

FSD3131

Finnish Working Life Barometer 2015

Codebook



FINNISH SOCIAL SCIENCE DATA ARCHIVE

The bibliographic citation for this codebook:

Finnish Working Life Barometer 2015 [codebook]. Finnish Social Science Data Archive [producer and distributor], 2021.

This codebook has been generated from the version 2.0 (13.7.2018) of the data.

Finnish Social Science Data Archive
FIN-33014 University of Tampere

FSD User Services:
asiakaspalvelu.fsd@uta.fi
+358 40 190 1442

Aila Data Service Portal:
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To the reader

This codebook is part of the data FSD3131 archived at the FSD (Finnish Social Science Data Archive). The dataset has been described in as much detail as possible in Finnish and English. Variable frequencies, variable and value labels, and missing values have been checked. If necessary, the data have been anonymised. The data and its creators shall be cited in all publications and presentations for which the data have been used. The bibliographic citation may be in the form suggested by the archive or in the form required by the publication. The bibliographic citation suggested by the archive:

Statistics Finland & Ministry of Employment and the Economy: Finnish Working Life Barometer 2015 [dataset]. Version 2.0 (2018-07-13). Finnish Social Science Data Archive [distributor]. <http://urn.fi/urn:nbn:fi:fsd:T-FSD3131>

The user shall notify the archive of all publications where she or he has used the data. The original data creators and the archive bear no responsibility for any results or interpretations arising from the reuse of the data.

The codebook contains information on data content, structure and data collection, and includes a list of publications wholly or in part based on the data, according to publication information received by the FSD. The second part of the codebook contains information on variables: question texts, response options, and frequencies. The third part contains indexes.

Variable distributions presented in this codebook have been generated from the SPSS files. Distribution tables present variable values, frequencies (n), frequency percentages (%), and valid percentages (v. %) which take into account missing data. All distributions are unweighted. If the data contain weight variables, these will be found at the end of the variables list. In some cases frequency distributions have been substituted by descriptive statistics. Categorised responses to open-ended questions are not always included in the codebook. Distributions may contain missing data. The note "System missing (SYSMIS)" refers to missing observations (e.g. a respondent has not answered all questions) whereas "Missing (User missing)" refers to data the user has defined as missing. For example, the user may decide to code answer alternatives 'don't want to say' or 'can't say' as missing data.

The codebook may contain attached files, the most common one being the questionnaire.

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Chapter 1

Study description

1.1 Titles

Titles and data version: Finnish Working Life Barometer 2015

Titles and data version in Finnish: Työolobarometri 2015

This codebook has been generated from the version 2.0 (13.7.2018) of the data.

1.2 Subject description

Authoring entity

Statistics Finland. Interview and Survey Services
Ministry of Employment and the Economy

Copyright statement for the data

In accordance with the agreement between FSD and the depositor.

Depositor

Lyly-Yrjänäinen, Maija (Ministry of Employment and the Economy. Labour and Trade Department)

Siikanen, Antti (Statistics Finland. Interview and Survey Services)

Date of deposit

21.9.2016

Keywords

career development; employment; employment opportunities; flexible working time; job characteristics; job satisfaction; labour and employment; occupational life; social media; wages; working conditions; workloads; workplace bullying

Topic Classification

Fields of Science Classification: Social sciences

CESSDA Classification: Employment; Equality, inequality and social exclusion; Labour relations/conflict; Occupational health; Working conditions

Series description

The data belong to the series:

Finnish Working Life Barometers

Finnish Working Life Barometers are annual surveys investigating employee opinions on changes in working life in Finland. The survey series was launched in 1992 and is conducted by the Ministry of Employment and the Economy. Many questions and themes have remained the same over the years. Main themes include employment, economy, staff numbers, autonomy, organisation and flexibility of work, and psychosocial work environment. Data are collected through telephone interviews in connection with the Labour Force Surveys of Statistics Finland.

Abstract

The annual survey studied employee opinion on the quality of working life in Finland. Main themes included organisation of work, development opportunities and flexibility, learning and training at work, wages, workplace bullying, capacity to work, and changes in working life. Questions in the barometer have mainly remained the same each year. For the 2015 collection round, new questions about job satisfaction were added, among others. Some questions about health status were not included this time.

First, the respondents were asked about the number of people working at their workplace, changes in the number of staff, distribution of work and tasks, and implementation of new working methods and systems over the past 12 months. Psychosocial working environment was charted with questions about openness, encouragement and equality in the workplace, job stability, and opportunities for employees to develop and apply new ideas. Further questions covered measures taken to improve employees' capacity to work, safety of work environment, and skills of employees. Discrimination at work based on ethnic group, age, gender type of job contract, and health status was explored. Incidents of bullying, harassment and violence at work were surveyed.

Next set of questions investigated the respondents' membership in a trade union or professional association, flexible working time arrangements at the workplace, pay and bonus systems, and

satisfaction with pay level. The respondents' participation in job-related training and development of the workplace was investigated. Use of virtual workspaces and social media, such as Facebook, Twitter and blogs in the performance of work tasks was charted.

Autonomy at work was surveyed by asking about influence over own work tasks and working pace, over the distribution of work in the workplace, and about working to a tight schedule. The respondents were asked about working outside the main workplace in the past 12 months and work-related calls, emails and messages they had had to attend to outside their official working hours.

One set of questions investigated the employees' perceived workload, capacity to work, estimate of own mental and physical capacity to work, and sickness absences. The respondents were asked how likely they thought it was that they would be dismissed or laid off, or that their tasks would be changed over the next year. Views were probed on the respondents' likelihood of getting an equal job if they became unemployed, on the general employment situation in Finland, possible changes in working life in general, and the employer's financial situation. Finally, the respondents were asked how often they felt a community spirit at work, received appreciation from colleagues and partners, were able to fully utilise their professional skills, and had time to come up with new ideas.

Background variables from the Labour Force Survey 2015 were utilised in the Finnish Working Life Barometer. Background variables included, among others, the respondent's year of birth, age, gender, region, type of municipality, education, economic activity, status in employment, industry of employment, occupational group, employer type, type of contract, weekly working hours, overtime, and additional jobs.

1.3 Structure and collection of the data

Country: Finland

Geographic coverage: Finland

Analysis or observation unit type: Individual

Universe: Finnish-speaking employees aged 18-64 who regularly worked at least 10 hours a week

Collection date: 10.8.2015 – 25.9.2015

Data collector(s): Statistics Finland

Mode of data collection: Telephone interview: Computer-assisted (CATI)

Type of research instrument: Structured questionnaire

Time period covered: 2015

Time method of the data collection: Longitudinal: Trend/Repeated cross-section

Response rate: 84

Number of variables and cases: The data contain 120 variables and 1741 cases.

Sampling procedure: Probability: Simple random

For its Labour Force Survey 2015, Statistics Finland drew a random sample of people aged

1. Study description

between 15-74 and living in Finland. From the Labour Force Survey sample, Finnish-speaking employees aged 18-64 who had responded being employed for at least 10 hours a week were selected for the Working Life Barometer. The number of respondents was 1,741 persons.

Data sources: Official Statistics of Finland (OSF): Labour force survey [e-publication]. ISSN=1798-7857. Helsinki: Statistics Finland [referred: 11 January 2017]. Access method: <http://tilastokeskus.fi/til/tyti/index.html>

1.4 Use of data

Related publications

Haarala, Anni (2018). Henkinen väkivalta ja kiusaaminen työpaikalla. Turku: Turun yliopisto, sosiaalitieteiden laitos, sosiologia. Kandidaatintutkielma.

Keyriläinen, Marianne & Lyly-Yrjänäinen, Maija (2021). Työelämän laadun 15 vuoden trendejä. Mitä kansalliset kyselytutkimukset kertovat? Helsinki: Työ- ja elinkeinoministeriö. Työpoliittinen aikakauskirja 64 (2), 24-37. <http://urn.fi/URN:ISBN:978-952-327-860-0>

Lyly-Yrjänäinen, Maija (2016). Työolobarometri - Syksy 2015. Helsinki: Työ- ja elinkeinoministeriö. Työ- ja elinkeinoministeriön julkaisuja; Työ ja yrittäjyys 17/2016.

Manninen, Ninnu (2017). Työtä tekevien henkinen jaksaminen 2000-luvun Suomessa. Turku: Turun yliopisto. Yhteiskuntatieteellinen tiedekunta. Kandidaatintutkielma.

Manninen, Ninnu (2020). Palkansaajien hyvinvointi 2000-luvun Suomessa - Työn henkisen kuormittavuuden sekä työn ja muun elämän välillä tasapainottelun näkökulmasta. Pro gradu -tutkielma. Turku: Turun yliopisto, sosiaalitieteiden laitos, sosiaalipolitiikka.

Saara Laiho (2017) Esimiesten ja alaisten henkinen työhyvinvointi Suomessa, Turun yliopisto, yhteiskuntatieteellinen tiedekunta, kandidaatintutkielma.

Saksanen, Juho (2019) Vuokratyön ongelmat. Tutkielma vakituisten työntekijöiden kokemasta työelämän laadusta vuokratyötä käyttävissä ja ei-käyttävissä yrityksissä. Pro gradu -tutkielma. Helsingin yliopisto, Valtiotieteellinen tiedekunta, Sosiaalitieteiden laitos.

Salkosalo, Pipsa (2020) Onko etätyöllä yhteyttä työtyytyväisyyteen? Tutkimus etätyön yhteydestä säännöllisesti etätyötä tekevien ylempien toimihenkilöiden työtyytyväisyyteen. Pro gradu -tutkielma. Turun yliopisto, liiketaloustiede, johtaminen ja organisointi. Pori.

Virta, Jyrki (2019) Työelämän laaturyhmä Suomessa. Pro gradu, Jyväskylän yliopisto.

Updated list of publications in the study description at

https://services.fsd.uta.fi/catalogue/FSD3131?lang=en&study_language=en

Related material

Lyly-Yrjänäinen, Maija (2016). Työolobarometri - Syksy 2015. Helsinki: Työ- ja elinkeinoministeriö. Työ- ja elinkeinoministeriön julkaisuja; Työ ja yrittäjyys 17/2016.

Location of the data collection

Finnish Social Science Data Archive

Weighting

There are no weight variables in the data.

Restrictions

The dataset is (B) available for research, teaching and study.

Chapter 2

Variables

[FSD_NO] FSD study number

Question

FSD study number

Descriptive statistics

statistic	value
number of valid cases	1741
minimum	3131.00
maximum	3131.00
mean	3131.00
standard deviation	0.00

[FSD_VR] FSD edition number

Question

FSD edition number

Descriptive statistics

statistic	value
number of valid cases	1741
minimum	2.00
maximum	2.00
mean	2.00
standard deviation	0.00

[FSD_ID] FSD case id

Question

FSD case id

Descriptive statistics

statistic	value
number of valid cases	1741
minimum	1.00
maximum	1741.00
mean	871.00
standard deviation	502.73

[SYVU] The respondent's year of birth

Question

The respondent's year of birth

Descriptive statistics

statistic	value
number of valid cases	1741
minimum	1950.00
maximum	1997.00
mean	1970.80
standard deviation	11.98

[IKA] The respondent's age

Question

The respondent's age

Descriptive statistics

statistic	value
number of valid cases	1741
minimum	18.00

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statistic	value
maximum	65.00
mean	44.20
standard deviation	11.98

[IKA5] The respondent's age, categorised into five-year age groups

Question

The respondent's age, categorised into five-year age groups

Frequencies

label	value	n	%	v. %
15-19	4	13	0.7	0.7
20-24	5	103	5.9	5.9
25-29	6	161	9.2	9.2
30-34	7	176	10.1	10.1
35-39	8	192	11.0	11.0
40-44	9	185	10.6	10.6
45-49	10	238	13.7	13.7
50-54	11	271	15.6	15.6
55-59	12	246	14.1	14.1
60-64	13	156	9.0	9.0
65-69	14	0	0.0	0.0
		1741	100.0	100.0

[SUKUP] The respondent's gender

Question

The respondent's gender

Frequencies

label	value	n	%	v. %
Male	1	853	49.0	49.0
Female	2	888	51.0	51.0
		1741	100.0	100.0

[AVI] Regional State Administrative Agency area (AVI)**Question***Regional State Administrative Agency area (AVI)***Frequencies**

label	value	n	%	v. %
Capital area	0	340	19.5	19.5
Southern Finland	1	411	23.6	23.6
Southwestern Finland, Åland	2	242	13.9	13.9
Eastern Finland	3	206	11.8	11.8
Western and Inland Finland	4	355	20.4	20.4
Northern Finland	5	142	8.2	8.2
Lapland	6	45	2.6	2.6
		1741	100.0	100.0

[KUMU] Type of municipality of residence**Question***Type of municipality of residence***Frequencies**

label	value	n	%	v. %
City/town	1	1352	77.7	77.7
Other municipality	2	389	22.3	22.3
		1741	100.0	100.0

[UKASTE2] The respondent's education (version 2)**Question***The respondent's education (version 2)***Frequencies**

label	value	n	%	v. %
No post-comprehensive education/Missing value	0	143	8.2	8.2

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label	value	n	%	v. %
Upper secondary level education	3	809	46.5	46.5
Lowest level tertiary education	5	229	13.2	13.2
Lower-degree level tertiary education	6	268	15.4	15.4
Higher-degree level tertiary education	7	268	15.4	15.4
Doctorate or equivalent level tertiary education	8	24	1.4	1.4
		1741	100.0	100.0

[TYVO] The repondent's employment status

Question

The repondent's employment status

Frequencies

label	value	n	%	v. %
Employed	1	1650	94.8	97.4
Unemployed	2	15	0.9	0.9
In military or civil service (not employed)	3	0	0.0	0.0
Other non-employed (excluding military or civil service)	4	29	1.7	1.7
System missing (SYSMIS)	.	47	2.7	–
		1741	100.0	100.0

[LAMMAS] The respondent's status in employment

Question

The respondent's status in employment

Frequencies

label	value	n	%	v. %
Employee	1	1694	97.3	100.0
Entrepreneur, self-employed, own account worker	2	0	0.0	0.0
Unpaid contributing family worker in a family business	3	0	0.0	0.0
System missing (SYSMIS)	.	47	2.7	–
		1741	100.0	100.0

[SOSE] The respondent's socio-economic group/occupational status**Question***The respondent's socio-economic group/occupational status***Frequencies**

label	value	n	%	v. %
Upper-level employees with administrative, managerial, professional and related occupations	1	518	29.8	30.6
Lower level employees with administrative and clerical occupations	2	656	37.7	38.8
Manual workers	3	518	29.8	30.6
Unknown	99	0	0.0	0.0
System missing (SYSMIS)	.	49	2.8	–
		1741	100.0	100.0

[LISCO_1] The respondent's occupation (Statistics Finland Classification of Occupations 2010, one-digit level)**Question***The respondent's occupation (Statistics Finland Classification of Occupations 2010, one-digit level)***Frequencies**

label	value	n	%	v. %
Armed forces	0	9	0.5	0.5
Managers	1	51	2.9	3.0
Professionals	2	457	26.2	27.0
Technicians and associate professionals	3	337	19.4	19.9
Clerical support workers	4	104	6.0	6.1
Service and sales workers	5	305	17.5	18.0
Skilled agricultural, forestry and fishery workers	6	18	1.0	1.1
Construction, craft and related trades workers	7	184	10.6	10.9
Plant and machine operators, and assemblers	8	132	7.6	7.8
Elementary occupations	9	95	5.5	5.6
System missing (SYSMIS)	.	49	2.8	–
		1741	100.0	100.0

[LTYTTY] Employer type**Question***Employer type***Frequencies**

label	value	n	%	v. %
State	1	123	7.1	7.3
Municipality/federation of municipalities	2	453	26.0	26.7
Private sector	3	1117	64.2	65.9
Unknown/other	9	1	0.1	0.1
System missing (SYSMIS)	.	47	2.7	—
		1741	100.0	100.0

[TOIMI] Industry of employment**Question***Industry of employment***Frequencies**

label	value	n	%	v. %
Manufacturing/construction/mining	1	395	22.7	22.7
Private services	2	698	40.1	40.1
State services	3	119	6.8	6.8
Municipal services	4	447	25.7	25.7
Other	9	82	4.7	4.7
		1741	100.0	100.0

[TOIMI2] Industry of employment (Statistics Finland Standard Industrial Classification TOL 2008)**Question***Industry of employment (Statistics Finland Standard Industrial Classification TOL 2008)***Frequencies**

2. Variables

label	value	n	%	v. %
Agriculture, forestry, fishing	1	20	1.1	1.2
Mining and quarrying	2	3	0.2	0.2
Manufacturing	3	291	16.7	17.2
Electricity, gas, steam and air conditioning supply	4	7	0.4	0.4
Water supply, sewerage, waste management and remediation activities	5	7	0.4	0.4
Construction	6	102	5.9	6.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	7	188	10.8	11.1
Transportation and storage	8	84	4.8	5.0
Accommodation and food service activities	9	45	2.6	2.7
Information and communication	10	86	4.9	5.1
Financial and insurance activities	11	43	2.5	2.5
Real estate activities	12	16	0.9	0.9
Professional, scientific and technical activities	13	91	5.2	5.4
Administrative and support service activities	14	75	4.3	4.4
Public administration and defence; compulsory social security	15	105	6.0	6.2
Education	16	141	8.1	8.3
Human health and social work activities	17	316	18.2	18.7
Arts, entertainment and recreation	18	31	1.8	1.8
Other service activities	19	36	2.1	2.1
Activities of households as employers	20	4	0.2	0.2
Activities of extraterritorial organisations and bodies	21	2	0.1	0.1
Industry unknown	22	1	0.1	0.1
System missing (SYSMIS)	.	47	2.7	—
		1741	100.0	100.0

[TYSUHPY] The respondent's work contract

Question

The respondent's work contract

Frequencies

label	value	n	%	v. %
Permanent (indefinite)	1	1476	84.8	89.6
Fixed-term/temporary or short-term	2	171	9.8	10.4
Can't say	9	0	0.0	0.0
System missing (SYSMIS)	.	94	5.4	—
		1741	100.0	100.0

[TAIKAO] Full-time or part-time work**Question***Full-time or part-time work***Frequencies**

label	value	n	%	v. %
Full-time	1	1490	85.6	90.3
Part-time	2	160	9.2	9.7
Missing value	9	0	0.0	0.0
System missing (SYSMIS)	.	91	5.2	–
		1741	100.0	100.0

[TSUHAIKA] How long have you been working with your present job contract (years)?**Question***How long have you been working with your present job contract (years)?***Descriptive statistics**

statistic	value
number of valid cases	1647
minimum	0.00
maximum	46.00
mean	10.94
standard deviation	10.36

[VUOKRATY] Is the respondent a temporary agency employee?**Question***Is the respondent a temporary agency employee?***Frequencies**

label	value	n	%	v. %
Yes	1	14	0.8	0.8

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2. Variables

(cont. from previous page)

label	value	n	%	v. %
No	2	1680	96.5	99.2
Can't say	9	0	0.0	0.0
System missing (SYSMIS)	.	47	2.7	–
		1741	100.0	100.0

[VUORO] Does the respondent do shift work (in main job)?

Question

Does the respondent do shift work (in main job)?

Frequencies

label	value	n	%	v. %
Yes	1	406	23.3	24.6
No	2	1244	71.5	75.4
Can't say or missing value	9	0	0.0	0.0
System missing (SYSMIS)	.	91	5.2	–
		1741	100.0	100.0

[SAANAI] Regular working hours per week

Question

Regular working hours per week

Descriptive statistics

statistic	value
number of valid cases	1649
minimum	5.00
maximum	80.00
mean	37.69
standard deviation	6.71

[YLIPA] Did the respondent work overtime with compensation during the survey week (in main job)?

Question

Did the respondent work overtime with compensation during the survey week (in main job)?

Frequencies

label	value	n	%	v. %
Yes	1	194	11.1	11.8
No	2	1455	83.6	88.2
Can't say or missing value	9	0	0.0	0.0
System missing (SYSMIS)	.	92	5.3	—
		1741	100.0	100.0

[YLIPATO] Did the respondent work overtime without compensation during the survey week (in main job)?**Question**

Did the respondent work overtime without compensation during the survey week (in main job)?

Frequencies

label	value	n	%	v. %
Yes	1	31	1.8	1.9
No	2	1618	92.9	98.1
Can't say or missing value	9	0	0.0	0.0
System missing (SYSMIS)	.	92	5.3	—
		1741	100.0	100.0

[YLITUNN] Paid overtime in main job during the survey week (in hours)**Question**

Paid overtime in main job during the survey week (in hours)

Descriptive statistics

statistic	value
number of valid cases	1650
minimum	0.00
maximum	29.00
mean	0.70
standard deviation	2.53

[YLIPATOT] Unpaid overtime in main job during the survey week (in hours)

Question

Unpaid overtime in main job during the survey week (in hours)

Descriptive statistics

statistic	value
number of valid cases	1650
minimum	0.00
maximum	99.00
mean	0.18
standard deviation	2.69

[YLITU] Paid overtime in main job per month (based on survey week)

Question

Paid overtime in main job per month (based on survey week)

Descriptive statistics

statistic	value
number of valid cases	1741
minimum	0.00
maximum	128.00
mean	2.83
standard deviation	10.65

[PYLITU] Unpaid overtime in main job per month (based on survey week)

Question

Unpaid overtime in main job per month (based on survey week)

Descriptive statistics

statistic	value
number of valid cases	1741

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statistic	value
minimum	0.00
maximum	120.00
mean	0.49
standard deviation	4.89

[SIVUTYO] Does the repondent have additional job(s) in addition to their main job?

Question

Does the repondent have additional job(s) in addition to their main job?

Frequencies

label	value	n	%	v. %
Yes	1	53	3.0	3.2
No or unknown	2	1597	91.7	96.8
System missing (SYSMIS)	.	91	5.2	–
		1741	100.0	100.0

[SIVUTUNN] Working hours for the additional job

Question

Working hours for the additional job

Descriptive statistics

statistic	value
number of valid cases	88
minimum	0.00
maximum	48.00
mean	6.91
standard deviation	9.73

[K2] Number of people in the workplace

Question

Number of people in the workplace

2. Variables

Frequencies

label	value	n	%	v. %
1-4	1	143	8.2	8.3
5-9	2	222	12.8	12.8
10-19	3	275	15.8	15.9
20-29	4	204	11.7	11.8
30-49	5	214	12.3	12.4
50-99	6	213	12.2	12.3
100-199	7	161	9.2	9.3
200-249	8	49	2.8	2.8
250-499	9	92	5.3	5.3
500-999	10	76	4.4	4.4
1,000 or more	11	79	4.5	4.6
Can't say	98	0	0.0	0.0
Can't say	99	0	0.0	0.0
System missing (SYSMIS)	.	13	0.7	—
		1741	100.0	100.0

[K3] Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months?

Question

Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months?

Frequencies

label	value	n	%	v. %
Increased	1	410	23.5	23.5
Has stayed the same	2	838	48.1	48.1
Decreased	3	440	25.3	25.3
Can't say	4	53	3.0	3.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K5_9] In your workplace over the past year (12 months): Have any temporary agency employees been used?

Question

In your workplace over the past year (12 months): Have any temporary agency employees been used?

Frequencies

label	value	n	%	v. %
Yes	1	457	26.2	26.2
No	2	1185	68.1	68.1
Can't say	3	99	5.7	5.7
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K41A] In your workplace over the past year (12 months): Has the allocation of tasks between employees or different work units been rearranged?**Question**

In your workplace over the past year (12 months): Has the allocation of tasks between employees or different work units been rearranged?

Frequencies

label	value	n	%	v. %
Yes	1	947	54.4	54.4
No	2	734	42.2	42.2
Can't say	3	60	3.4	3.4
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K41A_1] Did the change affect your work:**Question**

Did the change affect your work:

Frequencies

label	value	n	%	v. %
A great deal	1	141	8.1	15.0
To some extent	2	311	17.9	33.0
Hardly at all	3	490	28.1	52.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0

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2. Variables

(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	799	45.9	–
		1741	100.0	100.0

[K41B] In your workplace over the past year (12 months): Have any new working methods been adopted?

Question

In your workplace over the past year (12 months): Have any new working methods been adopted?

Frequencies

label	value	n	%	v. %
Yes	1	780	44.8	44.8
No	2	903	51.9	51.9
Can't say	3	57	3.3	3.3
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K41B_1] Did the change affect your work:

Question

Did the change affect your work:

Frequencies

label	value	n	%	v. %
A great deal	1	115	6.6	14.8
To some extent	2	447	25.7	57.6
Hardly at all	3	214	12.3	27.6
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	965	55.4	–
		1741	100.0	100.0

[K41C] In your workplace over the past year (12 months): Have any new information systems been adopted?

Question

In your workplace over the past year (12 months): Have any new information systems been adopted?

Frequencies

label	value	n	%	v. %
Yes	1	691	39.7	39.7
No	2	973	55.9	55.9
Can't say	3	76	4.4	4.4
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K41C_1] Did the change affect your work:

Question

Did the change affect your work:

Frequencies

label	value	n	%	v. %
A great deal	1	149	8.6	21.6
To some extent	2	351	20.2	50.9
Hardly at all	3	189	10.9	27.4
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1052	60.4	–
		1741	100.0	100.0

[K21C_1] To what extent do you agree or disagree: There are too many tasks to carry out at my workplace compared to the number of employees

Question

To what extent do you agree or disagree: There are too many tasks to carry out at my workplace compared to the number of employees

Frequencies

label	value	n	%	v. %
Strongly agree	1	250	14.4	14.4
Agree	2	618	35.5	35.5
Disagree	3	541	31.1	31.1
Strongly disagree	4	314	18.0	18.0
Can't say	5	17	1.0	1.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K21C_4] To what extent do you agree or disagree: In my workplace, people are well informed and kept up to date about things**Question**

To what extent do you agree or disagree: In my workplace, people are well informed and kept up to date about things

Frequencies

label	value	n	%	v. %
Strongly agree	1	513	29.5	29.5
Agree	2	708	40.7	40.7
Disagree	3	413	23.7	23.7
Strongly disagree	4	101	5.8	5.8
Can't say	5	5	0.3	0.3
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K21C_5] To what extent do you agree or disagree: In my workplace, employees are treated fairly**Question**

To what extent do you agree or disagree: In my workplace, employees are treated fairly

Frequencies

label	value	n	%	v. %
Strongly agree	1	686	39.4	39.4
Agree	2	644	37.0	37.0
Disagree	3	308	17.7	17.7
Strongly disagree	4	96	5.5	5.5
Can't say	5	7	0.4	0.4
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K21C_6] To what extent do you agree or disagree: I can be certain that my job is secure

Question

To what extent do you agree or disagree: I can be certain that my job is secure

Frequencies

label	value	n	%	v. %
Strongly agree	1	536	30.8	30.8
Agree	2	619	35.6	35.6
Disagree	3	373	21.4	21.4
Strongly disagree	4	178	10.2	10.2
Can't say	5	35	2.0	2.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K26_1] Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The fitness, health and living habits of employees

Question

Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The fitness, health and living habits of employees

Frequencies

label	value	n	%	v. %
A great deal	1	292	16.8	16.8

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
To some extent	2	842	48.4	48.4
To a small extent	3	414	23.8	23.8
Not at all	4	190	10.9	10.9
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	3	0.2	–
		1741	100.0	100.0

[K26_2] Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The safety of the working environment

Question

Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The safety of the working environment

Frequencies

label	value	n	%	v. %
A great deal	1	746	42.8	43.2
To some extent	2	793	45.5	45.9
To a small extent	3	149	8.6	8.6
Not at all	4	40	2.3	2.3
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	13	0.7	–
		1741	100.0	100.0

[K26_3] Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The development of the abilities and skills of employees

Question

Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The development of the abilities and skills of employees

Frequencies

label	value	n	%	v. %
A great deal	1	392	22.5	22.6
To some extent	2	965	55.4	55.6
To a small extent	3	294	16.9	16.9
Not at all	4	84	4.8	4.8
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	6	0.3	–
		1741	100.0	100.0

[K20B_1] How well does the following describe your workplace: The relations between employees and management are open and confidential

Question

How well does the following describe your workplace: The relations between employees and management are open and confidential

Frequencies

label	value	n	%	v. %
Describes very well	1	406	23.3	23.3
Describes fairly well	2	969	55.7	55.7
Describes fairly poorly	3	295	16.9	16.9
Describes very poorly	4	64	3.7	3.7
Can't say	5	7	0.4	0.4
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K20B_2] How well does the following describe your workplace: One can constantly learn new skills

Question

How well does the following describe your workplace: One can constantly learn new skills

Frequencies

label	value	n	%	v. %
Describes very well	1	568	32.6	32.6
Describes fairly well	2	834	47.9	47.9

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
Describes fairly poorly	3	282	16.2	16.2
Describes very poorly	4	48	2.8	2.8
Can't say	5	9	0.5	0.5
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K20B_3] How well does the following describe your workplace: Supervisors/managers have a constructive attitude to suggestions from employees

Question

How well does the following describe your workplace: Supervisors/managers have a constructive attitude to suggestions from employees

Frequencies

label	value	n	%	v. %
Describes very well	1	361	20.7	20.7
Describes fairly well	2	951	54.6	54.7
Describes fairly poorly	3	338	19.4	19.4
Describes very poorly	4	66	3.8	3.8
Can't say	5	24	1.4	1.4
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K20B_5] How well does the following describe your workplace: Employees are encouraged to try new things

Question

How well does the following describe your workplace: Employees are encouraged to try new things

Frequencies

label	value	n	%	v. %
Describes very well	1	344	19.8	19.8
Describes fairly well	2	847	48.7	48.7
Describes fairly poorly	3	445	25.6	25.6
Describes very poorly	4	71	4.1	4.1
Can't say	5	31	1.8	1.8
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	3	0.2	–
		1741	100.0	100.0

[K20B_6] How well does the following describe your workplace: There are many hidden issues which should be discussed openly

Question

How well does the following describe your workplace: There are many hidden issues which should be discussed openly

Frequencies

label	value	n	%	v. %
Describes very well	1	248	14.2	14.2
Describes fairly well	2	558	32.1	32.1
Describes fairly poorly	3	655	37.6	37.6
Describes very poorly	4	259	14.9	14.9
Can't say	5	21	1.2	1.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K32A] In your workplace, are there people of other nationalities or ethnic groups who have moved to Finland from elsewhere? (Note: For instance, include immigrants, Russians, Somali, Estonians, but not the Finnish Sami or Roma)

Question

In your workplace, are there people of other nationalities or ethnic groups who have moved to Finland from elsewhere? (Note: For instance, include immigrants, Russians, Somali, Estonians, but not the Finnish Sami or Roma)

Frequencies

2. Variables

label	value	n	%	v. %
Yes	1	776	44.6	44.7
No	2	959	55.1	55.3
Can't say	3	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	6	0.3	–
		1741	100.0	100.0

[K33_1] Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against young people

Question

Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against young people

Frequencies

label	value	n	%	v. %
Yes	1	119	6.8	6.8
No	2	1582	90.9	91.0
Can't say	3	38	2.2	2.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	–
		1741	100.0	100.0

[K33_2] Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against older people

Question

Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against older people

Frequencies

label	value	n	%	v. %
Yes	1	181	10.4	10.4
No	2	1530	87.9	87.9
Can't say	3	29	1.7	1.7

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label	value	n	%	v. %
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K33_3] Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against women

Question

Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against women

Frequencies

label	value	n	%	v. %
Yes	1	113	6.5	6.5
No	2	1583	90.9	91.0
Can't say	3	43	2.5	2.5
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	–
		1741	100.0	100.0

[K33_4] Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against men

Question

Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against men

Frequencies

label	value	n	%	v. %
Yes	1	29	1.7	1.7
No	2	1680	96.5	96.6
Can't say	3	30	1.7	1.7
Can't or don't want to say	8	0	0.0	0.0

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	–
		1741	100.0	100.0

[K33_5] Do you think there is discrimination or unfair treatment in your work organisation based on: The employee having a fixed-term contract

Question

Do you think there is discrimination or unfair treatment in your work organisation based on: The employee having a fixed-term contract

Frequencies

label	value	n	%	v. %
Yes	1	256	14.7	14.7
No	2	1380	79.3	79.4
Can't say	3	103	5.9	5.9
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	–
		1741	100.0	100.0

[K33_7] Do you think there is discrimination or unfair treatment in your work organisation based on: The employee working part-time

Question

Do you think there is discrimination or unfair treatment in your work organisation based on: The employee working part-time

Frequencies

label	value	n	%	v. %
Yes	1	144	8.3	8.3
No	2	1475	84.7	84.9
Can't say	3	119	6.8	6.8
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0

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(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	3	0.2	–
		1741	100.0	100.0

[K33_6] (IF K32a = YES) Do you think there is discrimination or unfair treatment in your work organisation based on: The fact that the employee is not a Finn by ethnic origin

Question

(IF K32a = YES) Do you think there is discrimination or unfair treatment in your work organisation based on: The fact that the employee is not a Finn by ethnic origin

Frequencies

label	value	n	%	v. %
Yes	1	40	2.3	5.2
No	2	714	41.0	92.0
Can't say	3	22	1.3	2.8
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	965	55.4	–
		1741	100.0	100.0

[K33_8] Do you think there is discrimination or unfair treatment in your work organisation based on: The health of the employee

Question

Do you think there is discrimination or unfair treatment in your work organisation based on: The health of the employee

Frequencies

label	value	n	%	v. %
Yes	1	168	9.6	9.7
No	2	1529	87.8	87.9
Can't say	3	43	2.5	2.5
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K9A_07] Bullying/harassment at work includes exclusion and isolation, unmerited dismissal of work effort, threats, gossip or other pressure. Does any bullying/harassment occur in your workplace, carried out by people from your workplace?

Question

Bullying/harassment at work includes exclusion and isolation, unmerited dismissal of work effort, threats, gossip or other pressure. Does any bullying/harassment occur in your workplace, carried out by people from your workplace?

Frequencies

label	value	n	%	v. %
Not at all	1	1082	62.1	62.3
Sometimes	2	609	35.0	35.0
Constantly	3	47	2.7	2.7
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	3	0.2	–
		1741	100.0	100.0

[K9A_07C] Bullying/harassment at work includes exclusion and isolation, unmerited dismissal of work effort, threats, gossip or other pressure. Does any bullying/harassment occur in your workplace, carried out by supervisors/managers?

Question

Bullying/harassment at work includes exclusion and isolation, unmerited dismissal of work effort, threats, gossip or other pressure. Does any bullying/harassment occur in your workplace, carried out by supervisors/managers?

Frequencies

label	value	n	%	v. %
Not at all	1	1296	74.4	75.2
Sometimes	2	389	22.3	22.6
Constantly	3	39	2.2	2.3
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	17	1.0	–
		1741	100.0	100.0

[K9A_07B] Bullying/harassment at work includes exclusion and isolation, unmerited dismissal of work effort, threats, gossip or other pressure. Does any bullying/harassment occur in your workplace, carried out by clients?

Question

Bullying/harassment at work includes exclusion and isolation, unmerited dismissal of work effort, threats, gossip or other pressure. Does any bullying/harassment occur in your workplace, carried out by clients?

Frequencies

label	value	n	%	v. %
Not at all	1	1144	65.7	67.2
Sometimes	2	505	29.0	29.7
Constantly	3	54	3.1	3.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	38	2.2	–
		1741	100.0	100.0

[K9A_09B] Over the past 12 months, have you observed someone in your workplace being subjected to physical violence or the threat of violence from clients?

Question

Over the past 12 months, have you observed someone in your workplace being subjected to physical violence or the threat of violence from clients?

Frequencies

2. Variables

label	value	n	%	v. %
Never	1	1388	79.7	80.0
Yes, once	2	115	6.6	6.6
Yes, several times	3	231	13.3	13.3
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	7	0.4	–
		1741	100.0	100.0

[K9A_10B] Over the past 12 months, have you personally been subjected to physical violence or the threat of violence from clients?

Question

Over the past 12 months, have you personally been subjected to physical violence or the threat of violence from clients?

Frequencies

label	value	n	%	v. %
Never	1	1590	91.3	91.4
Yes, once	2	60	3.4	3.5
Yes, several times	3	89	5.1	5.1
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	–
		1741	100.0	100.0

[K13_1] Are you a member of a trade union or a professional association?

Question

Are you a member of a trade union or a professional association?

Frequencies

label	value	n	%	v. %
Yes	1	1323	76.0	76.0
No	2	416	23.9	23.9
Can't say	3	2	0.1	0.1
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0

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(cont. from previous page)

label	value	n	%	v. %
		1741	100.0	100.0

[K13_2] And are you a member of an unemployment fund?**Question***And are you a member of an unemployment fund?***Frequencies**

label	value	n	%	v. %
Yes	1	237	13.6	56.7
No	2	181	10.4	43.3
Can't say	3	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1323	76.0	–
		1741	100.0	100.0

[K22_6] Does your workplace have a flexible working time arrangement where the hours worked in excess of regular hours are noted down and can be used later as free time or hours not done in can be done later?**Question***Does your workplace have a flexible working time arrangement where the hours worked in excess of regular hours are noted down and can be used later as free time or hours not done in can be done later?***Frequencies**

label	value	n	%	v. %
Yes	1	1139	65.4	65.4
No	2	585	33.6	33.6
Can't say	3	17	1.0	1.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K22_8] (IF K22_6 = YES) Can the accrued hours be used to take a full day off?

Question

(IF K22_6 = YES) Can the accrued hours be used to take a full day off?

Frequencies

label	value	n	%	v. %
Yes	1	952	54.7	83.7
No	2	168	9.6	14.8
Can't say	3	18	1.0	1.6
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	603	34.6	–
		1741	100.0	100.0

[K22_9] Considering the balance between work and other facets of life, is the flexibility in your working time:

Question

Considering the balance between work and other facets of life, is the flexibility in your working time:

Frequencies

label	value	n	%	v. %
Entirely sufficient	1	932	53.5	53.8
Almost sufficient	2	531	30.5	30.7
Not very sufficient	3	174	10.0	10.0
Not sufficient at all	4	95	5.5	5.5
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	9	0.5	–
		1741	100.0	100.0

[K20A_02] Is your work performance and competence systematically evaluated, for instance, in connection with an annual performance appraisal interview/individual development discussion?

Question

Is your work performance and competence systematically evaluated, for instance, in connection with an annual performance appraisal interview/individual development discussion?

Frequencies

label	value	n	%	v. %
Yes	1	1227	70.5	70.5
No	2	477	27.4	27.4
Can't say	3	36	2.1	2.1
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K20A_03] Does your personal performance and the quality of your work affect your pay level?

Question

Does your personal performance and the quality of your work affect your pay level?

Frequencies

label	value	n	%	v. %
Yes	1	633	36.4	36.4
No	2	1078	61.9	62.0
Can't say	3	29	1.7	1.7
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K20A_04] Do you have a possibility to earn a performance bonus or other incentive payments based on the performance of the team or unit?

Question

Do you have a possibility to earn a performance bonus or other incentive payments based on the performance of the team or unit?

Frequencies

label	value	n	%	v. %
Yes	1	664	38.1	38.1
No	2	1058	60.8	60.8
Can't say	3	19	1.1	1.1
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K20A_09] Do you think your pay is incentive?

Question

Do you think your pay is incentive?

Frequencies

label	value	n	%	v. %
Very much so	1	110	6.3	6.4
Fairly so	2	808	46.4	46.7
Not very	3	592	34.0	34.2
Not at all	4	222	12.8	12.8
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	9	0.5	—
		1741	100.0	100.0

[K21B_1] Over the past 12 months, have you participated in training, receiving pay from your employer for the training time?

Question

Over the past 12 months, have you participated in training, receiving pay from your employer for the training time?

Frequencies

label	value	n	%	v. %
Yes	1	918	52.7	52.8
No	2	821	47.2	47.2
Can't say	3	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	–
		1741	100.0	100.0

[K21B_2] (IF HAS PARTICIPATED IN TRAINING) For how many working days?**Question**

(IF HAS PARTICIPATED IN TRAINING) For how many working days?

Frequencies

label	value	n	%	v. %
	1	181	10.4	19.8
	2	194	11.1	21.2
	3	136	7.8	14.9
	4	82	4.7	9.0
	5	145	8.3	15.9
	6	23	1.3	2.5
	7	14	0.8	1.5
	8	26	1.5	2.8
	9	6	0.3	0.7
	10	51	2.9	5.6
	12	12	0.7	1.3
	13	2	0.1	0.2
	14	8	0.5	0.9
	15	18	1.0	2.0
	20	11	0.6	1.2
	22	1	0.1	0.1
	35	1	0.1	0.1
	40	1	0.1	0.1
	70	1	0.1	0.1
Can't or don't want to say	998	0	0.0	0.0
Can't or don't want to say	999	0	0.0	0.0
System missing (SYSMIS)	.	828	47.6	–
		1741	100.0	100.0

[K21B_3A] (IF HAS PARTICIPATED IN TRAINING) Compared to before, did the training you received help you perform your work tasks:

Question

(IF HAS PARTICIPATED IN TRAINING) Compared to before, did the training you received help you perform your work tasks:

Frequencies

label	value	n	%	v. %
Much better	1	122	7.0	13.3
Somewhat better	2	517	29.7	56.3
It had next to no impact on my performance	3	274	15.7	29.8
Can't say	4	5	0.3	0.5
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	823	47.3	—
		1741	100.0	100.0

[K21B_3B] (IF HAS PARTICIPATED IN TRAINING) Did the training expand your abilities so that you could perform or are performing new tasks in your work?

Question

(IF HAS PARTICIPATED IN TRAINING) Did the training expand your abilities so that you could perform or are performing new tasks in your work?

Frequencies

label	value	n	%	v. %
Yes	1	321	18.4	35.0
No	2	590	33.9	64.3
Can't say	3	7	0.4	0.8
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	823	47.3	—
		1741	100.0	100.0

[K21B_4] Do you have an opportunity to participate in developing the activities/operations in your current workplace?

Question

Do you have an opportunity to participate in developing the activities/operations in your current workplace?

Frequencies

label	value	n	%	v. %
Good opportunities	1	786	45.1	45.2
Some opportunities	2	624	35.8	35.9
Not very good opportunities	3	314	18.0	18.0
Can't say	4	16	0.9	0.9
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	—
		1741	100.0	100.0

[K46A] Over the past 12 months, have you: Developed working practices or processes in your work

Question

Over the past 12 months, have you: Developed working practices or processes in your work

Frequencies

label	value	n	%	v. %
Yes	1	1072	61.6	61.6
No	2	656	37.7	37.7
Can't say	3	13	0.7	0.7
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K46B] Over the past 12 months, have you: Thought up new or improved products or services in your work

Question

Over the past 12 months, have you: Thought up new or improved products or services in your work

Frequencies

label	value	n	%	v. %
Yes	1	581	33.4	33.4
No	2	1148	65.9	66.0
Can't say	3	11	0.6	0.6
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K47] Do you use social media, such as discussion forums, Facebook, Twitter, blogs or wikis, in your work?**Question**

Do you use social media, such as discussion forums, Facebook, Twitter, blogs or wikis, in your work?

Frequencies

label	value	n	%	v. %
Yes	1	367	21.1	21.1
No	2	1371	78.7	78.7
Can't say	3	3	0.2	0.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K47_1] (IF K47 = YES) Do you use social media in your work for: Sharing information**Question**

(IF K47 = YES) Do you use social media in your work for: Sharing information

Frequencies

label	value	n	%	v. %
Yes	1	312	17.9	85.0
No	2	55	3.2	15.0

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(cont. from previous page)

label	value	n	%	v. %
Can't say	3	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1374	78.9	–
		1741	100.0	100.0

[K47_2] (IF K47 = YES) Do you use social media in your work for: Information acquisition and learning new things

Question

(IF K47 = YES) Do you use social media in your work for: Information acquisition and learning new things

Frequencies

label	value	n	%	v. %
Yes	1	310	17.8	84.5
No	2	55	3.2	15.0
Can't say	3	2	0.1	0.5
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1374	78.9	–
		1741	100.0	100.0

[K47_4] (IF K47 = YES) Do you use social media in your work for: Creating and maintaining cooperation relations

Question

(IF K47 = YES) Do you use social media in your work for: Creating and maintaining cooperation relations

Frequencies

label	value	n	%	v. %
Yes	1	261	15.0	71.1
No	2	106	6.1	28.9
Can't say	3	0	0.0	0.0

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2. Variables

(cont. from previous page)

label	value	n	%	v. %
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1374	78.9	–
		1741	100.0	100.0

[K47_5] (IF K47 = YES) Do you use social media in your work for: Developing products or services

Question

(IF K47 = YES) Do you use social media in your work for: Developing products or services

Frequencies

label	value	n	%	v. %
Yes	1	168	9.6	45.8
No	2	194	11.1	52.9
Can't say	3	5	0.3	1.4
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1374	78.9	–
		1741	100.0	100.0

[K47_6] (IF K47 = YES) Do you use social media in your work for: Sales or marketing

Question

(IF K47 = YES) Do you use social media in your work for: Sales or marketing

Frequencies

label	value	n	%	v. %
Yes	1	172	9.9	47.0
No	2	193	11.1	52.7
Can't say	3	1	0.1	0.3
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1375	79.0	–

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(cont. from previous page)

label	value	n	%	v. %
		1741	100.0	100.0

[K47_7] (IF K47 = YES) Do you use social media in your work for: Customer service or helping customers

Question

(IF K47 = YES) Do you use social media in your work for: Customer service or helping customers

Frequencies

label	value	n	%	v. %
Yes	1	172	9.9	47.0
No	2	193	11.1	52.7
Can't say	3	1	0.1	0.3
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1375	79.0	–
		1741	100.0	100.0

[K48] And do you use digital workspaces or instant messaging software that are used to discuss, share information and collaborate virtually in your work? These include, for example, collaborative workspaces on the internet or intranet.

Question

And do you use digital workspaces or instant messaging software that are used to discuss, share information and collaborate virtually in your work? These include, for example, collaborative workspaces on the internet or intranet.

Frequencies

label	value	n	%	v. %
Yes	1	823	47.3	47.3
No	2	913	52.4	52.4
Can't say	3	5	0.3	0.3

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K11A_1] How much influence do you have on: What tasks you do in your job

Question

How much influence do you have on: What tasks you do in your job

Frequencies

label	value	n	%	v. %
A great deal	1	169	9.7	9.7
A fair amount	2	416	23.9	23.9
Some	3	838	48.1	48.1
None	4	317	18.2	18.2
Can't say	5	1	0.1	0.1
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K11A_2] How much influence do you have on: The pace at which you work

Question

How much influence do you have on: The pace at which you work

Frequencies

label	value	n	%	v. %
A great deal	1	325	18.7	18.7
A fair amount	2	434	24.9	24.9
Some	3	731	42.0	42.0
None	4	248	14.2	14.2
Can't say	5	3	0.2	0.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
		1741	100.0	100.0

[K11A_3] How much influence do you have on: How work is allocated between people in your workplace

Question

How much influence do you have on: How work is allocated between people in your workplace

Frequencies

label	value	n	%	v. %
A great deal	1	175	10.1	10.1
A fair amount	2	324	18.6	18.6
Some	3	801	46.0	46.0
None	4	435	25.0	25.0
Can't say	5	6	0.3	0.3
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K11A_4] How much influence do you have on: The physical location of your workspace or where your working space is

Question

How much influence do you have on: The physical location of your workspace or where your working space is

Frequencies

label	value	n	%	v. %
A great deal	1	153	8.8	8.8
A fair amount	2	215	12.3	12.3
Some	3	549	31.5	31.5
None	4	821	47.2	47.2
Can't say	5	3	0.2	0.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
		1741	100.0	100.0

[K42A] How often does your job involve working to tight deadlines or at very high speed?

Question

How often does your job involve working to tight deadlines or at very high speed?

Frequencies

label	value	n	%	v. %
Very often	1	517	29.7	29.7
Fairly often	2	649	37.3	37.3
Sometimes	3	464	26.7	26.7
Rarely	4	89	5.1	5.1
Hardly ever	5	20	1.1	1.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	—
		1741	100.0	100.0

[K42E] Do you work in working groups or project groups that include employees from companies or organisations other than your own workplace?

Question

Do you work in working groups or project groups that include employees from companies or organisations other than your own workplace?

Frequencies

label	value	n	%	v. %
Yes	1	643	36.9	36.9
No	2	1098	63.1	63.1
Can't say	3	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
		1741	100.0	100.0

[K43A] Over the past 12 months, have you teleworked:**Question**

Over the past 12 months, have you teleworked:

Frequencies

label	value	n	%	v. %
Daily	1	50	2.9	2.9
Weekly	2	123	7.1	7.1
Monthly	3	83	4.8	4.8
Occasionally	4	195	11.2	11.2
Never	5	1289	74.0	74.1
My home is also my workplace or workspace	6	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K43E] Over the past 12 months, have you been contacted about work-related issues outside working hours (e.g. by email)?**Question**

Over the past 12 months, have you been contacted about work-related issues outside working hours (e.g. by email)?

Frequencies

label	value	n	%	v. %
Daily	1	73	4.2	4.2
Weekly	2	298	17.1	17.1
Monthly	3	235	13.5	13.5
Occasionally	4	712	40.9	41.0
Never	5	420	24.1	24.2
My home is also my workplace or workspace	6	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	3	0.2	–
		1741	100.0	100.0

[K43F] Are your colleagues or cooperation partners who you work with:**Question**

Are your colleagues or cooperation partners who you work with:

Frequencies

label	value	n	%	v. %
Mainly from your workplace	1	1199	68.9	68.9
Both from your workplace and other companies or organisations	2	469	26.9	27.0
Mainly from other companies or organisations	3	57	3.3	3.3
No colleagues or cooperation partners	4	15	0.9	0.9
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K21C_8] To what extent do you agree or disagree: I feel my work is physically very demanding**Question**

To what extent do you agree or disagree: I feel my work is physically very demanding

Frequencies

label	value	n	%	v. %
Strongly agree	1	201	11.5	11.6
Agree	2	490	28.1	28.2
Disagree	3	477	27.4	27.4
Strongly disagree	4	569	32.7	32.7
Can't say	5	3	0.2	0.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K21C_9] To what extent do you agree or disagree: I feel my work is mentally very demanding

Question

To what extent do you agree or disagree: I feel my work is mentally very demanding

Frequencies

label	value	n	%	v. %
Strongly agree	1	219	12.6	12.6
Agree	2	785	45.1	45.2
Disagree	3	484	27.8	27.8
Strongly disagree	4	247	14.2	14.2
Can't say	5	3	0.2	0.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	3	0.2	—
		1741	100.0	100.0

[K28A] Thinking about the physical demands of your job, is your work capacity:

Question

Thinking about the physical demands of your job, is your work capacity:

Frequencies

label	value	n	%	v. %
Excellent	1	809	46.5	46.5
Good	2	698	40.1	40.1
Moderate	3	197	11.3	11.3
Fairly poor	4	28	1.6	1.6
Very poor	5	7	0.4	0.4
Can't say	6	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	—
		1741	100.0	100.0

[K28B] And thinking about the mental demands of your job, is your work capacity:

Question

And thinking about the mental demands of your job, is your work capacity:

Frequencies

label	value	n	%	v. %
Excellent	1	740	42.5	42.6
Good	2	845	48.5	48.6
Moderate	3	141	8.1	8.1
Fairly poor	4	13	0.7	0.7
Very poor	5	0	0.0	0.0
Can't say	6	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	–
		1741	100.0	100.0

[K32] For how many working days have you been absent from work for illness, health problem or disability during the past year (12 months)?

Question

For how many working days have you been absent from work for illness, health problem or disability during the past year (12 months)?

Descriptive statistics

statistic	value
number of valid cases	1735
minimum	0.00
maximum	264.00
mean	7.29
standard deviation	19.92

[K22_1] Do you think it possible that during the next year: You will be laid off for at least two weeks

Question

Do you think it possible that during the next year: You will be laid off for at least two weeks

Frequencies

label	value	n	%	v. %
Will definitely happen	1	59	3.4	3.4
Could happen	2	220	12.6	12.7
Probably will not happen	3	593	34.1	34.1
Will definitely not happen	4	826	47.4	47.5
Can't say	5	41	2.4	2.4
Not working at the moment	6	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	–
		1741	100.0	100.0

[K22_2] Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed

Question

Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed

Frequencies

label	value	n	%	v. %
Will definitely happen	1	32	1.8	1.8
Could happen	2	125	7.2	7.2
Probably will not happen	3	641	36.8	36.9
Will definitely not happen	4	895	51.4	51.5
Can't say	5	44	2.5	2.5
Not working at the moment	6	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	4	0.2	–
		1741	100.0	100.0

[K22_3] Do you think it possible that during the next year: You will be transferred to other tasks

Question

Do you think it possible that during the next year: You will be transferred to other tasks

Frequencies

2. Variables

label	value	n	%	v. %
Will definitely happen	1	33	1.9	1.9
Could happen	2	299	17.2	17.2
Probably will not happen	3	645	37.0	37.1
Will definitely not happen	4	724	41.6	41.6
Can't say	5	38	2.2	2.2
Not working at the moment	6	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	–
		1741	100.0	100.0

[K23] If you became unemployed now, do you think you would find a job corresponding to your profession and work experience?

Question

If you became unemployed now, do you think you would find a job corresponding to your profession and work experience?

Frequencies

label	value	n	%	v. %
Will definitely happen	1	510	29.3	29.3
Could happen	2	716	41.1	41.2
Probably will not happen	3	301	17.3	17.3
Will definitely not happen	4	157	9.0	9.0
Can't say	5	39	2.2	2.2
Not working at the moment	6	16	0.9	0.9
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	–
		1741	100.0	100.0

[K24] What do you think the general employment situation will be like a year from now: Will it be better, the same as now or worse?

Question

What do you think the general employment situation will be like a year from now: Will it be better, the same as now or worse?

Frequencies

label	value	n	%	v. %
Much better	1	15	0.9	0.9
Somewhat better	2	257	14.8	14.8
The same as now	3	826	47.4	47.5
Somewhat worse	4	524	30.1	30.1
Much worse	5	105	6.0	6.0
Can't say	6	13	0.7	0.7
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1741	100.0	100.0

[K25_1] How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work

Question

How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work

Frequencies

label	value	n	%	v. %
Getting considerably better	1	19	1.1	1.1
Getting somewhat better	2	221	12.7	12.8
Staying the same	3	978	56.2	56.7
Getting somewhat worse	4	431	24.8	25.0
Getting considerably worse	5	77	4.4	4.5
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	15	0.9	–
		1741	100.0	100.0

[K25_4] How do you think working life in general is changing in terms of: Being kept up to date about the goals and future plans of the workplace

Question

How do you think working life in general is changing in terms of: Being kept up to date about the goals and future plans of the workplace

Frequencies

2. Variables

label	value	n	%	v. %
Getting considerably better	1	16	0.9	0.9
Getting somewhat better	2	391	22.5	22.9
Staying the same	3	1063	61.1	62.2
Getting somewhat worse	4	221	12.7	12.9
Getting considerably worse	5	19	1.1	1.1
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	31	1.8	–
		1741	100.0	100.0

[K25_6] How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills at work

Question

How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills at work

Frequencies

label	value	n	%	v. %
Getting considerably better	1	32	1.8	1.9
Getting somewhat better	2	477	27.4	27.9
Staying the same	3	1008	57.9	58.9
Getting somewhat worse	4	174	10.0	10.2
Getting considerably worse	5	21	1.2	1.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	29	1.7	–
		1741	100.0	100.0

[K25_7] How do you think working life in general is changing in terms of: Opportunities to influence own status and tasks at work

Question

How do you think working life in general is changing in terms of: Opportunities to influence own status and tasks at work

Frequencies

label	value	n	%	v. %
Getting considerably better	1	18	1.0	1.0
Getting somewhat better	2	285	16.4	16.6
Staying the same	3	1056	60.7	61.5
Getting somewhat worse	4	321	18.4	18.7
Getting considerably worse	5	38	2.2	2.2
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	23	1.3	–
		1741	100.0	100.0

[K25_8] If you think about the financial situation of your workplace, is it:

Question

If you think about the financial situation of your workplace, is it:

Frequencies

label	value	n	%	v. %
Getting considerably better	1	40	2.3	2.3
Getting somewhat better	2	342	19.6	19.9
Staying the same	3	838	48.1	48.7
Getting somewhat worse	4	398	22.9	23.1
Getting considerably worse	5	104	6.0	6.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	19	1.1	–
		1741	100.0	100.0

[K25_9] If, based on the financial situation, the best possible workplace in your field would get 10 points and the worst 0 points, how would you grade your own workplace?

Question

If, based on the financial situation, the best possible workplace in your field would get 10 points and the worst 0 points, how would you grade your own workplace?

Frequencies

2. Variables

label	value	n	%	v. %
	0	1	0.1	0.1
	1	2	0.1	0.1
	2	11	0.6	0.7
	3	13	0.7	0.8
	4	45	2.6	2.7
	5	79	4.5	4.7
	6	138	7.9	8.2
	7	387	22.2	22.9
	8	665	38.2	39.3
	9	277	15.9	16.4
	10	72	4.1	4.3
Can't or don't want to say	98	0	0.0	0.0
Can't or don't want to say	99	0	0.0	0.0
System missing (SYSMIS)	.	51	2.9	–
		1741	100.0	100.0

[K49A] In your work, do you have a sense of community and cooperation:

Question

In your work, do you have a sense of community and cooperation:

Frequencies

label	value	n	%	v. %
Often	1	689	39.6	39.7
Fairly often	2	646	37.1	37.2
Sometimes	3	295	16.9	17.0
Rarely	4	93	5.3	5.4
Never	5	12	0.7	0.7
Doesn't want to say/can't say	8	0	0.0	0.0
Doesn't want to say/can't say	9	0	0.0	0.0
System missing (SYSMIS)	.	6	0.3	–
		1741	100.0	100.0

[K49B] Do you feel that your colleagues and cooperation partners appreciate your work:

Question

Do you feel that your colleagues and cooperation partners appreciate your work:

Frequencies

label	value	n	%	v. %
Often	1	678	38.9	39.2
Fairly often	2	757	43.5	43.7
Sometimes	3	242	13.9	14.0
Rarely	4	51	2.9	2.9
Never	5	3	0.2	0.2
Doesn't want to say/can't say	8	0	0.0	0.0
Doesn't want to say/can't say	9	0	0.0	0.0
System missing (SYSMIS)	.	10	0.6	–
		1741	100.0	100.0

[K49C] Are you able to make full use of your professional abilities in your work:

Question

Are you able to make full use of your professional abilities in your work:

Frequencies

label	value	n	%	v. %
Often	1	1006	57.8	57.9
Fairly often	2	543	31.2	31.3
Sometimes	3	123	7.1	7.1
Rarely	4	57	3.3	3.3
Never	5	8	0.5	0.5
Doesn't want to say/can't say	8	0	0.0	0.0
Doesn't want to say/can't say	9	0	0.0	0.0
System missing (SYSMIS)	.	4	0.2	–
		1741	100.0	100.0

[K49D] Do you have time to develop and apply new ideas in your work:

Question

Do you have time to develop and apply new ideas in your work:

Frequencies

label	value	n	%	v. %
Often	1	232	13.3	13.4
Fairly often	2	475	27.3	27.4

(continued on next page)

2. Variables

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label	value	n	%	v. %
Sometimes	3	605	34.8	34.9
Rarely	4	357	20.5	20.6
Never	5	63	3.6	3.6
Doesn't want to say/can't say	8	0	0.0	0.0
Doesn't want to say/can't say	9	0	0.0	0.0
System missing (SYSMIS)	.	9	0.5	–
		1741	100.0	100.0

[K40] Do you supervise or manage the work of other employees?

Question

Do you supervise or manage the work of other employees?

Frequencies

label	value	n	%	v. %
Yes	1	324	18.6	18.6
No	2	1414	81.2	81.4
Can't say	3	0	0.0	0.0
Can't or don't want to say	8	0	0.0	0.0
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	3	0.2	–
		1741	100.0	100.0

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In your workplace over the past year (12 months): Has the allocation of tasks between employees or different work units been rearranged?	21
In your workplace over the past year (12 months): Have any new information systems been adopted?	23
In your workplace over the past year (12 months): Have any new working methods been adopted?	22
In your workplace over the past year (12 months): Have any temporary agency employees been used?	20
Industry of employment	13
Industry of employment (Statistics Finland Standard Industrial Classification TOL 2008) ..	13
Is the respondent a temporary agency employee?	15
Is your work performance and competence systematically evaluated, for instance, in connection with an annual performance appraisal interview/individual development discussion?	39
Number of people in the workplace	19
Over the past 12 months, have you been contacted about work-related issues outside working hours (e.g. by email)?	51
Over the past 12 months, have you: Developed working practices or processes in your work	43
Over the past 12 months, have you observed someone in your workplace being subjected to physical violence or the threat of violence from clients?	35
Over the past 12 months, have you participated in training, receiving pay from your employer for the training time?	40
Over the past 12 months, have you personally been subjected to physical violence or the threat of violence from clients?	36
Over the past 12 months, have you teleworked:	51
Over the past 12 months, have you: Thought up new or improved products or services in your work	43
Paid overtime in main job during the survey week (in hours)	17
Paid overtime in main job per month (based on survey week)	18
Regional State Administrative Agency area (AVI)	10
Regular working hours per week	16
The respondent's employment status	11
The respondent's age	8
The respondent's age, categorised into five-year age groups	9

The respondent's education (version 2)	10
The respondent's gender	9
The respondent's occupation (Statistics Finland Classification of Occupations 2010, one-digit level)	12
The respondent's socio-economic group/occupational status	12
The respondent's status in employment	11
The respondent's work contract	14
The respondent's year of birth	8
Thinking about the physical demands of your job, is your work capacity:	53
To what extent do you agree or disagree: I can be certain that my job is secure	25
To what extent do you agree or disagree: I feel my work is mentally very demanding	53
To what extent do you agree or disagree: I feel my work is physically very demanding	52
To what extent do you agree or disagree: In my workplace, employees are treated fairly	24
To what extent do you agree or disagree: In my workplace, people are well informed and kept up to date about things	24
To what extent do you agree or disagree: There are too many tasks to carry out at my workplace compared to the number of employees	23
Type of municipality of residence	10
Unpaid overtime in main job during the survey week (in hours)	18
Unpaid overtime in main job per month (based on survey week)	18
What do you think the general employment situation will be like a year from now: Will it be better, the same as now or worse?	56
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Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The development of the abilities and skills of employees	26
Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The fitness, health and living habits of employees	25
Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The safety of the working environment	26

Appendix A

Questionnaire in Finnish

KYSELYLOMAKE: FSD3131 TYÖOLOBAROMETRI 2015

QUESTIONNAIRE: FSD3131 FINNISH WORKING LIFE BAROMETER 2015

Tämä kyselylomake on osa yllä mainittua Yhteiskuntatieteelliseen tietoaarkistoon arkistoitua tutkimusaineistoa.

Kyselylomaketta hyödyntävien tulee viitata siihen asianmukaisesti lähdeviitteellä.

Lisätiedot: <http://www.fsd.uta.fi/>

This questionnaire forms a part of the above mentioned dataset, archived at the Finnish Social Science Data Archive.

If the questionnaire is used or referred to in any way, the source must be acknowledged by means of an appropriate bibliographic citation.

More information: <http://www.fsd.uta.fi/>

Detta frågeformulär utgör en del av den ovannämnda datamängden, arkiverad på Finlands samhällsvetenskapliga dataarkiv.

Om frågeformuläret är utnyttjat eller refererat till måste källan anges i form av bibliografisk referens.

Mer information: <http://www.fsd.uta.fi/>

TYÖOLOBAROMETRI, elokuu 2015 (TB15)

PAPERILOMAKE

K2 1992-2015 (K1)

Seuraavat kysymykset koskevat nykyistä työpaikkaanne.
Kuinka monta henkilöä on siinä työpaikassa, jossa itse työskentelette?

Työpaikalla tarkoitetaan yhtä yksikköä, esim. tehdasta, virastoa, laitosta, myymälää, toimistoa, työmaata tms., jonka vastaaja itse mieltää työpaikakseen ja jonka toiminnasta hänellä on kokemusta.

- 1 1 - 4 henkilöä
 - 2 5 - 9 henkilöä
 - 3 10 - 19 henkilöä
 - 4 20 - 29 henkilöä
 - 5 30 - 49 henkilöä
 - 6 50 - 99 henkilöä
 - 7 100 - 199 henkilöä
 - 8 200 - 249 henkilöä
 - 9 250 - 499 henkilöä
 - 10 500 - 999 henkilöä
 - 11 1000 henkilöä tai enemmän
-

K3 1992-2015 (muokattu 2013) (K2)

Onko henkilöstön määrä työpaikassanne viimeksi kuluneen vuoden (12 kk) aikana:

- 1 lisääntynyt
 - 2 ennallaan
 - 3 vai vähentynyt?
 - 4 Ei osaa sanoa
-

K5_9 2009-2015 (K3)

Onko työpaikassanne viimeksi kuluneen vuoden (12 kk) aikana:

Käytetty vuokratyöntekijöitä?

= vuokratyötä välittävien yritysten palveluksessa olevia työntekijöitä.

- 1 kyllä
 - 2 ei
 - 3 ei osaa sanoa
-

K41a 2012-2015 (muokattu 2014) (K4a)

Onko työpaikassanne viimeksi kuluneen vuoden (12 kk) aikana:

Järjestetty uudelleen tehtävien jakoa työntekijöiden tai eri työyksiköiden välillä?

- 1 kyllä
 - 2 ei → K41b (K5a)
 - 3 ei osaa sanoa → K41b (K5a)
-

K41a_1 Uusi 2015 (K4b)

Vaikuttiko muutos omiin työtehtäviinne:

- 1 paljon
 - 2 jossain määrin vai
 - 3 ei juuri lainkaan?
-

K41b 2012-2015 (muokattu 2014) (K5a)

(Onko työpaikassanne viimeksi kuluneen vuoden (12 kk) aikana:)

Otettu käyttöön uusia työmenetelmiä?

- 1 kyllä
 - 2 ei → K41c (K6a)
 - 3 ei osaa sanoa → K41c (K6a)
-

K41b_1 Uusi 2015 (K5b)

Vaikuttiko muutos omiin työtehtäviinne:

- 1 paljon
 - 2 jossain määrin vai
 - 3 ei juuri lainkaan?
-

K41c 2012-2015 (muokattu 2014) (K6a)

(Onko työpaikassanne viimeksi kuluneen vuoden (12 kk) aikana:)

Otettu käyttöön uusia tietojärjestelmiä?

- 1 kyllä
 - 2 ei → K21c_1 (K7a)
 - 3 ei osaa sanoa → K21c_1 (K7a)
-

K41c_1 Uusi 2015 (K6b)

Vaikuttiko muutos omiin työtehtäviinne:

- 1 paljon
 - 2 jossain määrin vai
 - 3 ei juuri lainkaan?
-

K21c_1 (M) 2000-2015 (muokattu 2013) (K7a (M))

Seuraavaksi esitän joitakin väitteitä. Mitä mieltä Te olette niistä.

Työpaikallani on liian paljon työtehtäviä työntekijöihin nähden.

Oletteko:

- 1 täysin samaa mieltä
 - 2 jokseenkin samaa mieltä
 - 3 jokseenkin eri mieltä
 - 4 vai täysin eri mieltä?
 - 5 Ei osaa sanoa
-

K21c_4 (M) 2000-2015 (muokattu 2013) (K7b (M))

Työpaikallani välitetään tietoja avoimesti.

Oletteko:

- 1 täysin samaa mieltä
 - 2 jokseenkin samaa mieltä
 - 3 jokseenkin eri mieltä
 - 4 vai täysin eri mieltä?
 - 5 Ei osaa sanoa
-

K21c_5 (M) 2003-2015 (muokattu 2013) (K7c (M))

Työntekijöitä kohdellaan tasapuolisesti työpaikallani.

Oletteko:

- 1 täysin samaa mieltä
 - 2 jokseenkin samaa mieltä
 - 3 jokseenkin eri mieltä
 - 4 vai täysin eri mieltä?
 - 5 Ei osaa sanoa
-

K21c_6 (M) 2003-2015 (muokattu 2013) (K7d (M))

Voin olla varma siitä, että työpaikkani säilyy.

Oletteko:

- 1 täysin samaa mieltä
 - 2 jokseenkin samaa mieltä
 - 3 jokseenkin eri mieltä
 - 4 vai täysin eri mieltä?
 - 5 Ei osaa sanoa
-

Otsikko: Työkyvyn ylläpitämiseen liittyvät toimet nykyisellä työpaikalla

K26_1 1997-2015 (K8a) .

Työpaikoilla on kiinnitetty huomiota työntekijöiden työkyvyn ylläpitämiseen eri tavoin.
Onko Teidän työpaikallanne pyritty systemaattisesti vaikuttamaan:

Työntekijöiden kuntoon, terveyteen ja elintapoihin:

- 1 paljon
 - 2 jossain määrin
 - 3 vain vähän
 - 4 vai ei lainkaan?
-

K26_2 1997-2015 (K8b)

(Työpaikoilla on kiinnitetty huomiota työntekijöiden työkyvyn ylläpitämiseen eri tavoin.
Onko Teidän työpaikallanne pyritty systemaattisesti vaikuttamaan:)

(Entä) työympäristön turvallisuuteen:

- 1 paljon
 - 2 jossain määrin
 - 3 vain vähän
 - 4 vai ei lainkaan?
-

26_3 1997-2015 (K8c)

(Työpaikoilla on kiinnitetty huomiota työntekijöiden työkyvyn ylläpitämiseen eri tavoin. Onko Teidän työpaikallanne pyritty systemaattisesti vaikuttamaan:)

(Entä) osaamiseen ja ammattitaidon kehittämiseen:

- 1 paljon
 - 2 jossain määrin
 - 3 vain vähän
 - 4 vai ei lainkaan?
-

K20b_1 2003-2015 (muokattu 2013) (K9a)

Arvioikaa miten hyvin tai huonosti seuraavat luonnehdinnat sopivat omaan työpaikkaanne.

Työntekijöiden ja johdon väliset suhteet ovat avoimet ja luottamukselliset.

Sopiiko tämä työpaikkaanne:

- 1 erittäin hyvin
 - 2 melko hyvin
 - 3 melko huonosti
 - 4 vai erittäin huonosti?
 - 5 Ei osaa sanoa
-

K20b_2 2003-2015 (muokattu 2013) (K9b)

Työpaikkani on sellainen, että siellä voi oppia koko ajan uusia asioita.

Sopiiko tämä työpaikkaanne:

- 1 erittäin hyvin
 - 2 melko hyvin
 - 3 melko huonosti
 - 4 vai erittäin huonosti?
 - 5 Ei osaa sanoa
-

K20b_3 2003-2015 (muokattu 2013) (K9c)

Esimiehet suhtautuvat rakentavasti työntekijöiden muutosehdotuksiin.

Sopiiko tämä työpaikkaanne:

- 1 erittäin hyvin
 - 2 melko hyvin
 - 3 melko huonosti
 - 4 vai erittäin huonosti?
 - 5 Ei osaa sanoa
-

K20b_5 2003-2015 (muokattu 2013) (K9d)

Työntekijöitä kannustetaan kokeilemaan uusia asioita.

Sopiiko tämä työpaikkaanne:

- 1 erittäin hyvin
 - 2 melko hyvin
 - 3 melko huonosti
 - 4 vai erittäin huonosti?
 - 5 Ei osaa sanoa
-

K20b_6 2003-2015 (muokattu 2013) (K9e)

Työpaikalla on paljon sellaisia piilossa olevia asioita, joista pitäisi keskustella avoimesti.

Sopiiko tämä työpaikkaanne:

- 1 erittäin hyvin
- 2 melko hyvin
- 3 melko huonosti
- 4 vai erittäin huonosti?
- 5 Ei osaa sanoa

K32a 2000-2015 (K10)

Onko työpaikallanne muihin kansallisuuksiin tai etnisiin ryhmiin kuuluvia työntekijöitä, jotka ovat muuttaneet Suomeen muualta?

*Maahanmuuttajat, venäläiset, somalit, virolaiset jne.
Ei suomen romanit tai saamelaiset.*

- 1 kyllä
- 2 ei

K33_1 2000-2015 (K11a)

Työelämässä voi ilmetä eriarvoista kohtelua tai syrjintää esimerkiksi palkkauksessa, työhön otossa, uralla etenemisessä tai koulutukseen pääsyssä.

Katsotteko, että omassa työorganisaatiossanne esiintyy syrjintää tai eriarvoista kohtelua, joka perustuu:

Ikään, erityisesti nuoriin?

K33_2 2000-2015 (K11b)

Ikään, erityisesti vanhoihin?

K33_3 2000-2015 (K11c)

Sukupuoleen, erityisesti naisiin?

K33_4 2000-2015 (K11d)

Sukupuoleen, erityisesti miehiin?

K33_5 2000-2015 (K11e)

Työsuhteen määräaikaaisuuteen?

K33_7 2008-2015 (K11f)

Työsuhteen osa-aikaaisuuteen?

Jos K32a (K10) = kyllä, niin kysytään K33_6 (K11g).

K33_6 2000-2015 (K11g)

Siihen, että työntekijä on syntyperältään muu kuin suomalainen?

K33_8 Uusi 2015 (K11h)

Työntekijän terveydentilaan?

- 1 kyllä
 - 2 ei
 - 3 ei osaa sanoa
-

K9a_07 2004-2015 (K12a)

Henkisellä väkivallalla tai työpaikkakiusaamisella tarkoitetaan työyhteisön jäsenen kohdistettua eristämistä, työn mitätöintiä, uhkaamista, selän takana puhumista tai muuta painostamista.

Esiintyykö mielestänne työpaikallanne tällaista käyttäytymistä työtoverien taholta:

- 1 ei lainkaan
- 2 joskus
- 3 jatkuvasti?

K9a_07c 2012-2015 (K12b)

(Henkisellä väkivallalla tai työpaikkakiusaamisella tarkoitetaan työyhteisön jäsenen kohdistettua eristämistä, työn mitätöintiä, uhkaamista, selän takana puhumista tai muuta painostamista.)

Esiintyykö mielestänne työpaikallanne tällaista käyttäytymistä esimiesten taholta:

- 1 ei lainkaan
- 2 joskus
- 3 jatkuvasti?

K9a_07b 2004-2015 (K12c)

(Henkisellä väkivallalla tai työpaikkakiusaamisella tarkoitetaan työyhteisön jäsenen kohdistettua eristämistä, työn mitätöintiä, uhkaamista, selän takana puhumista tai muuta painostamista.)

Esiintyykö mielestänne työpaikallanne tällaista käyttäytymistä asiakkaiden taholta:

- 1 ei lainkaan
- 2 joskus
- 3 jatkuvasti?

K9a_09b 2008-2015 (kysymyksen muotoiluvirhe korjattu 2012) (K13a)

Oletteko havainnut työpaikallanne viimeksi kuluneen vuoden (12 kk) aikana, että joku olisi joutunut väkivallan tai sen uhan kohteeksi asiakkaiden taholta?

- 1 en kertaakaan
- 2 kyllä, kerran
- 3 useita kertoja

Jos kyllä, tarkenna: kerran vai useita kertoja

K9a_10b 2008-2015 (K13b)

Oletteko itse joutunut väkivallan tai sen uhan kohteeksi työpaikallanne viimeksi kuluneen vuoden (12 kk) aikana asiakkaiden taholta?

- 1 en kertaakaan
- 2 kyllä, kerran
- 3 useita kertoja

Jos kyllä, tarkenna: kerran vai useita kertoja

K13_1 1993-2015 (muokattu v. 2012) (K14a)

Oletteko ammattiyhdistyksen, toimihenkilöjärjestön tai vastaavan ammattiliiton jäsen?

- 1 kyllä → K22_6 (K15a)
- 2 ei
- 3 ei osaa sanoa

K13_2 1993-2015 (muokattu v. 2012) (K14b)

Entä kuulutteko työttömyyskassaan?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

INTRO1. SEURAAVAKSI KYSYMYKSIÄ TYÖAJAN JOUSTOISTA JA PALKKAUKSESTA.

K22_6 2006-2015 (K15a)

Onko käytettävissänne työaikajärjestelmä, jossa normaalin työajan ylittävät tai alittavat työtunnit merkitään ylös ja ne voi pitää myöhemmin vapaana tai tehdä sisään?

- 1 kyllä
 - 2 ei
 - 3 ei osaa sanoa
- } → K22_9 (K16)

Tarkoitetaan esimerkiksi ns. liukuvaa työaikaa.

K22_8 2006-2015 (K15b)

Voitteko käyttää säästöön kertyneitä tunteja pitämällä kokonaisia vapaapäiviä?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K22_9 (M) 2014-2015 (K16)

Kun ajattelette työn ja muun elämän yhteensovittamista, niin joustavatko työaikanne

- 1 aivan riittävästi
- 2 lähes riittävästi
- 3 hieman liian vähän
- 4 vai aivan liian vähän?

K20a_02 2005-2015 (K17a)

Arvioidaanko työsuoritustanne ja pätevyyttänne järjestelmällisesti, esimerkiksi kerran vuodessa ns. kehittämiskeskustelujen yhteydessä?

- 1 kyllä
 - 2 ei
 - 3 ei osaa sanoa
-

K20a_03 2005-2015 (K17b)

Vaikuttaako henkilökohtainen työtehtävistä suoriutumisenne ja työsuoritustenne laatu palkkanne suuruuteen?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K20a_04 2005-2015 (K17c)

Onko Teillä mahdollisuus saada tulospalkkioita, bonuksia tai muita vastaavia lisiä tiimin, ryhmän tai koko työyksikön tuloksen perusteella?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K20a_09 (M) 2005-2015 (K18)

Onko palkkauksenne mielestänne:

- 1 erittäin kannustava
- 2 melko kannustava
- 3 vain vähän kannustava
- 4 vai ei lainkaan kannustava?

K21b_1 2000-2015 (K19a)

Oletteko viimeksi kuluneen vuoden (12 kk) aikana ollut koulutuksessa, siten että olette saanut koulutusajalta palkkaa?

- 1 kyllä
- 2 en --> K21b_4 (K21)

K21b_2 2000-2015 (K19b)

Montako työpäivää? _____

Kuukausi=22 työpäivää

Jos useita osapäiviä, laske tunnit yhteen ja muuta päiviksi (6 tuntia koulutusta = yksi päivä)

K21b_3a Uusi 2015 (K20a)

Verrattuna aikaisempaan, autoiko saamanne koulutus Teitä suoriutumaan työtehtävistänne:

- 1 paljon paremmin
- 2 jonkin verran paremmin
- 3 vai sillä ei ollut juurikaan vaikutusta?
- 4 EI OSAA SANOA

K21b_3b Uusi 2015 (K20b)

Laajensiko koulutus osaamistanne niin, että voisitte tehdä tai teette uudenlaisia työtehtäviä?

- 1 kyllä
 - 2 ei
 - 3 Ei osaa sanoa
-

K21b_4 (M) 2006-2015 (K21 (M))

Onko Teillä nykyisessä työpaikassanne hyvät, jonkinlaiset vai heikot mahdollisuudet osallistua työpaikan toiminnan kehittämiseen?

- 1 hyvät
 - 2 jonkinlaiset
 - 3 heikot
 - 4 ei osaa sanoa
-

K46a 2014-2015 (K22a)

Oletteko viimeksi kuluneiden 12 kuukauden aikana työssänne:

kehittänyt toimintatapoja tai prosesseja?

- 1 kyllä
 - 2 ei
 - 3 ei osaa sanoa
-

K46b 2014-2015 (K22b)

Entä oletteko (viimeksi kuluneiden 12 kuukauden aikana työssänne):

kehittänyt uusia tai paranneltuja tuotteita tai palveluita?

- 1 kyllä
 - 2 ei
 - 3 ei osaa sanoa
-

K47 2014-2015 (K23)

Käytättekö työssänne sosiaalista mediaa, esimerkiksi keskustelufoorumeja, Facebookia, Twitteriä, blogeja tai wikejä?

- 1 kyllä
 - 2 ei
 - 3 ei osaa sanoa
- } → K48 (K25)

Sosiaalinen media on tietoverkkoja ja tietotekniikkaa hyödyntävä viestinnän muoto, jossa käsitellään vuorovaikutteisesti ja käyttäjälähtöisesti tuotettua sisältöä ja luodaan ja ylläpidetään ihmisten välisiä suhteita.

K47_1 2014-2015 (K24a)

Käytättekö sosiaalista mediaa työssänne seuraaviin tarkoituksiin:

Tiedon jakamiseen?

K47_2 (muokattu 2015) (K24b)

Tiedon hankintaan ja uuden oppimiseen?

K47_4 2014-2015 (K24c)

Yhteistyösuhteiden luomiseen ja ylläpitämiseen?

K47_5 2014-2015 (K24d)

Tuotteiden tai palveluiden kehittämiseen?

K47_6 2014-2015 (K24e)

Myyntiin tai markkinointiin?

K47_7 2014-2015 (K24f)

Asiakaspalveluun tai neuvontaan?

K48 Uusi 2015 (K25)

Entä käytättekö työssänne sähköisiä työtiloja tai pikaviestintävälineitä, joiden avulla voi keskustella, jakaa tietoa ja tehdä yhteistyötä virtuaalisesti. Näitä ovat esimerkiksi internetin tai intranetin yhteiset työtilat?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

- esimerkiksi SharePoint, Lync
- pikaviestinnässä keskustelu tapahtuu reaaliaikaisesti
- ei tarkoiteta sähköpostia eikä tekstiviestejä

K11a_1 2002-2015 (K26a)

Voitteko vaikuttaa:

Siihen mitä työtehtäviinne kuuluu:

- 1 paljon
 - 2 melko paljon
 - 3 jonkin verran
 - 4 vai ette lainkaan?
 - 5 Ei osaa sanoa
-

K11a_2 2002-2015 (K26b)

Voitteko vaikuttaa:

Työtahtiinne:

- 1 paljon
 - 2 melko paljon
 - 3 jonkin verran
 - 4 vai ette lainkaan?
 - 5 Ei osaa sanoa
-

K11a_3 2002-2015 (K26c)

Voitteko vaikuttaa:

Siihen, miten työt jaetaan (työpaikalla ihmisten kesken):

- 1 paljon
 - 2 melko paljon
 - 3 jonkin verran
 - 4 vai ette lainkaan?
 - 5 Ei osaa sanoa
-

K11a_4 Uusi 2015 (K26d)

Voitteko vaikuttaa:

Siihen, missä paikoissa tai tiloissa teette työtänne:

- 1 paljon
- 2 melko paljon
- 3 jonkin verran
- 4 vai ette lainkaan?
- 5 Ei osaa sanoa

- tarkoitetaan fyysisistä työnteon paikkaa tai työtilaa

K42a 2012-2015 (K27)

Kuinka usein työskentelette tiukkojen aikataulujen mukaan tai hyvin nopealla tahdilla:

- 1 hyvin usein
- 2 melko usein
- 3 silloin tällöin
- 4 harvoin
- 5 vai ette juuri koskaan?

K42e 2012, 2014-2015 (K28)

Työskentelettekö työryhmissä tai projektiryhmissä, joihin kuuluu työntekijöitä myös muista yrityksistä tai organisaatioista kuin omalta työpaikaltanne?

- 1 kyllä
- 2 ei

- *tarkoitetaan sekä pysyviä että tilapäisiä työryhmiä*
- *työtä tehdään muista yrityksistä tai organisaatioista tulevien kollegojen kanssa*
- *yhteistyöllä on rakenne (työryhmä, projektiryhmä tms.)*

K43a 2012-2015 (K29)

Etätöyllä tarkoitetaan ansiotyötä, jota tehdään varsinaisen työpaikan ulkopuolella niin, että siitä on sovittu työnantajan kanssa. Oletteko viimeisen 12 kuukauden aikana tehnyt etättyötä:

- 1 päivittäin
- 2 viikoittain
- 3 kuukausittain
- 4 satunnaisesti
- 5 vai ette ollenkaan?

Etättyö tehdään joko kotona tai työnantajan eri toimipisteissä, työkohteissa, asiakkaan luona tai matkoilla.

K43e 2012-2015 (K30)

Onko teihin otettu yhteyttä viimeisen 12 kuukauden aikana työhönne liittyvissä asioissa työajan ulkopuolella, esimerkiksi puhelimitse:

- 1 päivittäin
- 2 viikoittain
- 3 kuukausittain
- 4 satunnaisesti
- 5 vai ei ollenkaan?

- *sekä asiakkaat että esimies ja työkaverit*
- *henkilökohtainen yhteydenotto, joka vie huomion, esim. puhelu tai tekstiviesti*
- *ei tarkoiteta esim. vapaaehtoista sähköpostien lukemista työajan ulkopuolella.*

K43f Uusi 2015 (K31)

Ovatko kolleganne tai yhteistyökumppanne, joiden kanssa työskentelette:

- 1 pääosin omalta työpaikaltanne
 - 2 sekä omalta työpaikalta että muista yrityksistä tai organisaatioista vai
 - 3 pääosin muista yrityksistä tai organisaatioista?
 - 4 EI KOLLEGOITA TAI YHTEISTYÖKUMPPANEITA
-

K21c_8 (M) 2002-2014 (K32a (M))

Mitä mieltä olette seuraavista väitteistä:

Koen työni fyysisesti raskaaksi.
Oletteko:

- 1 täysin samaa mieltä
 - 2 jokseenkin samaa mieltä
 - 3 jokseenkin eri mieltä
 - 4 vai täysin eri mieltä?
 - 5 Ei osaa sanoa
-

K21c_9 (M) 2002-2014 (K32b (M))

(Mitä mieltä olette seuraavista väitteistä:)

Koen työni henkisesti raskaaksi.
Oletteko:

- 1 täysin samaa mieltä
 - 2 jokseenkin samaa mieltä
 - 3 jokseenkin eri mieltä
 - 4 vai täysin eri mieltä?
 - 5 Ei osaa sanoa
-

K28a 1999-2015 (K33a)

Jos ajattelette nykyisen työnne ruumiillisia vaatimuksia, niin onko työkykynne:

- 1 erittäin hyvä
 - 2 melko hyvä
 - 3 kohtalainen
 - 4 melko huono
 - 5 vai erittäin huono?
 - 6 Ei osaa sanoa
-

K28b 1999-2015 (K33b)

Entä henkisten vaatimusten kannalta.

Onko työkykynne:

- 1 erittäin hyvä
 - 2 melko hyvä
 - 3 kohtalainen
 - 4 melko huono
 - 5 vai erittäin huono?
 - 6 Ei osaa sanoa
-

K32 2000-2015 (K34)

Montako työpäivää olette ollut poissa töistä oman sairauden takia viimeksi kuluneen vuoden (12 kk) aikana?

*Jos ei yhtään päivää, merkitse nolla (0.)
Kuukausi = 22 työpäivää.*

K22_1 (M) 1992-2015 (K35a (M))

Pidättekö mahdollisena, että seuraavan vuoden aikana, Teidät lomautetaan vähintään kahden viikon ajaksi:

Ei välttämättä tarkoita yhtäjaksoista lomautusaikaa.

- 1 kyllä varmasti
 - 2 kyllä mahdollisesti
 - 3 luultavasti ei
 - 4 varmasti ei?
 - 5 Ei osaa sanoa
-

K22_2 (M) 1992-2015 (K35b (M))

(Pidättekö mahdollisena, että seuraavan vuoden aikana:)

Teidät irtisanotaan nykyisestä työpaikastanne:

Määräaikaisilla työsuhdetta ei jatketa.

- 1 kyllä varmasti
 - 2 kyllä mahdollisesti
 - 3 luultavasti ei
 - 4 varmasti ei?
 - 5 Ei osaa sanoa
-

K22_3 (M) 1992-2015 (K35c (M))

(Pidättekö mahdollisena, että seuraavan vuoden aikana:)

Teidät siirretään toisiin tehtäviin:

Myös lyhytaikaisissa työsuhhteissa tehtävien vaihdot.

- 1 kyllä varmasti
 - 2 kyllä mahdollisesti
 - 3 luultavasti ei
 - 4 varmasti ei?
 - 5 Ei osaa sanoa
-

K23 (M) 1992--2015 (K36 (M))

Jos nyt jäisitte työttömäksi niin arveletteko, että saisitte ammattianne ja työkokemustanne vastaavaa työtä:

- 1 kyllä varmasti
 - 2 kyllä mahdollisesti
 - 3 luultavasti ei
 - 4 varmasti ei?
 - 5 Ei osaa sanoa
 - 6 Ei tällä hetkellä työssä
-

K24 (M) 1992-2015 (K37 (M))

Minkälaiseksi arvioitte yleisen työllisyystilanteen vuoden kuluttua. Onko se parempi, ennallaan vai huonompi kuin tällä hetkellä.

Tarkenna: Jonkin verran vai paljon?

- 1 paljon parempi
 - 2 jonkin verran parempi
 - 3 ennallaan
 - 4 jonkin verran huonompi
 - 5 paljon huonompi
 - 6 ei osaa sanoa
-

K25_1 (M) 1992-2015 (K38a (M))

Nykyisin puhutaan paljon työelämän muuttumisesta ja muutosten suunnasta. Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

Tarkenna: Selvästi vai jonkin verran?

Työnteon mielekkyys ja työhalut yleensä?

- 1 selvästi parempaan suuntaan
 - 2 jonkin verran parempaan
 - 3 ennallaan
 - 4 jonkin verran huonompaan
 - 5 selvästi huonompaan suuntaan
-

K25_4 (M) 1992-2015 (K38b (M))

(Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

Tarkenna: Selvästi vai jonkin verran?)

Tietojen saanti työpaikan tavoitteista ja tulevaisuuden suunnitelmista?

- 1 selvästi parempaan suuntaan
 - 2 jonkin verran parempaan
 - 3 ennallaan
 - 4 jonkin verran huonompaan
 - 5 selvästi huonompaan suuntaan
-

K25_6 (M) 1992-2015 (K38c (M))

(Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

Tarkenna: Selvästi vai jonkin verran?)

Mahdollisuudet itsensä kehittämiseen työssä?

- 1 selvästi parempaan suuntaan
 - 2 jonkin verran parempaan
 - 3 ennallaan
 - 4 jonkin verran huonompaan
 - 5 selvästi huonompaan suuntaan
-

K25_7 (M) 1992-2015 (K38d (M))

(Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

Tarkenna: Selvästi vai jonkin verran?)

Mahdollisuus vaikuttaa omaa asemaa ja työtehtäviä koskeviin ratkaisuihin?

- 1 selvästi parempaan suuntaan
 - 2 jonkin verran parempaan
 - 3 ennallaan
 - 4 jonkin verran huonompaan
 - 5 selvästi huonompaan suuntaan
-

K25_8 (M) 1992-2015 (K39 (M))

Entä jos ajattelette oman työpaikkanne taloudellista tilannetta, onko se muuttumassa parempaan suuntaan, huonompaan suuntaan vai pysyväkö se ennallaan?

Tarkenna: Selvästi vai jonkin verran?)

- 1 selvästi parempaan suuntaan
 - 2 jonkin verran parempaan
 - 3 ennallaan
 - 4 jonkin verran huonompaan
 - 5 selvästi huonompaan suuntaan
-

K25_9 (M) 2008-2015 (K40 (M))

Tai jos ajattelette, että taloudellisen tilanteen perusteella oman alanne paras työpaikka saisi pistemäärän kymmenen (10) ja huonoin nolla (0), minkä pistemäärän silloin antaisitte omalle työpaikallenne?

Jos ei osaa sanoa, niin käytä järjestelmän EOS:ää.

|||

INTRO4: LOPUKSI KYSYISIN MUUTAMAN KYSYMYKSEN OMISTA TUNTEMUKSISTANNE TYÖHÖNNE LIITTYEN.

K49a Uusi 2015 (K41a)

Onko Teillä työssänne tunne yhteisöllisyydestä ja yhdessä tekemisestä:

- 1 usein
 - 2 melko usein
 - 3 silloin tällöin
 - 4 melko harvoin
 - 5 vai ei koskaan?
-

K49b Uusi 2015 (K41b)

Tuntuuko Teistä siltä, että kollegat ja yhteistyökumppanit arvostavat omaa työtänne:

- 1 usein
 - 2 melko usein
 - 3 silloin tällöin
 - 4 melko harvoin
 - 5 vai ei koskaan?
-

K49c Uusi 2015 (K41c)

Voitteko käyttää ammatillista osaamistanne työssänne täysipainoisesti:

- 1 usein
- 2 melko usein
- 3 silloin tällöin
- 4 melko harvoin
- 5 vai ette koskaan?

K49d Uusi 2015 (K41d)

Onko Teillä omassa työssänne aikaa uusien ideoiden kehittämiseen ja soveltamiseen:

- 1 usein
- 2 melko usein
- 3 silloin tällöin
- 4 melko harvoin
- 5 vai ei koskaan?

K40 2012-2015 (K42)

Aivan loppuksi kysyisin vielä,

Oletteko esimies- tai työnjohtotehtävissä?

- 1 Kyllä
- 2 Ei

Haastattelu päättyy nyt tähän.

Kiitos antamistanne tiedoista!