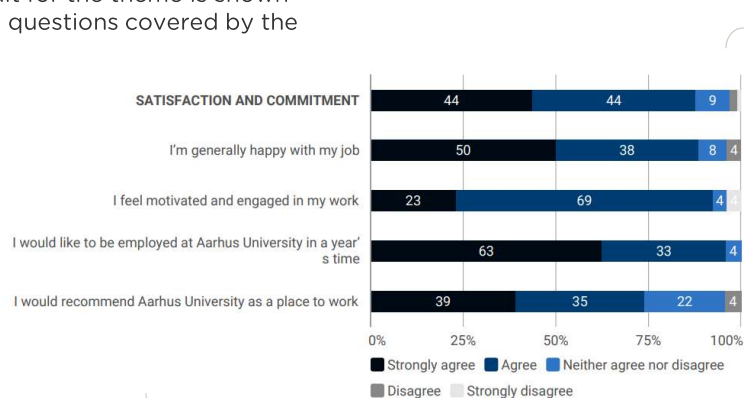


A comparative score of -0.1 indicates that the result in this report is 0.1 **worse** than the comparative result(s).



Distribution of responses

The aggregated result for the theme is shown first. Then follow the questions covered by the theme.



To the right of the illustration, the percentage of 'Don't know/not relevant' responses to the individual questions is shown. Then follows the average score for the question.



The distribution of responses is shown in the middle. The figures in the bar indicate percentages. In the last question in the example, 39% ticked 'Totally agree', 35% ticked 'Agree', 22% ticked 'Neither agree nor disagree', 4% ticked 'Disagree', and 0% ticked 'Totally disagree'.

To the far right, the result is compared with the latest survey and any higher organisational levels (where possible).

A grey arrow indicates that there is no difference or change between the result in this report and the comparative results(s).

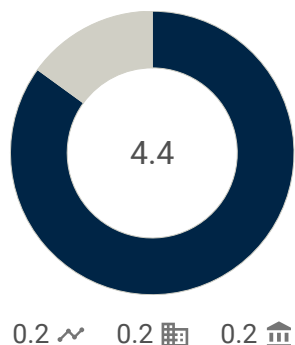
A red arrow indicates that the result in this report is **worse** than the comparative result(s).

A green arrow indicates that the result in this report is **better** than the comparative result(s).

Satisfaction and commitment

Satisfaction and commitment are measured by the four indicators in the middle of this page, which provide an impression of the general level of satisfaction and commitment in the unit.

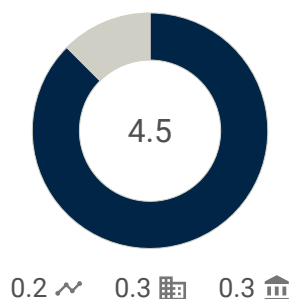
Satisfaction and commitment



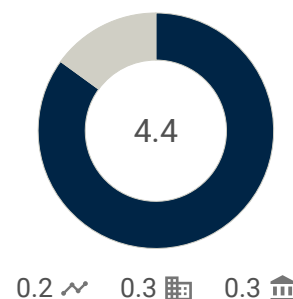
Indicators

The indicators provide a general picture of employee satisfaction, commitment and loyalty. Unlike the other questions in the survey, these indicators are hard to influence directly because they reflect the respondents' general experience of the organisational framework and the organisational culture. However, they are influenced indirectly when you succeed in changing the respondents' experience of the framework and the culture. The four questions are shown in full in the chapter "Psychological WPA".

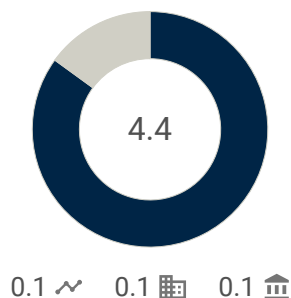
Overall satisfaction



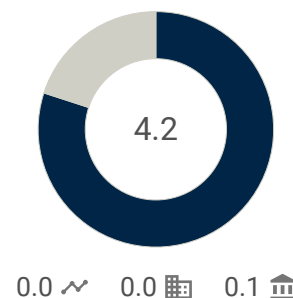
Motivation and commitment



Loyalty



Willingness to recommend



Themes

Each theme is covered by a number of questions, which are shown later in the report. The questions cover the issues which you can work with in order to influence indicators in the survey.

Your development



Your work situation



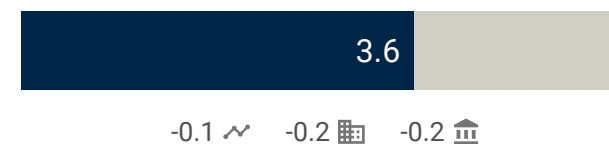
Your unit

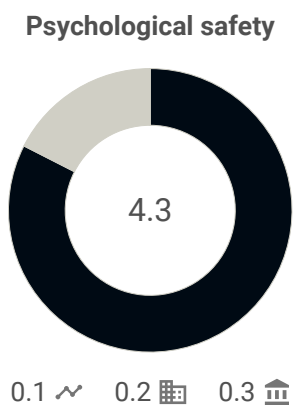


Your day-to-day management

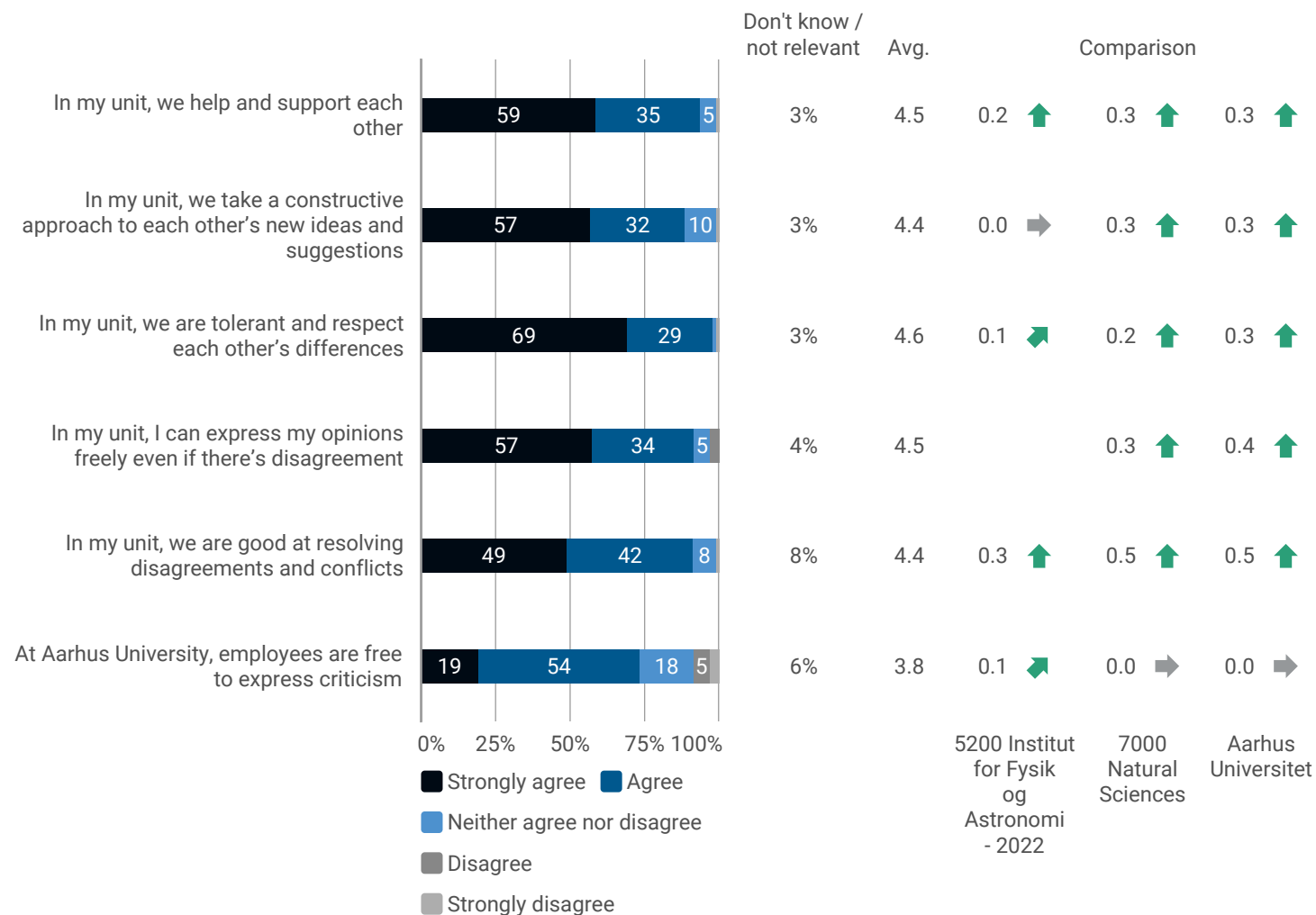


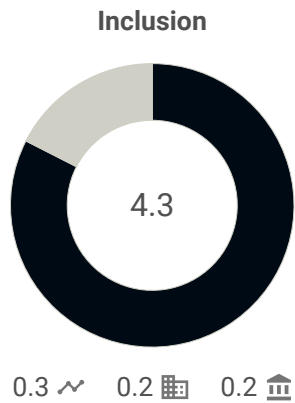
Our organisation



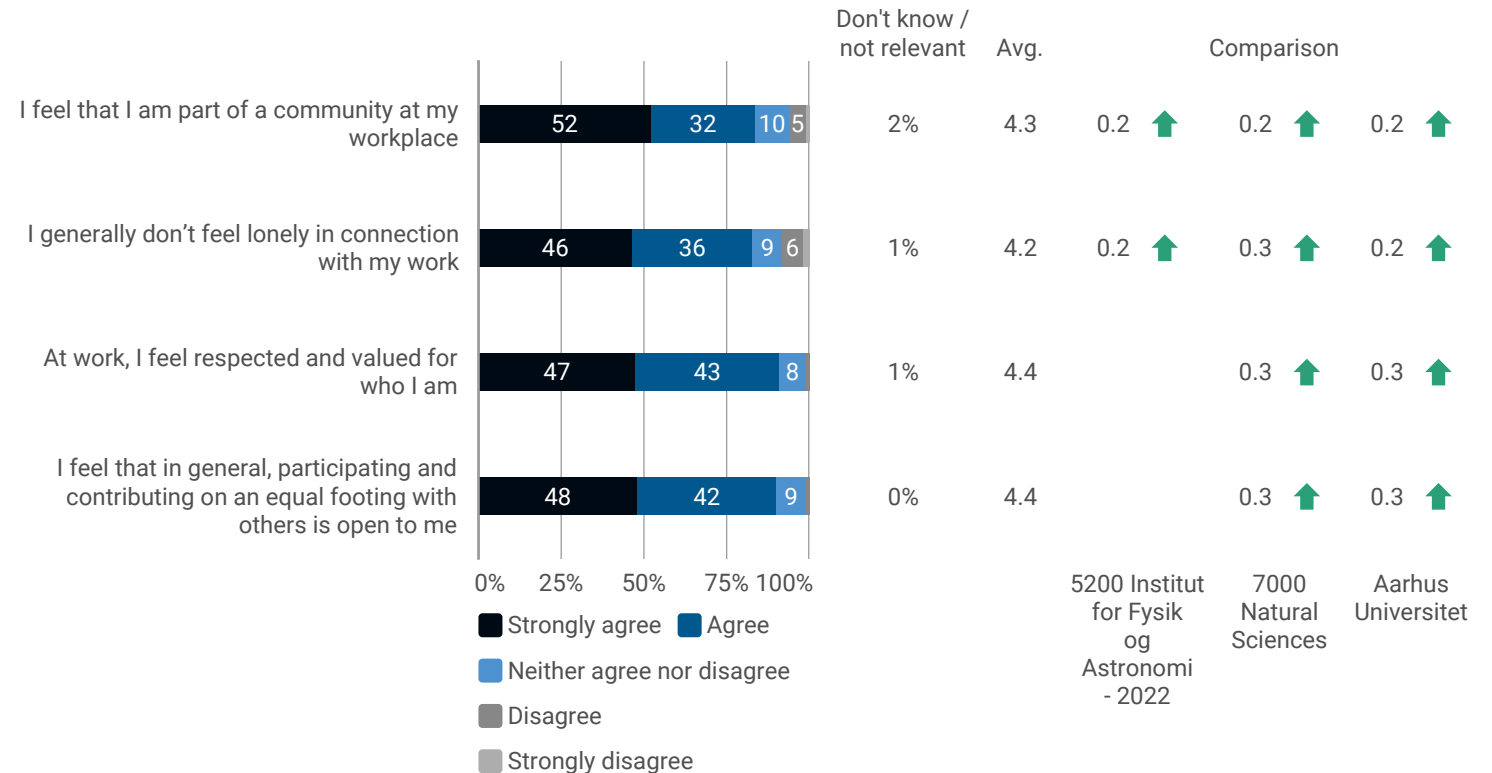


The results of the questions included in the theme 'Psychological safety' are shown below. The theme is composed of questions that are included across the study's other themes presented on the previous page.



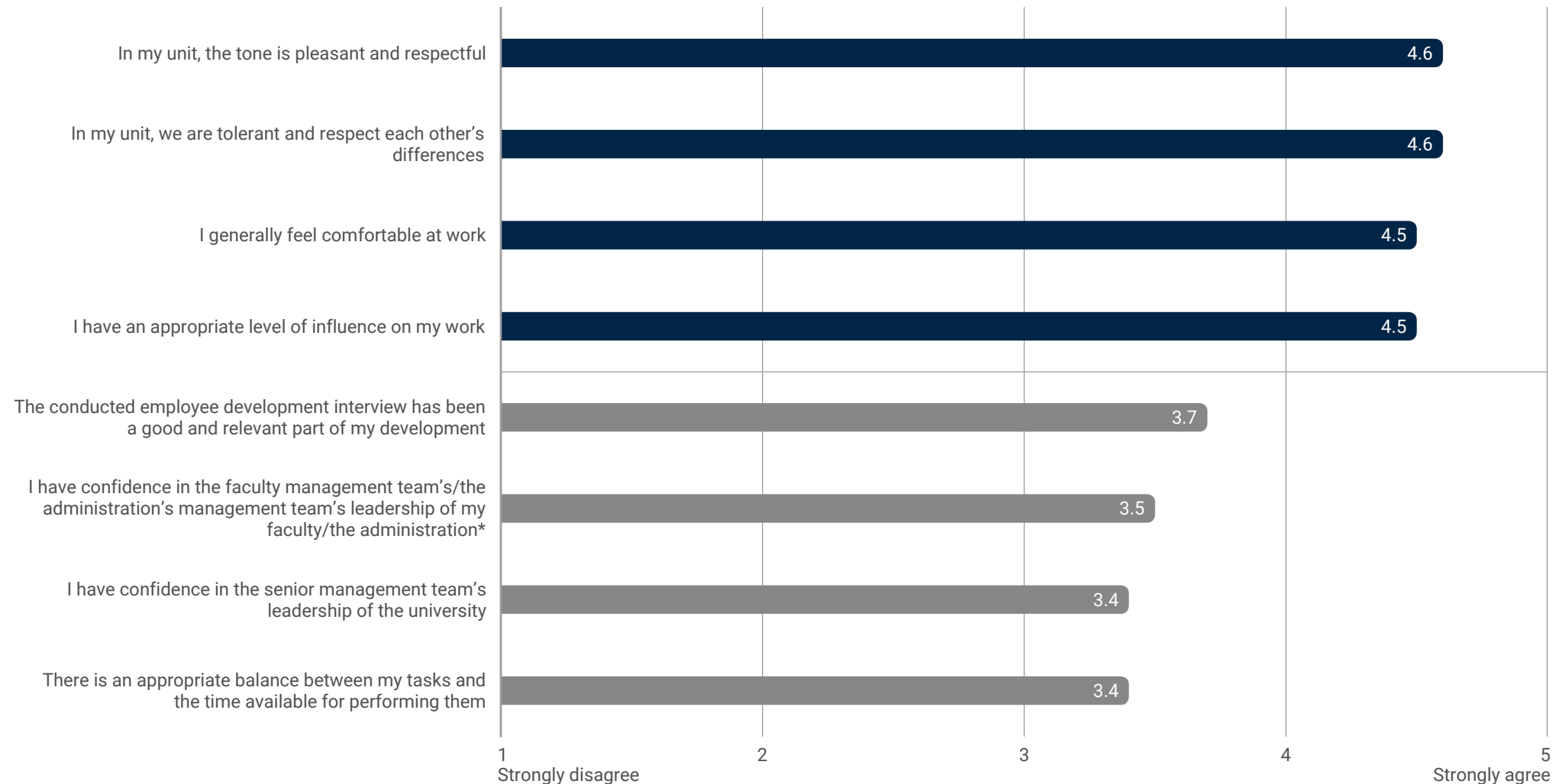


The results of the questions included in the theme 'Inclusion' are shown below. The theme is composed of questions that are included across the study's other themes presented on the quick overview.

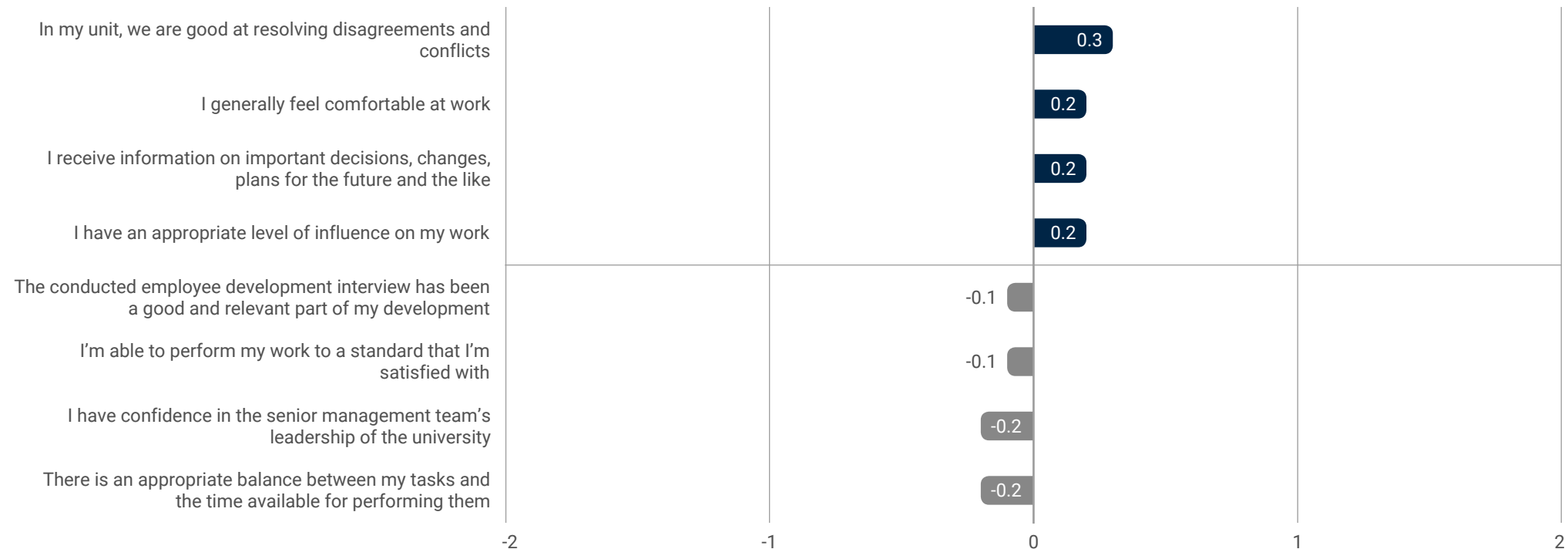


The four questions with the highest scores and the four questions with the lowest scores are shown below. The indicators are not included in the computation.

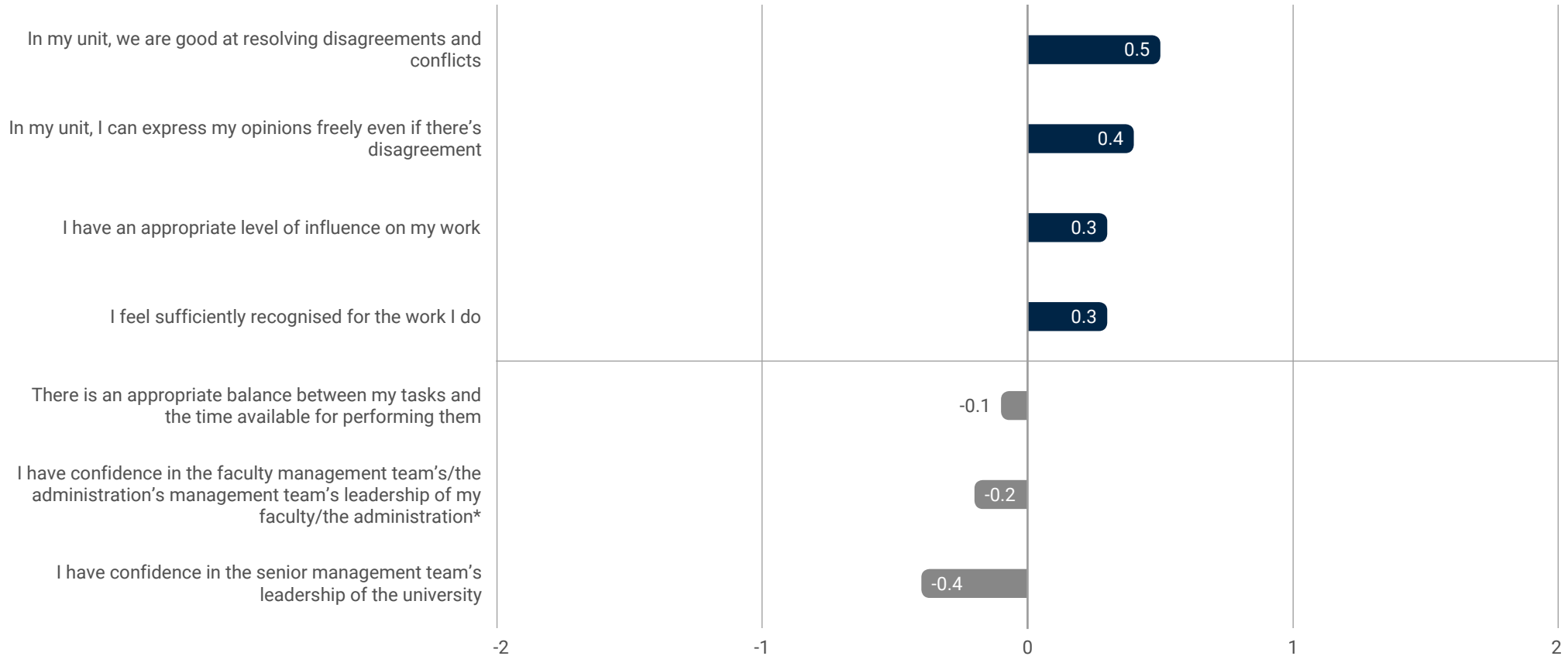
All questions are assessed on a scale from 1 (Totally disagree) to 5 (Totally agree), where 2 corresponds to 'Disagree', 3 to 'Neither agree nor disagree' and 4 to 'Agree'. An average score of 4 can thus be interpreted to mean that the employees tend to agree.



Below are the questions where the department/unit deviates the most from the latest survey. Up to four positive and four negative deviations are presented (if possible). Indicators are not included.



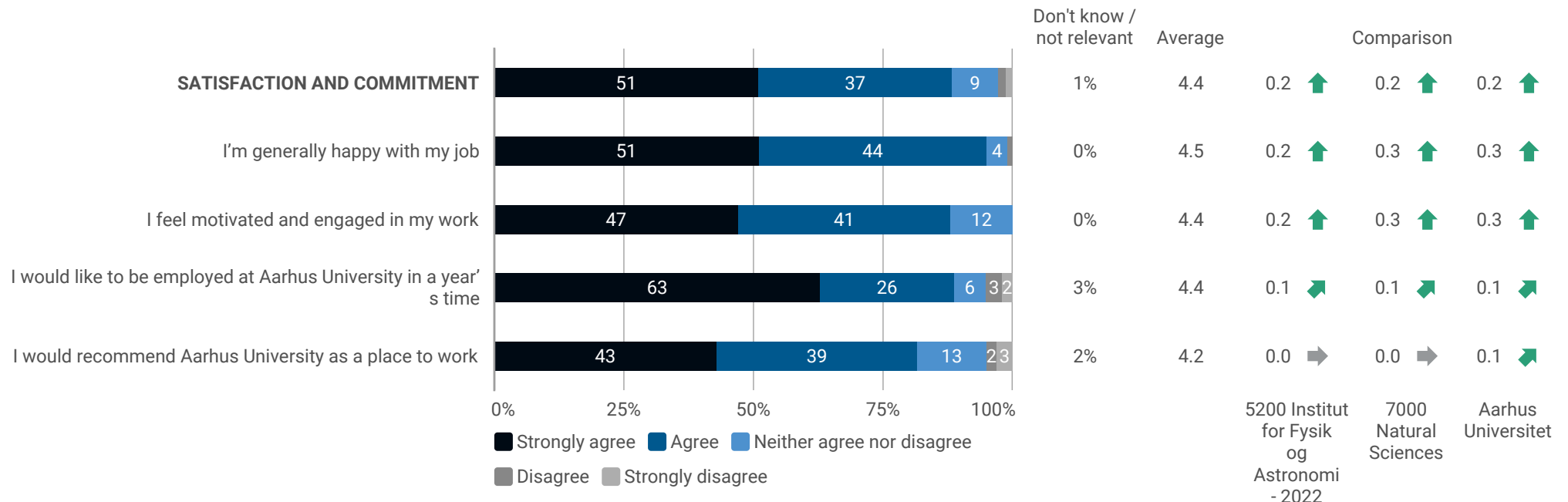
Below are the questions where the department/unit deviates the most from Aarhus Universitet. Up to four positive and four negative deviations are presented (if possible). Indicators are not included.

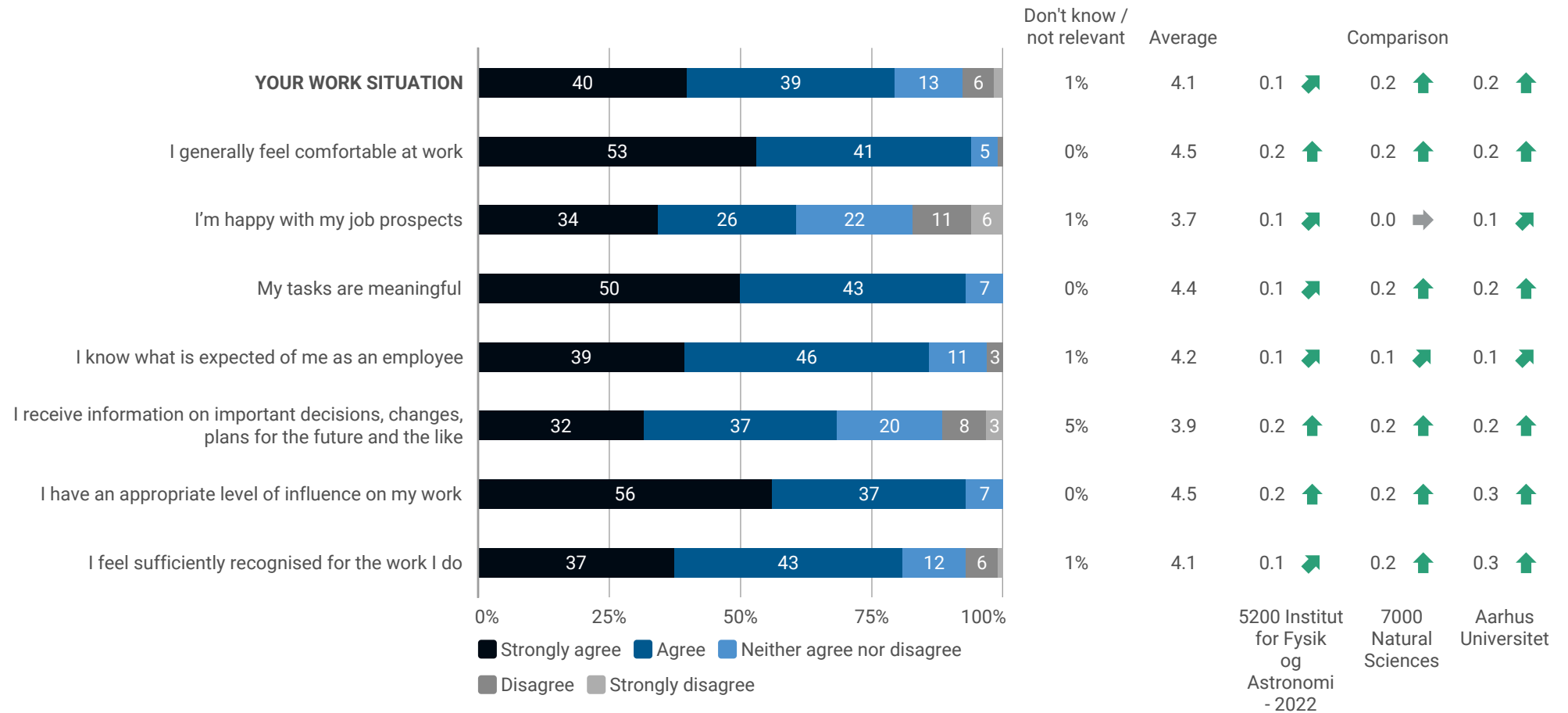


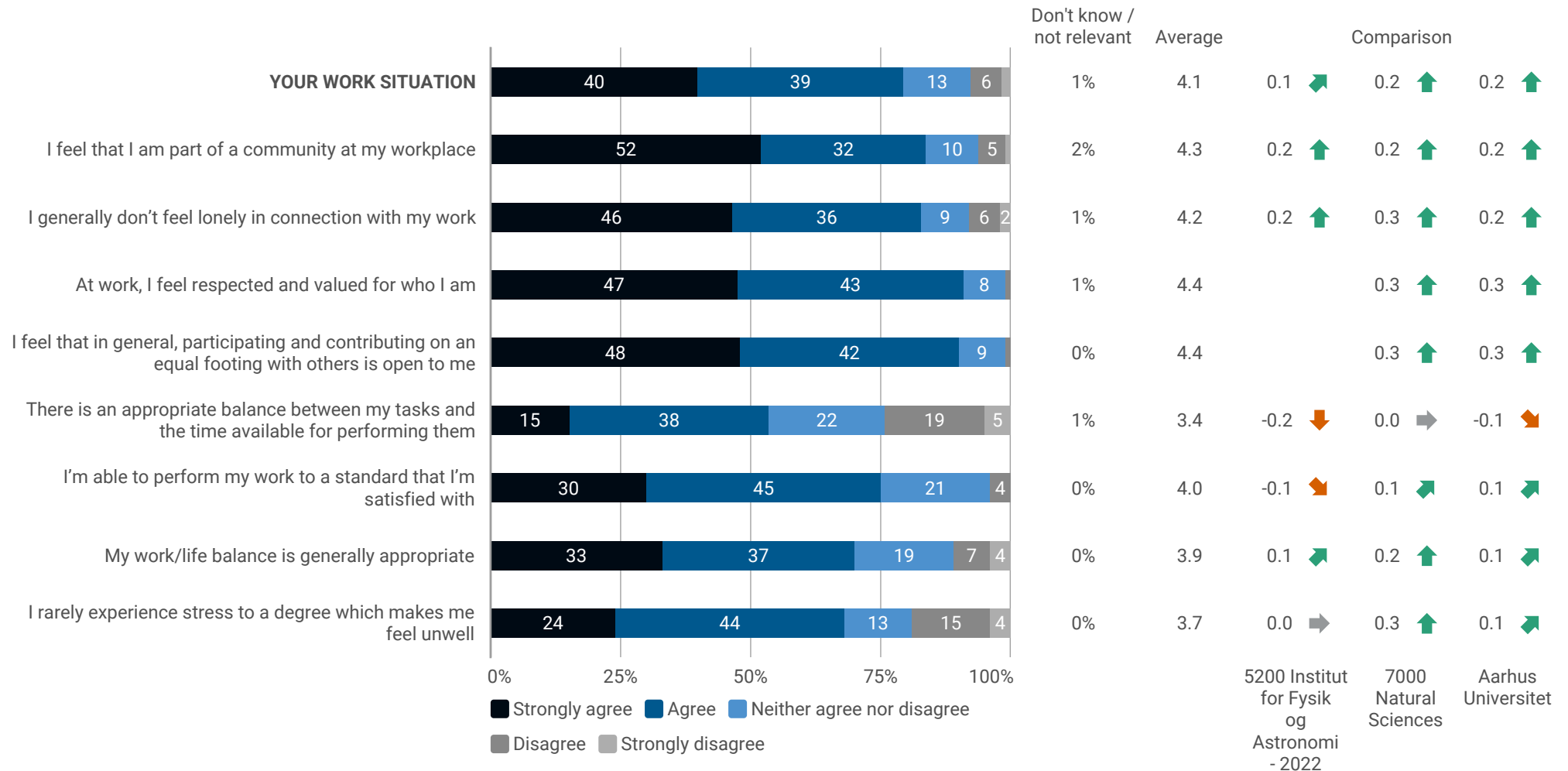
The results for the questions in the psychological WPA are shown on the following pages. A block of questions is shown for each of the themes surveyed. The aggregate result for each theme is shown at the top of the block. The first block shows the results for satisfaction and commitment, based on the four indicators from the quick overview.

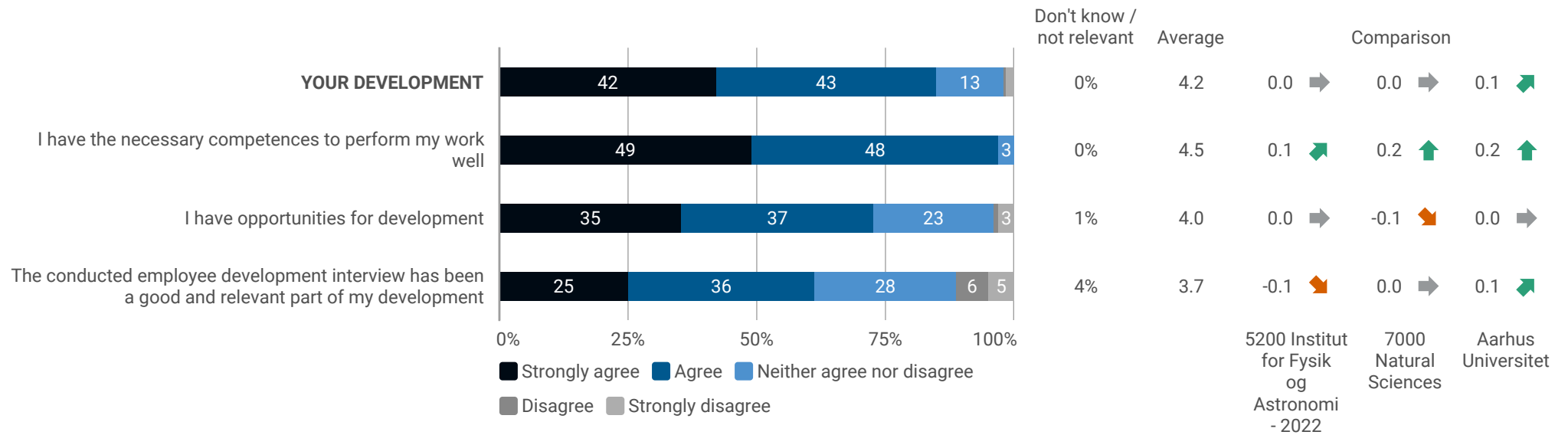
The results are shown as a distribution of responses, as the share of respondents who ticked 'Don't know/not relevant' and as the average score for the individual questions. The distribution of responses provides a detailed insight into the employees' responses, while the average score makes it possible to make comparisons.

To the right of the illustration, the average score is compared with the results from 2022, the result for 7000 Natural Sciences and Aarhus Universitet. The results of the comparisons are shown both as values and with arrows. A horizontal grey arrow indicates no change in the average score, a red arrow indicates that the result for 5200 Institut for Fysik og Astronomi is lower, while a green arrow shows that the result is higher. The obliqueness of the arrow indicates whether the score has changed a lot or a little.





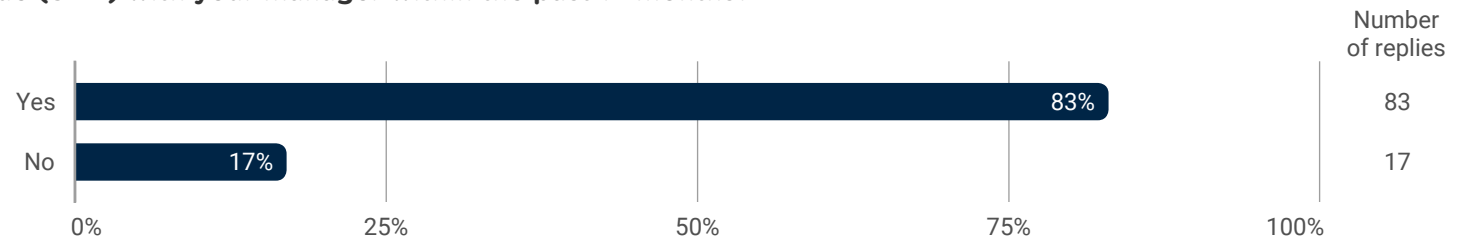




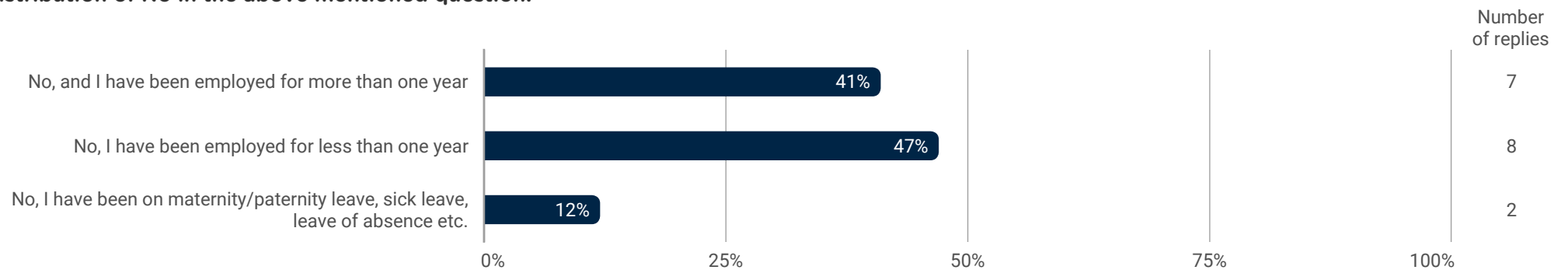
The question 'The conducted employee development interview has been a good and relevant part of my development' has only been asked of employees who have attended their SDD.

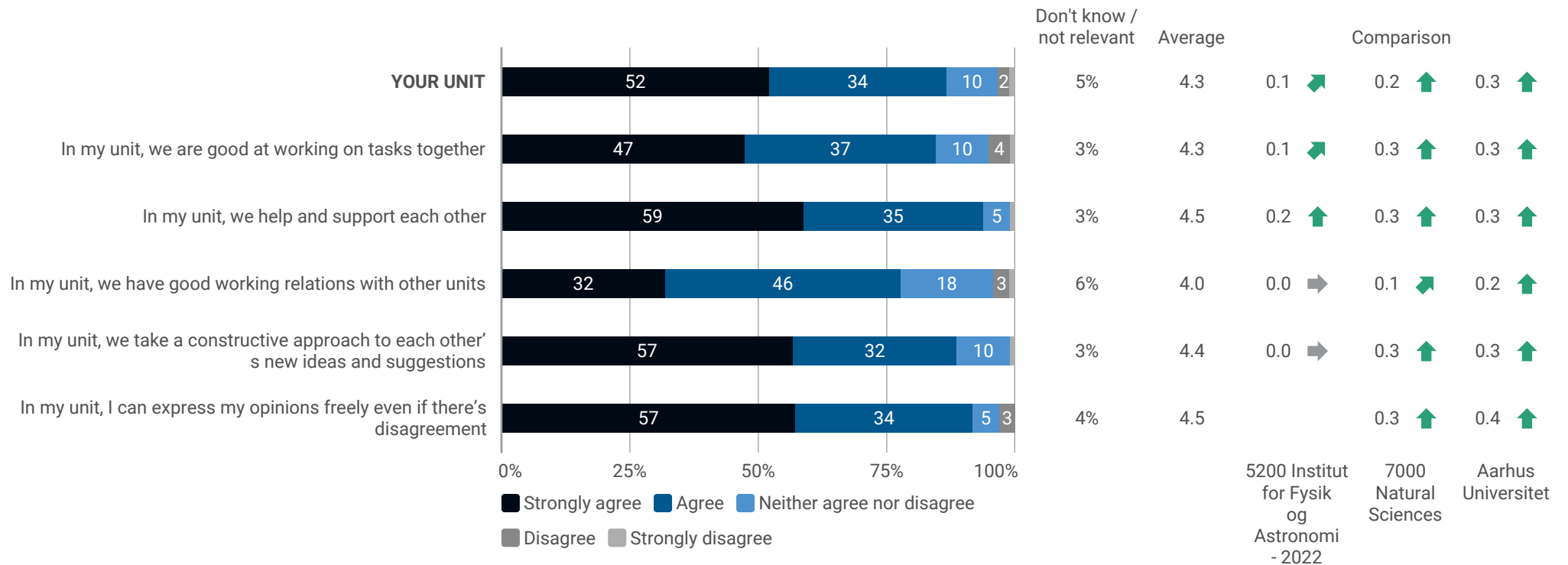
The results are shown only if a minimum of five employees have attended their SDD and is not part of the theme score 'Your development'.

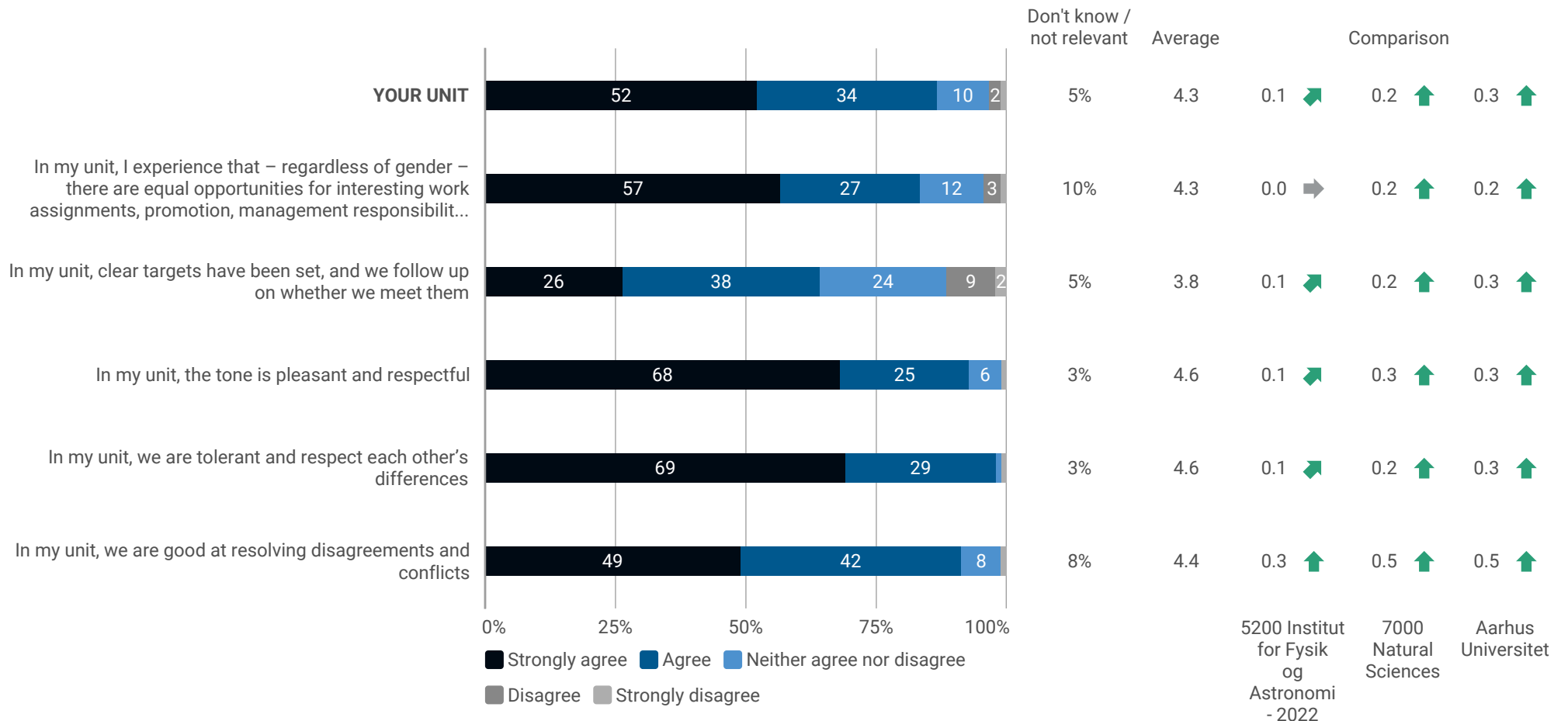
Have you held a staff development dialogue (SDD) with your manager within the past 12 months?

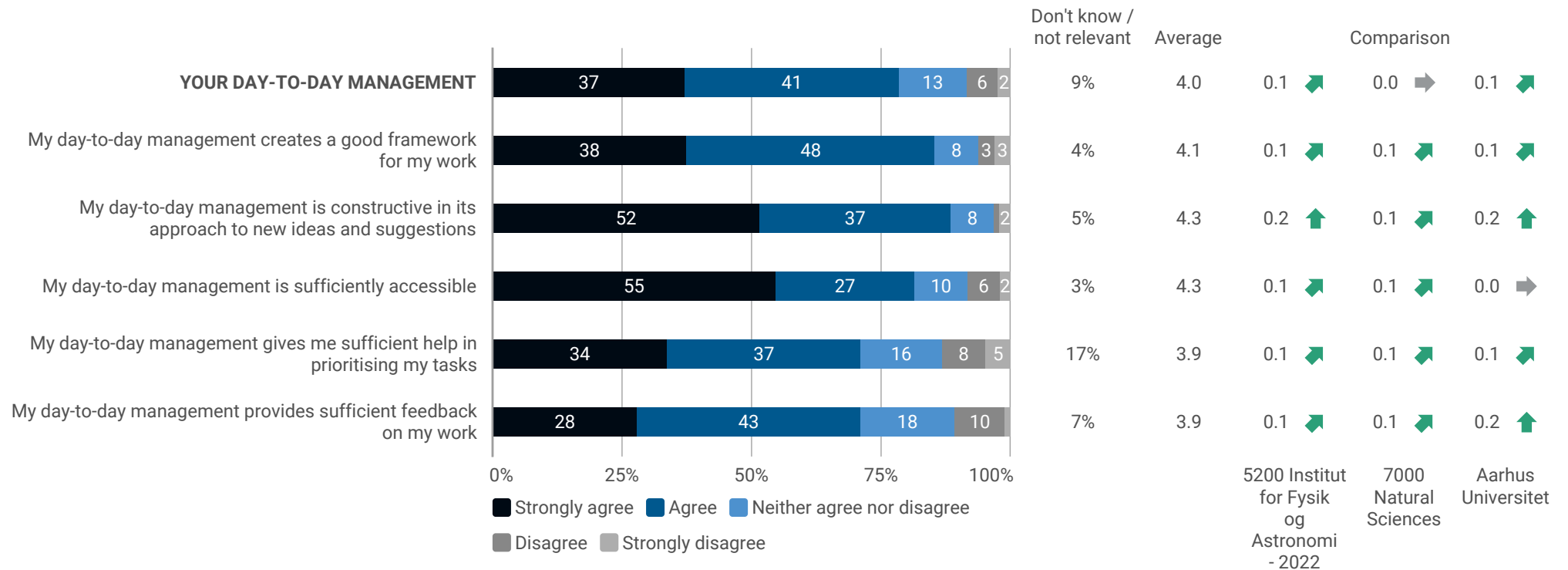


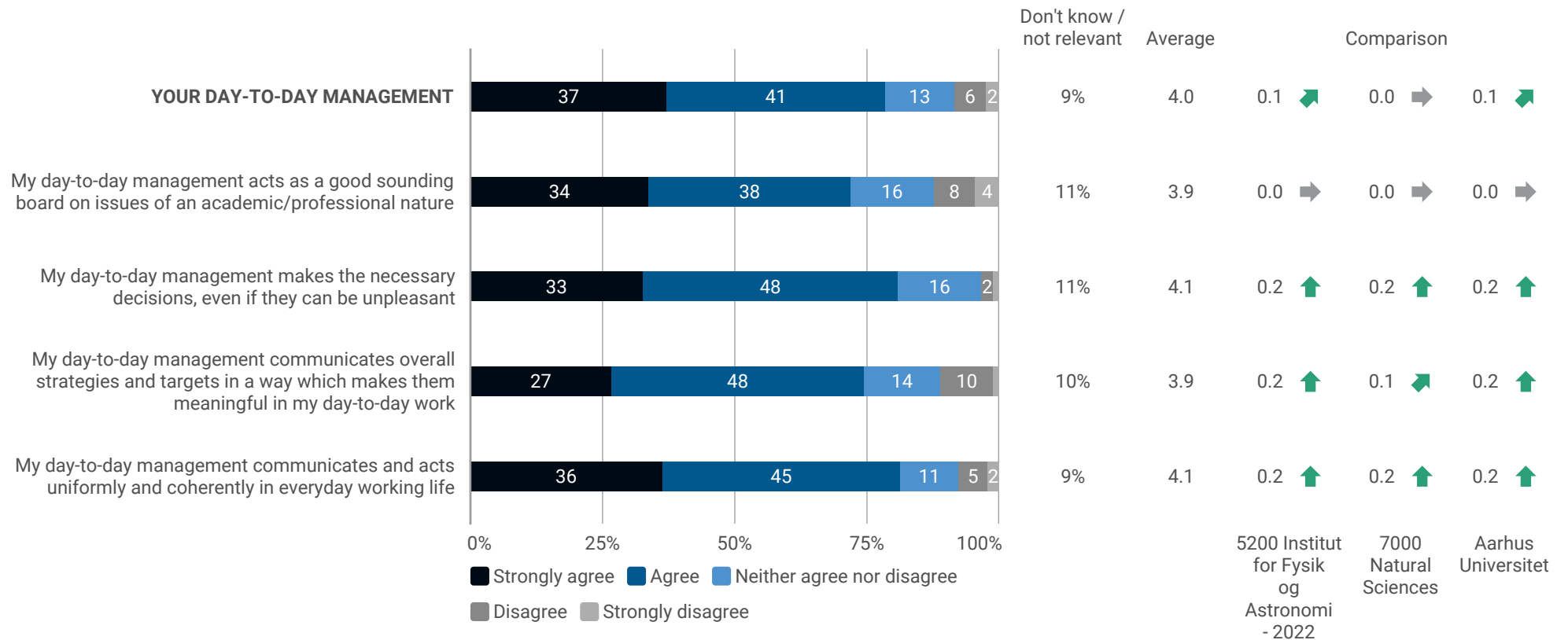
Distribution of No in the above mentioned question:

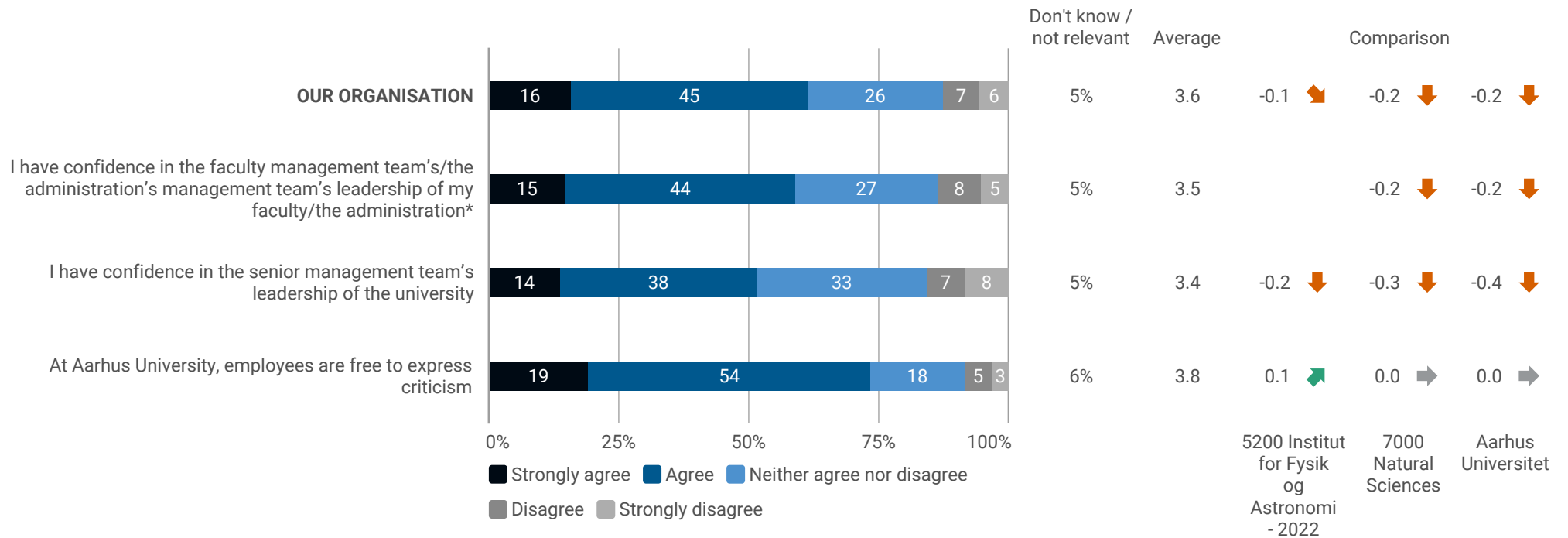












Note: 'I have confidence in the faculty management team's/the administration's management team's leadership of my faculty/the administration'
 - Employees in cross-functional centres/units that do not fall under a faculty or the central administration have answered in relation to their local management.

Within the past 12 months, have you personally been subjected to ... in connection with your work?

	Number of replies	Share of respondents who have been subjected to offensive behaviour				Detailed distribution of responses					
		5200 Institut for Fysik og Astronomi	5200 Institut for Fysik og Astronomi - 2022	7000 Natural Sciences	Aarhus Universitet	No	Yes, once	Yes, occasionally	Yes, monthly	Yes, weekly	Yes, daily
Gross, offensive or condescending remarks	100	3%	1%	11%	12%	97%	2%	1%	0%	0%	0%
Bullying	100	1%	2%	4%	4%	99%	0%	1%	0%	0%	0%
Sexism	100	0%	-	6%	5%	100%	0%	0%	0%	0%	0%
Unwanted sexual attention	100	1%	0%	2%	2%	99%	0%	1%	0%	0%	0%
Threats of violence or threatening behaviour	100	0%	0%	0%	1%	100%	0%	0%	0%	0%	0%
Physical violence	100	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%

Have you personally been exposed to discrimination or differential treatment in connection with your work in the past 12 months because of ...:

	Number of replies	Share of respondents who have been subjected to discrimination				Detailed distribution of responses					
		5200 Institut for Fysik og Astronomi	5200 Institut for Fysik og Astronomi - 2022	7000 Natural Sciences	Aarhus Universitet	No	Yes, once	Yes, occasionally	Yes, monthly	Yes, weekly	Yes, daily
Gender	100	0%	2%	5%	5%	100%	0%	0%	0%	0%	0%
Age	100	0%	1%	3%	4%	100%	0%	0%	0%	0%	0%
Ethnicity/language/cultural background/skin colour	100	1%	1%	3%	4%	99%	1%	0%	0%	0%	0%
Religion/political beliefs	100	0%	0%	1%	1%	100%	0%	0%	0%	0%	0%
Physical appearance (e.g. weight, clothing, etc.)	100	0%	-	1%	1%	100%	0%	0%	0%	0%	0%
Sexual orientation	100	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%
Disability (physical or mental)	100	1%	-	1%	1%	99%	1%	0%	0%	0%	0%
Other	100	2%	1%	2%	3%	98%	0%	2%	0%	0%	0%
Unknown reason	100	1%	-	2%	2%	99%	0%	1%	0%	0%	0%

In the past 12 months, have you witnessed anyone else at your workplace being subjected to OFFENSIVE behaviour?

	Number of replies	5200 Institut for Fysik og Astronomi	7000 Natural Sciences	Aarhus Universitet
Yes	2	2%	11%	11%
No	98	98%	89%	89%

Within the past 12 months, have you been absent due to sickness caused by aspects of your working life?

	Number of replies	5200 Institut for Fysik og Astronomi	5200 Institut for Fysik og Astronomi - 2022	7000 Natural Sciences	Aarhus Universitet
Yes	4	4%	4%	8%	8%
No	96	96%	96%	92%	92%

If yes, what were the reasons for your absence due to sickness? (shown only at a minimum of 4 occurrences):

	Number of replies	%
Workload or other job requirements	-	-
Aspects of my cooperation with or relations to my colleagues or my manager	-	-
A dramatic and unsettling experience in the workplace	-	-
An accident at work	-	-
Muscular or skeletal pain due to working conditions	-	-
Symptoms of a problematic indoor climate	-	-
Other factors	-	-

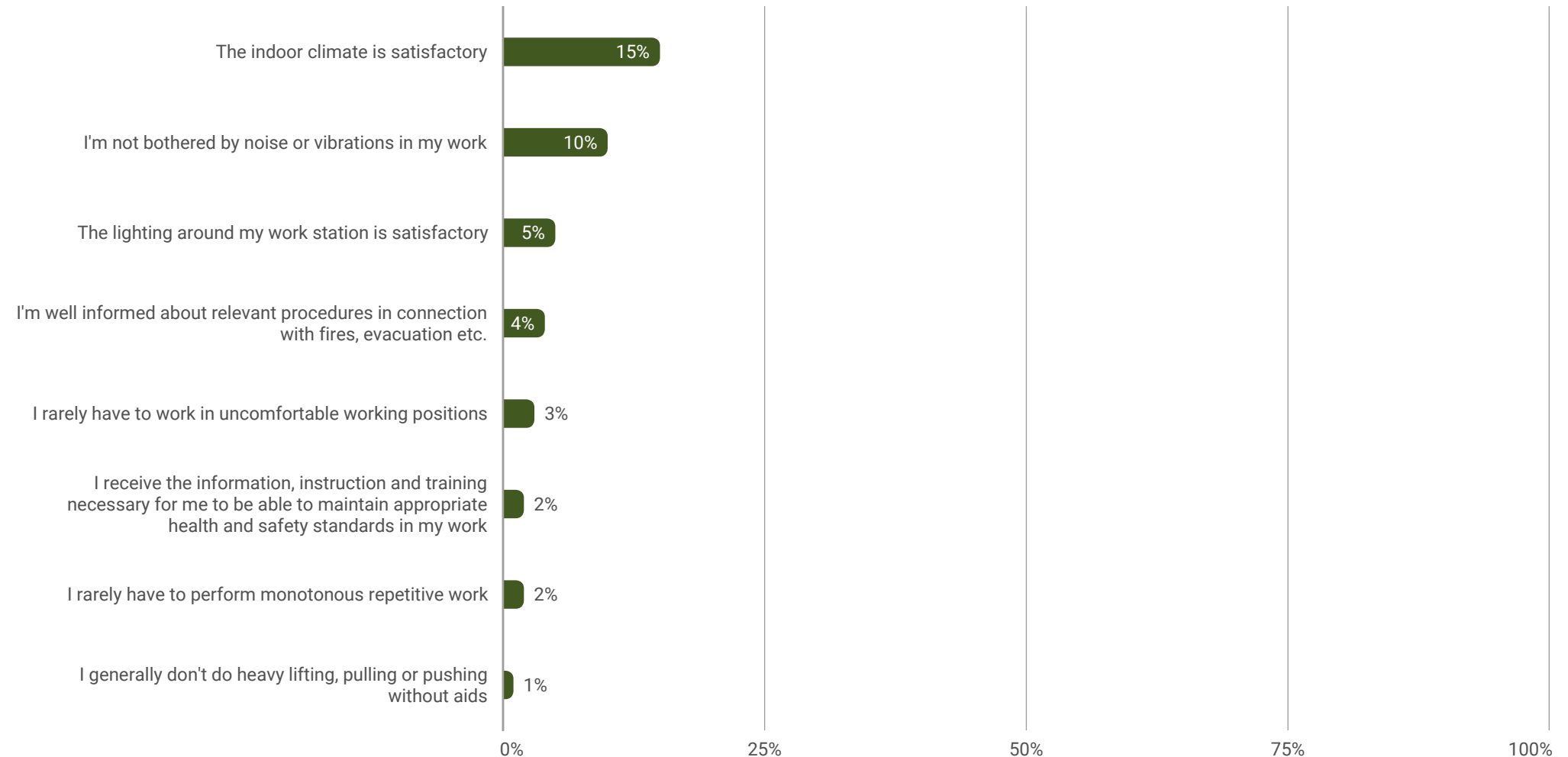
Results concerning reasons for sickness absence are only shown if a minimum of four respondents ticked the same category. '-' thus indicates that fewer than four respondents ticked this category.

It has been possible to tick several categories, so the percentages does not sum up to 100.

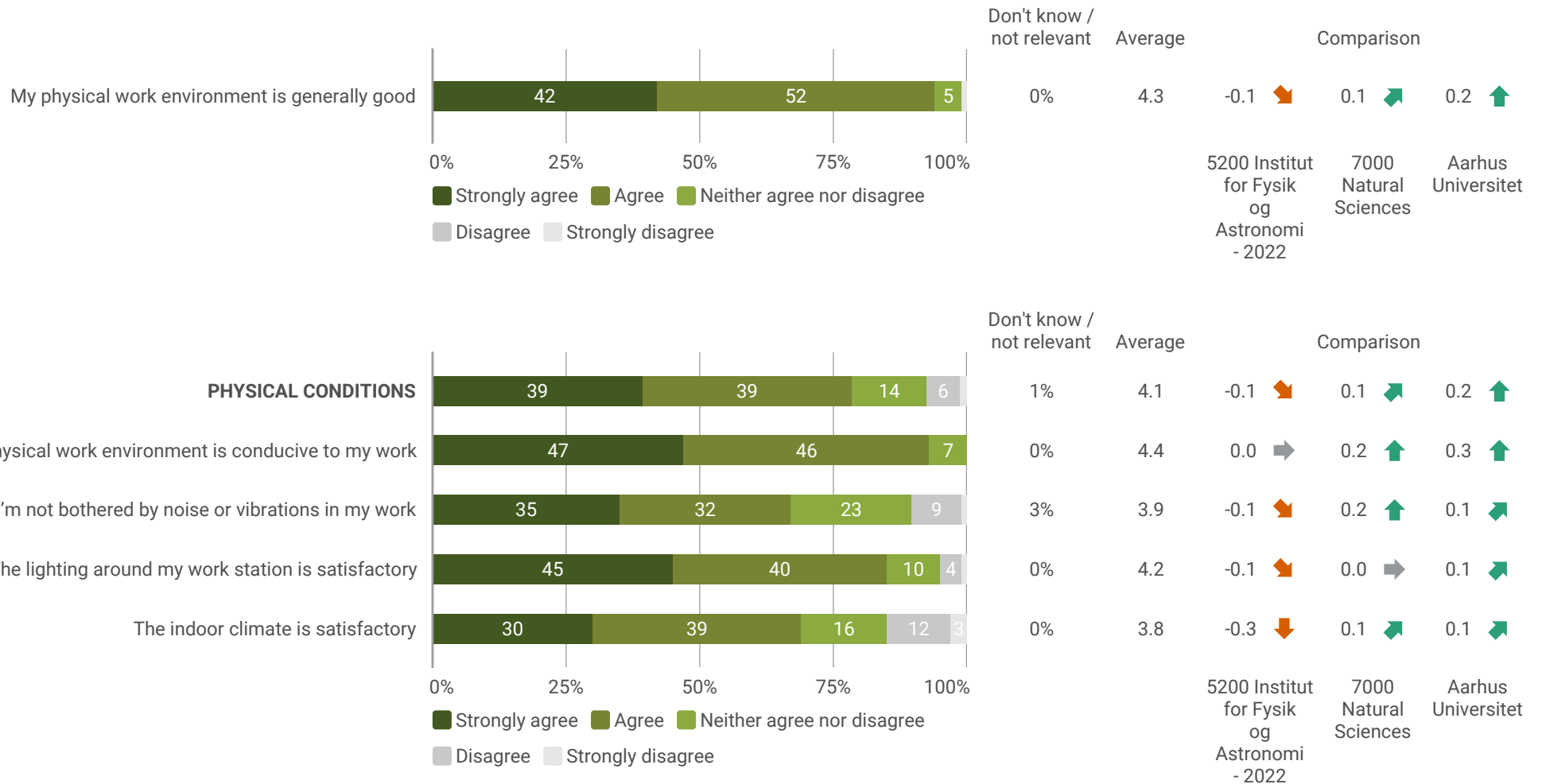
PHYSICAL WPA

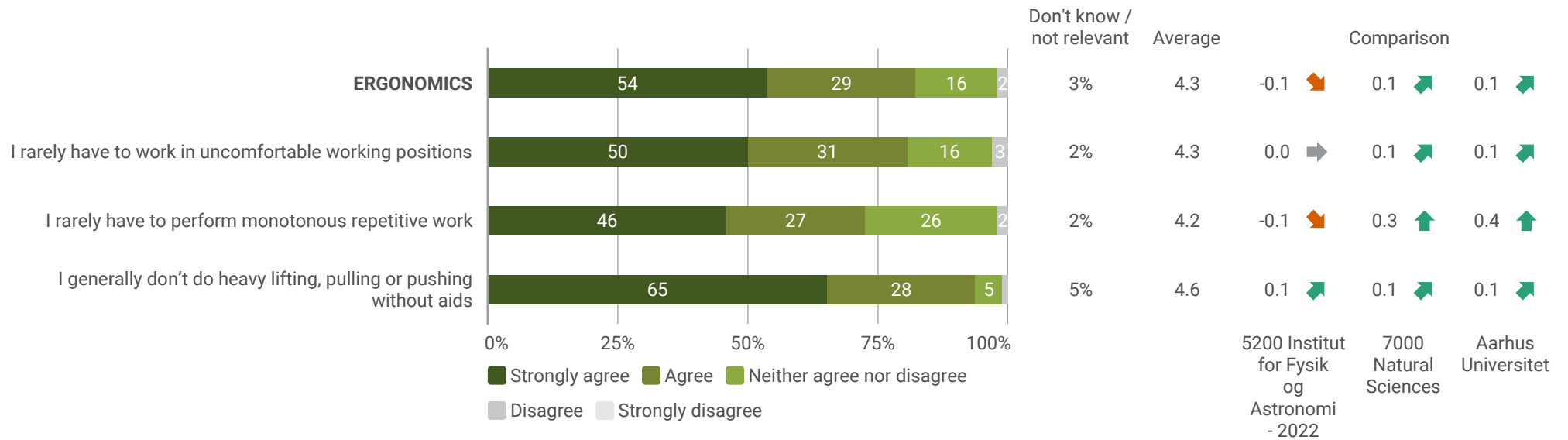
Below, you can see the eight questions from the physical WPA with the highest share of respondents who disagree.

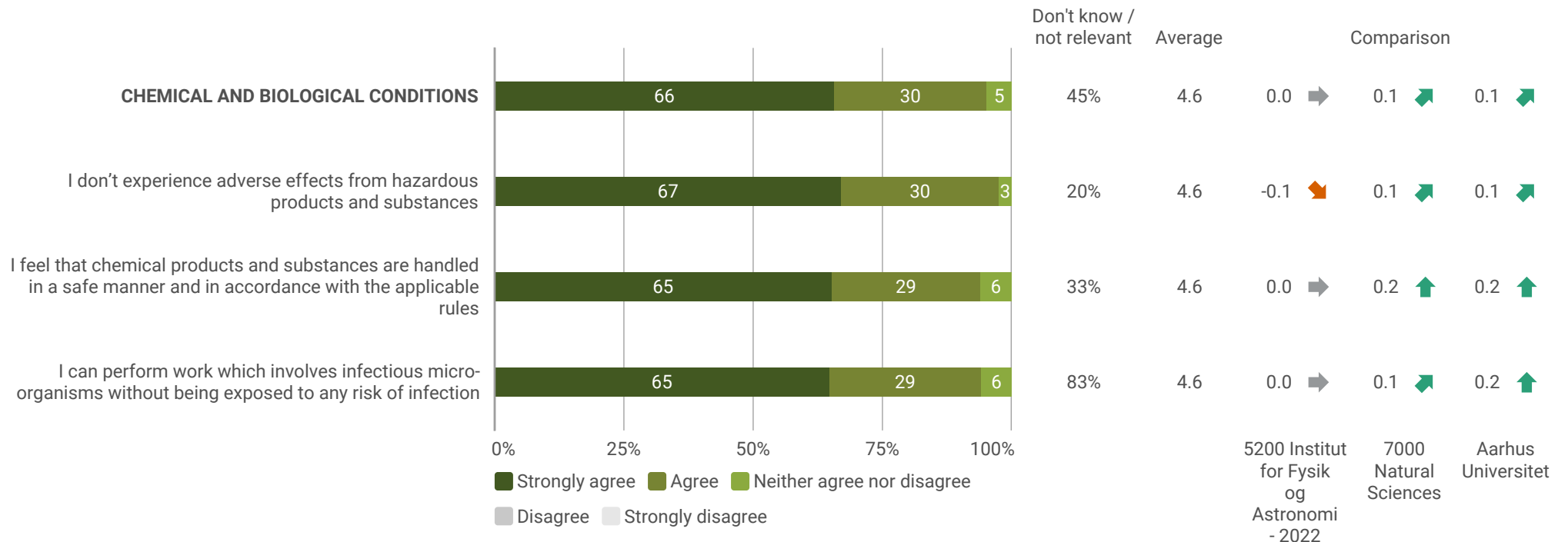
The figures indicate the share of employees (in %) who ticked either 'Disagree' or 'Totally disagree' for the specific questions.



The results for the questions in the physical WPA are shown on the following pages.









ANNEXES

On the following pages, the results for all questions are broken down by job categories. Results are only shown if there is a minimum of five responses in a group. Responses from groups with less than five responses are combined with the second-smallest group until a minimum of five responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

The following position types belong to:

Junior VIP: Assistant Professor, Postdoc and Researcher

Other VIP: Teaching associate professor, Teaching assistant professors, Research assistant, Further education position, Senior Professor of Engineering, Associate Professor (Engr. etc.) and Assistant Professor (Engr. etc.)

JOB CATEGORY	Senior VIP	Junior VIP	Ph.d.	TAP	Other	Total
I'm generally happy with my job	4.5	4.2	4.5	4.5	4.2	4.5
I generally feel comfortable at work	4.5	4.3	4.5	4.4	4.2	4.5
I'm happy with my job prospects	3.7	2.8	4.1	3.8	4.0	3.7
My tasks are meaningful	4.6	4.1	4.3	4.5	4.4	4.4
I know what is expected of me as an employee	4.4	3.6	4.2	4.3	3.5	4.2
I feel motivated and engaged in my work	4.6	4.3	4.3	4.3	3.8	4.4
I receive information on important decisions, changes, plans for the future and the like	3.9	3.7	4.0	3.8	3.3	3.9
I have an appropriate level of influence on my work	4.5	4.5	4.6	4.6	4.0	4.5
I feel sufficiently recognised for the work I do	4.1	3.8	4.1	4.2	3.8	4.1
I feel that I am part of a community at my workplace	4.1	4.0	4.6	4.4	3.7	4.3
I generally don't feel lonely in connection with my work	4.4	4.1	4.4	4.0	3.8	4.2
At work, I feel respected and valued for who I am	4.4	4.1	4.5	4.4	4.2	4.4
I feel that in general, participating and contributing on an equal footing with others is open to me	4.4	4.1	4.4	4.4	4.0	4.4
There is an appropriate balance between my tasks and the time available for performing them	3.2	3.3	3.4	3.6	3.8	3.4
I'm able to perform my work to a standard that I'm satisfied with	4.2	3.4	3.9	4.1	4.0	4.0
My work/life balance is generally appropriate	3.4	3.5	4.1	4.3	4.4	3.9

<3.0
 <3.5
 <4.0
 <4.5
 ≥4.5

JOB CATEGORY	Senior VIP	Junior VIP	Ph.d.	TAP	Other	Total
I rarely experience stress to a degree which makes me feel unwell	3.7	3.6	3.5	3.9	3.0	3.7
I have the necessary competences to perform my work well	4.8	4.4	4.3	4.4	3.8	4.5
I have opportunities for development	4.0	3.9	4.6	3.7	4.0	4.0
The conducted employee development interview has been a good and relevant part of my development	3.4	3.9	3.9	3.9		3.7
In my unit, we are good at working on tasks together	4.2	3.8	4.3	4.5	3.8	4.3
In my unit, we help and support each other	4.4	4.4	4.7	4.6	4.0	4.5
In my unit, we have good working relations with other units	4.0	3.8	3.7	4.4	4.0	4.0
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.4	4.1	4.7	4.4	4.5	4.4
In my unit, I can express my opinions freely even if there's disagreement	4.4	4.6	4.4	4.5	4.0	4.5
In my unit, I experience that – regardless of gender – there are equal opportunities for interesting work assignments, promotion, management responsibility, career development, etc.	4.4	4.5	4.7	4.2	3.3	4.3
In my unit, clear targets have been set, and we follow up on whether we meet them	3.7	3.7	3.6	4.0	3.5	3.8
In my unit, the tone is pleasant and respectful	4.6	4.5	4.7	4.6	4.3	4.6
In my unit, we are tolerant and respect each other's differences	4.6	4.6	4.8	4.6	4.5	4.6
In my unit, we are good at resolving disagreements and conflicts	4.3	4.2	4.4	4.5	4.3	4.4
My day-to-day management creates a good framework for my work	4.1	3.8	4.2	4.4	3.0	4.1
My day-to-day management is constructive in its approach to new ideas and suggestions	4.3	4.1	4.5	4.4	4.3	4.3

<3.0
 <3.5
 <4.0
 <4.5
 ≥4.5

JOB CATEGORY	Senior VIP	Junior VIP	Ph.d.	TAP	Other	Total
My day-to-day management is sufficiently accessible	4.3	3.7	4.4	4.5	3.2	4.3
My day-to-day management gives me sufficient help in prioritising my tasks	3.4	3.7	4.0	4.3	3.5	3.9
My day-to-day management provides sufficient feedback on my work	3.7	3.3	4.2	4.1	3.4	3.9
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.3	3.6	4.5	4.1	3.4	3.9
My day-to-day management makes the necessary decisions, even if they can be unpleasant	3.9	3.9	4.1	4.3	4.3	4.1
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.7	3.6	4.0	4.1	4.3	3.9
My day-to-day management communicates and acts uniformly and coherently in everyday working life	3.8	4.1	4.3	4.2	3.8	4.1
I have confidence in the faculty management team's/the administration's management team's leadership of my faculty/the administration*	3.4	3.7	3.7	3.6	3.8	3.5
I have confidence in the senior management team's leadership of the university	3.2	3.9	3.5	3.4	3.6	3.4
At Aarhus University, employees are free to express criticism	3.5	4.2	4.1	3.7	4.4	3.8
I would like to be employed at Aarhus University in a year's time	4.5	4.4	4.4	4.5	4.4	4.4
I would recommend Aarhus University as a place to work	4.0	4.1	4.5	4.2	4.4	4.2

<3.0
<3.5
<4.0
<4.5
≥4.5

On the following pages, the results for all questions are broken down by age. Results are only shown if there is a minimum of five responses in a group. Responses from groups with less than five responses are combined with the second-smallest group until a minimum of five responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

AGE	Under 30 years old	30-39 years old	40-49 years old	50-59 years old	60 years old or more	Total
I'm generally happy with my job	4.4	4.4	4.5	4.5	4.1	4.5
I generally feel comfortable at work	4.5	4.4	4.6	4.5	4.3	4.5
I'm happy with my job prospects	4.0	3.1	3.5	4.0	3.3	3.7
My tasks are meaningful	4.3	4.3	4.5	4.5	4.6	4.4
I know what is expected of me as an employee	4.1	3.9	4.4	4.4	4.1	4.2
I feel motivated and engaged in my work	4.2	4.3	4.6	4.4	4.3	4.4
I receive information on important decisions, changes, plans for the future and the like	3.9	3.7	3.7	4.1	3.4	3.9
I have an appropriate level of influence on my work	4.4	4.6	4.5	4.6	4.3	4.5
I feel sufficiently recognised for the work I do	4.1	4.0	4.0	4.2	3.9	4.1
I feel that I am part of a community at my workplace	4.5	4.1	4.4	4.2	4.0	4.3
I generally don't feel lonely in connection with my work	4.3	4.0	4.4	4.2	3.7	4.2
At work, I feel respected and valued for who I am	4.5	4.3	4.3	4.4	4.1	4.4
I feel that in general, participating and contributing on an equal footing with others is open to me	4.4	4.3	4.2	4.5	4.4	4.4
There is an appropriate balance between my tasks and the time available for performing them	3.6	3.1	3.5	3.3	3.6	3.4
I'm able to perform my work to a standard that I'm satisfied with	4.0	3.6	4.0	4.2	4.1	4.0
My work/life balance is generally appropriate	4.2	3.4	3.7	3.8	4.4	3.9

<3.0
<3.5
<4.0
<4.5
≥4.5

AGE	Under 30 years old	30-39 years old	40-49 years old	50-59 years old	60 years old or more	Total
I rarely experience stress to a degree which makes me feel unwell	3.5	3.6	3.8	3.8	4.0	3.7
I have the necessary competences to perform my work well	4.2	4.4	4.8	4.5	4.3	4.5
I have opportunities for development	4.3	4.2	4.0	3.8	3.0	4.0
The conducted employee development interview has been a good and relevant part of my development	3.9	4.0	3.8	3.5	3.3	3.7
In my unit, we are good at working on tasks together	4.3	3.8	4.2	4.4	4.7	4.3
In my unit, we help and support each other	4.6	4.4	4.4	4.5	4.6	4.5
In my unit, we have good working relations with other units	3.8	3.9	4.3	4.1	4.3	4.0
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.6	4.1	4.1	4.6	4.6	4.4
In my unit, I can express my opinions freely even if there's disagreement	4.5	4.3	4.6	4.4	4.4	4.5
In my unit, I experience that – regardless of gender – there are equal opportunities for interesting work assignments, promotion, management responsibility, career development, etc.	4.4	4.5	4.2	4.4	3.8	4.3
In my unit, clear targets have been set, and we follow up on whether we meet them	3.8	3.5	3.6	3.9	4.1	3.8
In my unit, the tone is pleasant and respectful	4.6	4.5	4.6	4.5	4.9	4.6
In my unit, we are tolerant and respect each other's differences	4.8	4.6	4.6	4.6	4.7	4.6
In my unit, we are good at resolving disagreements and conflicts	4.4	4.1	4.4	4.5	4.5	4.4
My day-to-day management creates a good framework for my work	4.1	3.9	4.3	4.2	4.3	4.1
My day-to-day management is constructive in its approach to new ideas and suggestions	4.5	4.1	4.4	4.3	4.3	4.3

<3.0
 <3.5
 <4.0
 <4.5
 ≥4.5

AGE	Under 30 years old	30-39 years old	40-49 years old	50-59 years old	60 years old or more	Total
My day-to-day management is sufficiently accessible	4.2	4.1	4.5	4.3	4.1	4.3
My day-to-day management gives me sufficient help in prioritising my tasks	3.9	3.9	4.0	3.7	4.0	3.9
My day-to-day management provides sufficient feedback on my work	3.9	3.6	4.1	3.9	3.6	3.9
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	4.2	3.7	3.9	3.7	3.4	3.9
My day-to-day management makes the necessary decisions, even if they can be unpleasant	4.3	3.8	4.2	4.1	3.9	4.1
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	4.0	3.7	3.9	3.8	3.9	3.9
My day-to-day management communicates and acts uniformly and coherently in everyday working life	4.3	4.1	4.2	3.9	3.9	4.1
I have confidence in the faculty management team's/the administration's management team's leadership of my faculty/the administration*	3.7	3.5	3.3	3.6	3.4	3.5
I have confidence in the senior management team's leadership of the university	3.7	3.3	3.2	3.3	3.6	3.4
At Aarhus University, employees are free to express criticism	4.1	4.0	3.6	3.5	4.0	3.8
I would like to be employed at Aarhus University in a year's time	4.3	4.4	4.6	4.6	4.3	4.4
I would recommend Aarhus University as a place to work	4.3	4.2	3.9	4.2	3.9	4.2

<3.0
<3.5
<4.0
<4.5
≥4.5

On the following pages, the results for all questions are broken down by gender. Results are only shown if there is a minimum of five responses in a group. Responses from groups with less than five responses are combined with the second-smallest group until a minimum of five responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

GENDER	Male	Female	Total
I'm generally happy with my job	4.4	4.5	4.5
I generally feel comfortable at work	4.5	4.5	4.5
I'm happy with my job prospects	3.7	3.8	3.7
My tasks are meaningful	4.4	4.4	4.4
I know what is expected of me as an employee	4.3	4.0	4.2
I feel motivated and engaged in my work	4.3	4.4	4.4
I receive information on important decisions, changes, plans for the future and the like	3.8	4.1	3.9
I have an appropriate level of influence on my work	4.5	4.5	4.5
I feel sufficiently recognised for the work I do	4.2	3.9	4.1
I feel that I am part of a community at my workplace	4.3	4.2	4.3
I generally don't feel lonely in connection with my work	4.2	4.1	4.2
At work, I feel respected and valued for who I am	4.4	4.3	4.4
I feel that in general, participating and contributing on an equal footing with others is open to me	4.3	4.5	4.4
There is an appropriate balance between my tasks and the time available for performing them	3.4	3.3	3.4
I'm able to perform my work to a standard that I'm satisfied with	4.1	3.9	4.0
My work/life balance is generally appropriate	3.8	4.0	3.9

<3.0
 <3.5
 <4.0
 <4.5
 ≥4.5

GENDER	Male	Female	Total
I rarely experience stress to a degree which makes me feel unwell	3.6	3.9	3.7
I have the necessary competences to perform my work well	4.5	4.4	4.5
I have opportunities for development	4.1	3.8	4.0
The conducted employee development interview has been a good and relevant part of my development	3.7	3.5	3.7
In my unit, we are good at working on tasks together	4.3	4.1	4.3
In my unit, we help and support each other	4.5	4.5	4.5
In my unit, we have good working relations with other units	4.0	4.1	4.0
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.5	4.3	4.4
In my unit, I can express my opinions freely even if there's disagreement	4.5	4.3	4.5
In my unit, I experience that – regardless of gender – there are equal opportunities for interesting work assignments, promotion, management responsibility, career development, etc.	4.4	4.1	4.3
In my unit, clear targets have been set, and we follow up on whether we meet them	3.8	3.8	3.8
In my unit, the tone is pleasant and respectful	4.6	4.6	4.6
In my unit, we are tolerant and respect each other's differences	4.6	4.7	4.6
In my unit, we are good at resolving disagreements and conflicts	4.4	4.4	4.4
My day-to-day management creates a good framework for my work	4.1	4.2	4.1
My day-to-day management is constructive in its approach to new ideas and suggestions	4.3	4.5	4.3

<3.0
 <3.5
 <4.0
 <4.5
 ≥4.5

GENDER	Male	Female	Total
My day-to-day management is sufficiently accessible	4.3	4.0	4.3
My day-to-day management gives me sufficient help in prioritising my tasks	3.8	3.9	3.9
My day-to-day management provides sufficient feedback on my work	3.9	3.8	3.9
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	4.0	3.7	3.9
My day-to-day management makes the necessary decisions, even if they can be unpleasant	4.0	4.3	4.1
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.9	3.9	3.9
My day-to-day management communicates and acts uniformly and coherently in everyday working life	4.1	3.9	4.1
I have confidence in the faculty management team's/the administration's management team's leadership of my faculty/the administration*	3.5	3.9	3.5
I have confidence in the senior management team's leadership of the university	3.3	3.7	3.4
At Aarhus University, employees are free to express criticism	3.8	4.0	3.8
I would like to be employed at Aarhus University in a year's time	4.4	4.6	4.4
I would recommend Aarhus University as a place to work	4.1	4.3	4.2

<3.0
 <3.5
 <4.0
 <4.5
 ≥4.5

On the following pages, the results for all questions are broken down by citizenship. Results are only shown if there is a minimum of five responses in a group. Responses from groups with less than five responses are combined with the second-smallest group until a minimum of five responses is reached, which are shown in an 'Other' category. To the far right, a 'Total' column is shown, corresponding to the result in this report.

CITIZENSHIP	Danish	Not Danish	Total
I'm generally happy with my job	4.5	4.4	4.5
I generally feel comfortable at work	4.5	4.4	4.5
I'm happy with my job prospects	3.8	3.4	3.7
My tasks are meaningful	4.5	4.3	4.4
I know what is expected of me as an employee	4.3	4.0	4.2
I feel motivated and engaged in my work	4.4	4.3	4.4
I receive information on important decisions, changes, plans for the future and the like	4.0	3.6	3.9
I have an appropriate level of influence on my work	4.6	4.3	4.5
I feel sufficiently recognised for the work I do	4.2	3.9	4.1
I feel that I am part of a community at my workplace	4.4	4.0	4.3
I generally don't feel lonely in connection with my work	4.1	4.3	4.2
At work, I feel respected and valued for who I am	4.4	4.3	4.4
I feel that in general, participating and contributing on an equal footing with others is open to me	4.4	4.2	4.4
There is an appropriate balance between my tasks and the time available for performing them	3.3	3.6	3.4
I'm able to perform my work to a standard that I'm satisfied with	4.0	4.0	4.0
My work/life balance is generally appropriate	3.9	3.9	3.9

<3.0
 <3.5
 <4.0
 <4.5
 ≥4.5

CITIZENSHIP	Danish	Not Danish	Total
I rarely experience stress to a degree which makes me feel unwell	3.7	3.6	3.7
I have the necessary competences to perform my work well	4.5	4.5	4.5
I have opportunities for development	4.1	3.9	4.0
The conducted employee development interview has been a good and relevant part of my development	3.7	3.7	3.7
In my unit, we are good at working on tasks together	4.3	4.0	4.3
In my unit, we help and support each other	4.6	4.3	4.5
In my unit, we have good working relations with other units	4.0	4.1	4.0
In my unit, we take a constructive approach to each other's new ideas and suggestions	4.5	4.3	4.4
In my unit, I can express my opinions freely even if there's disagreement	4.5	4.4	4.5
In my unit, I experience that – regardless of gender – there are equal opportunities for interesting work assignments, promotion, management responsibility, career development, etc.	4.5	4.0	4.3
In my unit, clear targets have been set, and we follow up on whether we meet them	3.8	3.7	3.8
In my unit, the tone is pleasant and respectful	4.7	4.3	4.6
In my unit, we are tolerant and respect each other's differences	4.7	4.5	4.6
In my unit, we are good at resolving disagreements and conflicts	4.5	4.1	4.4
My day-to-day management creates a good framework for my work	4.2	4.0	4.1
My day-to-day management is constructive in its approach to new ideas and suggestions	4.4	4.2	4.3

<3.0
 <3.5
 <4.0
 <4.5
 ≥4.5

CITIZENSHIP	Danish	Not Danish	Total
My day-to-day management is sufficiently accessible	4.2	4.3	4.3
My day-to-day management gives me sufficient help in prioritising my tasks	3.8	4.0	3.9
My day-to-day management provides sufficient feedback on my work	3.8	4.0	3.9
My day-to-day management acts as a good sounding board on issues of an academic/professional nature	3.8	4.1	3.9
My day-to-day management makes the necessary decisions, even if they can be unpleasant	4.1	4.0	4.1
My day-to-day management communicates overall strategies and targets in a way which makes them meaningful in my day-to-day work	3.9	3.9	3.9
My day-to-day management communicates and acts uniformly and coherently in everyday working life	4.1	4.1	4.1
I have confidence in the faculty management team's/the administration's management team's leadership of my faculty/the administration*	3.6	3.4	3.5
I have confidence in the senior management team's leadership of the university	3.5	3.1	3.4
At Aarhus University, employees are free to express criticism	3.9	3.7	3.8
I would like to be employed at Aarhus University in a year's time	4.5	4.2	4.4
I would recommend Aarhus University as a place to work	4.2	4.0	4.2

<3.0
 <3.5
 <4.0
 <4.5
 ≥4.5

Does your employment depend on you attracting external funding (e.g. from research funds)?

	5200 Institut for Fysik og Astronomi
Yes, my employment depends on me attracting funding for my own and others' employment	4%
Yes, my employment depends on me attracting funding for my own employment	6%
In part. I assist others in attracting funding for my employment	10%
No, my employment is not dependent on me attracting external funding	72%
Don't know/not relevant	7%
Number of replies	98