

VMBaro Job Satisfaction Survey 2023

1 Managerial work and leadership

- 1.1 My immediate supervisor's work helps me to do my work effectively.
- 1.2 My immediate supervisor gives me feedback that helps me to work successfully.
- 1.3 My immediate supervisor treats me fairly.
- 1.4 The supervisors have organized the work in my working community successfully.
- 1.5 The management have organized the work in my working community successfully.
- 1.6 The senior management act as an example and lead the way.
- 1.7 I can experiment and do things in new ways in my organisation.
- 1.8 The management makes beneficial and correct decisions.
- 1.9 Strategic policies of the management (resources, systems, processes, etc.) support the achievement of objectives.
- 1.10 I can trust the leadership in our work community.
- 1.T How would you develop the way your (immediate) supervisor and/or management operate?

2 Content of work and possibilities to influence

- 2.1 I know the objectives of my work.
- 2.2 I can influence my work.
- 2.3 My work is interesting and challenging.
- 2.4 My work is motivating and inspiring.
- 2.T How would you make your work more meaningful and/or how would it be easier for you to influence it?

3 Pay

- 3.1 The basis for my pay is clear and understandable.
- 3.2 My pay is appropriate considering how demanding my work is.
- 3.3 If my work performance changes, my pay changes accordingly.
- 3.4 My pay is fair.
- 3.T In your opinion, what would make your pay easier to understand, more fair and/or more motivating?

4 Skills and competencies, learning and updating

- 4.1 I am able to learn and update my skills in my work.
- 4.2 My employer supports me to keep up and improve my skills with training and/or other means (on-the-job learning, training courses, working in pairs, mentoring, job rotation, voluntary studying, etc.)
- 4.3 The interaction and discussions in my working community support my skills and competences and their updating.
- 4.4 Development discussions help me to do my job and develop my skills.
- 4.5 I can develop my skills networking with colleagues, interest groups and customers.
- 4.T What concrete means of learning and/or updating would you need to develop your skills and competences?

5 Operating culture of the working community

- 5.1 My working community is inspiring.
- 5.2 My colleagues treat me fairly.
- 5.3 My work and competence are appreciated in my working community.
- 5.4 Different genders are treated equally in my working community.
- 5.5 There is no discrimination between persons in my working community.
- 5.6 I participate in and influence my working community in a constructive manner.
- 5.T How would you improve the interaction and/or operating culture of your working community?

6 Working and operating environment

- 6.1 I am able to balance my work and private life.
- 6.2 I trust that my employment will continue.
- 6.3 If necessary, I can rethink the way I work, even to an extensive degree.
- 6.4 My work is appropriately challenging with regard to my resources.
- 6.5 The working facilities enable effective working.
- 6.6 The work tools enable effective working.
- 6.7 I am able to fluently utilise new working methods in my work (including digitalisation, information and communication technology).
- 6.T How would you develop your working and/or operating environment?

7 Interaction and communication

- 7.1 Interaction in my working community functions well.
- 7.2 Communication in my working community are effective (open, correctly timed and interactive).
- 7.3 I receive the information necessary for my work about the preparation of matters and decisions made.
- 7.T How would you promote interaction and/or the distribution of information so as to achieve objectives?

8 Employer image and values

- 8.1 I would recommend my workplace to my friends.
- 8.2 I am committed to my employer's objectives.
- 8.3 I know the values of my workplace.
- 8.4 The values of my workplace are realised in everyday operations.

8.T How would you promote the employer image and/or realisation of values in everyday operations?

L1 Job rotation, plans to change job, premises:

- L1.1 Would you like to take part in job rotation?
- Yes, because I want to develop my skills and competence
 - Yes, because I am unhappy with my current job
 - Yes, for some other reason
 - No

L1.1T If you wish, please explain in more detail your desire to take part in job rotation.

- L1.2 Are you planning to change your job?
- Yes, because I want to develop my skills and competence and advance my professional career
 - Yes, because I am unhappy with my current job
 - Yes, for some other reason
 - No

L1.2T If you wish, please explain in more detail your plans to change jobs.

To help us acquire information on the connection between workspace and job satisfaction on a national level, please answer the following questions as well:

- L1.3 In what kind of room is your principal workstation?
- Personal office room
 - Office room shared by 2–3 persons
 - Office room shared by 4–9 persons
 - Open-plan office Activity-based workplace
 - Other

- L1.4 Do you have a personal, designated workstation?
- I have a designated workstation
 - I do not have a designated workstation

M Inappropriate behaviour and harassment

M5 Have you become a target of violence or a threat of violence at your workplace by e.g. customers or colleagues within the last 12 months?

M5T Please describe the violence or threat of violence you have experienced

M6 Have you become a target of sexual harassment at your workplace within the last 12 months?

M6.1 Who committed the harassment?

M6T Please describe the sexual harassment you have experienced

M7 Have you become the target of other kinds of harassment or inappropriate behaviour at your workplace by e.g. customers or colleagues within the last 12 months?

M7T Please describe the harassment or inappropriate behaviour you have experienced

M8 Have you become a target of harassment or hate speech due to your work via email, on social media or elsewhere online within the last 12 months?

M8T Please describe the harassment or hate speech you have experienced

L2 Occupational well-being, strengths and weaknesses of the working community

L2.2 How would you assess your own occupational well-being on a school-grade scale from 4 to 10?

L2.2T If you like, please explain your occupational wellbeing in more detail.

L2.3 Name three factors that you find are strengths in your working community with regard to the well-being of your working community.

L2.4 Name three factors that you find are weaknesses in your working community with regard to the well-being of your working community.

L3.1 Assess the ability of occupational health care to support your working capacity, on a scale of 4-10.

L3.2 Assess how well your current state of health (physical and mental) enables you to perform work assignments on a scale of 4-10.

L4.1 Assess how well occupational health and safety operations support your occupational safety, on a scale of 4-10.

L4.2 Assess how safe you feel in the workplace (physically and mentally), on a scale of 4-10.

V1 Extra questions by my office

V1.1 My office is a good workplace

V2 Proposals for job satisfaction survey development