

5. RESUMÉ PÅ ENGELSK (SUMMARY IN ENGLISH)

Aarhus University had made a survey of the psychological work environment throughout the university. Based on the results from this study, the department (MBG) (via the Liaison Committee) was asked to identify the areas to deal with to improve the psychological work of the department and make an action plan for each of these areas.

Based on the above-mentioned results from the above-mentioned study, it can be concluded that MBG generally has a good working environment with high satisfaction and motivation among the employees, which can be seen since the employees

- overall are very satisfied with their work
- have the necessary competencies to complete the work
- feel part of a community in the workplace
- help and support each other at the department
- welcome constructive new ideas and suggestions from each other
- are tolerant and respect each other's differences
- to a certain extent handles disagreements and conflicts in a good way
- have meaningful tasks
- have a certain degree of freedom to put forward critical views

However, there are things that point in the negative direction, as a smaller group of employees:

- experience stress that makes them uncomfortable
- experience that there is no balance between tasks and the time available
- are dissatisfied with the future prospects of their job
- have been the victim of repeated cases of gross, offensive or condescending speech, bullying or discrimination

Some concrete measures need to be taken to reduce stress and get a better balance between tasks and time for the technical and administrative staff (TAP). All group leaders/leaders will talk to the TAP(s) they are in charge of (e.g. in connection with staff development interview, if this is imminent) to hear if their TAPs have stress and balance between tasks and time - and act on this.

The tenured staff will discuss at a group leader meeting what it takes to have a better balance between tasks and the time they have available. It is proposed that the faculty facilitates that foreign employees learn Danish as soon as possible so that they can teach in Danish, whereby the Danish-speaking teachers can be relieved. In addition, the group leaders discuss whether there are work assignments from the faculty that with advantage could be omitted, so that the work pressure can be reduced.

In addition, the union representatives must discuss with their members at member meetings, the group leaders discuss at group leader meetings and the head of department discusses at a common department meeting, what we can do to make people more aware of how we treat each other and intervene if they witness violations or discrimination.

It should be recommended that the offended party should confront the offender (or get help from the leader, union representative or health and safety representative) to draw attention to the problem, as this will very often solve the problem.