Summary, individual employee dialogs

At the Department of Information Technology, individual employee dialogs are carried out at ca. 18 month intervals. This is according to the department’s Action Plan for Work Environment Efforts. The latest round of individual employee dialogs took place during spring 2014. The present document summarises those dialogs.

The Heads of Division have had dialogs with the senior staff members. The main supervisors have in general carried out the dialogs with PhD students. The Head of Administration and the Head of Computer Support have had dialogs with the administrative staff and the computer support staff, respectively. The Director of Uppmax has had dialogs with the staff in his unit, and the Director of Snic with his staff. The Head of Department has had individual employee dialogs with each Head of Division, as well as with the Head of Administration, the Head of Computer Support, the Director of Uppmax and the Director of Snic.

In total, 229 individual employee dialogs were carried out in this round. This means that 83 % of the staff had dialogs. Several persons have been recruited during the spring 2014 and since they have been employed for such a short time individual employee dialogs were not carried out with them. In addition, some of those who ended their employment at the department during the spring have chosen not to have an individual employment dialog.

Summary of impressions from the dialogs

Job satisfaction appears to be generally very good. Almost all say they are satisfied or very satisfied with the work conditions.

Stress levels are high but manageable. In particular, the academic staff members experience administrative duties as a stressor. Several of them also experience that the teaching workload per person is increasing. Both academic and administrative staff experience troublesome administrative systems as a stressor. Several PhD students experience stress and uncertainty in their education.

Several staff members express some worry about changes that are underway or in planning. The uncertainty concerning the possible move to an expanded Ångström Laboratory is one example. In the Computer Support Group, there is worry concerning the discussions about central coordination of IT support. The coordination of IT support that is on-going in our campus area, with new technical solutions and new work processes is perceived as mainly positive, but there is some worry about how to manage the transition phase. In the Administrators Group there is worry concerning the effects of the KAIA project, with university-wide coordination of various administrative tasks.
Among senior researchers are concerns over funding, even among those who have their own grants.

Several staff members, not least the administrators, often depend on input from others, internally and externally. Delay of such input becomes a hindrance and annoyance.

**Suggestions for improvement made in the dialogs**

The suggestions for improvement that appeared in the dialogs during spring 2014 are division specific and will be handled on the division level. For this reason, they are not included in this department-wide summary.