

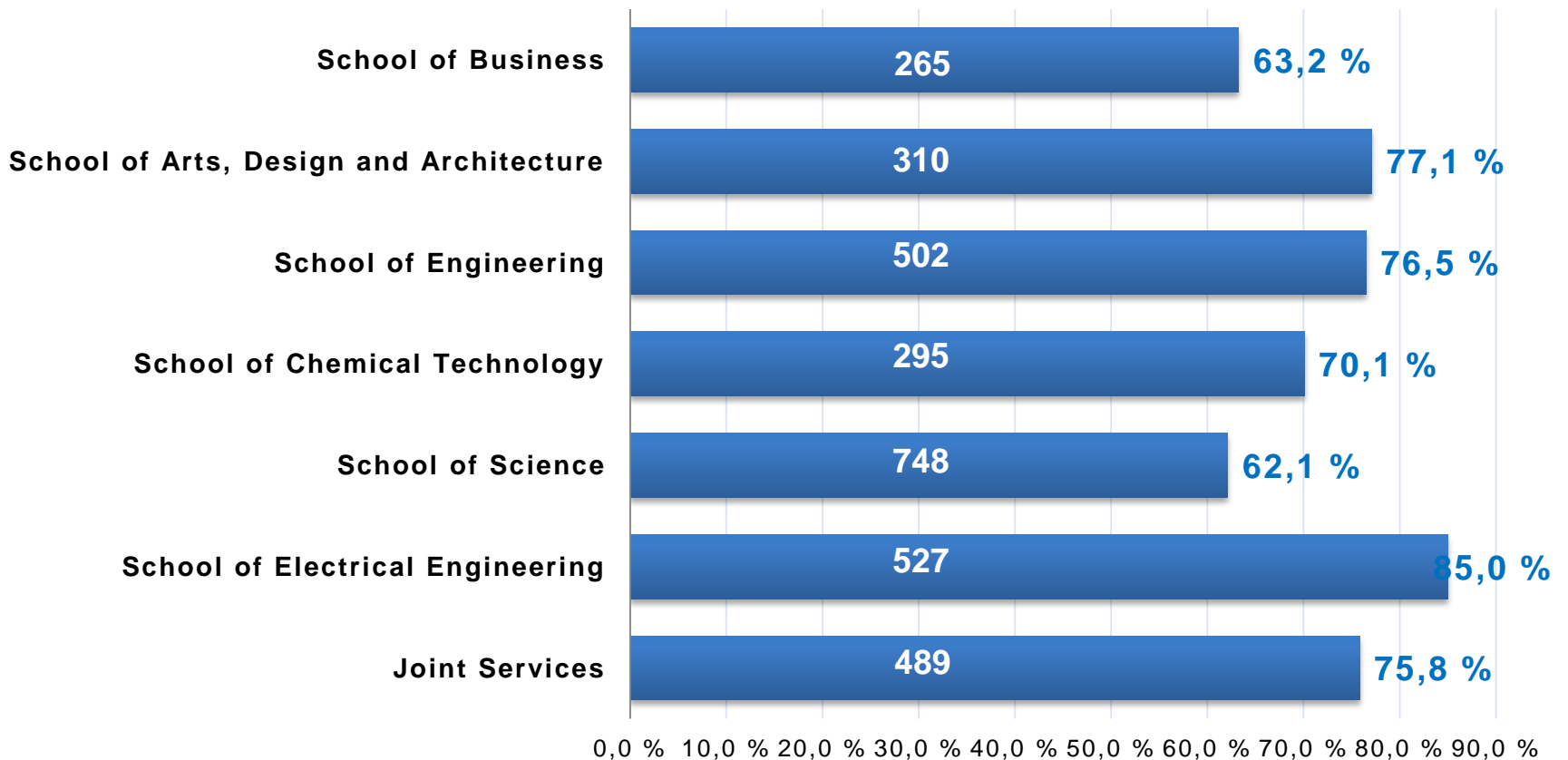
A?

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Personnel Survey 2015

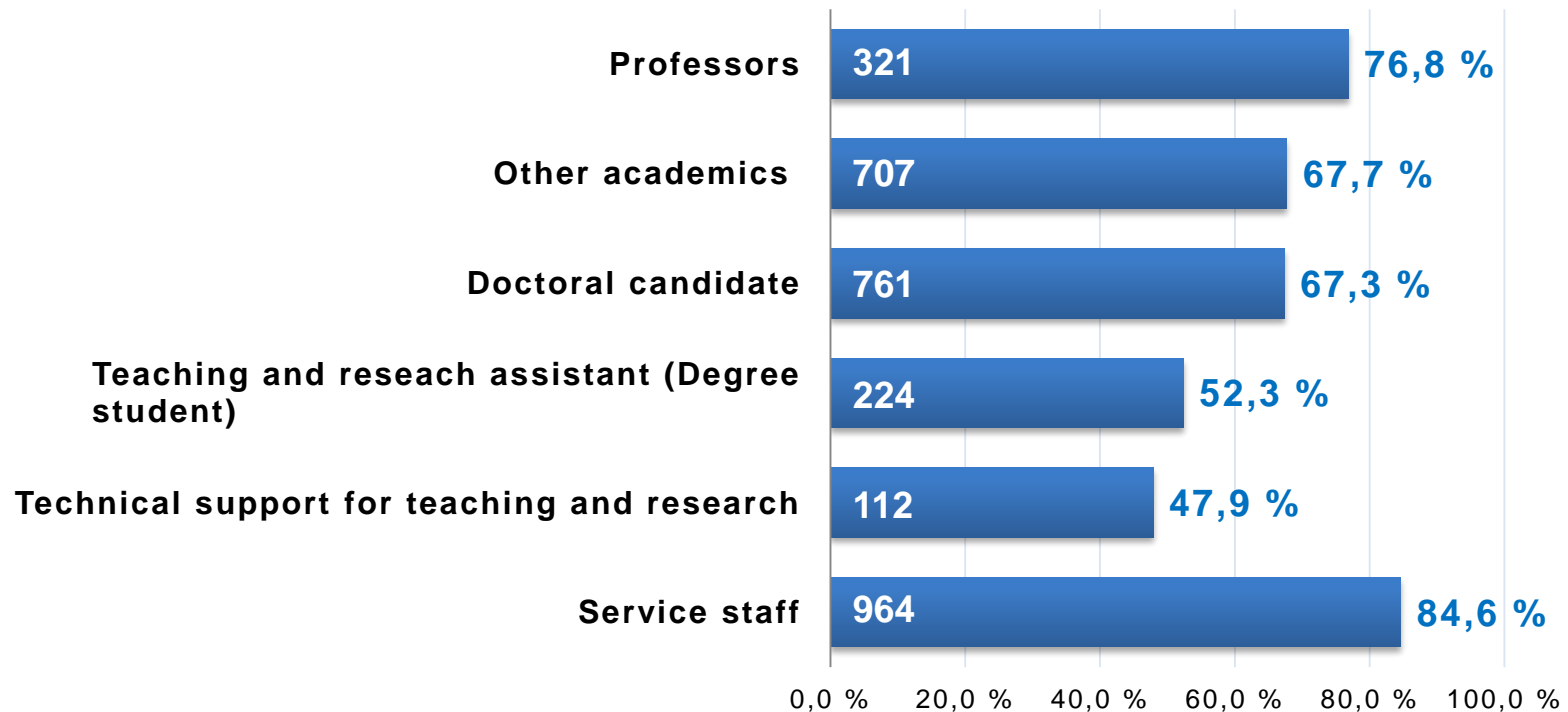
Response rate by School

Aalto University response rate was 72%, 3136 responses.



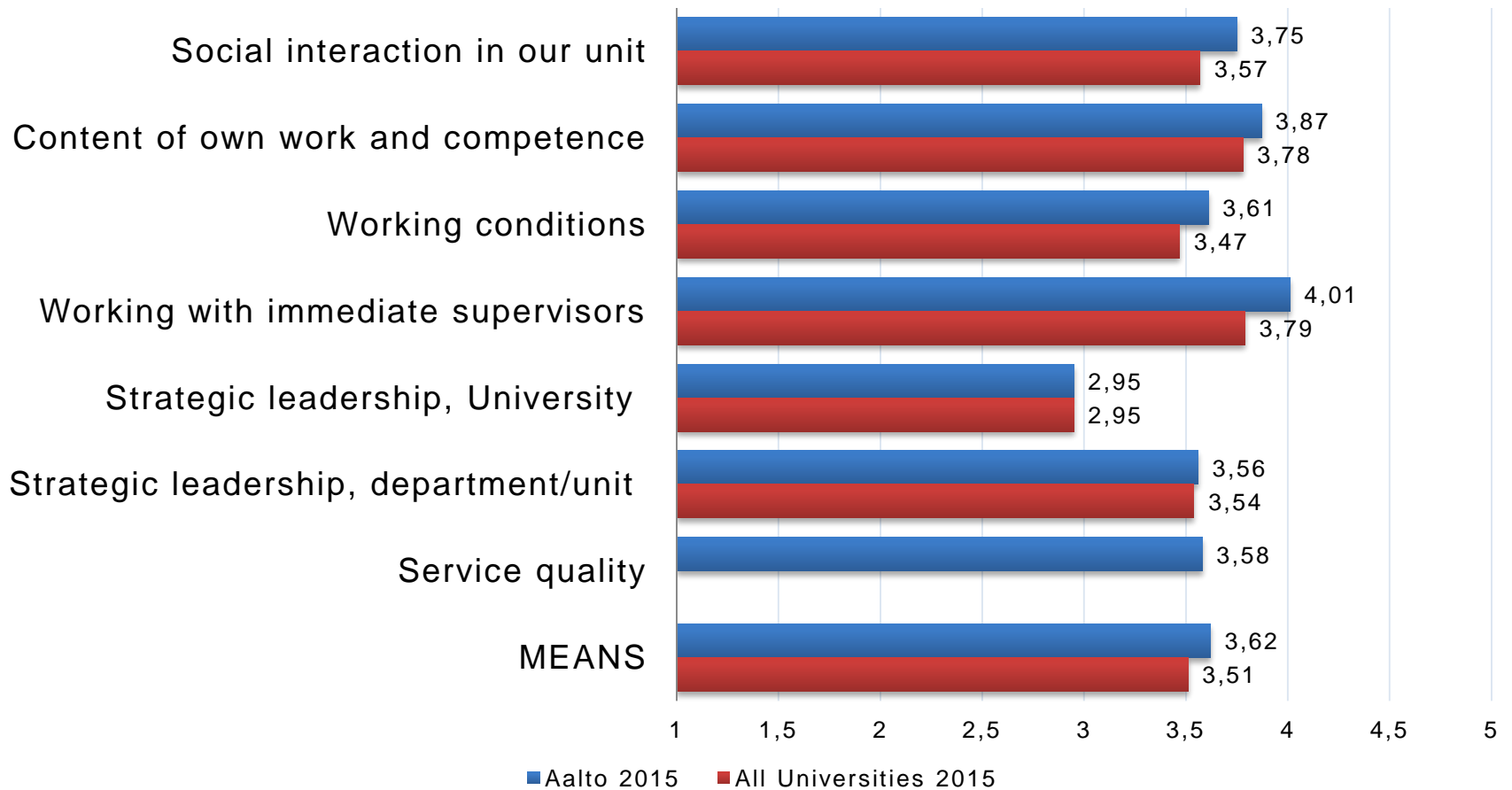
Response rate by personnel group

Aalto University response rate was 72%, 3136 responses.



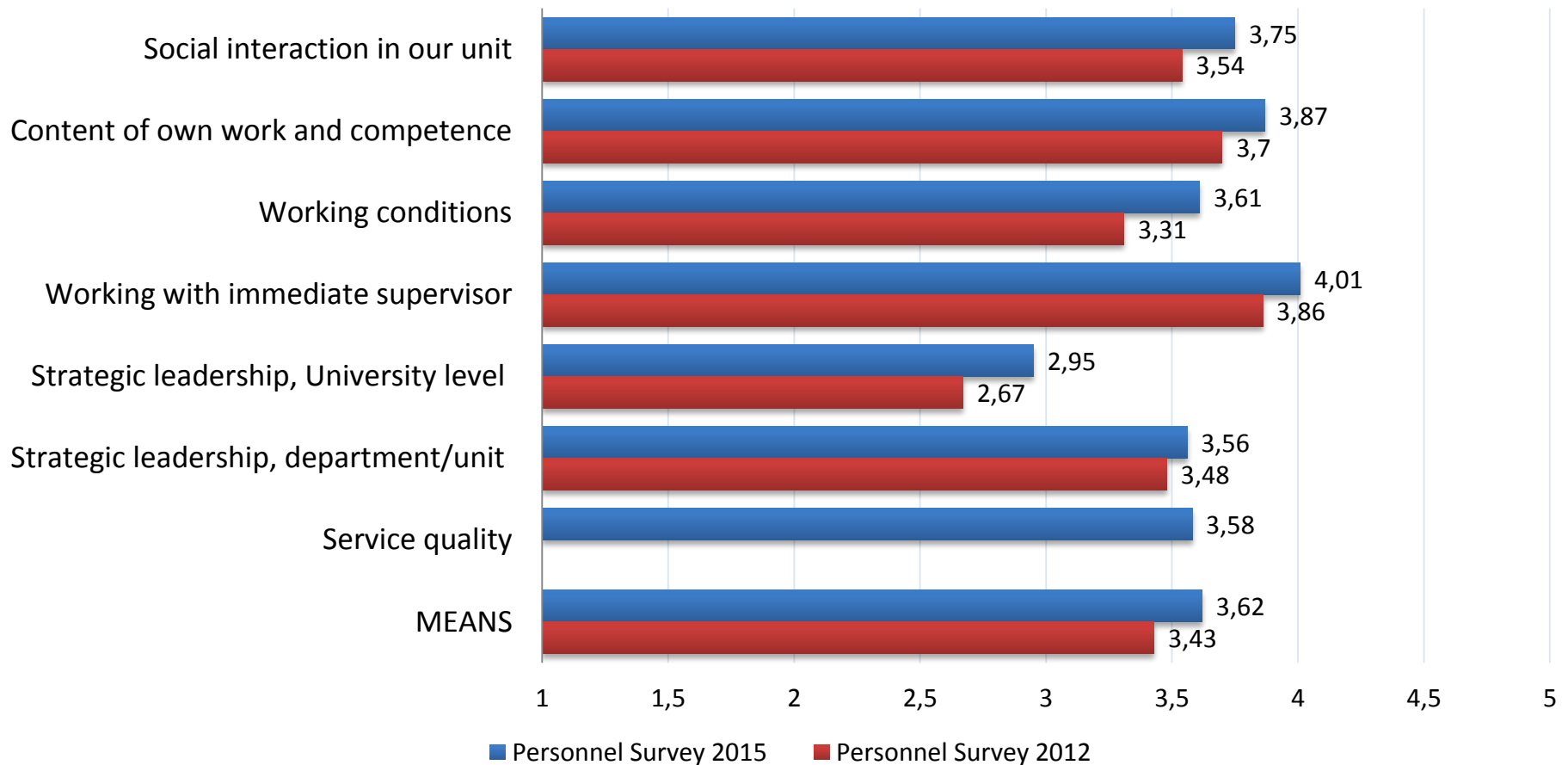
General view: sections

Aalto University 2015, All Universities 2015



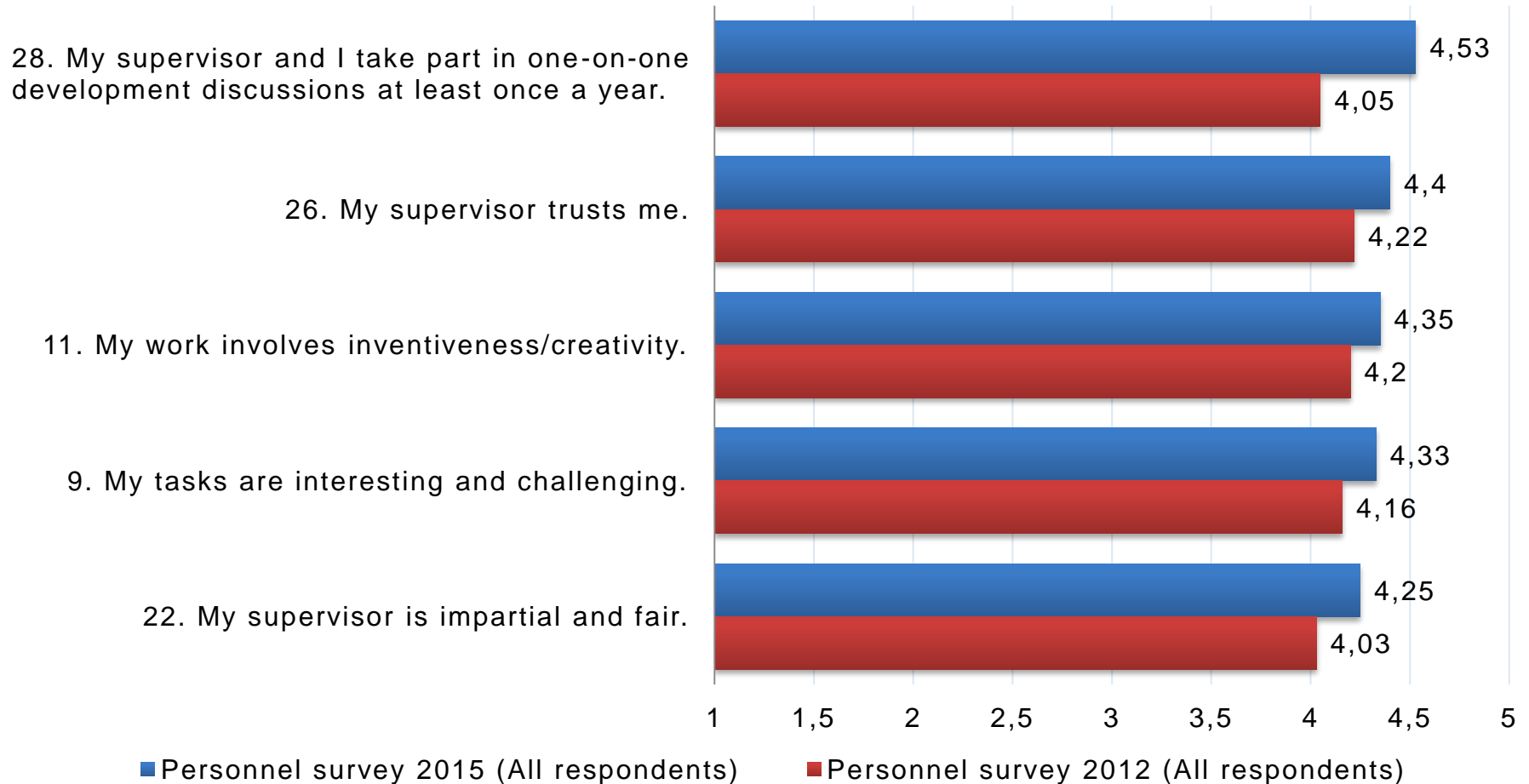
General view: sections

Aalto University 2015, Aalto University 2012



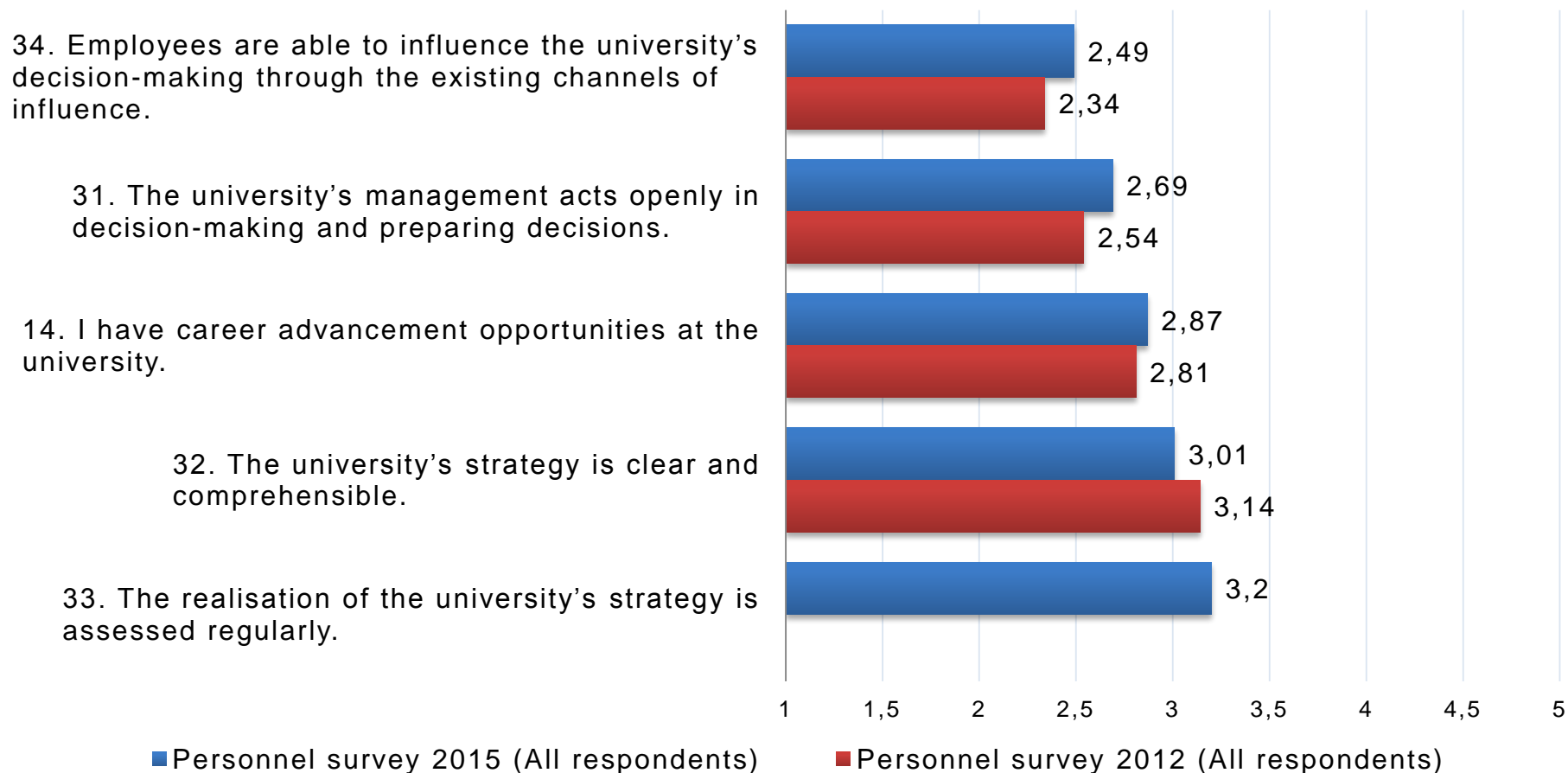
Highest ratings

Aalto University 2015, Aalto University 2012



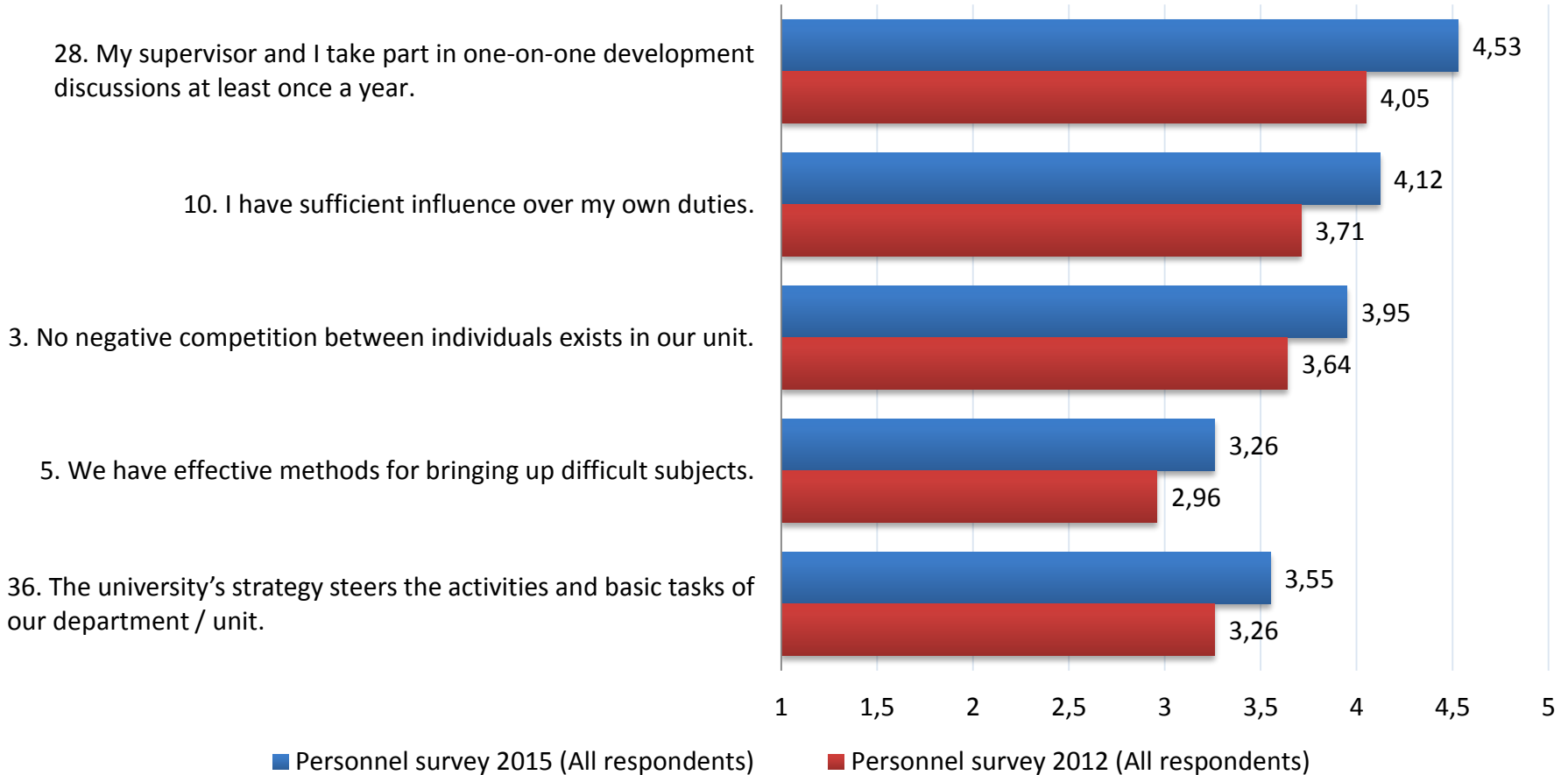
Lowest ratings

Aalto University 2015, Aalto University 2012



Most significant difference

Aalto University 2015, Aalto University 2012



Where we have succeeded?

Emerging themes from open comments

- **Public image, the university's reputation and visibility in the media seems to be better**
- **Thanks to tenure-track system, we have succeeded in attracting talented new people and we have internationalised rapidly**
- **Development towards main campus in Otaniemi is considered as a positive direction and new facilities are seen working well**
- **Aalto University is experienced increasingly as a one University**
- **Academic results seem to be improved, for example level of publications has increased.**
- **Reforms of Bachelor and Master programmes are considered as a positive development**
- **The university services are perceived more professional, responsibilities and practices are clearer.**

Where we still need to improve?

Emerging themes from open comments

- **Implementation of strategy & communicating targets**
- **Decision-making and opening the backgrounds**
- **Appreciation and development of teaching**
- **Leading and working in matrix organisation**
- **Career systems and changes in personnel structure**
- **Target setting, feedback, recognition**
- **Collaboration and interdisciplinary work**
- **Service development: collaboration, processes, digitalisation and service career path & competence development**
- **Work ability & time to carry out duties during working hours**

University's shared development areas

- **Ensuring the initiation and implementation of jointly created strategy**
- **Enhancing career prospects and career system practices**
- **Ensuring the success of Aalto personnel by strengthening target setting practices and feedback culture**
- **Promoting collaboration and interdisciplinary work**



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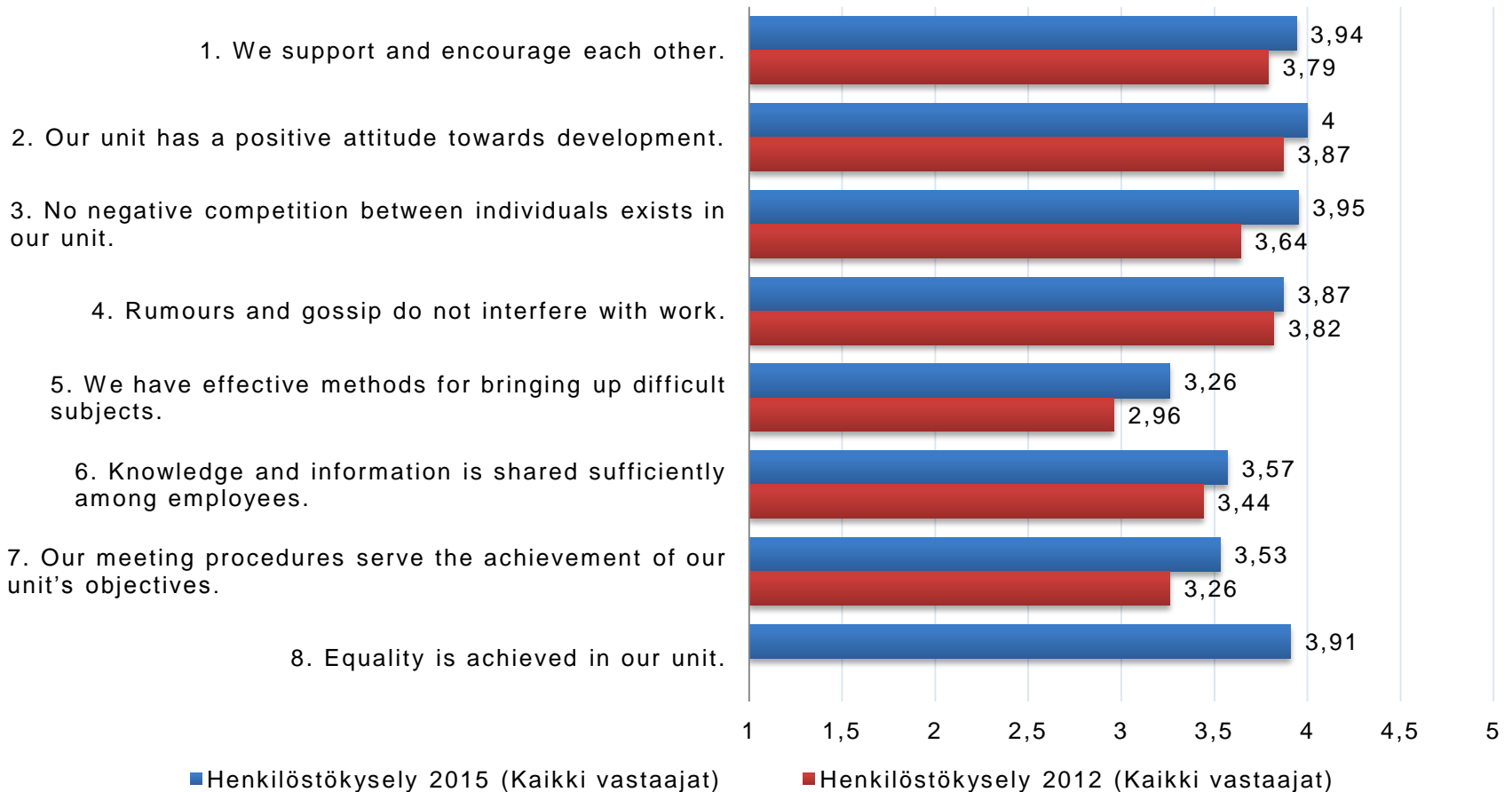
Additional slides



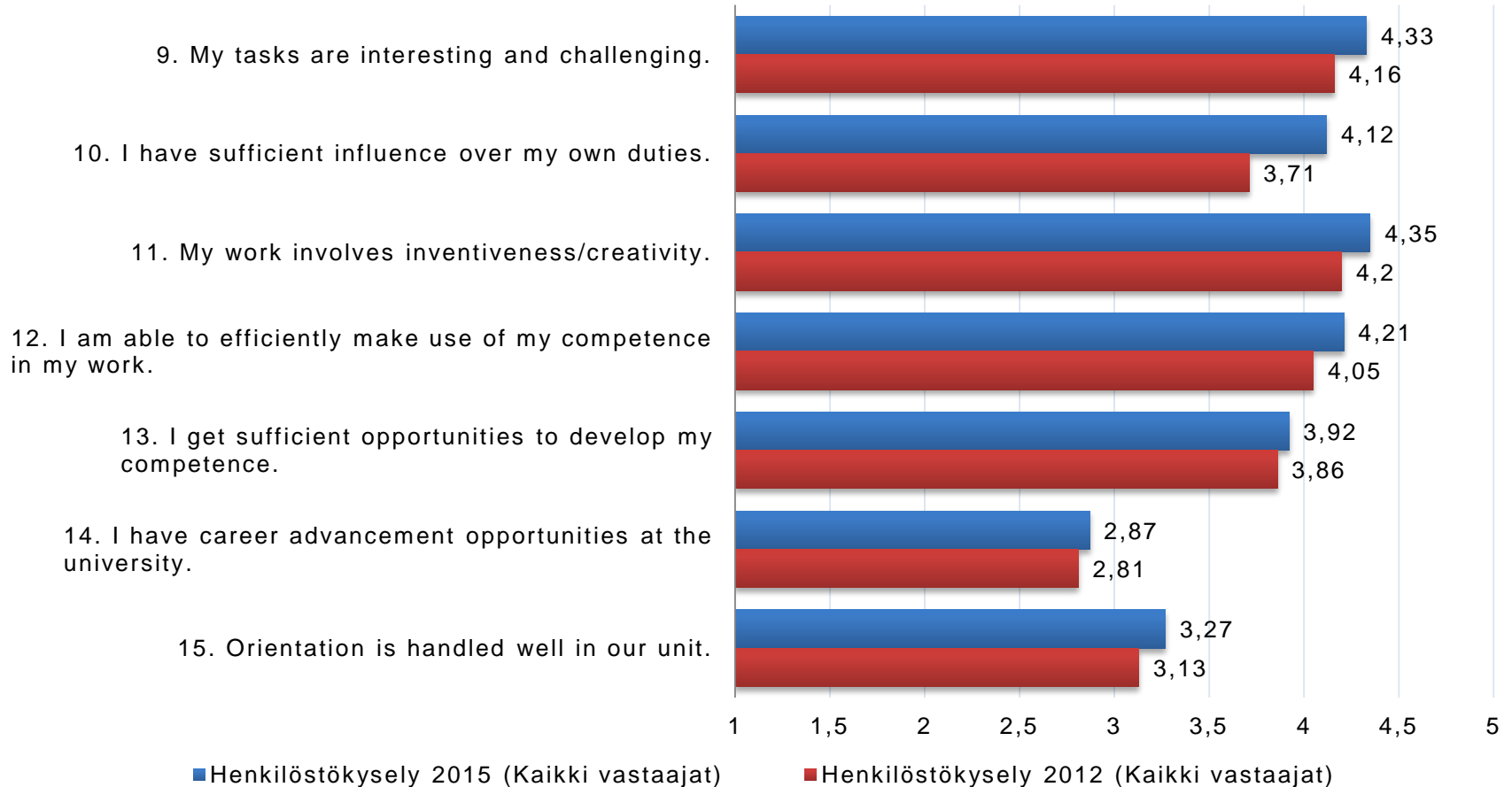
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Statement averages

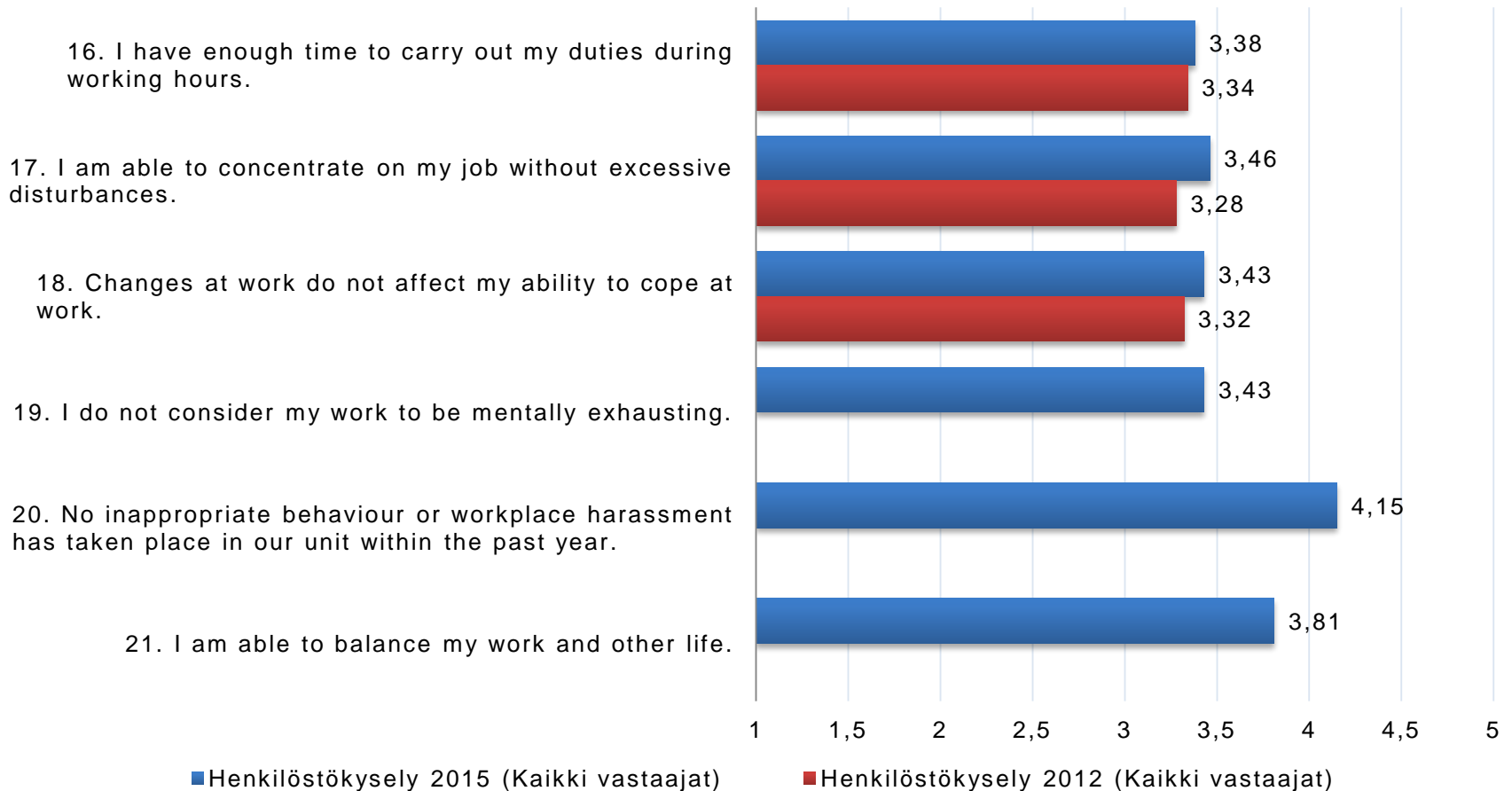
Social interaction in our unit 2015, 2012



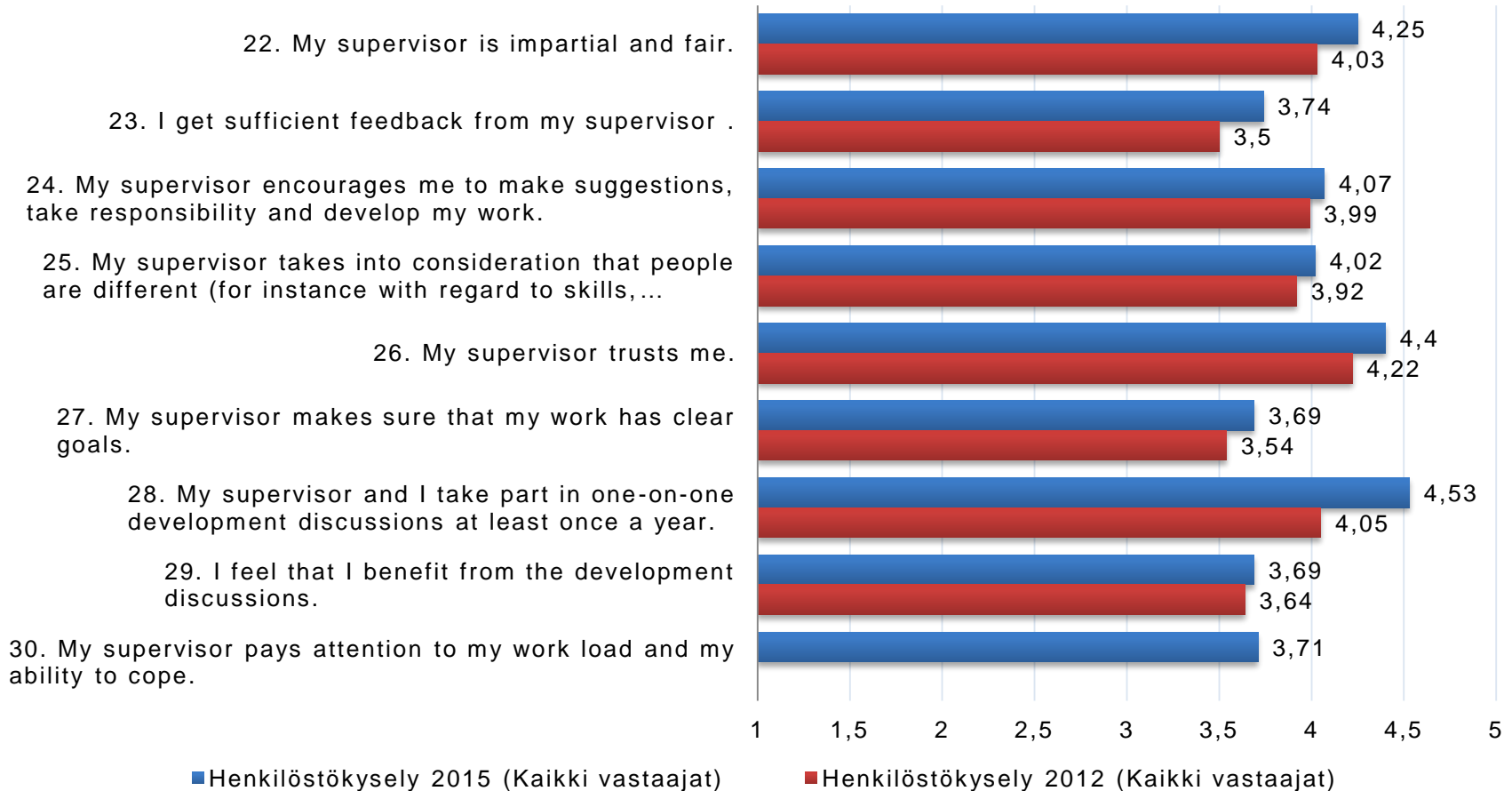
Content of own work and competence 2015, 2012



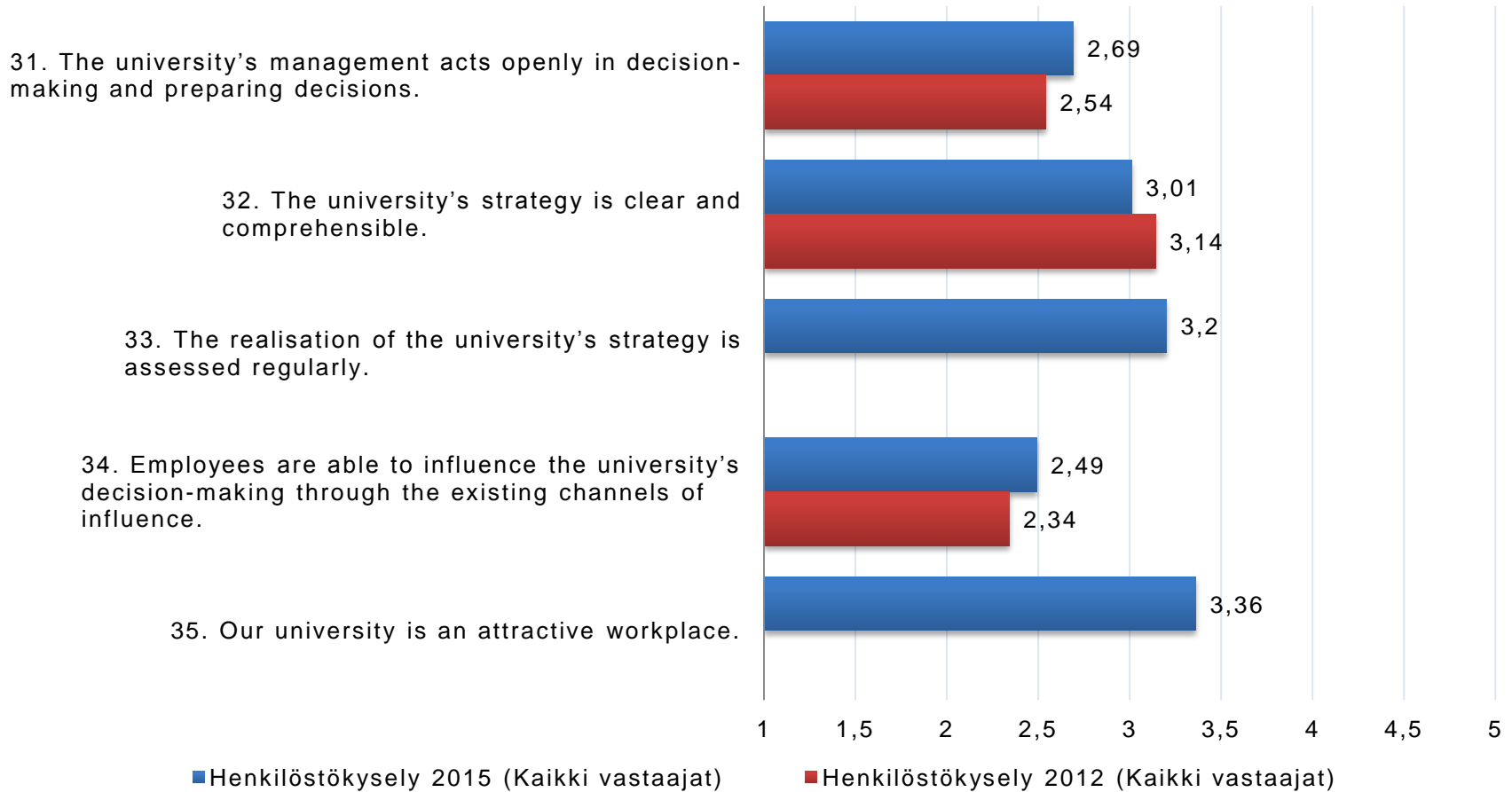
Working conditions 2015, 2012



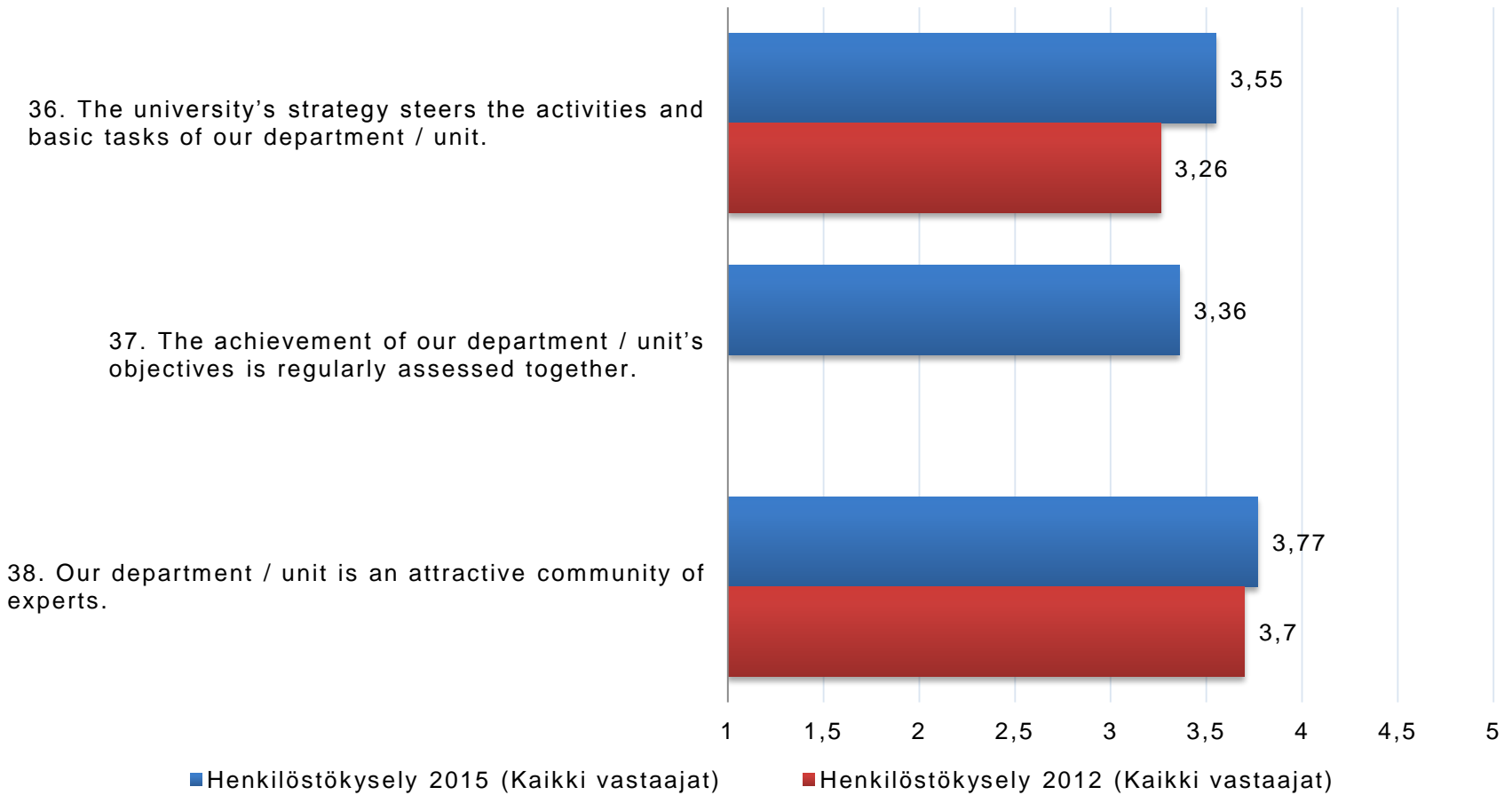
Working with immediate supervisor 2015, 2012



Strategic Leadership, University 2015, 2012



Strategic Leadership, department / unit 2015, 2012





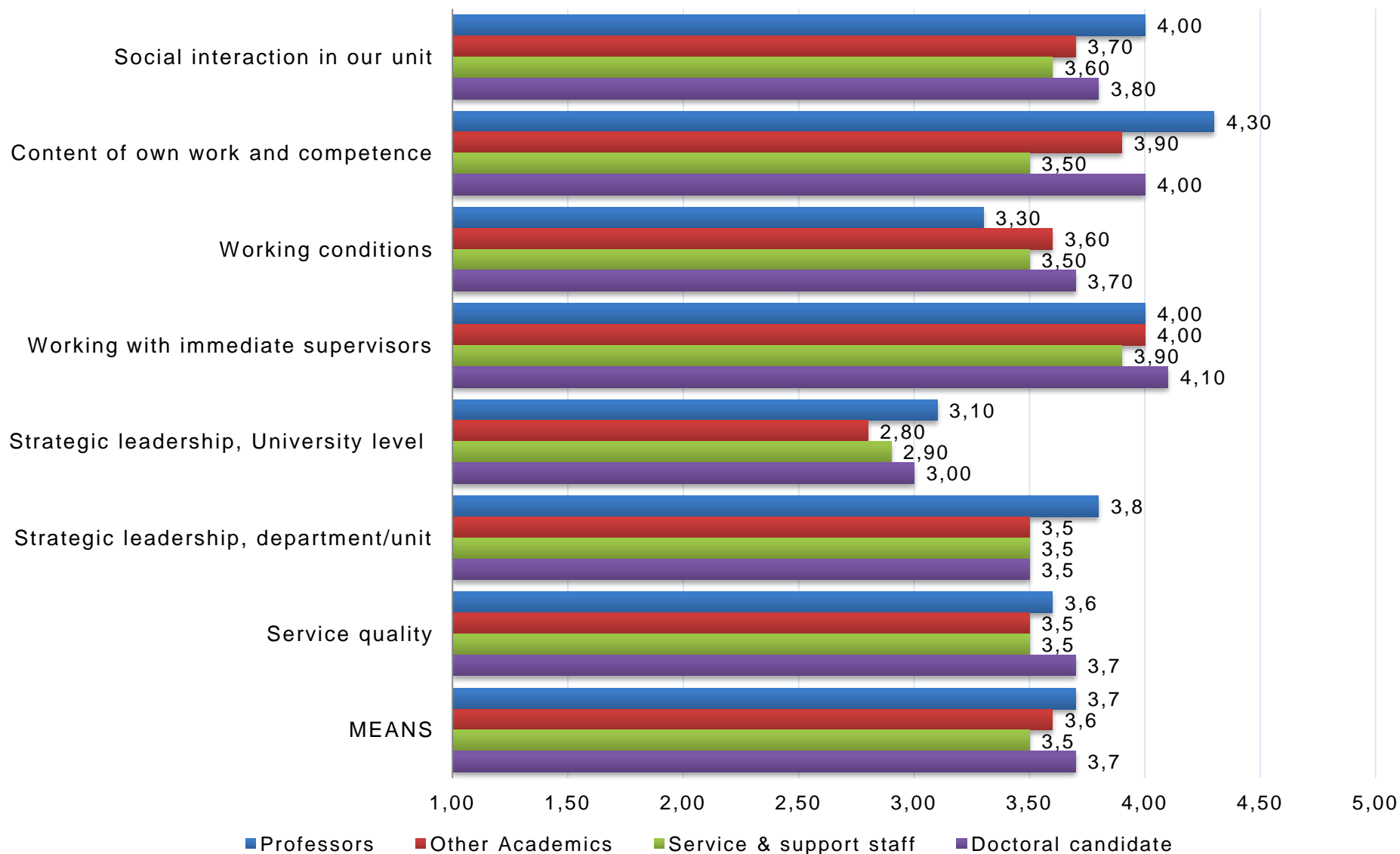
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Personnel group comparison

- Professors, other academics, service personnel, doctoral candidates
- English, Finnish

General view

Professors, other academics, service personnel, doctoral candidates



General view

English, Finnish

