

A?

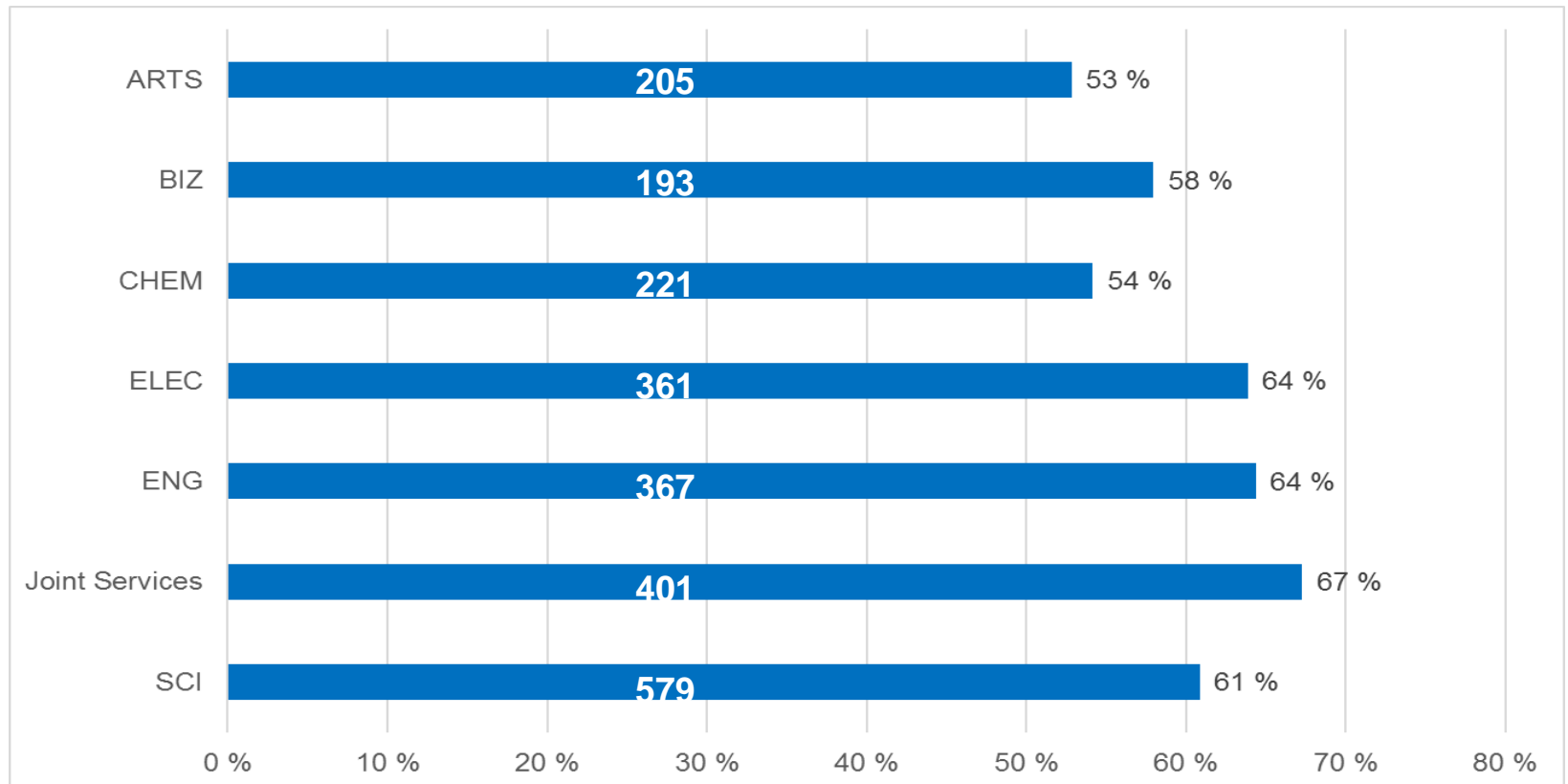
Aalto-yliopisto

Personnel Survey 2017

15 November, 2017

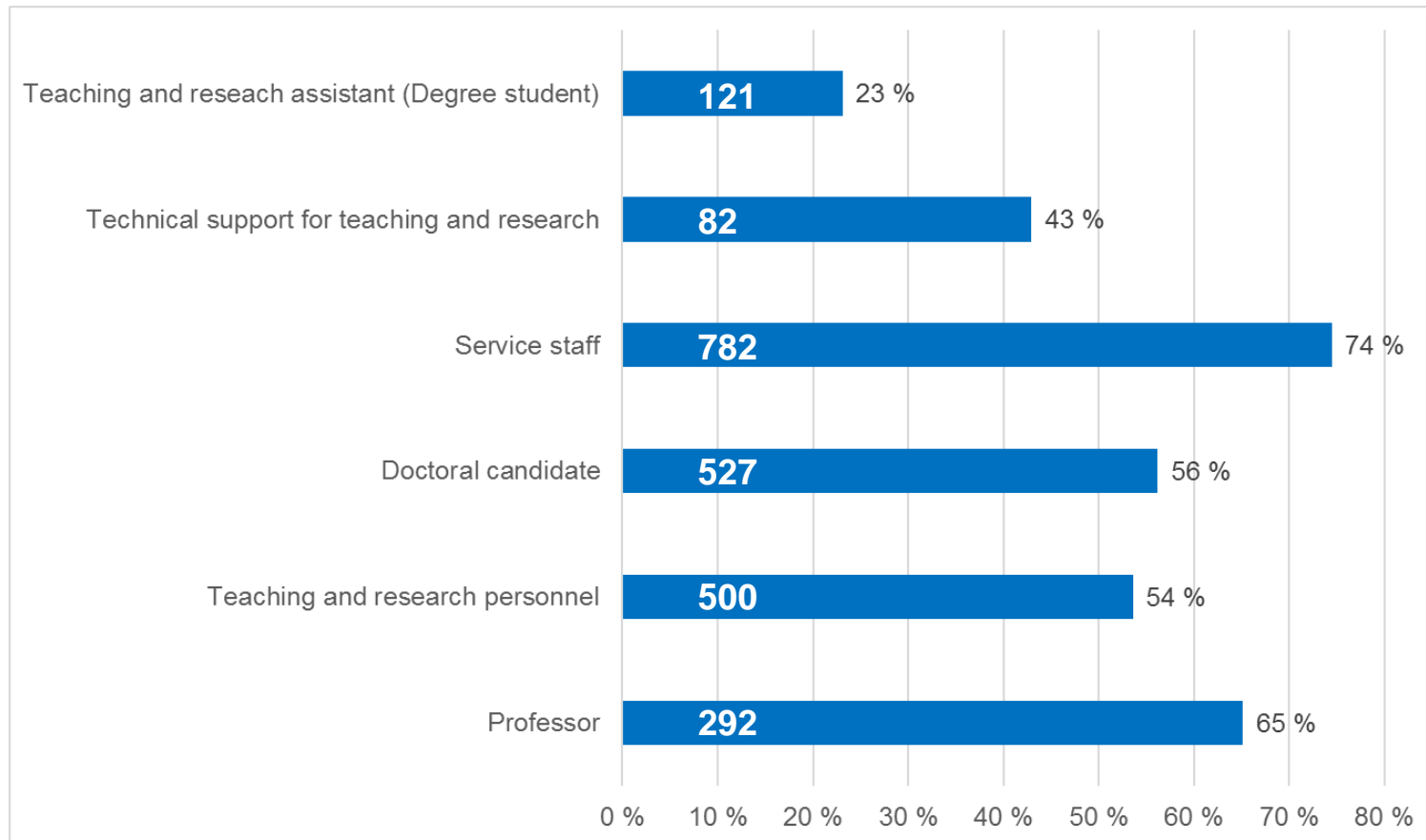
Response rate by School

University response rate was 61%, 2327 respondents

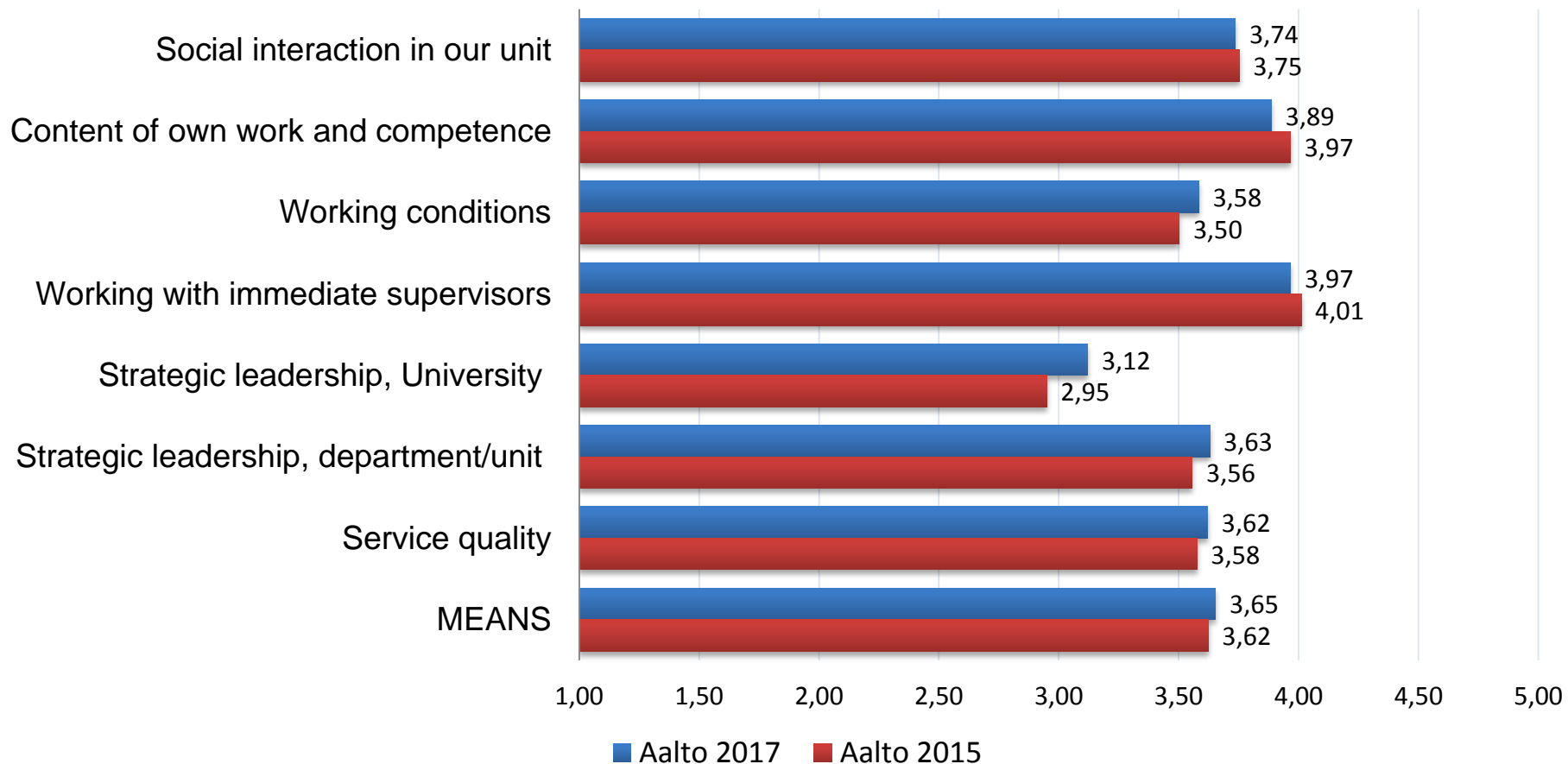


Response rate by personnel group

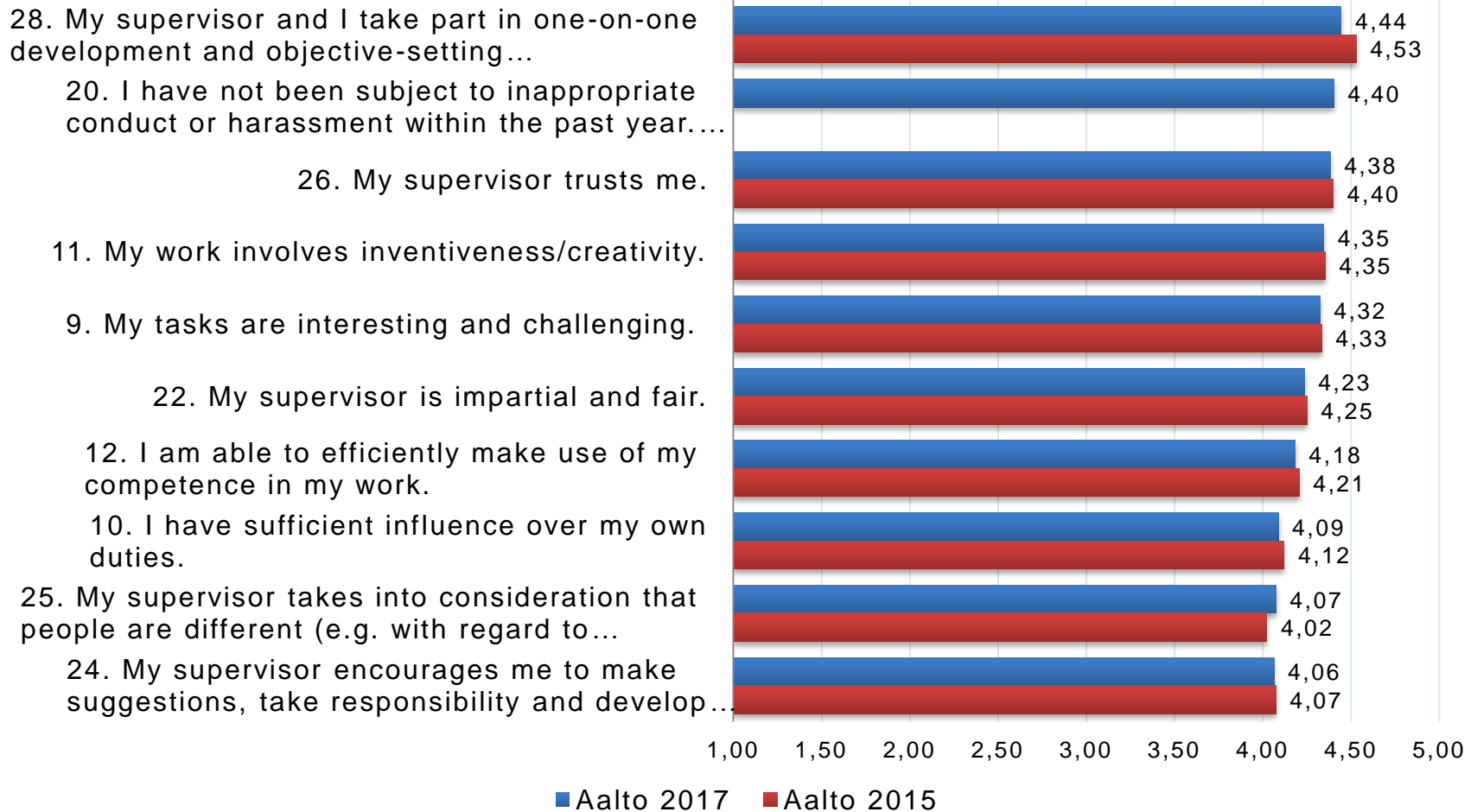
University response rate was 61%, 2327 respondents



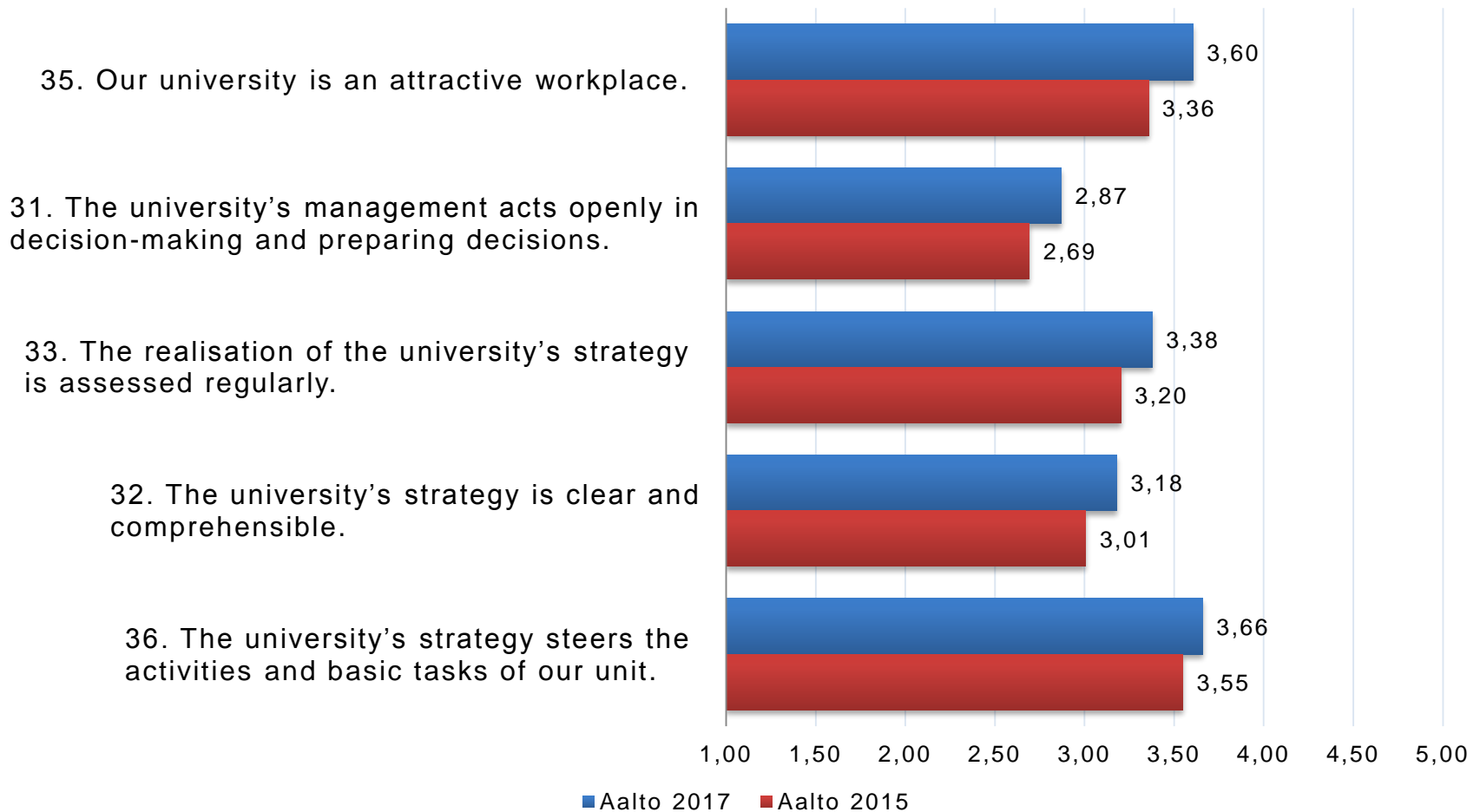
Personnel Survey 2017



TOP 5 ratings



The biggest improvement between 2017 vs 2015

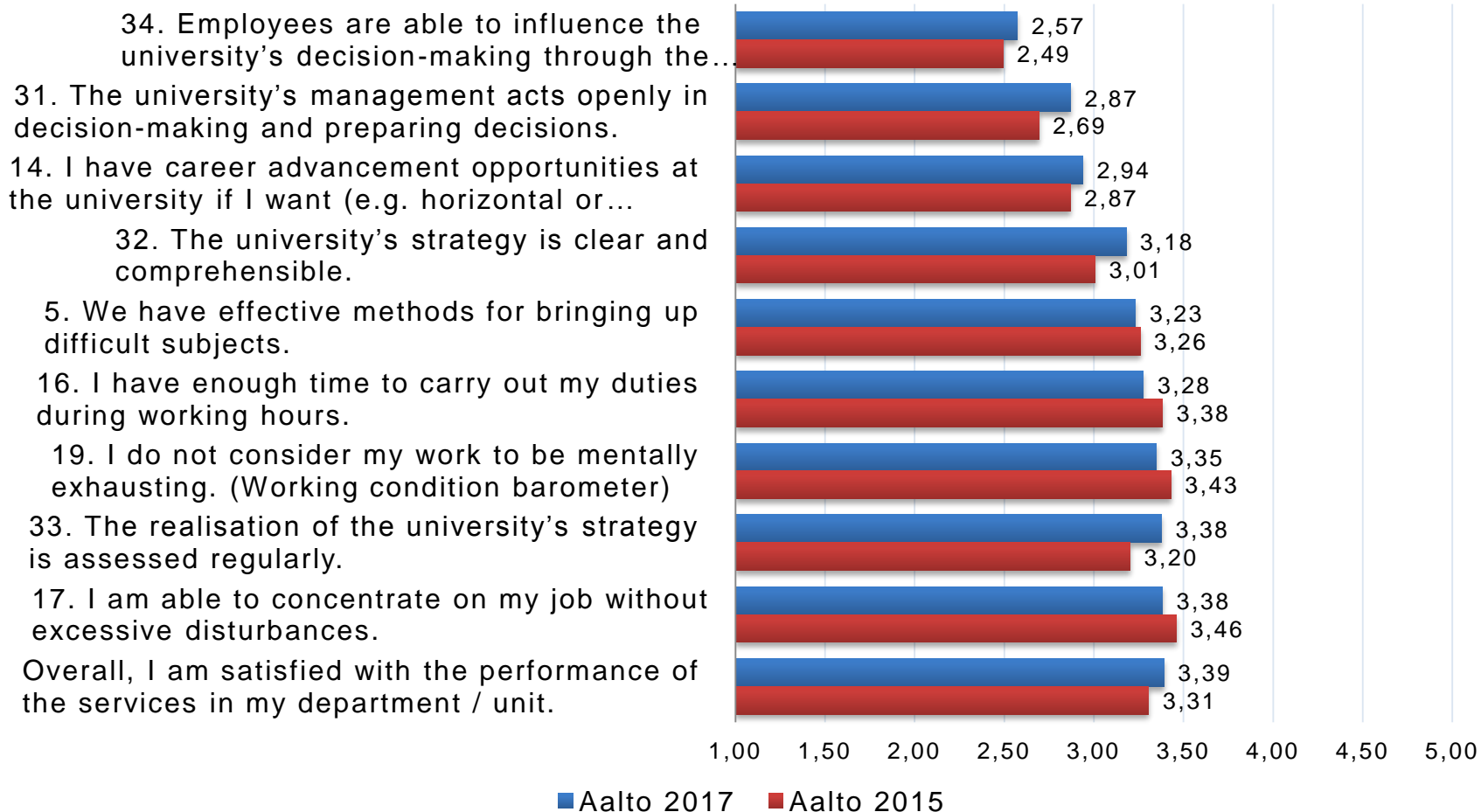


How have we improved as a University?

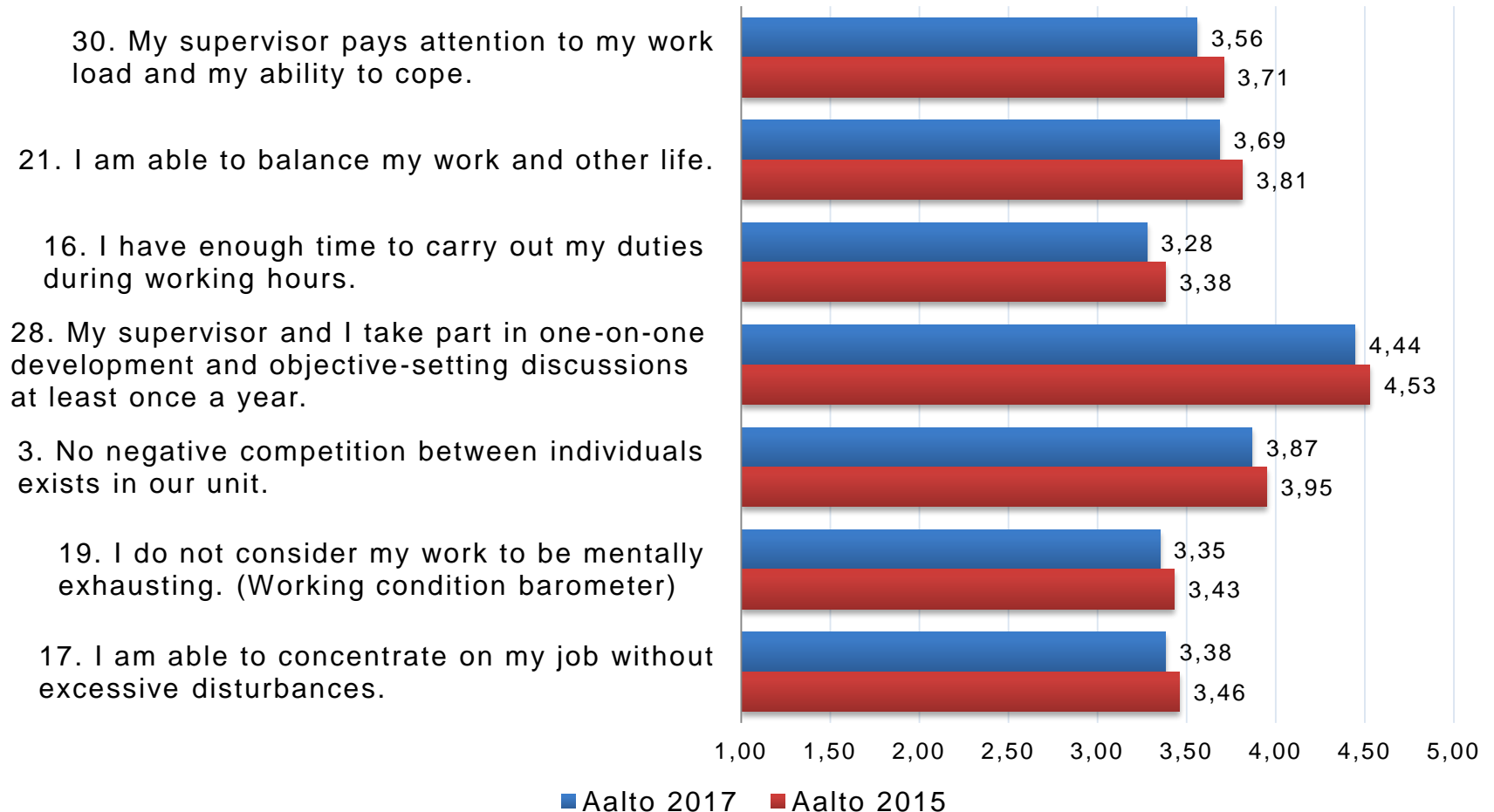
Summary of open-ended feedback

- Public image, the university's reputation and visibility in the media seems to be better
- University is experienced increasingly as a one University and becoming more stable
- Collaboration & opportunities for multidisciplinary work has increased
- University strategy & it's implementation seems to be more clear
- The university services & processes digitalization
- Campus development & development towards main campus in Otaniemi is considered as a positive direction
- Atmosphere & sense of community
- Academic results seem to be improved, for example level of publications & teaching has increased.

BOTTOM 10 ratings



The biggest decline between 2017 vs 2015



Which areas we could still improve?

Summary of open-ended feedback

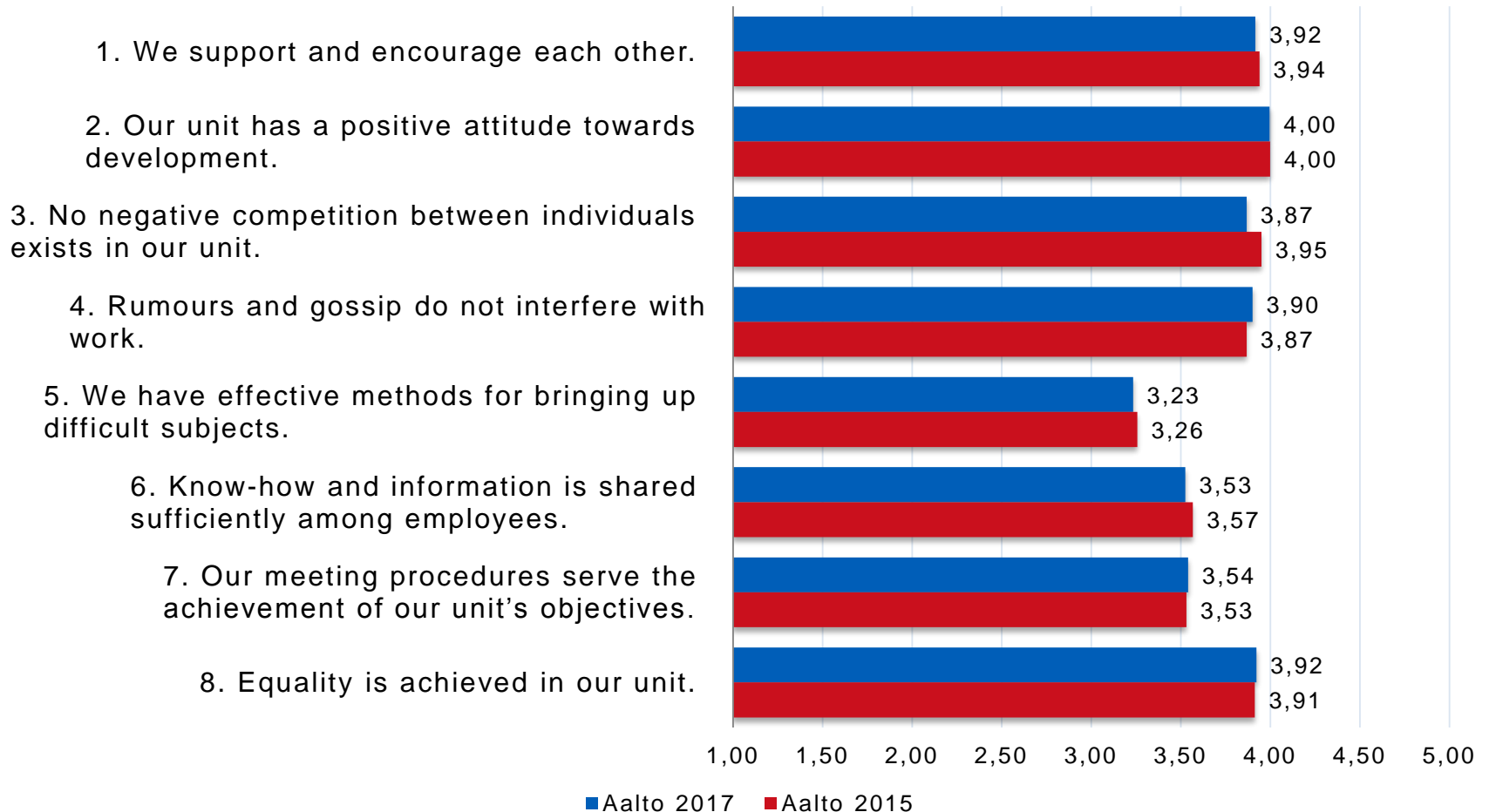
- Inappropriate behavior, inadequate processes and methods for bringing up difficult subjects
- Workload and wellbeing of personnel
- Leadership culture
 - Decision making processes & possibilities to influence
 - Clear roles and responsibilities
 - Clear target setting & prioritizing
 - Leadership development
- Service & process development & digital transformation
- Multi/transdisciplinary in education & research
- Campus development
- Further development of career systems
- Compensation & rewards



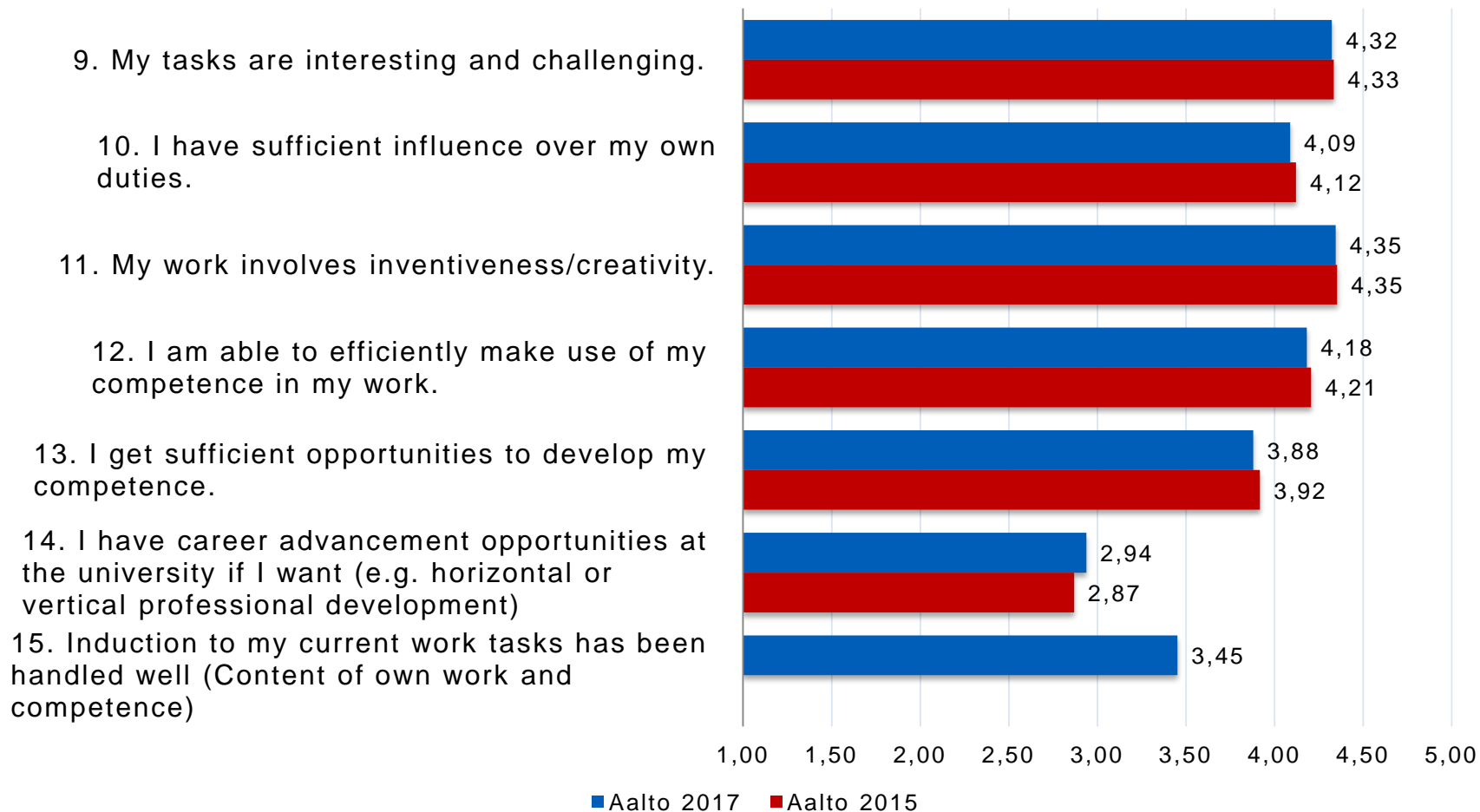
Aalto-yliopisto

Statement averages

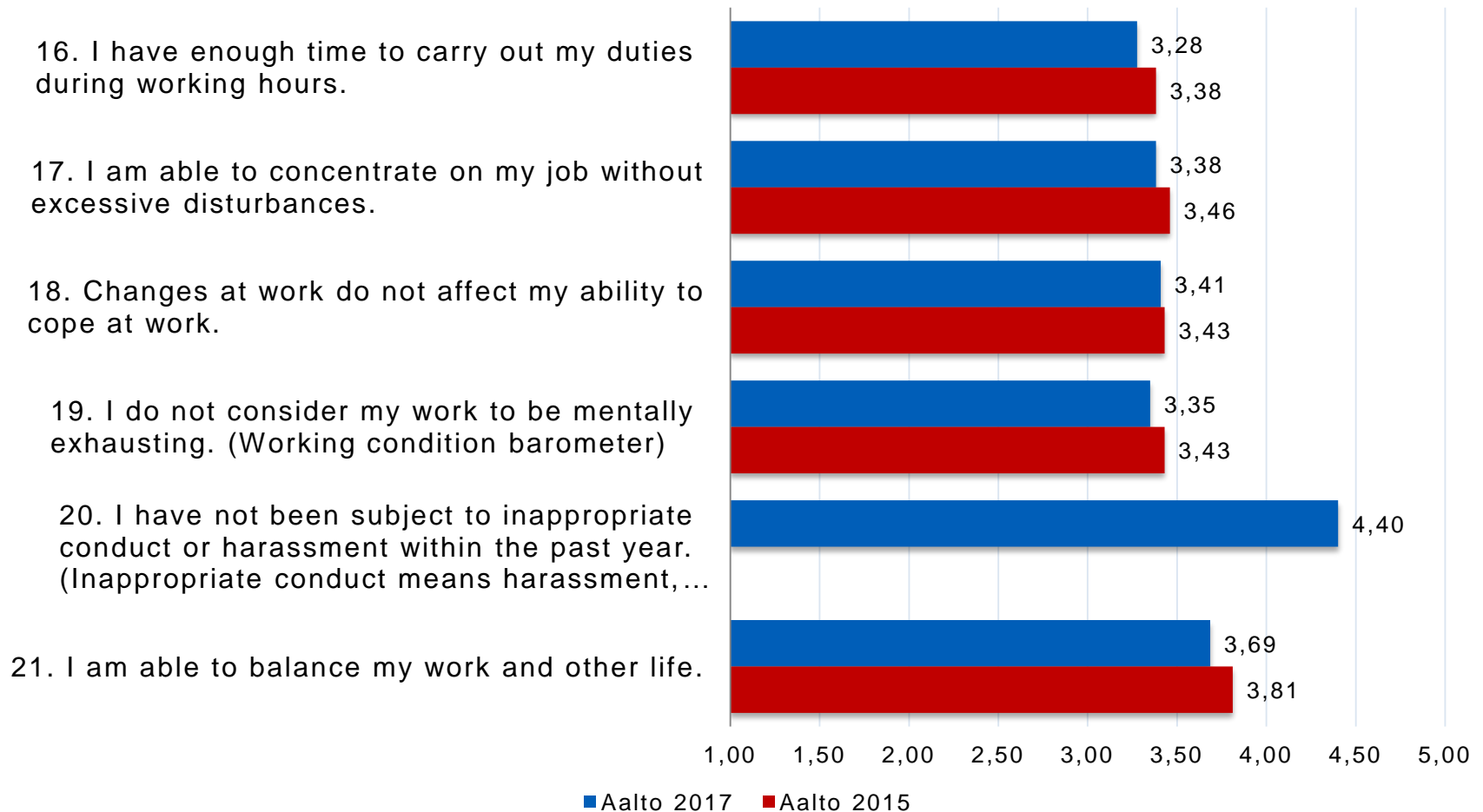
Social interaction in our unit 2017, 2015



Content of own work and competence 2017, 2015



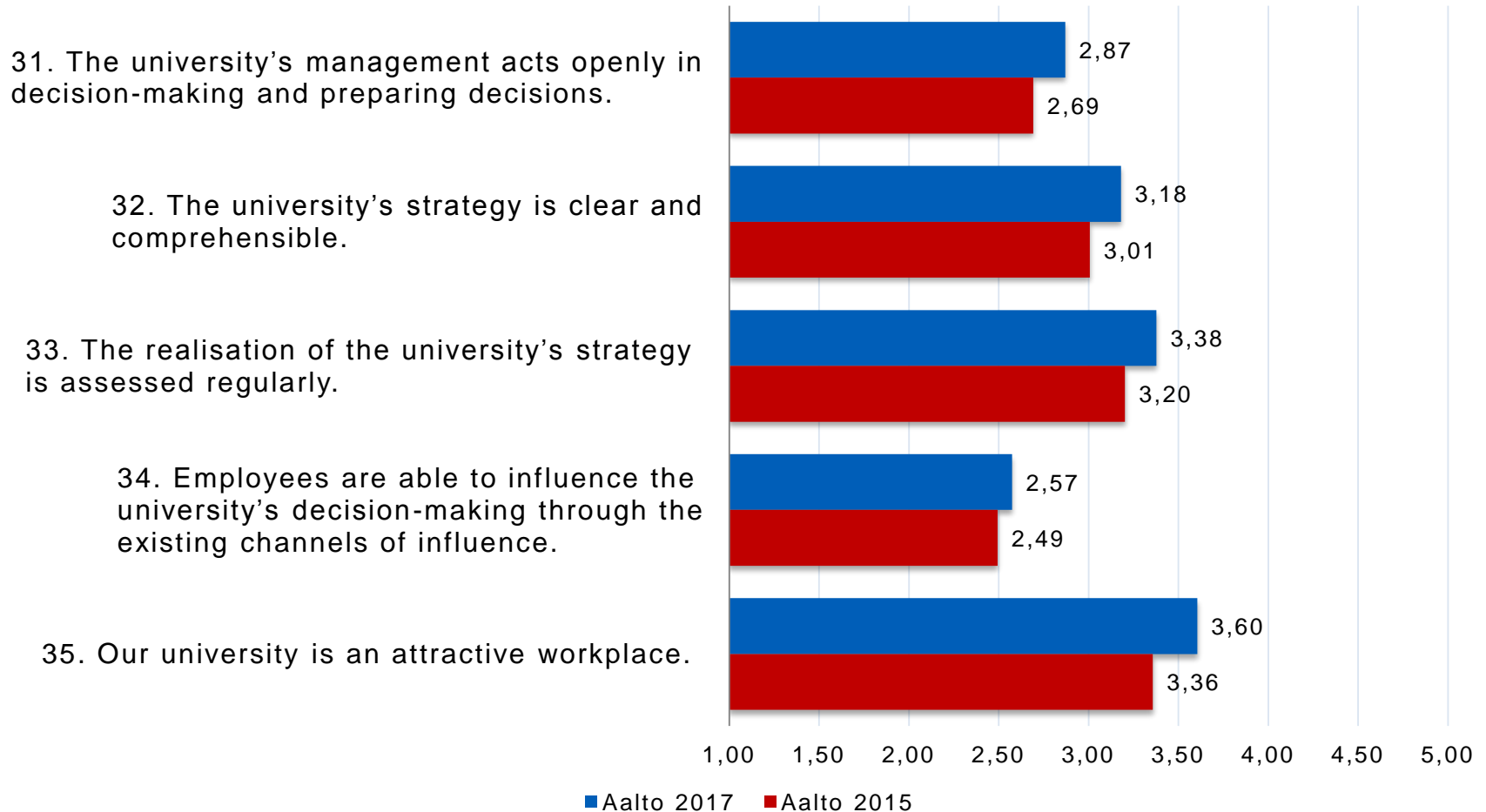
Working conditions 2017, 2015



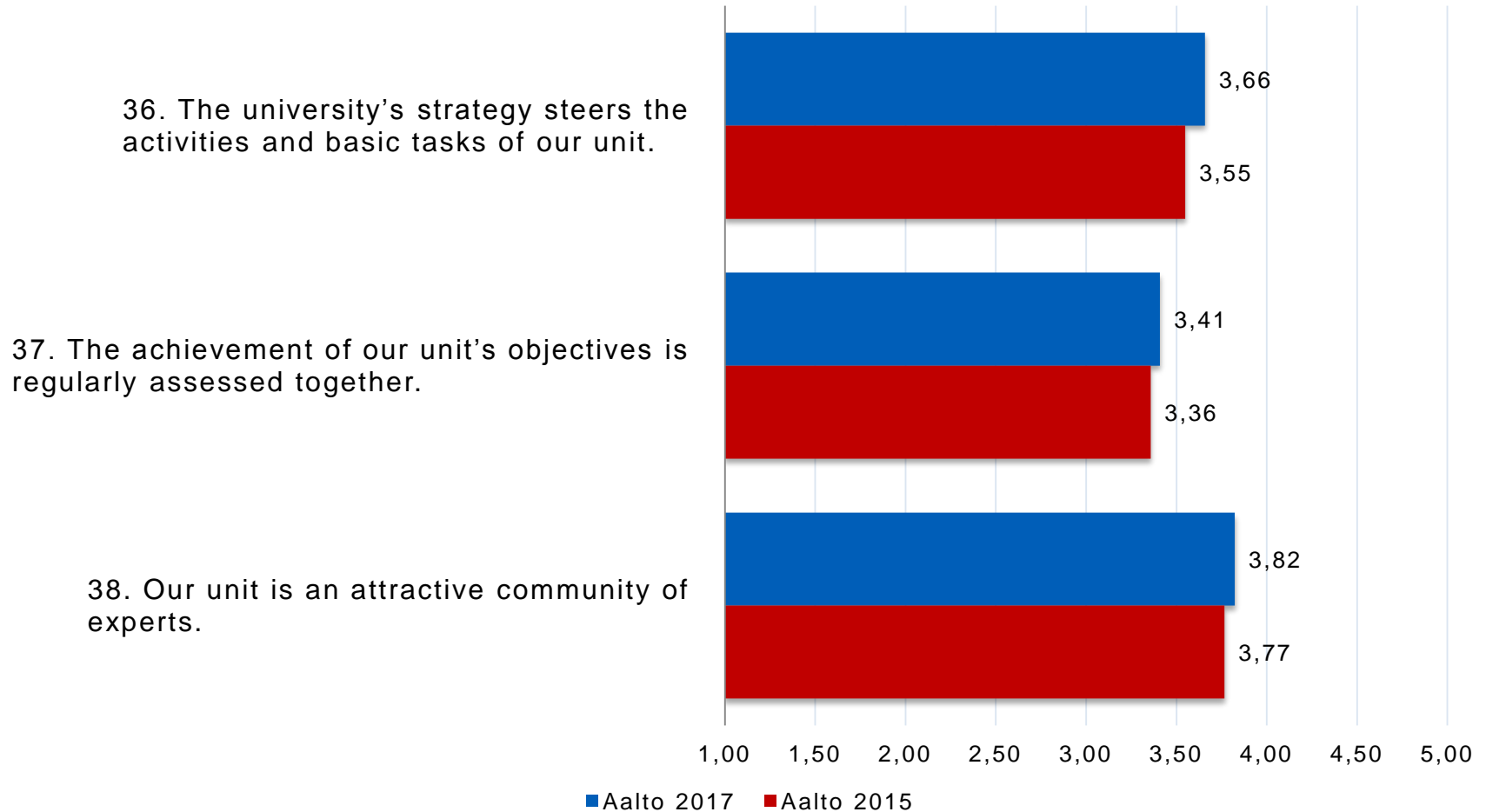
Working with immediate supervisor 2017, 2015



Strategic Leadership, University 2017, 2015



Strategic Leadership, Department / unit 2017, 2015



Service Quality, University 2017, 2015

