

1. MAL – ARK-survey 4.0

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Mandatory fields are marked with a star *



Welcome to the ARK-survey - Work Environment Survey for the Higher Education Sector

You agree to participate in the survey by answering the questions and submitting the form by clicking "Send" on the last page. If you wish to withdraw from the survey after submitting your answers, please contact ark-kontakt@ntnu.no, referring to the email address to which the invitation to participate in the ARK survey was received. One week after the deadline to reply, respondents' email addresses will be removed from the data, after which it will no longer be possible to withdraw from the survey.

We will send two reminders before the data collection is concluded.

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

You are answering this survey as an employee at:

Next page

Organizational Conditions at Your Own Unit

The conditions at your unit is will be mapped here. You will find the name of the unit you belong to on the first page of this form. You can navigate back to the first page (without losing your answers) by clicking the "previous page" button at the bottom left of this page.

Information About Important Decisions

On a scale from 1 to 5, how often do the following statements apply?

	Very rarely 1	2	3	4	Very often 5
At my unit, it is easy to stay informed about important decisions concerning my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to keep informed about important decisions concerning my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Participation and Flow of Information

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

At my unit...

	Strongly disagree 1	2	3	4	Strongly agree 5
... we are encouraged to participate when important decisions are being made	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... we are encouraged to express our views on planned decisions that affect our work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... only the management is involved in important decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... we have functional arenas in which we can participate regarding decisions that affects work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... we have good procedures for internal information flow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... it is easy to find the information I need to do my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... there is room to communicate what I need to do my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Adverse Incidents and Management

You will find the name of the unit you belong to on the first page of this form. You can navigate back (without losing your answers) by clicking the "previous page" button at the bottom left of this page.

Adverse Incidents

To what extent do the following statements apply?

At my unit...

	To a very small extent 1	2	3	4	To a very large extent 5
... power struggles make it difficult to get the job done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... the work environment is negatively affected by intrigues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... there is a lot of tension due to prestige	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Unacceptable Behaviour

There is a zero tolerance for all forms of **discrimination**, **bullying** and **harassment**, **unwanted sexual attention**, and **violence and threats** in the workplace. Click the links to see what is meant by these terms (only available in Norwegian).

Your answers to these questions will not help you in the situation you are in. These answers form an important basis for the systematic work at [customized].

In your current employment, have you been subjected to any of the following in the last 6 months:

- Discrimination
- Bullying
- Harassment
- Unwanted sexual attention
- Violence and/or threats
- Not applicable

If you answer "not applicable" here, you will be directed straight to the questions about Management of Adverse Incidents, see below.

Unacceptable Behaviour

There is a zero tolerance for all forms of **discrimination**, **bullying** and **harassment**, **unwanted sexual attention**, and **violence and threats** in the workplace. Click the links to see what is meant by these terms (only available in Norwegian).

Your answers to these questions will not help you in the situation you are in. These answers form an important basis for the systematic work at [customized].

In your current employment, have you been subjected to any of the following in the last 6 months:

- Discrimination
- Bullying
- Harassment
- Unwanted sexual attention
- Violence and/or threats
- Not applicable

If you respond that you have been subjected to unacceptable behavior, you will receive some follow-up questions. You will also receive information on where you can seek assistance and how to report what you have been subjected to.

In the last 6 months, how often have you been subjected to discrimination?

- Rarely
 - Some times
 - Monthly
 - Weekly
 - Daily
-

Have you been discriminated against because of:

Multiple answers are possible

- Gender
- Pregnancy/leave in relation to childbirth or adoption
- Care tasks
- Ethnicity/racism (including national origin, skin colour and language)
- That you belong to an indigenous people or a national minority
- Religion/worldview
- Political opinions
- Professional disagreement
- Reduced functional ability/disability
- Sexual orientation
- Gender identity
- Gender expression
- Age
- Other
- Don't know

If you respond that you have experienced discrimination, you will also be asked questions about what you believe is the underlying cause of the discrimination.

Mandatory fields are marked with a star *

[Institution] has its own employees, services, and systems for reporting and following you up

[If you wish or need follow-up, it is important that you notify someone.]

1. Inform your immediate supervisor, or a higher-level manager.
2. You can also inform your [safety representative](#) or the [chief safety representative](#).
3. Alternatively, you can use the reporting system called "Si ifra!"

If you prefer an informal or confidential conversation, you can contact:

- Occupational Health Services
 - [Website](#)
 - [E-mail](#)
- Representatives at your labor union at [\[customized\]](#).

As a private citizen, you can also contact a lawyer, doctor, psychologist, the police, or others who are legally bound by confidentiality.]

Have you spoken up and/or reported? *

Yes

No

Management of Adverse Incidents

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

At my unit...

	Strongly disagree 1	2	3	4	Strongly agree 5	Don't know
... irregularities are addressed with the person involved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... difficult issues are addressed as soon as they arise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... the management addresses problems as soon as they arise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... I feel that it is safe to report adverse incidents if they occur	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Management of Unacceptable Behaviour

I know how to proceed if...

	Yes	No
... I am subjected to unacceptable behaviour	<input type="radio"/>	<input type="radio"/>
... a colleague is subjected to unacceptable behaviour	<input type="radio"/>	<input type="radio"/>

Learning and Development Opportunities

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

At my unit...

	Strongly disagree 1	2	3	4	Strongly agree 5
... we are flexible and open to new ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... we are open to and adapt to changes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... there is no one who listens to new proposals and ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... learning and development are prioritized	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... I have good opportunities to develop professionally in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... we share ideas and knowledge with each other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... I get to use my knowledge and skills at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... there is room to try out new ways of working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Appraisal Interview

Have you had an appraisal interview in the last 12 months?

- Yes
- No
- Not applicable (due to leave or because I am a new employee)

	Very useless 1	2	3	4	Very useful 5
How did you experience the appraisal interview?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Management at Your Unit

The purpose of this section is to assess whether you feel you have important and effective leaders available in the management of your unit. These can be leaders in research, teaching, administrative tasks/services, or other roles. The intention of these statements is **not** to evaluate individual leaders.

You will find the name of the unit you belong to on the first page of this form. You can navigate back (without losing your answers) by clicking the "previous page" button at the bottom left of this page.

Management Support

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

	Strongly disagree 1	2	3	4	Strongly agree 5
I receive the support I need from the management to get my job done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to inform the management about how they can contribute to me doing a good job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Management Acceptance, Recognition, and Appreciation

To what extent do the following statements about the management at your unit apply?

	To a very small extent 1	2	3	4	To a very large extent 5
My work is recognized and appreciated by the management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am respected by the management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated fairly by the management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that the management creates room for trial and error at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that my work efforts are appreciated by the management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my input and opinions are valued by the management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can express my opinion without fearing negative reactions from the management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Differences in Expectations from the Management

To what extent do the following statements about the management at your unit apply?

I experience...

	To a very small extent 1	2	3	4	To a very large extent 5
... that the management and I have different perceptions of what my work tasks are	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... unclear signals about my work tasks from one and the same leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... different expectations from two or more of the leaders about what I should do at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

You and Your Colleagues

These statements aim to assess your relationship with your closest colleagues, those you work with in your daily tasks.

Colleague Support

How often do the following statements about the situation with your colleagues apply?

	Very rarely 1	2	3	4	Very often 5
I find that my colleagues try to help me succeed in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to help my colleagues succeed in their work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Acceptance, Appreciation, and Community Among Colleagues

To what extent do the following statements align with the conditions in your community of colleagues?

	To a very small extent 1	2	3	4	To a very large extent 5
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 strong sense of community between me and my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I am part of a community of colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that there is room for trial and error among my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that my work efforts are appreciated by my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my colleagues appreciate when I share input and opinions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can express my opinion without being afraid of negative reactions from my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Differences in Expectations Among Colleagues

To what extent do the following statements align with the conditions in your community of colleagues?

I experience...

	To a very small extent 1	2	3	4	To a very large extent 5
... that my colleagues and I have different perceptions of what my work responsibilities are	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... unclear signals about my work tasks from one and the same colleague	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
... different expectations from two or more of my colleagues about what I should do at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

You and Your Work

Positive Working Conditions

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

	Strongly disagree 1	2	3	4	Strongly agree 5
I have sufficient influence in the execution of my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can decide for myself how to plan the work that I do	<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 in my work	<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"/>
It is clear and explicit what is expected of me at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a clear understanding of which tasks are part of my work responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find my work goals to be vague and unclear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Challenging Conditions in the Workplace

How often do the following statements about your work situation apply?

	Very rarely 1	2	3	4	Very often 5
I work under excessive time pressure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have too much to do at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sufficient time to complete my tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to perform tasks in a different way than I prefer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to carry out tasks that are in conflict with my personal values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to perform tasks that I do not feel are part of my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Your Job in Everyday Life

Work and Home

How often do the following statements apply?

	Very rarely 1	2	3	4	Very often 5
Work-related stress makes me irritable at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job makes me too tired to do things that require my attention at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns or problems at work distract me at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Workplace Well-being

To what extent do the following statements apply?

	To a very small extent 1	2	3	4	To a very large extent 5
I am happily to tell others about my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend a good friend to apply for a position at my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My workplace means a lot to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find my work tasks to be meaningful	<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"/>
I feel motivated and engaged in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-Optional Modules-

Working hours

What kind of working hours arrangement do you have?

- Clearly defined fixed or flexible working hours (applies to almost all technical/administrative staff, including research assistants)
- 'Independent position' without clearly defined working hours (applies to academic personnel, including research fellows, rectorate, deans and some others in the top management)
- Not sure / don't know

Overtime

Not counting hours for which you receive compensatory time off, how many hours over and beyond your agreed working hours do you normally work per week?

- 0
- 1 – 5
- 6 – 10
- Over 10

Working hours

What kind of working hours arrangement do you have?

- Clearly defined fixed or flexible working hours (applies to almost all technical/administrative staff, including research assistants)
- 'Independent position' without clearly defined working hours (applies to academic personnel, including research fellows, rectorate, deans and some others in the top management)
- Not sure / don't know

Overtime

How many hours do you normally work per week in addition to what you find reasonable for your position?

- 0
- 1 – 5
- 6 – 10
- Over 10

Reorganisation

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

	Strongly disagree 1	2	3	4	Strongly agree 5
My wishes and suggestions were taken into account in the reorganisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have had the opportunity to talk with my leader about what consequences the reorganisation will have for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The objectives of the reorganisation have been clearly communicated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Job Security and Turnover Intention

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

	Strongly disagree 1	2	3	4	Strongly agree 5
My prospects in this organisation are good	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry about my career development in this organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry about having less stimulating work tasks in the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry that I may lose my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my employment is safe and secure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often think about quitting my current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I may quit my current job in the next 12 months	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the next 12 months, I will probably actively look for new employment opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Background Information

Your gender:

Your age:

Under 30 years

30 – 39 years

40 – 49 years

50 – 59 years

60 years or older

Employment:

Permanent

Temporary

Current unit employment period:

Less than 5 years

5 – 9 years

10 years or more

Mandatory fields are marked with a star *

Consent

I consent to my answers being used ...

Yes

No

in this work environment survey at
my institution *

for comparison with future work en-
vironment surveys at my institution *

in research, in an anonymized
form *

This survey may be repeated every two or three years at your institution. In order to compare results over time without identifying individuals, we need a code. For this purpose, we use the following information, which we ask you to kindly enter in the fields below:

The first letter of the name of the first school you went to as a child:

The first letter of the town or place you were born:

The first letter of your mother's first name:

The second letter of your father's first name:

To submit your answers, please press "Send".

NOTE: Do not select "Send" before you have completed the entire survey - when you have selected "Send", you will no longer be able to access the survey.

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[Send](#)

The form has been delivered

Delivered: 19th September 2023 9:50

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