

Employee survey 2024

Introduction

The employee survey is a tool for finding out what employees think about their work environment and about having Region Västra Götaland, VGR, as an employer. The survey is carried out to ensure a good working environment and to identify any shortcomings.

In the right-hand bar (at the top on mobile phones), there will be circles showing which questions you have answered. Any question you haven't answered yet has a blue circle. When you have answered a question, the circle turns green. Depending on how you answer, some questions can be skipped. Skipped questions will have grey circles next to them.

Employee survey questions

Below are a number of statements/questions about your organizational and social environment at work. The organizational work environment is about how work is organized, managed, communicated and how decisions are made. The social work environment is how we interact with and are affected by the people around us. Select the answer option that best matches your work situation.

Questions about patient safety and work commuting

For employees working in the healthcare sector, questions on Sustainable Safety Engagement are also included. If a question is not relevant to you, you can skip the question and go to the next question.

At the end of this survey, following the employee survey questions, there will also be a question on work commuting.

Processing of personal data

VGR will process personal data collected from you when you answer this survey. The legal basis for processing your personal data is to enable the employer to comply with its legal obligations. All processing of personal data is carried out in accordance with current legislation. This means, among other things, that we take the necessary measures to protect your personal data and make it not accessible to more people than necessary. You also have the right to contact us to find out what personal data is stored about you in VGR.

Your manager can see a sum total of the results if 10 or more employees have responded. Your manager cannot see your personal answers.

The information you provide may be used for statistical and research purposes. Research that needs to be applied to the Swedish Ethical Review Authority needs to have an ethical approval before data can be used for that purpose. The legal basis for VGR to process personal data for research is public interest.

On the following page you can read more about how we at VGR process your personal data, your rights and how to get in touch with us:

[Processing of personal data within Region Västra Götaland](#)

If you want to get in touch with the data protection officer for your administration, you can find their contact details here.

[Data protection officer](#)

Work organization and work demands (heading not included in the survey)

1. I am familiar with the goals of my unit/department

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

2. My unit's/department's goals are followed-up and evaluated well.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

3. I know what is expected of me in my work.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

4. In my work, there are often conflicting demands.

Please note that the scale is reversed and starts with Strongly agree

Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree

5. My workload is reasonable.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

6. I am able to complete my work tasks within my normal working hours.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

7. In my workplace, there are enough staff both in terms of numbers and expertise.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

8. My work has reasonable demands, such as making quick decisions, solving challenging problems and/or taking in new information.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

9. In my work, I often encounter people in difficult situations, I resolve conflicts and/or deal with ethical dilemmas.

Please note that the scale is reversed and starts with Strongly agree

Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree

10. In my work there are often problems with cooperation.

Please note that the scale is reversed and starts with Strongly agree

Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree

11. I have a job that is reasonably demanding physically.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

Work resources and work support (heading not included in the survey)

12. My immediate manager enables me to take responsibility for my work.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

13. I get to take part in planning how my work will be carried out.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

14. My work makes good use of my skills and abilities.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

15. I learn and develop in my daily work.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

16. My immediate manager helps me to prioritize my tasks when necessary.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

17. I inform my manager if there are problems in the workplace or with my work.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

18. My immediate manager shows appreciation for my work efforts.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

19. My immediate manager has confidence in me as an employee.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

20. I can get help and support in emotionally stressful situations at work.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

21. I can get help from my colleagues to complete my tasks if I need it.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

22. I enjoy and feel a sense of community with my colleagues.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

23. I dare to speak out and raise any issues in my workplace.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

24. I have access to proper IT tools (IT tools means computers, printers, software and/or documentation/reporting systems).

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

Working hours and recovery (heading not included in the survey)

25. I have time for reflection and contemplation at work.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

26. I have the opportunity to recover during the work shift through breaks and rest periods.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

27. I have the possibility to change my working hours and/or my work schedule.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

28. Text section: Victimization, discrimination, harassment, threats and violence, undue influence

Below are a number of questions on victimization, discrimination, harassment, threats and violence, and undue influence. None of these are accepted in the organization. In the first instance, contact your manager or the HR department if you have been subjected to any of these. You can also ask your trade union, safety representative or occupational health service for help.

The questions about being a victim in the last 12 months require at least 50 answers for the results to be reported. The follow-up questions require 20 answers for the results to be reported.

29. Have you been subjected to victimization at work in the last 12 months?

Victimization means that you have been humiliated, excluded from the rest or treated differently in an unfair way. For example, others may have insulted you, made unwanted jokes or comments, withheld important information, made your work more difficult, removed your work duties without justification, made it difficult to process leave requests, and so on.

Yes No

30. If you answered yes to any of the above questions about victimization, who has victimized you?

Multiple answers are possible.

Yes, by manager/supervisor, Yes, by colleague/co-worker, Yes, by a subordinate employee Yes, by patient/customer, Yes, by someone else

31. If you answered yes to any of the above questions about victimization, have you received any help in dealing with it? Multiple answers are possible.

Yes, by or through a colleague, Yes, by or through a manager, Yes, by or through the HR department, Yes, by or through my trade union Yes, by or through my safety representative, Yes, by or through my occupational health service, No, I have sought help but not received any, No, don't know who to turn to, No, I have not sought help

32. Have you been discriminated at work in the last 12 months?

The Discrimination Act prohibits discrimination based on seven different grounds: age, sex, gender identity or expression, ethnicity, religion or belief, disability, and sexual orientation.

Yes No

33. If yes, on which ground(s) of discrimination? Multiple answers are possible.

Age, Gender, Gender identity or expression, Ethnicity, Religion/other beliefs, Disability, Sexual orientation

34. If you answered yes to any of the above questions about discrimination, who has discriminated you? Multiple answers are possible.

Yes, by manager/supervisor, Yes, by colleague/co-worker, Yes, by a subordinate employee, Yes, by patient/customer, Yes, by someone else

35. If you answered yes to any of the above questions about discrimination, have you received any help in dealing with it? Multiple answers are possible.

Yes, by or through a colleague, Yes, by or through a manager, Yes, by or through the HR department, Yes, by or through my trade union Yes, by or through my safety representative, Yes, by or through my occupational health service, No, I have sought help but not received any, No, don't know who to turn to, No, I have not sought help

36. Have you been sexually harassed at work in the last 12 months?

Sexual harassment means, for example, that you have been subjected to unwelcome sexual advances, unwanted sexual jokes or innuendos, or unwelcome touching.

Yes No

37. If you answered yes to any of the above questions about sexual harassment, who has sexually harassed you? Multiple answers are possible.

Yes, by manager/supervisor, Yes, by colleague/co-worker, Yes, by a subordinate employee Yes, by patient/customer, Yes, by someone else

38. If you answered yes to any of the above questions about sexual harassment, have you received any help in dealing with it? Multiple answers are possible.

Yes, by or through a colleague, Yes, by or through a manager, Yes, by or through the HR department, Yes, by or through my trade union Yes, by or through my safety representative, Yes, by or through my occupational health service, No, I have sought help but not received any, No, don't know who to turn to, No, I have not sought help

39. Have you been subject to violence or threats of violence at work in the last 12 months?

Yes, No

40. If you answered yes to any of the above questions about threats and violence, who has subjected you to threats and/or violence? Multiple answers are possible.

Yes, by manager/supervisor, Yes, by colleague/co-worker, Yes, by a subordinate employee Yes, by patient/customer, Yes, by someone else

41. If you answered yes to any of the above questions about threats and violence, have you received any help in dealing with it? Multiple answers are possible.

Yes, by or through a colleague, Yes, by or through a manager, Yes, by or through the HR department, Yes, by or through my trade union Yes, by or through my safety representative, Yes, by or through my occupational health service, No, I have sought help but not received any, No, don't know who to turn to, No, I have not sought help

42. Have you been subjected to undue influence at work or in your free time in the last 12 months?

Undue influence is when someone has tried to or has influenced you when making decisions in your work and made you act in a different way than you intended. They may have tried to influence you with, for example, bribes, threats of self-harm or hatred. This includes direct and indirect threats.

Yes No

43. If you answered yes to any of the above questions about undue influence, who has tried to unduly influence you? Multiple answers are possible.

Yes, by manager/supervisor, Yes, by colleague/co-worker, Yes, by a subordinate employee Yes, by patient/customer, Yes, by someone else

44. If you answered yes to any of the above questions about undue influence, have you received any help in dealing with it? Multiple answers are possible.

Yes, by or through a colleague, Yes, by or through a manager, Yes, by or through the HR department, Yes, by or through my trade union Yes, by or through my safety representative, Yes, by or through my occupational health service, No, I have sought help but not received any, No, don't know who to turn to, No, I have not sought help

45. Do you know how to report victimization in your workplace?

Yes No

46. Do you know how to report discrimination in your workplace?

Yes No

47. Do you know how to report sexual harassment in your workplace?

Yes No

48. Do you know how to report threats and violence in your workplace?

Yes No

49. Do you know how to report undue influence in your workplace?

Yes No

50. Text section Motivation, well-being and health

Below are a number of statements and questions about your motivation, well-being and health.

51. My work feels meaningful.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

52. I look forward to going to work.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

53. I can put thoughts of work aside in my free time.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

54. I have the energy to do other things after my work shift.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

55. I feel rested and recovered after a couple of days off.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

56. How physically tired do you usually feel after a work shift?

Not at all tired, Slightly tired, Tired, Very tired

57. Stress is a state of being tense, nervous or anxious, or not being able to sleep at night because you are constantly thinking about problems. Are you currently experiencing such stress?

Not at all, Just a little, To some extent, Quite a lot, Very much

58. In general, would you say that your health is

Excellent, Very good, Good, Fair, Poor

59. Text section: Overall assessment of efficiency, quality, work situation and Region Västra Götaland as an employer

Below are a number of statements and questions about how you feel about your work in terms of efficiency, quality, working conditions and having Region Västra Götaland as an employer.

60. Efficiency here means doing the right things in the right way, in the right order and without wasting unnecessary time. How satisfied are you with the efficiency of the work carried out in your unit/department?

Very dissatisfied, Somewhat dissatisfied, Neither satisfied nor dissatisfied, Somewhat satisfied, Very satisfied

61. Quality here refers to the care or treatment provided to patients. In units that do not provide care or treatment, it means the quality of the service provided. How satisfied are you with the quality of the work carried out in your unit/department?

Very dissatisfied, Somewhat dissatisfied, Neither satisfied nor dissatisfied, Somewhat satisfied, Very satisfied

62. How satisfied are you with your current working conditions?

Very dissatisfied, Somewhat dissatisfied, Neither satisfied nor dissatisfied, Somewhat satisfied, Very satisfied

63. I would recommend Region Västra Götaland as an employer.

Not at all true, Not very true, Fairly true, Completely true

64. I would recommend my workplace to others.

Not at all true, Not very true, Fairly true, Completely true

65. Text section: Background questions

These questions require at least 50 answers per category to be reported.

66. Gender

Female, Male, Other option

67. Age

29 years or younger, 30–39 years, 40–49 years, 50–59 years, 60 years or older

68. How are your primary working hours organized?

Mixed day, evening and weekend, Mixed day, evening, night and weekend, Nights only, Other working hours, Daytime Monday to Friday (with the occasional evening work)

69. Which administration or company do you belong to?

Förvaltningen för Fastighet, Stöd och Service, Film i Väst, Folkhögskoleförvaltningen, Folkandvården, Försörjningsförvaltningen, Göteborgs botaniska trädgård, Göteborgsoperan, Habilitering och Hälsa, Hälsan och Stressmedicin, Koncernkontoret, Kulturförvaltningen, Naturbruksförvaltningen, NU-sjukvården, Närhälsan, Patientnämnden, Regionhälsan, Revision, Sahlgrenska Universitetssjukhuset, Sjukhusen

i väster (Alingsås lasarett, Angereds Närsjukhus, Högsbo Närsjukhus, Kungälv Sjukhus), Skaraborgs Sjukhus, Södra Älvsborgs Sjukhus, Turistrådet Västsverige

70. Text section: Sustainable security engagement

Here are questions on Sustainable Safety Engagement. All health professionals, including administrative staff, can answer these questions. If a question is not relevant to you, you can skip the question and go to the next question.

71. My manager's superior provides the conditions for safe care. (Safe care means low incidence of avoidable harm)

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

72. In my workplace, we learn from what works well

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

73. In my workplace, we always act on the risks we see

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

74. In my workplace, improvements are always made after negative events. (negative event = event that causes something undesirable)

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

75. I point it out when I think something is about to go wrong

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

76. I dare to talk about my mistakes

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

77. I am always treated well at my workplace when I need help

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

78. In my workplace we have a good cooperation with other organizations

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

79. In my workplace, we adapt our work to maintain safety when conditions change

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

80. I would feel safe if a loved one was cared for at my workplace.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

81. In my workplace we offer patients to be involved in our patient safety work.

Strongly disagree, Disagree, Neither agree nor disagree, Agree, Strongly agree

82. Text section: The employee survey questions have now been answered.

If you want to continue, a question on commuting comes next.

The purpose of the question is to follow up on one of VGR's environmental goals, which is that at least 50% of commuting should be sustainable (walking, cycling or public transport).

This question will be reported separately from the other questions in the employee survey, and will not be included in the results for each workplace.

Results on commuting will be available in [Resekållen](#).

83. What means of transportation did you use to get to your workplace today, or the last time you went there?

Please specify the primary means of transport, i.e. if you used more than one means of transport on your journey, specify the type of transport you used for most of the journey.

On foot, Bicycle, Electric bicycle, Electric scooter, Moped/MC, Tram, Bus, Train, Car - driving alone, Car - carpool, Boat

84. Text section: In the right-hand bar (at the top on mobile phones), there are circles showing which questions you have answered. Any question you haven't answered yet has a blue circle. When you have answered a question, the circle turns green. Depending on how you answer, some questions can be skipped. Skipped questions will have grey circles next to them.

Click on the button below to submit your answers. Once you press the submit button, you will no longer be able to change your answers.

Conclusion

Thank you for your participation! Your answers are important!