

**FSD3220**

**Finnish Working Life Barometer 2016**

Codebook



FINNISH SOCIAL SCIENCE DATA ARCHIVE

**The bibliographic citation for this codebook:**

Finnish Working Life Barometer 2016 [codebook]. Finnish Social Science Data Archive [producer and distributor], 2021.

This codebook has been generated from the version 1.0 (29.3.2018) 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:  
<https://services.fsd.uta.fi/>

Finnish Social Science Data Archive  
<http://www.fsd.uta.fi/en/>

# To the reader

This codebook is part of the data FSD3220 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 Economic Affairs and Employment: Finnish Working Life Barometer 2016 [dataset]. Version 1.0 (2018-03-29). Finnish Social Science Data Archive [distributor]. <http://urn.fi/urn:nbn:fi:fsd:T-FSD3220>

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.



# Contents

- 1 Study description** **1**
  - 1.1 Titles . . . . . 1
  - 1.2 Subject description . . . . . 1
  - 1.3 Structure and collection of the data . . . . . 3
  - 1.4 Use of data . . . . . 4
  
- 2 Variables** **7**
  
- 3 Indexes** **59**
  - 3.1 Variables in the order of occurrence . . . . . 59
  - 3.2 Variables in alphabetical order . . . . . 65
  
- A Questionnaire in Finnish** **71**



# Chapter 1

## Study description

### 1.1 Titles

**Titles and data version:** Finnish Working Life Barometer 2016

**Titles and data version in Finnish:** Työolobarometri 2016

This codebook has been generated from the version 1.0 (29.3.2018) of the data.

### 1.2 Subject description

#### Authoring entity

Statistics Finland. Interview and Survey Services  
Ministry of Economic Affairs and Employment

#### 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

22.11.2017

### **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. The 2016 collection round included new questions regarding automation at work, the flexibility of work and free time, and dividing work tasks between employees.

First, the respondents were asked about the number of people employed 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. Satisfaction in the 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.

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

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

One set of questions investigated the employees' perceived workload, capacity to work, estimates 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 change 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 2016 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:** 8.8.2016 – 23.9.2016

**Data collector(s):** Statistics Finland

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

**Type of research instrument:** Structured questionnaire

**Time period covered:** 2016

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

**Response rate:** 80.3

**Number of variables and cases:** The data contain 122 variables and 1631 cases.

**Sampling procedure:** Probability: Simple random

For its Labour Force Survey 2016, Statistics Finland drew a random sample of people aged

between 15-74 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 1,631.

## 1.4 Use of data

### Related publications

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>

Klasila, Isa-Emilia (2019). Tehoaako työkykyä ylläpitävä toiminta? Tyky-toiminnan yhteys koettuun työhyvinvointiin Suomessa. Turku: Turun yliopisto. Pro gradu -tutkielma.

Koiranen, Julia (2020). Iän, sukupuolen, esimiesaseman ja koulutuksen yhteys koettuun henkiseen työkykyyn. Turku: Turun yliopisto. Yhteiskuntatieteiden kandidaatintutkielma.

Kontiainen, Tuuli (2019): Itsenäisen ajankäytön merkitys - työntekijälähtöisten työaikajoustejen yhteys työtyytyväisyyteen. Kandidaatin tutkielma. Tampereen yliopisto. Yhteiskunta- ja kulttuuritieteiden tiedekunta.

Kosonen, Sanni (2019). Parantuuko työilmapiiri osallistamalla? Kvantitatiivinen tutkielma innovaatio- ja kehittämistoimintaan osallistumismahdollisuuksien vaikutuksesta työilmapiiriin. Jyväskylä: Jyväskylän yliopisto. Sosiologian kandidaatintutkielma.

Miettinen, Mariella (2020) Julkisen alan työntekijöiden henkinen työkyky motivaatiotekijöiden näkökulmasta. Turku: Turun yliopisto. Sosiaalitieteiden laitos. Sosiaalipolitiikan pro gradu -tutkielma.

Nyman, Janina (2019). Vålbefinnande i arbetet och betydelsen av arbetsplatsens sociala relationer. Pro gradu-avhandling. Social- och samhällspolitik. Åbo Akademi.

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

Työolobarometri 2016 [verkkodokumentti]. Helsinki: Työ- ja elinkeinoministeriö. Työ- ja elinkeinoministeriön julkaisuja 34/2017. [http://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/80549/TEMrap\\_34\\_2](http://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/80549/TEMrap_34_2) [viitattu 29.3.2018].

Valanta, Kerttu (2021) Hyvä, paha etätö: Etätömahdollisuuksien jakautuminen ja yhteys palkansaajien kokemukseen työn laadusta. Kandidaatintutkielma. Tampere: Tampereen yliopisto.

Valtonen, Patrick (2020). Arbetets meningsfullhet vid omorganisering, fakulteten för samhällsvetenskaper och ekonomi. Åbo: Åbo Akademi. Kandidaatin tutkielma.

Vartiainen, Tuukka (2020). Työn vaatimusten ja voimavarojen yhteys työn henkiseen kuormittavuuteen. Kuopio: Itä-Suomen yliopisto. Pro gradu -tutkielma

Updated list of publications in the study description at

[https://services.fsd.uta.fi/catalogue/FSD3220?lang=en&study\\_language=en](https://services.fsd.uta.fi/catalogue/FSD3220?lang=en&study_language=en)

## **Related material**

Työolobarometri 2016 [verkkodokumentti]. Helsinki: Työ- ja elinkeinoministeriö. Työ- ja elinkeinoministeriön julkaisuja 34/2017. [http://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/80549/TEMrap\\_34\\_2](http://julkaisut.valtioneuvosto.fi/bitstream/handle/10024/80549/TEMrap_34_2) [viitattu 29.3.2018].

## **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	1631
minimum	3220.00
maximum	3220.00
mean	3220.00
standard deviation	0.00

### [FSD\_VR] FSD edition number

#### Question

*FSD edition number*

#### Descriptive statistics

statistic	value
number of valid cases	1631
minimum	1.00
maximum	1.00
mean	1.00
standard deviation	0.00

**[FSD\_ID] FSD case id**

**Question**

*FSD case id*

**Descriptive statistics**

statistic	value
number of valid cases	1631
minimum	1.00
maximum	1631.00
mean	816.00
standard deviation	470.97

**[SYVU] The respondent's year of birth**

**Question**

*The respondent's year of birth*

**Descriptive statistics**

statistic	value
number of valid cases	1631
minimum	1951.00
maximum	1998.00
mean	1971.96
standard deviation	11.79

**[IKA] The respondent's age**

**Question**

*The respondent's age*

**Descriptive statistics**

statistic	value
number of valid cases	1631
minimum	18.00

(continued on next page)

(cont. from previous page)

statistic	value
maximum	65.00
mean	44.04
standard deviation	11.79

### [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	1	8	0.5	0.5
20-24	2	89	5.5	5.5
25-29	3	146	9.0	9.0
30-34	4	172	10.5	10.5
35-39	5	205	12.6	12.6
40-44	6	191	11.7	11.7
45-49	7	225	13.8	13.8
50-54	8	234	14.3	14.3
55-59	9	211	12.9	12.9
60-64	10	150	9.2	9.2
		1631	100.0	100.0

### [SUKUP] The respondent's gender

#### Question

*The respondent's gender*

#### Frequencies

label	value	n	%	v. %
Male	1	818	50.2	50.2
Female	2	813	49.8	49.8
		1631	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	389	23.9	23.9
Southern Finland	1	350	21.5	21.5
Southwestern Finland, Åland	2	209	12.8	12.8
Eastern Finland	3	171	10.5	10.5
Western and Inland Finland	4	352	21.6	21.6
Northern Finland	5	119	7.3	7.3
Lapland	6	41	2.5	2.5
		1631	100.0	100.0

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

label	value	n	%	v. %
City/town	1	1300	79.7	79.7
Other municipality	2	331	20.3	20.3
		1631	100.0	100.0

**[UKASTE] The respondent's education****Question***The respondent's education***Frequencies**

label	value	n	%	v. %
Upper secondary level education	3	693	42.5	45.7

(continued on next page)



(cont. from previous page)

label	value	n	%	v. %
Lowest level tertiary education	5	257	15.8	17.0
Lower-degree level tertiary education	6	281	17.2	18.5
Higher-degree level tertiary education	7	247	15.1	16.3
Doctorate or equivalent level tertiary education	8	37	2.3	2.4
System missing (SYSMIS)	.	116	7.1	–
		1631	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	116	7.1	7.1
Upper secondary level education	3	693	42.5	42.5
Lowest level tertiary education	5	257	15.8	15.8
Lower-degree level tertiary education	6	281	17.2	17.2
Higher-degree level tertiary education	7	247	15.1	15.1
Doctorate or equivalent level tertiary education	8	37	2.3	2.3
		1631	100.0	100.0

**[TYVO] The respondent's employment status****Question***The respondent's employment status***Frequencies**

label	value	n	%	v. %
Employed	1	1562	95.8	98.0
Unemployed	2	8	0.5	0.5
In military or civil service (not employed)	3	0	0.0	0.0
Other non-employed (excluding military or civil service)	4	24	1.5	1.5
System missing (SYSMIS)	.	37	2.3	–

(continued on next page)

## 2. Variables

---

(cont. from previous page)

label	value	n	%	v. %
		1631	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	1589	97.4	99.7
Entrepreneur, self-employed, own account worker	2	5	0.3	0.3
Unpaid contributing family worker in a family business	3	0	0.0	0.0
System missing (SYSMIS)	.	37	2.3	—
		1631	100.0	100.0

### [TOIMI] Industry of employment

#### Question

*Industry of employment*

#### Frequencies

label	value	n	%	v. %
Manufacturing/construction/mining	1	353	21.6	21.6
Private services	2	671	41.1	41.1
State services	3	130	8.0	8.0
Municipal services	4	411	25.2	25.2
Other	9	66	4.0	4.0
		1631	100.0	100.0

### [TYSUHPY] The respondent's work contract

#### Question

*The respondent's work contract*

**Frequencies**

label	value	n	%	v. %
Permanent (indefinite)	1	1386	85.0	89.0
Fixed-term/temporary or short-term	2	170	10.4	10.9
Can't say	9	1	0.1	0.1
System missing (SYSMIS)	.	74	4.5	–
		1631	100.0	100.0

**[TAIKAO] Full-time or part-time work (in respondent's view)****Question**

*Full-time or part-time work (in respondent's view)*

**Frequencies**

label	value	n	%	v. %
Full-time	1	1404	86.1	89.9
Part-time	2	158	9.7	10.1
System missing (SYSMIS)	.	69	4.2	–
		1631	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	1562
minimum	0.00
maximum	99.00
mean	11.37
standard deviation	11.12

**[VUOKRATY] Is the respondent a temporary agency employee (in additional job)?****Question***Is the respondent a temporary agency employee (in additional job)?***Frequencies**

label	value	n	%	v. %
Yes	1	8	0.5	0.5
No	2	1581	96.9	99.5
System missing (SYSMIS)	.	42	2.6	–
		1631	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	353	21.6	22.7
No	2	1204	73.8	77.3
System missing (SYSMIS)	.	74	4.5	–
		1631	100.0	100.0

**[SAANAI] Regular working hours per week****Question***Regular working hours per week***Descriptive statistics**

statistic	value
number of valid cases	1562
minimum	2.00
maximum	99.00

(continued on next page)

(cont. from previous page)

statistic	value
mean	37.71
standard deviation	6.89

**[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	174	10.7	11.2
No	2	1383	84.8	88.8
System missing (SYSMIS)	.	74	4.5	—
		1631	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	42	2.6	2.7
No	2	1515	92.9	97.3
System missing (SYSMIS)	.	74	4.5	—
		1631	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**

## 2. Variables

---

statistic	value
number of valid cases	1557
minimum	0.00
maximum	40.00
mean	0.60
standard deviation	2.41

### **[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	1557
minimum	0.00
maximum	30.00
mean	0.20
standard deviation	1.62

### **[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	1631
minimum	0.00
maximum	177.00
mean	2.58
standard deviation	10.60

### **[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	1631
minimum	0.00
maximum	133.00
mean	0.88
standard deviation	7.09

**[SIVUTYO] Does the repondent have additional job(s) in addition to his/her main job (during the survey week)?****Question**

*Does the repondent have additional job(s) in addition to his/her main job (during the survey week)?*

**Frequencies**

label	value	n	%	v. %
Yes	1	38	2.3	2.4
No	2	1524	93.4	97.6
System missing (SYSMIS)	.	69	4.2	—
		1631	100.0	100.0

**[SIVUTUNN] Working hours for the additional job during the survey week****Question**

*Working hours for the additional job during the survey week*

**Descriptive statistics**

statistic	value
number of valid cases	58
minimum	0.00
maximum	48.00
mean	8.07
standard deviation	10.90

## [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	1	11	0.7	0.7
Managers	2	41	2.5	2.6
Professionals	3	452	27.7	28.4
Technicians and associate professionals	4	347	21.3	21.8
Clerical support workers	5	101	6.2	6.3
Service and sales workers	6	271	16.6	17.0
Skilled agricultural, forestry and fishery workers	7	13	0.8	0.8
Construction, craft and related trades workers	8	162	9.9	10.2
Plant and machine operators, and assemblers	9	123	7.5	7.7
Elementary occupations	10	72	4.4	4.5
Unknown	11	1	0.1	0.1
System missing (SYSMIS)	.	37	2.3	–
		1631	100.0	100.0

## [LTYTTY] Employer type

### Question

*Employer type*

### Frequencies

label	value	n	%	v. %
State	1	132	8.1	8.3
Municipality/federation of municipalities	2	416	25.5	26.1
Private funding	3	1044	64.0	65.5
Unknown/other	4	2	0.1	0.1
System missing (SYSMIS)	.	37	2.3	–
		1631	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

label	value	n	%	v. %
Agriculture, forestry, fishing	1	17	1.0	1.1
Mining and quarrying	2	4	0.2	0.3
Industry	3	264	16.2	16.6
Electricity, gas, steam and air conditioning supply	4	13	0.8	0.8
Water supply, sewerage, waste management and re- mediation activities	5	9	0.6	0.6
Construction	6	85	5.2	5.3
Wholesale and retail trade; repair of motor vehicles and motorcycles	7	195	12.0	12.2
Transportation and storage	8	92	5.6	5.8
Accommodation and food service activities	9	46	2.8	2.9
Information and communication	10	61	3.7	3.8
Financial and insurance activities	11	34	2.1	2.1
Real estate activities	12	12	0.7	0.8
Professional, scientific and technical activities	13	62	3.8	3.9
Administrative and support service activities	14	91	5.6	5.7
Public administration and defence; compulsory social security	15	106	6.5	6.6
Education	16	145	8.9	9.1
Human health and social work activities	17	292	17.9	18.3
Arts, entertainment and recreation	18	29	1.8	1.8
Other service activities	19	33	2.0	2.1
Activities of households as employers	20	0	0.0	0.0
Activities of extraterritorial organisations and bodies	21	1	0.1	0.1
Industry unknown	22	3	0.2	0.2
System missing (SYSMIS)	.	37	2.3	—
		1631	100.0	100.0

## [SOSE] The respondent's socio-economic group/occupational status

### Question

*The respondent's socio-economic group/occupational status*

### Frequencies

## 2. Variables

label	value	n	%	v. %
Upper-level employees with administrative, managerial, professional and related occupations	1	511	31.3	32.1
Lower level employees with administrative and clerical occupations	2	650	39.9	40.8
Manual workers	3	432	26.5	27.1
System missing (SYSMIS)	.	38	2.3	–
		1631	100.0	100.0

### **[SVUOKRA] (If the respondent has an additional job) Is the respondent a temporary agency employee (in additional job)?**

#### **Question**

*(If the respondent has an additional job) Is the respondent a temporary agency employee (in additional job)?*

#### **Frequencies**

label	value	n	%	v. %
Yes	1	2	0.1	6.7
No	2	28	1.7	93.3
Can't say	9	0	0.0	0.0
System missing (SYSMIS)	.	1601	98.2	–
		1631	100.0	100.0

### **[K2] Number of people in the workplace**

#### **Question**

*Number of people in the workplace*

#### **Frequencies**

label	value	n	%	v. %
1-4	1	135	8.3	8.3
5-9	2	208	12.8	12.8
10-19	3	285	17.5	17.5
20-29	4	209	12.8	12.8
30-49	5	216	13.2	13.2
50-99	6	182	11.2	11.2
100-199	7	138	8.5	8.5

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
200-249	8	52	3.2	3.2
250-499	9	98	6.0	6.0
500-999	10	47	2.9	2.9
1,000 or more	11	52	3.2	3.2
Can't say	99	9	0.6	0.6
		1631	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	424	26.0	26.0
Has stayed the same	2	762	46.7	46.7
Decreased	3	414	25.4	25.4
Can't or don't want to say	4	31	1.9	1.9
		1631	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	454	27.8	27.8
No	2	1092	67.0	67.0
Can't or don't want to say	3	85	5.2	5.2
		1631	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	936	57.4	57.4
No	2	653	40.0	40.0
Can't or don't want to say	3	42	2.6	2.6
		1631	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	108	6.6	11.5
To some extent	2	289	17.7	30.9
Hardly at all	3	537	32.9	57.4
Can't or don't want to say	9	2	0.1	0.2
System missing (SYSMIS)	.	695	42.6	—
		1631	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	762	46.7	46.7
No	2	810	49.7	49.7
Can't or don't want to say	3	59	3.6	3.6
		1631	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	129	7.9	16.9
To some extent	2	406	24.9	53.3
Hardly at all	3	226	13.9	29.7
Can't or don't want to say	9	1	0.1	0.1
System missing (SYSMIS)	.	869	53.3	—
		1631	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	683	41.9	41.9
No	2	878	53.8	53.8
Can't or don't want to say	3	70	4.3	4.3
		1631	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	140	8.6	20.5
To some extent	2	336	20.6	49.2
Hardly at all	3	207	12.7	30.3
Can't or don't want to say	9	0	0.0	0.0
System missing (SYSMIS)	.	948	58.1	–
		1631	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	259	15.9	16.0
Agree	2	626	38.4	38.8
Disagree	3	451	27.7	27.9
Strongly disagree	4	279	17.1	17.3
Can't say/don't want to say	5	0	0.0	0.0
System missing (SYSMIS)	.	16	1.0	–
		1631	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	442	27.1	27.2

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Agree	2	706	43.3	43.5
Disagree	3	371	22.7	22.9
Strongly disagree	4	104	6.4	6.4
Can't say/don't want to say	5	0	0.0	0.0
System missing (SYSMIS)	.	8	0.5	–
		1631	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	638	39.1	39.4
Agree	2	620	38.0	38.2
Disagree	3	287	17.6	17.7
Strongly disagree	4	76	4.7	4.7
Can't say/don't want to say	5	0	0.0	0.0
System missing (SYSMIS)	.	10	0.6	–
		1631	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	572	35.1	35.8
Agree	2	595	36.5	37.3
Disagree	3	285	17.5	17.8
Strongly disagree	4	145	8.9	9.1

(continued on next page)

## 2. Variables

(cont. from previous page)

label	value	n	%	v. %
Can't say/don't want to say	5	0	0.0	0.0
System missing (SYSMIS)	.	34	2.1	–
		1631	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	17.9	17.9
To some extent	2	741	45.4	45.4
To a small extent	3	430	26.4	26.4
Not at all	4	163	10.0	10.0
Can't or don't want to say	9	5	0.3	0.3
		1631	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	715	43.8	43.8
To some extent	2	717	44.0	44.0
To a small extent	3	146	9.0	9.0

(continued on next page)



(cont. from previous page)

label	value	n	%	v. %
Not at all	4	48	2.9	2.9
Can't or don't want to say	9	5	0.3	0.3
		1631	100.0	100.0

**[K26\_3] Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: Development of the abilities and skills of employees**

**Question**

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

**Frequencies**

label	value	n	%	v. %
A great deal	1	406	24.9	24.9
To some extent	2	886	54.3	54.3
To a small extent	3	273	16.7	16.7
Not at all	4	62	3.8	3.8
Can't or don't want to say	9	4	0.2	0.2
		1631	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	365	22.4	22.6
Describes fairly well	2	935	57.3	57.8
Describes fairly poorly	3	273	16.7	16.9
Describes very poorly	4	45	2.8	2.8
Can't or don't want to say	5	0	0.0	0.0

(continued on next page)

## 2. Variables

(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	13	0.8	–
		1631	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	544	33.4	33.4
Describes fairly well	2	787	48.3	48.3
Describes fairly poorly	3	254	15.6	15.6
Describes very poorly	4	36	2.2	2.2
Can't or don't want to say	5	10	0.6	0.6
		1631	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	349	21.4	21.4
Describes fairly well	2	873	53.5	53.5
Describes fairly poorly	3	323	19.8	19.8
Describes very poorly	4	55	3.4	3.4
Can't or don't want to say	5	31	1.9	1.9
		1631	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	21.1	21.1
Describes fairly well	2	788	48.3	48.3
Describes fairly poorly	3	401	24.6	24.6
Describes very poorly	4	65	4.0	4.0
Can't or don't want to say	5	33	2.0	2.0
		1631	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	227	13.9	14.2
Describes fairly well	2	506	31.0	31.6
Describes fairly poorly	3	623	38.2	38.9
Describes very poorly	4	244	15.0	15.2
Can't or don't want to say	5	0	0.0	0.0
System missing (SYSMIS)	.	31	1.9	—
		1631	100.0	100.0

**[K20B\_7] How well does the following describe your workplace: The amount of work/workloads are equally divided between employees**

**Question**

*How well does the following describe your workplace: The amount of work/workloads are equally divided between employees*

**Frequencies**

label	value	n	%	v. %
Describes very well	1	273	16.7	16.7
Describes fairly well	2	719	44.1	44.1
Describes fairly poorly	3	499	30.6	30.6
Describes very poorly	4	121	7.4	7.4
Can't or don't want to say	5	19	1.2	1.2
		1631	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**

label	value	n	%	v. %
Yes	1	703	43.1	43.1
No	2	916	56.2	56.2
Can't or don't want to say	9	12	0.7	0.7
		1631	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	111	6.8	6.8

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
No	2	1492	91.5	91.5
Can't or don't want to say	3	28	1.7	1.7
		1631	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	154	9.4	9.4
No	2	1453	89.1	89.1
Can't or don't want to say	3	24	1.5	1.5
		1631	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	108	6.6	6.6
No	2	1475	90.4	90.6
Can't or don't want to say	3	45	2.8	2.8
System missing (SYSMIS)	.	3	0.2	—
		1631	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	32	2.0	2.0
No	2	1560	95.6	95.7
Can't or don't want to say	3	38	2.3	2.3
System missing (SYSMIS)	.	1	0.1	–
		1631	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	210	12.9	12.9
No	2	1318	80.8	80.9
Can't or don't want to say	3	101	6.2	6.2
System missing (SYSMIS)	.	2	0.1	–
		1631	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	124	7.6	7.6
No	2	1389	85.2	85.3
Can't or don't want to say	3	116	7.1	7.1
System missing (SYSMIS)	.	2	0.1	–
		1631	100.0	100.0

**[K33\_6] (IF K23a = 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 K23a = 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	28	1.7	4.0
No	2	663	40.6	94.3
Can't or don't want to say	3	12	0.7	1.7
System missing (SYSMIS)	.	928	56.9	–
		1631	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	156	9.6	9.6
No	2	1426	87.4	87.4
Can't or don't want to say	3	49	3.0	3.0
		1631	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	1023	62.7	62.7
Sometimes	2	560	34.3	34.3
Constantly	3	43	2.6	2.6
Can't or don't want to say	9	5	0.3	0.3
		1631	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	1226	75.2	75.2
Sometimes	2	367	22.5	22.5
Constantly	3	30	1.8	1.8
Can't or don't want to say	9	8	0.5	0.5
		1631	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	1064	65.2	65.3
Sometimes	2	456	28.0	28.0
Constantly	3	63	3.9	3.9
Can't or don't want to say	9	46	2.8	2.8
System missing (SYSMIS)	.	2	0.1	–
		1631	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**

label	value	n	%	v. %
Not at all	1	1277	78.3	78.4
Yes, once	2	120	7.4	7.4
Several times	3	223	13.7	13.7
Can't or don't want to say	9	9	0.6	0.6
System missing (SYSMIS)	.	2	0.1	–
		1631	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. %
Not at all	1	1492	91.5	91.6
Yes, once	2	45	2.8	2.8
Several times	3	88	5.4	5.4
Can't or don't want to say	9	3	0.2	0.2
System missing (SYSMIS)	.	3	0.2	–
		1631	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	1203	73.8	73.8
No	2	425	26.1	26.1
Can't or don't want to say	3	3	0.2	0.2
		1631	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**

---

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
label	value	n	%	v. %
Yes	1	267	16.4	62.4
No	2	161	9.9	37.6
Can't or don't want to say	3	0	0.0	0.0
System missing (SYSMIS)	.	1203	73.8	–
		1631	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	1144	70.1	70.1
No	2	469	28.8	28.8
Can't or don't want to say	3	18	1.1	1.1
		1631	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	961	58.9	84.0
No	2	167	10.2	14.6
Can't or don't want to say	3	16	1.0	1.4

(continued on next page)

## 2. Variables

---

(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	487	29.9	–
		1631	100.0	100.0

### **[K22\_10] Can you take care of your personal matters during working hours if necessary (e.g. dealing with banking or official matters):**

#### **Question**

*Can you take care of your personal matters during working hours if necessary (e.g. dealing with banking or official matters):*

#### **Frequencies**

label	value	n	%	v. %
Always	1	720	44.1	44.1
Sometimes	2	511	31.3	31.3
Not at all	3	394	24.2	24.2
Can't or don't want to say	9	6	0.4	0.4
		1631	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	1185	72.7	72.7
No	2	411	25.2	25.2
Can't or don't want to say	3	35	2.1	2.1
		1631	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	601	36.8	36.8
No	2	999	61.3	61.3
Can't or don't want to say	3	31	1.9	1.9
		1631	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	678	41.6	41.6
No	2	931	57.1	57.1
Can't or don't want to say	3	22	1.3	1.3
		1631	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	102	6.3	6.3

(continued on next page)

## 2. Variables

---

(cont. from previous page)

label	value	n	%	v. %
Fairly so	2	723	44.3	44.3
Not very	3	593	36.4	36.4
Not at all	4	208	12.8	12.8
Can't or don't want to say	9	5	0.3	0.3
		1631	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	933	57.2	57.2
No	2	693	42.5	42.5
Can't or don't want to say	9	5	0.3	0.3
		1631	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?*

### Descriptive statistics

statistic	value
number of valid cases	1631
minimum	0.00
maximum	999.00
mean	4.05
standard deviation	36.04

**[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	794	48.7	48.7
Some opportunities	2	562	34.5	34.5
Not very good opportunities	3	256	15.7	15.7
Can't or don't want to say	4	19	1.2	1.2
		1631	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	1061	65.1	65.1
No	2	550	33.7	33.7
Can't or don't want to say	3	20	1.2	1.2
		1631	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**

## 2. Variables

label	value	n	%	v. %
Yes	1	626	38.4	38.4
No	2	981	60.1	60.1
Can't or don't want to say	3	24	1.5	1.5
		1631	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	416	25.5	25.5
No	2	1211	74.2	74.2
Can't or don't want to say	3	4	0.2	0.2
		1631	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	347	21.3	83.4
No	2	66	4.0	15.9
Can't or don't want to say	3	3	0.2	0.7
System missing (SYSMIS)	.	1215	74.5	—
		1631	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	353	21.6	84.9
No	2	60	3.7	14.4
Can't or don't want to say	3	3	0.2	0.7
System missing (SYSMIS)	.	1215	74.5	–
		1631	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	298	18.3	71.6
No	2	112	6.9	26.9
Can't or don't want to say	3	6	0.4	1.4
System missing (SYSMIS)	.	1215	74.5	–
		1631	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**

## 2. Variables

label	value	n	%	v. %
Yes	1	184	11.3	44.2
No	2	226	13.9	54.3
Can't or don't want to say	3	6	0.4	1.4
System missing (SYSMIS)	.	1215	74.5	–
		1631	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	213	13.1	51.2
No	2	202	12.4	48.6
Can't or don't want to say	3	1	0.1	0.2
System missing (SYSMIS)	.	1215	74.5	–
		1631	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	197	12.1	47.4
No	2	217	13.3	52.2
Can't or don't want to say	3	2	0.1	0.5
System missing (SYSMIS)	.	1215	74.5	–
		1631	100.0	100.0

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

### Frequencies

label	value	n	%	v. %
Yes	1	876	53.7	53.7
No	2	747	45.8	45.8
Can't or don't want to say	3	8	0.5	0.5
		1631	100.0	100.0

**[K50] Over the past two years, how much of your work has been reassigned to be done by machines, automated machines or computers?**

### Question

*Over the past two years, how much of your work has been reassigned to be done by machines, automated machines or computers?*

### Frequencies

label	value	n	%	v. %
A great deal	1	25	1.5	1.5
To some extent	2	225	13.8	13.8
Hardly at all	3	1380	84.6	84.6
Can't or don't want to say	9	1	0.1	0.1
		1631	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	10.4	10.4
A fair amount	2	351	21.5	21.5
Some	3	843	51.7	51.7
None	4	265	16.2	16.2
Can't or don't want to say	5	3	0.2	0.2
		1631	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	285	17.5	17.5
A fair amount	2	414	25.4	25.4
Some	3	708	43.4	43.4
None	4	220	13.5	13.5
Can't or don't want to say	5	4	0.2	0.2
		1631	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	163	10.0	10.0
A fair amount	2	284	17.4	17.4
Some	3	739	45.3	45.3
None	4	439	26.9	26.9
Can't or don't want to say	5	6	0.4	0.4
		1631	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	184	11.3	11.3
A fair amount	2	196	12.0	12.0
Some	3	468	28.7	28.7
None	4	778	47.7	47.7
Can't or don't want to say	5	5	0.3	0.3
		1631	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	629	38.6	38.6
No	2	1002	61.4	61.4
Can't or don't want to say	3	0	0.0	0.0
		1631	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**

## 2. Variables

label	value	n	%	v. %
Daily	1	538	33.0	33.0
Weekly	2	574	35.2	35.2
Monthly	3	224	13.7	13.7
Occasionally	4	266	16.3	16.3
Never	5	28	1.7	1.7
Can't or don't want to say	9	1	0.1	0.1
		1631	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	3.1	3.1
Weekly	2	178	10.9	10.9
Monthly	3	103	6.3	6.3
Occasionally	4	200	12.3	12.3
Never	5	1099	67.4	67.4
Can't or don't want to say	9	1	0.1	0.1
		1631	100.0	100.0

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

#### **Question**

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

#### **Frequencies**

label	value	n	%	v. %
Daily	1	63	3.9	3.9
Weekly	2	332	20.4	20.4
Monthly	3	224	13.7	13.7
Occasionally	4	633	38.8	38.8
Never	5	379	23.2	23.2

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Can't or don't want to say	9	0	0.0	0.0
		1631	100.0	100.0

**[K43G] And over the past 12 months, have you worked overtime without compensation to manage your work tasks:**

**Question**

*And over the past 12 months, have you worked overtime without compensation to manage your work tasks:*

**Frequencies**

label	value	n	%	v. %
Daily	1	31	1.9	1.9
Weekly	2	174	10.7	10.7
Monthly	3	103	6.3	6.3
Occasionally	4	315	19.3	19.3
Never	5	1004	61.6	61.6
Can't or don't want to say	9	4	0.2	0.2
		1631	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	183	11.2	11.2
Agree	2	409	25.1	25.1
Disagree	3	452	27.7	27.7
Strongly disagree	4	585	35.9	35.9
Can't say/don't want to say	5	0	0.0	0.0
System missing (SYSMIS)	.	2	0.1	—
		1631	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	201	12.3	12.3
Agree	2	749	45.9	46.0
Disagree	3	456	28.0	28.0
Strongly disagree	4	224	13.7	13.7
Can't say/don't want to say	5	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1631	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	780	47.8	47.9
Good	2	643	39.4	39.4
Moderate	3	182	11.2	11.2
Fairly poor	4	21	1.3	1.3
Very poor	5	4	0.2	0.2
Can't say	6	0	0.0	0.0
System missing (SYSMIS)	.	1	0.1	–
		1631	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	671	41.1	41.1
Good	2	810	49.7	49.7
Moderate	3	131	8.0	8.0
Fairly poor	4	18	1.1	1.1
Very poor	5	1	0.1	0.1
Can't say	6	0	0.0	0.0
		1631	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	1631
minimum	0.00
maximum	999.00
mean	8.57
standard deviation	39.31

**[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	40	2.5	2.5
Could happen	2	174	10.7	11.0
Probably will not happen	3	525	32.2	33.1

(continued on next page)

## 2. Variables

---

(cont. from previous page)

label	value	n	%	v. %
Will definitely not happen	4	848	52.0	53.4
Can't say/don't want to say	5	0	0.0	0.0
System missing (SYSMIS)	.	44	2.7	–
		1631	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	2.0	2.0
Could happen	2	125	7.7	7.8
Probably will not happen	3	572	35.1	35.9
Will definitely not happen	4	864	53.0	54.2
Can't say/don't want to say	5	0	0.0	0.0
System missing (SYSMIS)	.	38	2.3	–
		1631	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**

label	value	n	%	v. %
Will definitely happen	1	35	2.1	2.2
Could happen	2	255	15.6	16.0
Probably will not happen	3	554	34.0	34.7
Will definitely not happen	4	751	46.0	47.1
Can't say/don't want to say	5	0	0.0	0.0

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	36	2.2	–
		1631	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	495	30.3	30.3
Could happen	2	694	42.6	42.6
Probably will not happen	3	265	16.2	16.2
Will definitely not happen	4	136	8.3	8.3
Can't or don't want to say	5	28	1.7	1.7
Not working at the moment	6	13	0.8	0.8
		1631	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	21	1.3	1.3
Somewhat better	2	406	24.9	24.9
The same as now	3	920	56.4	56.4
Somewhat worse	4	225	13.8	13.8
Much worse	5	41	2.5	2.5
Can't or don't want to say	6	18	1.1	1.1

(continued on next page)

## 2. Variables

---

(cont. from previous page)

label	value	n	%	v. %
		1631	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	15	0.9	0.9
Getting somewhat better	2	244	15.0	15.0
Staying the same	3	959	58.8	58.8
Getting somewhat worse	4	324	19.9	19.9
Getting considerably worse	5	76	4.7	4.7
Can't or don't want to say	9	13	0.8	0.8
		1631	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**

label	value	n	%	v. %
Getting considerably better	1	32	2.0	2.0
Getting somewhat better	2	430	26.4	26.4
Staying the same	3	946	58.0	58.0
Getting somewhat worse	4	169	10.4	10.4
Getting considerably worse	5	32	2.0	2.0
Can't or don't want to say	9	22	1.3	1.3
		1631	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	53	3.2	3.2
Getting somewhat better	2	493	30.2	30.2
Staying the same	3	927	56.8	56.8
Getting somewhat worse	4	126	7.7	7.7
Getting considerably worse	5	18	1.1	1.1
Can't or don't want to say	9	14	0.9	0.9
		1631	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	15	0.9	0.9
Getting somewhat better	2	302	18.5	18.5
Staying the same	3	1049	64.3	64.3
Getting somewhat worse	4	210	12.9	12.9
Getting considerably worse	5	38	2.3	2.3
Can't or don't want to say	9	17	1.0	1.0
		1631	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:*

## 2. Variables

---

### Frequencies

label	value	n	%	v. %
Getting considerably better	1	52	3.2	3.2
Getting somewhat better	2	350	21.5	21.5
Staying the same	3	838	51.4	51.4
Getting somewhat worse	4	281	17.2	17.2
Getting considerably worse	5	91	5.6	5.6
Can't or don't want to say	9	19	1.2	1.2
		1631	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

label	value	n	%	v. %
	0	5	0.3	0.3
	1	4	0.2	0.2
	2	10	0.6	0.6
	3	9	0.6	0.6
	4	34	2.1	2.1
	5	84	5.2	5.2
	6	111	6.8	6.8
	7	385	23.6	23.6
	8	612	37.5	37.5
	9	284	17.4	17.4
	10	63	3.9	3.9
Can't or don't want to say	99	30	1.8	1.8
		1631	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	660	40.5	40.5
Fairly often	2	615	37.7	37.7
Sometimes	3	256	15.7	15.7
Rarely	4	84	5.2	5.2
Never	5	14	0.9	0.9
Doesn't want to say/can't say	9	2	0.1	0.1
		1631	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	658	40.3	40.3
Fairly often	2	694	42.6	42.6
Sometimes	3	235	14.4	14.4
Rarely	4	35	2.1	2.1
Never	5	6	0.4	0.4
Doesn't want to say/can't say	9	3	0.2	0.2
		1631	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	890	54.6	54.6
Fairly often	2	561	34.4	34.4
Sometimes	3	121	7.4	7.4
Rarely	4	49	3.0	3.0
Never	5	8	0.5	0.5

(continued on next page)

## 2. Variables

---

(cont. from previous page)

label	value	n	%	v. %
Doesn't want to say/can't say	9	2	0.1	0.1
		1631	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	214	13.1	13.1
Fairly often	2	449	27.5	27.5
Sometimes	3	586	35.9	35.9
Rarely	4	311	19.1	19.1
Never	5	65	4.0	4.0
Doesn't want to say/can't say	9	6	0.4	0.4
		1631	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	336	20.6	20.6
No	2	1294	79.3	79.3
Can't or don't want to say	9	1	0.1	0.1
		1631	100.0	100.0



# Chapter 3

## Indexes

### 3.1 Variables in the order of occurrence

FSD study number [FSD_NO] .....	7
FSD edition number [FSD_VR] .....	7
FSD case id [FSD_ID] .....	8
The respondent's year of birth [SYVU] .....	8
The respondent's age [IKA] .....	8
The respondent's age, categorised into five-year age groups [IKA5] .....	9
The respondent's gender [SUKUP] .....	9
Regional State Administrative Agency area (AVI) [AVI] .....	10
Type of municipality of residence [KUMU] .....	10
The respondent's education [UKASTE] .....	10
The respondent's education (version 2) [UKASTE2] .....	11
The respondent's employment status [TYVO] .....	11
The respondent's status in employment [LAMMAS] .....	12
Industry of employment [TOIMI] .....	12
The respondent's work contract [TYSUHPY] .....	12
Full-time or part-time work (in respondent's view) [TAIKAO] .....	13
How long have you been working with your present job contract (years)? [TSUHAIKA] ...	13
Is the respondent a temporary agency employee (in additional job)? [VUOKRATY] .....	14
Does the respondent do shift work (in main job)? [VUORO] .....	14
Regular working hours per week [SAANAI] .....	14
Did the respondent work overtime with compensation during the survey week (in main job)? [YLIPA] .....	15
Did the respondent work overtime without compensation during the survey week (in main job)?	

### 3. Indexes

---

[YLIPATO] .....	15
Paid overtime in main job during the survey week (in hours) [YLITUNN] .....	15
Unpaid overtime in main job during the survey week (in hours) [YLIPATOT] .....	16
Paid overtime in main job per month (based on survey week) [YLITU] .....	16
Unpaid overtime in main job per month (based on survey week) [PYLITU] .....	16
Does the respondent have additional job(s) in addition to his/her main job (during the survey week)? [SIVUTYO] .....	17
Working hours for the additional job during the survey week [SIVUTUNN] .....	17
The respondent's occupation (Statistics Finland Classification of Occupations 2010, one-digit level) [LISCO_1] .....	18
Employer type [LTYTTY] .....	18
Industry of employment (Statistics Finland Standard Industrial Classification TOL 2008) [TOIMI2]	19
The respondent's socio-economic group/occupational status [SOSE] .....	19
(If the respondent has an additional job) Is the respondent a temporary agency employee (in additional job)? [SVUOKRA] .....	20
Number of people in the workplace [K2] .....	20
Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months? [K3] .....	21
In your workplace over the past year (12 months): Have any temporary agency employees been used? [K5_9] .....	21
In your workplace over the past year (12 months): Has the allocation of tasks between employees or different work units been rearranged? [K41A] .....	22
Did the change affect your work: [K41A_1] .....	22
In your workplace over the past year (12 months): Have any new working methods been adopted? [K41B] .....	22
Did the change affect your work: [K41B_1] .....	23
In your workplace over the past year (12 months): Have any new information systems been adopted? [K41C] .....	23
Did the change affect your work: [K41C_1] .....	23
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 [K21C_1] .....	24
To what extent do you agree or disagree: In my workplace, people are well informed and kept up to date about things [K21C_4] .....	24
To what extent do you agree or disagree: In my workplace, employees are treated fairly [K21C_5]	25
To what extent do you agree or disagree: I can be certain that my job is secure [K21C_6] ..	25
Workplaces use different activities to maintain work capacity. Does your workplace systemati-	

cally strive to influence: The fitness, health and living habits of employees [K26_1] . . . . .	26
Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The safety of the working environment [K26_2] . . . . .	26
Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: Development of the abilities and skills of employees [K26_3] . . . . .	27
How well does the following describe your workplace: The relations between employees and management are open and confidential [K20B_1] . . . . .	27
How well does the following describe your workplace: One can constantly learn new skills [K20B_2] . . . . .	28
How well does the following describe your workplace: Supervisors/managers have a constructive attitude to suggestions from employees [K20B_3] . . . . .	28
How well does the following describe your workplace: Employees are encouraged to try new things [K20B_5] . . . . .	29
How well does the following describe your workplace: There are many hidden issues which should be discussed openly [K20B_6] . . . . .	29
How well does the following describe your workplace: The amount of work/workloads are equally divided between employees [K20B_7] . . . . .	29
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) [K32A] . . . . .	30
Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against young people [K33_1] . . . . .	30
Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against older people [K33_2] . . . . .	31
Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against women [K33_3] . . . . .	31
Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against men [K33_4] . . . . .	32
Do you think there is discrimination or unfair treatment in your work organisation based on: The employee having a fixed-term contract [K33_5] . . . . .	32
Do you think there is discrimination or unfair treatment in your work organisation based on: The employee working part-time [K33_7] . . . . .	32
(IF K23a = 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 [K33_6] . . . . .	33
Do you think there is discrimination or unfair treatment in your work organisation based on: The health of the employee [K33_8] . . . . .	33
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? [K9A_07] . . . . .	34
Bullying/harassment at work includes exclusion and isolation, unmerited dismissal of work	

### 3. Indexes

---

effort, threats, gossip or other pressure. Does any bullying/harassment occur in your workplace, carried out by supervisors/managers? [K9A_07C] .....	34
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? [K9A_07B] .....	35
Over the past 12 months, have you observed someone in your workplace being subjected to physical violence or the threat of violence from clients? [K9A_09B] .....	35
Over the past 12 months, have you personally been subjected to physical violence or the threat of violence from clients? [K9A_10B] .....	36
Are you a member of a trade union or a professional association? [K13_1] .....	36
And are you a member of an unemployment fund? [K13_2] .....	36
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? [K22_6] .....	37
(IF K22_6 = YES) Can the accrued hours be used to take a full day off? [K22_8] .....	37
Can you take care of your personal matters during working hours if necessary (e.g. dealing with banking or official matters): [K22_10] .....	38
Is your work performance and competence systematically evaluated, for instance, in connection with an annual performance appraisal interview/individual development discussion? [K20A_02]	38
Does your personal performance and the quality of your work affect your pay level? [K20A_03]	39
Do you have a possibility to earn a performance bonus or other incentive payments based on the performance of the team or unit? [K20A_04] .....	39
Do you think your pay is incentive? [K20A_09] .....	39
Over the past 12 months, have you participated in training, receiving pay from your employer for the training time? [K21B_1] .....	40
(IF HAS PARTICIPATED IN TRAINING) For how many working days? [K21B_2] .....	40
Do you have an opportunity to participate in developing the activities/operations in your current workplace? [K21B_4] .....	41
Over the past 12 months, have you: Developed working practices or processes in your work [K46A] .....	41
Over the past 12 months, have you: Thought up new or improved products or services in your work [K46B] .....	41
Do you use social media, such as discussion forums, Facebook, Twitter, blogs or wikis, in your work? [K47] .....	42
(IF K47 = YES) Do you use social media in your work for: Sharing information [K47_1] ..	42
(IF K47 = YES) Do you use social media in your work for: Information acquisition and learning new things [K47_2] .....	43

(IF K47 = YES) Do you use social media in your work for: Creating and maintaining cooperation relations [K47_4] .....	43
(IF K47 = YES) Do you use social media in your work for: Developing products or services [K47_5] .....	43
(IF K47 = YES) Do you use social media in your work for: Sales or marketing [K47_6] ...	44
(IF K47 = YES) Do you use social media in your work for: Customer service or helping customers [K47_7] .....	44
And do you use digital workspaces or instant messaging software that are used to virtually discuss, share information and collaborate in your work? These include, for example, collaborative workspaces on the internet or intranet. [K48] .....	45
Over the past two years, how much of your work has been reassigned to be done by machines, automated machines or computers? [K50] .....	45
How much influence do you have on: What tasks you do in your job [K11A_1] .....	45
How much influence do you have on: The pace at which you work [K11A_2] .....	46
How much influence do you have on: How work is allocated between people in your workplace [K11A_3] .....	46
How much influence do you have on: The physical location of your workspace or where your working space is [K11A_4] .....	47
Do you work in working groups or project groups that include employees from companies or organisations other than your own workplace? [K42E] .....	47
How often does your job involve working to tight deadlines or at very high speed? [K42A] .	47
Over the past 12 months, have you teleworked: [K43A] .....	48
Over the past 12 months, have you been contacted about work-related issues outside working hours (e.g. by phone): [K43E] .....	48
And over the past 12 months, have you worked overtime without compensation to manage your work tasks: [K43G] .....	49
To what extent do you agree or disagree: I feel my work is physically very demanding [K21C_8]	49
To what extent do you agree or disagree: I feel my work is mentally very demanding [K21C_9]	50
Thinking about the physical demands of your job, is your work capacity: [K28A] .....	50
And thinking about the mental demands of your job, is your work capacity: [K28B] .....	50
For how many working days have you been absent from work for illness, health problem or disability during the past year (12 months)? [K32] .....	51
Do you think it possible that during the next year: You will be laid off for at least two weeks [K22_1] .....	51
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 [K22_2] .....	52
Do you think it possible that during the next year: You will be transferred to other tasks [K22_3]	

52

If you became unemployed now, do you think you would find a job corresponding to your profession and work experience? [K23] ..... 53

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? [K24] ..... 53

How do you think working life in general is changing in terms of: Meaningfulness of work and people’s willingness to work [K25\_1] ..... 54

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 [K25\_4] ..... 54

How do you think working life in general is changing in terms of: Opportunities to develop one’s competence and skills at work [K25\_6] ..... 55

How do you think working life in general is changing in terms of: Opportunities to influence own status and tasks at work [K25\_7] ..... 55

If you think about the financial situation of your workplace, is it: [K25\_8] ..... 55

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? [K25\_9] ..... 56

In your work, do you have a sense of community and cooperation: [K49A] ..... 56

Do you feel that your colleagues and cooperation partners appreciate your work: [K49B] .. 57

Are you able to make full use of your professional abilities in your work: [K49C] ..... 57

Do you have time to develop and apply new ideas in your work: [K49D] ..... 58

Do you supervise or manage the work of other employees? [K40] ..... 58

## 3.2 Variables in alphabetical order

And are you a member of an unemployment fund? .....	36
And do you use digital workspaces or instant messaging software that are used to virtually discuss, share information and collaborate in your work? These include, for example, collaborative workspaces on the internet or intranet. ....	45
And over the past 12 months, have you worked overtime without compensation to manage your work tasks: .....	49
And thinking about the mental demands of your job, is your work capacity: .....	50
Are you a member of a trade union or a professional association? .....	36
Are you able to make full use of your professional abilities in your work: .....	57
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? .....	35
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? .....	34
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? .....	34
Can you take care of your personal matters during working hours if necessary (e.g. dealing with banking or official matters): .....	38
Did the change affect your work: .....	22, 23, 23
Did the respondent work overtime with compensation during the survey week (in main job)?	15
Did the respondent work overtime without compensation during the survey week (in main job)?	15
Do you feel that your colleagues and cooperation partners appreciate your work: .....	57
Do you have a possibility to earn a performance bonus or other incentive payments based on the performance of the team or unit? .....	39
Do you have an opportunity to participate in developing the activities/operations in your current workplace? .....	41
Do you have time to develop and apply new ideas in your work: .....	58
Do you supervise or manage the work of other employees? .....	58
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 .....	52
Do you think it possible that during the next year: You will be laid off for at least two weeks	51
Do you think it possible that during the next year: You will be transferred to other tasks ....	52
Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against older people .....	31

### 3. Indexes

---

Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against young people .....	30
Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against men .....	32
Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against women .....	31
Do you think there is discrimination or unfair treatment in your work organisation based on: The employee having a fixed-term contract .....	32
Do you think there is discrimination or unfair treatment in your work organisation based on: The employee working part-time .....	32
Do you think there is discrimination or unfair treatment in your work organisation based on: The health of the employee .....	33
Do you think your pay is incentive? .....	39
Do you use social media, such as discussion forums, Facebook, Twitter, blogs or wikis, in your work? .....	42
Do you work in working groups or project groups that include employees from companies or organisations other than your own workplace? .....	47
Does the respondent have additional job(s) in addition to his/her main job (during the survey week)? .....	17
Does the respondent do shift work (in main job)? .....	14
Does your personal performance and the quality of your work affect your pay level? .....	39
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? .....	37
Employer type .....	18
For how many working days have you been absent from work for illness, health problem or disability during the past year (12 months)? .....	51
FSD case id .....	8
FSD edition number .....	7
FSD study number .....	7
Full-time or part-time work (in respondent's view) .....	13
Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months? .....	21
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 .....	54
How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work .....	54
How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills at work .....	55



How do you think working life in general is changing in terms of: Opportunities to influence own status and tasks at work .....	55
How long have you been working with your present job contract (years)? .....	13
How much influence do you have on: How work is allocated between people in your workplace 46	
How much influence do you have on: The pace at which you work .....	46
How much influence do you have on: The physical location of your workspace or where your working space is .....	47
How much influence do you have on: What tasks you do in your job .....	45
How often does your job involve working to tight deadlines or at very high speed? .....	47
How well does the following describe your workplace: Employees are encouraged to try new things .....	29
How well does the following describe your workplace: One can constantly learn new skills	28
How well does the following describe your workplace: Supervisors/managers have a constructive attitude to suggestions from employees .....	28
How well does the following describe your workplace: The amount of work/workloads are equally divided between employees .....	29
How well does the following describe your workplace: The relations between employees and management are open and confidential .....	27
How well does the following describe your workplace: There are many hidden issues which should be discussed openly .....	29
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? .....	56
(IF HAS PARTICIPATED IN TRAINING) For how many working days? .....	40
(IF K22_6 = YES) Can the accrued hours be used to take a full day off? .....	37
(IF K23a = 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 .....	33
(IF K47 = YES) Do you use social media in your work for: Creating and maintaining cooperation relations .....	43
(IF K47 = YES) Do you use social media in your work for: Customer service or helping customers .....	44
(IF K47 = YES) Do you use social media in your work for: Developing products or services	43
(IF K47 = YES) Do you use social media in your work for: Information acquisition and learning new things .....	43
(IF K47 = YES) Do you use social media in your work for: Sales or marketing .....	44
(IF K47 = YES) Do you use social media in your work for: Sharing information .....	42
(If the respondent has an additional job) Is the respondent a temporary agency employee (in additional job)? .....	20

### 3. Indexes

---

If you became unemployed now, do you think you would find a job corresponding to your profession and work experience? .....	53
If you think about the financial situation of your workplace, is it: .....	55
In your work, do you have a sense of community and cooperation: .....	56
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) .....	30
In your workplace over the past year (12 months): Has the allocation of tasks between employees or different work units been rearranged? .....	22
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? .....	21
Industry of employment .....	12
Industry of employment (Statistics Finland Standard Industrial Classification TOL 2008) ..	19
Is the respondent a temporary agency employee (in additional job)? .....	14
Is your work performance and competence systematically evaluated, for instance, in connection with an annual performance appraisal interview/individual development discussion? .....	38
Number of people in the workplace .....	20
Over the past 12 months, have you been contacted about work-related issues outside working hours (e.g. by phone): .....	48
Over the past 12 months, have you: Developed working practices or processes in your work	41
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: .....	48
Over the past 12 months, have you: Thought up new or improved products or services in your work .....	41
Over the past two years, how much of your work has been reassigned to be done by machines, automated machines or computers? .....	45
Paid overtime in main job during the survey week (in hours) .....	15
Paid overtime in main job per month (based on survey week) .....	16
Regional State Administrative Agency area (AVI) .....	10

Regular working hours per week .....	14
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 .....	10
The respondent's education (version 2) .....	11
The respondent's gender .....	9
The respondent's occupation (Statistics Finland Classification of Occupations 2010, one-digit level) .....	18
The respondent's socio-economic group/occupational status .....	19
The respondent's status in employment .....	12
The respondent's work contract .....	12
The respondent's year of birth .....	8
Thinking about the physical demands of your job, is your work capacity: .....	50
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 .....	50
To what extent do you agree or disagree: I feel my work is physically very demanding .....	49
To what extent do you agree or disagree: In my workplace, employees are treated fairly .....	25
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 .....	24
Type of municipality of residence .....	10
Unpaid overtime in main job during the survey week (in hours) .....	16
Unpaid overtime in main job per month (based on survey week) .....	16
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? .....	53
Working hours for the additional job during the survey week .....	17
Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: Development of the abilities and skills of employees .....	27
Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The fitness, health and living habits of employees .....	26
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: FSD3220 TYÖOLOBAROMETRI 2016

QUESTIONNAIRE: FSD3220 FINNISH WORKING LIFE BAROMETER 2016

---

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 2016 (TB16)

## PAPERILOMAKE

---

**K2 1992-2016 (K1)**

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

*Työpaikalla tarkoitetaan yhtä yksikköä tai toimipistettä, 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 1992-2016 (muokattu 2013, 2016) (K2)**

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

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

**K5\_9 2009-2016 (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 2012-2016 (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 2015-2016 (K4b)**

Vaikuttiko muutos omiin työtehtäviinne:

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

**K41b 2012-2016 (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 2015-2016 (K5b)**

Vaikuttiko muutos omiin työtehtäviinne:

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

**K41c 2012-2016 (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 2015-2016 (K6b)**

Vaikuttiko muutos omiin työtehtäviinne:

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

**K21c\_1 (M) 2000-2016 (muokattu 2013, 2016) (K7a (M))**

Seuraavaksi esitän joitakin väitteitä. Mitä mieltä Te olette niistä.

Työpaikallani on liian paljon töitä työntekijöiden määrään 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) 2000-2016 (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) 2003-2016 (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) 2003-2016 (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 1997-2016 (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 1997-2016 (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 1997-2016 (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 2003-2016 (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 2003-2016 (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 2003-2016 (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 2003-2016 (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 2003-2016 (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
- 

**UUSI 2016**

Työn määrä jakautuu tasapuolisesti työntekijöiden kesken.

Sopiiko tämä työpaikkaanne:

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

---

**K32a 2000-2016 (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 2000-2016 (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 2000-2016 (K11b)**

Ikään, erityisesti vanhoihin?

**K33\_3 2000-2016 (K11c)**

Sukupuoleen, erityisesti naisiin?

**K33\_4 2000-2016 (K11d)**

Sukupuoleen, erityisesti miehiin?

**K33\_5 2000-2016 (K11e)**

Työsuhteen määräaikaisuuteen?

**K33\_7 2008-2016 (K11f)**

Työsuhteen osa-aikaisuuteen?

*Jos K32a (K10) = kyllä, niin kysytään K33\_6 (K11g).*

**K33\_6 2000-2016 (K11g)**

Siihen, että työntekijä on syntyperältään muu kuin suomalainen?

**K33\_8 2015-2016 (K11h)**

Työntekijän terveydentilaan?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

---

**K9a\_07 2004-2016 (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 2012-2016 (K12b)**

(Henkiselällä 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 2004-2016 (K12c)**

(Henkiselällä 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 2008-2016 (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  
Tarkoitetaan fyysistä väkivaltaa.*

---

**K9a\_10b 2008-2016 (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  
Tarkoitetaan fyysistä väkivaltaa.*

---

**K13\_1 1993-2016 (muokattu v. 2012) (K14a)**

Oletteko ammattiyhdistyksen, toimihenkilöjärjestön tai vastaavan ammattiliiton jäsen?

- 1 kyllä → K22\_6 (K15a)
- 2 ei
- 3 ei osaa sanoa

---

**K13\_2 1993-2016 (muokattu v. 2012) (K14b)**

Entä kuulutteko työttömyyskassaan?

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

---

**INTRO1. SEURAAVAKSI KYSYMYKSIÄ TYÖAJAN JOUSTOISTA JA PALKKAUKSESTA.**

---

**K22\_6 2006-2016 (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 2006-2016 (K15b)**

Voitteko käyttää säästöön kertyneitä tunteja pitämällä kokonaisia vapaapäiviä?

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

**UUSI 2016**

Voitteko tarvittaessa hoitaa omia asioitanne työajalla, esimerkiksi pankki- tai virastoasioita:

- 1 aina
- 2 joskus
- 3 vai ette lainkaan?

- *asiat voivat liittyä vastaajaan itseensä tai tämän perheeseen*
  - *asioiden hoitaminen voi tapahtua puhelimitse, netissä tai fyysisesti työpaikan ulkopuolella*
  - *ei tarkoiteta lakisääteisiä ruoka- tai kahvitaukoja tai lääkärissä käyntiä*
- 

**K20a\_02 2005-2016 (K17a)**

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

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

**K20a\_03 2005-2016 (K17b)**

Vaikuttaako henkilökohtainen työtehtävistä suoriutumisenne ja työsuoritustenne laatu palkkanne suuruuteen?

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

**K20a\_04 2005-2016 (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) 2005-2016 (K18)**

Onko palkkauksenne mielestänne:

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

**K21b\_1 2000-2016 (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 2000-2016 (K19b)**

Montako työpäivää? \_\_\_\_\_

*Kuukausi=22 työpäivää*

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

---

**K21b\_4 (M) 2006-2016 (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 2014-2016 (K22a)**

Oletteko viimeksi kuluneiden 12 kuukauden aikana työssänne:

kehittänyt toimintatapoja tai prosesseja?

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

**K46b 2014-2016 (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 2014-2016 (K23)**

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

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

*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 2014-2016 (K24a)**

Käytättekö sosiaalista mediaa työssänne seuraaviin tarkoituksiin:

Tiedon jakamiseen?

**K47\_2 2015-2016 (K24b)**

Tiedon hankintaan ja uuden oppimiseen?

**K47\_4 2014-2016 (K24c)**

Yhteistyösuhteiden luomiseen ja ylläpitämiseen?

**K47\_5 2014-2016 (K24d)**

Tuotteiden tai palveluiden kehittämiseen?

**K47\_6 2014-2016 (K24e)**

Myyntiin tai markkinointiin?

**K47\_7 2014-2016 (K24f)**

Asiakaspalveluun tai neuvontaan?

---

**K48 2015-2016 (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*

---

**UUSI 2016**

Onko Teille kuuluneita työtehtäviä siirtynyt koneiden, automaattien tai tietokoneiden tehtäväksi viimeisten kahden vuoden aikana:

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

*esimerkiksi tietokone tai tietokoneohjelma, robotti, puhelinvastaaja  
esimerkiksi kauppojen automaattikassat, esitetyt lomakkeet tms., teollisessa työssä mm. robotit*

---



---

**K11a\_1 2002-2016 (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 2002-2016 (K26b)**

Voitteko vaikuttaa:

Työtahtiinne:

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

---

**K11a\_3 2002-2016 (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 2015-2016 (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 fyysistä työnteon paikkaa tai työtilaa*

---

**K42e 2012, 2014-2016 (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.)*
-

## K42a 2012-2016 (2016 uudet vastausvaihtoehdot) (K27)

Kuinka usein työskentelette tiukkojen aikataulujen mukaan tai hyvin nopealla tahdilla:

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

## K43a 2012-2016 (K29)

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

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

*Etätyö tehdään joko kotona tai työnantajan eri toimipisteissä, työkohteissa, asiakkaan luona tai matkoilla. Etätyöhön ei lasketa mukaan ns. liikkuvaa työtä, jossa työntekijä on jatkuvasti matkassa, esimerkiksi linja-autonkuljettajan tai asentajan työ.*

## K43e 2012-2016 (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.*

## UUSI 2016

Entä oletteko viimeisen 12 kuukauden aikana tehnyt töitä korvauksetta työajan ulkopuolella suoriutuaksenne työtehtävistänne:

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

- *esimerkiksi lukenut tai kirjoittanut työhön liittyviä sähköposteja tai dokumentteja, ollut yhteydessä asiakkaisiin tms.*
- *ei tarkoiteta ylityötä, josta saa korvauksen rahana tai vapaana*
- *työajan ulkopuolella tarkoittaa, että työaikaa ei ole kirjattu mihinkään, vaan se on henkilön omaa vapaa-aikaa*

---

**K21c\_8 (M) 2002-2016 (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) 2002-2016 (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 1999-2016 (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 1999-2016 (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 2000-2016 (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.*

---

INTRO2: SEURAAVAKSI KYSYN MAHDOLLISISTA MUUTOKSISTA TYÖSSÄNNE.

---

**K22\_1 (M) 1992-2016 (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) 1992-2016 (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) 1992-2016 (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--2016 (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
-

## INTRO3: SEURAAVAT KYSYMYKSET KOSKEVAT TYÖELÄMÄÄ YLEISESTI.

**K24 (M) 1992-2016 (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) 1992-2016 (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) 1992-2016 (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) 1992-2016 (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) 1992-2016 (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) 1992-2016 (K39 (M))**

Entä jos ajattelette oman työpaikkanne taloudellista tilannetta, onko se muuttumassa parempaan suuntaan, huonompaan suuntaan vai pysykö 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) 2008-2016 (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 2015-2016 (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 2015-2016 (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 2015-2016 (K41c)

Voitteko käyttää ammatillista osaamistanne työssänne täysipainoisesti:

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

---

K49d 2015-2016 (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 2012-2016 (K42)

Aivan loppuksi kysyisin vielä,

Oletteko esimies- tai työnjohtotehtävissä?

- 1 Kyllä
- 2 Ei

---

Haastattelu päättyy nyt tähän.

**Kiitos antamistanne tiedoista!**

