

## Welcome to ARK-KIWEST - Working Environment Surveys for Universities and University Colleges

Please answer all the questions in one session. If you stop before you have finished, you will have to start over. We will send two reminders before data collection ends.

You agree to participate in the survey by answering the questions and submitting the form by clicking "Done" on the last page. If you wish to withdraw from the survey after submitting your answers, please contact [ark-kontakt@ntnu.no](mailto:ark-kontakt@ntnu.no), referring to the email address to which the invitation to participate in the ARK survey was sent. Two weeks after the reply deadline, respondents' email addresses will be removed from the survey answers, after which it will no longer be possible to withdraw.

The Norwegian University of Science and Technology (NTNU) is responsible for the data collection and storage.

## Interpersonal relations

To what extent do you agree or disagree with the following statements about relations within your unit, ###ED=CUSTOM\_DATA\_1###?

1.

	Strongly disagree 1	Dis-agree 2	Neither /nor 3	Agree 4	Strongly agree 5
I feel that I am part of a community at my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my unit sometimes help me in a difficult situation, but do not support in a way that is matter-of-factly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work is hampered by power struggles and territorial thinking in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The climate in my unit is rigid and rule-based	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my unit sometimes help me in a difficult situation, but indicate that I should have dealt with the problem myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my unit sometimes help me in a difficult situation, but expect everlasting gratitude	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This unit gives me ample opportunities to improve my personal performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The climate in my unit is distrustful and suspicious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a good atmosphere between me and my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is a good sense of fellowship between the colleagues at my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my unit sometimes help me in a difficult situation, but support me reluctantly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The climate in my unit is competitive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my unit sometimes help me in a difficult situation, but do so with a reproachful tone or gaze	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my unit, intrigues impair the work climate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my unit sometimes help me in a difficult situation, but combines this with reproaches	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The climate in my unit is encouraging and supportive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my unit, there is a great deal of tension due to prestige and conflicts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The climate in my unit is relaxed and comfortable

☐ ☐ ☐ ☐ ☐

2.

If a statement does not apply to your situation or unit, please select "Not applicable".

	Strongly disagree 1	Dis-agree 2	Neither /nor 3	Agree 4	Strongly agree 5	Not applic- able
Men and women are treated as equals in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my unit, there is room for employees of a different ethnic background or religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In our unit, we stand together in trying to reach our performance goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my unit, there is room for older employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm happy with my unit's level of task commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my unit, there is room for employees with various illnesses or disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Job demands

To what extent do you agree or disagree with the following statements?

3.

	Strongly disagree 1	Dis-agree 2	Neither /nor 3	Agree 4	Strongly agree 5
I know when a task is completed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am often given assignments without adequate resources to complete them	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am expected to continually develop my competence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It happens quite often that I have to work under heavy time pressure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I determine when my work assignments are completed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I frequently receive incompatible requests from two or more people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job involves tasks that are in conflict with my personal values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is up to me to assess when I have completed a work assignment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The nature of my work means I continually have to develop and think in new ways	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I frequently have too much to do at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to do things that I feel should be done differently	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel pressure to continually learn new things in order to manage my work tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have enough time to do what is expected from me at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Work organisation and job contents

To what extent do you agree or disagree with the following statements?



To what extent do you agree or disagree with the following statements about your work situation and your unit, ###ED=CUSTOM\_DATA\_1###?

4.

	Strongly disagree 1	Dis-agree 2	Neither /nor 3	Agree 4	Strongly agree 5
What is expected of me at work is clearly expressed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My unit is constantly evolving to meet the employees' needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I must carry out work which I think should be done by someone else	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that the objectives of my job are diffuse and unclear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a sufficient degree of influence in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My unit is open-minded and adapts to changes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can make my own decisions on how to organize my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I must carry out work that put me into awkward positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a clear understanding of which tasks constitute my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my unit, no one listens to new suggestions and ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I must carry out tasks that I think are unfair that I should do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My unit is flexible and continually adapts to new ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is room for me to take my own initiatives at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I must carry out work which I feel demands more of me than is reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My unit strives to retain status quo rather than to change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I manage my work situation in the direction I want	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5.

**NOTE:** If research/teaching is not defined as part of your job, please select "Not applicable".

	Strongly disagree 1	Dis-agree 2	Neither /nor 3	Agree 4	Strongly agree 5	Not applic- able
I get the administrative support I need for planning and implementation of teaching and examinations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get the administrative support I need for my research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get the technical support I need for my research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get the support I need for internationalisation of my research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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## Management

To what extent do you agree or disagree with the following statements about management in your unit, ###ED=CUSTOM\_DATA\_1###?

6.

	Strongly disagree 1	Dis-agree 2	Neither /nor 3	Agree 4	Strongly agree 5
My unit management is always reliable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can trust information from my unit management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can expect my unit management to treat me in a consistent and predictable way	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My unit management withholds important information from the employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated fairly by my unit management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My unit management is open and honest with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My work is recognized and appreciated by my unit management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is possible for the employees at my unit to express their views	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have complete confidence in my unit management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am respected by my unit management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My unit management trusts the employees to do their work well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that I can trust my unit management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. "Your immediate superior" is the person with whom you have (or will have) employee reviews.  
If a statement does not apply to your situation or unit, please select "Not applicable".

	Strongly disagree 1	Dis-agree 2	Neither /nor 3	Agree 4	Strongly agree 5	Not applic- able
My immediate superior contributes to the development of my skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate superior encourages me to participate in important decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate superior encourages me to speak up when I have a different opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate superior treats the employees fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate superior talks with me about how well I carry out my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate superior listens to me when I have problems at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate superior distributes work assignments fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate superior treats the employees impartially	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My immediate superior gives me the help and support I need from her/him	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. The following statements refer to the administrative level above your unit, .  
If a statement does not apply to your situation or unit, please select "Not applicable".

	Strongly disagree 1	Dis-agree 2	Neither /nor 3	Agree 4	Strongly agree 5	Not applic- able
I can expect the management of the next administrative level to treat me in a consistent and predictable way	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The management of the next administrative level is always reliable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The management of the next administrative level is open and honest with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that I can trust the management of the next administrative level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have complete confidence in the management of the next administrative level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Your relationship with your job

To what extent do you agree or disagree with the following statements?

9.

	Strongly disagree 1	Dis-agree 2	Neither /nor 3	Agree 4	Strongly agree 5
I am happy to tell others about my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job worries or problems distract me when I am at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel motivated and involved in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The things I do at work help me deal with personal and practical issues at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The things I do at work make me a more interesting person at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



person at home					
My work is meaningful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job reduces the effort I can give to activities at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend a close friend to apply for a position at my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stress at work makes me irritable at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work has a positive influence on my health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The skills I use at work are useful for things I have to do at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work has a negative influence on my health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having a good day at work makes me a better companion when I get home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my workplace is of great importance to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job makes me feel too tired to do the things that need attention at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that the work I do is important	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. How often do you have the following experiences?

	(Almost) never 1	Some- times 2	Often 3	(Almost) always 4
I seem to be in a hurry and racing against the clock	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find myself continuing to work after my co-workers have called it quits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is important to me to work hard even when I do not enjoy what I am doing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I stay busy and keep many irons in the fire	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that there's something inside me that drives me to work hard	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I spend more time working than on socializing with friends, on hobbies, or on leisure activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel obliged to work hard, even when it is not enjoyable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find myself doing two or three things at one time, such as eating lunch and writing a memo, while talking on the telephone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel guilty when I take time off work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is hard for me to relax when I'm not working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11.

	Never 0	A few times a year or less 1	Once a month or less 2	A few times a month 3	Once a week 4	A few times a week 5	Every day 6
At my work, I feel bursting with energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At my job, I feel strong and vigorous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I get up in the morning, I feel like going to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am enthusiastic about my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job inspires me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud of the work that I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel happy when I am working intensely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am immersed in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get carried away when I'm working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. How do you feel about your present job and workplace in general?

	1	2	3	4	5	6	7	
Manageable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Unmanageable
Meaningless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Meaningful
Structured	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Unstructured
Easy to influence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Impossible to influence
Insignificant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Significant
Clear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Unclear
Controllable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Uncontrollable
Unrewarding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Rewarding
Predictable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Unpredictable

**Background information**

13. Have you had an employee review during the last 24 months?

- ☐ Yes  
☐ No  
☐ Not relevant (due to leave or because I was recently employed)

14. If yes: On the scale from 1 to 5, how do you feel about the employee review(s) you have had during the last 24 months?

	A waste of time 1	2	3	4	Very positive 5	Not applic- able
If you have not had an employee review during the last 24 months, please select "Not applicable".	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. How many hours over and beyond your agreed working hours do you normally work per week?

- ☐ 0  
☐ 1 - 5  
☐ 6 - 10  
☐ Over 10

16. What percentage of your position is allocated to:

	0%	Under 25%	25 to 50%	Over 50%
Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dissemination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Artistic development work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Study work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fieldwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Laboratory work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clinical work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research support services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative tasks/services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technical services (operation and maintenance)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Other:

*Note: Survey results will be presented in such a way that individual respondents will not be recognisable. Data will only be made available in anonymised form.*

18. Sex:

19. Age:

- ☐ Under 30 years  
☐ 30 - 39 years  
☐ 40 - 49 years  
☐ 50 - 59 years  
☐ 60 years or more

20. Job category:

- ☐ Academic
- ☐ Technical/administrative
- ☐ Unit leader (rectorate, dean, head of dept., director, head of section etc.)

**21. Terms of employment:**

- ☐ Permanent
- ☐ Temporary

**22. Percentage of full-time position:**

- ☐ Under 25%
- ☐ 25% - 49%
- ☐ 50%
- ☐ 51% - 99%
- ☐ 100%

**23. Time of employment at :**

- ☐ Under 5 years
- ☐ 5 - 9 years
- ☐ 10 years or more