

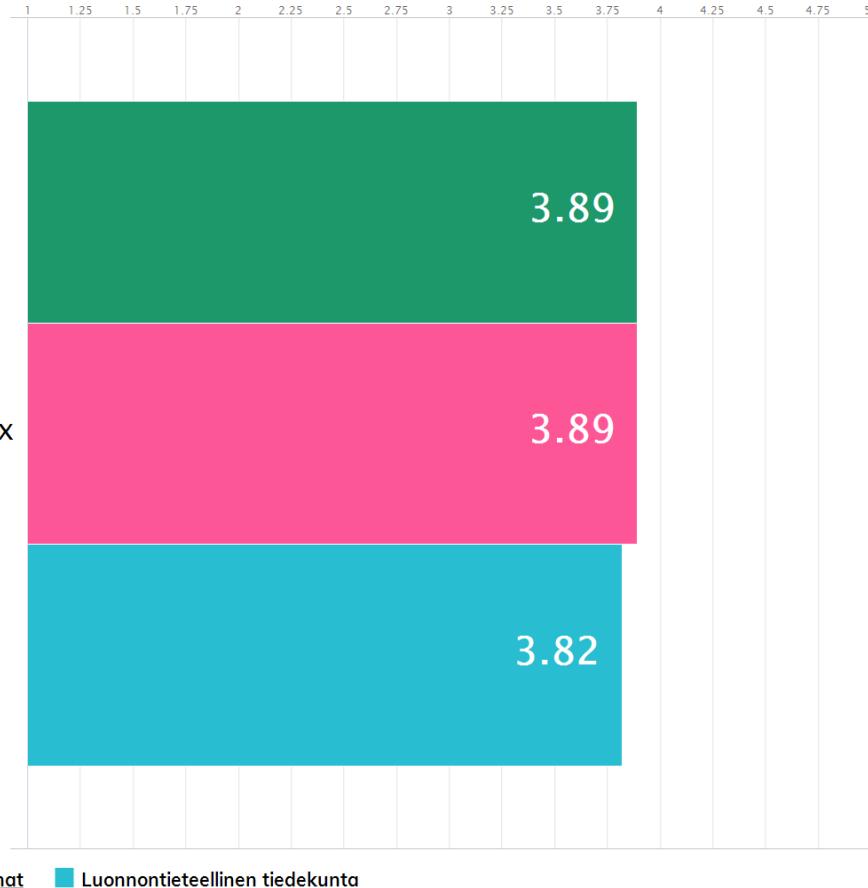
INTERNAL BENCHMARKING (UPWARDS)

Well-being at work survey 2023

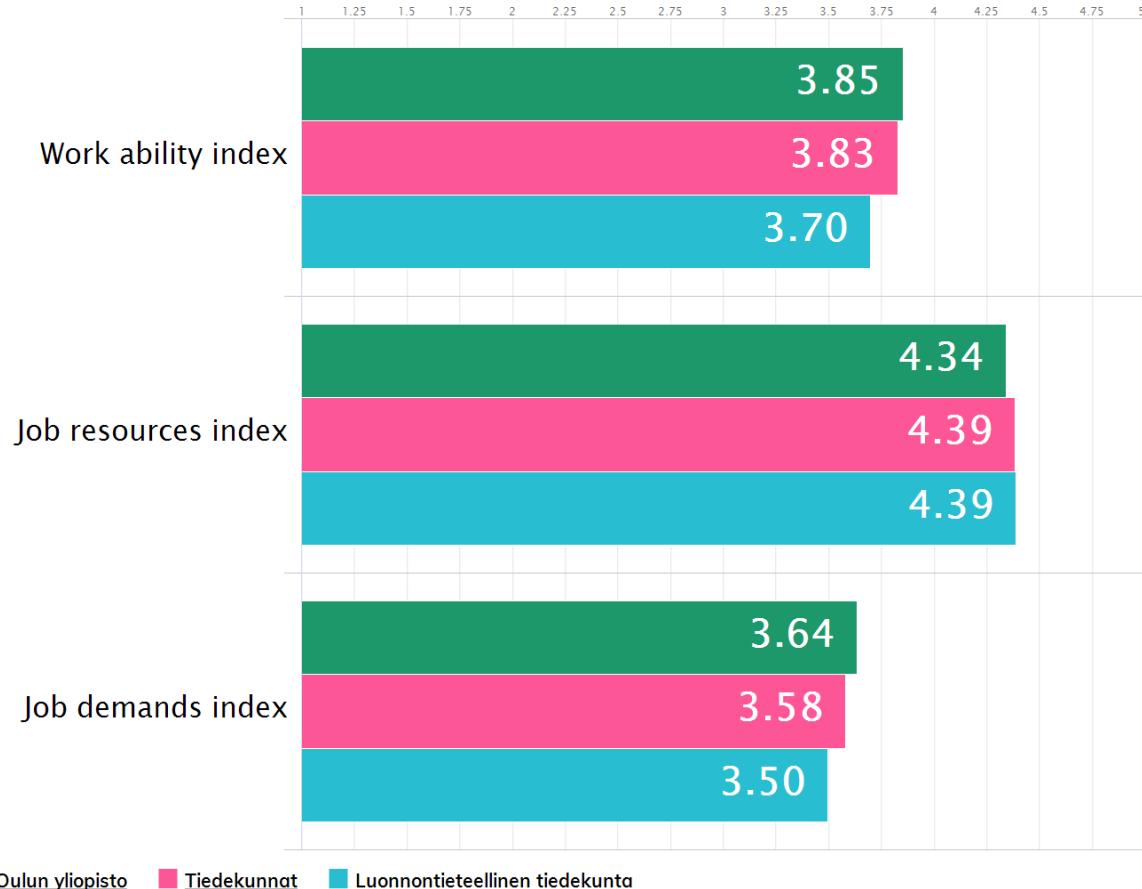
Luonnonieteellinen tiedekunta



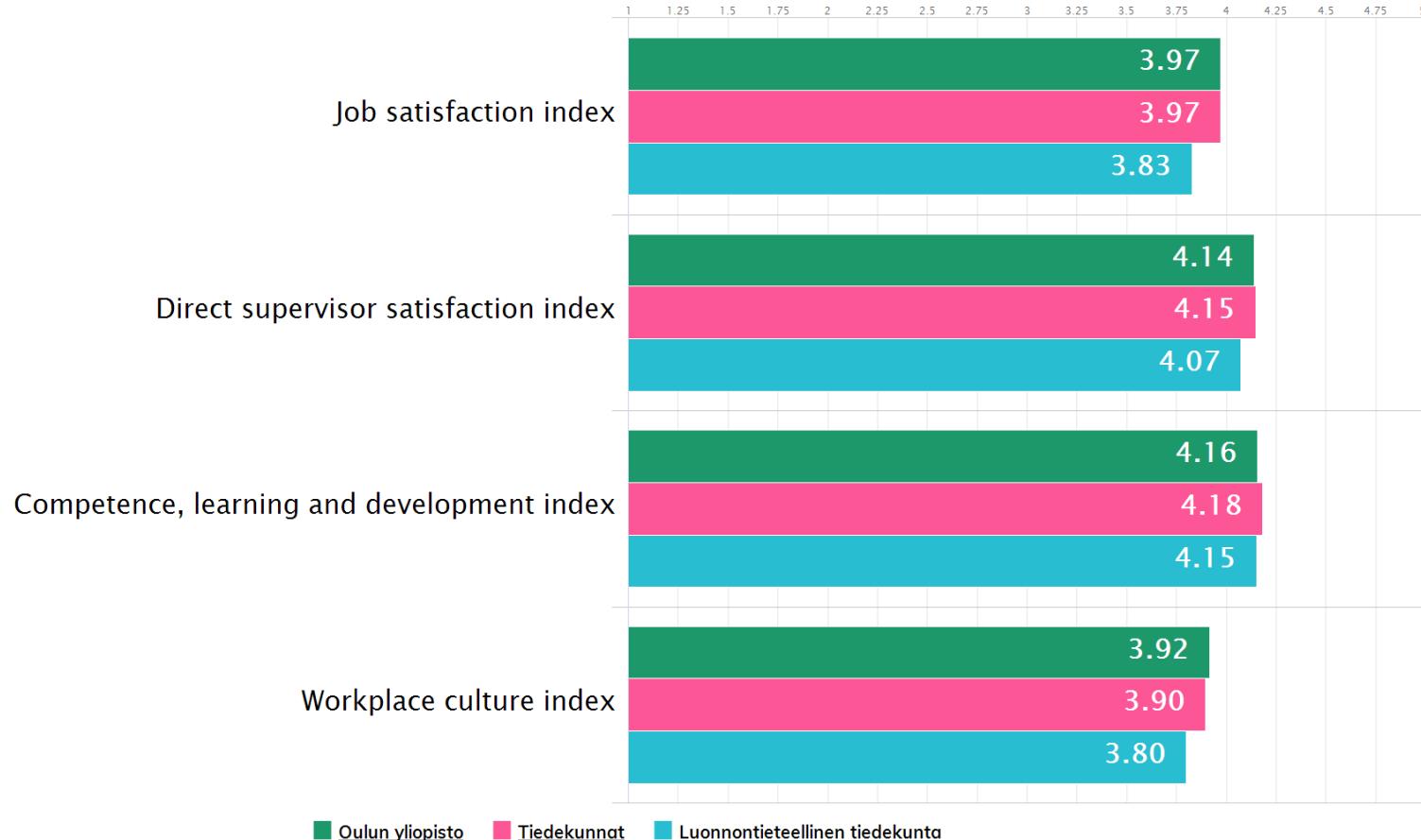
Overall index



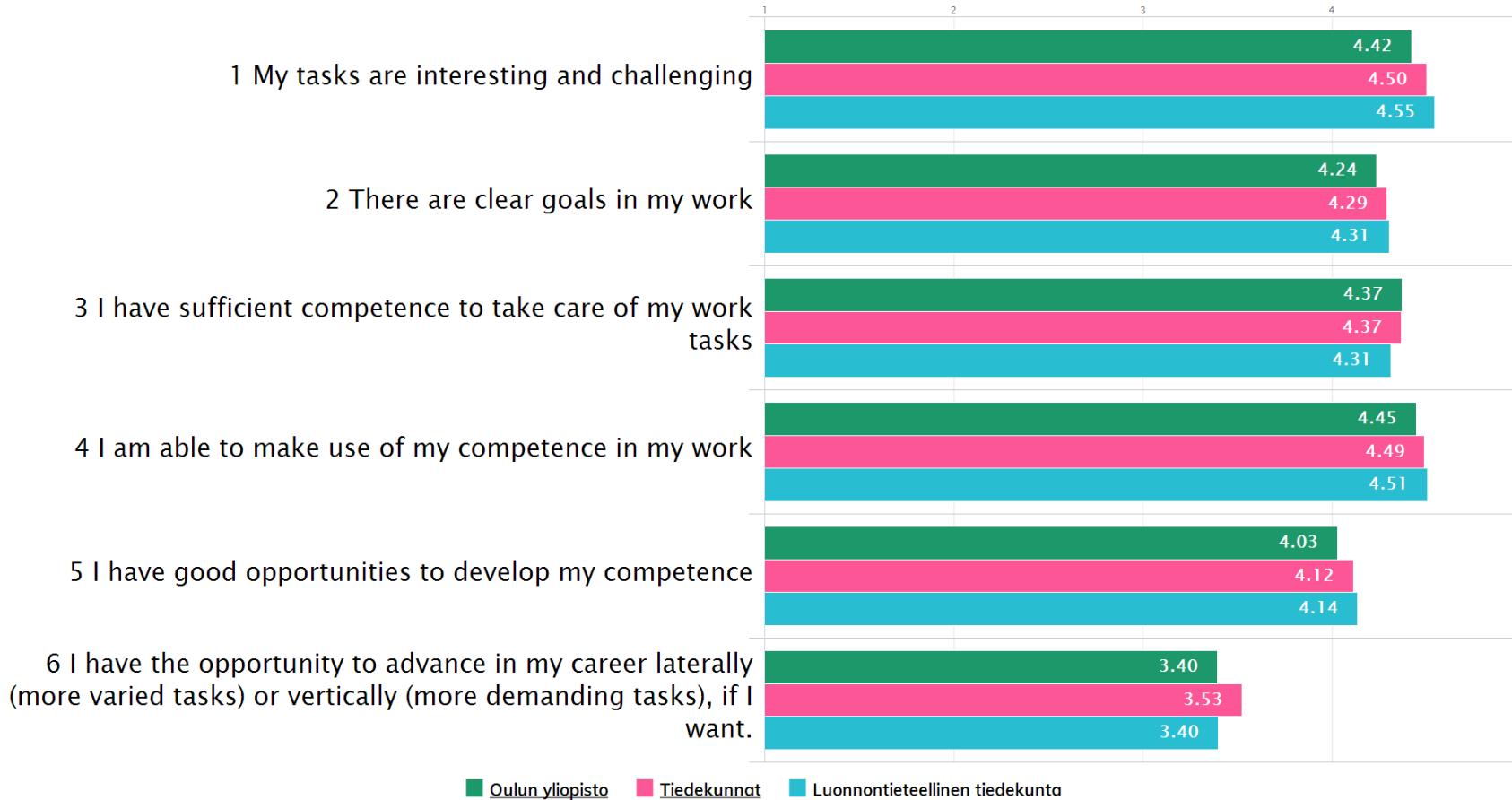
Work ability, work resources and demands



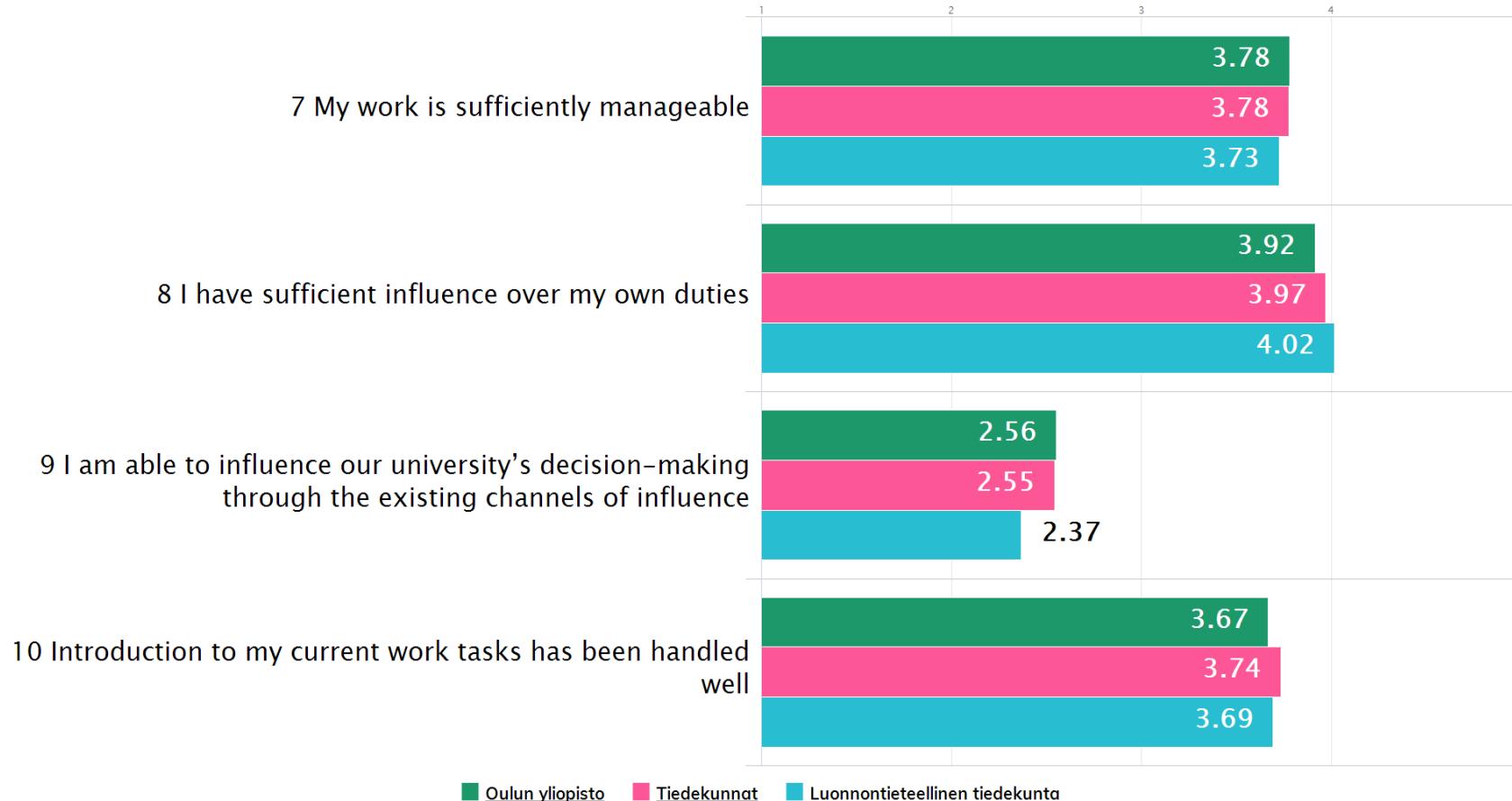
Additional indices



Task resources



Organizational resources

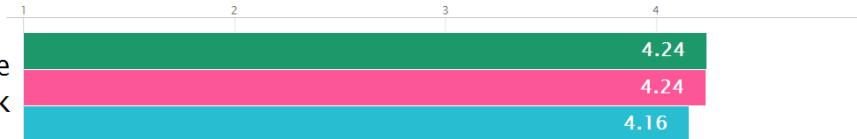


Interpersonal resources: unit



Interpersonal resources: supervisor

18 My supervisor encourages me to make suggestions, take responsibility and develop my work



19 I get sufficient feedback from my supervisor



20 I feel that I benefit from the development and target-setting discussions



21 My supervisor is impartial and fair



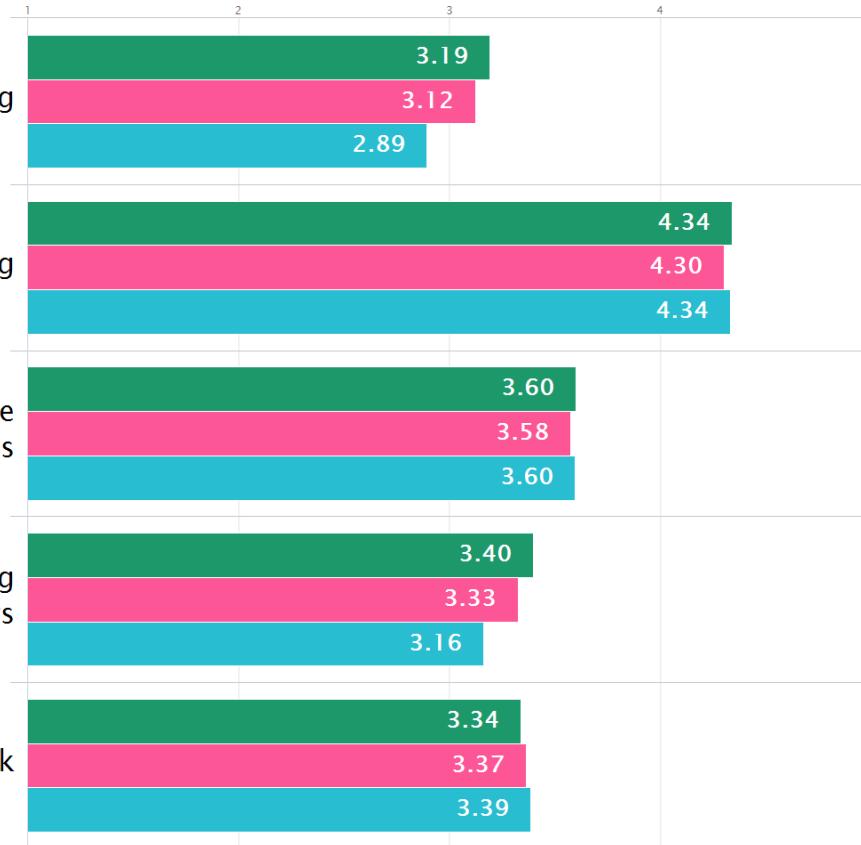
22 My supervisor takes into consideration that people are different



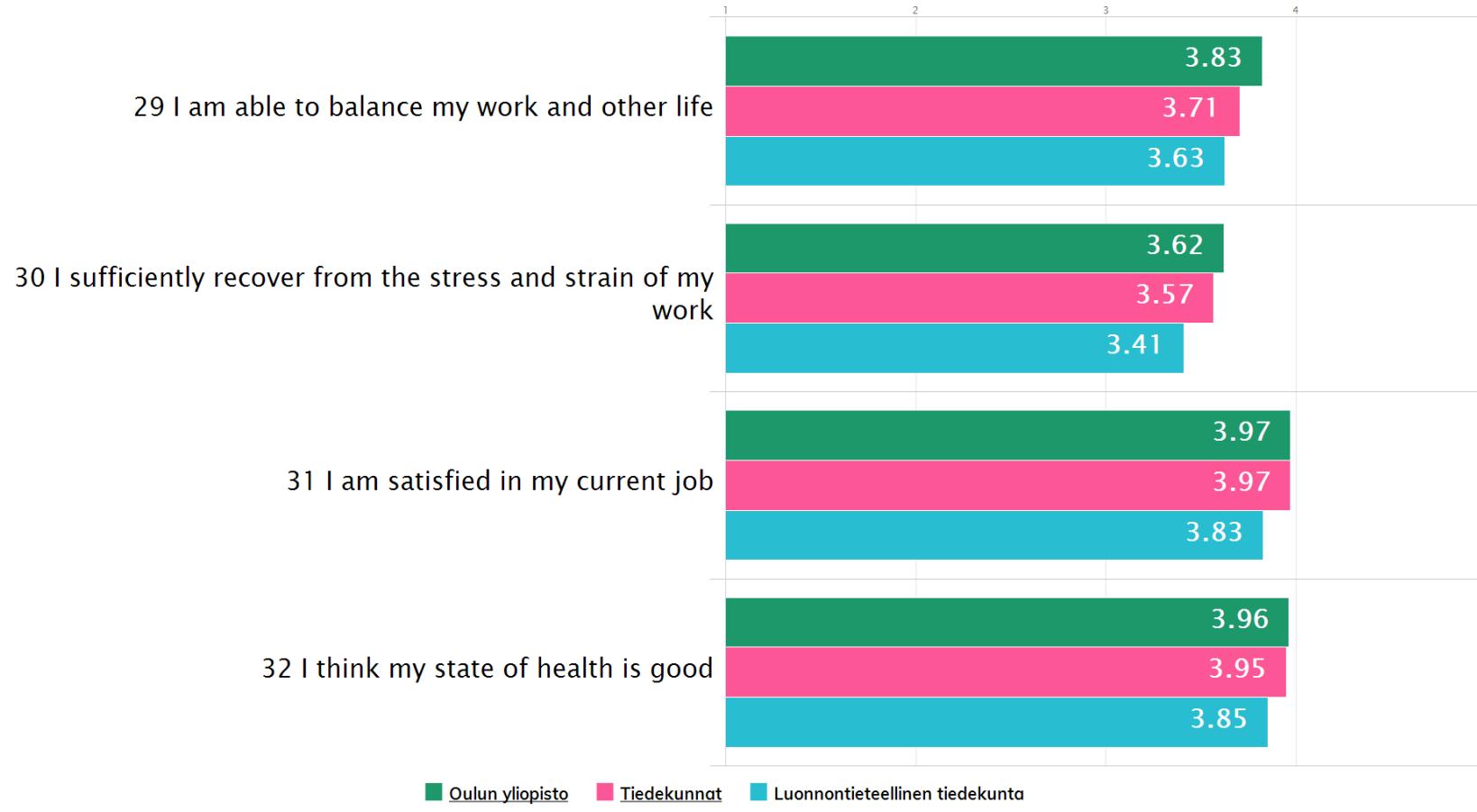
23 My supervisor pays attention to my work load and my ability to cope



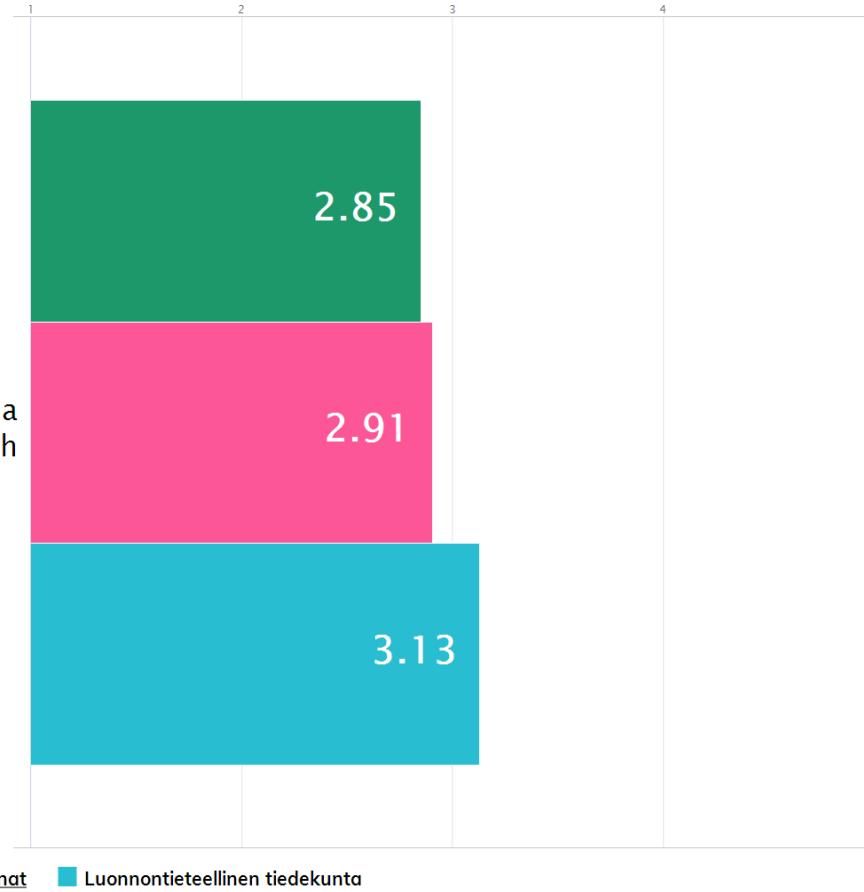
Job demands



Work ability indicators



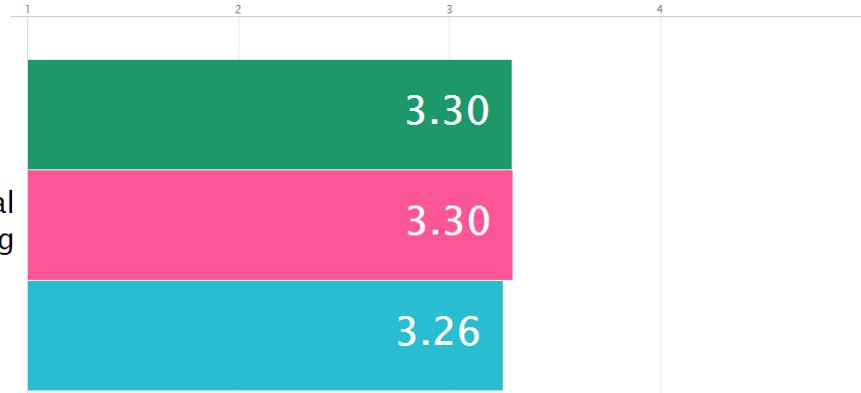
Stress



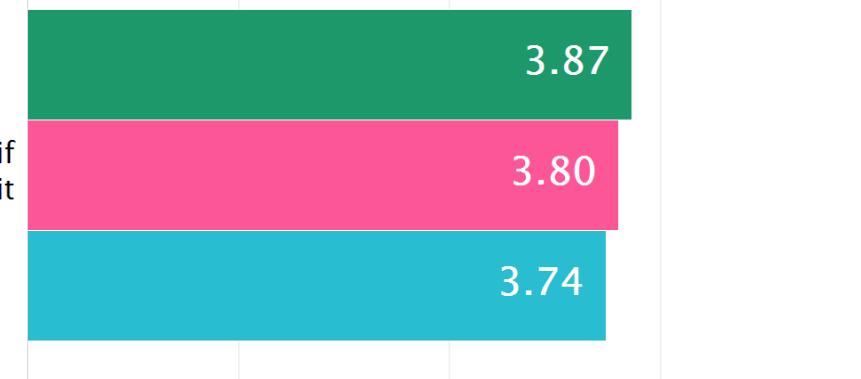
33 Do you feel stress these days? 1=not at all, 2=only a little, 3=to some extent, 4=rather much, and 5=very much

Mental well-being

34 Our unit speaks openly about matters related to mental well-being



35 I know where to get support for my mental well-being if I need it



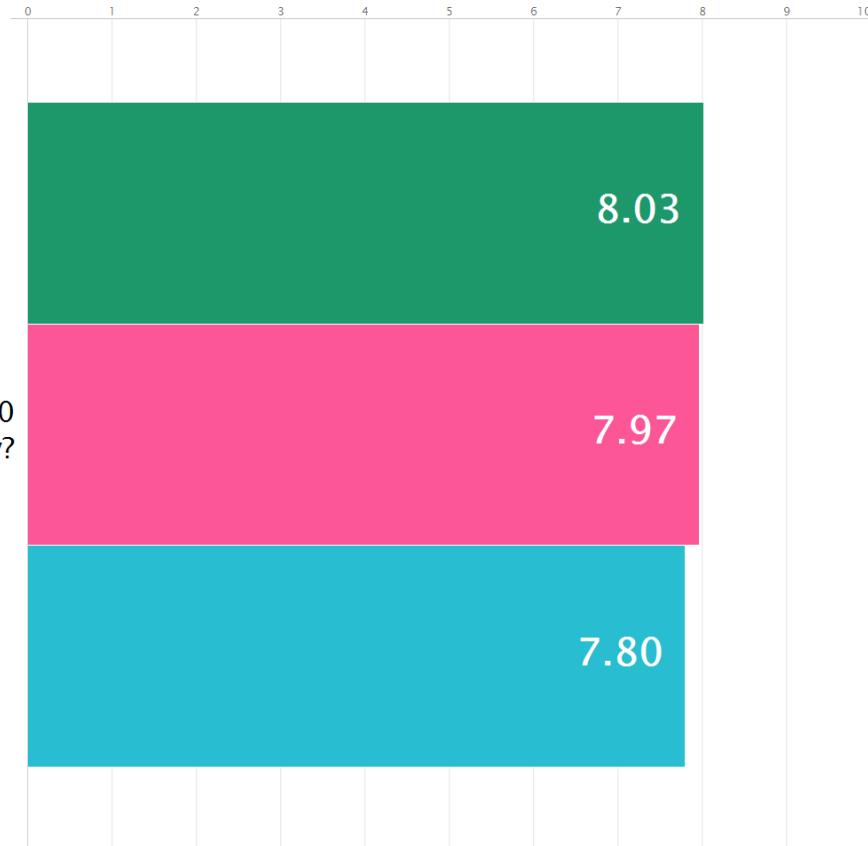
Oulun yliopisto

Tiedekunnat

Luonnontieteellinen tiedekunta

Scale 0 – 10 , 10 = best

Work ability

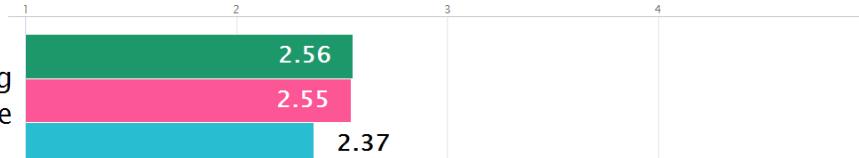


Let's assume that the best score for your work ability is 10 points. How would you rate your current work ability?

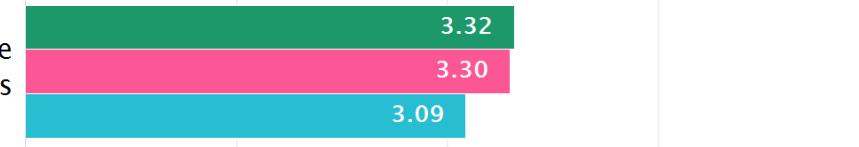
■ Oulun yliopisto ■ Tiedekunnat ■ Luonnontieteellinen tiedekunta

Strategic leadership, university level

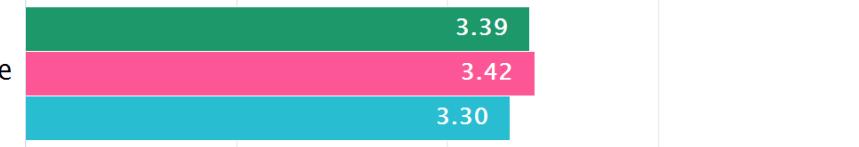
9 I am able to influence our university's decision-making through the existing channels of influence



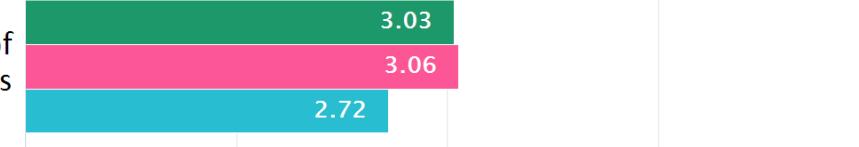
36 Management at our university is based on the university's clear strategic choices



37 Our university has the ability to change



38 Our university's structures support the achievement of my targets



39 I have the opportunity to interact with the university's management



Oulun yliopisto

Tiedekunnat

Luonnontieteellinen tiedekunta