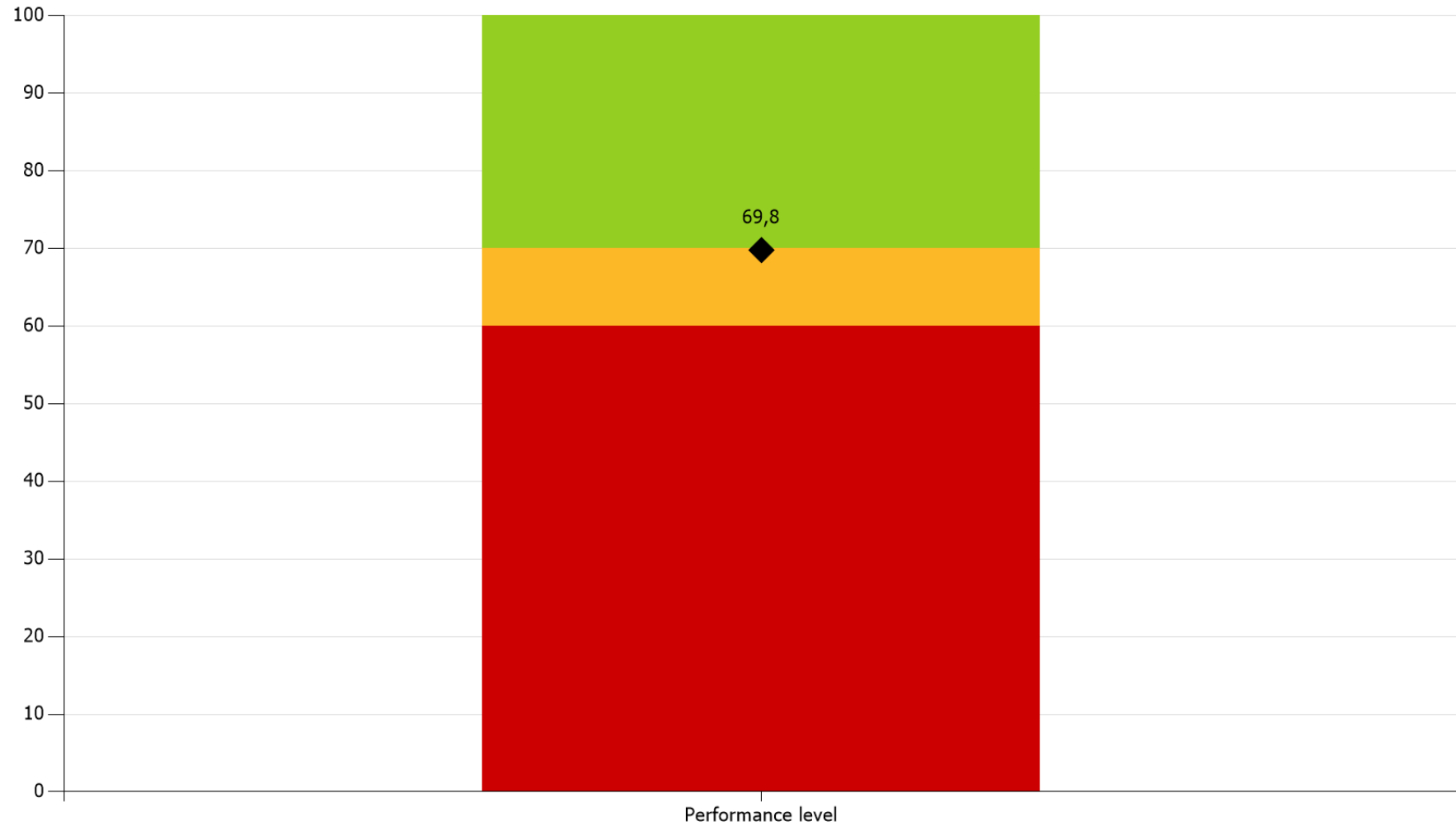


Performance level

Umeå universitet

■ Critical zone ■ Comfort zone ■ Equipped for change ◆ Umeå universitet

n = 3428

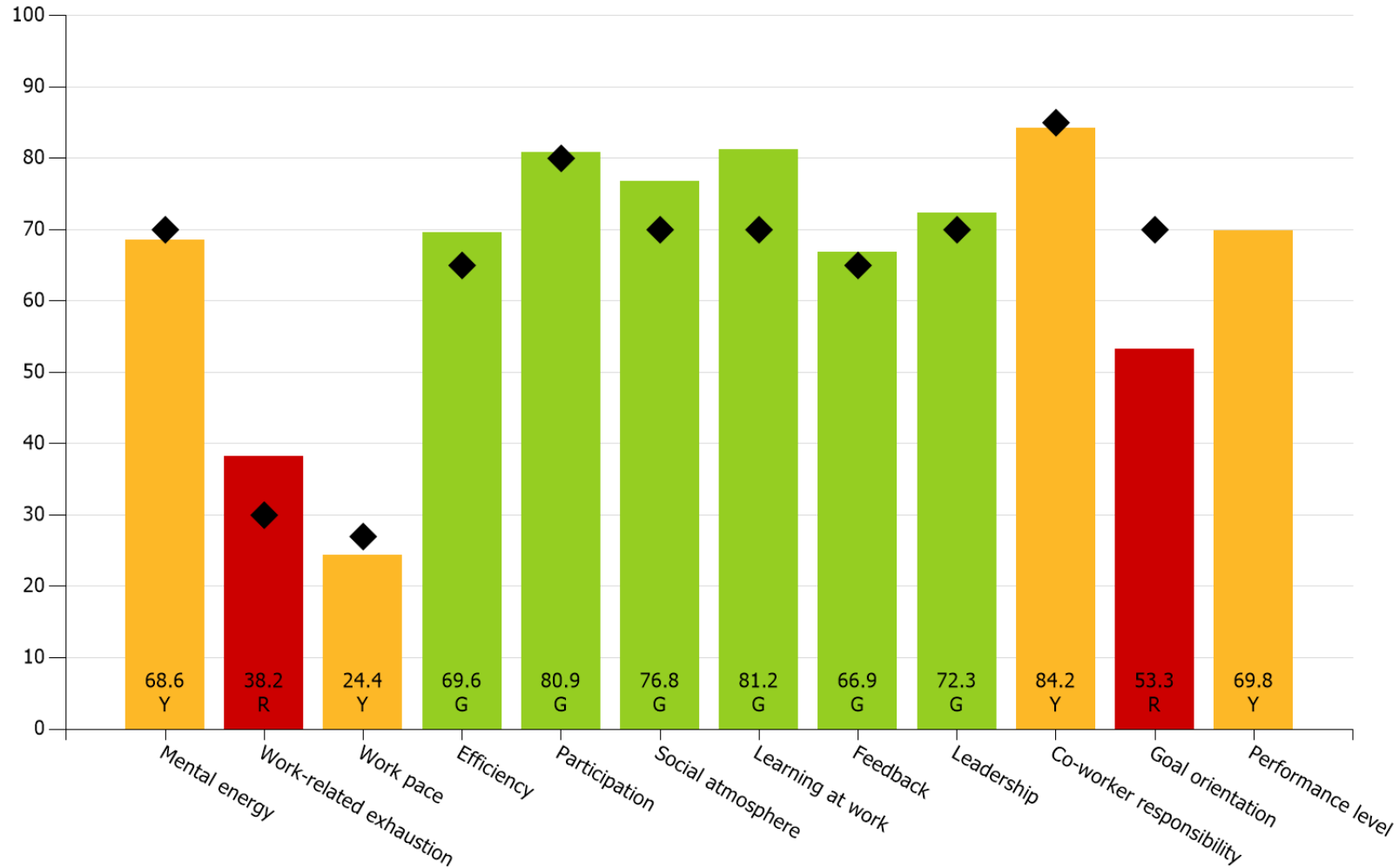


Improvement areas

Umeå universitet

◆ Target value

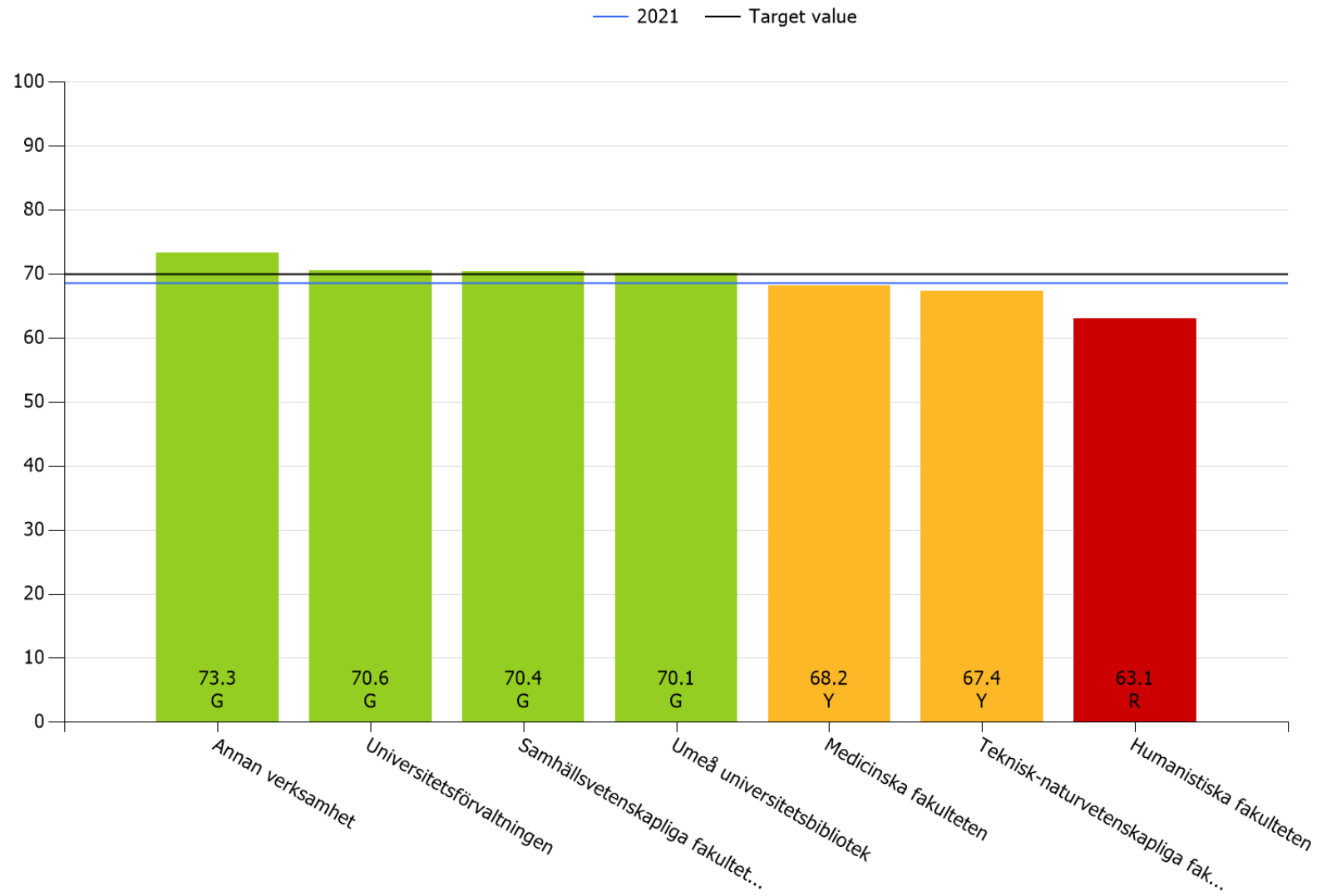
n = 3428



High values are desirable except for Work-related exhaustion and Work pace. Work-related exhaustion should be below the target value. Work pace has an optimal interval between 25-30.

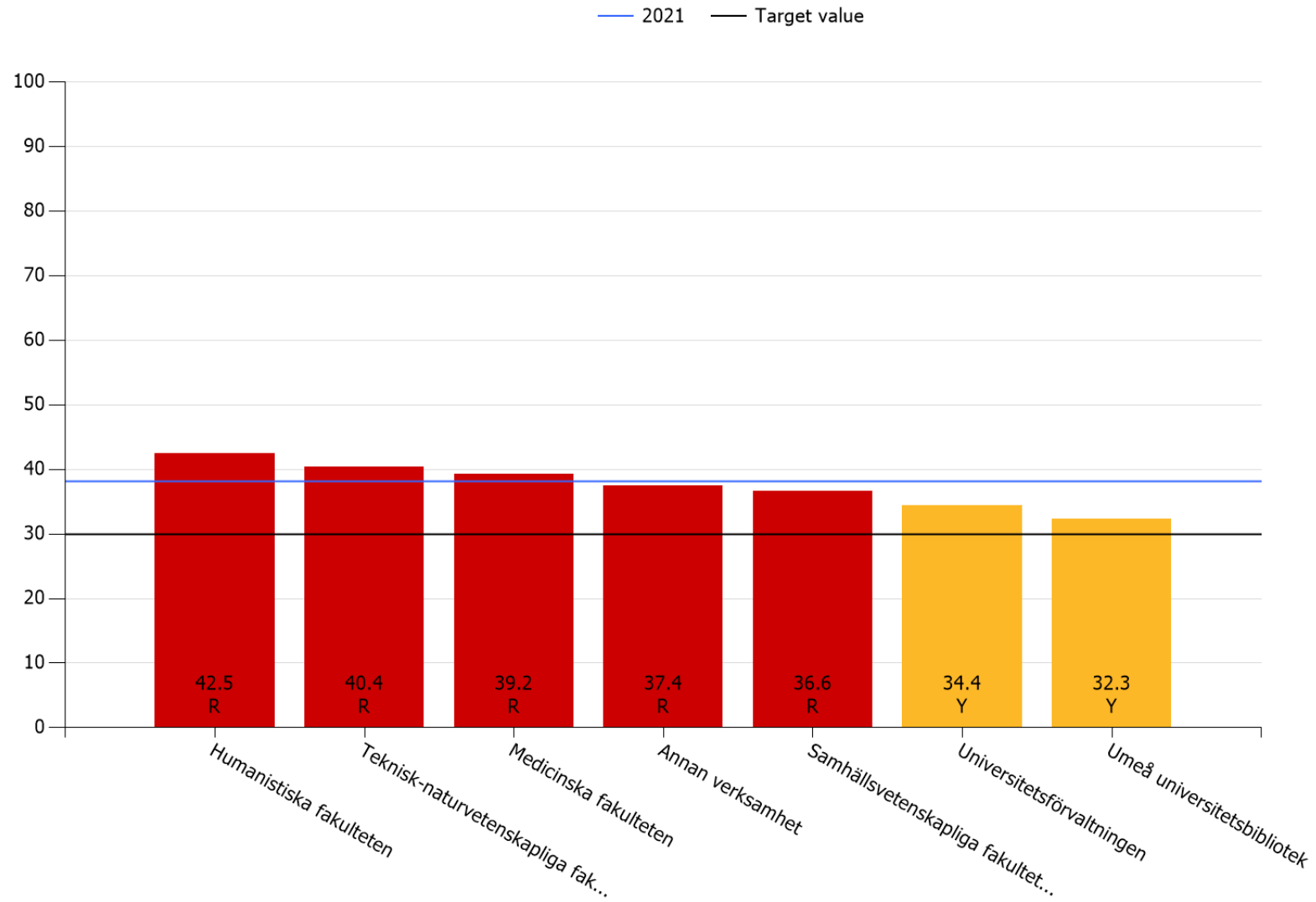
Mental energy

Umeå universitet



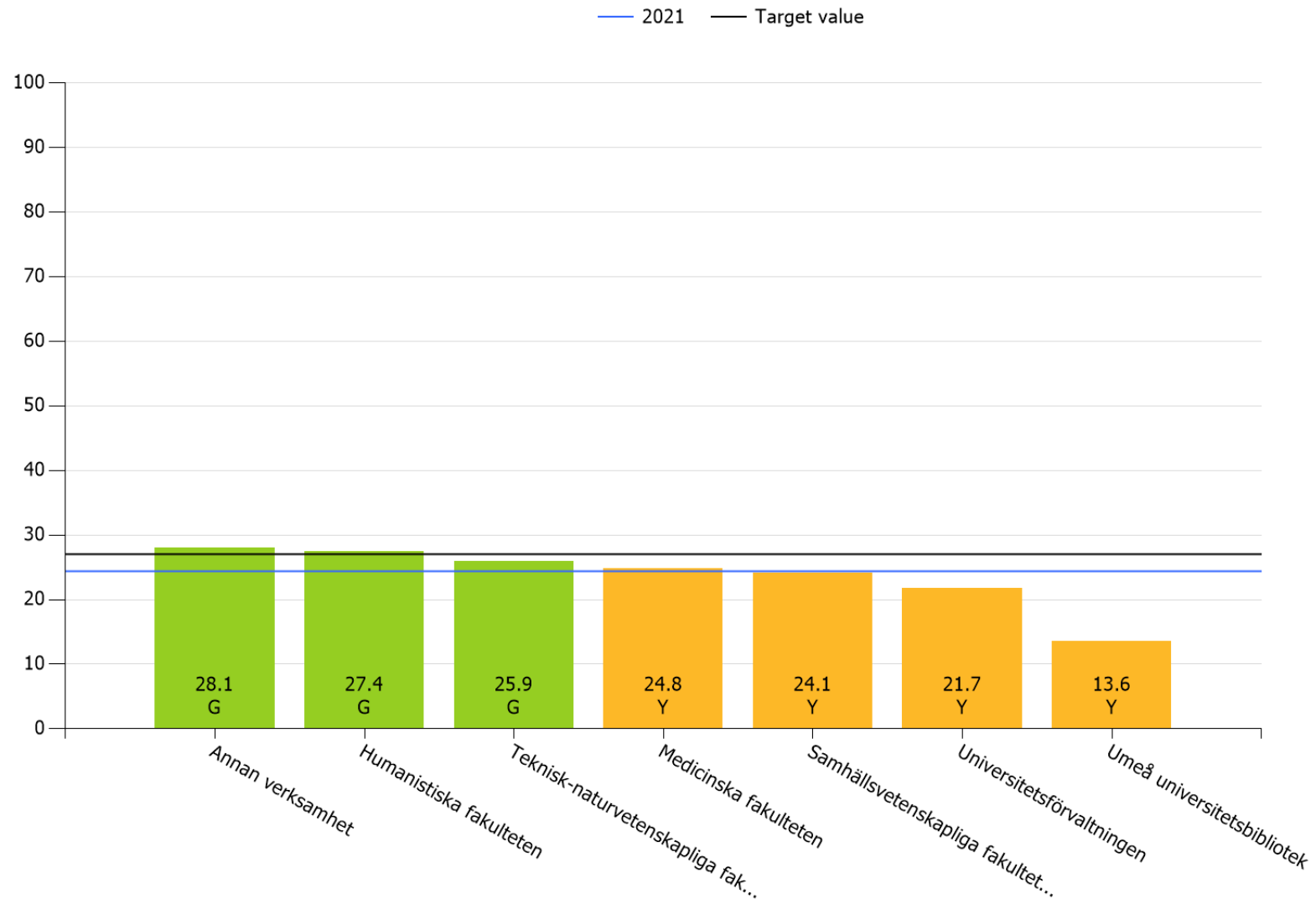
Work-related exhaustion

Umeå universitet



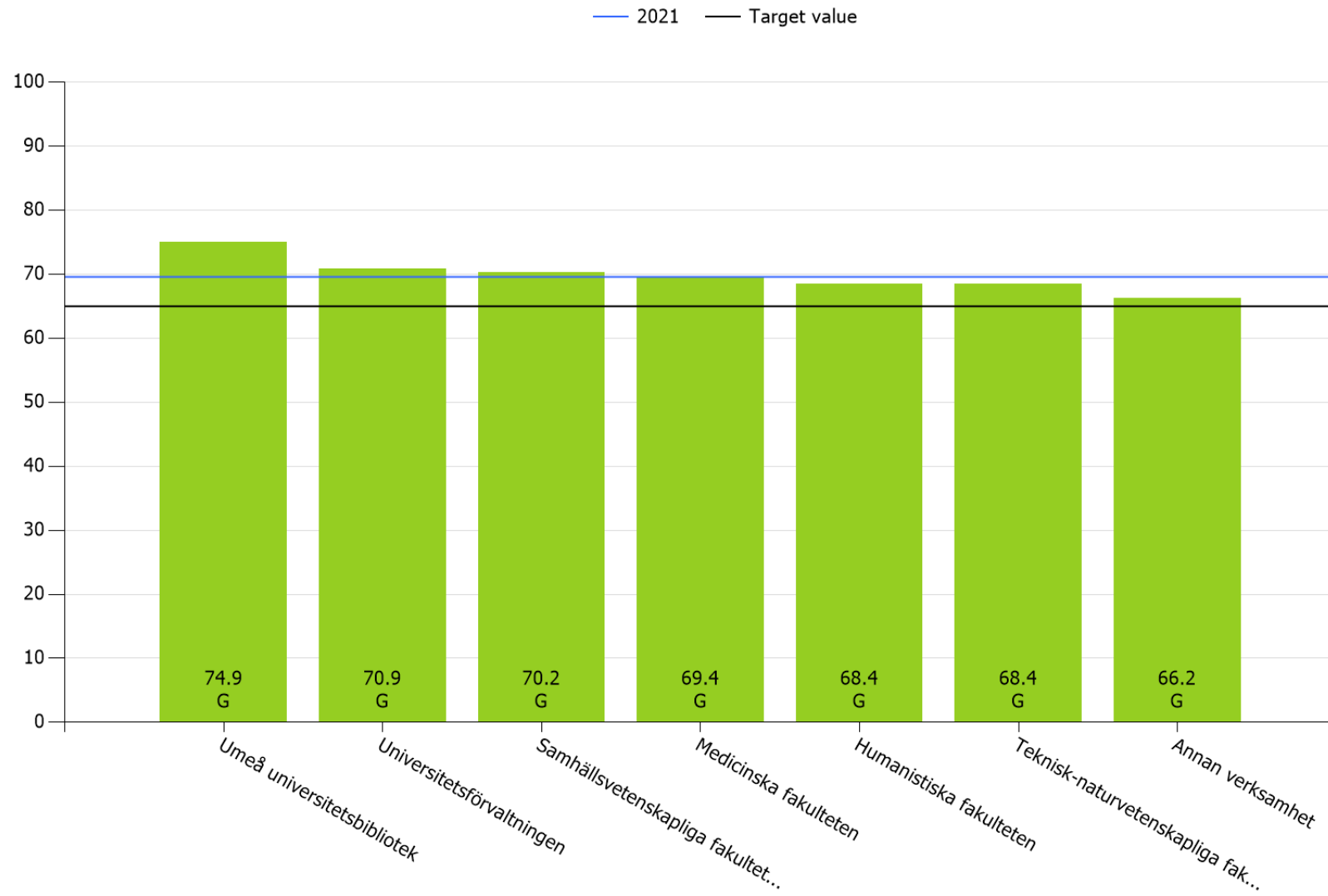
Work pace

Umeå universitet



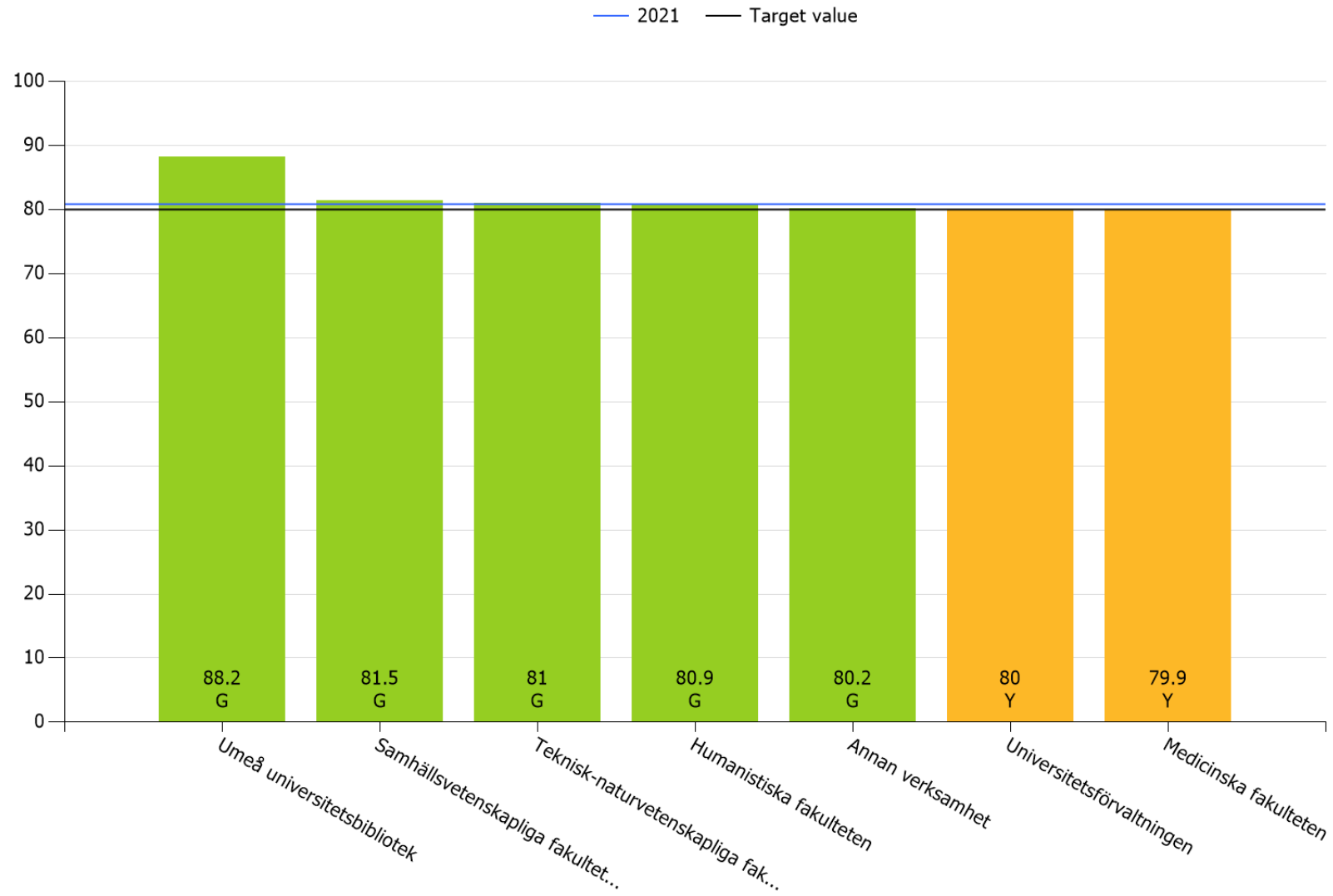
Efficiency

Umeå universitet



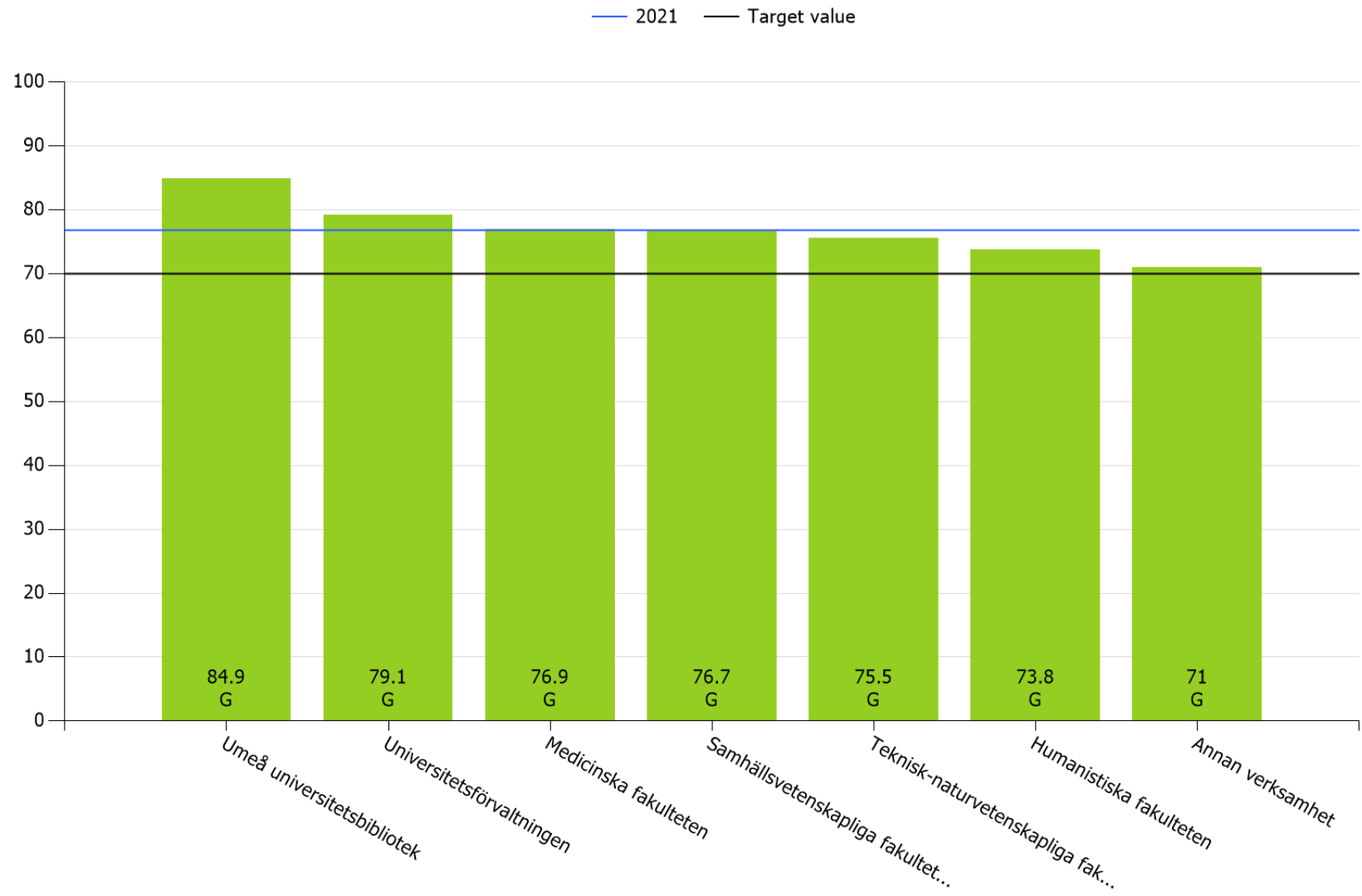
Participation

Umeå universitet



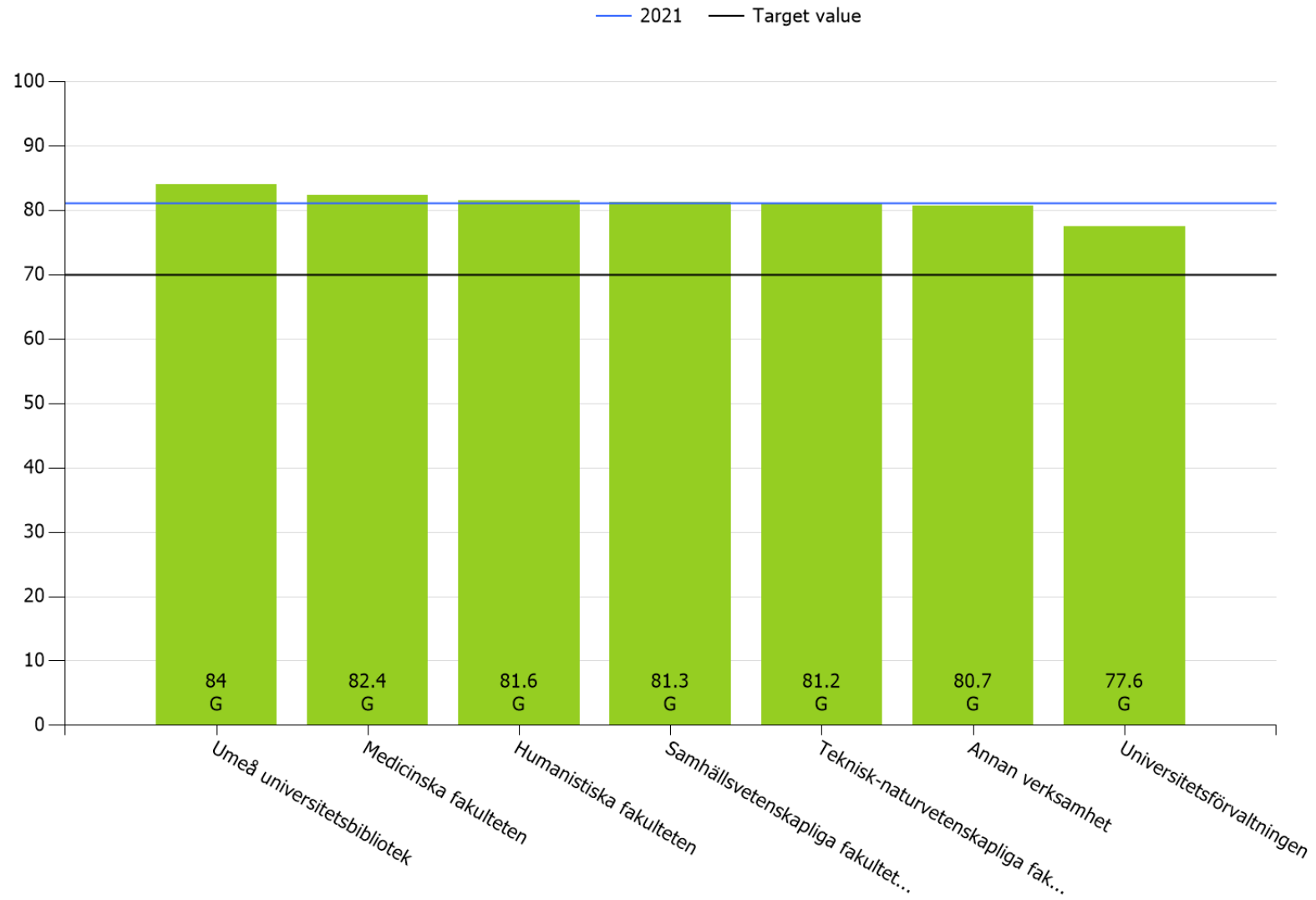
Social atmosphere

Umeå universitet



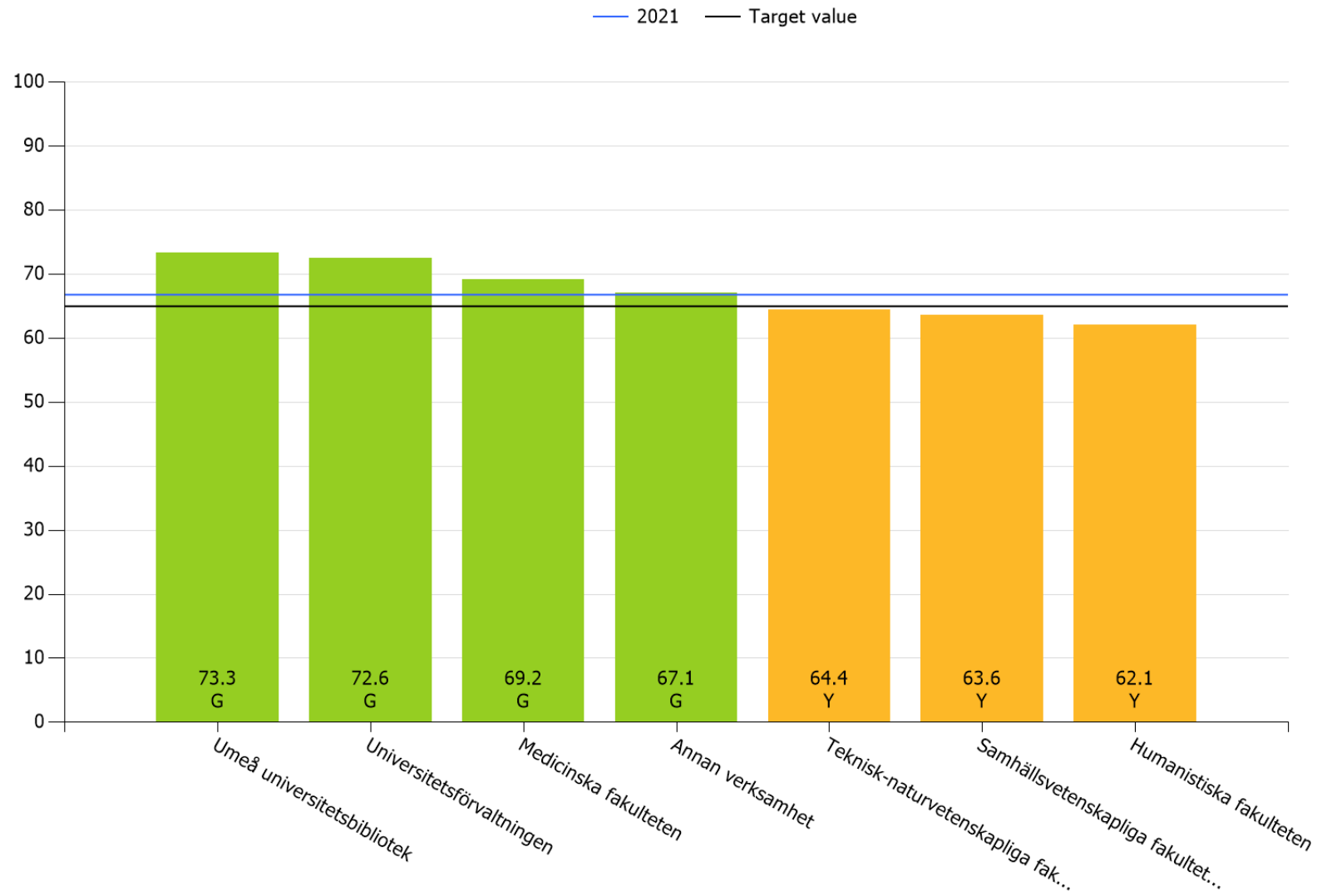
Learning at work

Umeå universitet



Feedback

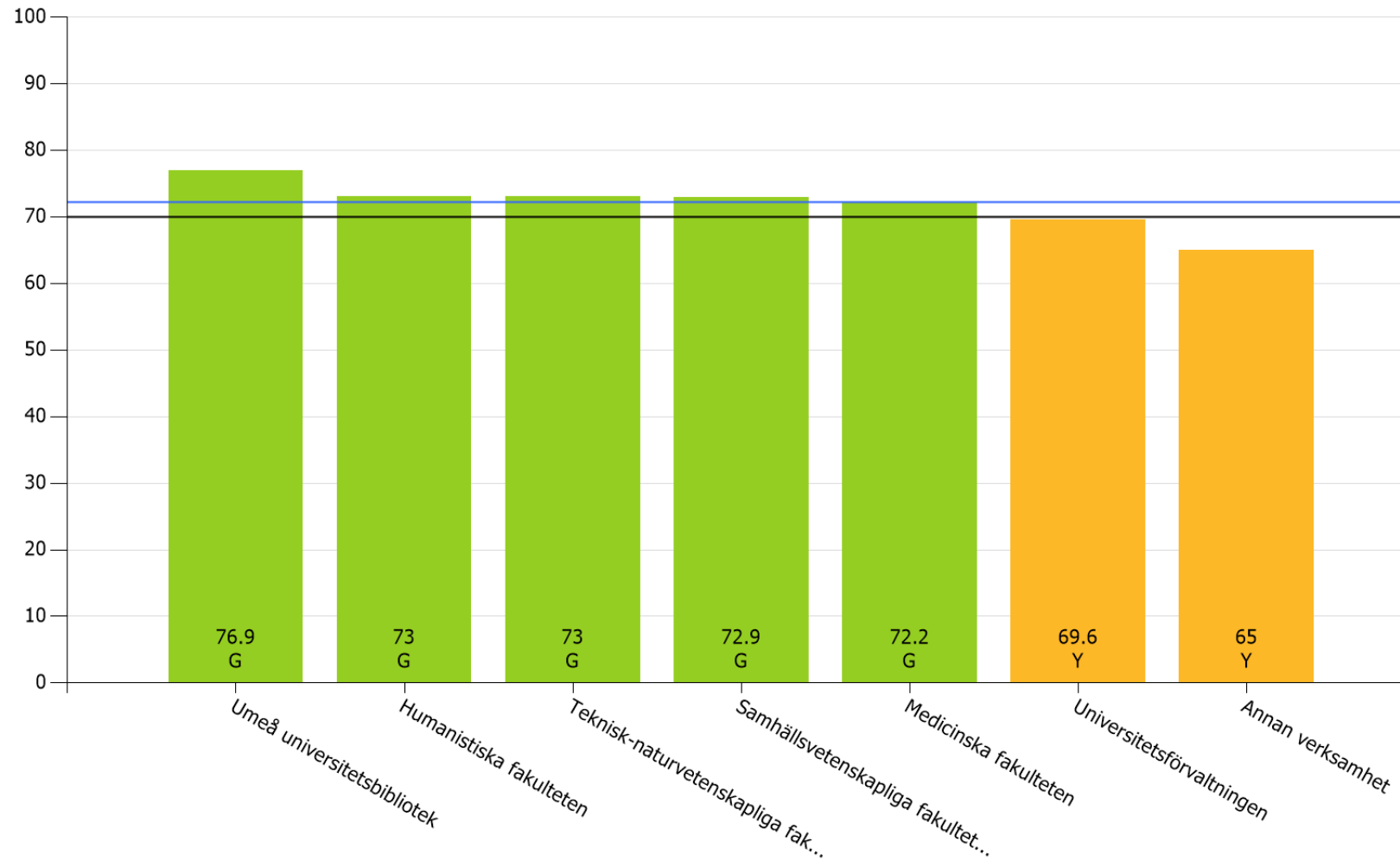
Umeå universitet



Leadership

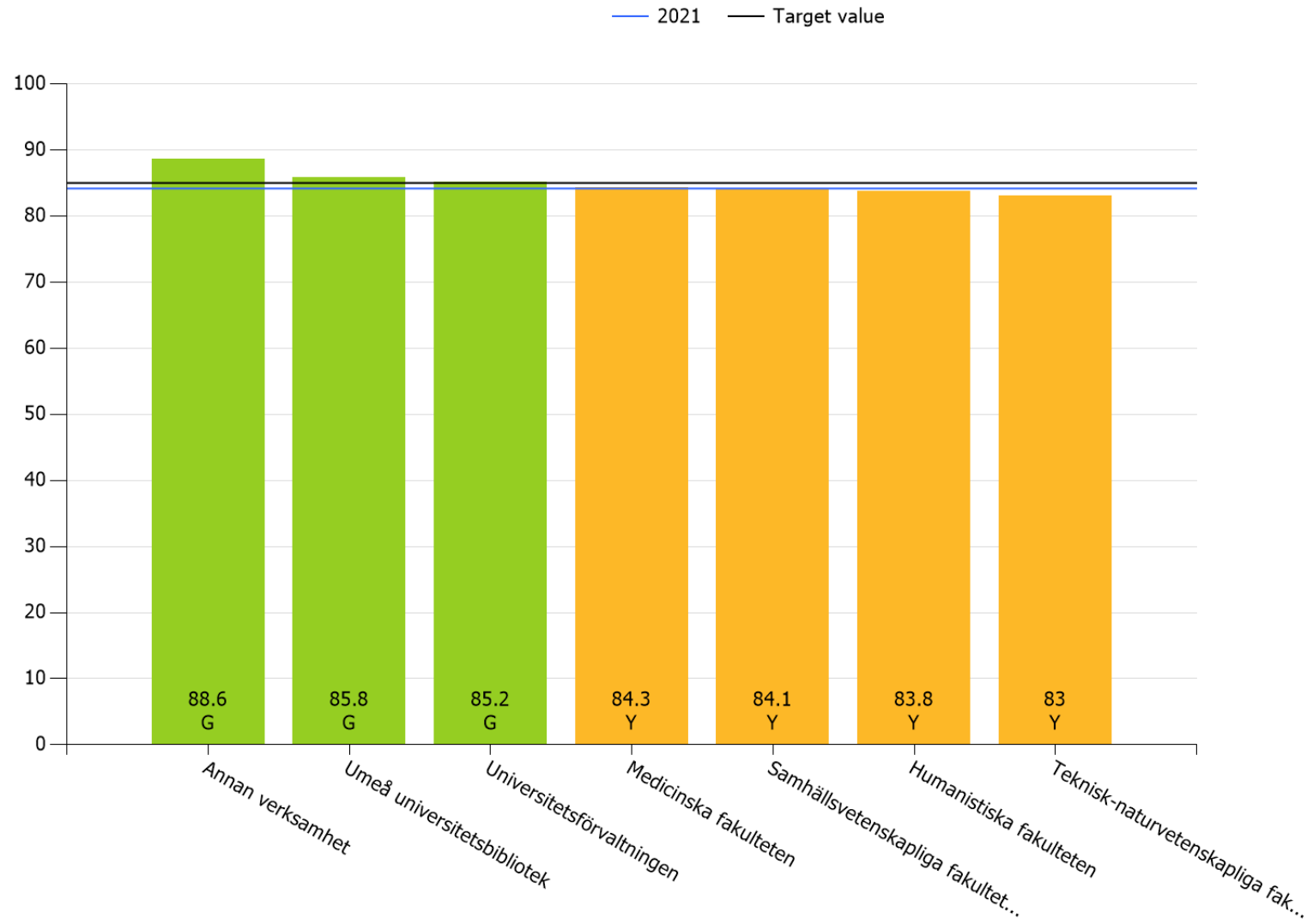
Umeå universitet

— 2021 — Target value



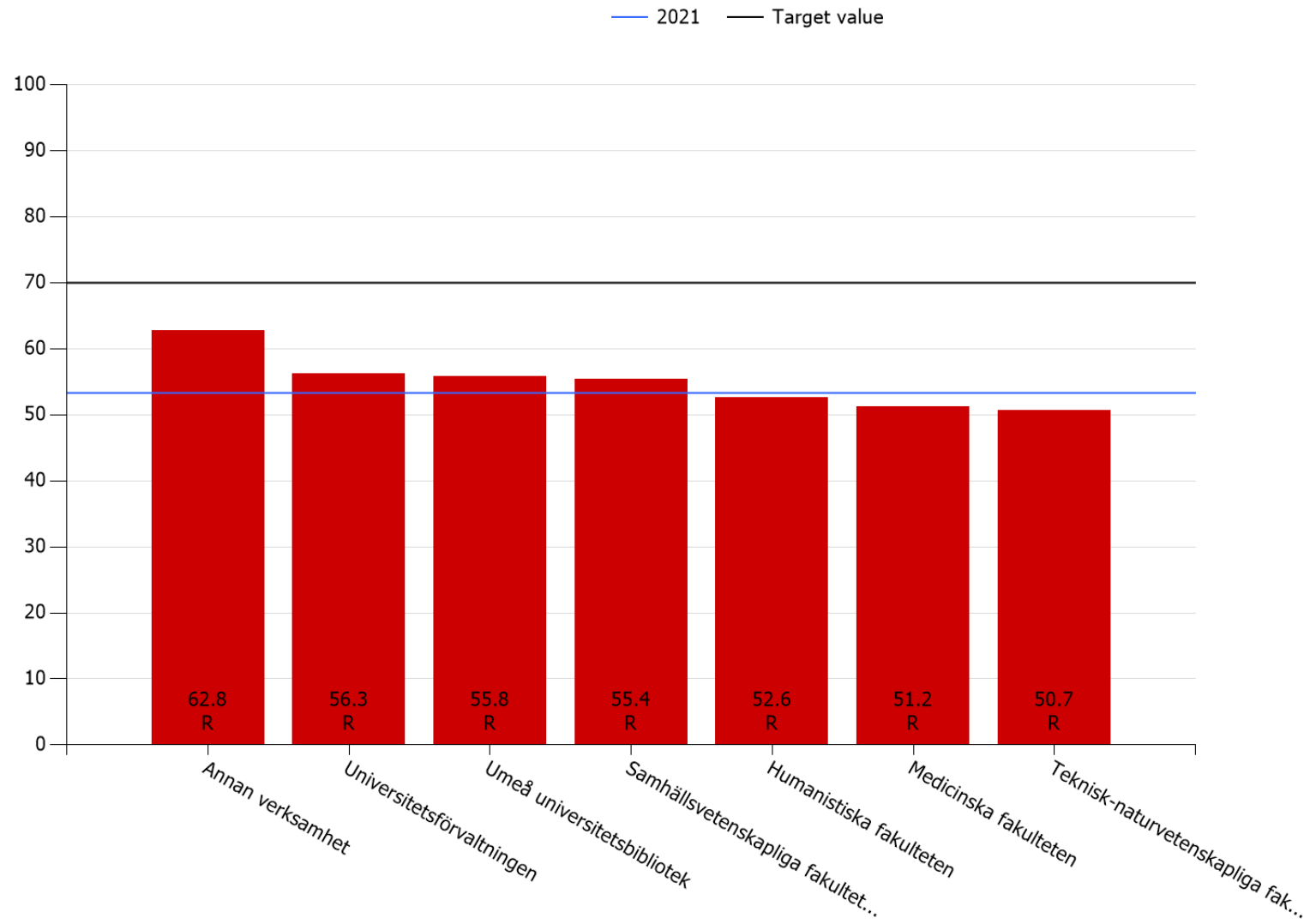
Co-worker responsibility

Umeå universitet



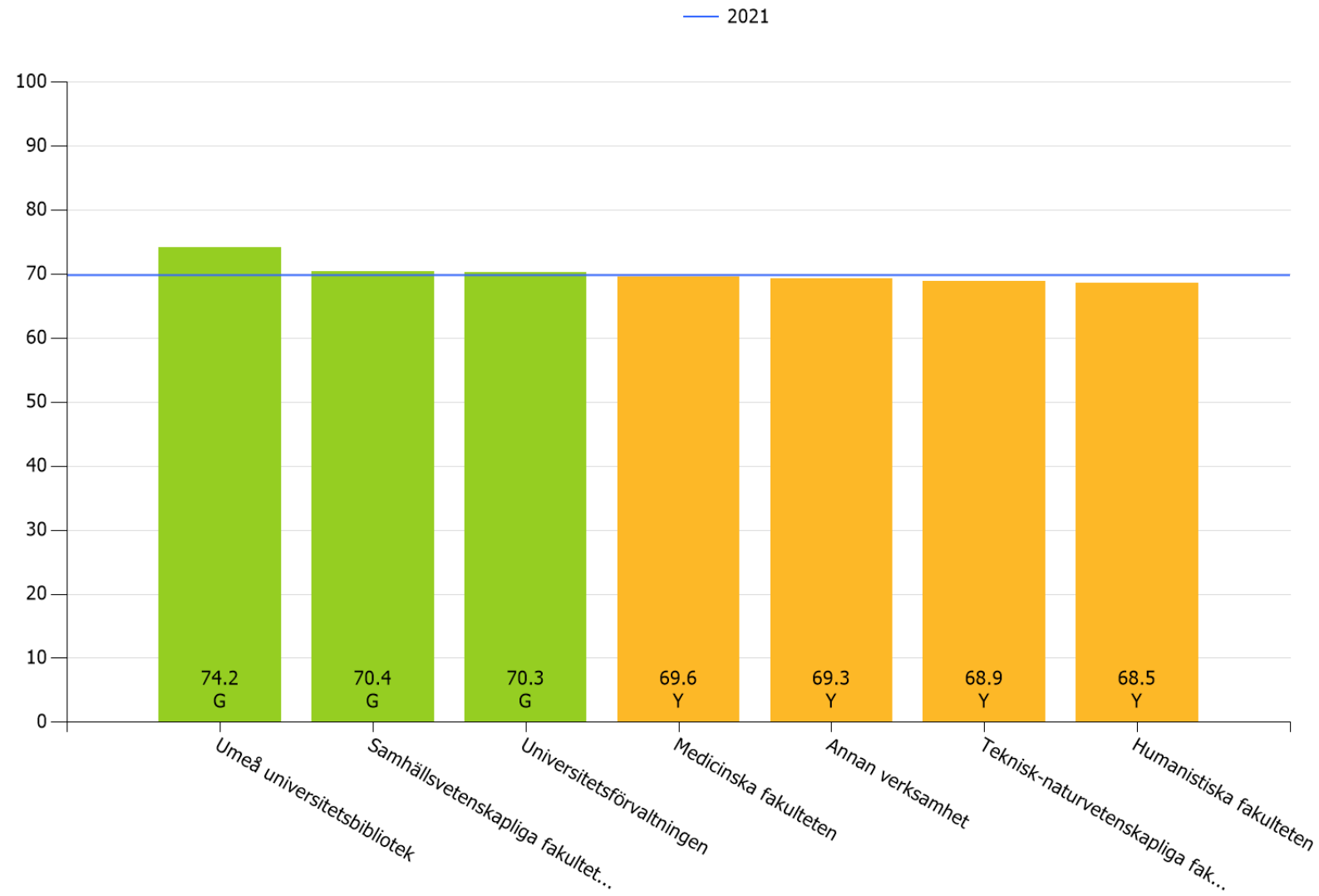
Goal orientation

Umeå universitet



Performance level

Umeå universitet

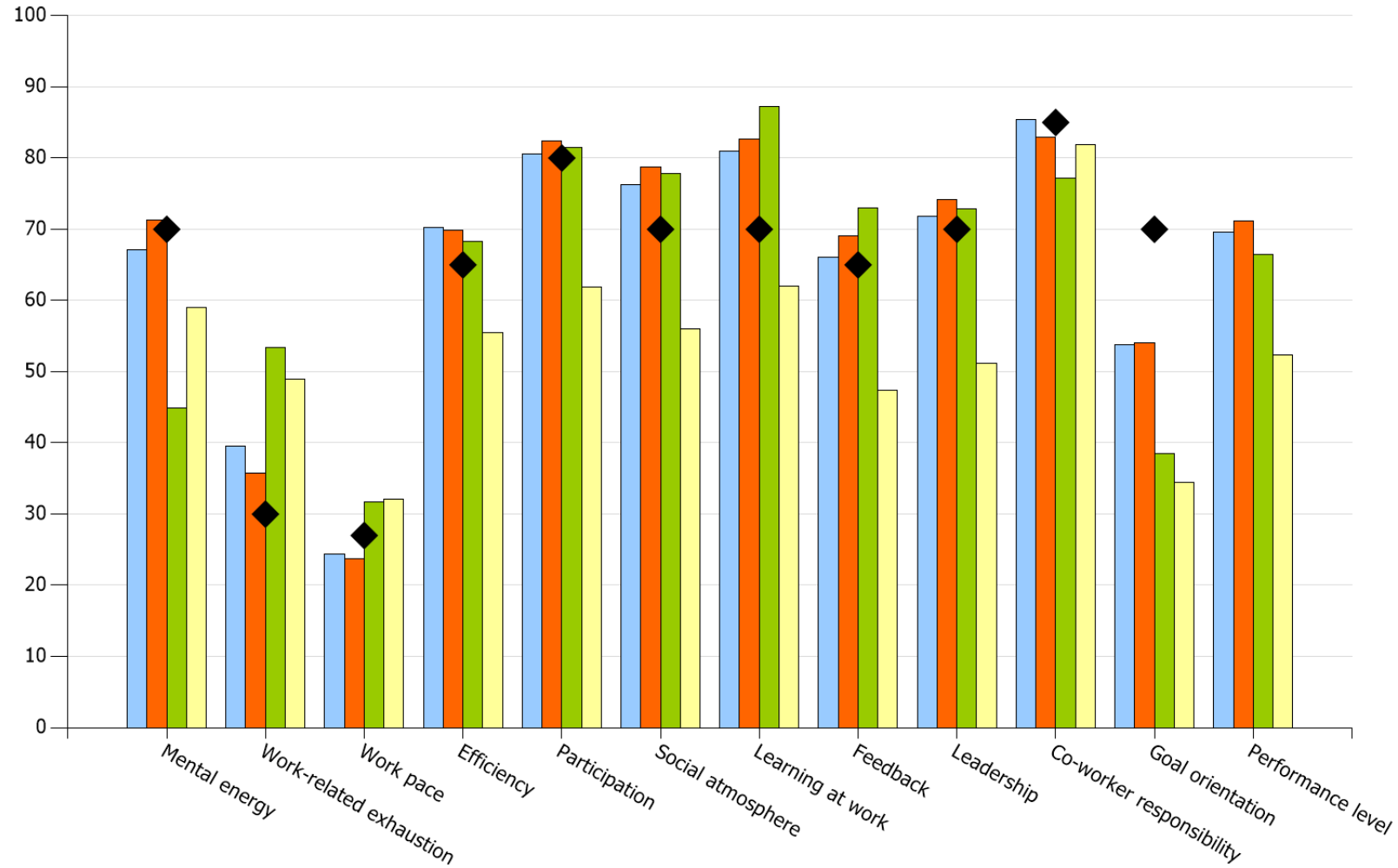


Gender

Umeå universitet

Woman (1914 ppl) Man (1511 ppl) Other (15 ppl) Do not want to define (90 ppl) ◆ Target value

n = 3530

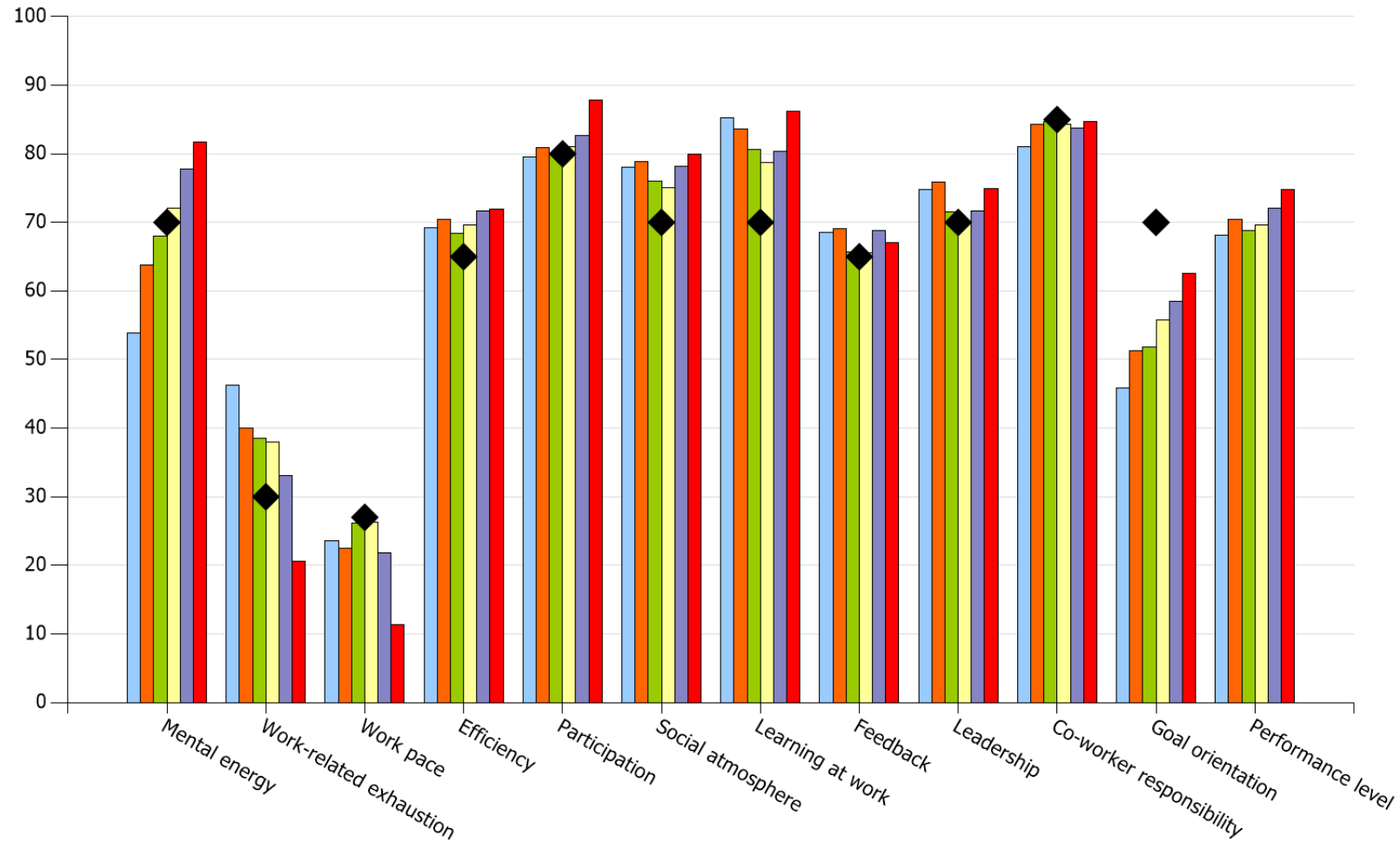


Age

Umeå universitet

■ Younger than 30 (218 ppl)
 ■ 40-49 years (1091 ppl)
 ■ 60-65 years (398 ppl)
 ■ 66 years or older (86 ppl)
 ◆ Target value
■ 30-39 years (826 ppl)
■ 50-59 years (895 ppl)

n = 3514



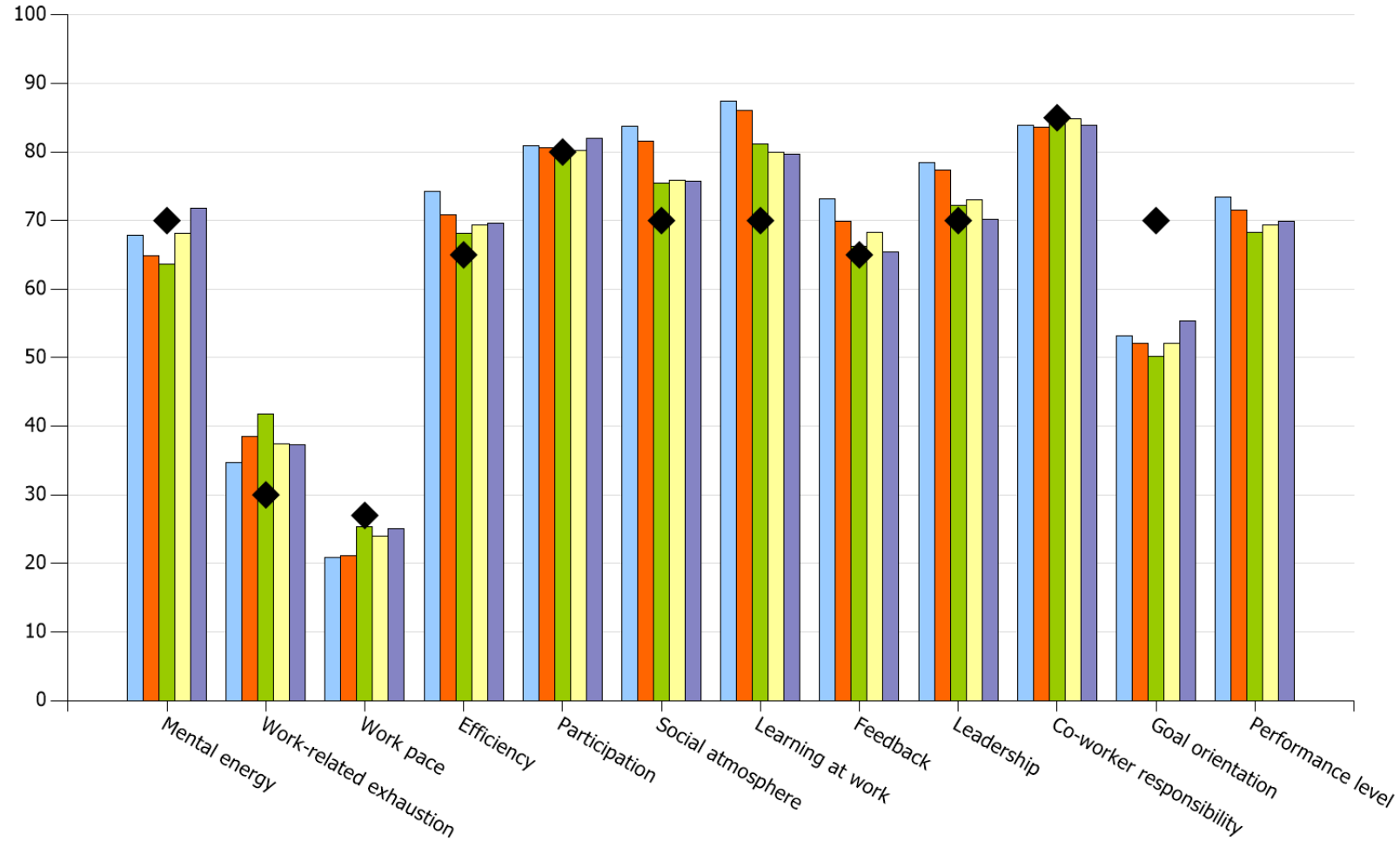
Employment time

Umeå universitet

■ Less than 1 year (246 ppl)
 ■ 3-6 years (726 ppl)
 ■ 7-10 years (496 ppl)
 ■ More than 10 years (1682 ppl)
 ◆ Target value

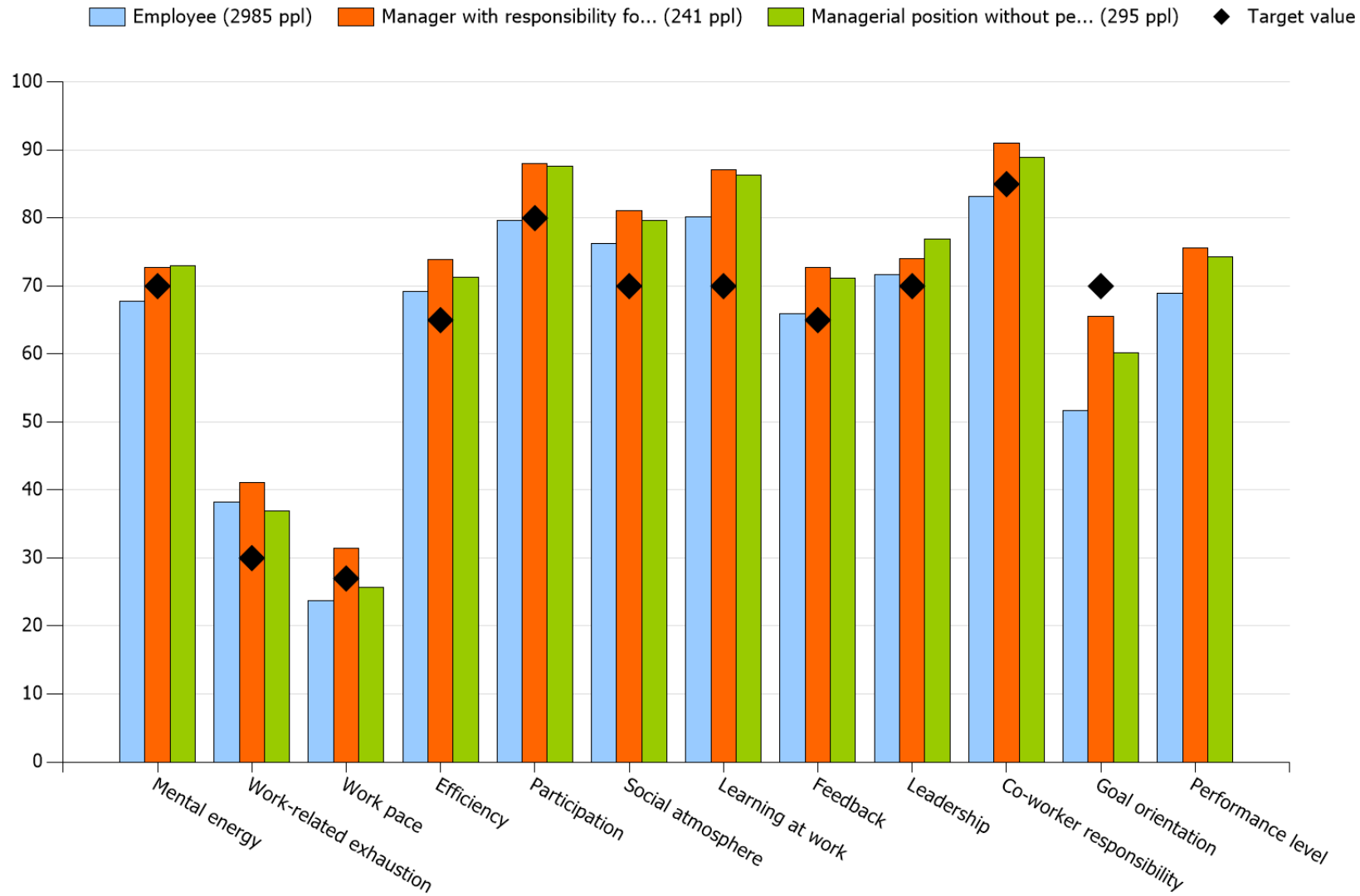
■ 1-2 years (373 ppl)

n = 3523



Employee/Manager

Umeå universitet

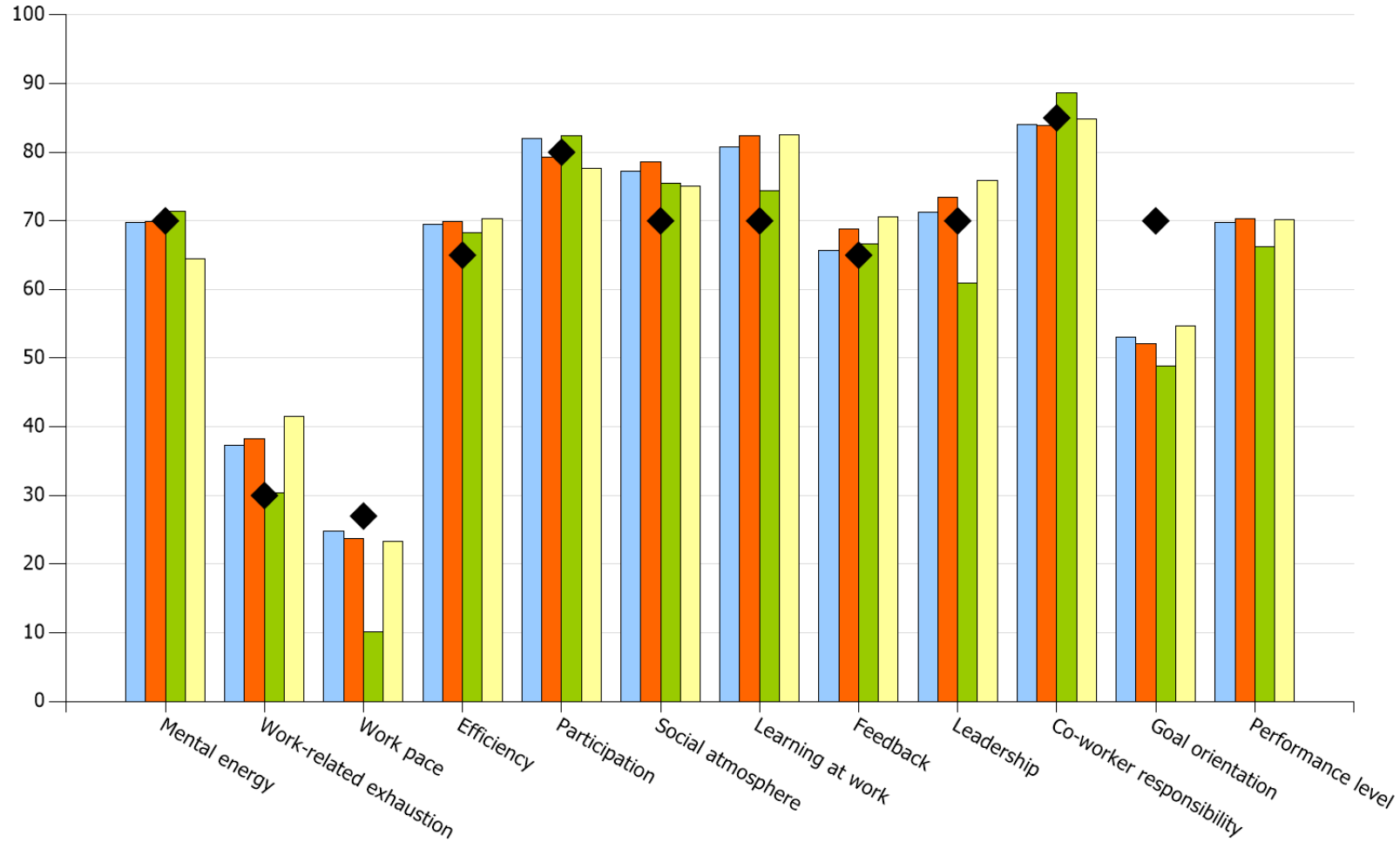


Born Sweden/Abroad

Umeå universitet

■ Born in Sweden. At least one o... (2634 ppl)
 ■ Born in Sweden. Both my parent... (73 ppl)
 ■ Born abroad. Adopted by Swedis... (14 ppl)
 ■ Born abroad. At least one of m... (755 ppl)
 ◆ Target value

n = 3476

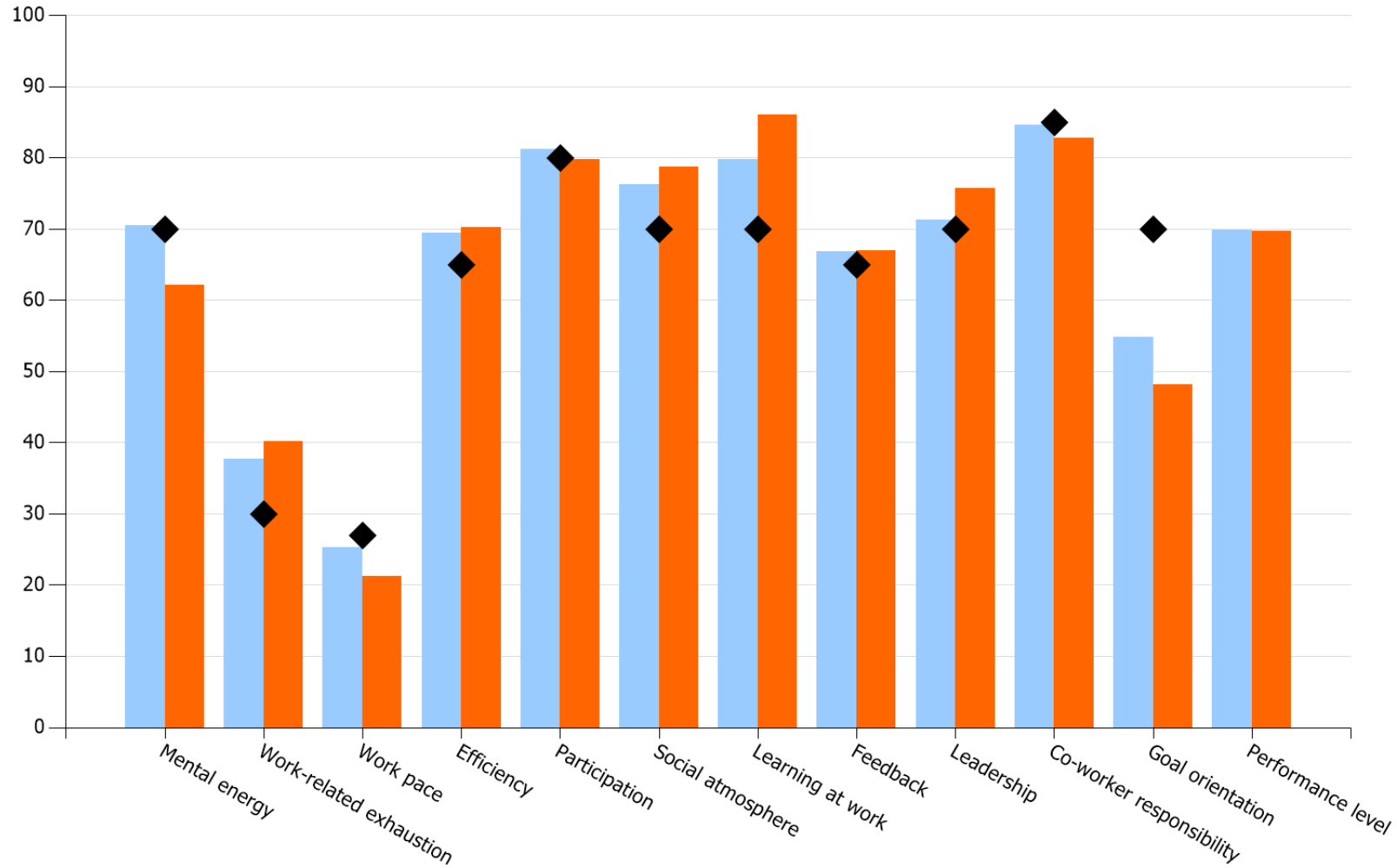


Permanent/Temporary employee

Umeå universitet

Permanent employee (2721 ppl) Temporary employee (807 ppl) Target value

n = 3528

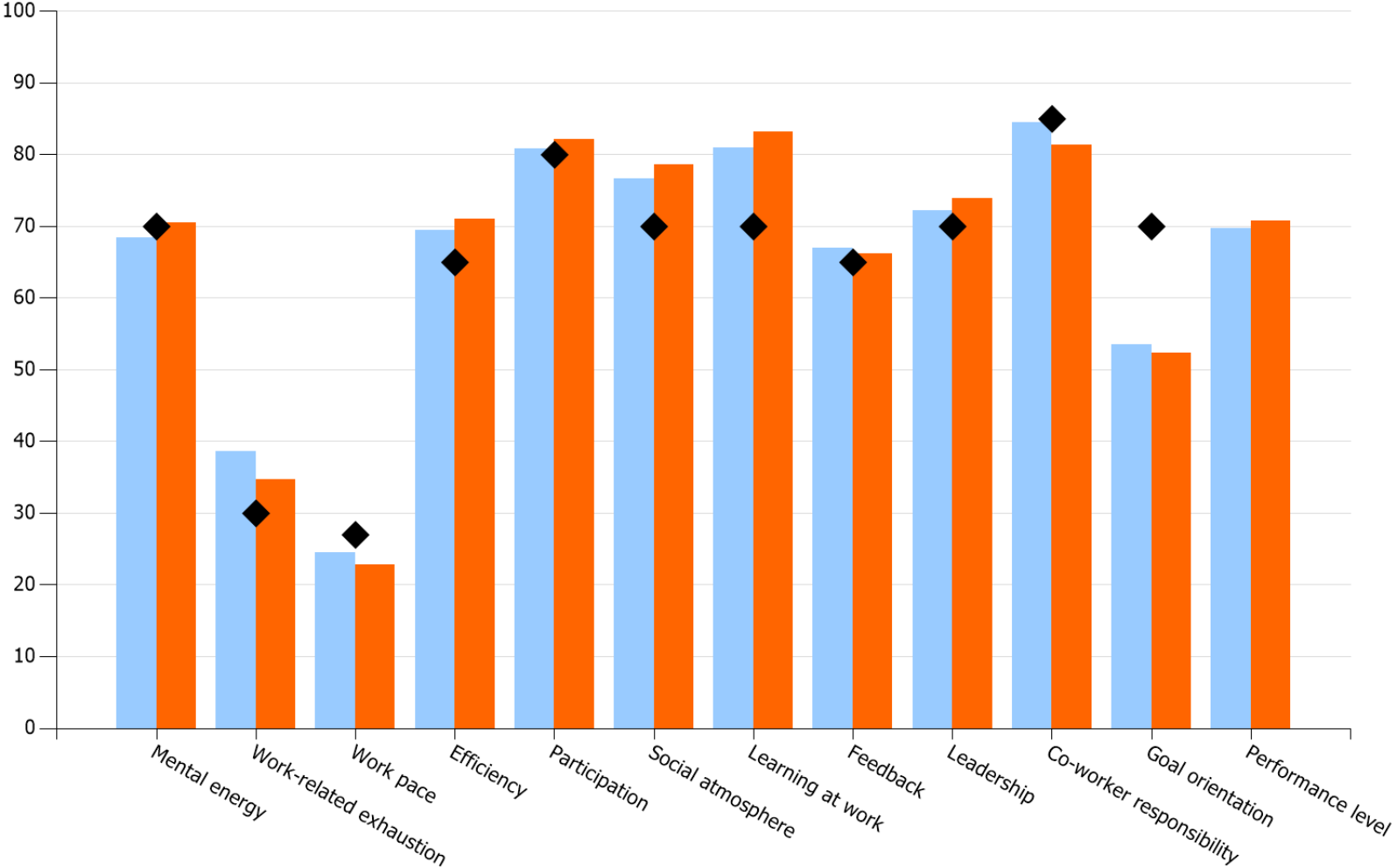


Full-time/Part-time

Umeå universitet

Full-time (3159 ppl) Part-time (367 ppl) Target value

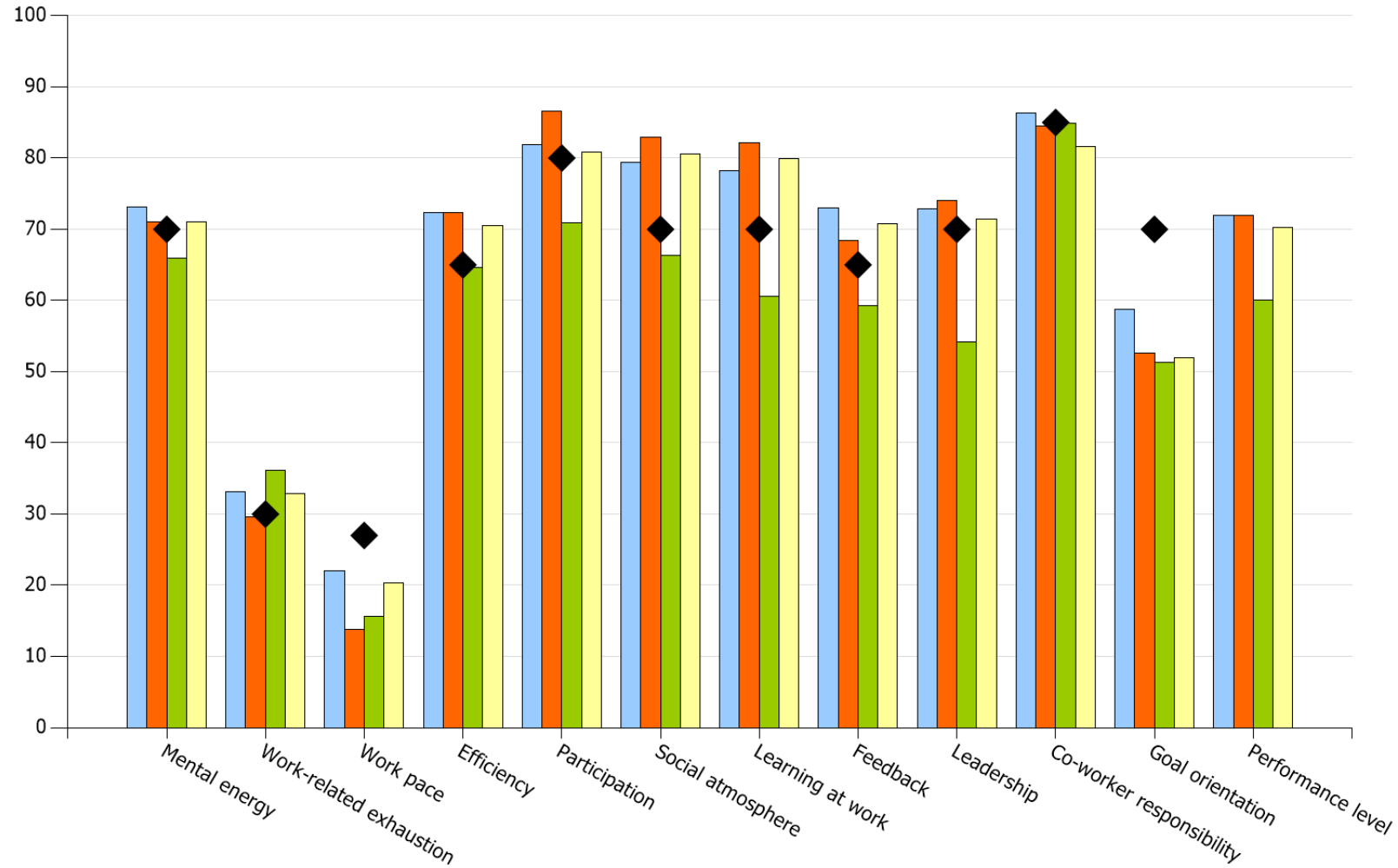
n = 3526



Employed as Umeå universitet

■ Administrative staff (701 ppl)
 ■ Library staff (71 ppl)
 ■ Service employee (105 ppl)
 ■ Technical staff (355 ppl)
 ◆ Target value

n = 1232

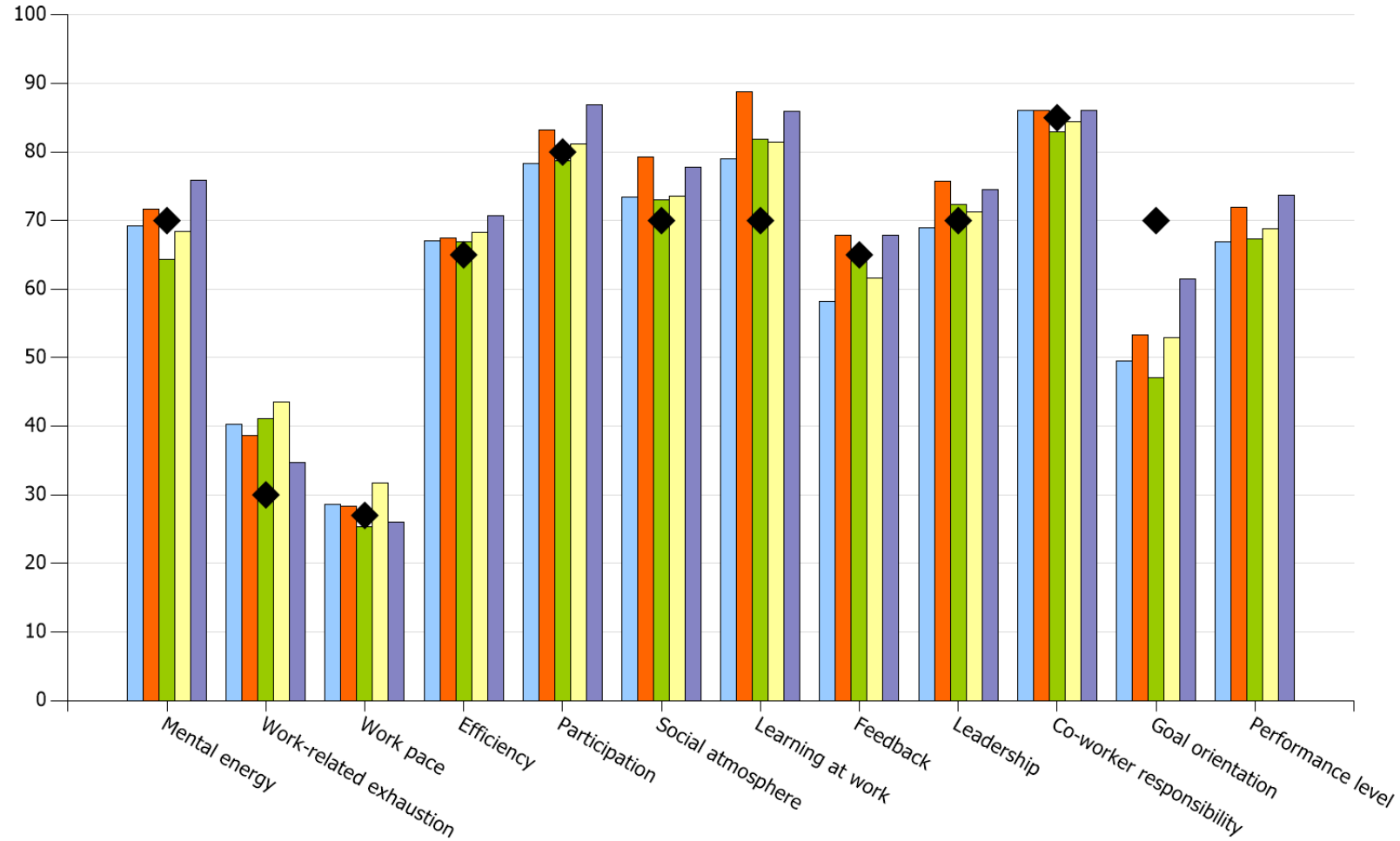


Employed as Umeå universitet

■ Lecturer (231 ppl)
 ■ Researcher (144 ppl)
 ■ Senior lecturer (727 ppl)
 ■ Professor (295 ppl)
 ◆ Target value

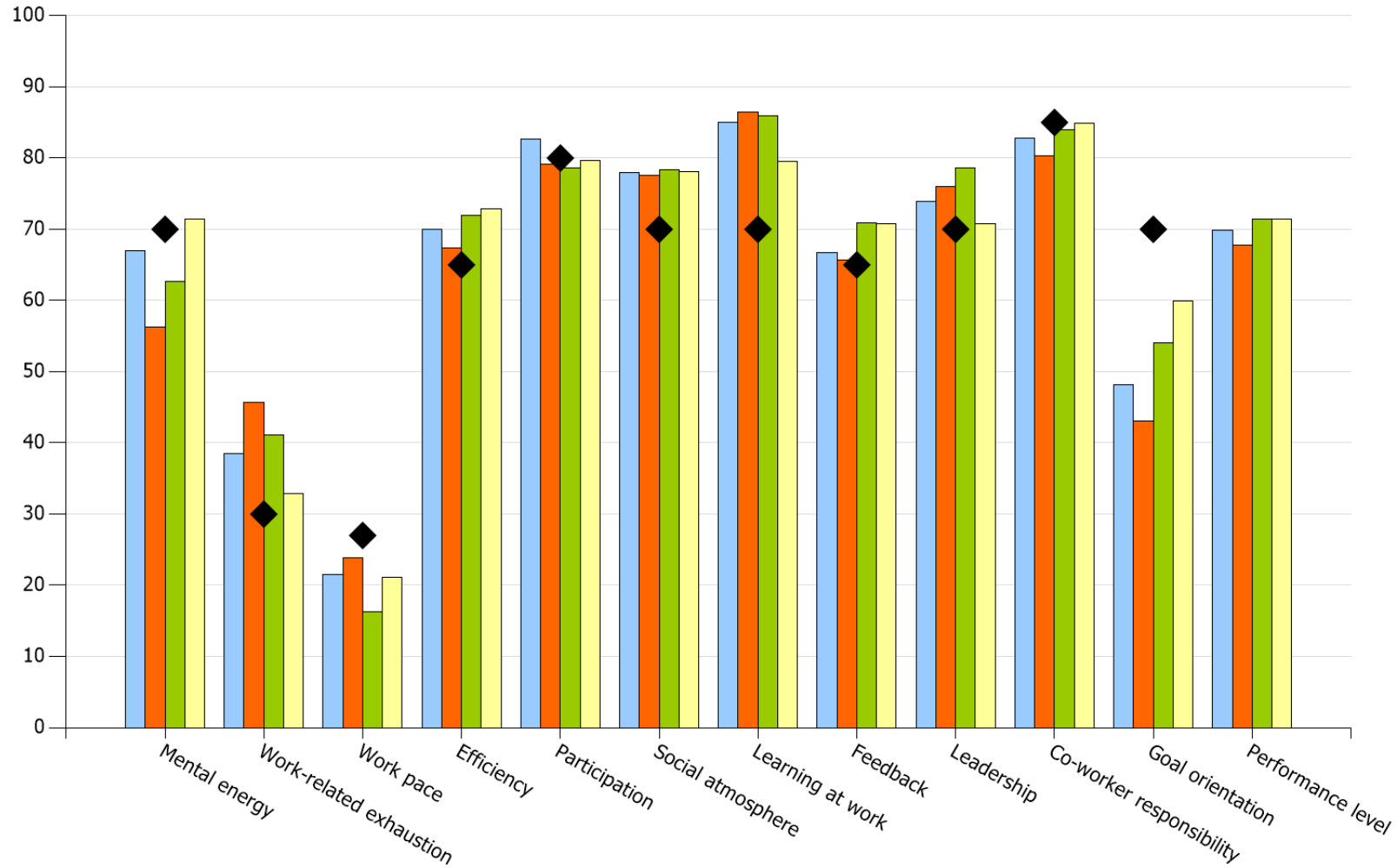
■ Associate senior lecturer (38 ppl)

n = 1435



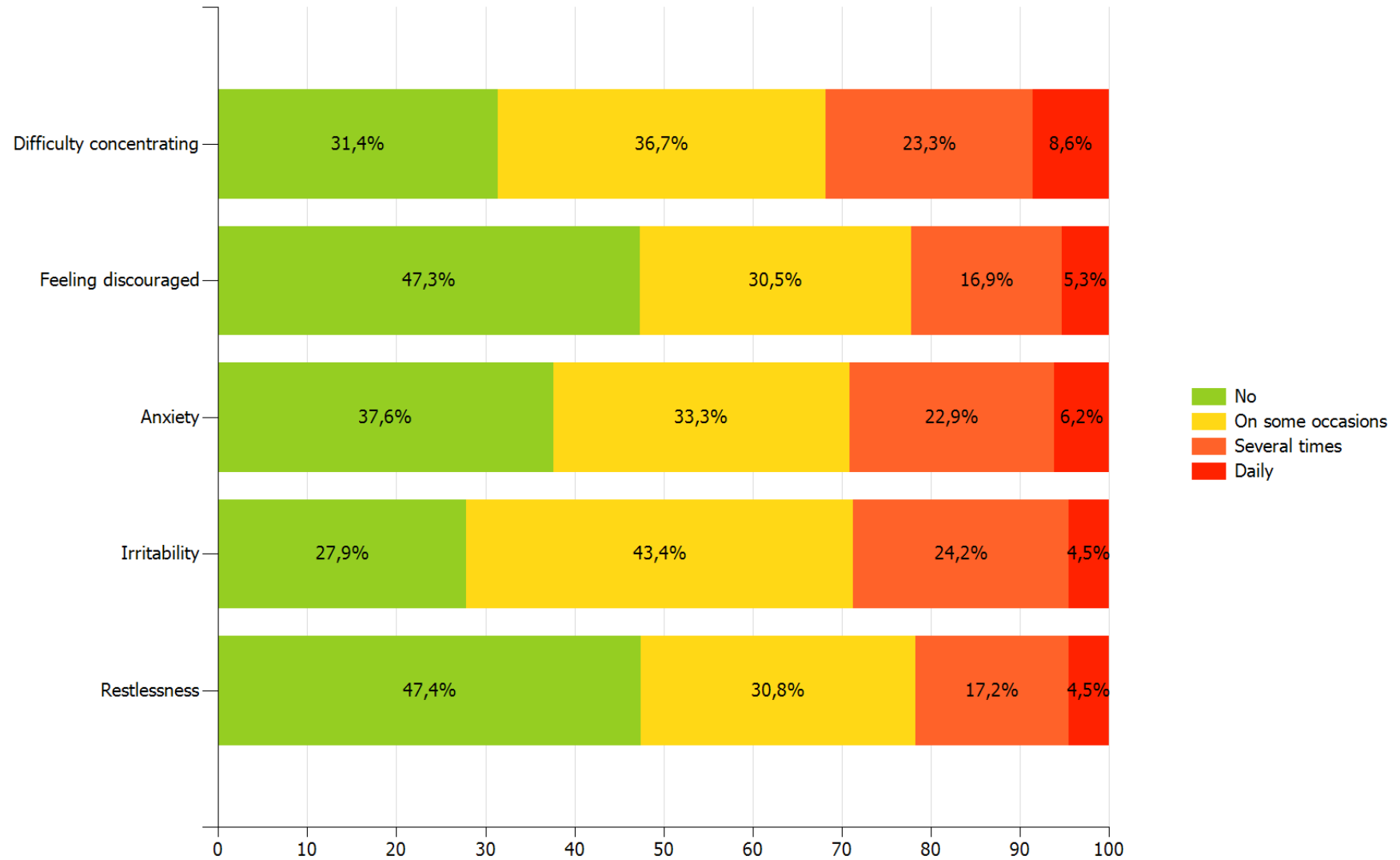
Employed as Umeå universitet

■ Other teaching and research st... (120 ppl)
 ■ Doctoral student (403 ppl)
 ■ Postdoc (170 ppl)
 ■ Other than above (167 ppl)
 ◆ Target value
 n = 860



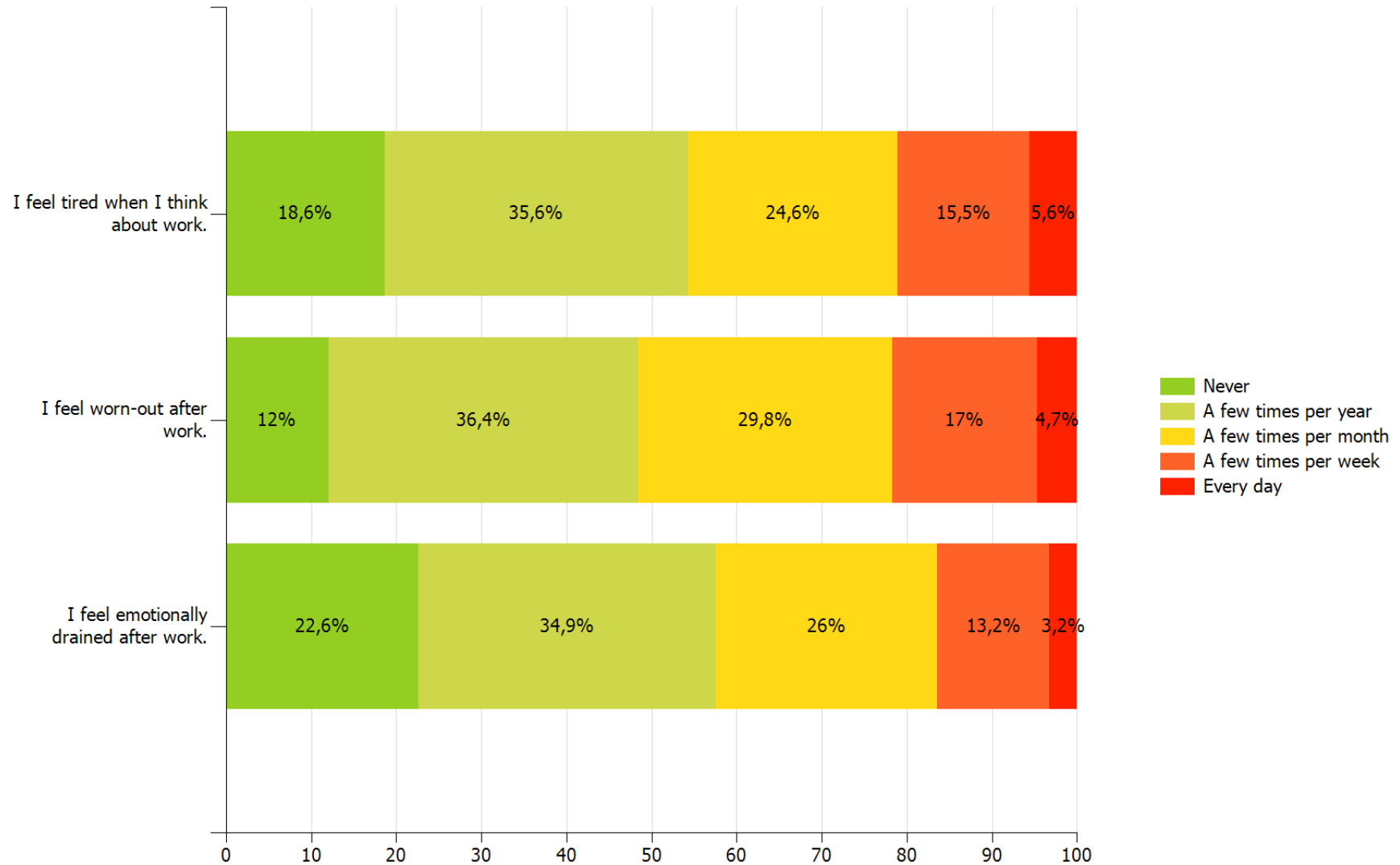
Mental energy

Umeå universitet



Work-related exhaustion

Umeå universitet



Work pace

Umeå universitet



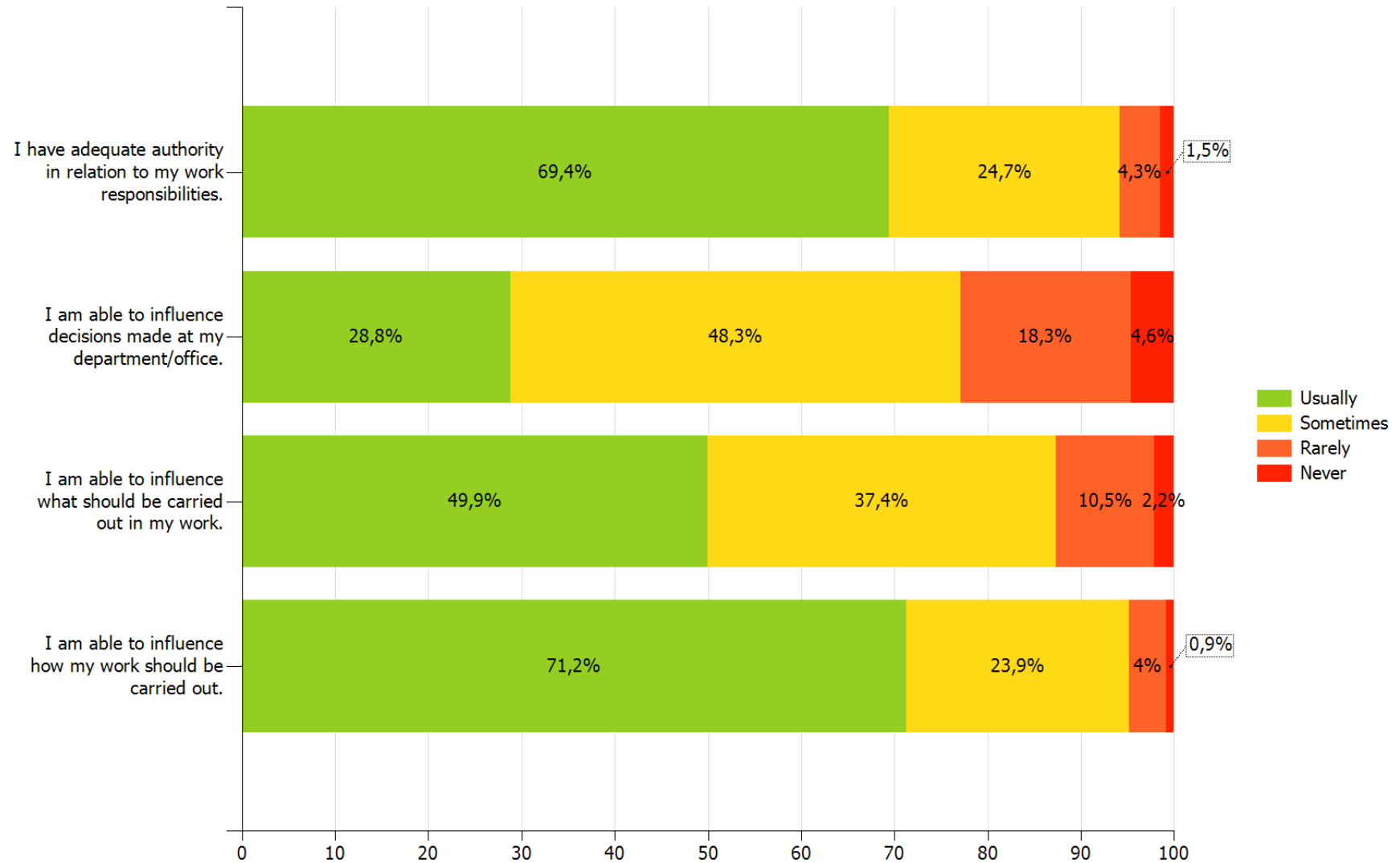
Efficiency

Umeå universitet



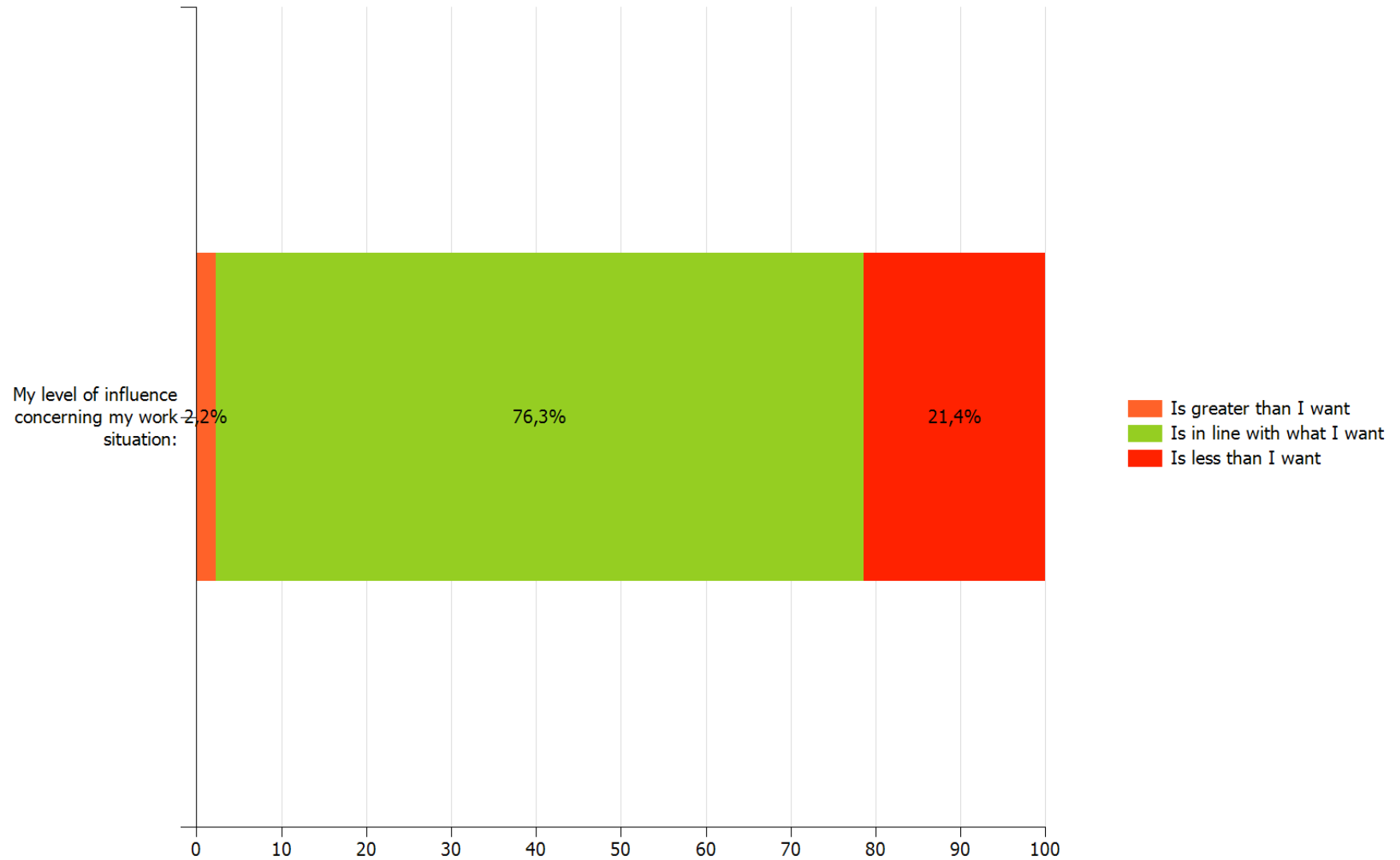
Participation

Umeå universitet



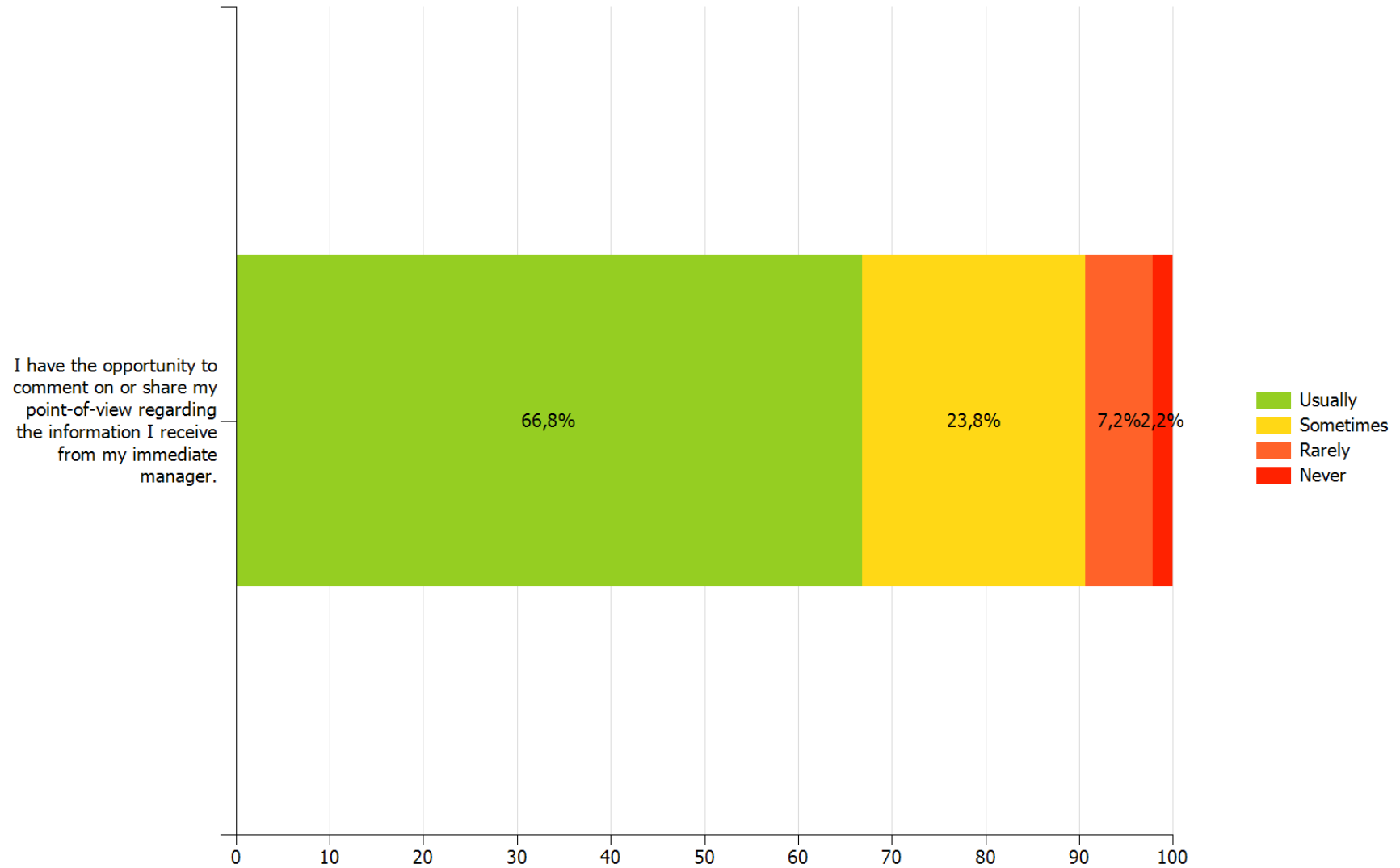
Participation

Umeå universitet



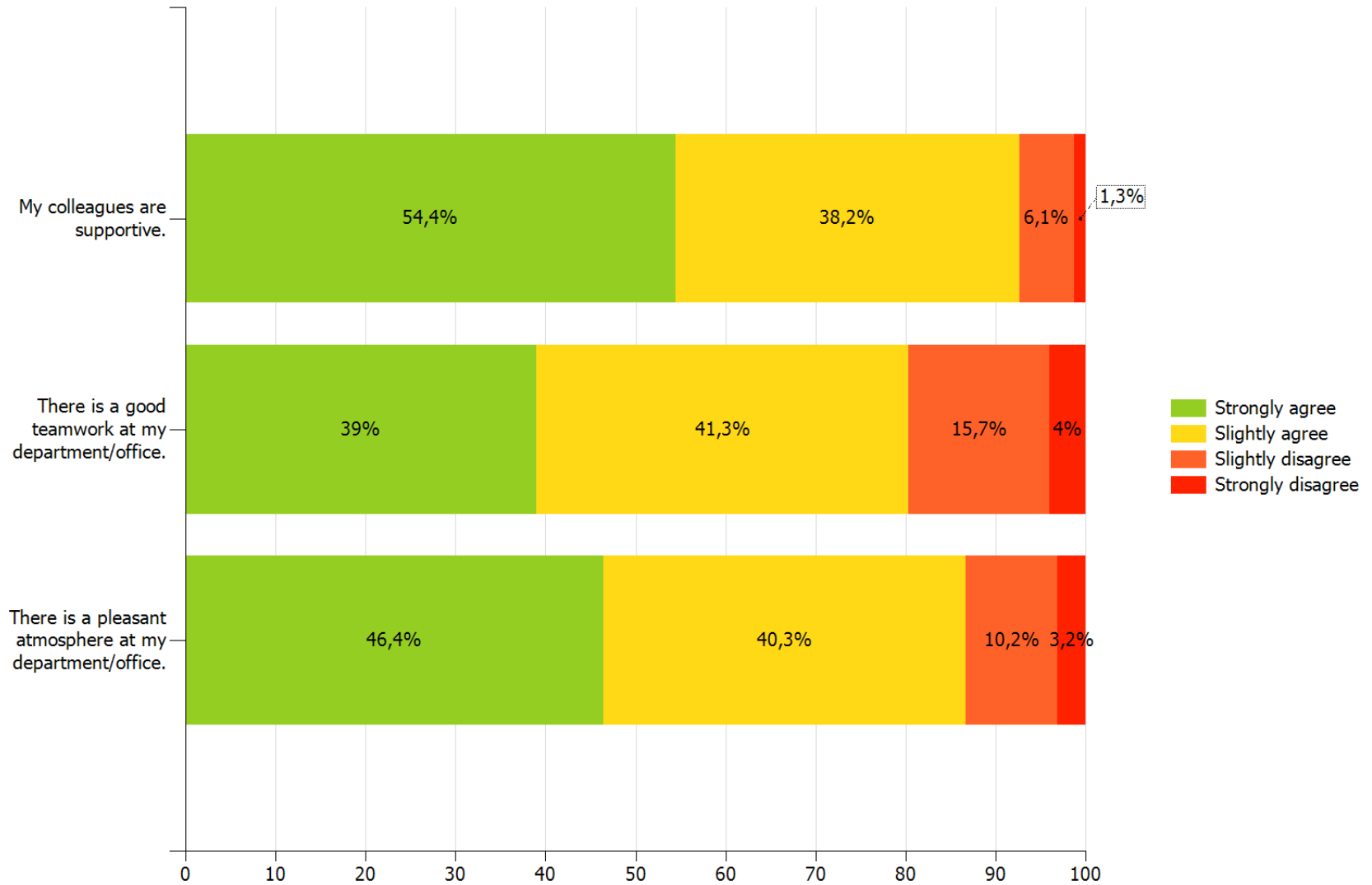
Participation

Umeå universitet



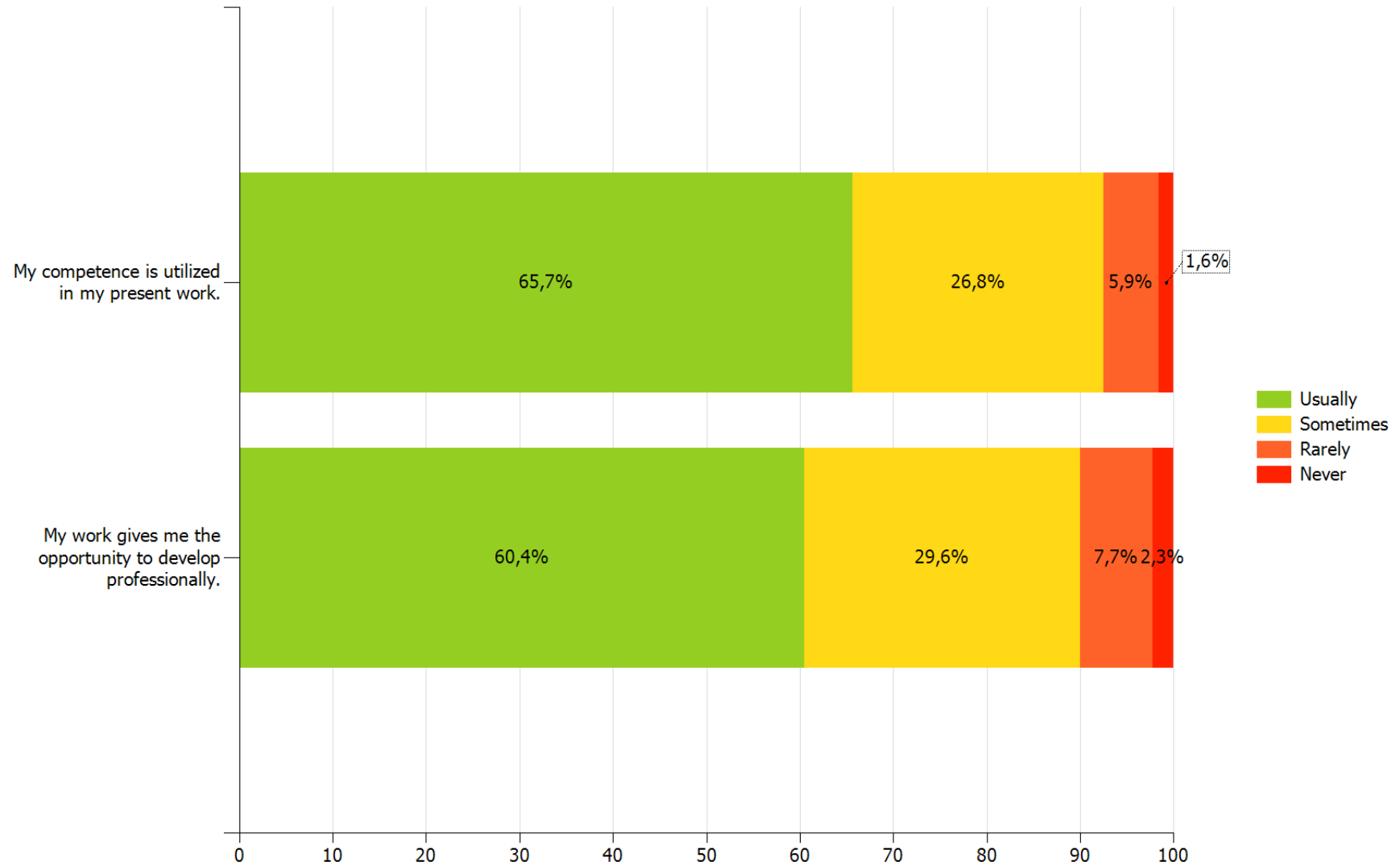
Social atmosphere

Umeå universitet



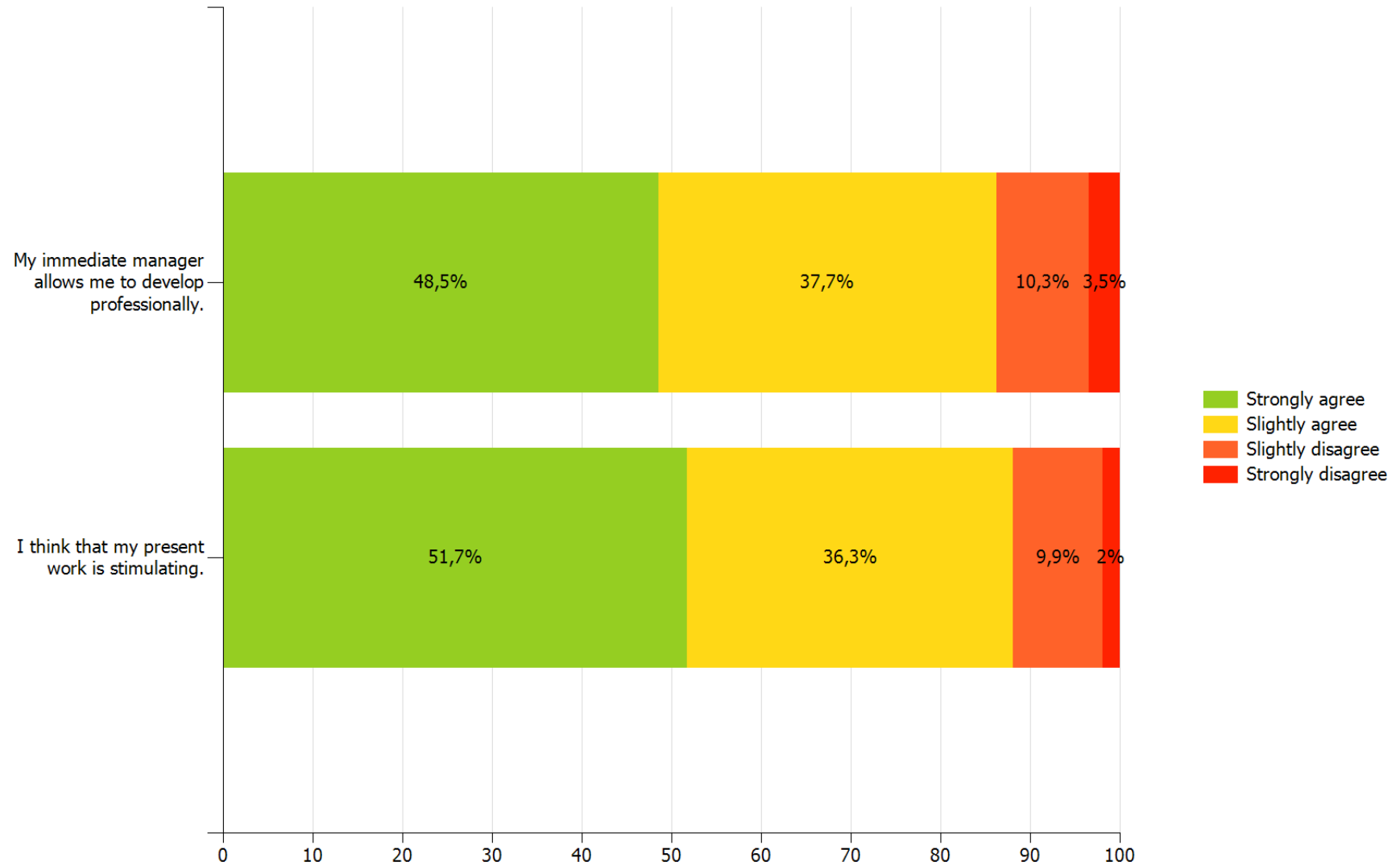
Learning at work

Umeå universitet



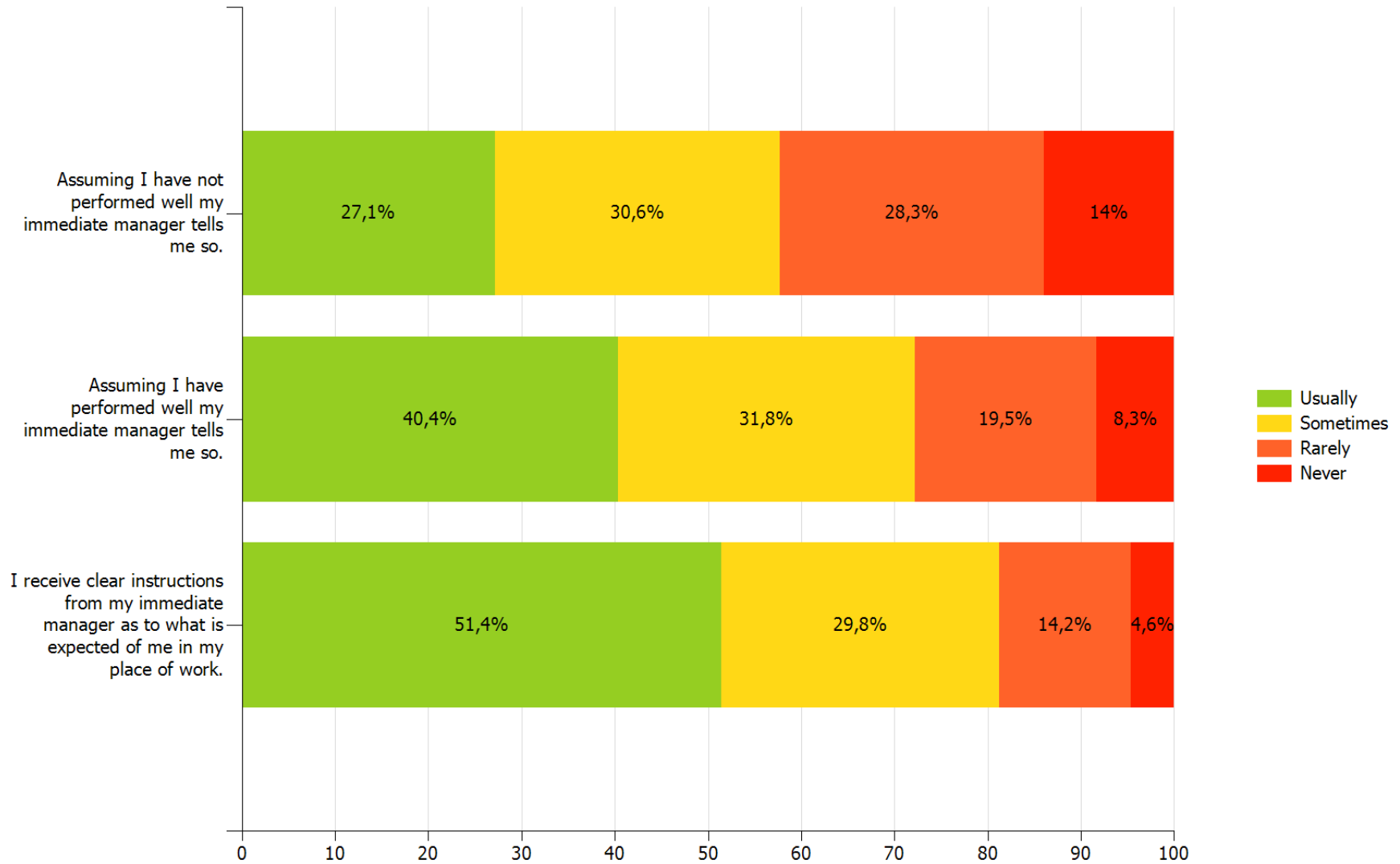
Learning at work

Umeå universitet



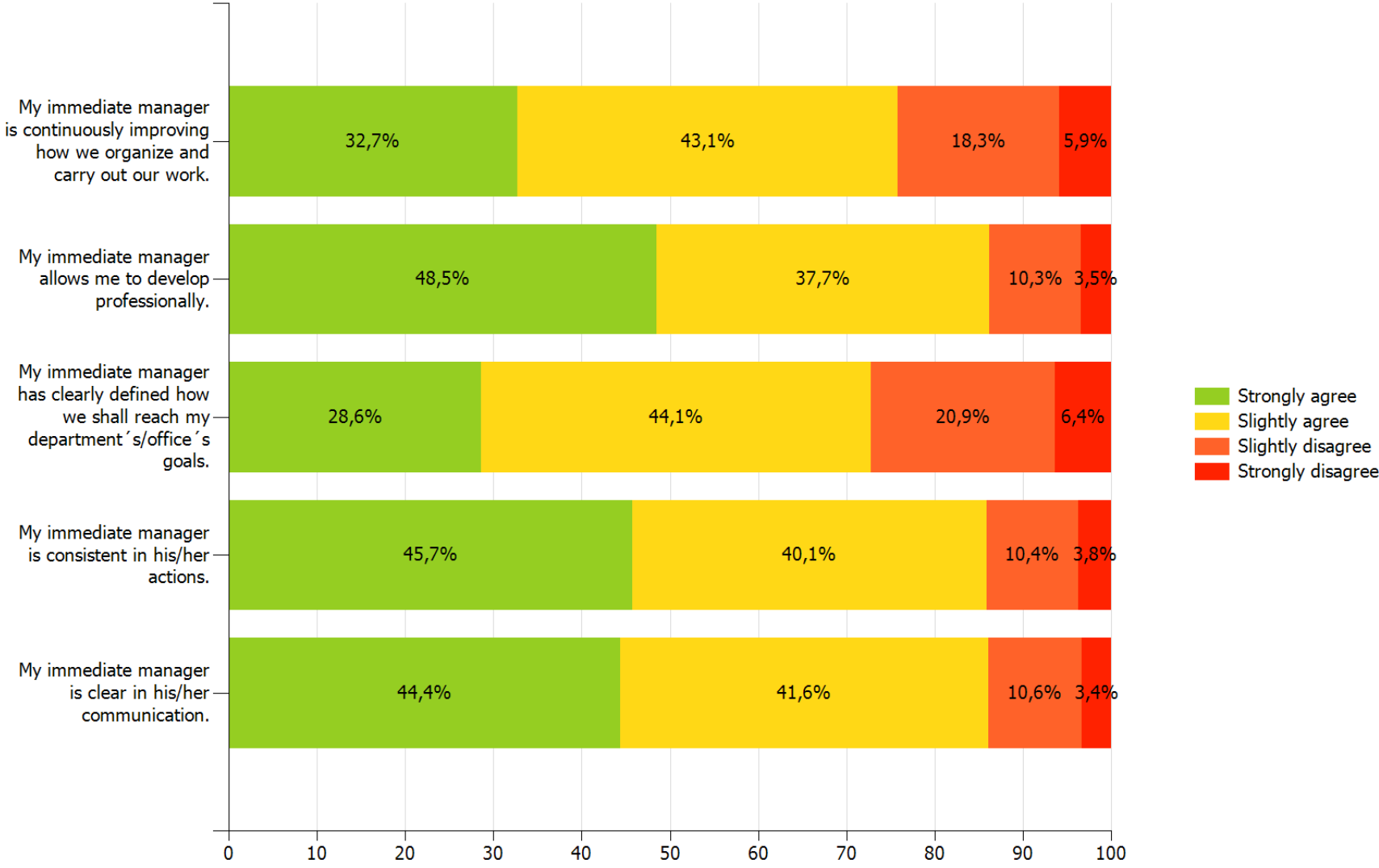
Feedback

Umeå universitet



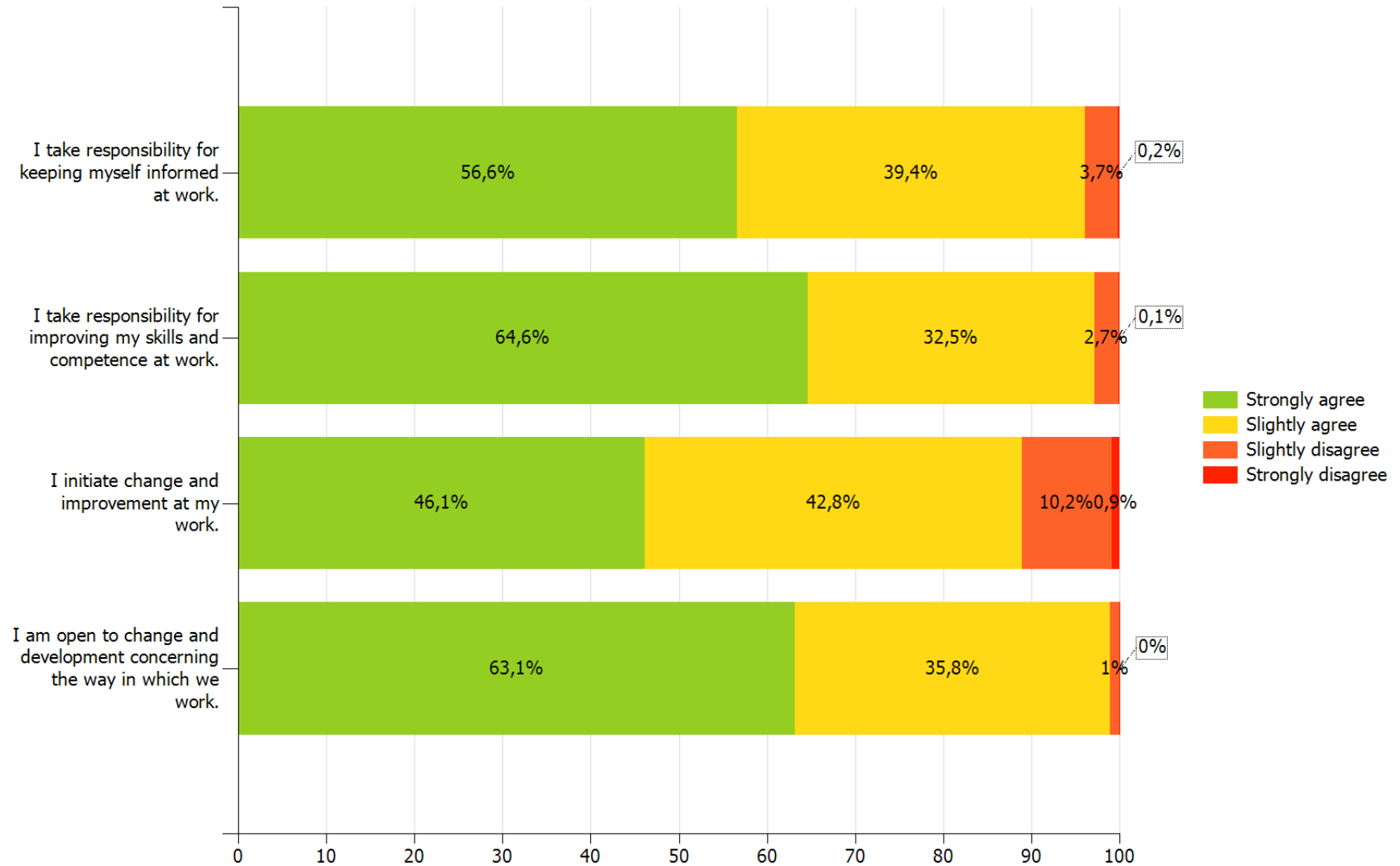
Leadership

Umeå universitet

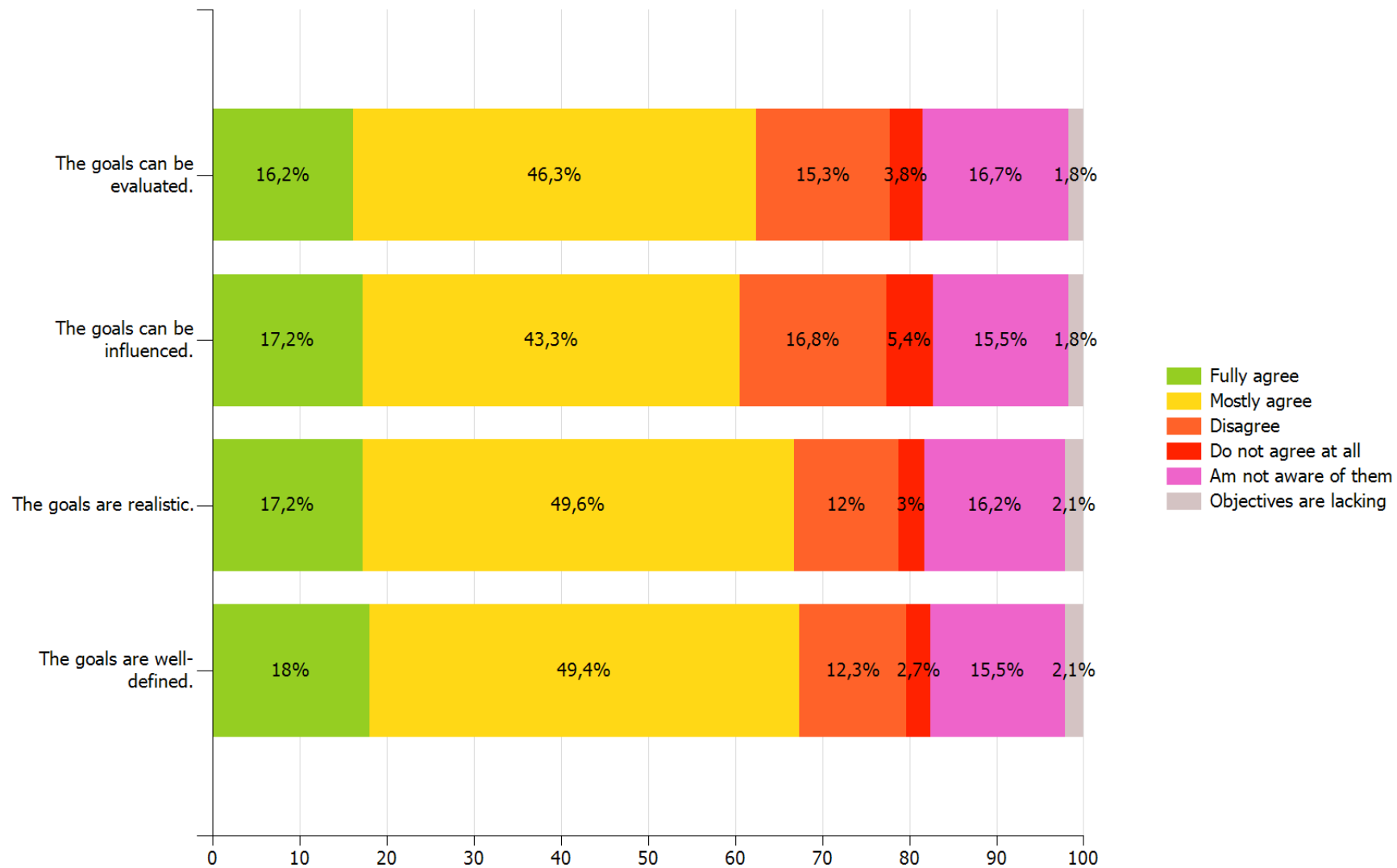


Co-worker responsibility

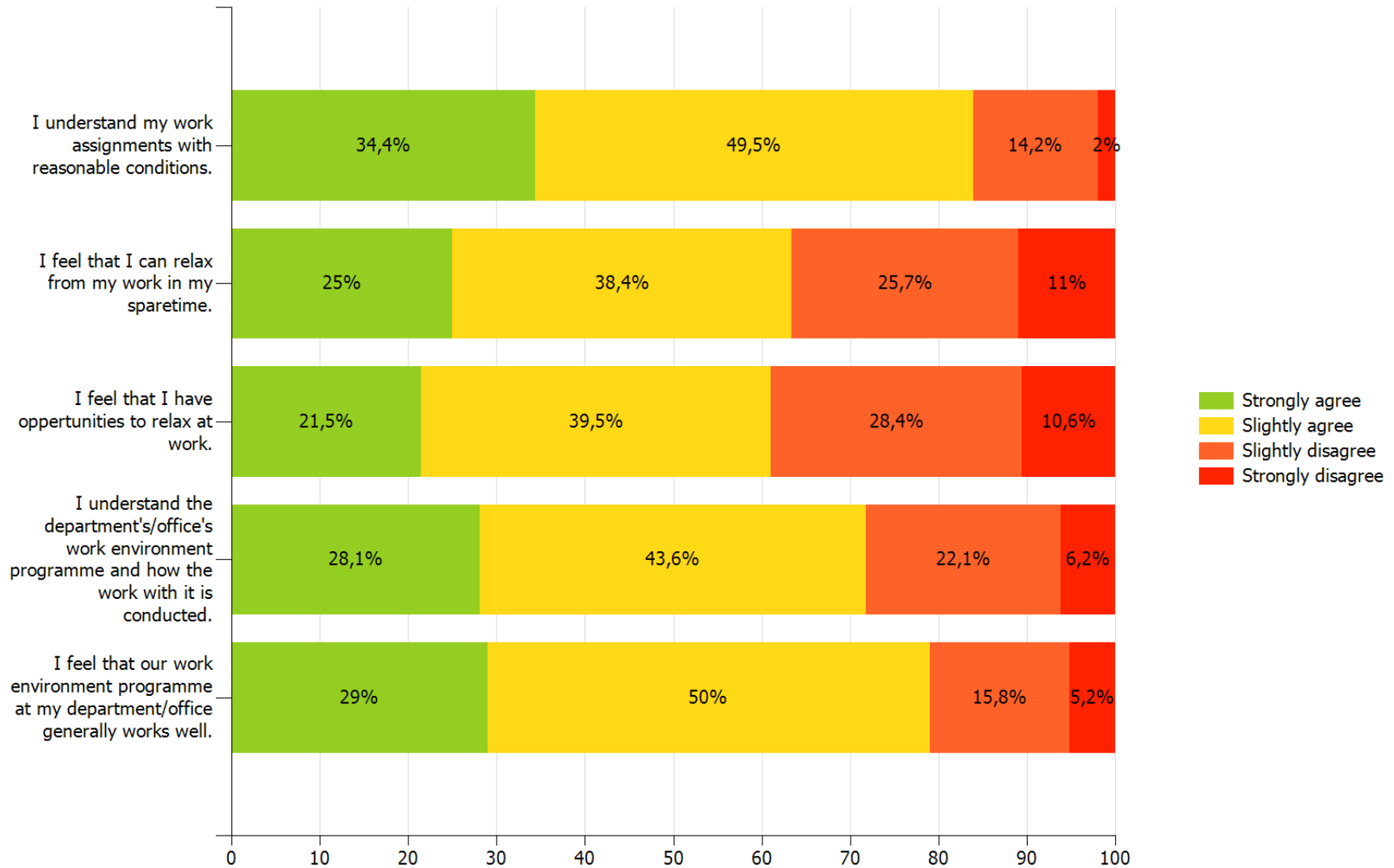
Umeå universitet



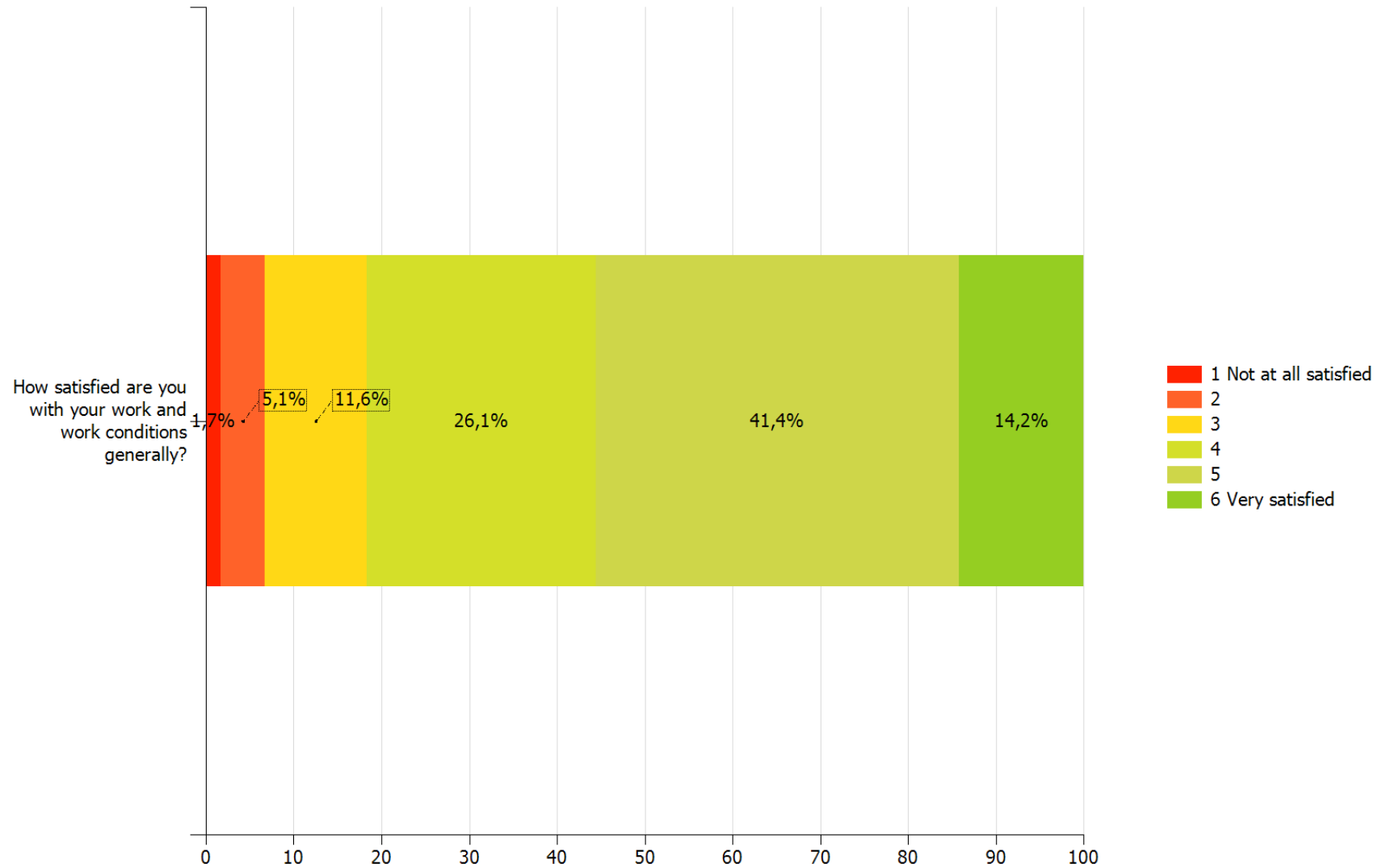
Goal orientation Umeå universitet



Working situation Umeå universitet

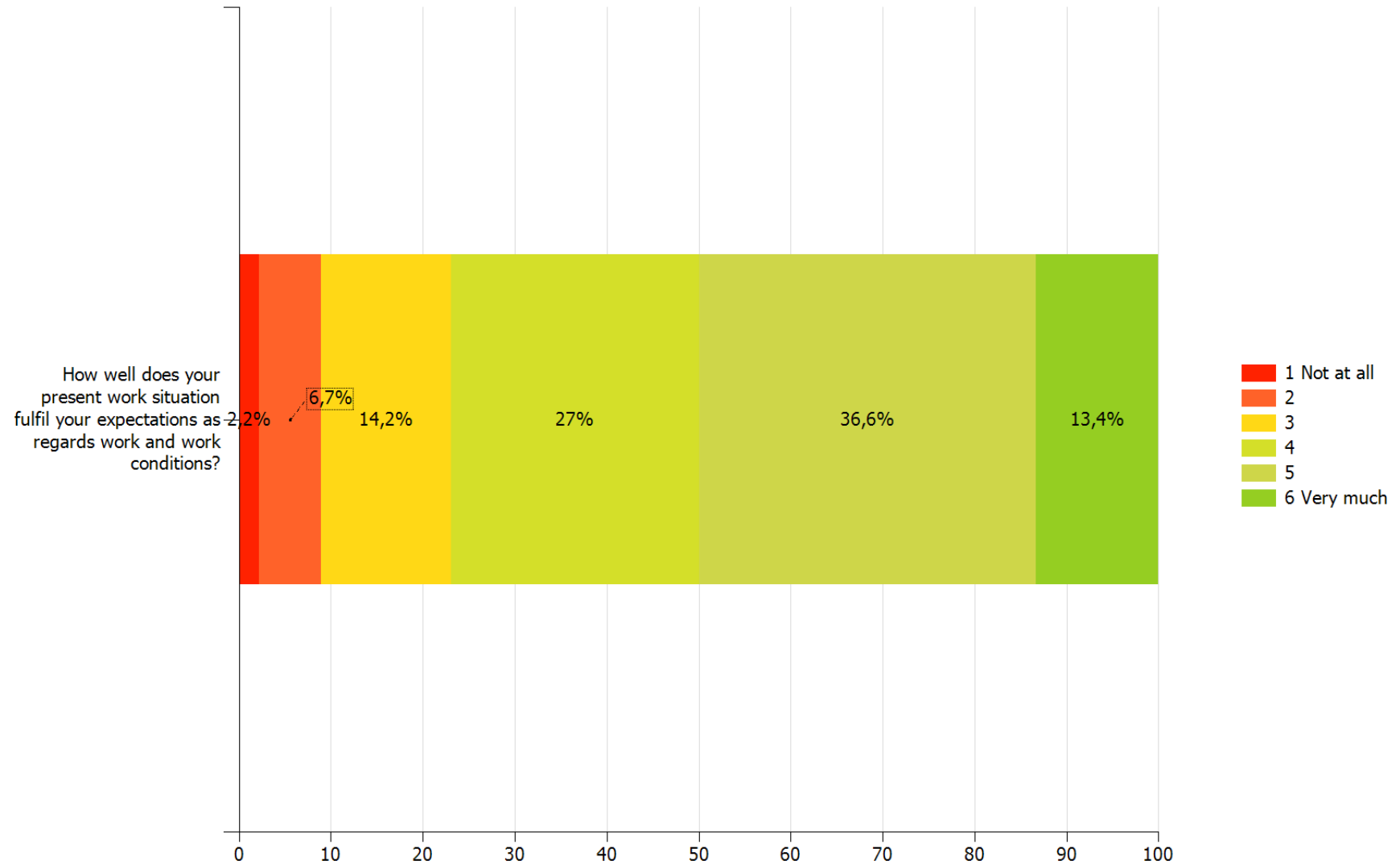


NMI
Umeå universitet

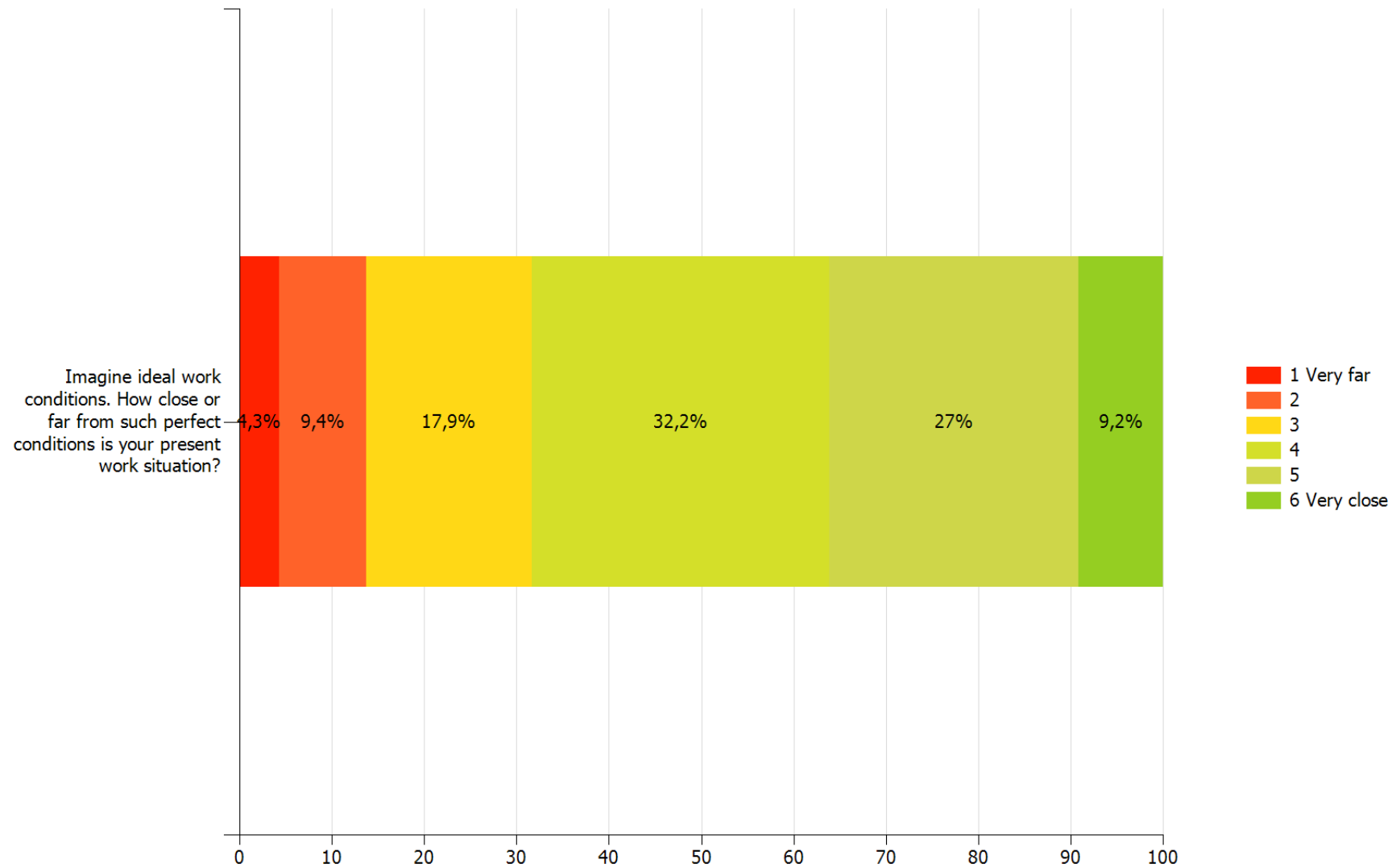


NMI

Umeå universitet

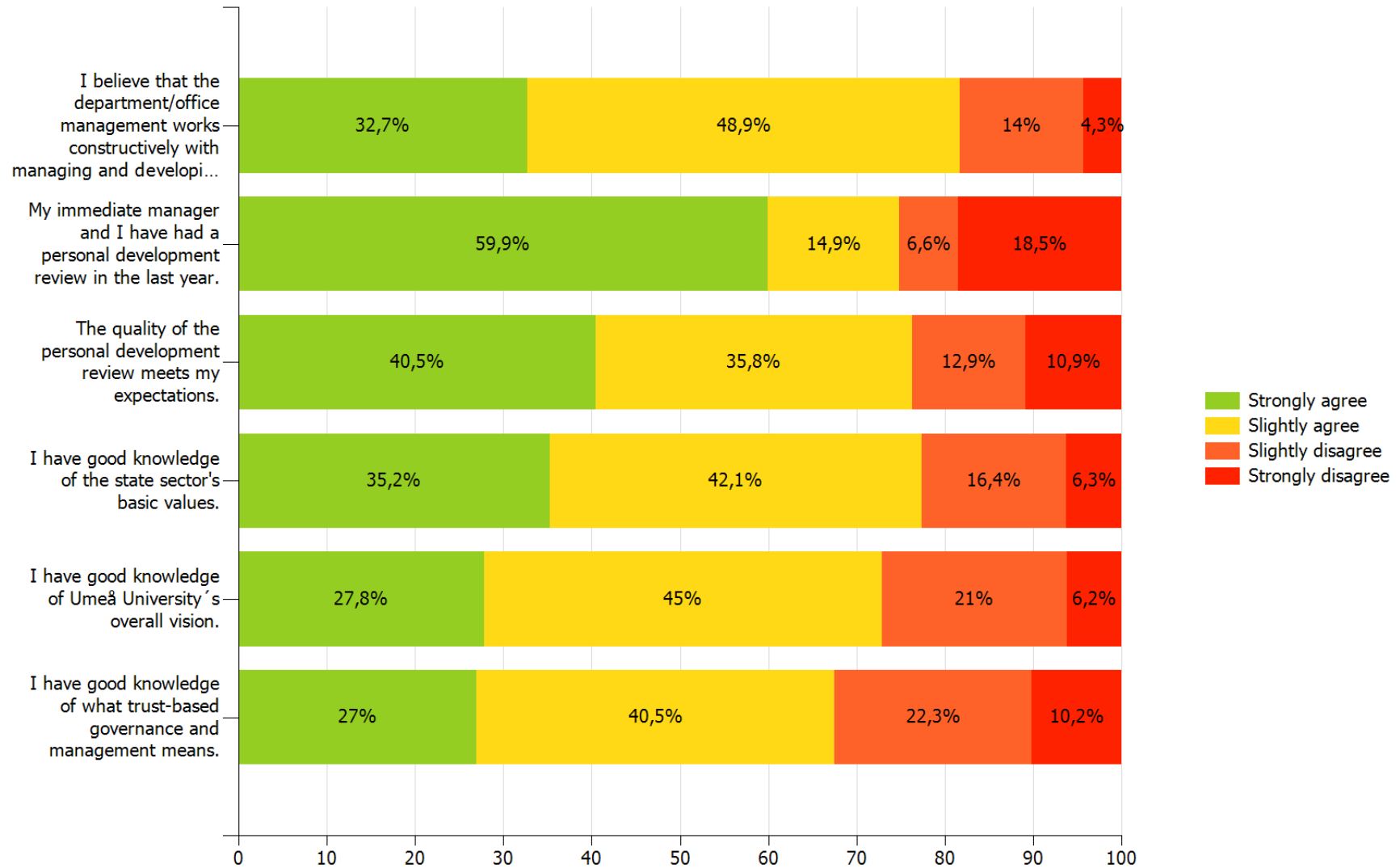


NMI
Umeå universitet



Management

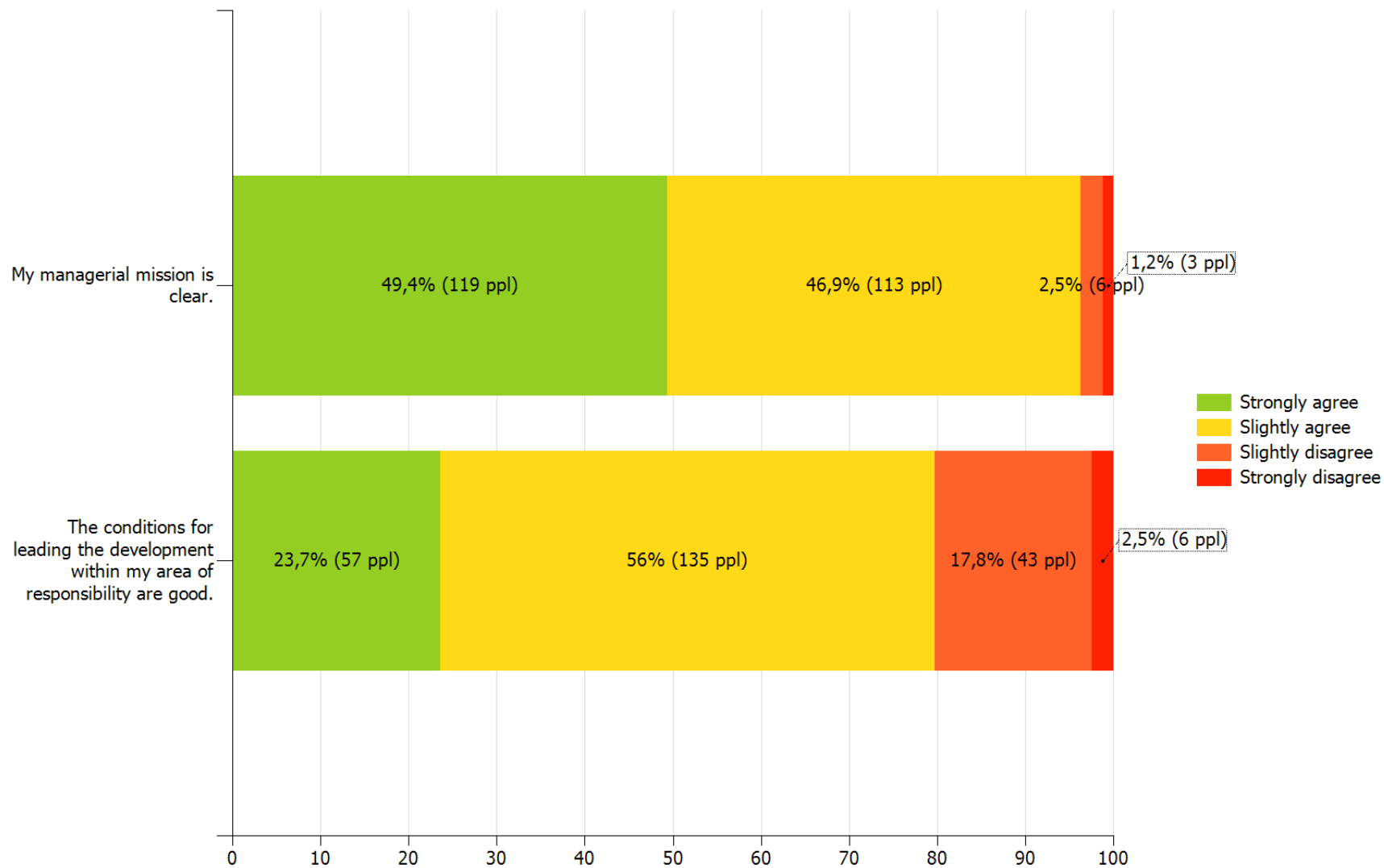
Umeå universitet



Manager with responsibility for staff

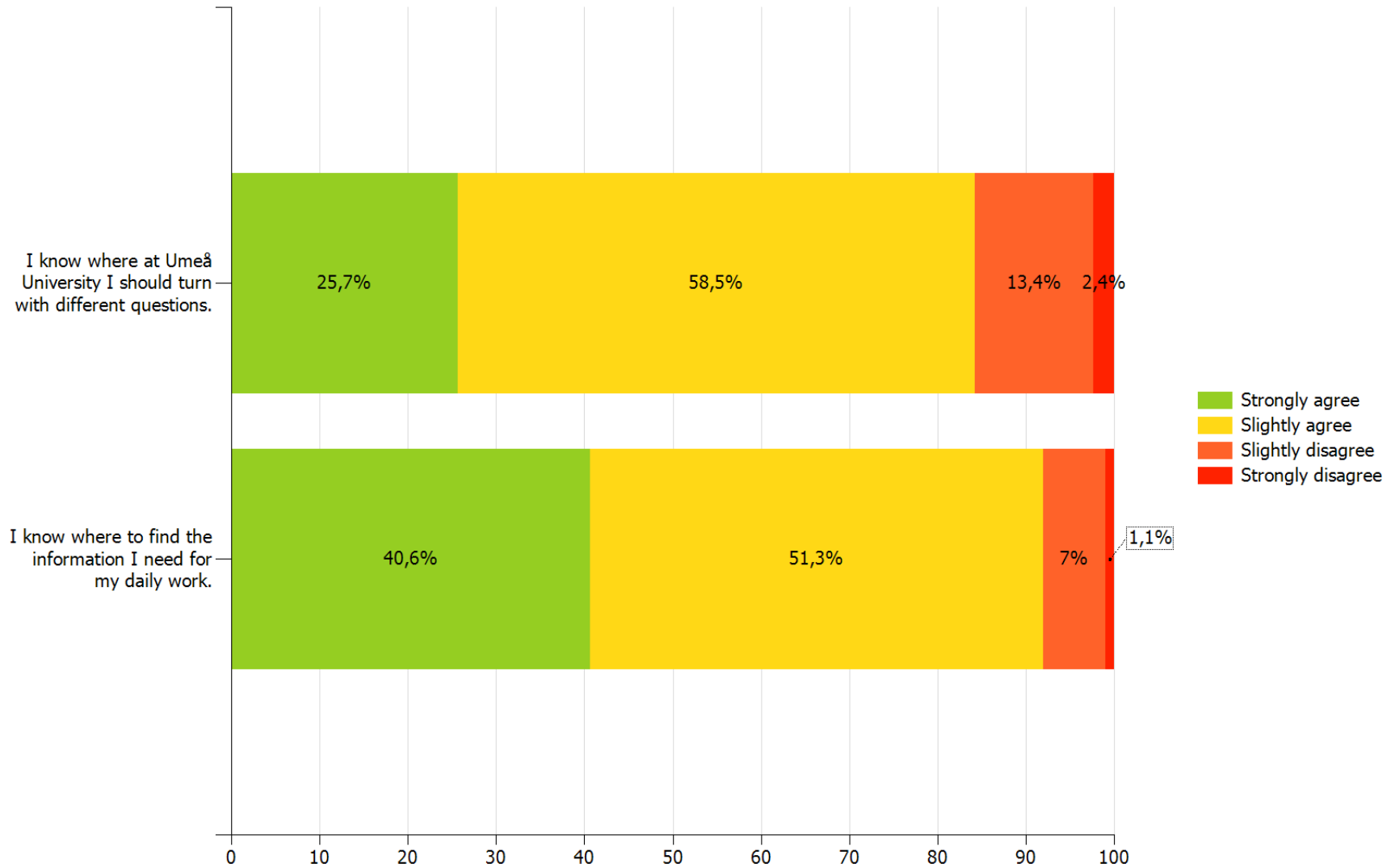
Umeå universitet

These questions have only been answered by those who answered the option "Manager with responsibility for staff" on the background question Employee/Manager.

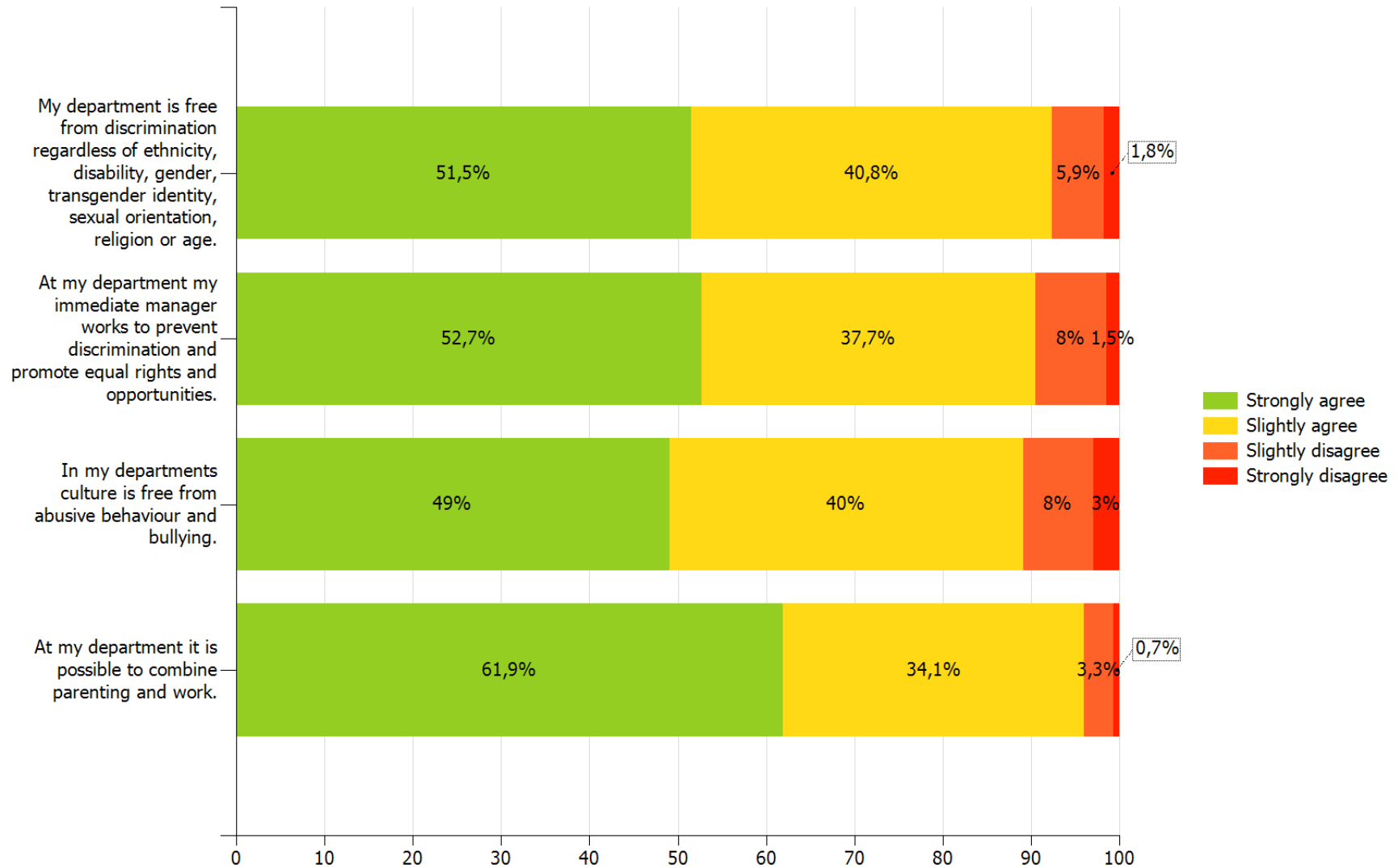


Organization

Umeå universitet

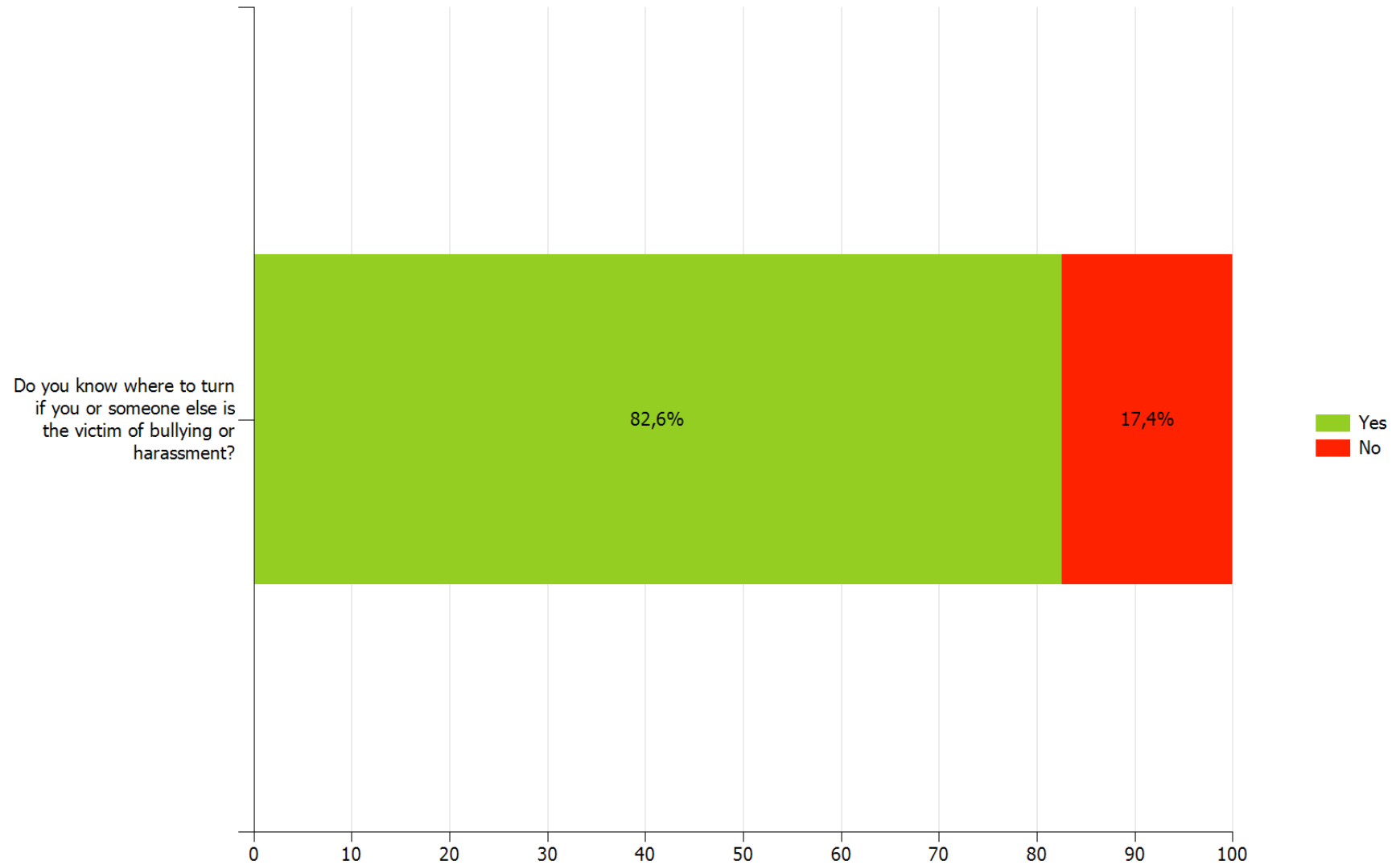


Equal terms Umeå universitet



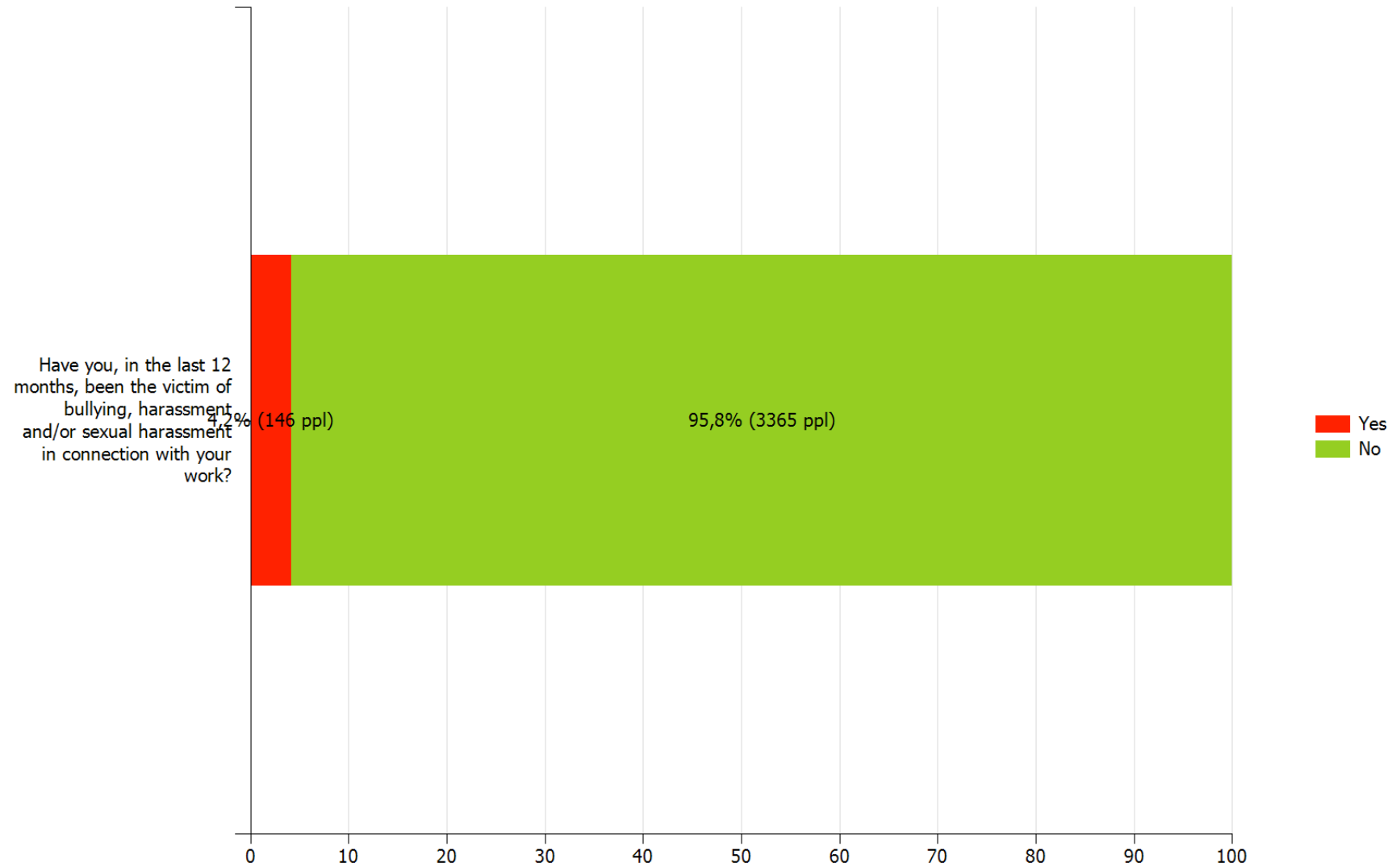
Equal terms

Umeå universitet



Equal terms

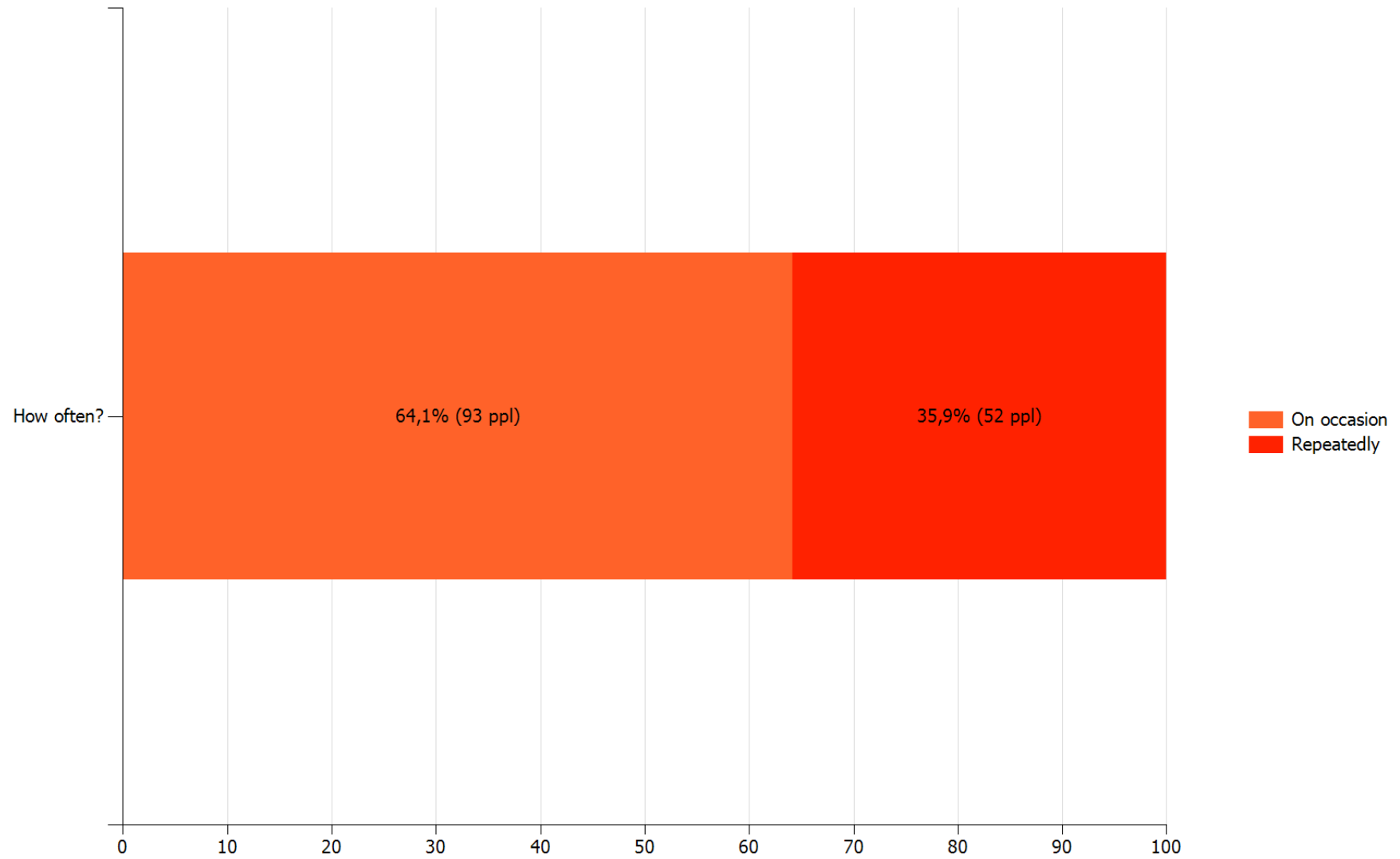
Umeå universitet



Equal terms

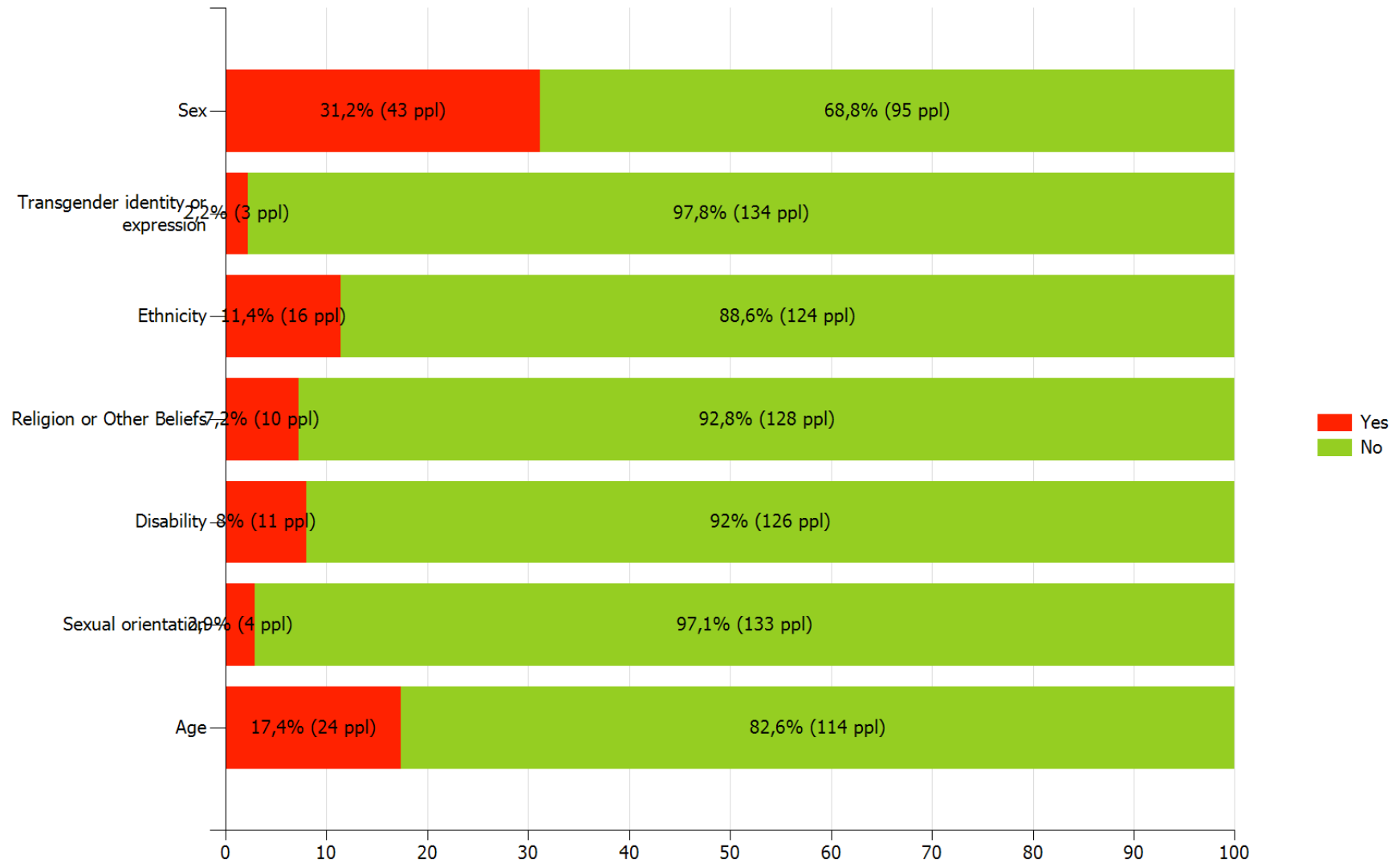
Umeå universitet

This question has only been answered by those who answered the option "Yes" on the question of whether they have been victims of bullying, harassment and/or sexual harassment in the last 12 months.



Equal terms Umeå universitet

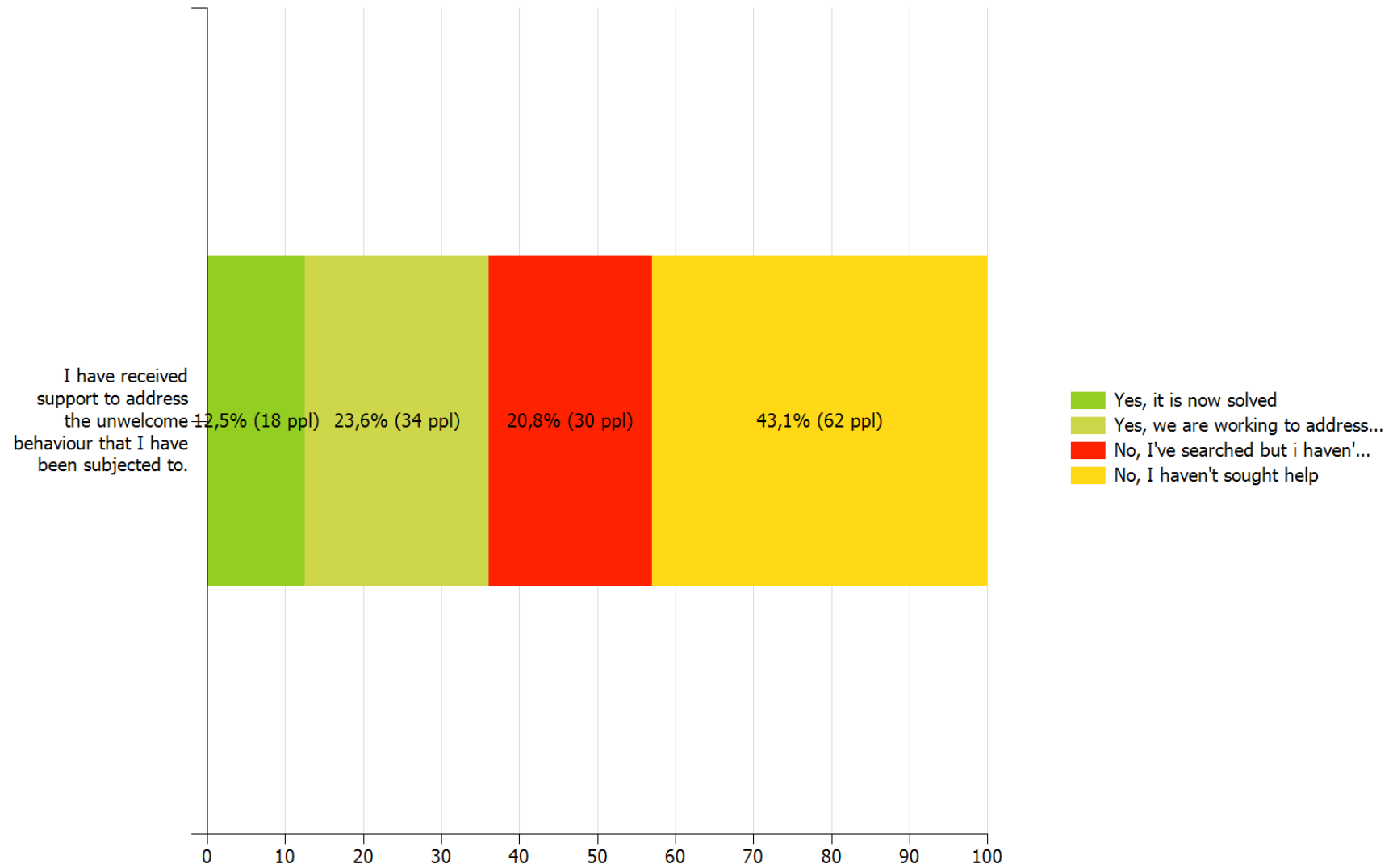
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Equal terms

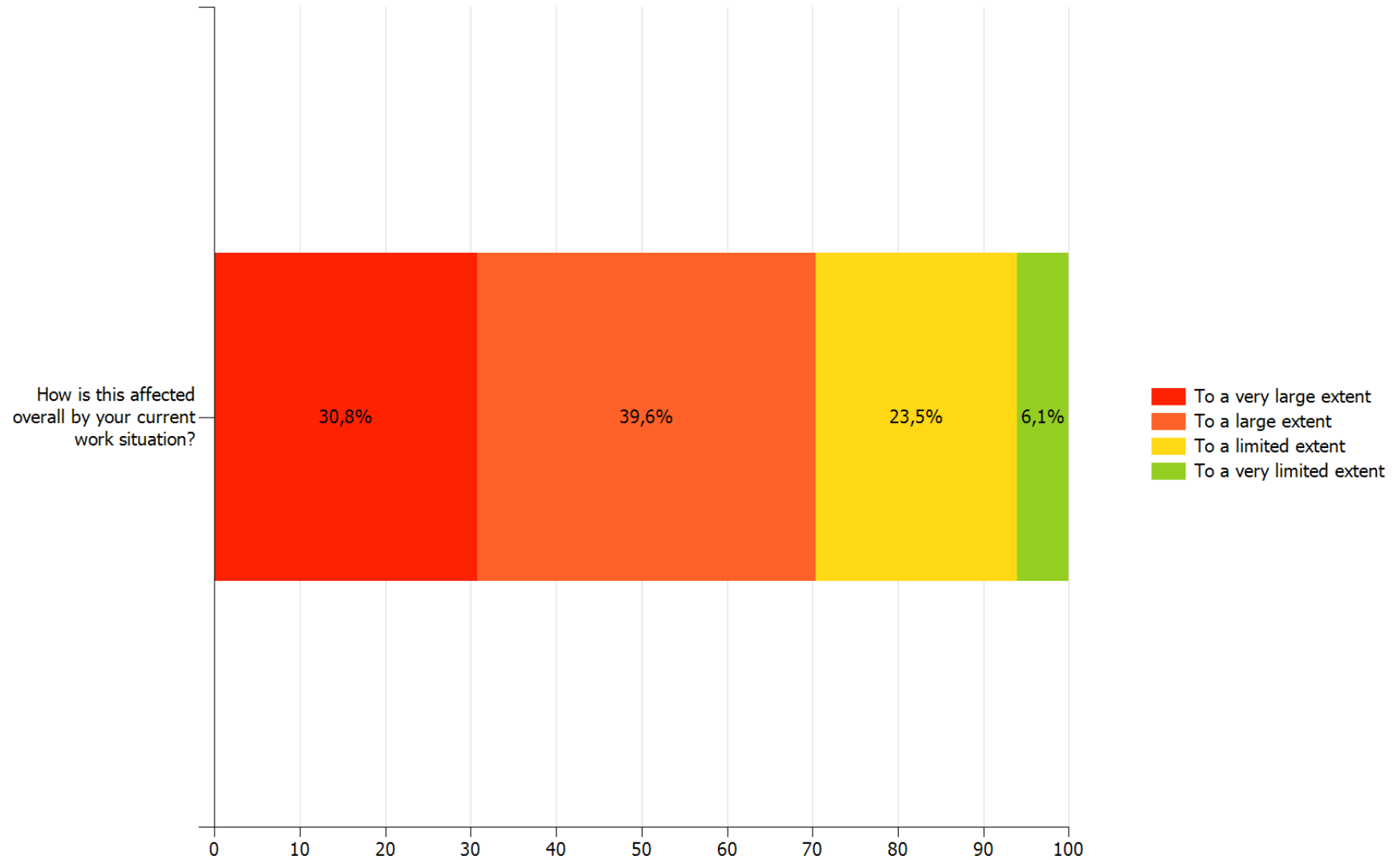
Umeå universitet

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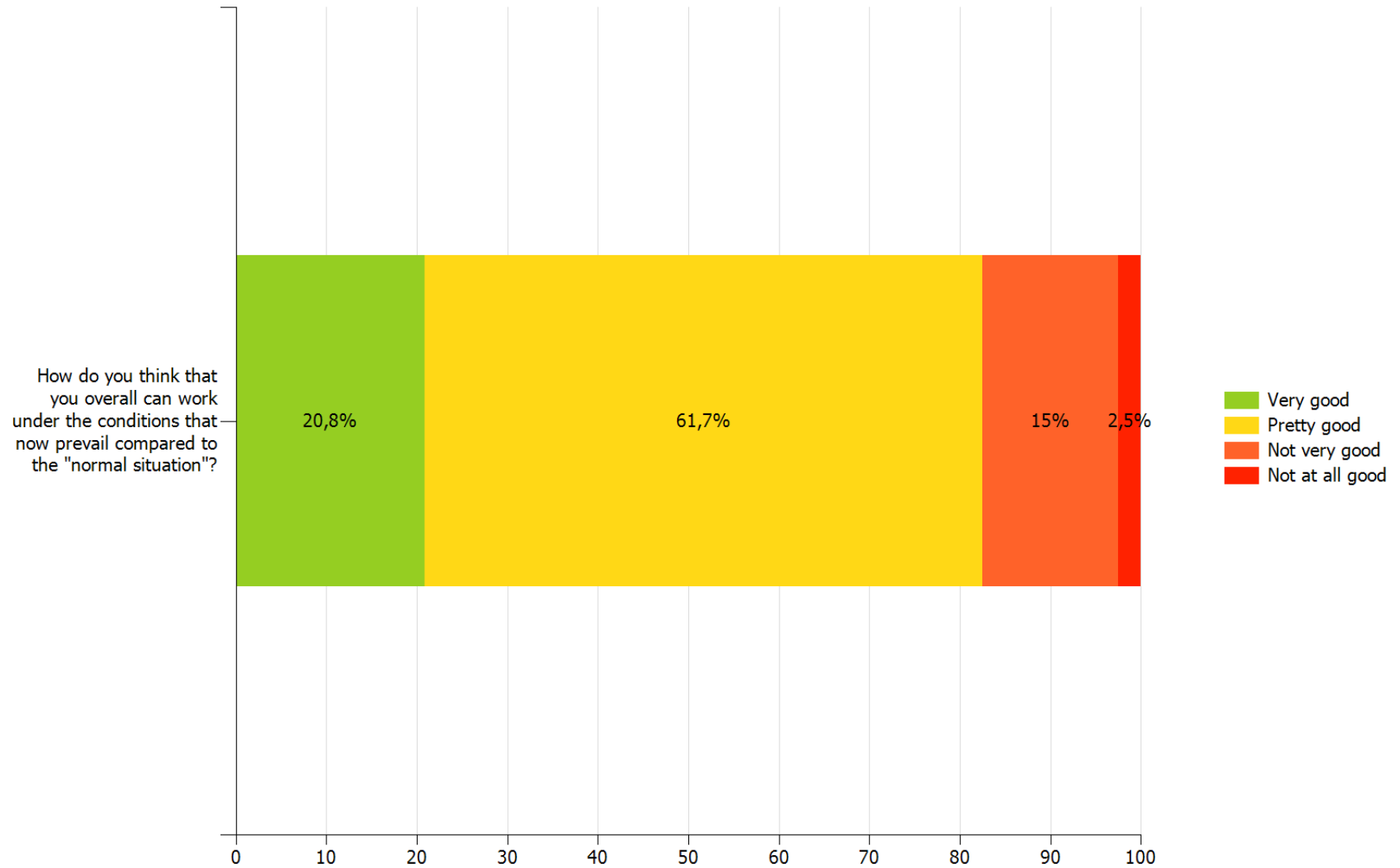
Covid-19

Umeå universitet



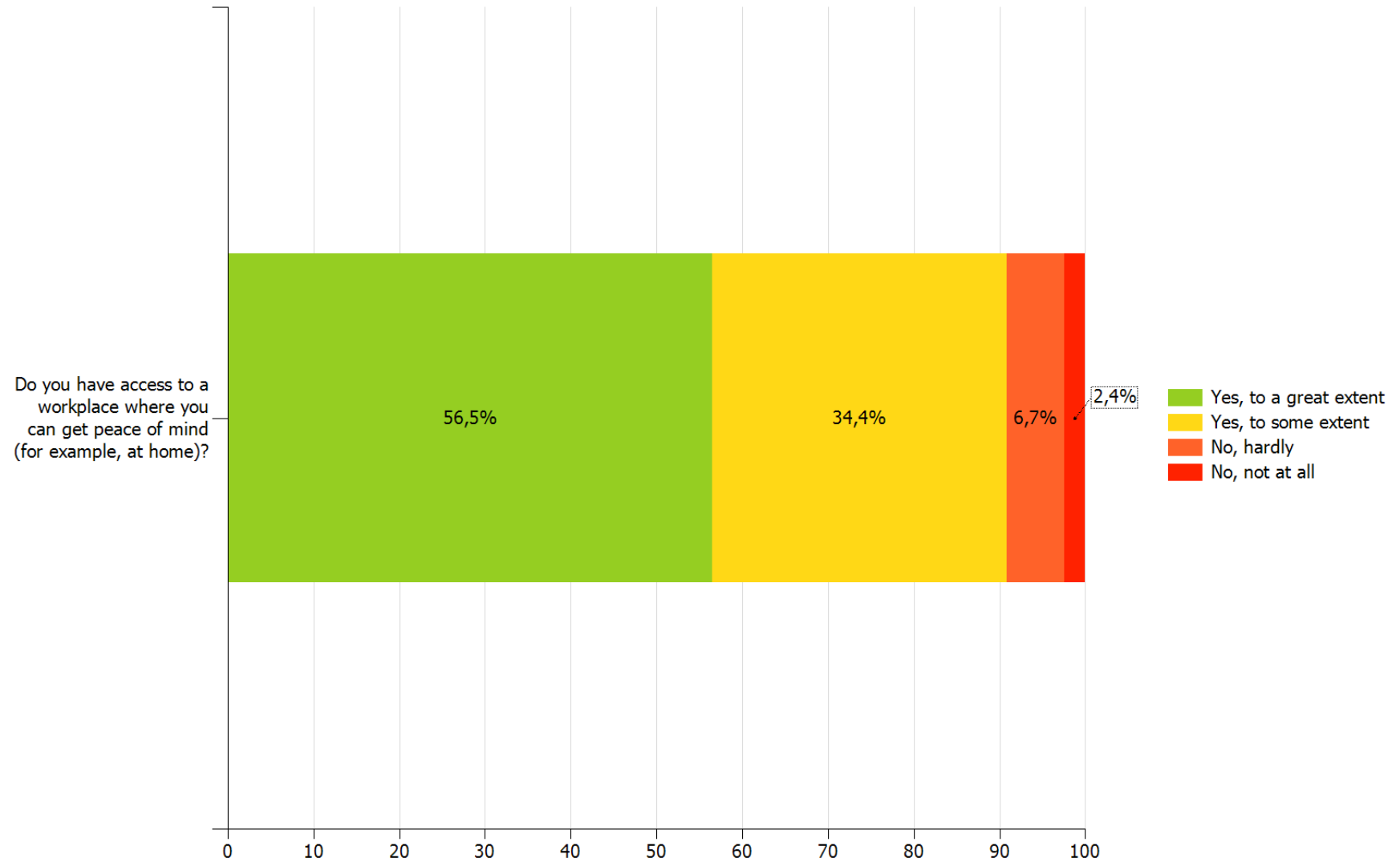
Covid-19

Umeå universitet



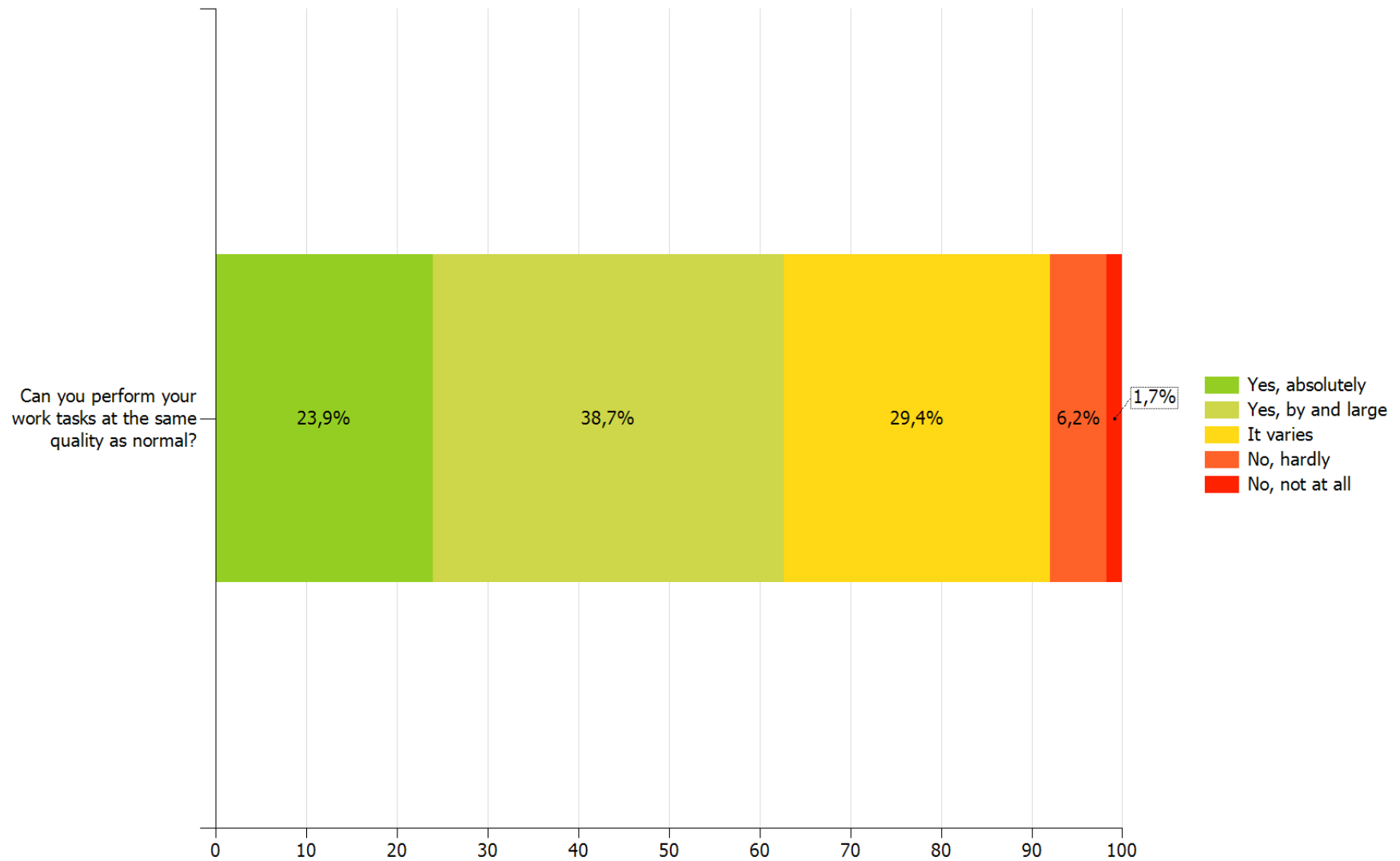
Covid-19

Umeå universitet



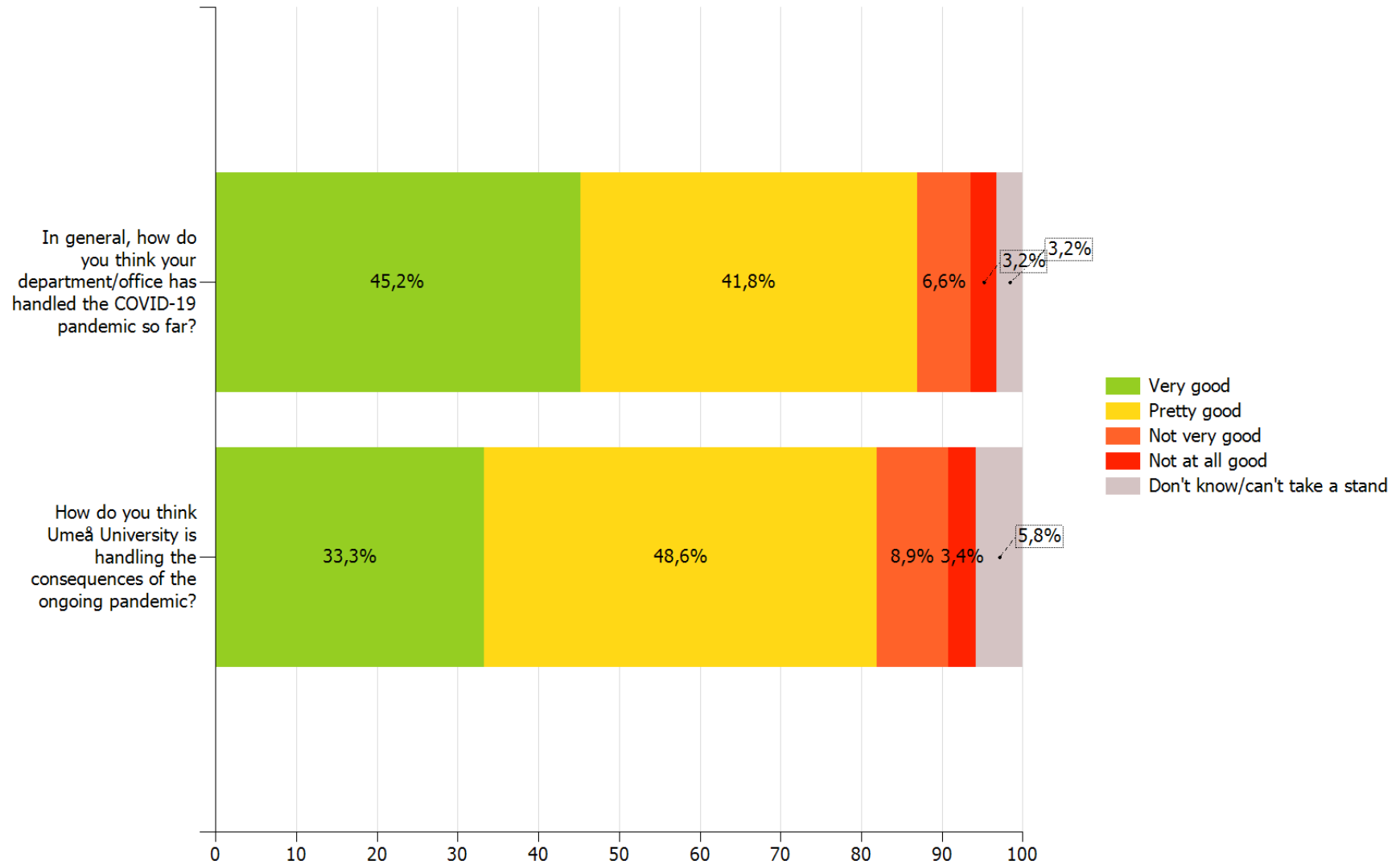
Covid-19

Umeå universitet



Covid-19

Umeå universitet



Covid-19

Umeå universitet

