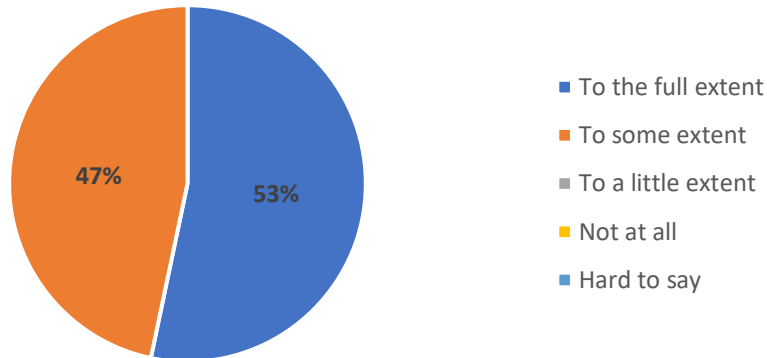


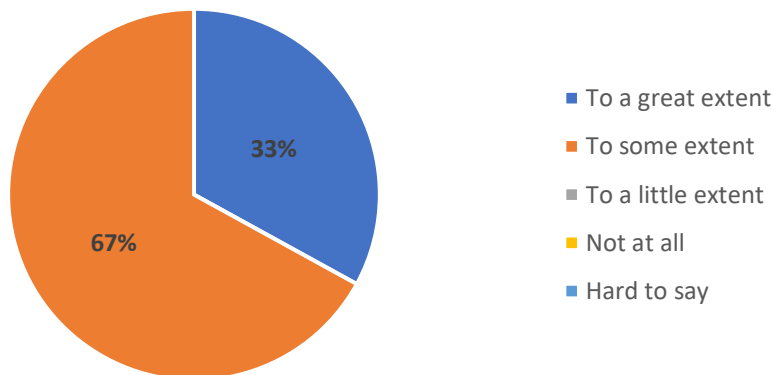
Results of Employee Satisfaction Survey, 2022

Development and career opportunities

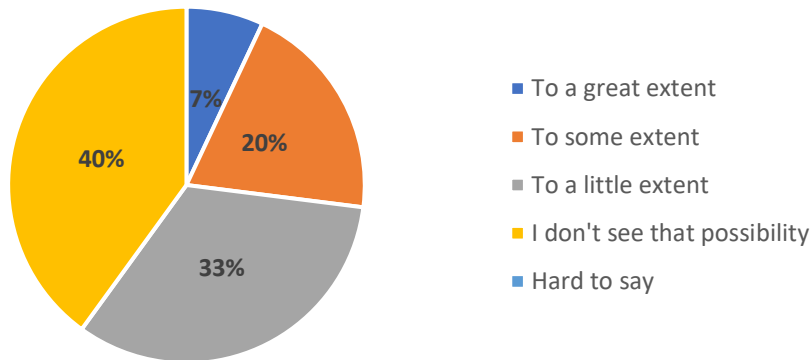
1. To what extent can you use your professional knowledge and skills while working at the Institute?



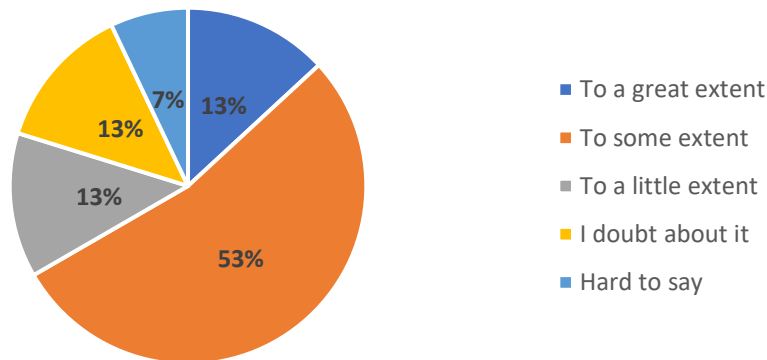
2. To what extent does your work offer you challenges?



3. To what extent do you feel you have an opportunity to move to another at least equally attractive position within our organization?

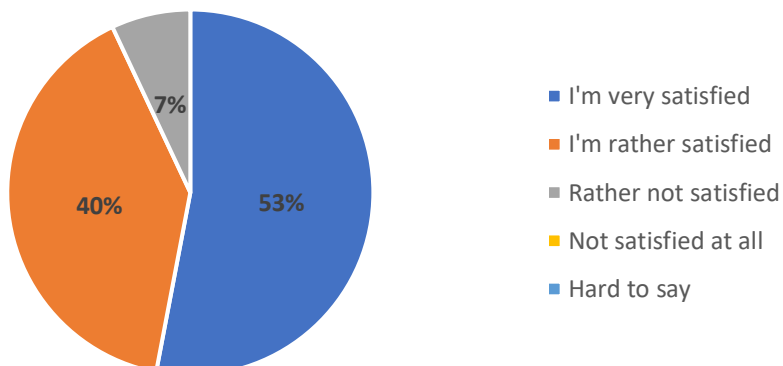


4. To what extent do you feel you have an opportunity to move to another at least equally attractive position in an other organization?



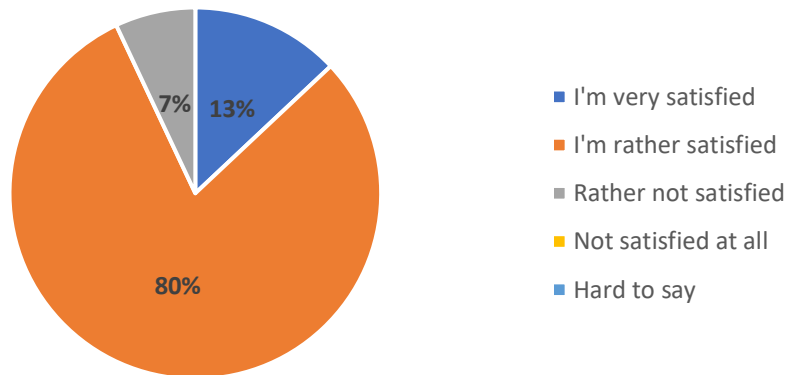
Working conditions and means of work

5. How satisfied are you with your physical work environment (e.g. work spaces, means of work)?

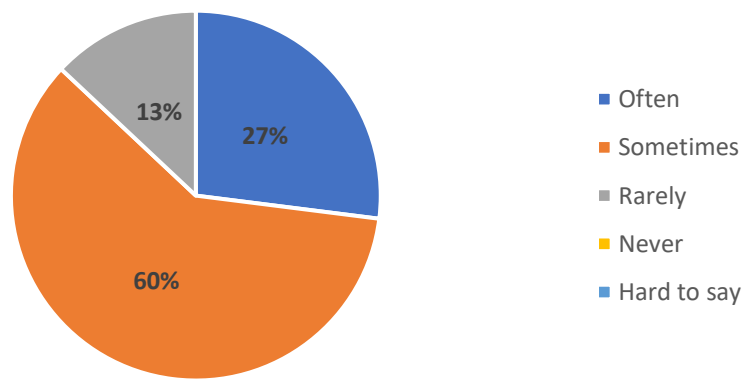


Work organisation

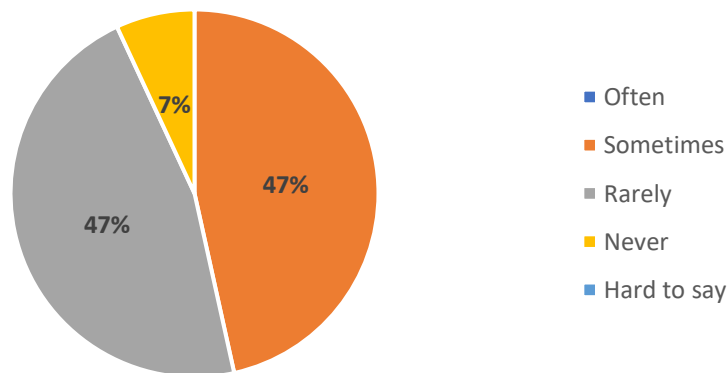
6. How satisfied are you with how your abilities are used?



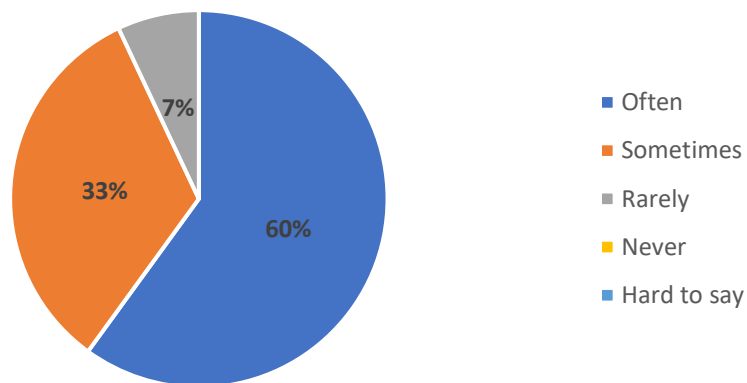
7. How often do you feel that your workload is unevenly distributed, so that the work tends to pile up?



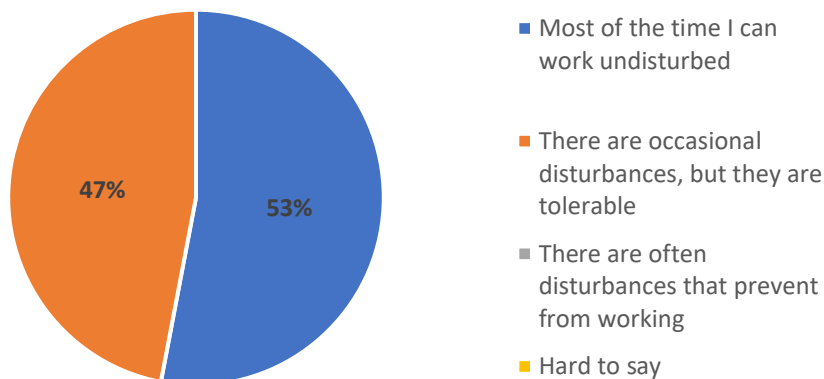
8. How often do you struggle to complete your assignments on time?



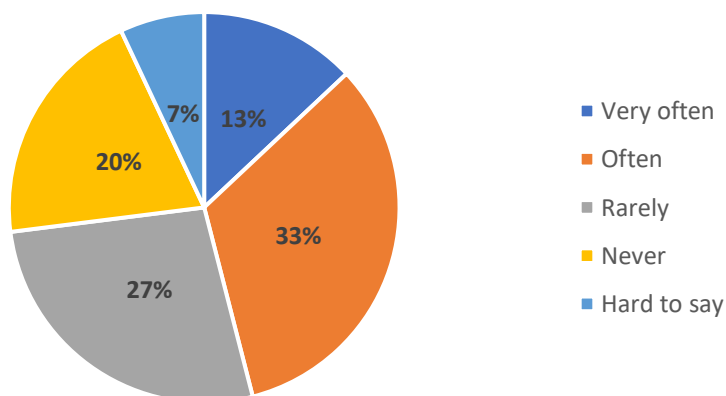
9. How often are you so engrossed in work that you do not notice the time passing?



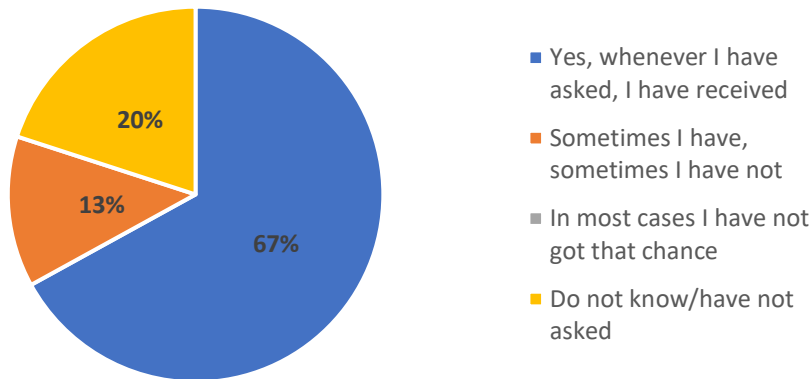
10. To what extent does the physical work environment of the organisation allow you to work without distractions?



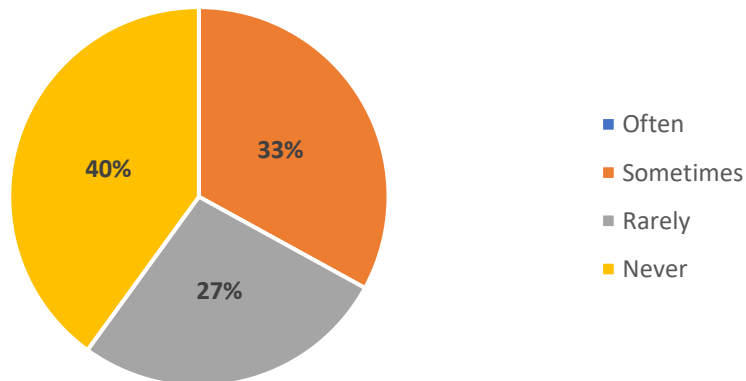
11. How often do you feel that work thoughts interfere with your private life?



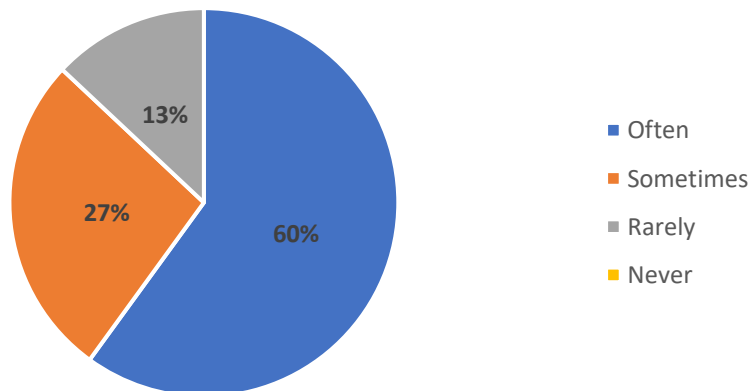
12. Has it been possible for you, if you have wished, to take time off on working days to deal with your private life obligations?



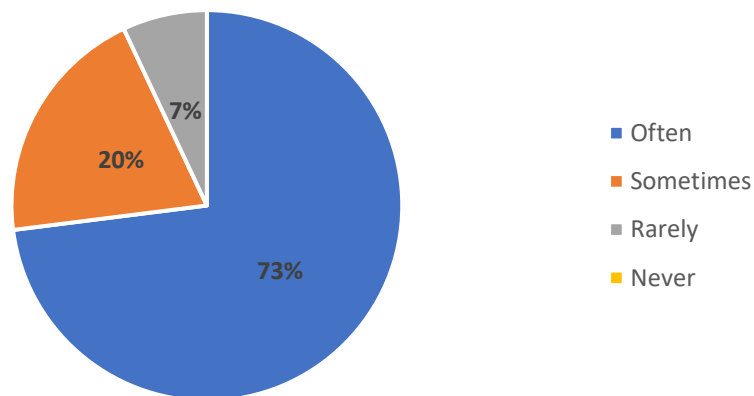
13. How often do you have to work overtime against your will?



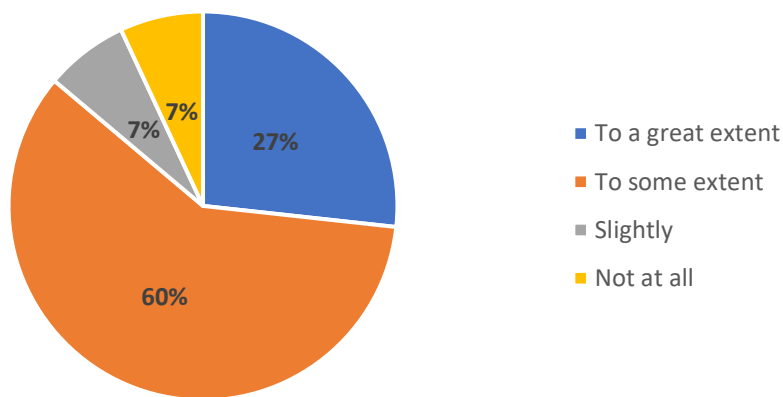
14. To what extent are you able to choose a suitable time to do your work within the day?



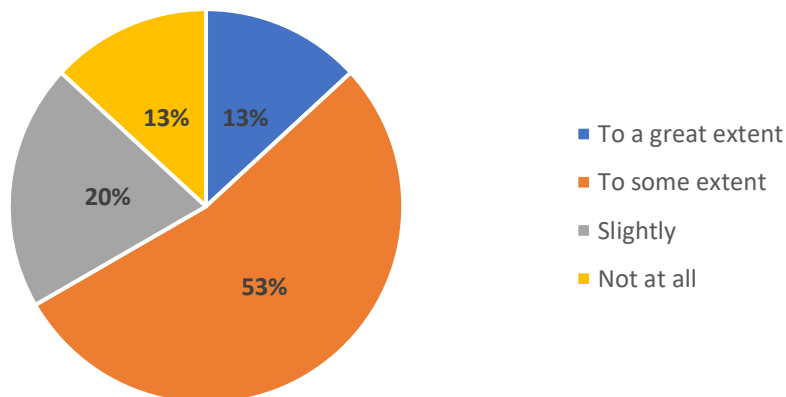
15. To what extent is it possible for you to work outside the workplace, e.g. at home, abroad?



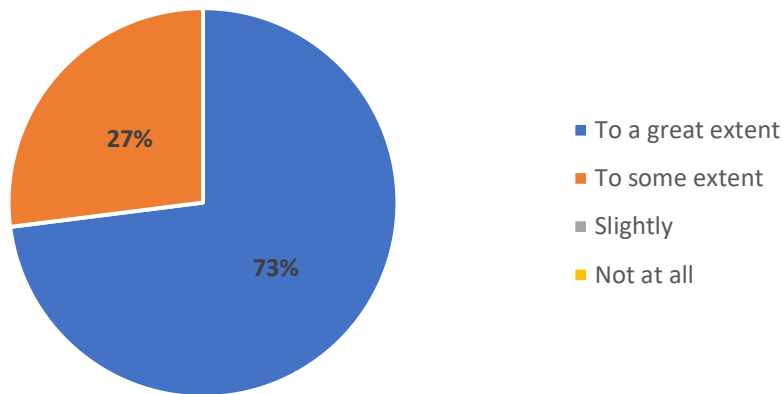
16. To what extent does the employer allow you to change your duties if you wish?



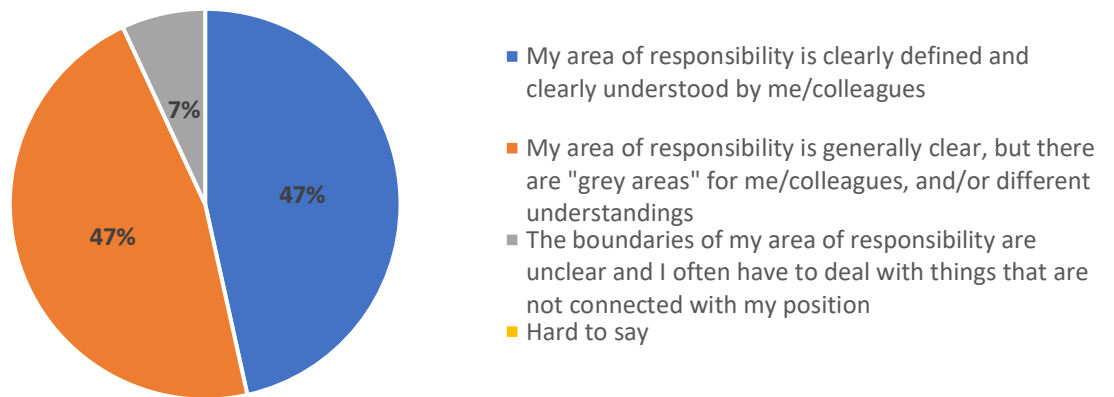
17. To what extent does the employer allow you to change your workload if you wish?



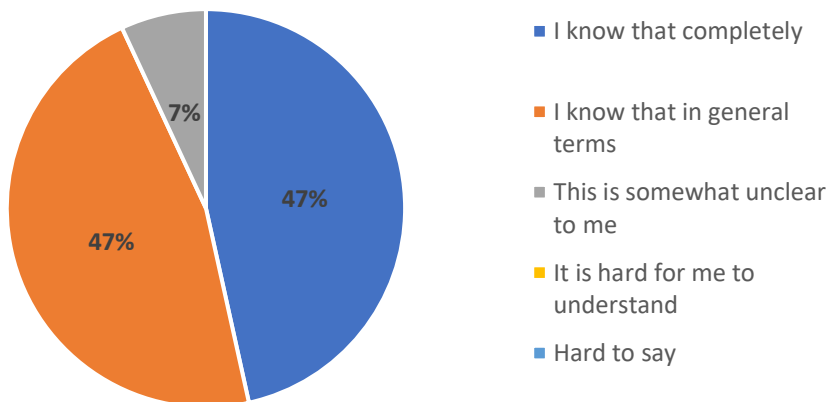
18. To what extent do you feel that your work has clear objectives?



19. To what extent do you know what belongs into your area of responsibility?

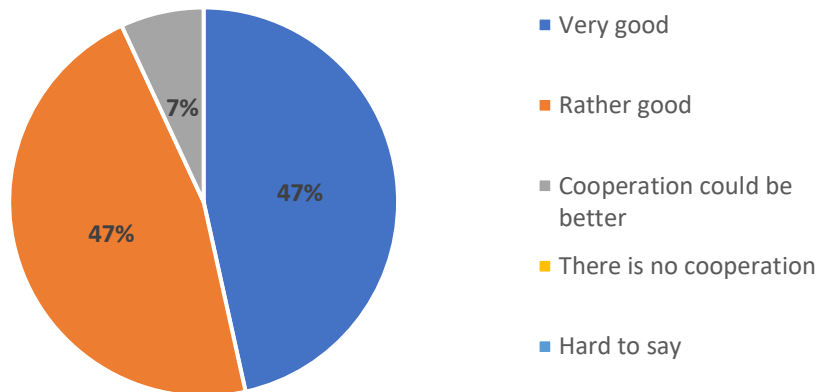


20. To what extent do you know what is expected of you at work?

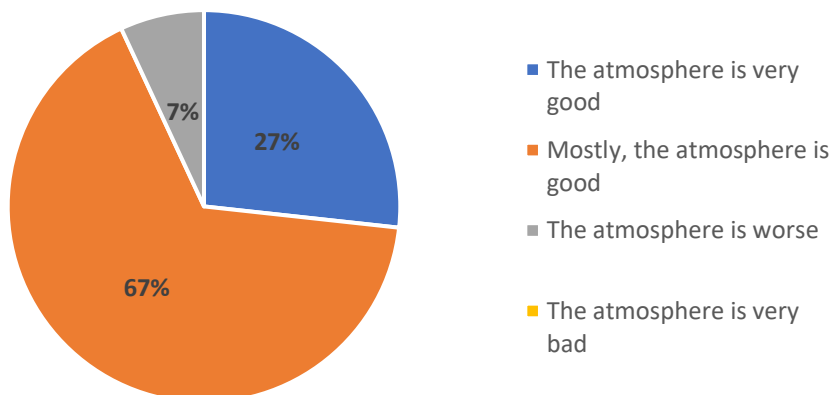


Collaboration and work atmosphere

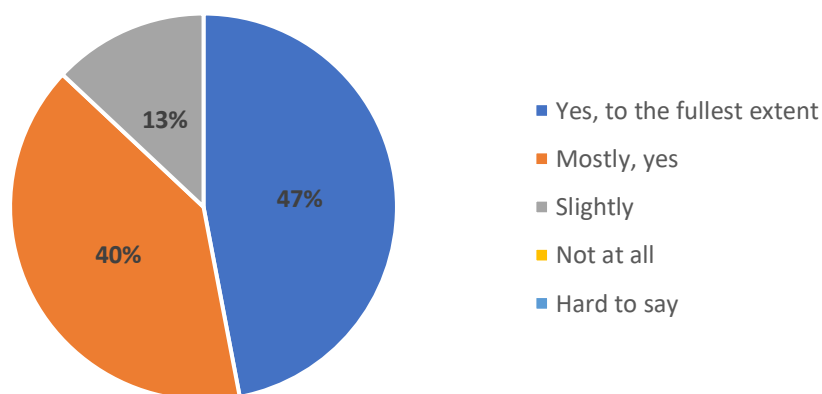
21. Is there a good cooperation between colleagues at your workplace?



22. Is the atmosphere between you and your colleagues good?

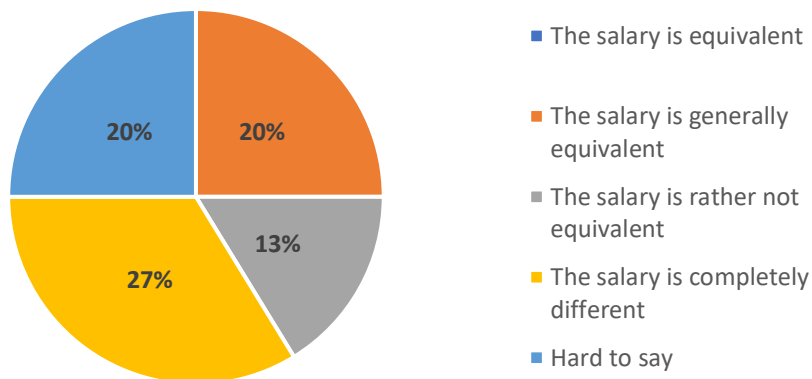


23. Do you have the feeling of being part of the work team?

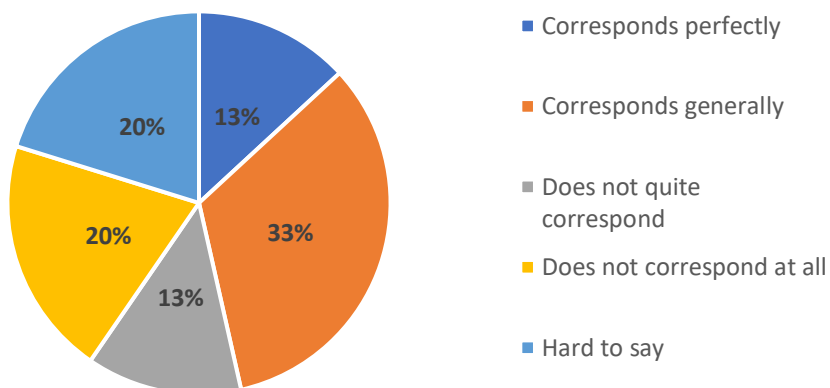


Salary, benefits and motivation system

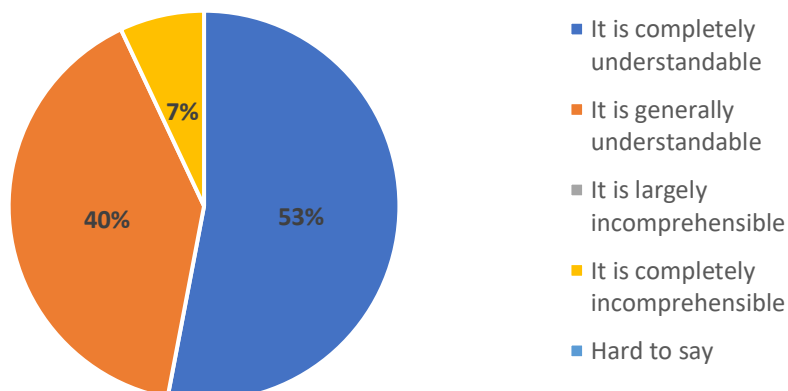
24. To what extent do you feel that your work is paid equally compared to similar positions in other organisations?



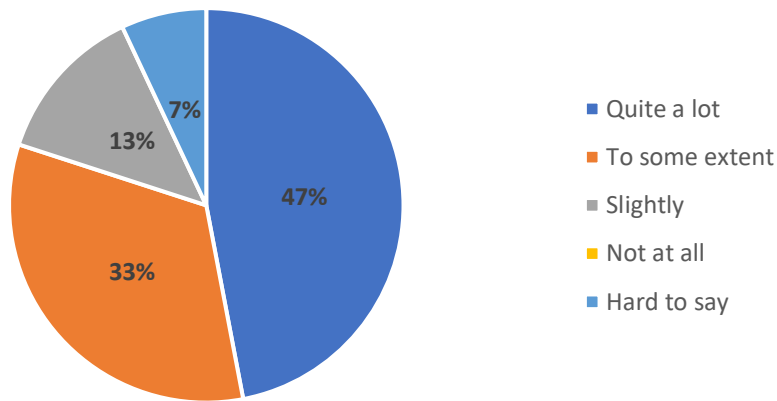
25. To what extent does your salary correspond to your contribution?



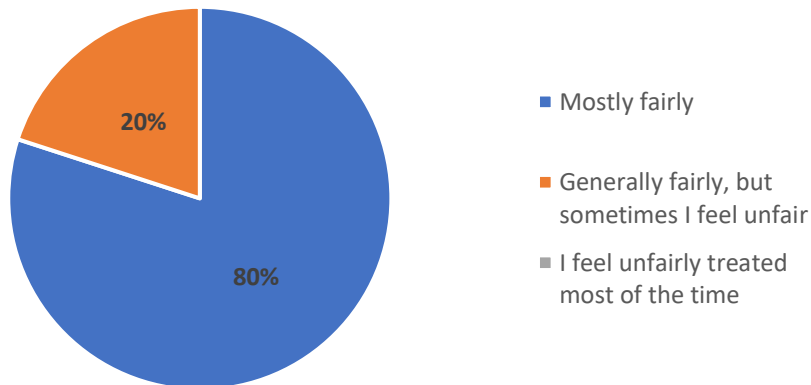
26. To what extent is the work remuneration system understandable to you?



27. To what extent do you think the management recognises and appreciates your work?

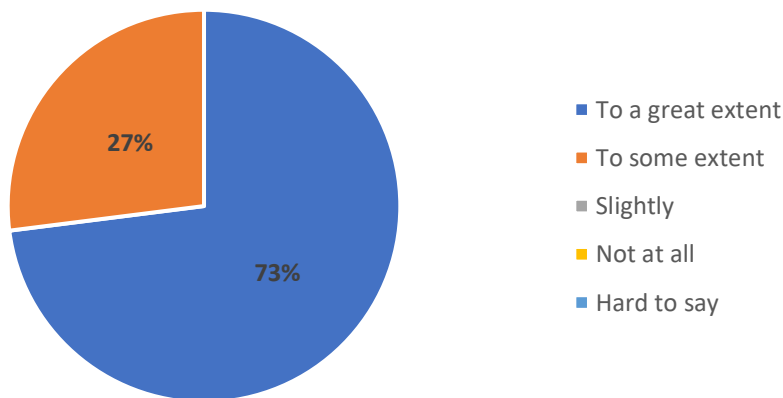


28. To what extent are you treated fairly at work?

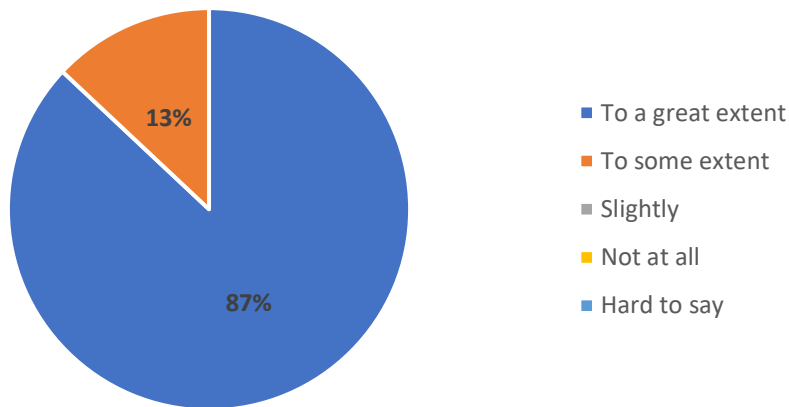


Commitment

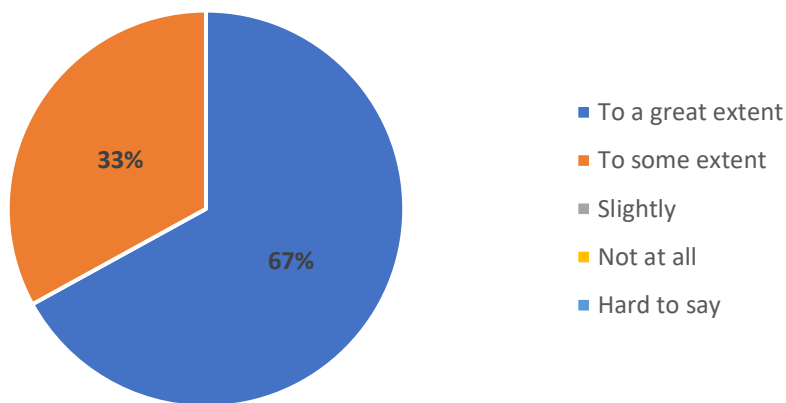
29. To what extent do you feel that your work is meaningful?



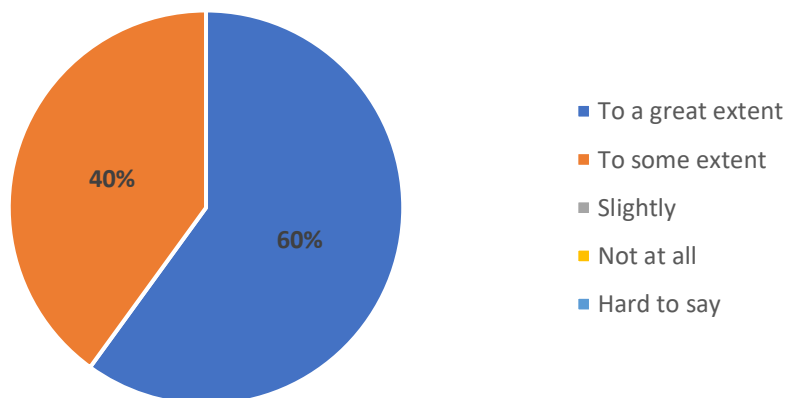
30. To what extent do you feel that the work you do is important to you?



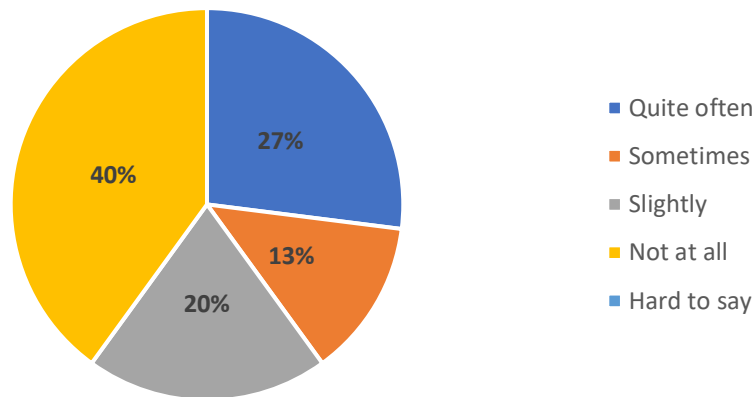
31. How motivated are you at work?



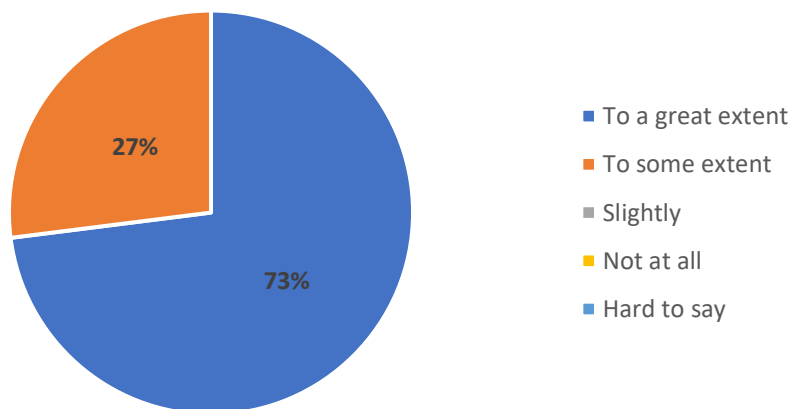
32. To what extent is your work interesting to you?



33. How often do you think about looking for a new job?



34. To what extent do you feel that your job is important to you?



35. How satisfied are you with your future perspectives regarding the present job?

