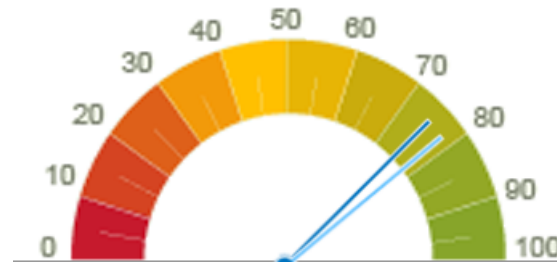


# The International teachers APV 2017



	This report	Vedersø Idrætsefterskole
Invited	10	41
Answered	9	39
Response rate	90%	95.1%
Overall	76	79

## Table of contents

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## Definitions

**Template:** Benchmark report

**Areas:**

APV

**Survey:** APV 2017

**This report:**

Vedersø Idrætsefterskole  
The International teachers  
Medarbejdere

**Period for responses:**

From: 12/30/2017

Till: 2/27/2018

## Reading Instructions

Prior to the interpretation of data about the physical and mental conditions, it is important that the results and data of this report is being held up with the workplace in relation to the terms and conditions for the business sector i.e. working in a hospice or as a firefighter will require skills and procedures to handle traumatic situations. These situations are unavoidable and represent a risk to the employee's health and wellbeing. But the right preparation of employees and good procedures will decrease the risk to a minimum.

The assessment will be used to identify and / confirm the conditions relating to employee overall perception of the work environment / area being evaluated.

The report should be used to identify and prioritize possible tasks to improve the work environment / target area.

## Score

The questionnaire is built up with a scoring key for answers given.

The most positive answer scores 100 and the least positive response scores 0. See the example below.

Number in brackets () indicates number of answers for a given score.

*'Agree' - 100 points*

*'Partly agree' - 50 points*

*'Disagree' - 0 points*

*'Not relevant' - Will not be included in the calculation of the score.*

If the survey has other response options in the example to be allocated points as follows:

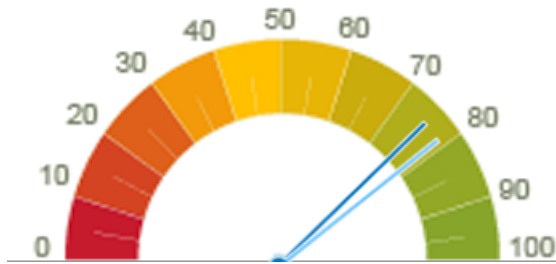
2 scoring answers: 100, 0

4 scoring answers: 100, 66, 33, 0

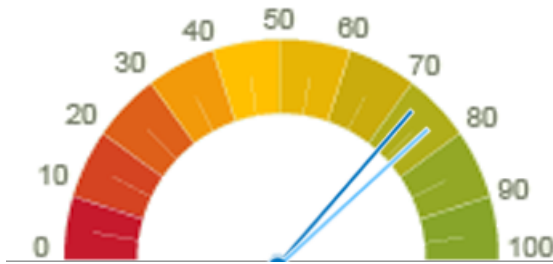
5 scoring answers: 100, 75, 50, 25, 0

**Enjoy!**

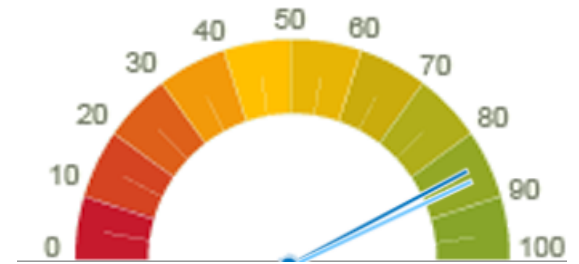
# Overview



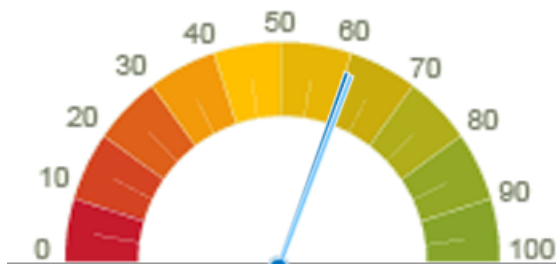
General



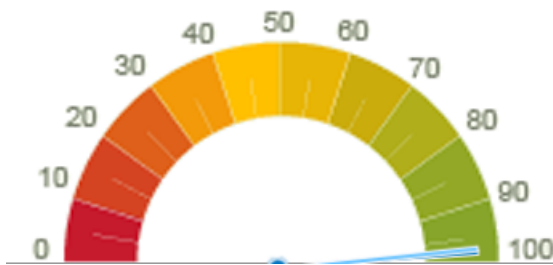
Ergonomic Conditions



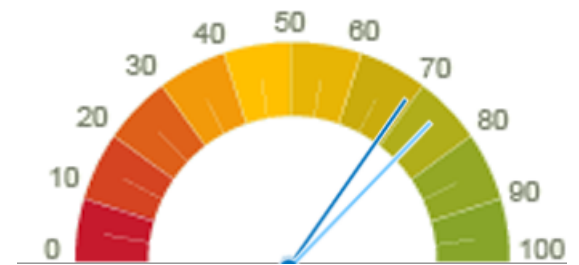
Physical Conditions



Health and Wellbeing



Offensive Behavior



Psychosocial Conditions

— This report

— Vedersø Idrætsefterskole

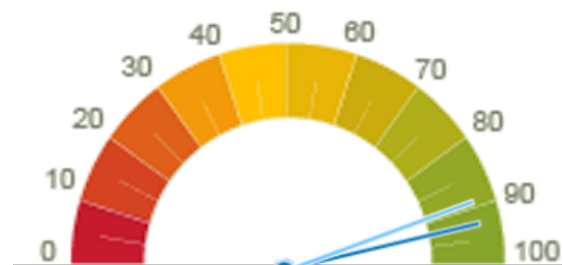
### Overview (continued)



Sickness Absence

This report	Vedersø Idrætsefterskole
88	88

— This report



Accident Risk

This report	Vedersø Idrætsefterskole
92	89

— Vedersø Idrætsefterskole

## Overview – Benchmark score per subject: Accident Risk

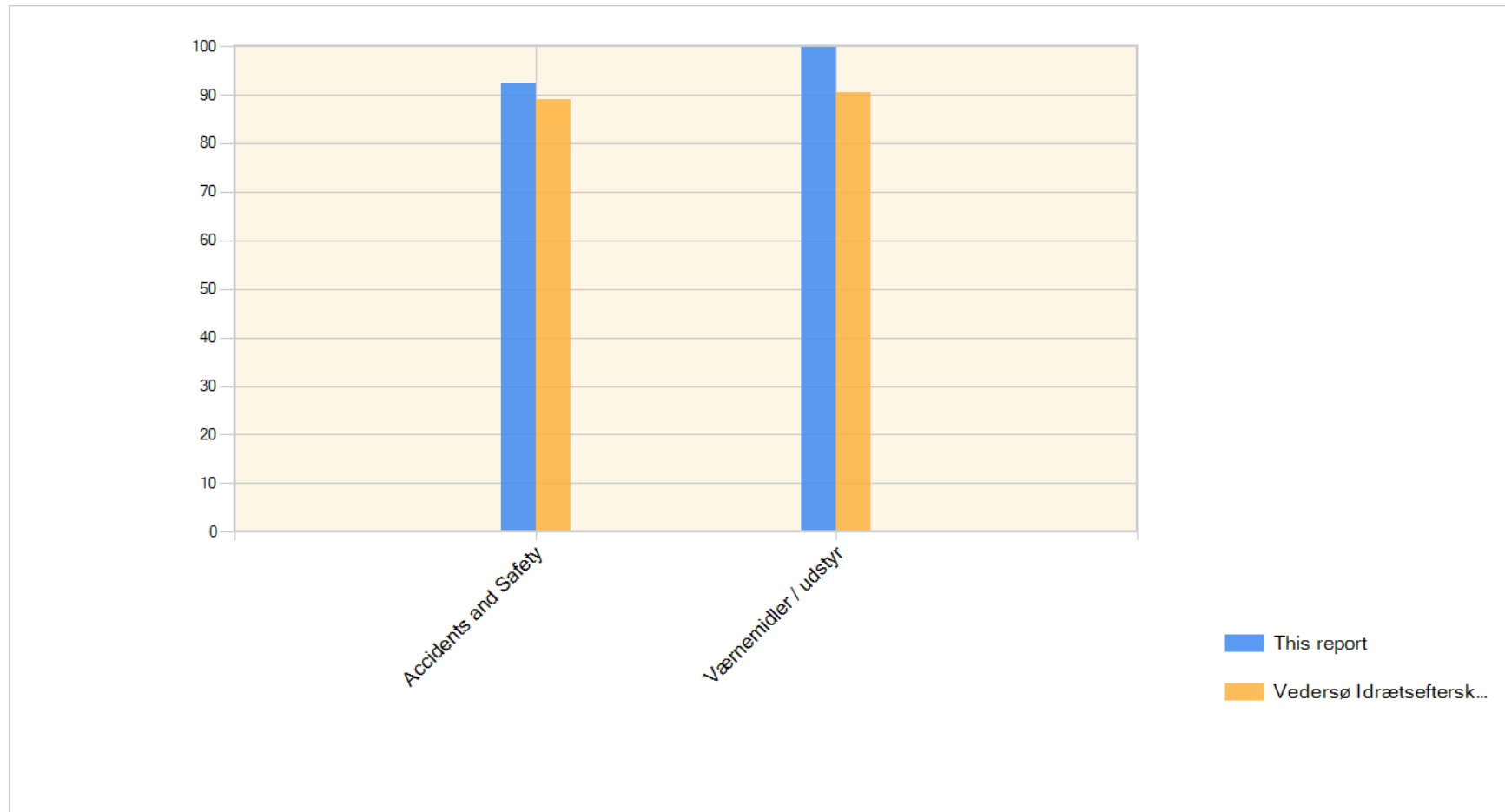


Fig. 1.1 Subject Accident Risk this report compared to the average of all responses.

## Overview – Benchmark score per subject: Ergonomic Conditions

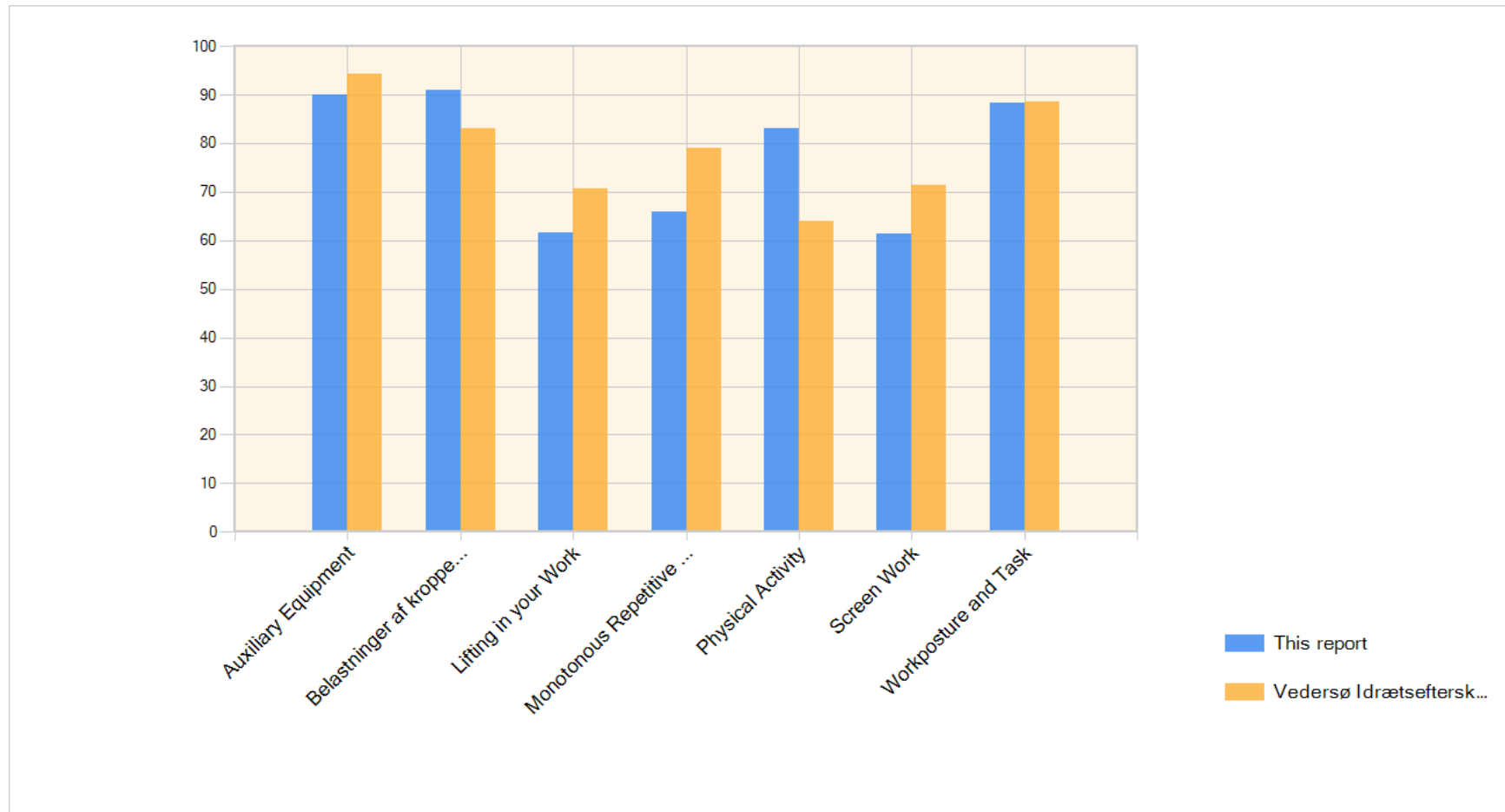


Fig. 1.2 Subject Ergonomic Conditions this report compared to the average of all responses.



## Overview – Benchmark score per subject: General

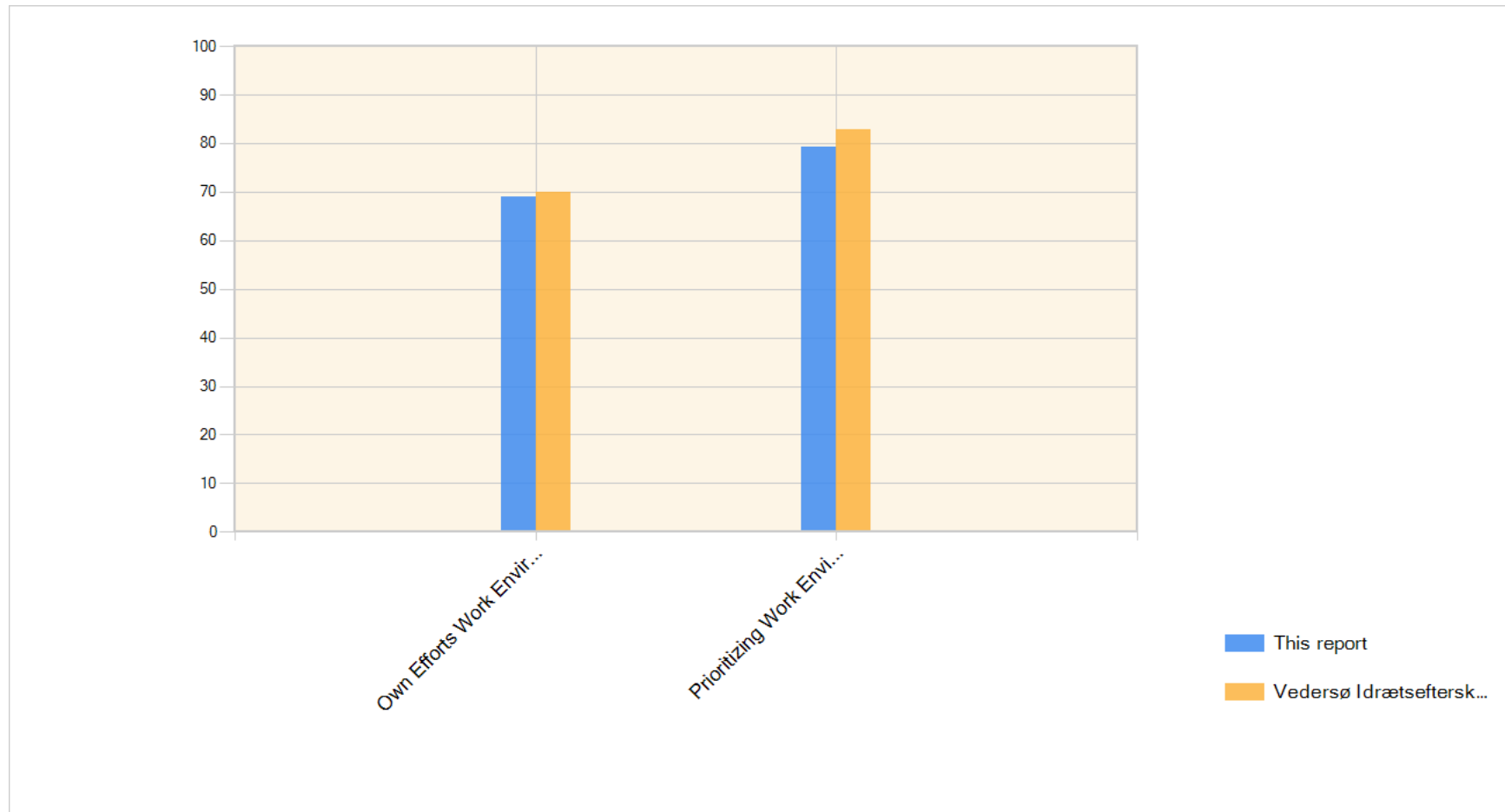


Fig. 1.3 Subject General this report compared to the average of all responses.

## Overview – Benchmark score per subject: Health and Wellbeing

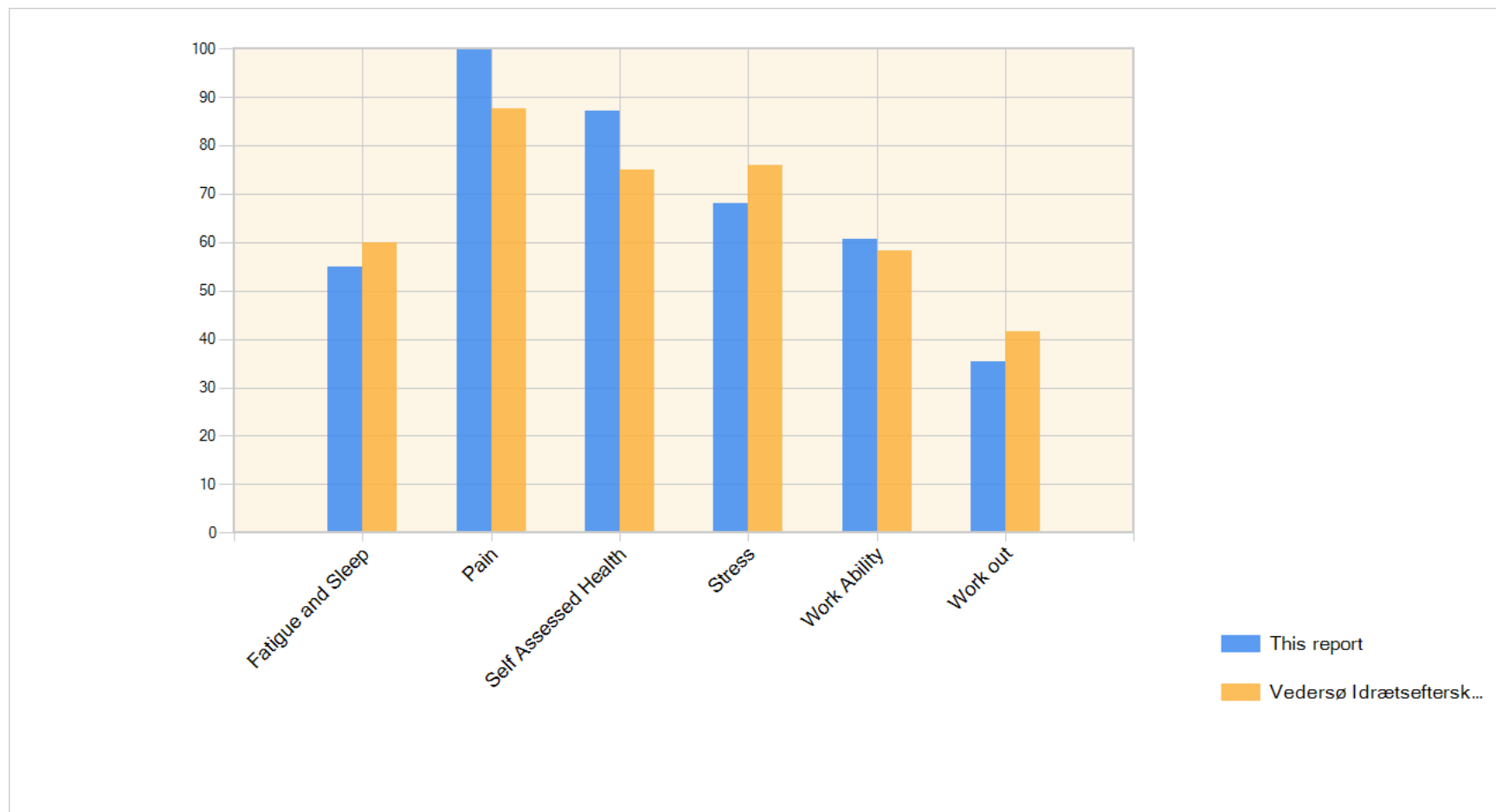


Fig. 1.4 Subject Health and Wellbeing this report compared to the average of all responses.

## Overview – Benchmark score per subject: Information

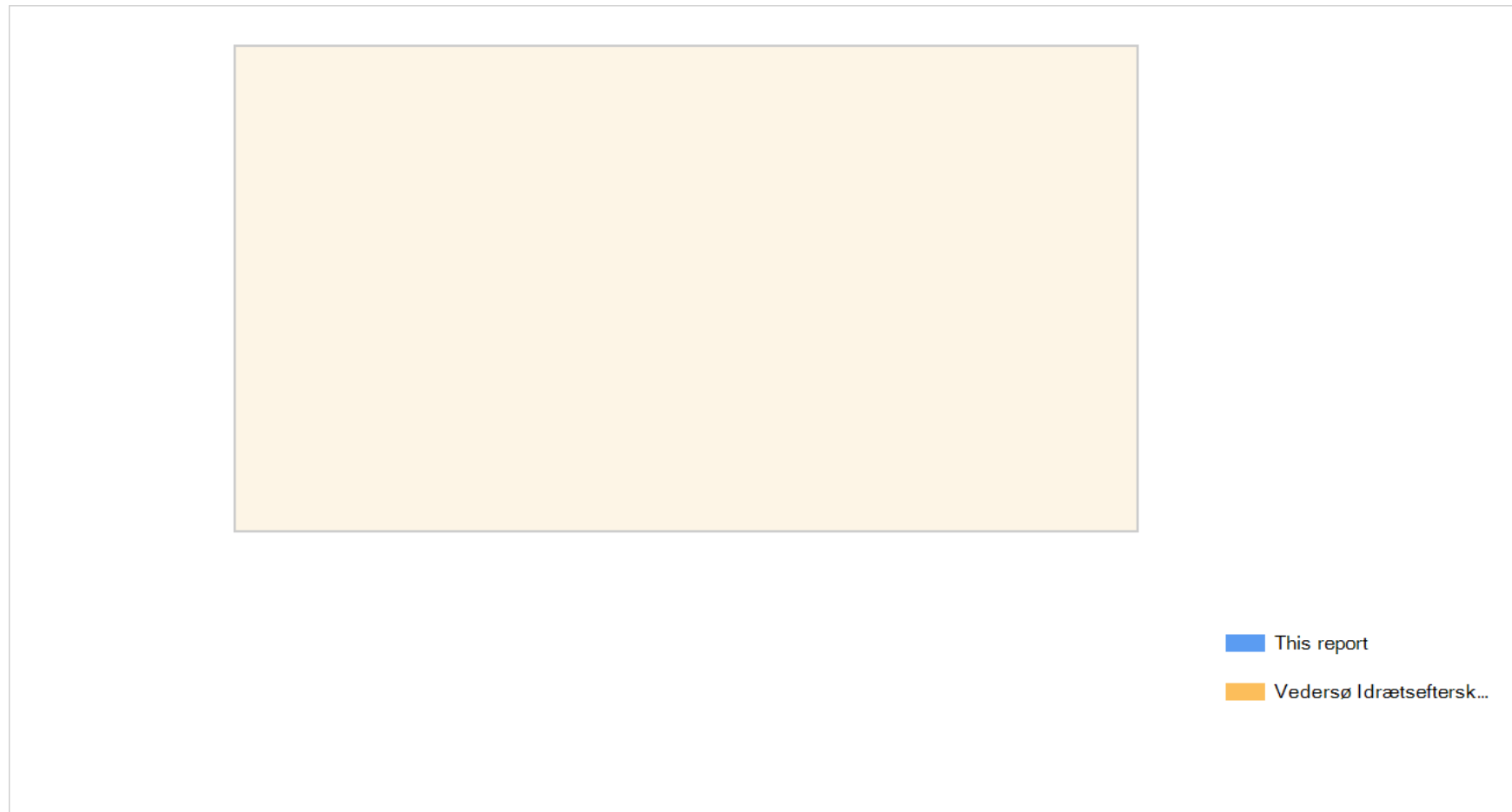


Fig. 1.5 Subject Information this report compared to the average of all responses.

## Overview – Benchmark score per subject: Offensive Behavior

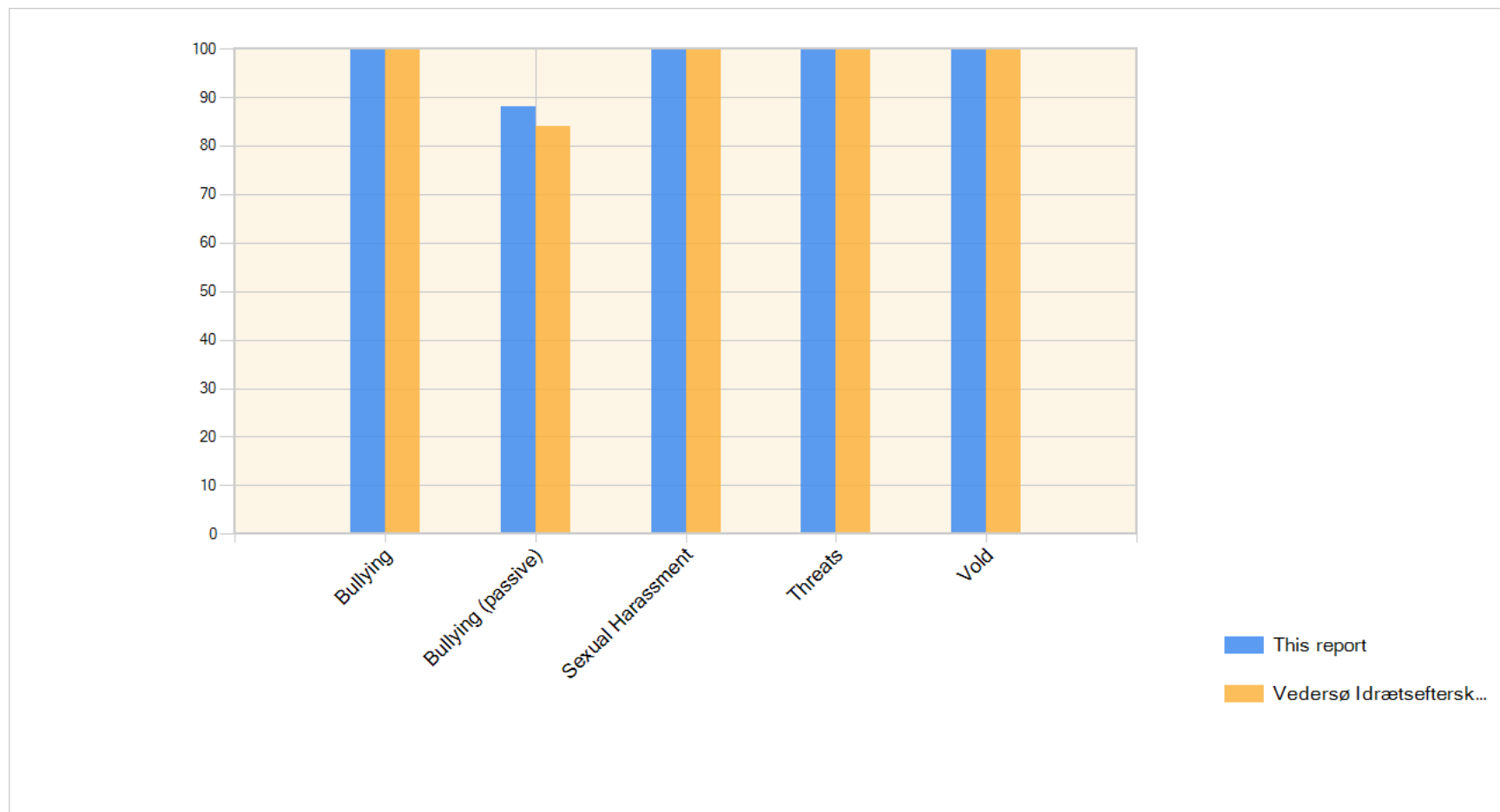


Fig. 1.6 Subject Offensive Behavior this report compared to the average of all responses.

## Overview – Benchmark score per subject: Physical Conditions

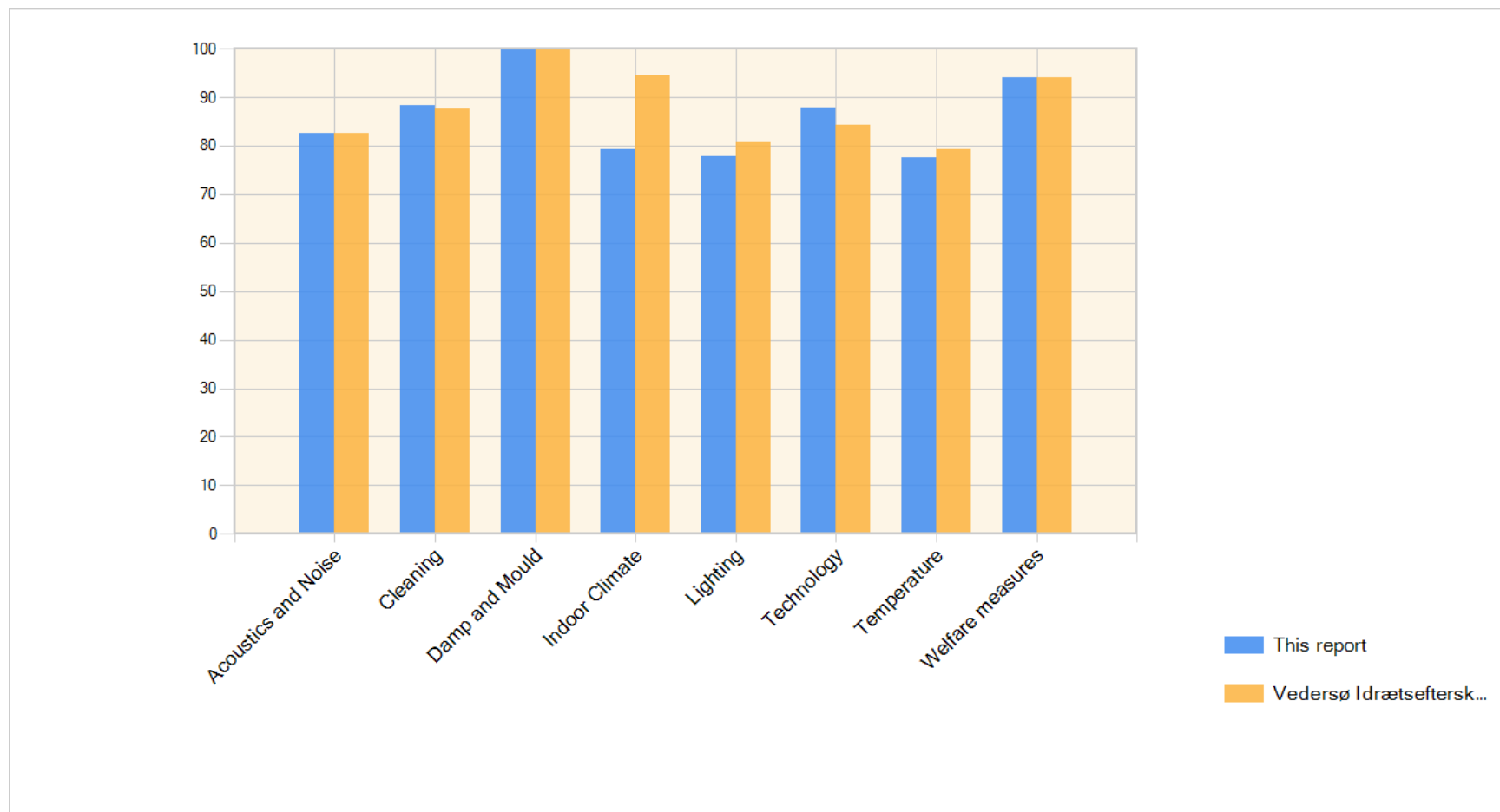


Fig. 1.7 Subject Physical Conditions this report compared to the average of all responses.

## Overview – Benchmark score per subject: Psychosocial Conditions

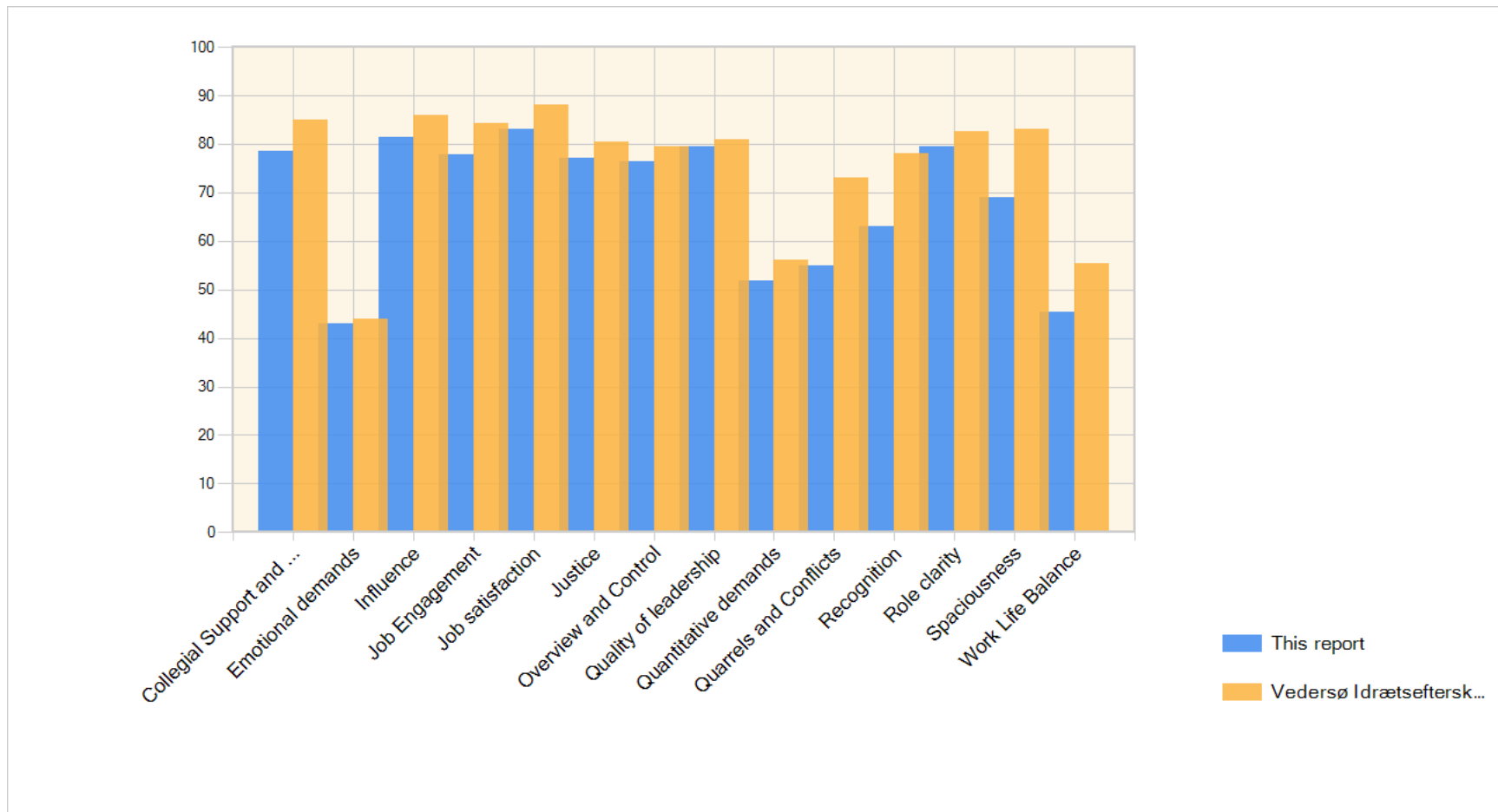


Fig. 1.8 Subject Psychosocial Conditions this report compared to the average of all responses.

## Overview – Benchmark score per subject: Sickness Absence

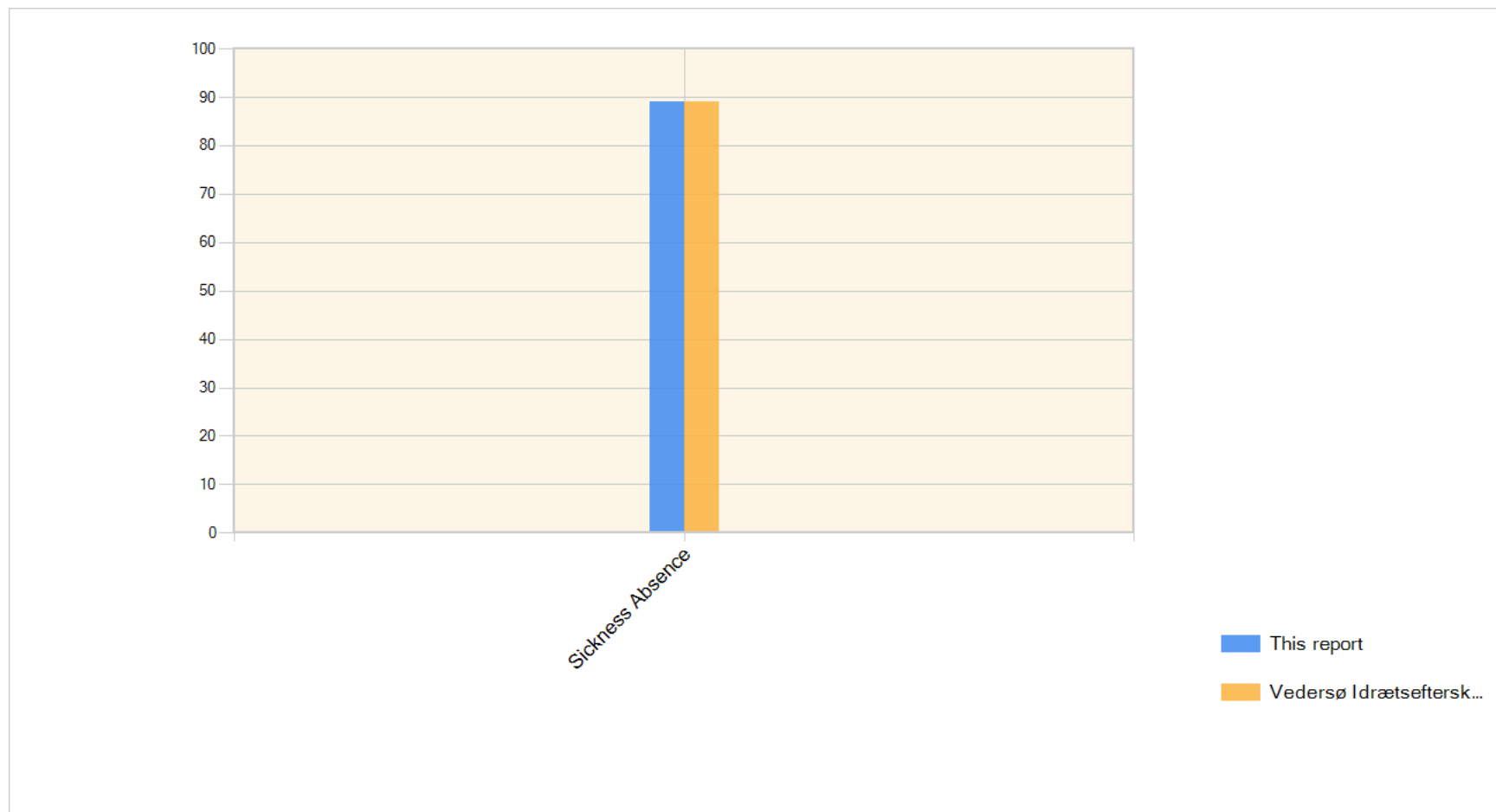


Fig. 1.9 Subject Sickness Absence this report compared to the average of all responses.

## Overview – Benchmark score per subject: Accident Risk

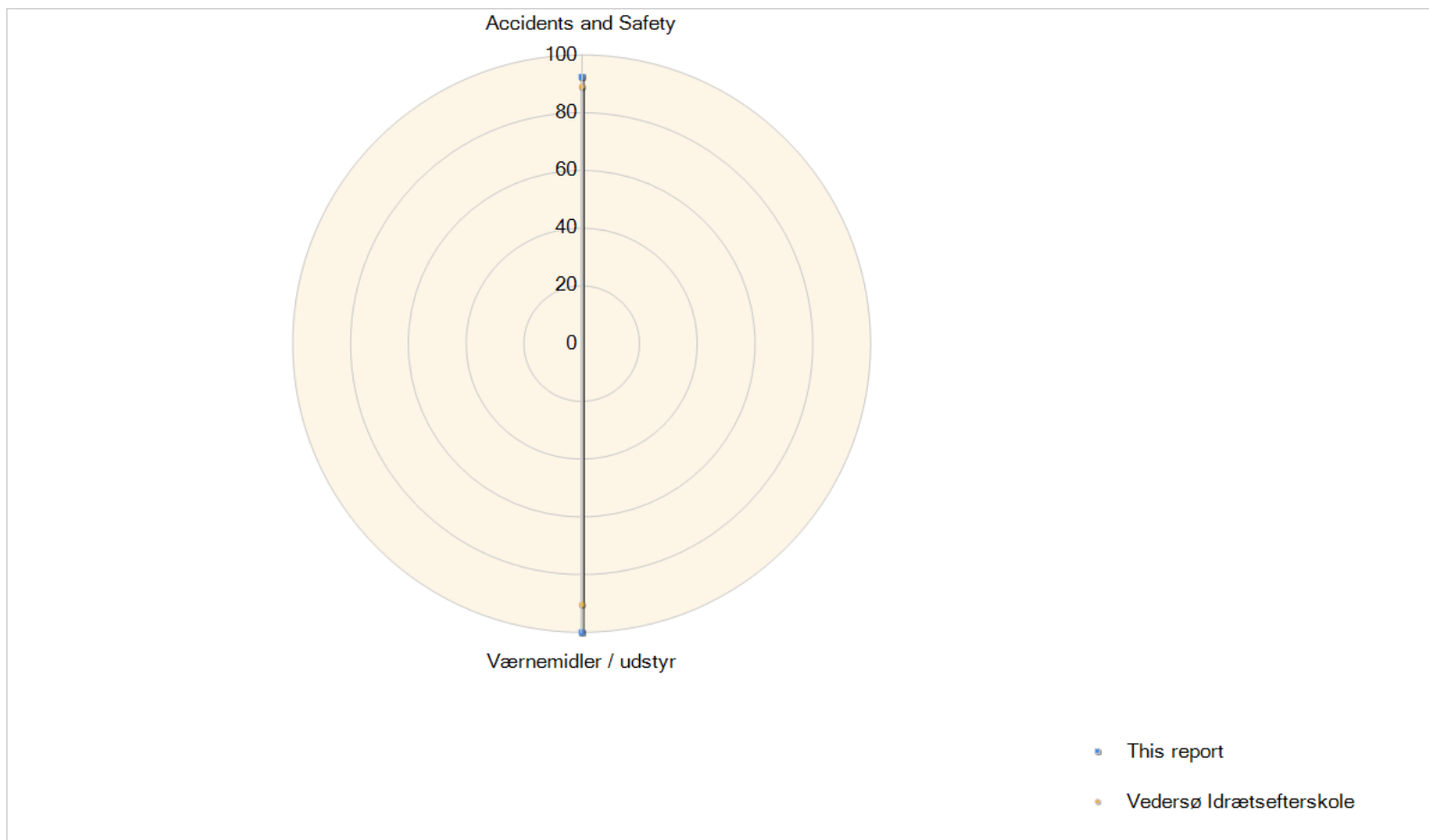


Fig. 2.1 Subject Accident Risk this report compared to the average of all responses.



## Overview – Benchmark score per subject: Ergonomic Conditions

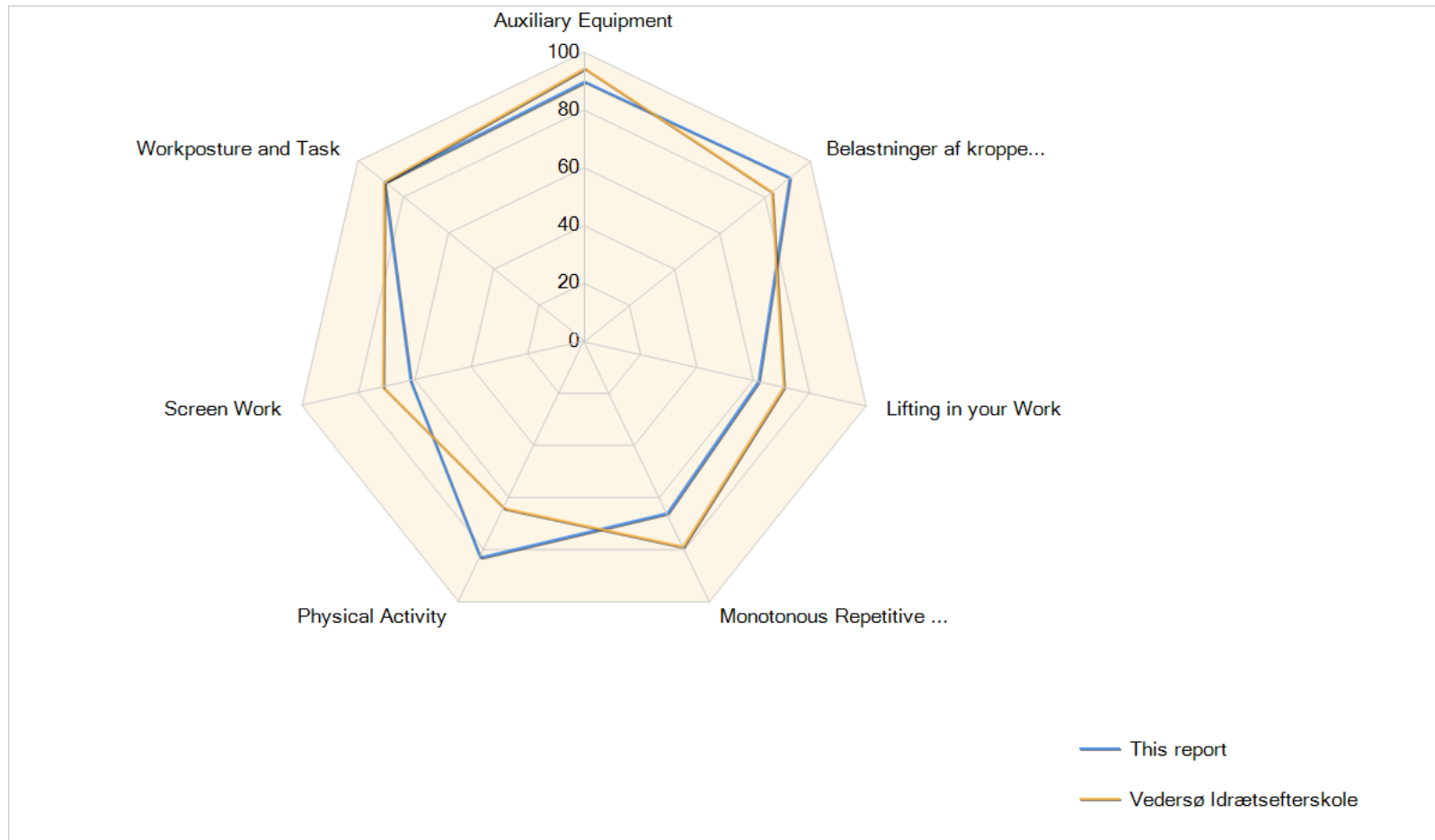


Fig. 2.2 Subject Ergonomic Conditions this report compared to the average of all responses.

## Overview – Benchmark score per subject: General

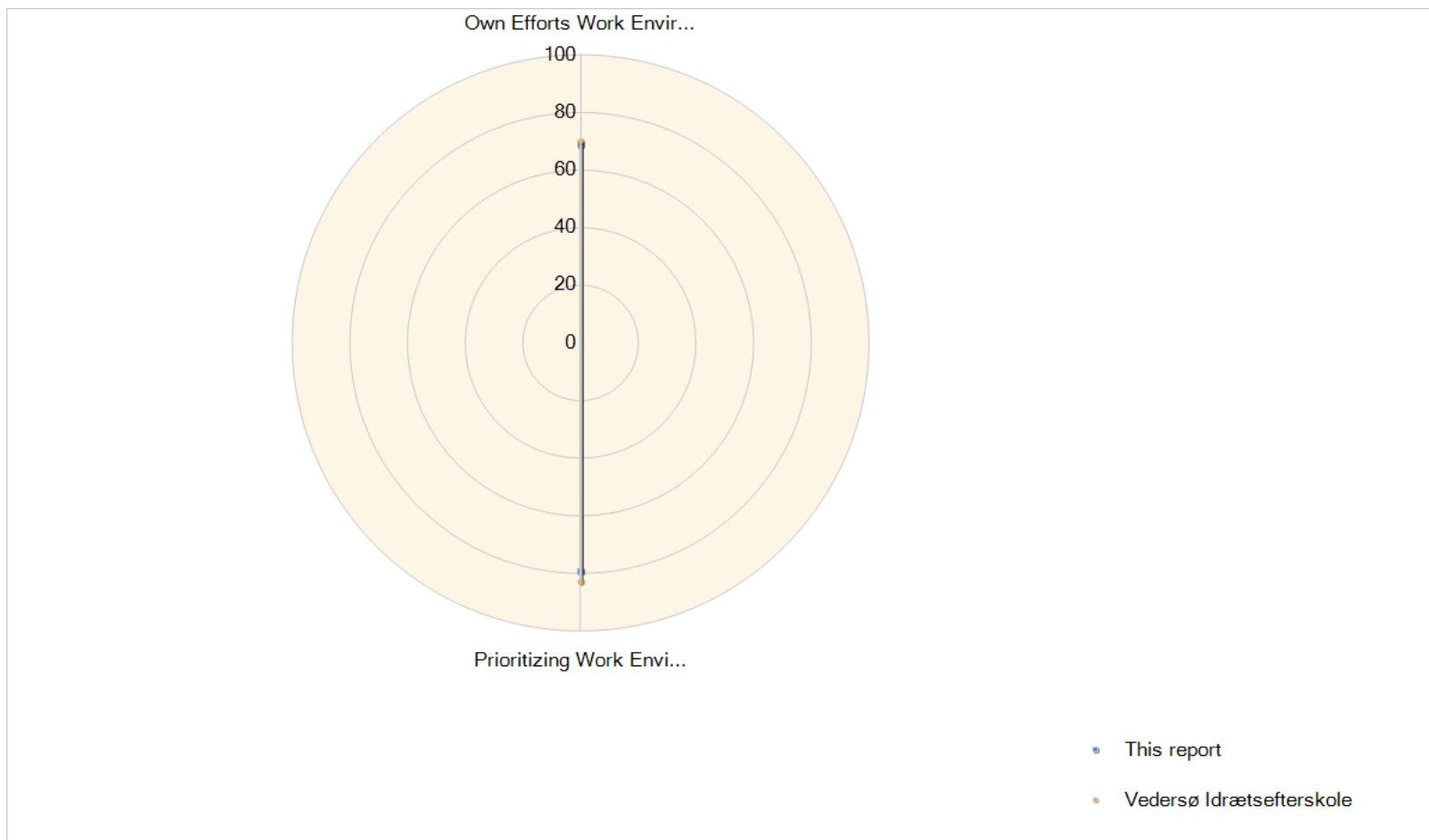


Fig. 2.3 Subject General this report compared to the average of all responses.

## Overview – Benchmark score per subject: Health and Wellbeing

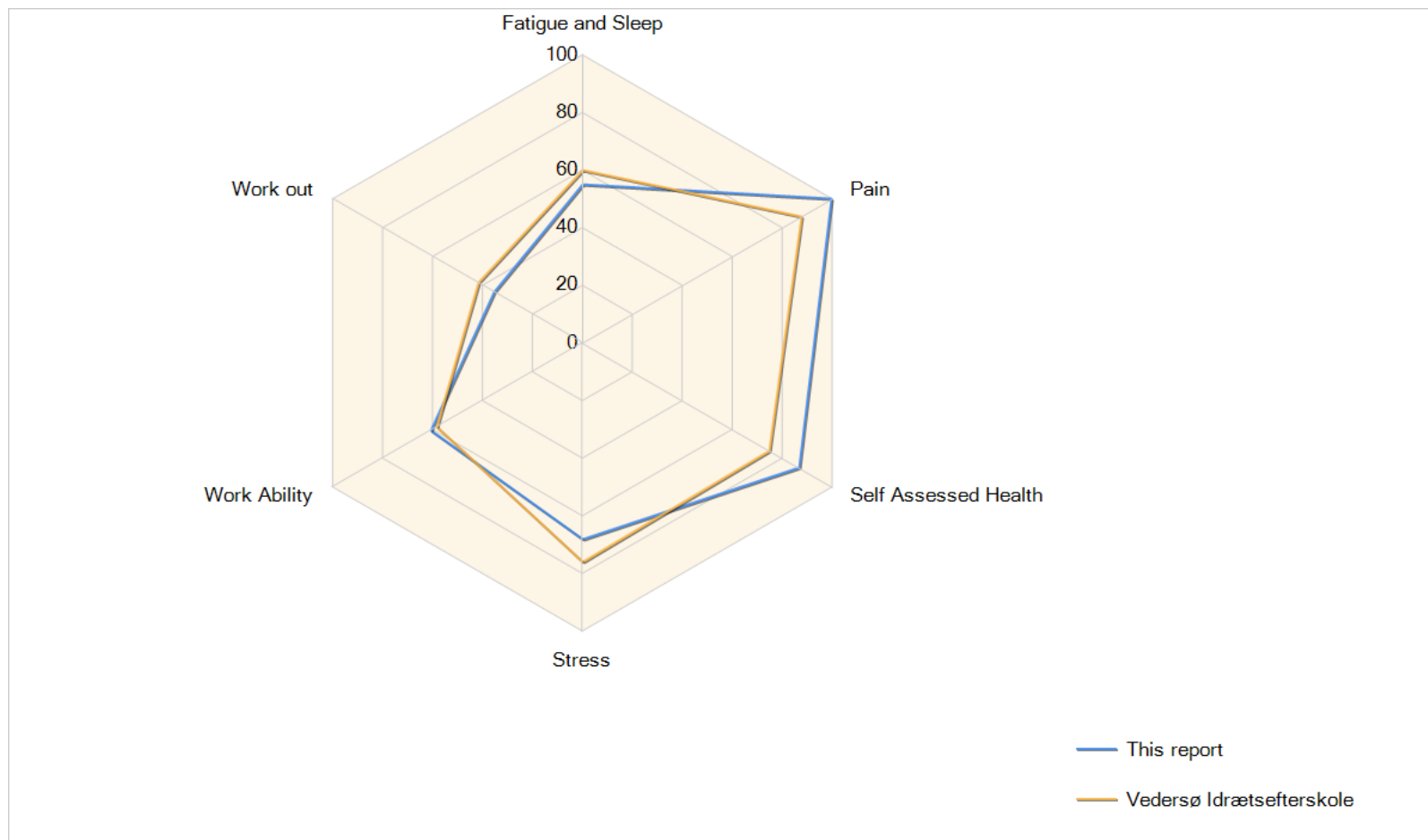


Fig. 2.4 Subject Health and Wellbeing this report compared to the average of all responses.

## Overview – Benchmark score per subject: Information

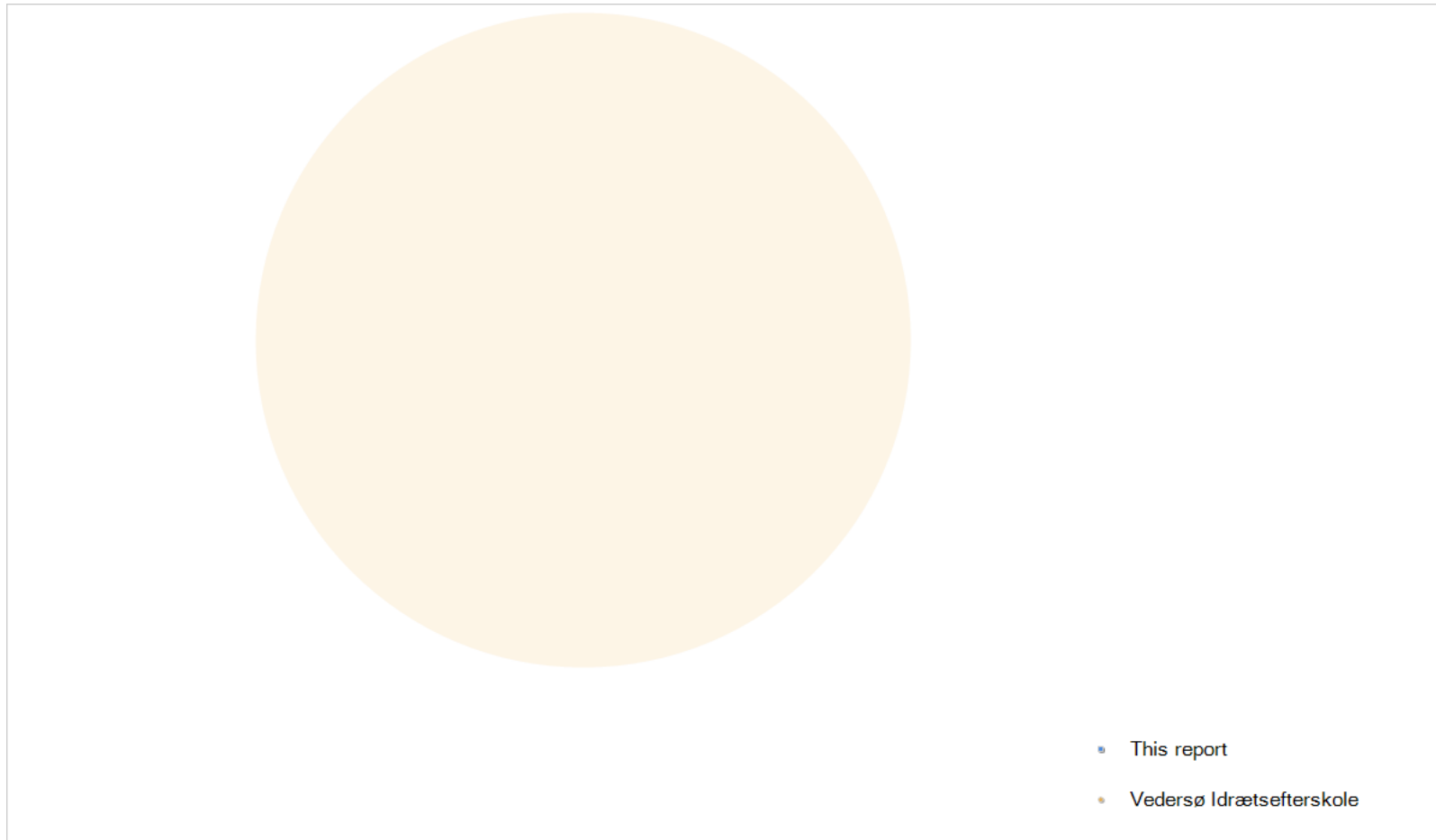


Fig. 2.5 Subject Information this report compared to the average of all responses.

## Overview – Benchmark score per subject: Offensive Behavior

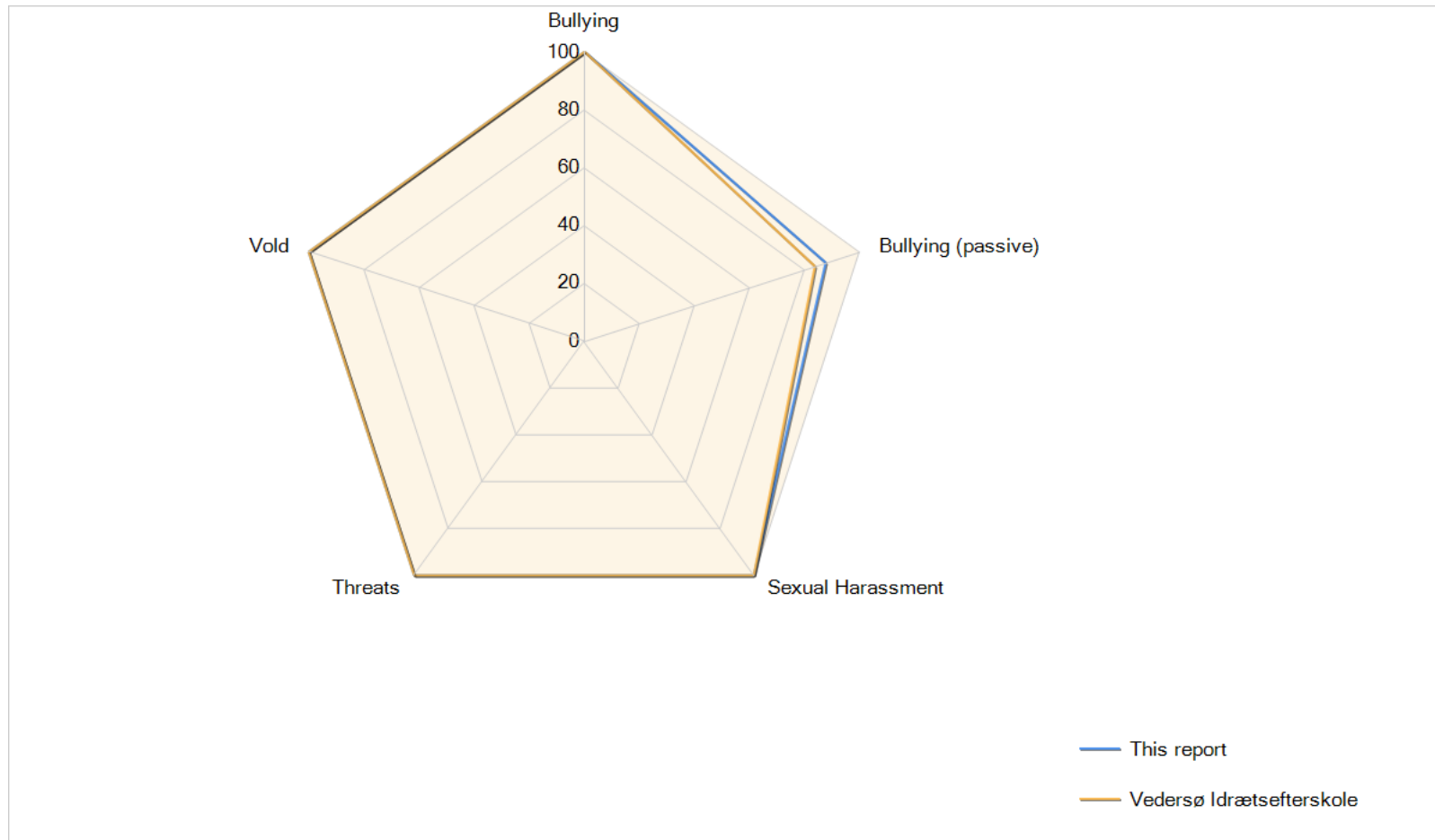


Fig. 2.6 Subject Offensive Behavior this report compared to the average of all responses.

## Overview – Benchmark score per subject: Physical Conditions

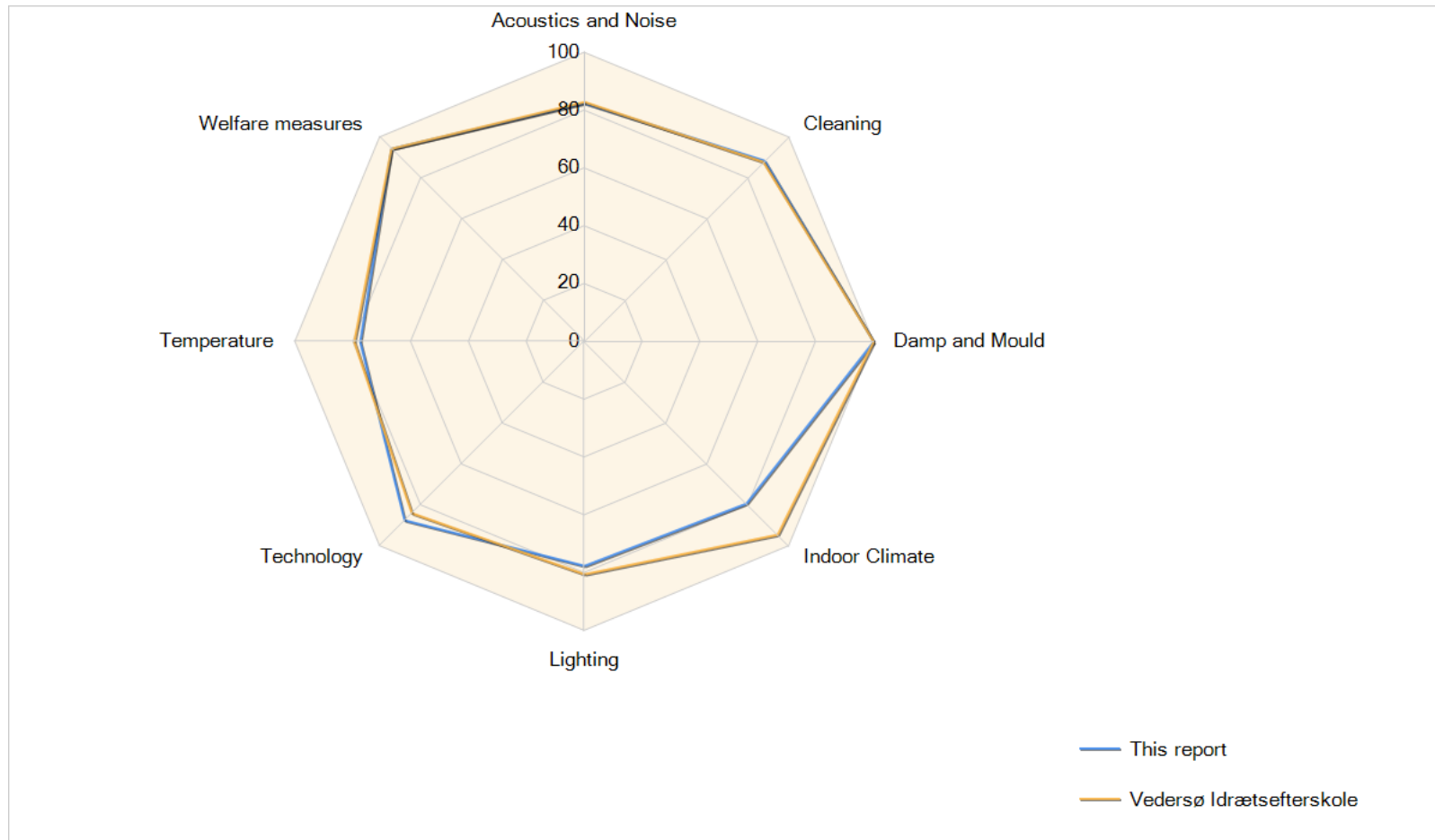


Fig. 2.7 Subject Physical Conditions this report compared to the average of all responses.

## Overview – Benchmark score per subject: Psychosocial Conditions

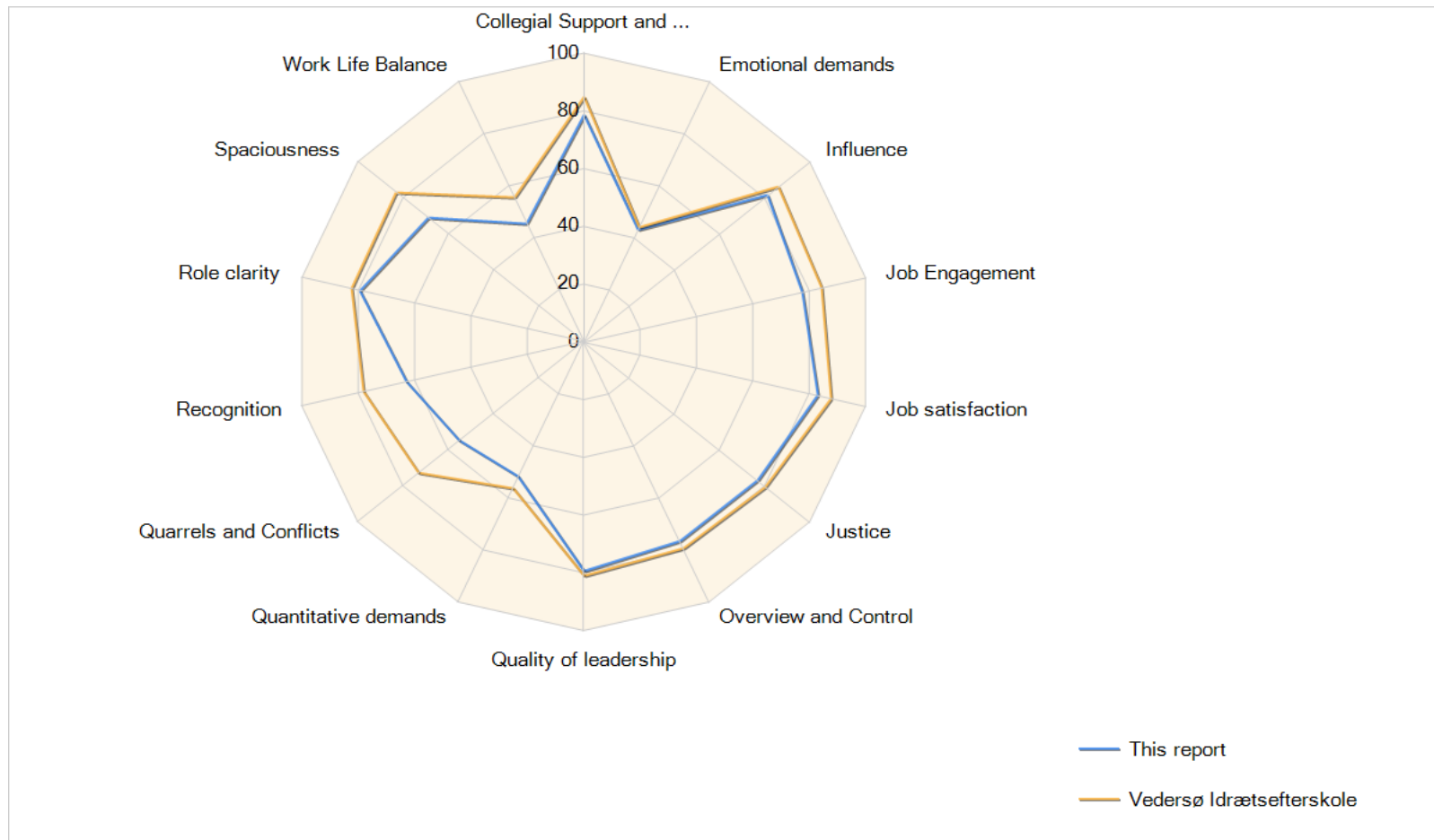


Fig. 2.8 Subject Psychosocial Conditions this report compared to the average of all responses.

## Overview – Benchmark score per subject: Sickness Absence

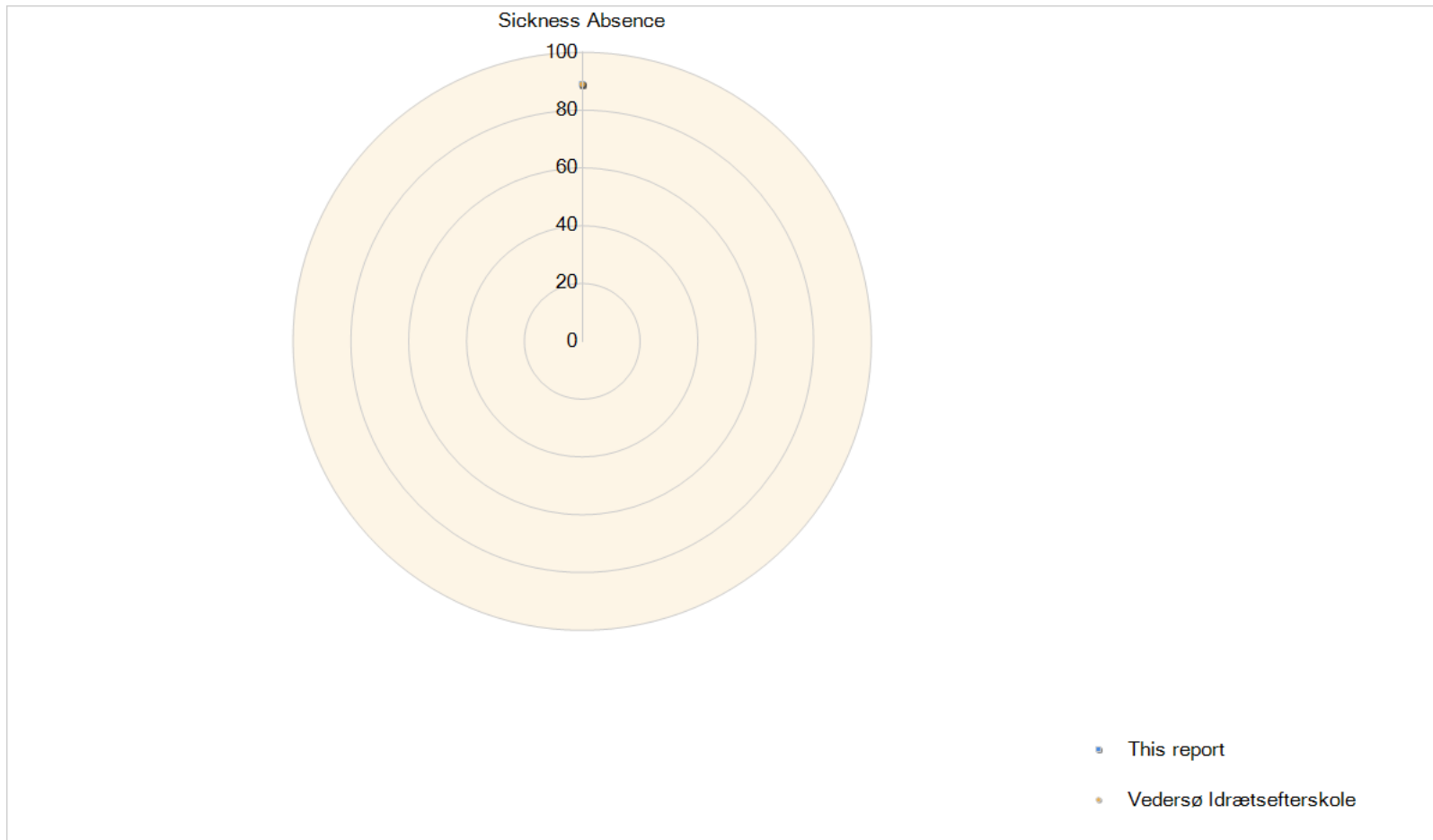
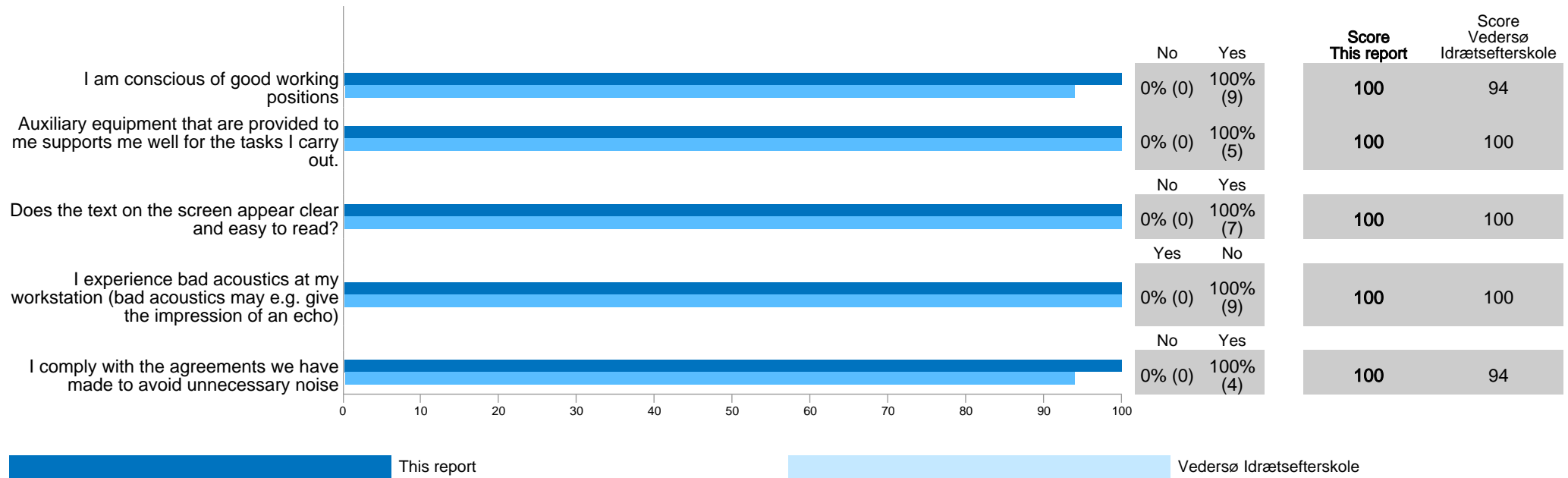


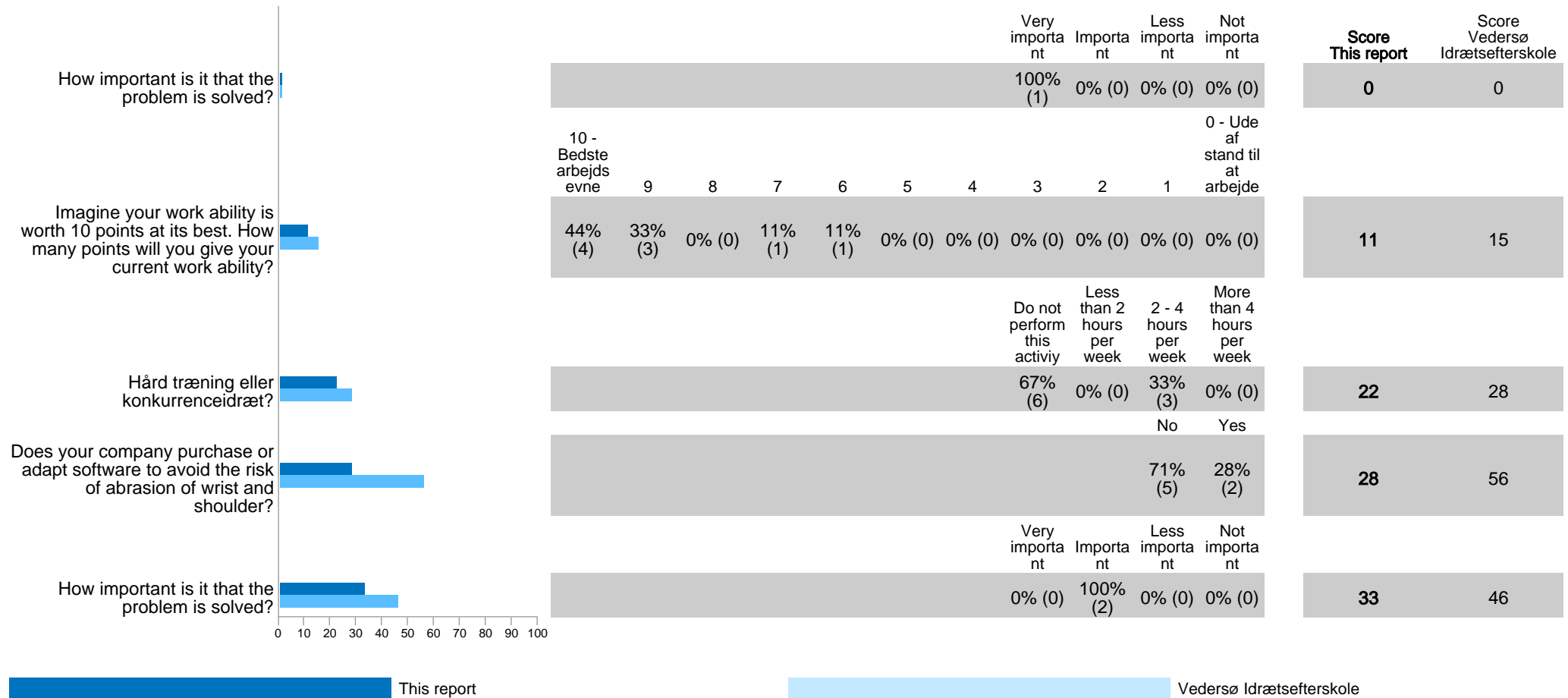
Fig. 2.9 Subject Sickness Absence this report compared to the average of all responses.



# Top 5



# Bottom 5



## All questions in Accident Risk

All questions in Accident Risk						Score This report	Score Vedersø Idrætsefterskole
<b>Accidents and Safety</b>							
			Not relevant	No	Yes		
The safety is high when carrying out your work			50%(3)	17%(1)	83%(5)	<b>83</b>	96
Are aisles and passageways clear of waste and other objects?			50%(3)	0%(0)	100%(6)	<b>100</b>	100
Access and transport pathways are tidy and have a flat surface.			50%(3)	0%(0)	100%(6)	<b>100</b>	100
			Not relevant	Yes	No		
Do you work where objects that are not supported, clamped, or otherwise protected, may fall down on you?			50%(3)	0%(0)	100%(6)	<b>100</b>	100
Can you come in contact with electricity, which can cause electrical shock, such as a short circuit?			50%(3)	0%(0)	100%(6)	<b>100</b>	93
	Not relevant	Strongly disagree	Disagree	Agree	Strongly agree		
I get the necessary guidelines and instructions to carry out tasks safely.	80%(4)	0%(0)	0%(0)	40%(2)	60%(3)	<b>86</b>	81
The management encourages the employees to work safely, even when the timeschedule / workplan is tight	80%(4)	0%(0)	0%(0)	40%(2)	60%(3)	<b>86</b>	80
The management involves the employees in decisions regarding safety	80%(4)	0%(0)	0%(0)	20%(1)	80%(4)	<b>93</b>	79
We help each other to work safely - even when the timeschedule / workplan is tight	80%(4)	0%(0)	0%(0)	40%(2)	60%(3)	<b>86</b>	78
	Not relevant	Strongly agree	Agree	Disagree	Strongly disagree		
We believe that minor accidents are a normal part of daily work	80%(4)	0%(0)	20%(1)	0%(0)	80%(4)	<b>86</b>	76

## All questions in Accident Risk (continued)

				Score This report	Score Vedersø Idrætsefterskole
<b>Værnemidler / udstyr</b>					
Do you or should you use personal protective equipment?	No	Yes			
	89%(8)	11%(1)		-	-
	Not relevant	No	Yes		
Protective equipment fits you and the tasks you carry out	0%(0)	0%(0)	100%(1)	<b>100</b>	100
	Not relevant	Yes	No		
Are there situations where you do not use protective equipment - because it makes the work more difficult?	0%(0)	0%(0)	100%(1)	<b>100</b>	72
Do you need protective equipment in your work	0%(0)	0%(0)	100%(1)	<b>100</b>	100

## All questions in Ergonomic Conditions

All questions in Ergonomic Conditions							Score This report	Score Vedersø Idrætsefterskole	
<b>Auxiliary Equipment</b>									
Are there working conditions that could be made easier by purchasing one or more auxiliary equipment?							Not relevant 80%(4)    Yes 20%(1)    No 80%(4)	80	90
Auxiliary equipment that are provided to me supports me well for the tasks I carry out.							Not relevant 80%(4)    No 0%(0)    Yes 100%(5)	100	100
<b>Belastninger af kroppen</b>									
How much of your working time do you do the same arm movements many times a minute (eg packing, assembly, machine feed, cutting)?							Almost all the time 0%(0)    About 3/4 of the time 0%(0)    About 1/2 of the time 0%(0)    About 1/4 of the time 0%(0)    Seldom 44%(4)    Never 56%(5)	91	83
<b>HEAVY LIFTING</b>									
Do you lift or carry objects at work?							No 44%(4)    Yes 56%(5)	-	-
Do you perform heavy lifting in your work?							No 100%(9)    Yes 0%(0)	-	-

## All questions in Ergonomic Conditions (continued)

												Score This report	Score Vedersø Idrætsefterskole											
<b>HEAVY PUSHING AND PULLING</b>																								
												No	Yes											
Do you push or carry objects at work?												44%(4)	56%(5)	-	-									
Do you perform heavy pushing or pulling?												100%(9)	0%(0)	-	-									
<b>Lifting in your Work</b>																								
												Always	Often	Sometim es	Seldom	Never								
finder du de typiske løft i dit arbejde anstrengende?												0%(0)	11%(1)	33%(3)	22%(2)	33%(3)	<b>69</b>	75						
sker det, at du alene løfter eller flytter ting eller personer, selv om der egentlig burde være to om det												0%(0)	11%(1)	22%(2)	33%(3)	33%(3)	<b>72</b>	77						
												Never	Seldom	Sometim es	Often	Always								
anvender du hjælpemidler, når det er nødvendigt, under løft eller flytning af ting eller personer?												33%(3)	11%(1)	22%(2)	11%(1)	22%(2)	<b>44</b>	60						
<b>Monotonous Repetitive Work</b>																								
												Yes	No											
Do you carry out frequent repetition of the same movements for more than 10% (about 1.5 hours per day) of your work day?												11%(1)	89%(8)	<b>88</b>	79									
												No	Yes											
Do you have special consideration or mapped how the work affects employees' health?												56%(5)	44%(4)	<b>44</b>	79									
<b>Physical Activity</b>																								
												10 - Maximu m hard	9	8	7	6	5	4	3	2	1	0 - Not hard		
How physically hard do you perceive your current job?												0%(0)	0%(0)	0%(0)	0%(0)	0%(0)	11%(1)	22%(2)	0%(0)	0%(0)	22%(2)	44%(4)	<b>83</b>	64

## All questions in Ergonomic Conditions (continued)

			Score This report	Score Vedersø Idrætsefterskole	
<b>Screen Work</b>					
	Yes	No			
Do you perform screen work more than 2 hours a day?	78%(7)	22%(2)	-	-	
	No	Yes			
Is the screen placed in a height where a horizontal extended arm would point at the top menu line?	56%(4)	43%(3)	<b>42</b>	65	
Does the text on the screen appear clear and easy to read?	0%(0)	100%(7)	<b>100</b>	100	
Can you tilt and turn your screen?	28%(2)	71%(5)	<b>71</b>	69	
Can you vary the settings of the keyboard?	56%(4)	43%(3)	<b>42</b>	52	
Can you rest your forearms when using the keyboard and mouse?	14%(1)	86%(6)	<b>85</b>	86	
	No	Yes			
Does your company purchase or adapt software to avoid the risk of abrasion of wrist and shoulder?	71%(5)	28%(2)	<b>28</b>	56	
<b>Workposture and Task</b>					
	Not relevant	No	Yes		
I am conscious of good working positions	0%(0)	0%(0)	100%(9)	<b>100</b>	94
I use good working positions	0%(0)	22%(2)	78%(7)	<b>77</b>	84
I have the possibility to take a break from work during the day	0%(0)	11%(1)	89%(8)	<b>88</b>	89
I have the possibility to change between sitting, standing and walking work postures	0%(0)	11%(1)	89%(8)	<b>88</b>	87

## All questions in General

						Score This report	Score Vedersø Idrætsefterskole
<b>Own Efforts Work Environment</b>							
	Never	Seldom	Sometim es	Often	Always		
do you and your colleagues make an effort to improve the working environment?	0%(0)	11%(1)	22%(2)	44%(4)	22%(2)	<b>69</b>	70
<b>Prioritizing Work Environment</b>							
	Dont know	Not at all	To a small extent	To some extent	To a large extent		
are employees at your workplace involved in decisions that affect their work?	13%(1)	0%(0)	0%(0)	63%(5)	38%(3)	<b>78</b>	83
is the attitude in your workplace, that the working environment must be better than the rules require?	50%(3)	0%(0)	17%(1)	33%(2)	50%(3)	<b>77</b>	79
does your workplace prioritize prevention of safety problems high?	50%(3)	0%(0)	17%(1)	17%(1)	67%(4)	<b>83</b>	86



## All questions in Health and Wellbeing

All questions in Health and Wellbeing												Score This report	Score Vedersø Idrætsefterskole	
<b>Fatigue and Sleep</b>														
							Totally exhausted	Very tired	Somewhat tired	Little tired	Not tired			
How tired are you after a typical working day?							0%(0)	22%(2)	56%(5)	22%(2)	0%(0)	<b>50</b>	58	
	10 hours or more	About 9 hours	About 8 hours	About 7 hours	About 6 hours	5 hours or less								
How many hours have you slept on average a day in the last 4 weeks?	0%(0)	0%(0)	22%(2)	33%(3)	44%(4)	0%(0)						-	-	
				Sometimes	Seldom	Never								
have you been feeling tired during the day within the last 4 weeks?	0%(0)	44%(4)	33%(3)	22%(2)	0%(0)							<b>44</b>	53	
have you been awake several times and have had a hard time falling asleep within the last 4 weeks?	0%(0)	11%(1)	44%(4)	22%(2)	22%(2)							<b>63</b>	70	
did you feel that you were not rested when you woke up within the last 4 weeks?	0%(0)	11%(1)	44%(4)	22%(2)	22%(2)							<b>63</b>	59	
<b>Pain</b>														
										Several times a week or daily	Not at all times per month			
Have you within the past 3 months had pains that affected your capability to carry out (parts of) your job?										0%(0)	100%(8)	<b>100</b>	83	
Due to pain, have you been restricted to your work within the last 3 months?										0%(0)	100%(9)	<b>100</b>	94	
<b>Self Assessed Health</b>														
							Poor	Less well	Well	Very well	Excellent			
How do you rate your overall health?							0%(0)	0%(0)	0%(0)	50%(4)	50%(4)	<b>87</b>	75	
<b>Stress</b>														
							All of the time	Most of the time	A great deal of time	Some of the time	Little of the time	At no time		
How often have you felt stressed in the last 2 months?							0%(0)	0%(0)	11%(1)	44%(4)	33%(3)	11%(1)	<b>68</b>	76
<b>Work Ability</b>														
	10 - Bedste arbejdsevne	9	8	7	6	5	4	3	2	1	0 - Ude af stand til at arbejde			
Imagine your work ability is worth 10 points at its best. How many points will you give your current work ability?	44%(4)	33%(3)	0%(0)	11%(1)	11%(1)	0%(0)	0%(0)	0%(0)	0%(0)	0%(0)	0%(0)	<b>11</b>	15	
							Poor	Less well	Well	Very well	Excellent			
How do you assess your current work ability in relation to the physical requirements of your work?	0%(0)	0%(0)	11%(1)	11%(1)	78%(7)							<b>91</b>	82	
How do you assess your current work ability in relation to the mental demands of your work?	0%(0)	0%(0)	33%(3)	11%(1)	56%(5)							<b>80</b>	78	

## All questions in Health and Wellbeing (continued)

					Score This report	Score Vedersø Idrætsefterskole
<b>Work out</b>						
	Do not perform this activity	Less than 2 hours per week	2 - 4 hours per week	More than 4 hours per week		
Hård træning eller konkurrenceidræt?	67%(6)	0%(0)	33%(3)	0%(0)	<b>22</b>	28
Gang, cykling eller anden lettere motion, hvor du ikke bliver forpustet eller sveder (fx søndagsture, lettere havearbejde)?	22%(2)	22%(2)	33%(3)	22%(2)	<b>51</b>	54
Motionsidræt, tungt havearbejde eller hurtig gang/cykling, hvor du sveder og bliver forpustet?	44%(4)	22%(2)	22%(2)	11%(1)	<b>33</b>	43

## All questions in Offensive Behavior

							Score This report	Score Vedersø Idrætsefterskole		
<b>Bullying</b>										
					Yes	No				
Have you been bullied at your workplace within the past 12 months?					0%(0)	100%(9)	<b>100</b>	100		
<b>Bullying (passive)</b>										
					Yes	No				
Have you witnessed someone at work being bullied - within the past 12 months					11%(1)	89%(8)	<b>88</b>	84		
How often?					Rarely	Monthly	Weekly	Daily		
					0%(0)	100%(1)	0%(0)	0%(0)		
Who bullied?					Other	Customers, clients, partners	Manager in other department	Colleagu es in other departme nt	Manager in your departme nt	Colleagu es in your departme nt
					0%(0)	0%(0)	0%(0)	0%(0)	0%(0)	100%(1)
<b>Sexual Harassment</b>										
					Yes	No				
Have you been sexually harrassed at work within the past 12 months?					0%(0)	100%(9)	<b>100</b>	100		
<b>Threats</b>										
					Yes	No				
Have you been exposed to threats of violence at work - within the past 12 months?					0%(0)	100%(9)	<b>100</b>	100		
<b>Vold</b>										
					Yes	No				
Have you been exposed to physical violence at work within the past 12 months?					0%(0)	100%(9)	<b>100</b>	100		

## All questions in Physical Conditions

				Score This report	Score Vedersø Idrætsefterskole
<b>Acoustics and Noise</b>					
	Not relevant	Yes	No		
I am bothered by noise For example, from individuals, fixed installations, machinery and etc.	0%(0)	22%(2)	78%(7)	<b>77</b>	87
I experience bad acoustics at my workstation (bad acoustics may e.g. give the impression of an echo)	0%(0)	0%(0)	100%(9)	<b>100</b>	100
	Not relevant	No	Yes		
Have you made agreements (formal or unformal) if someone is bothered by noise?	28%(2)	43%(3)	56%(4)	<b>57</b>	51
I comply with the agreements we have made to avoid unnecessary noise	0%(0)	0%(0)	100%(4)	<b>100</b>	94
<b>Cleaning</b>					
	Not relevant	No	Yes		
I find the cleaning satisfactory	0%(0)	11%(1)	89%(8)	<b>88</b>	86
The lay-out of the rooms allows thorough cleaning	0%(0)	0%(0)	100%(9)	<b>100</b>	91
I keep my workplace tidy, which allows thorough cleaning	0%(0)	22%(2)	78%(7)	<b>77</b>	86
<b>Damp and Mould</b>					
	Not relevant	Yes	No		
I have observed visible signs of damage due to damp or mould	0%(0)	0%(0)	100%(9)	<b>100</b>	100

## All questions in Physical Conditions (continued)

				Score This report	Score Vedersø Idrætsefterskole
<b>Freezer and Cold Storage</b>					
Do you work in cooling or/and frost sections?	No	Yes			
	100%(9)	0%(0)		-	-
<b>Indoor Climate</b>					
In general, I find the indoor climate OK	Not relevant	No	Yes		
	0%(0)	11%(1)	89%(8)	<b>88</b>	97
How important is it that the problem is solved?	Very important	Important	Less important	Not important	
	100%(1)	0%(0)	0%(0)	0%(0)	0
<b>Lighting</b>					
I have spot lighting (i.e. table lamp / spot etc.) where it is necessary	Not relevant	No	Yes		
	50%(3)	50%(3)	50%(3)	<b>50</b>	62
I am satisfied with the lighting in the rooms where I work	0%(0)	11%(1)	89%(8)	<b>88</b>	84
I feel that I have adequate day-light at my work place	0%(0)	0%(0)	100%(9)	<b>100</b>	84
The glare of the sun, reflexes etc. bother me	Not relevant	Yes	No		
	13%(1)	38%(3)	63%(5)	<b>62</b>	88
<b>Machinery and vehicles</b>					
Do you use machines or work vehicles?	No	Yes			
	100%(9)	0%(0)		-	-

## All questions in Physical Conditions (continued)

						Score This report	Score Vedersø Idrætsefterskole
<b>Technology</b>							
	Not relevant	Very unsatisfied	Unsatisfied	Satisfied	Very satisfied		
How satisfied are you with the handheld devices you use?	28%(2)	0%(0)	0%(0)	43%(3)	56%(4)	<b>85</b>	78
How satisfied are you with the applications (software) you use?	0%(0)	0%(0)	0%(0)	44%(4)	56%(5)	<b>84</b>	80
How satisfied are you with the speed of the systems and applications you use?	0%(0)	0%(0)	0%(0)	44%(4)	56%(5)	<b>84</b>	77
			Not relevant	Yes	No		
Does the applications / software cause great annoyance throughout the work day?			0%(0)	11%(1)	89%(8)	<b>88</b>	90
Do you miss assistive technology in your work?			28%(2)	0%(0)	100%(7)	<b>100</b>	96
<b>Temperature</b>							
			Not relevant	Yes	No		
Are there unpleasant temperature differences in the working area?			0%(0)	11%(1)	89%(8)	<b>88</b>	76
I experience the temperature to be problematic in the working area			0%(0)	22%(2)	78%(7)	<b>77</b>	87
		Very important	Not important	Less important	Not important		
How important is it that the problem is solved?	0%(0)	100%(2)	0%(0)	0%(0)		<b>33</b>	46

## All questions in Physical Conditions (continued)

			Score This report	Score Vedersø Idrætsefterskole
<b>Welfare measures</b>				
	Not relevant	No	Yes	
Break rooms / lounges are OK	0%(0)	11%(1)	89%(8)	<b>88</b>
Toilets are OK	0%(0)	0%(0)	100%(9)	<b>100</b>
	Ikke relevant	Nej	Ja	
Do you have work which is particularly dirty, physically demanding or where the materials and substances must not be spread in the interest of health and safety?	22%(2)	78%(7)	0%(0)	-

## All questions in Psychosocial Conditions

						Score This report	Score Vedersø Ildrætsefterskole
<b>Collegial Support and Cooperation</b>							
	Never	Seldom	Sometimes	Often	Always		
do you and your colleagues cooperate when problems arise that require solutions?	0%(0)	0%(0)	11%(1)	56%(5)	33%(3)	<b>80</b>	84
do you and your colleagues help each other to achieve the best possible result?	0%(0)	0%(0)	11%(1)	67%(6)	22%(2)	<b>77</b>	86
<b>Emotional demands</b>							
	Always	Often	Sometimes	Seldom	Never		
must you take position in problems of for example customers (clients, etc.) and collaborators in your work (not your colleagues' problems)?	0%(0)	44%(4)	22%(2)	22%(2)	11%(1)	<b>50</b>	44
do you become emotionally involved in your work?	11%(1)	44%(4)	33%(3)	11%(1)	0%(0)	<b>36</b>	44
<b>Influence</b>							
	Never	Seldom	Sometimes	Often	Always		
do you have influence on how you solve your tasks?	0%(0)	0%(0)	0%(0)	56%(5)	44%(4)	<b>86</b>	89
do you have influence on when you solve your tasks?	0%(0)	0%(0)	22%(2)	44%(4)	33%(3)	<b>77</b>	83
<b>Job Engagement</b>							
	To a very small extent	To a small extent	To some extent	To a large extent	To a great extent		
do you find your assignments interesting and inspiring?	0%(0)	0%(0)	22%(2)	33%(3)	44%(4)	<b>80</b>	83
do you feel vigorous when you are at work?	0%(0)	0%(0)	22%(2)	33%(3)	44%(4)	<b>80</b>	81
do you find your work important (besides the income)?	0%(0)	11%(1)	11%(1)	22%(2)	56%(5)	<b>80</b>	88
do you become absorbed by your assignments?	0%(0)	0%(0)	44%(4)	22%(2)	33%(3)	<b>72</b>	86
does your work provide you with self confidence and job satisfaction?	0%(0)	0%(0)	33%(3)	22%(2)	44%(4)	<b>77</b>	83
<b>Job satisfaction</b>							
	Very unsatisfie d	Unsatisfi ed	Neither satisfied nor unsatisfie d	Satisfied	Very satisfied		
How satisfied are you with your job as a whole, all in all?	0%(0)	0%(0)	11%(1)	44%(4)	44%(4)	<b>83</b>	88



## All questions in Psychosocial Conditions (continued)

						Score This report	Score Vedersø Idrætsefterskole
<b>Justice</b>							
	Never	Seldom	Sometim es	Often	Always		
are all employees treated fairly in the workplace?	0%(0)	0%(0)	11%(1)	67%(6)	22%(2)	<b>77</b>	83
are all employees affected by a given decision, heard?	0%(0)	0%(0)	22%(2)	44%(4)	33%(3)	<b>77</b>	78
<b>Overview and Control</b>							
	Always	Often	Sometim es	Seldom	Never		
felt that the difficulties at work piling up such that you could not cope with them?	0%(0)	0%(0)	33%(3)	11%(1)	56%(5)	<b>80</b>	82
felt that you were unable to control the important things in your life?	0%(0)	0%(0)	44%(4)	0%(0)	56%(5)	<b>77</b>	83
	Never	Seldom	Sometim es	Often	Always		
felt confident in your abilities to cope with difficulties at work?	0%(0)	0%(0)	22%(2)	22%(2)	56%(5)	<b>83</b>	80
felt that things at work developed, as you wanted it?	0%(0)	0%(0)	44%(4)	44%(4)	11%(1)	<b>66</b>	73

## All questions in Psychosocial Conditions (continued)

							Score This report	Score Vedersø Idrætsefterskole
<b>Quality of leadership</b>								
	Have no manager	Never	Seldom	Sometim es	Often	Always		
do you get the help and support you need from your immediate manager?	0%(0)	0%(0)	0%(0)	11%(1)	33%(3)	56%(5)	<b>86</b>	86
does your immediate manager take time to engage in your professional development?	0%(0)	0%(0)	0%(0)	22%(2)	33%(3)	44%(4)	<b>80</b>	77
does your immediate manager give you the necessary criticism and praise for your work?	0%(0)	0%(0)	11%(1)	22%(2)	22%(2)	44%(4)	<b>75</b>	75
is your work recognized and appreciated by the managers?	0%(0)	0%(0)	0%(0)	33%(3)	22%(2)	44%(4)	<b>77</b>	80
does your immediate manager involve you in organizing your work?	0%(0)	0%(0)	0%(0)	11%(1)	67%(6)	22%(2)	<b>77</b>	78
can you trust the information that comes from the management?	0%(0)	0%(0)	0%(0)	0%(0)	56%(5)	44%(4)	<b>86</b>	86
do you have sufficient authority in relation to the responsibility that you have in your work?	0%(0)	0%(0)	0%(0)	0%(0)	89%(8)	11%(1)	<b>77</b>	86
does your immediate manager explain your company's goals, so you understand what they mean for your assignments?	0%(0)	0%(0)	0%(0)	11%(1)	67%(6)	22%(2)	<b>77</b>	80

## All questions in Psychosocial Conditions (continued)

						Score This report	Score Vedersø Idrætsefterskole
<b>Quantitative demands</b>							
	Always	Often	Sometim es	Seldom	Never		
are you available to work outside normal working hours?	33%(3)	22%(2)	11%(1)	33%(3)	0%(0)	<b>36</b>	39
do you have deadlines that are hard to reach?	0%(0)	11%(1)	44%(4)	22%(2)	22%(2)	<b>63</b>	69
do you receive unexpected assignments that put you under time pressure?	11%(1)	0%(0)	22%(2)	56%(5)	11%(1)	<b>63</b>	64
is it necessary to work overtime?	11%(1)	11%(1)	67%(6)	11%(1)	0%(0)	<b>44</b>	50
is it necessary to keep a high work pace?	11%(1)	11%(1)	67%(6)	11%(1)	0%(0)	<b>44</b>	49
	Never	Seldom	Sometim es	Often	Always		
do you feel that you have enough time for your assignments?	0%(0)	11%(1)	33%(3)	56%(5)	0%(0)	<b>61</b>	66
<b>Quarrels and Conflicts</b>							
				Yes	No		
Have you had quarrels and conflicts with someone at work - within the past 12 months?				67%(6)	33%(3)	<b>33</b>	69
		Rarely	Monthly	Weekly	Daily		
How often?		83%(5)	17%(1)	0%(0)	0%(0)	-	-
	Other	Custom ers, clients, partners	Manager in other departme nt	Colleagu es in other departme nt	Manager in your departme nt	Colleagu es in your departme nt	
Who have you had quarrels or conflicts with?	0%(0)	13%(1)	0%(0)	0%(0)	25%(2)	63%(5)	-
				To a small extent	To some extent	To a large extent	
Do you feel able to speak out in a constructive way when your limits have been exceeded?			Not at all	11%(1)	44%(4)	44%(4)	<b>77</b>
<b>Recognition</b>							
	Never	Seldom	Sometim es	Often	Always		
do you and your colleagues recognize each other in your work?	0%(0)	11%(1)	56%(5)	0%(0)	33%(3)	<b>63</b>	78

## All questions in Psychosocial Conditions (continued)

						Score This report	Score Vedersø Idrætsefterskole
<b>Role clarity</b>							
	Never	Seldom	Sometim es	Often	Always		
do you clearly know what your duties are?	0%(0)	0%(0)	0%(0)	78%(7)	22%(2)	<b>80</b>	81
do you get the information you need to perform your job?	0%(0)	0%(0)	11%(1)	56%(5)	33%(3)	<b>80</b>	85
do you get the guidance and instruction you need to do your job?	0%(0)	0%(0)	11%(1)	78%(7)	11%(1)	<b>75</b>	84
	Always	Often	Sometim es	Seldom	Never		
are conflicting demands put on you in your work?	0%(0)	0%(0)	11%(1)	44%(4)	44%(4)	<b>83</b>	80
<b>Spaciousness</b>							
	Never	Seldom	Sometim es	Often	Always		
do you take account of employees with less effort (eg elderly or sick) in your workplace?	0%(0)	0%(0)	44%(4)	33%(3)	22%(2)	<b>69</b>	83
<b>Work Life Balance</b>							
	Always	Often	Sometim es	Seldom	Never		
do you feel that your work drains so much of your energy that it has a negative effect on your private life?	0%(0)	33%(3)	56%(5)	11%(1)	0%(0)	<b>44</b>	55
do you feel that your work takes so much of your time that it has a negative effect on your private life?	0%(0)	22%(2)	67%(6)	11%(1)	0%(0)	<b>47</b>	56

## All questions in Sickness Absence

Sickness Absence						Score This report	Score Vedersø Idrætsefterskole					
Within the past 12 months - have you had illness caused by your work?			Do not know	Yes	No	14%(1)	0%(0)	100%(7)	<b>100</b>	100		
Do you think that the physical work environment contributes to sickness absence in your company?				Yes	No		11%(1)	89%(8)	<b>88</b>	92		
Do you think that the psychological work environment contributes to sickness absence in your company?				Yes	No		22%(2)	78%(7)	<b>77</b>	79		
Have you been ill for a longer period of time?				0%(0)	100%(9)				<b>100</b>	94		
I find the effort to reduce sickness absence in order	Not relevant	Disagree	Partially disagree	Partially agree	Agree	28%(2)	0%(0)	14%(1)	28%(2)	56%(4)	<b>80</b>	79