| (University of | | Age | | | | | Gender | | | Catego | versity (| employee | Category of professor | | | A | Academic career phase | | | Level of employment | | | |
|---|-----------------|-----------------------------------|------------------------|-------------------|-----------------|-------------------|-----------------|---|----------------|---|---|--|--|---|--|---------------------------------|----------------------------|---|-------------------|---------------------|--------------------|-----------------|-----------------|
| Employee Survey 2022 Personal variables UZH | ¥3 3994 | University of Zurich (UZH) (2019) | the under 20 years old | Dio 399 years old | pip sumi 690t | eQ hears or older | Female | 96 100 100 100 100 100 100 100 100 100 10 | omer | rcluding adjunct profe if al academic staff (æ | assistants, postdocs, Privatdoz Innical staff (including operatins | boratory staff, animal caretakers, app | 900 State (1999) S | permanent position or with tenure track (full profes assor, part-time associate professor, professor ad istant professor with tenure track) | nth non-permanent position unded assistant professor) | 6b Adjunct professor • Other | 99 Yes. a doctointe or PhD | A yes, a post-doctorate or habilitation | <u>2</u> 1 437 | 80% and more | 8 1142 8 8 1142 | 20% to 49% | B Less than 20% |
| Work content I am able to use my skills, abilities and knowledge in my work. My work is diversified. | 84 81 | 84 81 | 79 71 | 84 79 | | | 83 | | 14 | | | 79 T | 6 87 9 85 | 93 94 | 97 94 | 92 * 92 * | | | 86 | 86 84 | 83 79 | 80 73 | 73 67 |
| My work gives me the feeling that I have done something meaningful. I am able to implement my own ideas at work. I have enough decision-making power to carry out my duties efficiently. | 76 75 | 76 76 77 | 70 59 71 | 74 75 77 | | 79 74 77 | 76 73 76 | 79 7 | 2 | 91 | | 75 7 39 8 | 5 83 8 79 7 77 | 88 91 83 | 91 96 93 | 86 * 85 * 78 * | 7: 8: 7! | 85 | | 79 77 76 | 73 75 77 | 75 69 77 | 76 54 77 |
| I am able to assume sufficient responsibility within the scope of my duties. Workplace conditions/arrangements | 80 | 80 | 73 | 80 | 80 | 80 | 80 | 81 6 | 88 | | 31 7 | 77 | 7 81 | 90 | 94 | 82 * | 8: | 2 81 | . 81 | 81 | 79 | 78 | 76 |
| My workspace (e.g., office equipment and furniture) is properly equipped. The technical tools available to me (e.g., laboratory equipment, facilities, databases, library equipment, IT) are suitable. The workplace conditions (e.g. room temperature, lighting conditions, cleanliness, ventilation, noise level) are pleasant. | 79 80 66 | 79 81 | 86 87 78 | 78 79 64 | 80 | 81 83 72 | 79 80 65 | 79 6 80 6 | 39 | 87 87 74 | | 79 8 | 0 85 2 85 5 73 | 88 87 74 | | 80 * 82 * 75 * | 81 | 78 81 84 | 80 65 | 79 80 66 | 79 81 65 | 78 79 70 | 78 79 77 |
| The common spaces available to me (e.g., meeting rooms, lounge areas) are functional. Workload | 68 | 63 69 | 78 72 | 68 | 68 | 71 | 67 | 69 E 70 6 | 31 | 73 | 58 6 | 37 8 39 8 | 0 76 13 66 | 72 | 72 | 78 * | 6 | 69 | 65 | 66 | 69 | 76 73 | 77 |
| I have enough time to carry out my duties. I have enough freedom to manage my work. Enough is done at my workplace to protect my health/safety. | 81 | 83 72 | 84 | 81 73 | | | | | 39 31 | 81 75 | | 31 8 | | 81 | 86 82 | 79 * 73 * | 8: | L 81 | . 79 | 80 | | 85 77 | 88 83 |
| After work, I am able to easily switch off. At work, I am full of energy. | 58 68 | 61 70 | 77 67 | 56 64 | 60 72 | 64 74 | 59 68 | 57 4 68 E | 4 | 45 76 | | | 0 63 | 45 76 | 48 75 | 38 * 73 * | 5 | 43 67 | 57 | 56 | 58 65 | | 76 68 |
| When working, I am frequently disrupted (e.g., by telephone calls, colleagues).** I feel overstrained at work.** I do not feel sufficiently challenged at work.** | 25 25 | 24 28 | 34 22 40 | 31 25 | 20 | 13 24 | 25 25 | 25 2 24 3 | | 27 13 | | L7 : | 2 23 | 27 12 | | 23 * 16 * | 31 | 3 37 | 25 | 25 24 | 27 25 | 32 20 29 | 17 14 30 |
| At work, I am subjected to social pressure (e.g., due to annoying behavior by superiors, colleagues, clients, students).** At work, I am subjected to direct physical burdens (e.g., one-sided physical stress, noise, dirt, harmful chemical substances).** | 33 18 | 36 21 | 34 | 30 18 | 35 17 | 35 17 | 33 18 | 32 4 17 3 | 18 | 37 | 32 3 19 : | 19 | .9 34 | 39 | 30 18 | 29 * | 3: | 2 30 | 35 | 37 20 | 29 16 | 25 12 | 14 |
| Work-life balance The University of Zurich offers me suitable conditions for balancing my professional and personal life. | 71 | 77 | 80 | 67 | 74 | 80 | 71 | 72 E | 9 | 72 | 34 7 | 77 8 | 1 75 | 73 | 66 | 64 * | 6: | 3 60 | 68 | 70 | 71 | 76 | 82 |
| Work-life balance is respected by my superior / superior authority. Do you have any children between the ages of 0 and 10 for whose care you are responsible? (Answers in %) | 77 | 78 | 82 | 75 | | 80 | 77 | 77 E | | | | | 3 82 | | 72 | 64 * | 7: | | 73 | 75 | 78 | 79 | 90 |
| yes no I know the following childcare services offered by the kihz foundation; kihz Dawcare Centres (Answers in %) | 23 77 | * | 100 | 18 82 | 31 69 | 2 98 | 22 78 | 23 2 77 7 | | | | 24 76 9 | 2 38 18 62 | 32 68 | 45 55 | 14 * 86 * | 9: | | | 21 79 | 26 74 | 20 80 | 10 90 |
| yes no | 65 35 | * | * | 63 37 | 66 34 | 100 0 | 68 32 | 62 8 38 1 | | | 37 6 33 3 | 33 37 | * 31 * 69 | 81 19 | 76 24 | * * | 7! 2! | | | 68 32 | 63 37 | 60 40 | 50 50 |
| I know the following childcare services offered by the kitz foundation: kitz Flex (Answers in %) yes no | 37 63 | * | * | 35 65 | 37 63 | 80 20 | 42 58 | 30 E | | | 39 3 51 6 | 34 | * 13 * 87 | 45 55 | 50 50 | : : | 4: | | | 39 61 | 38 62 | 25 75 | 13 88 |
| I know the following childcare services offered by the kihz foundation: kihz Mobil (Answers in %) yes | 25 | * | * | 22 | 26 | 80 | 26 | 21 5 | 50 | 31 | 25 2 | 23 | * 13 | 31 | 31 | | 24 | 27 | 24 | 27 | 24 | 15 | 0 |
| 1 know the following childcare services offered by the kihz foundation: kihz Ferienbetreuung (Answers in %) yes | 75 56 | * | * | 78 48 | | 80 | 74 61 | 79 E | | | | 77 58 | * 87 * 20 | 69 | 69 | * * | 54 | | | 73 56 | | 85 54 | 100 63 |
| Collaboration with colleagues | 44 | * | * | 52 | 39 | 20 | 39 | 51 3 | | | 45 4 | 12 | * 80 | 38 | 38 | * * | 41 | | 37 | 44 | 42 | 46 | 38 |
| We support each other among the professors in my organizational unit. Among the professors in my organizational unit, solution-oriented communication is treated as important. I experience a culture of trust among the professors in my organizational unit. | 71 74 70 | 73 76 73 | * | 85 85 90 | | 71 74 71 | 72 75 70 | 71 : 74 : | | 71 74 70 | * | * | * * | 72 74 69 | 76 78 78 | 61 * 68 * | * | * | * | 71 74 70 | 70 70 | * | * |
| The professors in my organizational unit treat each other with respect. Among the professors in my organizational unit, good performance is recognized (e.g., through praise, appreciation). | 79 70 | 82 75 | * | 90 88 | 77 | 80 | 79 68 | 79 71 | * | 79 70 | * | * | * * | 78 70 | | 77 * 59 * | * | * | * | 79 70 | 75 | * | * |
| We support each other in my team/my research group. In my team/my research group, solution-oriented communication is important. I experience a culture of trust in my team/my research group. | 83 79 80 | 82 77 78 | 83 81 78 | 81 77 78 | 81 | 83 81 81 | 82 79 | 83 7 80 6 81 7 | 70 37 71 | | 79 8 76 7 77 7 | 33 8 79 8 79 8 | 7 84 5 83 7 81 | 93 94 93 | 96 93 96 | 86 * 88 * 89 * | 79 | 75 | 77 78 | | 81 78 78 | 83 81 83 | 87 82 86 |
| In my team/my research group, we treat each other with respect. In my team/my research group, good performance is recognized (e.g., through praise, appreciation). | 86 77 | 85 75 | 83 76 | | 86 78 | 86 78 | 85 76 | 87 7 79 6 | 75 | 95 | 34 8 | 35 9 76 8 | 1 87 5 80 | | 98 96 | 92 * | | 84 | 85 | 85 77 | 86 76 | 88 81 | 91 83 |
| Work organization and processes The organizational structures in my immediate work environment are functional. The work processes in my immediate work environment function well. | 70 71 | 70 | 80 | 70 | 69 | 71 75 | 70 | 70 E | 31 | 77 80 | 39 6 | 38 7 | 7 76 | 77 | 80 83 | 71 * | 70 | 70 | 68 | 69 71 | 70 | 73 | 79 |
| The work processies in my minedate work environment function weal. The responsibilities in my immediate work environment are clearly assigned. Collaboration between the scientific and non-scientific personnel in my work environment works well. | 69 77 | 69 78 | 80 79 | 68 78 | | 74 81 | 69 77 | 69 6 | 31 | 80 | | 38 T | | 80 85 | 84 | 74 * | | | 69 | | 69 77 | 71 81 | 76 85 |
| Information and communication I have access to all information that is important for my daily work. | 79 | 79 | 87 | 79 | 78 | 79 | 78 | 79 6 | 39 | 80 | 79 7 | 77 8 | 4 84 | 80 | 82 | 78 * | 78 | 3 80 | 80 | 78 | 79 | 82 | 83 |
| My organizational unit (e.g., dean's office, department, clinic, central services) informs me about important decisions and further developments. The university's executive board informs me about important decisions and further developments. | 73 | * | 75 84 | 73 | 72 | 71 74 | 72 | 73 6 | 33 | 79 | 71 7 | 72 8 | 12 73 | 78 67 | 86 | 72 * | 74 | 70 | 68 | 71 | 73 | 76 | 82 78 |
| Remuneration Compared with the demands placed on me by my work, I am satisfied with my salary. | 56 | 58 | 68 | 53 | 60 | 65 | 55 | 58 5 | 33 | 76 | 48 | 58 | 8 58 | 78 | 85 | 47 * | 4: | 55 | 51 | 58 | 50 | 65 | 77 |
| I am satisfied with the benefits and extras (e.g., ASVZ, purchase of discounted meals) offered to me by the University of Zurich. | 69 | 73 | 78 | 68 | 69 | 71 | 69 | 68 E | 8 | 77 | 36 E | 39 8 | 62 | 78 | 84 | 63 * | 6 | 65 | 65 | 68 | 68 | 74 | 77 |
| Possibilities for professional development The University of Zurich offers me the opportunity for professional development. The University of Zurich allows me to take advantage of educational and advanced training opportunities. | 67 74 | 67 75 | 86 83 | 69 74 | | 68 77 | 66 73 | 69 E | | | 75 | 72 6 | 3 68 8 76 | 82 84 | 76 87 | 48 * 68 * | 74 | | 70 | 68 74 | 66 74 | 67 73 | 67 64 |
| My superior / superior authority supports me in my professional development. With my current work at the University of Zurich, I am able to maintain and enhance my employability. | 73 68 | 72 67 | 75 73 | 75 70 | 71 65 | 71 65 | 73 68 | 73 E | | | 74 7 59 (| 73 7 | 7 77 6 67 | 73 81 | 74 82 | 46 * 45 * | 75 | 5 75 3 67 | 69 64 | 73 68 | 73 67 | 74 71 | 69 68 |
| Leadership Merct supervisor exemplifies what she/ he expects from employees. | 73 | * | 79 | 73 | 73 | 72 | 73 | 73 6 | 30 | 77 | 71 7 | 73 8 | 10 79 | 77 | 81 | 73 * | 7: | 2 72 | : 69 | 72 | 73 | 77 | 79 |
| encourages her/his employees and supports them in their professional development includes her/his employees in the decision-making process as appropriate at the various levels. | 73 70 | * | 81 78 | 75 71 | 71 69 | | 73 70 | 74 E | | 72 | 73 7 38 7 | 72 8 71 7 | | 75 73 | 75 75 | 61 * 61 * | 70 | 67 | 66 | 73 69 | 73 71 | 76 74 | 76 75 |
| communicates in a transparent, appreciative and solution-oriented manner actively leads and expresses what she/he expects of her/his employees in terms of performance and behavior evaluates her/his employees in terms of performance and behavior, and gives timely, clear, and objective feedback. | 72 67 | * | 73 82 79 | 72 66 66 | | 71 69 65 | 71 66 | 73 E 68 E 67 E | | 75 70 65 | | 39 7 | 2 79 4 76 4 74 | 75 71 65 | 81 70 69 | 67 * 61 * | 6: 6: | 2 64 | 68 64 62 | 71 66 65 | 72 66 67 | 76 70 70 | 81 76 73 |
| sets goals for her/his area of responsibility creates clear, functional organizational and management structures. | 67 65 | * | 84 71 | 66 65 | 67 | 69 66 | 67 65 | 68 4 65 5 | 17 | 69 73 | 34 6 | | 3 67 2 68 | 70 | 70 83 | 61 * 64 * | 6: | 64 | 64 62 | 67 65 | 66 64 | 70 69 | 72 72 |
| Equal opportunity and diversity In my work environment, all employees are treated fairly regardless of age, gender, religion, social or geographic origin, disability, sexual orientation, etc. | 87 | 86 | 76 | 87 | 87 | 89 | 86 | 89 6 | 37 | 87 | 35 8 | 38 9 | 15 89 | 87 | 83 | 87 * | 81 | 83 | 86 | 86 | 86 | 92 | 95 |
| Have you been the target of discriminatory acts (e.g., verbal or non-verbal disparagement, insults, physical assaults, etc.) in the course of your work at the University of Zurich within the last 12 months? (Answers in %) | | | | | | | | | | | | | | | | | | | | | | | |
| yes, once yes, several times never | 7 4 89 | 7 5 89 | 17 0 83 | 7 4 89 | 7 5 89 | 7 3 90 | 9 5 87 | 5 1 3 2 92 6 | 23 | 5 | 5 | 8 4 39 9 | 3 10 2 0 15 90 | 5 6 89 | 8 3 89 | 7 * 3 * 90 * | | | 4 | 8 5 87 | 7 3 90 | 4 4 92 | 3 0 97 |
| In the course of your work at the University of Zurich, have you observed or heard of other UZH employees being the target of discriminatory acts within the last 12 months? (Answers in %) | | | | | | | | | | | | | | | | 50 | 0. | | | | | | |
| yes, once yes, several times never | 12 11 77 | 15 14 71 | 22 6 72 | 13 11 76 | 11 11 78 | 9 9 82 | 13 12 76 | 10 3 9 3 81 3 | 88 | | 13 : | LO . | 8 7 4 2 18 90 | 13 13 74 | 13 8 79 | 10 * 3 * 86 * | 11 11 74 | 15 13 171 | 10 11 79 | 12 12 76 | 13 11 76 | 8 7 85 | 6 3 91 |
| Sustainable development I make a contribution to sustainable development in my everyday work at the University of Zurich. | 63 | 64 | 78 | 59 | | 70 | 63 | 64 6 | | 69 | | 6 . | 2 74 | 72 | 66 | 50 * | 59 | 61 | . 59 | 65 | 62 | 60 | 50 |
| I make a contribution to sustainability in that (multiple answers are allowed, answers in %) | 20 | 28 | 25 | 24 | | 13 | 15 | 25 2 | | | | | 1 14 | 46 | | 41 * | 3: | | | 20 | | 17 | 22 |
| development I save resources and the environment. | 24 86 | 29 79 | 33 58 | 24 82 | | 23 92 | 20 88 | 29 3 85 8 | | | | | 5 21 7 75 | 61 91 | | 41 * 88 * | 21 83 | | | 26 87 | 19 87 | 21 88 | 11 63 |
| I am actively involved in discussions within and outside the University of Zurich on topics related to sustainable development. | 33 | 34 | 0 | 32 | | 37 | 29 | 38 6 | | | | | 12 18 | 48 | | 29 * | | | | 33 | | 38 | 19 |
| in another way. I do not make any contribution to sustainability, or only a small one, for the following reasons: (multiple answers are allowed, answers in %) | 25 | 24 | 58 | 23 | 25 | 25 | 26 | 23 3 | 0.3 | 12 | 20 3 | 31 2 | 5 54 | 12 | 11 | 18 * | 21 | 19 | 19 | 25 | 24 | 24 | 37 |
| too little time would cause additional costs | 13 15 | 16 16 | * | 13 16 | 13 | 19 19 | 10 14 | 17 2 16 5 | 50 | 14 | 15 : | 16 : | 3 0 .0 0 | 34 14 | | 33 * 25 * | 11 | 13 | 21 | 17 17 | | 6 10 | 9 |
| is not expected by my superior / superior authority I do not see any possibilities for this in my job. I do not know how I could make a contribution. | 31 67 48 | 32 63 49 | * * | 31 70 54 | 62 | 22 72 25 | 30 67 48 | 67 7 | 75 | 53 | 70 6 | 33 7 | 38 8 75 3 63 | 7 55 38 | 75 | 33 * 33 * 42 * | 7: | 7 22 L 63 7 58 | 73 | 33 63 42 | 69 | 23 78 54 | 30 78 61 |
| The University of Zurich sufficiently supports sustainable development. Academic career development | 62 | 59 | 76 | 61 | 63 | 64 | 62 | 62 E | | 66 | 50 6 | 33 6 | 0 61 | 68 | 64 | 54 * | 6 | 60 | 59 | 62 | 62 | 62 | 57 |
| The University of Zurich offers a framework that allows for the ability to complete qualification work in a timely manner. The University of Zurich offers a framework that allows for the ability to complete qualification work at a high scientific level. | 63 76 | 63 78 | * | 63 77 | 59 72 | * | 61 75 | 65 E | 30 | * | 76 | * | * * | * | * | * * | 71 | 65 | * | 65 76 | 61 76 | 63 75 | 72 |
| The University of Zurich offers support for the presentation of my research work to the general public. I am aware of the rules and regulations that are important for me, e.g., the doctoral regulations or the framework specifications. | 66 | 67 69 | * | 66 68 | 63 70 | * | 66 69 | 66 B | 53 | | 36 38 | * | * * | * | * | * * | 69 | | | 68 | 64 71 | 65 72 | 72 * |
| I am aware of the rules and regulations that are important for me, e.g., the occurs regulations of the framework specifications. The University of Zurich does a lot in the area of academic career development. I know where to report or to whom I can turn in the event of any conflict with my supervisor. | 59 | 60 | * | 60 | 52 | | 59 | 58 4 | 5 | * | 59 | * | * * | * | * | * * | 6: | 55 | * | 58 | 59 | 60 | * |
| The University of Zurich endeavors to ensure support for emerging researchers. There are people at the University of Zurich who I turn to as mentors. | 60 | 60 57 | * | 61 61 | 57 52 | * | 60 58 | 61 5 64 5 | 55 | * * | 50 50 | * | * * | * | * | * * | 6: | 558 | * | 59 58 | 61 61 | 62 67 | * 60 |
| I feel well prepared for the next step in my career. Commitment Less regard to be secondard with the University of Zwich | 53 78 | 52 78 | * | 53 | 53 80 | * 81 | 50 79 | 58 4 | 1 | * 86 | 76 7 | * | * * | * | * | * * | 7/ | 3 54 3 77 | 76 | 54 79 | 51 77 | 58 80 | * 77 |
| I am proud to be associated with the University of Zurich. I am happy to mention to acquaintances that I work for the University of Zurich. I am prepared to render an above-average performance for the University of Zurich. | 81 80 | 80 82 | 82 76 | 80 76 | 81 84 | 82 86 | 81 80 | 81 7 81 7 | 76 71 | 89 91 | 79 8 77 8 | 30 8 | 5 85 10 82 | 88 91 | 94 94 | 84 * 87 * | 71 | 80 | 78 78 | 80 82 | 80 77 | 82 80 | 81 77 |
| The future of the University of Zurich is dear to my heart. If were to be given the choice once again, I would decide again for a job at the University of Zurich. Job satisfaction | 78 80 | 80 81 | 68 85 | 72 79 | | 84 81 | | 78 6 80 7 | 71 | 89 | | 31 7 | 5 80 9 83 | 90 | 82 90 | 84 * 74 * | 7 | | | 79 80 | 75 80 | 78 85 | 73 86 |
| When you think about everything that is important to you in a job, how satisfied are you overall with your current job situation at the University of Zurich? | 73 | 73 | 77 | 71 | 73 | 75 | 73 | 73 € | 33 | 79 | 70 7 | 72 8 | 1 78 | 80 | 76 | 65 * | 70 | 71 | . 70 | 72 | 71 | 75 | 80 |