empiricon

Employee Survey 2022

Report - UZH

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By order of:



Legend

Report - UZH

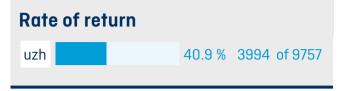
Legend

The results are displayed as the average (mean value) of all the replies received. A value of 100 represents complete agreement with a statement, a value of zero represents complete disagreement.

To simplify interpretation, the scores are highlighted using colors.

- Very high positive assessment 85 100 points
- Medium positive assessment 65 84 points
 - Slightly positive assessment 50 64 points
- Slightly to highly negative assessment 0 49 points





Work content

Report - UZH

| | Average rating in points | uzh | 19 | Answe | ers in % | 6 | |
|--|--------------------------|-----|----|--------------------|----------|--------------|----------------|
| I am able to use my skills, abilities and knowledge in my work. | 84 (n=3'780) | 84 | 84 | 0 2 | 2 4 | 13 34 | 47 |
| My work is diversified. | 81 (n=3'786) | 81 | 81 | 1 3 | 3 5 | 15 34 | 42 |
| My work gives me the feeling that I have done something meaningful. | 76 (n=3'788) | 76 | 76 | 1 4 | 1 7 | 19 38 | 31 |
| I am able to implement my own ideas at work. | 75 (n=3'787) | 75 | 76 | 2 5 | 5 9 | 19 32 | 34 |
| I have enough decision-making power to carry out my duties efficiently. | 77 (n=3'782) | 77 | 77 | 1 4 | 1 8 | 17 37 | 33 |
| I am able to assume sufficient responsibility within the scope of my duties. | 80 (n=3'773) | 80 | 80 | 1 3 | 8 6 | 14 37 | 39 |
| | 0 | 100 | | does no apply a | | ap comple | plies etely |

Workplace conditions/arrangements Report - UZH

| | Average rating in points | | uzh | 19 | Ans | wers | in % | á | | |
|--|--------------------------|-----|-----|----|--------------|------|------|----|----|----------------|
| My workspace (e.g., office equipment and furniture) is properly equipped. | 79 (n=3'687) | | 79 | 79 | 1 | 4 | 7 | 15 | 34 | 40 |
| The technical tools available to me (e.g., laboratory equipment, facilities, databases, library equipment, IT) are suitable. | 80 (n=3'721) | | 80 | 81 | 1 | 3 | 7 | 13 | 38 | 39 |
| The workplace conditions (e.g., room temperature, lighting conditions, cleanliness, ventilation, noise level) are pleasant. | 66 (n=3'743) | | 66 | 63 | 4 | 10 | 13 | 20 | 28 | 25 |
| The common spaces available to me (e.g., meeting rooms, lounge areas) are functional. | 68 (n=3'671) | | 68 | 69 | 5 | 8 | 11 | 19 | 31 | 26 |
| | 0 | 100 | | | does appl | | all | C | | plies etely |

Workload

Report - UZH

| | Average rating in points | uzh | 19 | Ans | swers | in % | ó | | |
|---|--------------------------|-----|----|-----|------------------|------|----|----|------------------|
| I have enough time to carry out my duties. | 65 (n=3'783) | 65 | 68 | 3 | 10 | 14 | 23 | 32 | 18 |
| I have enough freedom to manage my work. | 81 (n=3'778) | 81 | 83 | 1 | 3 | 5 | 13 | 36 | 42 |
| Enough is done at my workplace to protect my health/safety. | 73 (n=3'597) | 73 | 72 | 4 | 6 | 10 | 15 | 34 | 31 |
| After work, I am able to easily switch off. | 58 (n=3'772) | 58 | 61 | 8 | 15 | 15 | 19 | 26 | 17 |
| At work, I am full of energy. | 68 (n=3'760) | 68 | 70 | 1 | 6 | 13 | 28 | 38 | 15 |
| | 0 | 00 | | | s not ly at a | | С | | pplies letely |

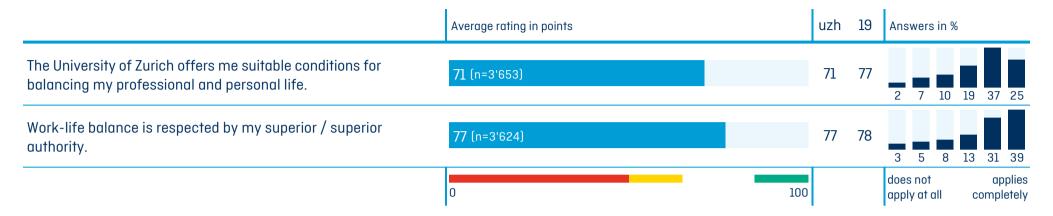
Workload

Report - UZH

Negatively worded questions (high agreement = negative; high disagreement = positive)

| | Average rating in points | uzh | 19 | Answ | ers in | % | | |
|--|--------------------------|-----|----|-------------------|--------|------|----|------------------|
| When working, I am frequently disrupted (e.g., by telephone calls, colleagues). | 49 (n=3'760) | 49 | 52 | 11 2 | 3 16 | S 19 | 20 | 11 |
| I feel overstrained at work. | 25 (n=3'769) | 25 | 24 | 35 3 | 4 12 | 2 11 | 6 | 2 |
| I do not feel sufficiently challenged at work. | 25 (n=3'774) | 25 | 28 | 41 2 | 27 12 | 2 10 | 7 | 3 |
| At work, I am subjected to social pressure (e.g., due to annoying behavior by superiors, colleagues, clients, students). | 33 (n=3'754) | 33 | 36 | 33 2 | 25 11 | . 13 | 12 | 6 |
| At work, I am subjected to direct physical burdens (e.g., onesided physical stress, noise, dirt, harmful chemical substances). | 18 (n=3'770) | 18 | 21 | 56 2 | 21 8 | 7 | 5 | 2 |
| | 0 100 | | | does n apply (| | ı | | pplies letely |

Report - UZH



Report - UZH

| | Answers in % | uzh | 19 |
|---|--------------|-----|----|
| Do you have any children between the ages of 0 and 10 for whose care you are responsible? | (n=3767) | | |
| yes | 23% (n=848) | 23% | *% |
| no | 77% (n=2919) | 77% | *% |
| | 0% | i | |

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Report - UZH

The following four questions were answered only by those responsible for the care of children ages 0 to 10.

| | Answers in % | | uzh | 19 |
|--|--------------|------|------|----|
| I know the following childcare services offered by the kihz foundation: kihz Daycare Centres | (n=834) | | | |
| yes | 65% (n=546) | | 65% | *% |
| no | 35% (n=288) | | 35% | *% |
| | 0% | 100% | | |
| | Answers in % | | uzh | 19 |
| I know the following childcare services offered by the kihz foundation: kihz Flex | (n=808) | | uzii | 10 |
| yes | 37% (n=298) | | 37% | *% |
| no | 63% (n=510) | | 63% | *% |
| | 0% | 100% | | |

Report - UZH

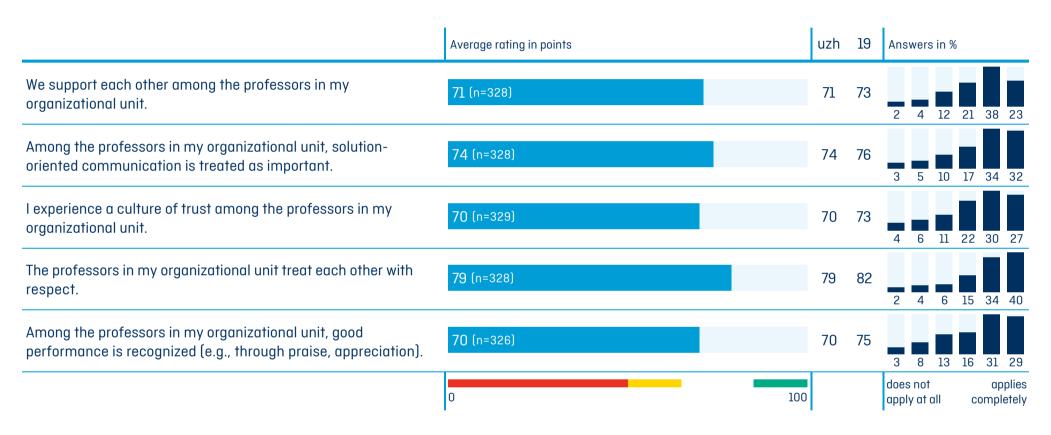
| | Answers in % | uzh | 19 |
|---|--------------|-----|----|
| I know the following childcare services offered by the kihz foundation: kihz Mobil | (n=791) | | |
| yes | 25% (n=194) | 25% | *% |
| no | 75% (n=597) | 75% | *% |
| | 0% | | |
| | Answers in % | uzh | 19 |
| I know the following childcare services offered by the kihz foundation: kihz Ferienbetreuung | (n=820) | | |
| yes | 56% (n=462) | 56% | *% |
| no | 44% (n=358) | 44% | *% |
| | 0% | | |

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Collaboration with colleagues

Report - UZH

The following five questions were answered only by those who selected the answer category "Professors (including adjunct professors)" on the question "Please indicate the category of university employee to which you belong"



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Collaboration with colleagues

Report - UZH

| | Average rating in points | uzh | 19 | Ans | swers | s in % | 6 | | |
|--|--------------------------|-----|----|-----|------------------|--------|----|---------------------|---|
| We support each other in my team/my research group. | 83 (n=3'765) | 83 | 82 | 1 | 2 | 5 | 12 | 35 48 | 5 |
| In my team/my research group, solution-oriented communication is important. | 79 (n=3'728) | 79 | 77 | 1 | 3 | 7 | 15 | 35 39 | 3 |
| I experience a culture of trust in my team/my research group. | 80 (n=3'739) | 80 | 78 | 2 | 4 | 6 | 14 | 33 42 | 2 |
| In my team/my research group, we treat each other with respect. | 86 (n=3'765) | 86 | 85 | 1 | 2 | 4 | 9 | 31 54 | 1 |
| In my team/my research group, good performance is recognized (e.g., through praise, appreciation). | 77 (n=3'739) | 77 | 75 | 2 | 5 | 7 | 14 | 32 39 | 3 |
| | 0 10 | 0 | | | s not ly at (| | С | applie completel | |

Work organization and processes Report - UZH

| | Average rating in points | | uzh | 19 | Ans | wers | in % | | | |
|--|--------------------------|-----|-----|----|--------------|------|------|----|----|------------------|
| The organizational structures in my immediate work environment are functional. | 70 (n=3'666) | | 70 | 70 | 2 | 6 | 11 | 23 | 39 | 19 |
| The work processes in my immediate work environment function well. | 71 (n=3'727) | | 71 | 72 | 1 | 5 | 11 | 22 | 41 | 20 |
| The responsibilities in my immediate work environment are clearly assigned. | 69 (n=3'744) | | 69 | 69 | 2 | 7 | 11 | 23 | 35 | 22 |
| Collaboration between the scientific and non-scientific personnel in my work environment works well. | 77 (n=3'295) | | 77 | 78 | 1 | 3 | 7 | 16 | 40 | 32 |
| | 0 | 100 | | | does appl | | ıll | C | | oplies letely |

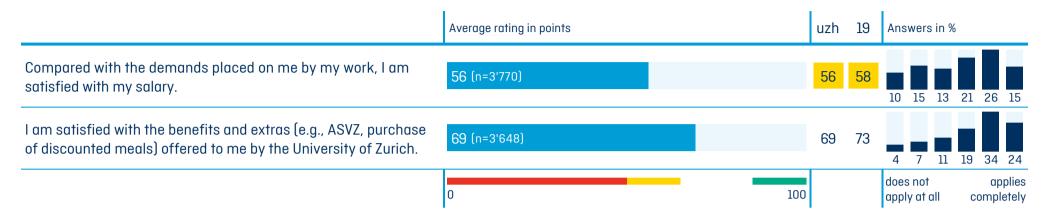
Information and communication

Report - UZH

| | Average rating in points | uzh | 19 | Ans | wers | s in % | , 0 | | |
|---|--------------------------|-----|----|-----|------------------|--------|--------|----|------------------|
| I have access to all information that is important for my daily work. | 79 (n=3'767) | 79 | 79 | 1 | 3 | 6 | 15 | 40 | 34 |
| My organizational unit (e.g., dean's office, department, clinic, central services) informs me about important decisions and further developments. | 73 (n=3'680) | 73 | * | 2 | 6 | 9 | 19 | 35 | 28 |
| The university's executive board informs me about important decisions and further developments. | 73 (n=3'611) | 73 | * | 2 | 5 | 9 | 21 | 39 | 24 |
| | 0 100 | | | | s not ly at a | | С | | oplies letely |

Remuneration

Report - UZH



Possibilities for professional development

Report - UZH

| | Average rating in points | | uzh | 19 | Ans | wers | in % |) | | |
|--|--------------------------|-----|-----|----|--------------|-----------------|------|----|----|----------------|
| The University of Zurich offers me the opportunity for professional development. | 67 (n=3'594) | | 67 | 67 | 4 | 8 | 11 | 22 | 32 | 22 |
| The University of Zurich allows me to take advantage of educational and advanced training opportunities. | 74 (n=3'550) | | 74 | 75 | 2 | 5 | 9 | 19 | 37 | 28 |
| My superior / superior authority supports me in my professional development. | 73 (n=3'572) | | 73 | 72 | 4 | 7 | 9 | 15 | 30 | 35 |
| With my current work at the University of Zurich, I am able to maintain and enhance my employability. | 68 (n=3'509) | | 68 | 67 | 4 | 8 | 12 | 21 | 31 | 24 |
| | 0 | 100 | | | doe: appl | s not y at c | ıll | C | | plies etely |

Leadership Report - UZH

| | Average rating in points | uzh | 19 | Answe | ers in | % | | |
|---|--------------------------|-----|----|--------------------|----------|----|-------------|------------------|
| My direct supervisor | | | | | | | | |
| exemplifies what she/ he expects from employees. | 73 (n=3'554) | 73 | * | 4 7 | 8 | 15 | 33 | 33 |
| encourages her/his employees and supports them in their professional development. | 73 (n=3'539) | 73 | * | 4 (| 9 | 16 | 31 | 34 |
| includes her/his employees in the decision-making process as appropriate at the various levels. | 70 (n=3'590) | 70 | * | 5 8 | 3 9 | 18 | 29 | 31 |
| communicates in a transparent, appreciative and solution- oriented manner. | 72 (n=3'650) | 72 | * | 5 7 | 7 9 | 16 | 29 | 34 |
| | 0 100 |) | | does no apply a | | (| ap compl | pplies letely |

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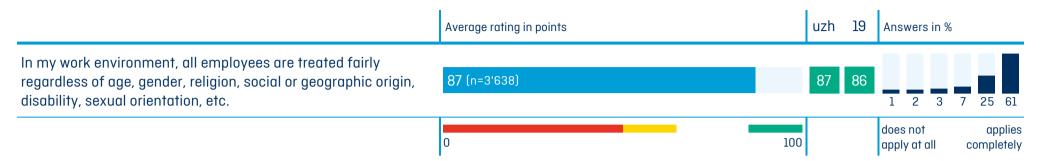
Employee Survey 2022

Leadership Report - UZH

| | Average rating in points | | 19 | Answers in % |
|--|--------------------------|----|----|--|
| My direct supervisor | | | | |
| actively leads and expresses what she/he expects of her/his employees in terms of performance and behavior. | 67 (n=3'587) | 67 | * | 5 10 11 19 29 26 |
| evaluates her/his employees in terms of performance and behavior, and gives timely, clear, and objective feedback. | 67 (n=3'550) | 67 | * | 6 10 12 17 29 27 |
| sets goals for her/his area of responsibility. | 67 (n=3'400) | 67 | * | 6 9 12 18 29 26 |
| creates clear, functional organizational and management structures. | 65 (n=3'529) | 65 | * | 6 10 12 20 28 24 |
| | 0 100 | | | does not applies apply at all completely |

Equal opportunity and diversity

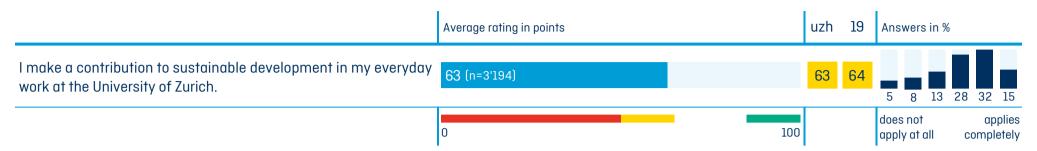
Report - UZH



Equal opportunity and diversityReport - UZH

| | Answers in % | uzh 1 | 9 |
|--|--------------|--------|----|
| 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? | (n=3772) | | |
| yes, once | 7% (n=266) | 7% 7 | % |
| yes, several times | 4% (n=158) | 4% 5 | % |
| never | 89% (n=3348) | 89% 89 | 1% |
| | 0% | | |
| | Answers in % | uzh 1 | 9 |
| 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? | (n=3756) | | |
| yes, once | 12% (n=442) | 12% 15 | % |
| yes, several times | 11% (n=412) | 11% 14 | ·% |
| never | 77% (n=2902) | 77% 7] | .% |
| | 0% | | |

Report - UZH



Report - UZH

The following question was only answered by those who agreed with the statement "I make a contribution to sustainable development in my everyday work at the University of Zurich".

| | Answers in % | uzh | 19 |
|--|--------------|-----|-----|
| I make a contribution to sustainability in that (multiple answers are allowed) | (n=2307) | | |
| my research produces knowledge that is important for sustainable development. | 20% (n=451) | 20% | 28% |
| my teaching communicates knowledge about or the ability to reflect upon the values that are important for sustainable development. | 24% (n=545) | 24% | 29% |
| I save resources and the environment. | 86% (n=1995) | 86% | 79% |
| I am actively involved in discussions within and outside the University of Zurich on topics related to sustainable development. | 33% (n=765) | 33% | 34% |
| in another way. | 25% (n=570) | 25% | 24% |
| | 0% | % | |

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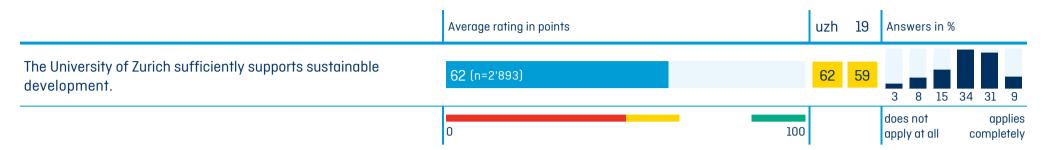
Report - UZH

The following question was only answered by those people who did not agree with the statement "I make a contribution to sustainable development in my everyday work at the University of Zurich".

| | Answers in % | | uzh 19 |
|--|--------------|------|---------|
| I do not make any contribution to sustainability, or only a small one, for the following reasons: (multiple answers are allowed) | (n=804) | | |
| too little time | 13% (n=105) | | 13% 16% |
| would cause additional costs | 15% (n=120) | | 15% 16% |
| is not expected by my superior / superior authority | 31% (n=249) | | 31% 32% |
| I do not see any possibilities for this in my job. | 67% (n=539) | | 67% 63% |
| I do not know how I could make a contribution. | 48% (n=384) | | 48% 49% |
| | 0% | 100% | |

Employee Survey 2022 Universität Zürich

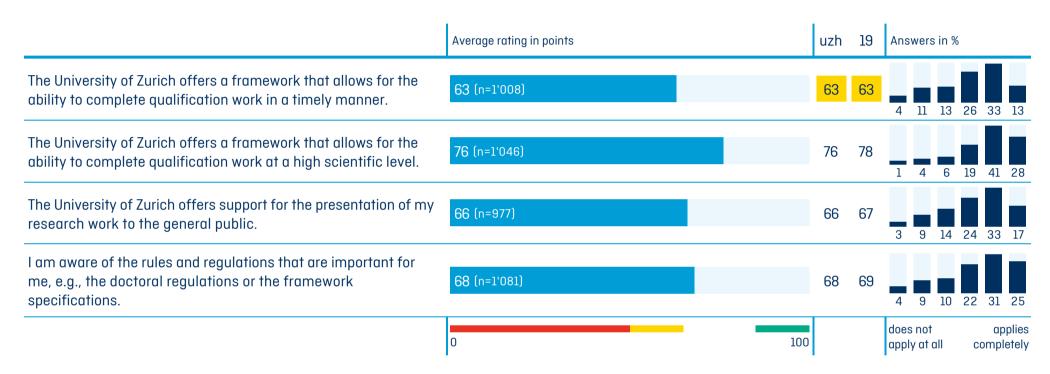
Report - UZH



Academic career development

Report - UZH

The questions of the topic "Academic career development" were answered only by those who have selected the answer "Yes, a doctorate or PhD" or the answer "Yes, a post-doctorate or habilitation" on the question "Are you currently in an academic career phase?".



Academic career development

Report - UZH

| | Average rating in points | uzh | 19 | Answers | in % | | |
|---|--------------------------|-----|----|------------------------|------|------|--------|
| The University of Zurich does a lot in the area of academic career development. | 59 (n=1'001) | 59 | 60 | 4 12 | 17 3 | 0 25 | 11 |
| I know where to report or to whom I can turn in the event of any conflict with my supervisor. | 57 (n=1'092) | 57 | 53 | 13 15 | 13 1 | 5 21 | 23 |
| The University of Zurich endeavors to ensure support for emerging researchers. | 60 (n=968) | 60 | 60 | 5 11 | 16 2 | 6 29 | 13 |
| There are people at the University of Zurich who I turn to as mentors. | 60 (n=1'075) | 60 | 57 | 13 13 | 10 1 | 4 25 | 25 |
| I feel well prepared for the next step in my career. | 53 (n=1'079) | 53 | 52 | 9 16 | 19 2 | 3 21 | 12 |
| | 0 | 100 | | does not apply at a | all | - | pplies |

Commitment

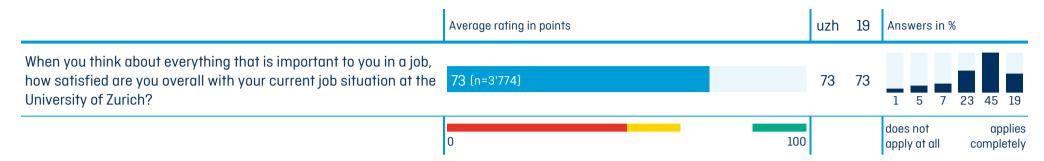
Report - UZH

| | Average rating in points | uzh | 19 | Answers in % | | | | |
|--|--------------------------|-----|----|--------------|------------------|----|----|----------------------|
| I am proud to be associated with the University of Zurich. | 78 (n=3'673) | 78 | 78 | 1 | 3 | 6 | 18 | 36 36 |
| I am happy to mention to acquaintances that I work for the University of Zurich. | 81 (n=3'688) | 81 | 80 | 1 | 3 | 6 | 15 | 33 42 |
| I am prepared to render an above-average performance for the University of Zurich. | 80 (n=3'646) | 80 | 82 | 1 | 3 | 5 | 15 | 35 41 |
| The future of the University of Zurich is dear to my heart. | 78 (n=3'662) | 78 | 80 | 2 | 3 | 7 | 16 | 34 37 |
| If I were to be given the choice once again, I would decide again for a job at the University of Zurich. | 80 (n=3'607) | 80 | 81 | 2 | 3 | 6 | 14 | 29 46 |
| | 0 | 00 | | | s not ly at a | ll | C(| applies ompletely |

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Job satisfaction

Report - UZH



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