

Starfsánægja og líðan starfsfólks opinberra háskóla

Málþing í Odda 1. mars 2024

Dr. Hjördís Sigursteinsdóttir
dósent við viðskiptadeild HA og formaður FHA



Félag háskólakennara



Félag háskólakennara
á Akureyri



FÉLAG PRÓFESSORA
VIÐ RÍKISHÁSKÓLA

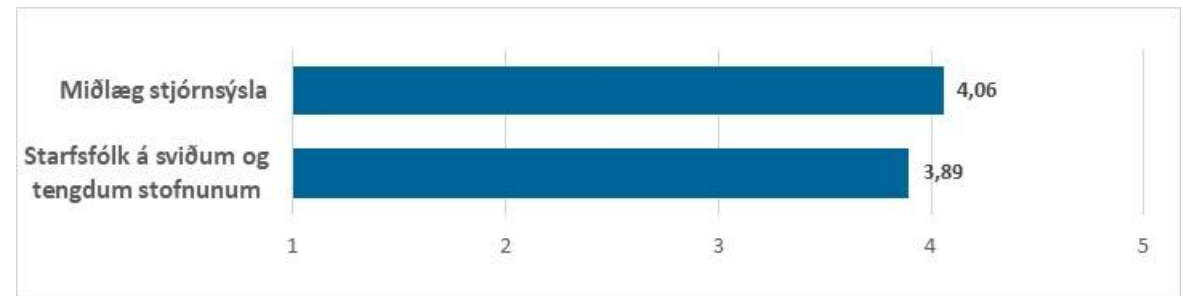
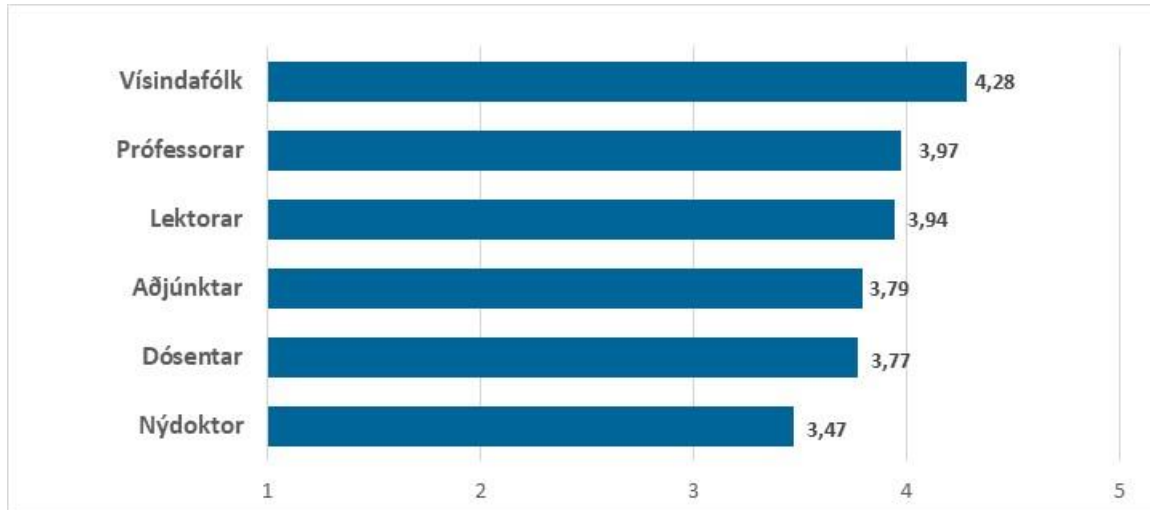
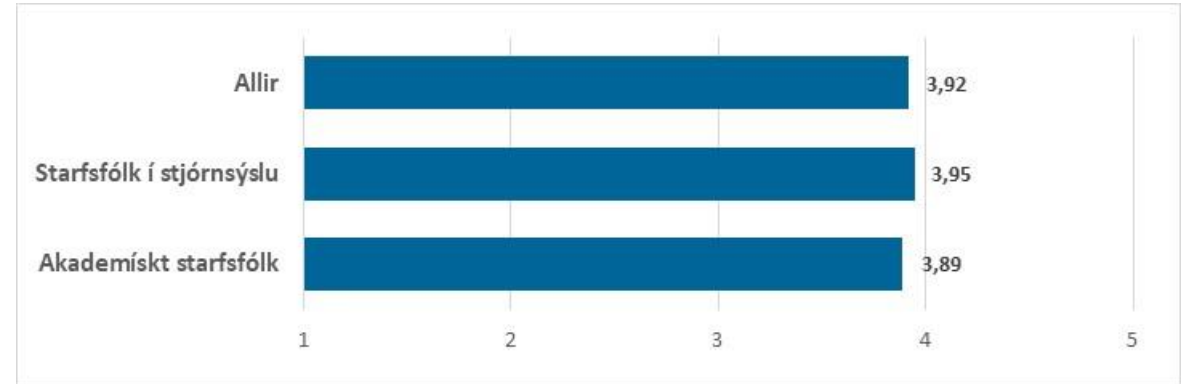
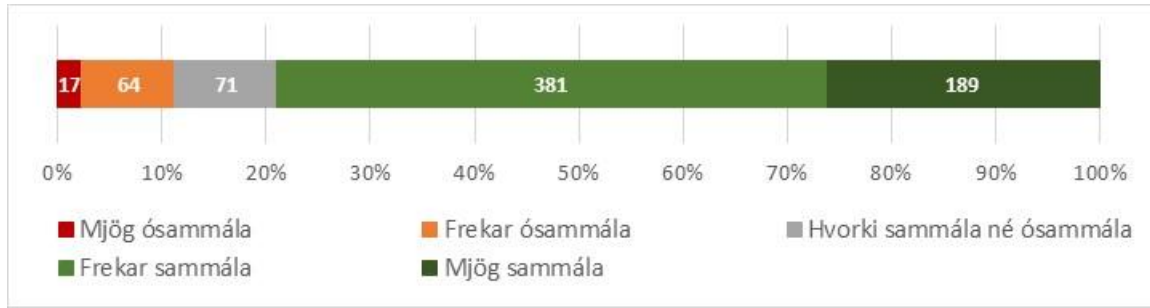
Velliðan á vinnustað

- Mikilvægt að upplifa öryggi og ánægju á vinnustað
- Hefur áhrif á líðan utan vinnunnar og þar með lífsgæði
- Góð starfsskilyrði
 - Styðja við góða heilsu
 - Þróun í starfi
 - Hæfilegt álag
 - Góð samskipti
 - Gott upplýsingaflæði
 - Góður starfsandi

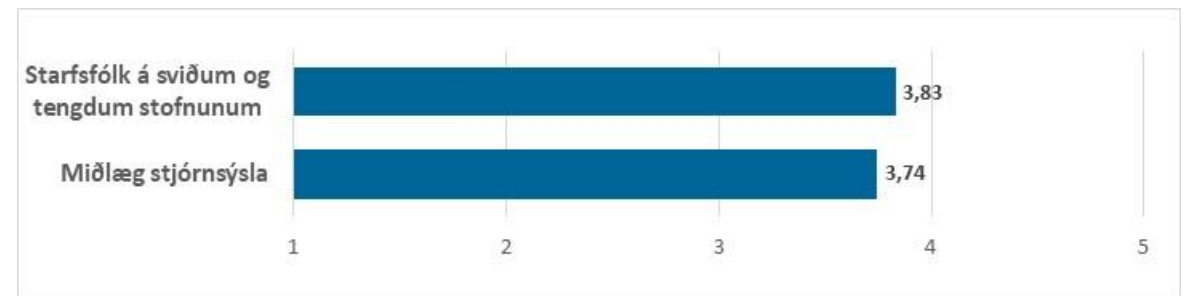
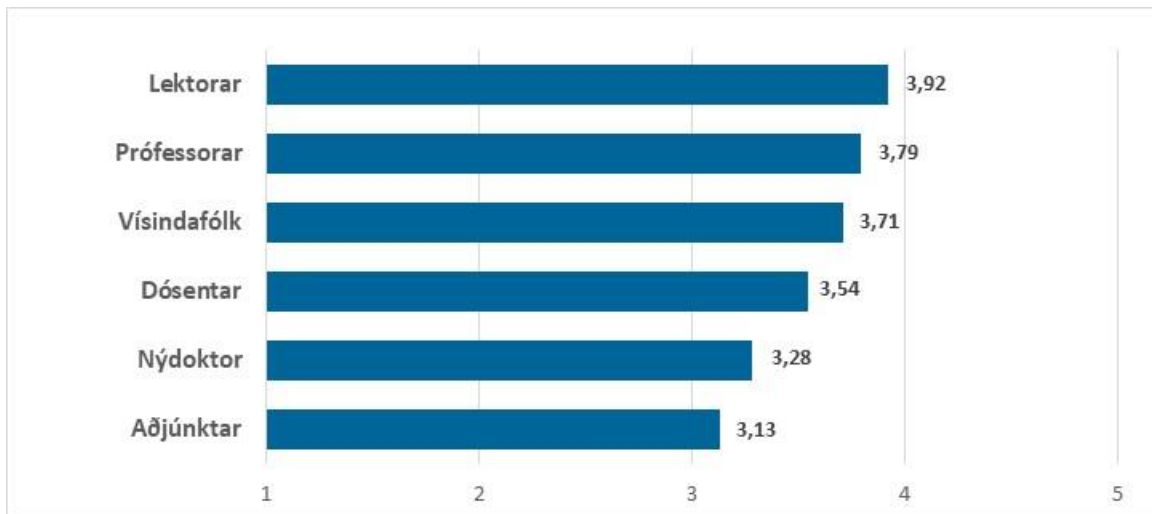
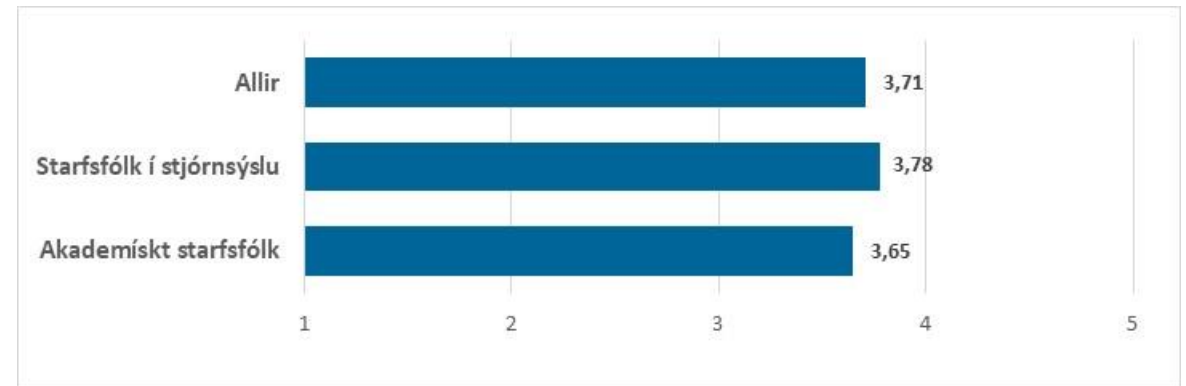
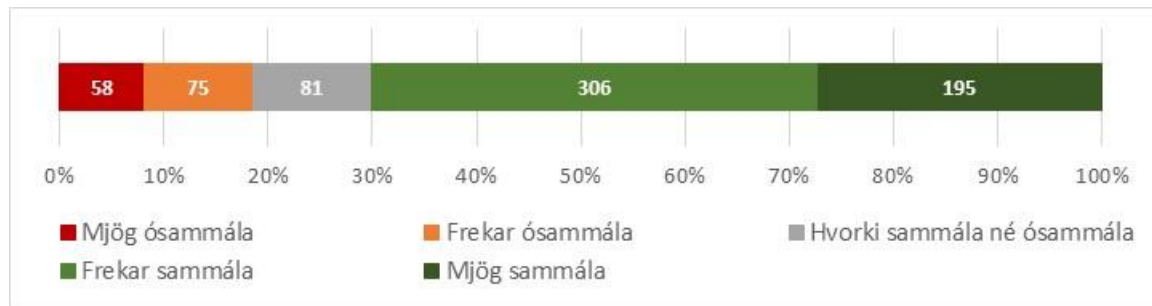


Ég er almennt ánægð/ur í starfi

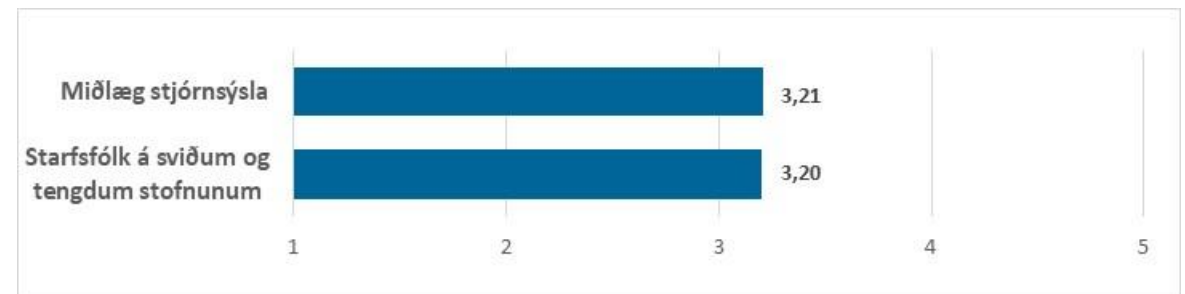
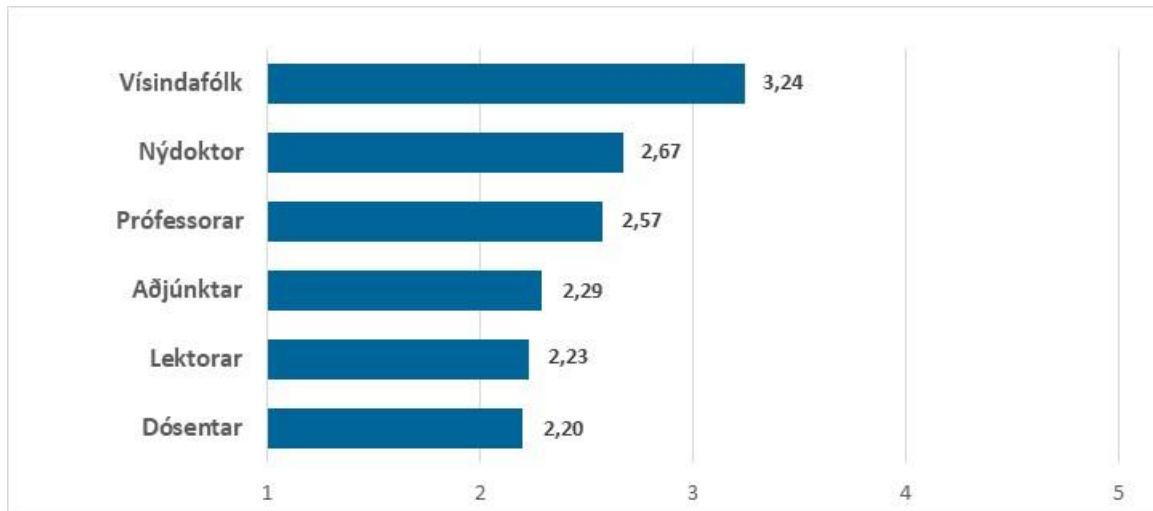
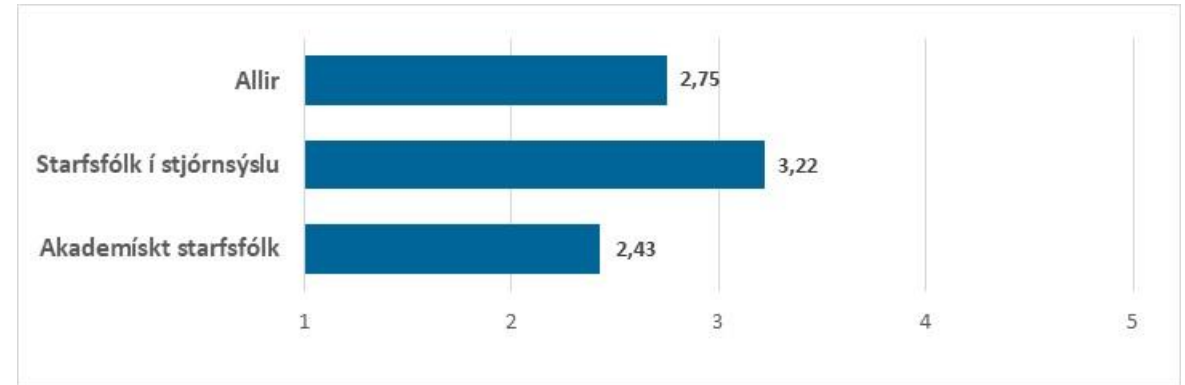
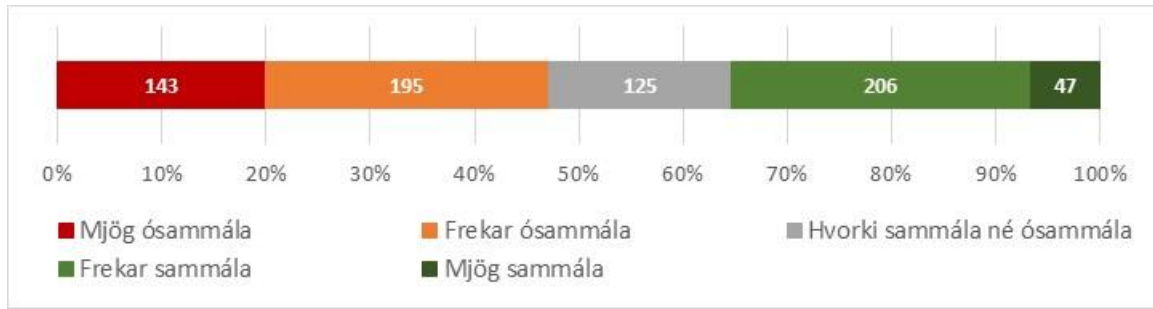
Starfsánægja er endurspeglun á jákvæðu tilfinningalegu ástandi sem er afleiðing af skynjun og reynslu hvers og eins af starfinu



Ég er ánægð/ur með núverandi vinnuaðstöðu mína

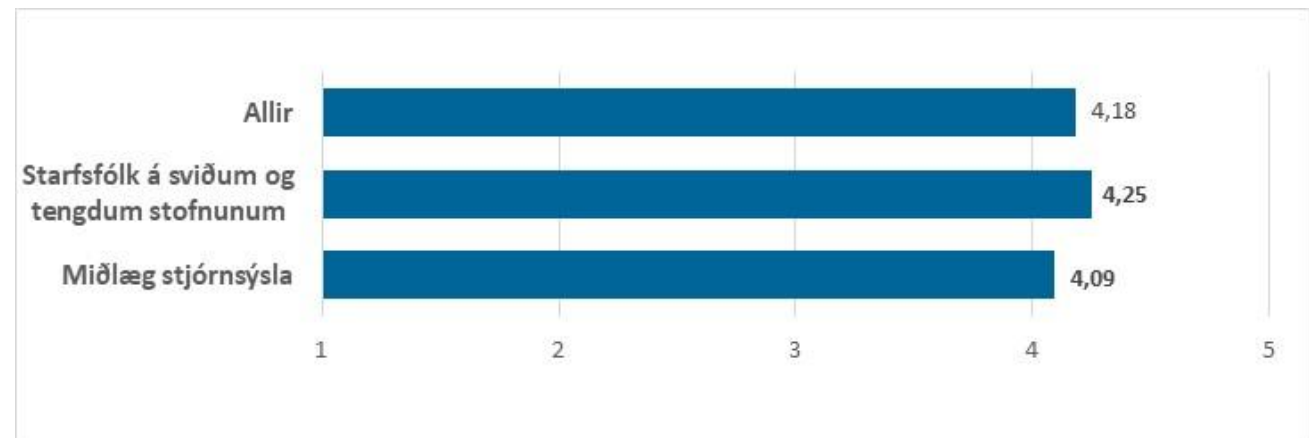
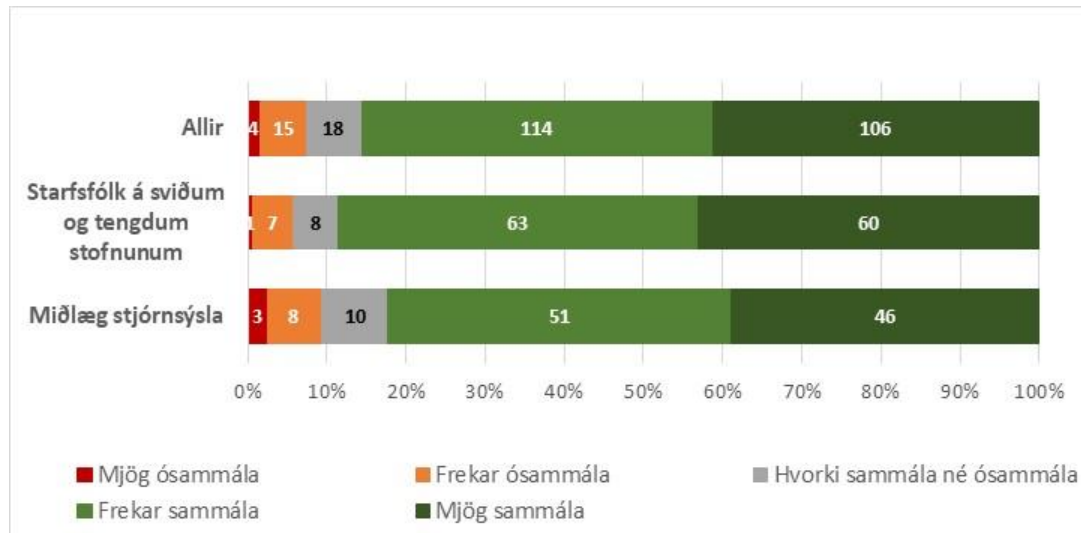


Það er passlegt vinnuálag í vinnunni



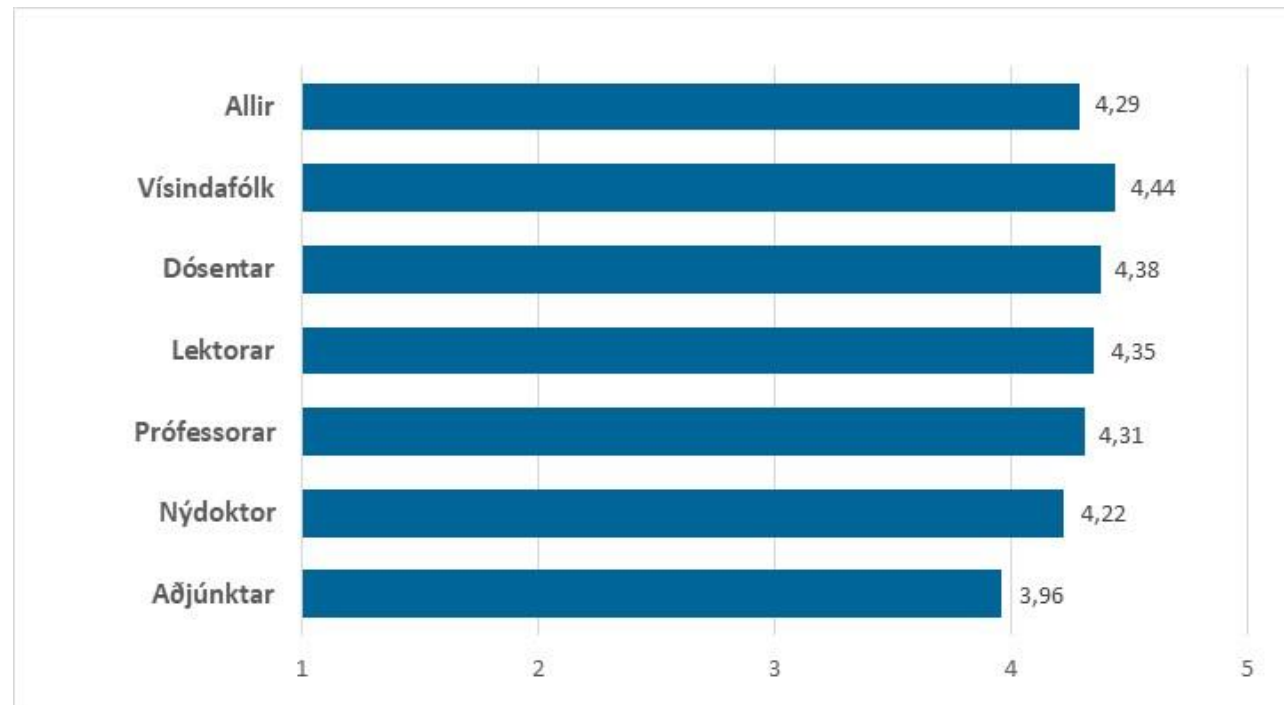
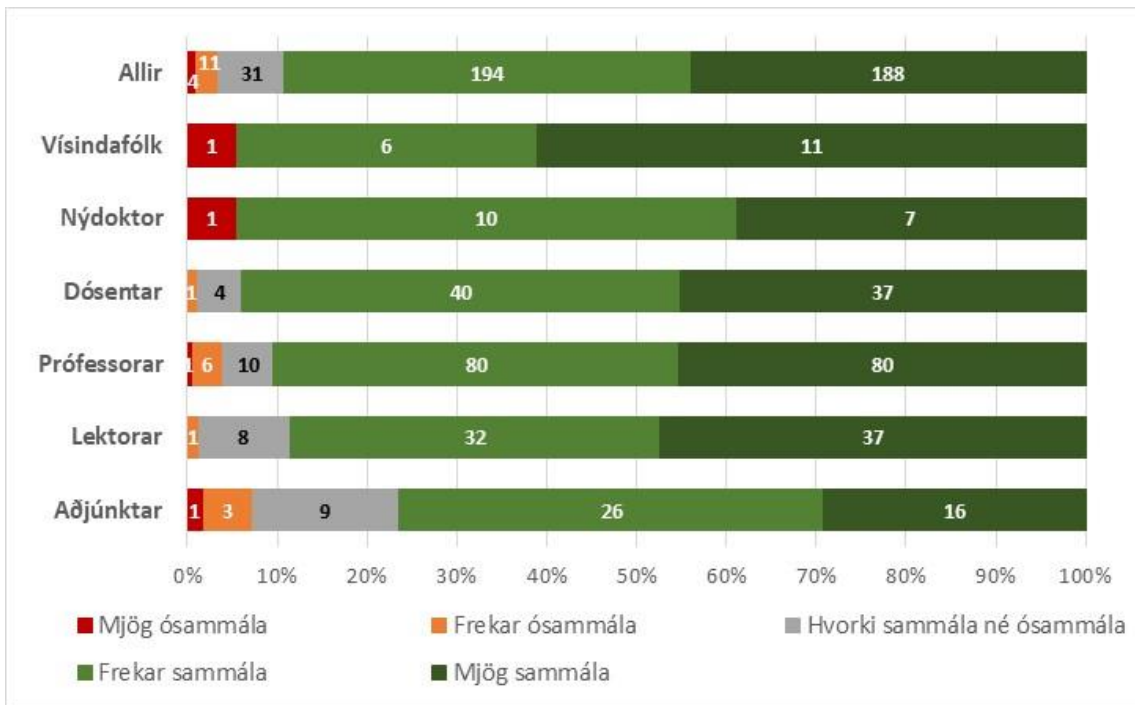
Ég nýt sveigjanleika við störf mín

Aðeins starfsfólk í stjórnarsýslu og stoðþjónustu

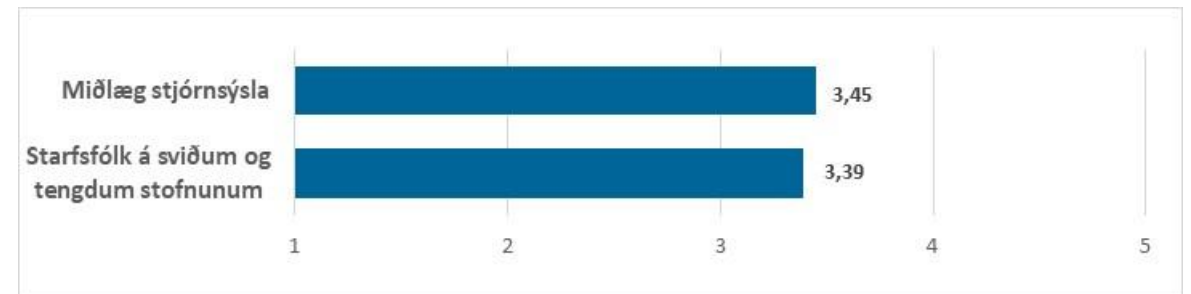
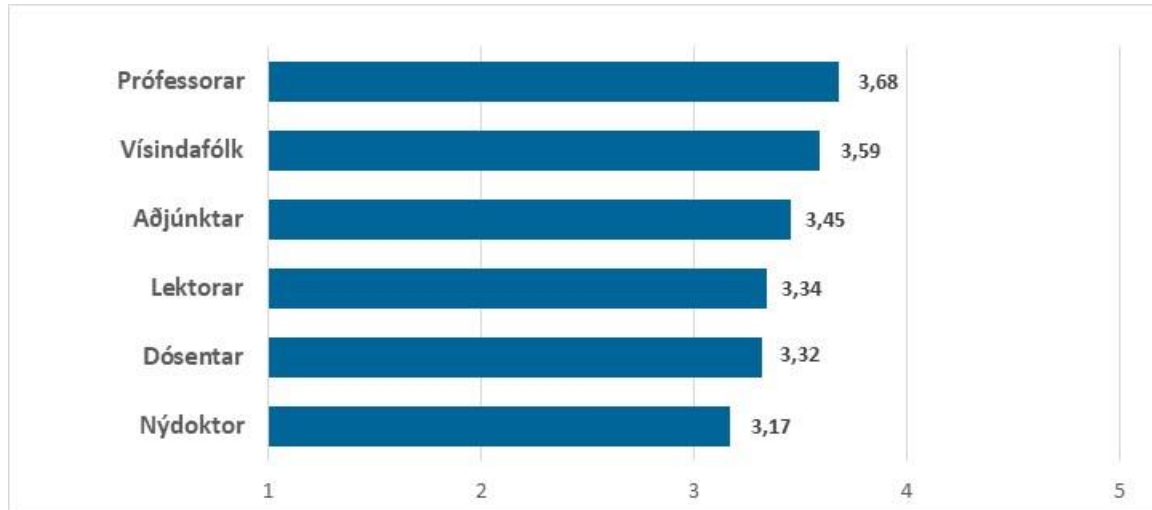
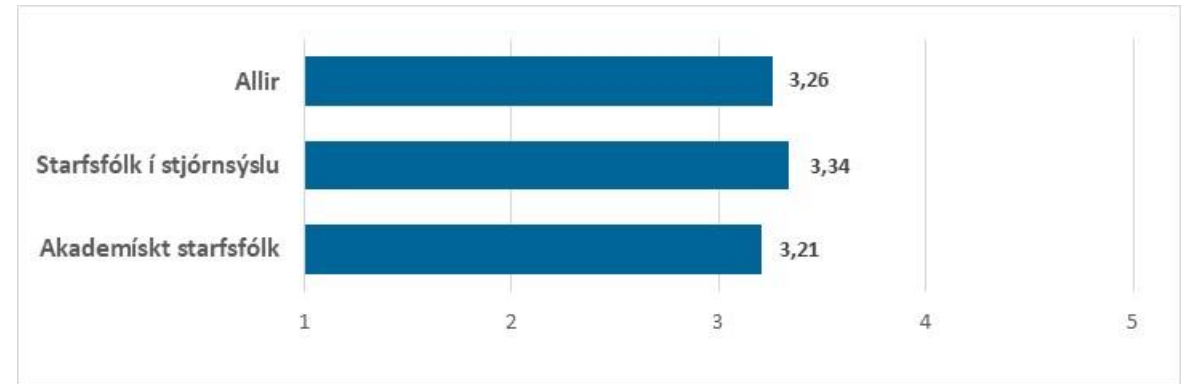
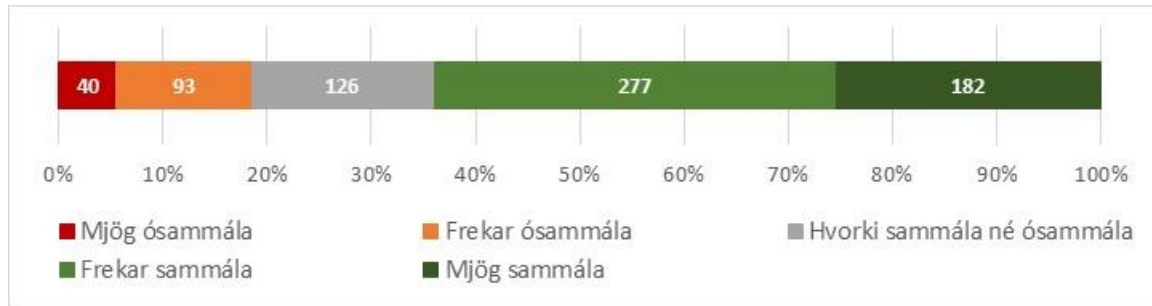


Mér finnst ég njóta akademísks frelsis við störf mín

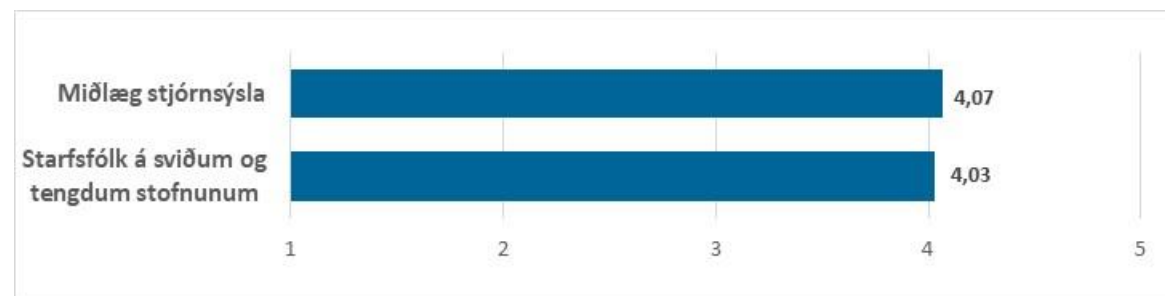
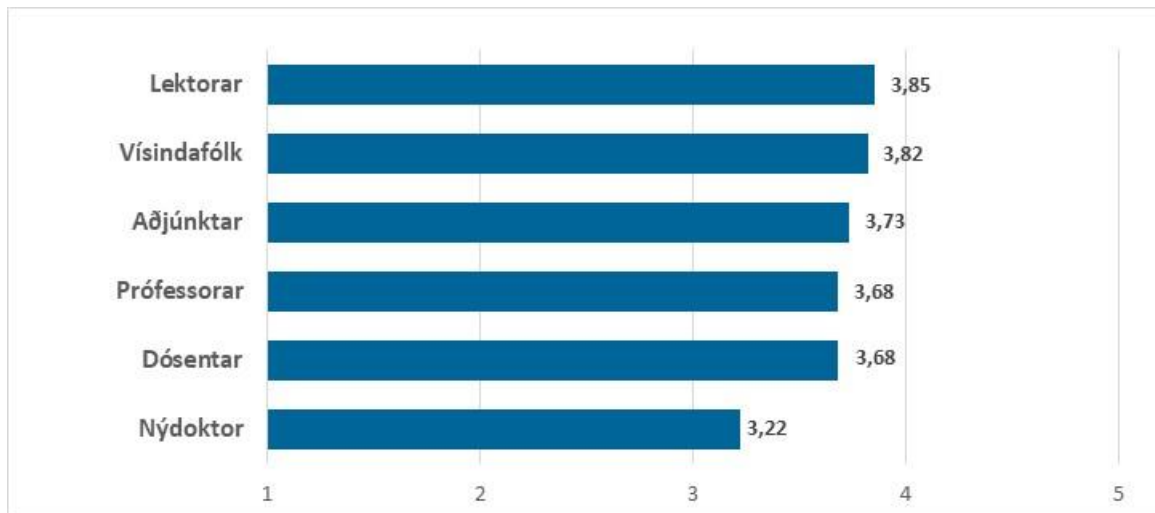
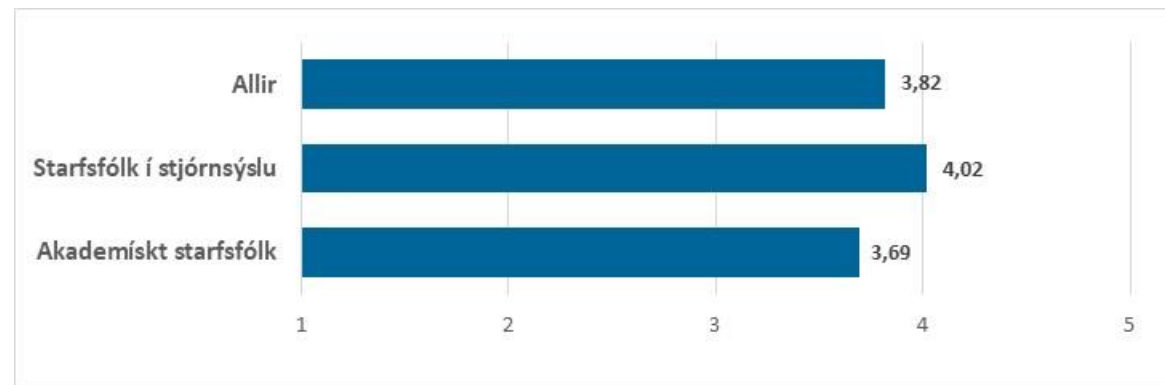
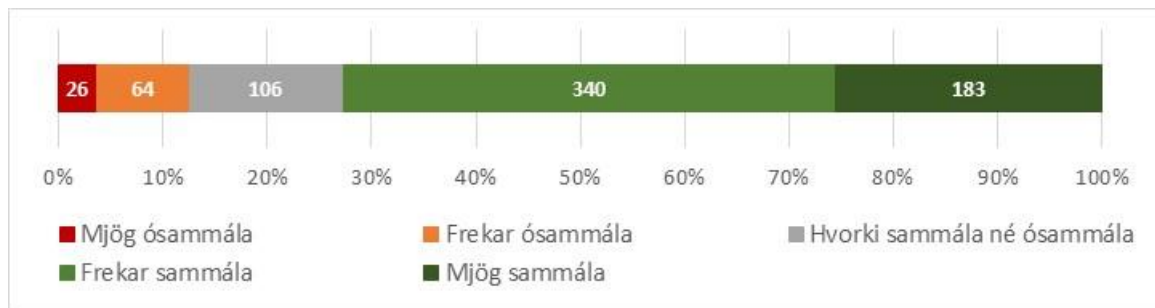
Akademískt frelsi snýst um að stunda rannsóknar að eigin vali og birta niðurstöður rannsókna sinna



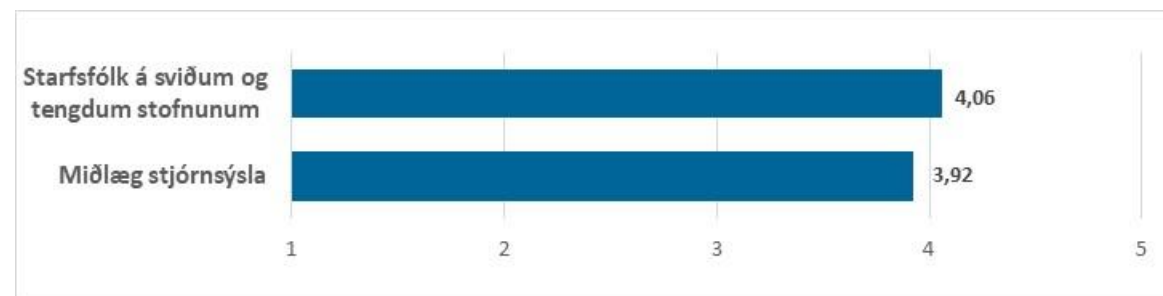
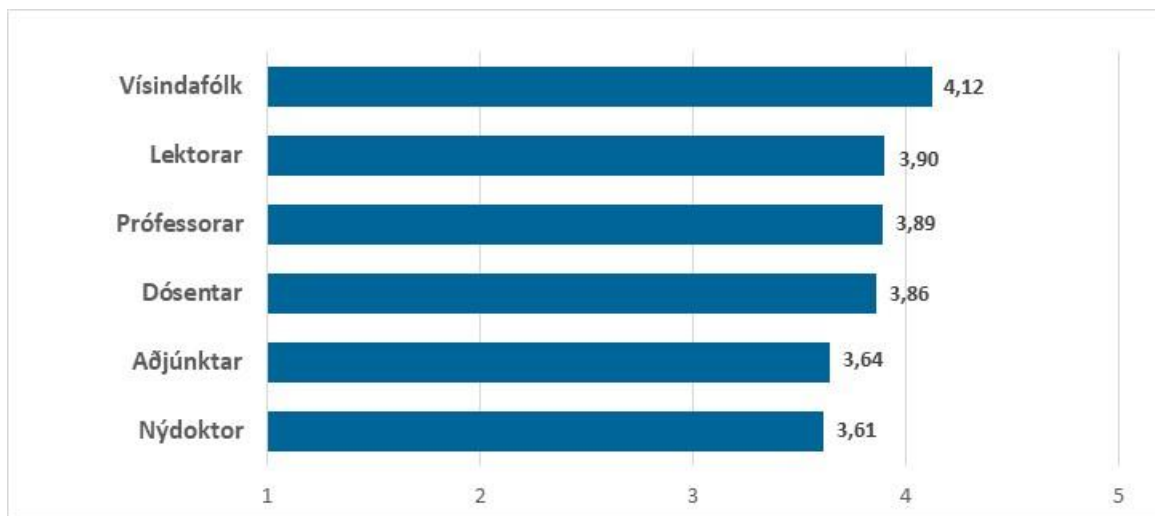
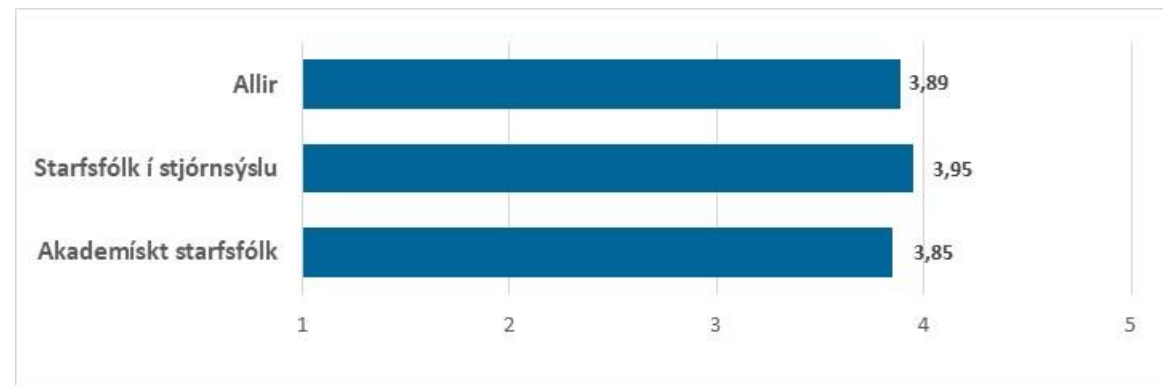
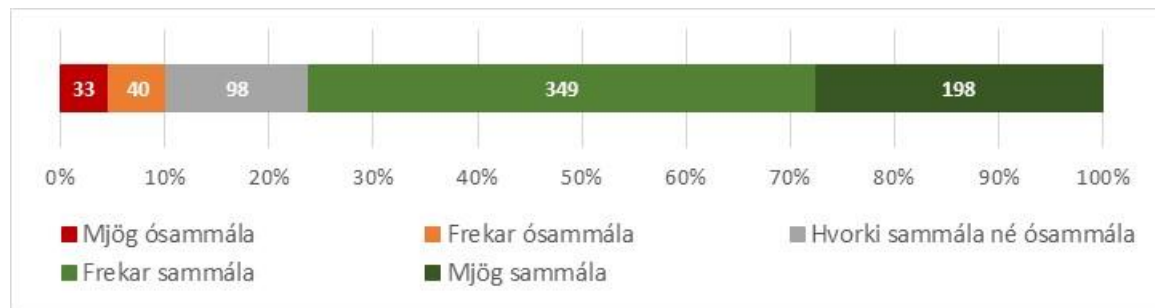
Upplýsingaflæði á vinnustaðnum er gott



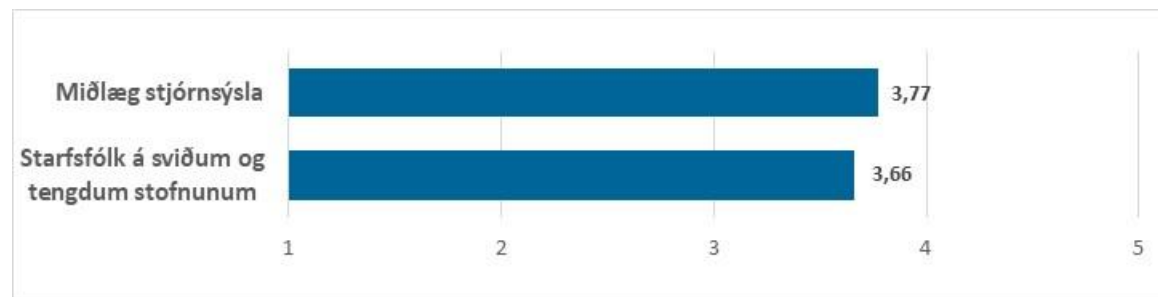
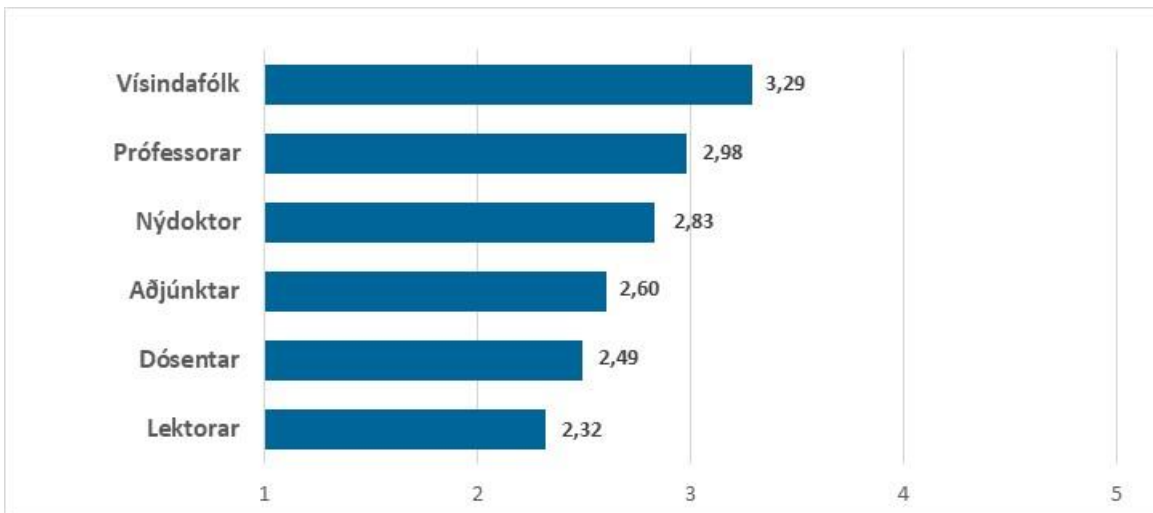
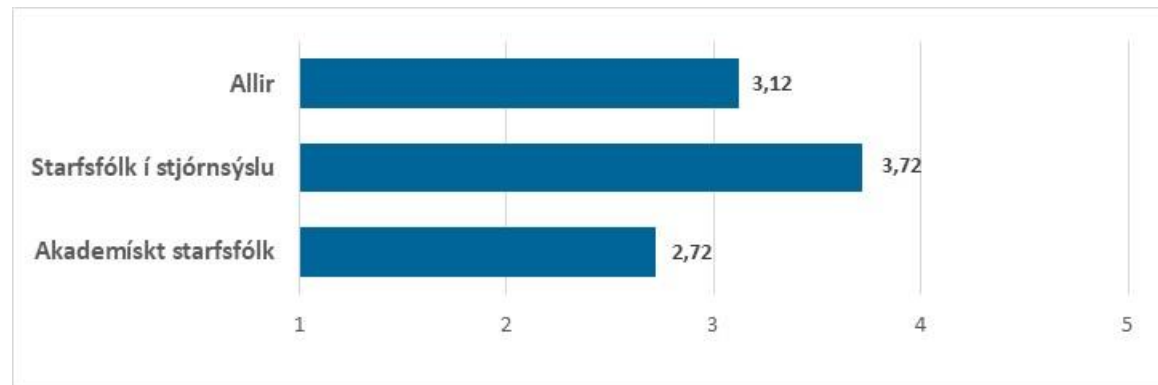
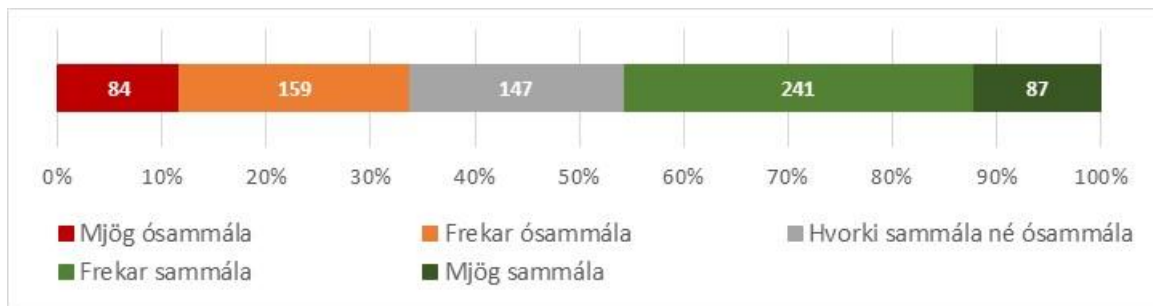
Samskipti á vinnustaðnum eru góð



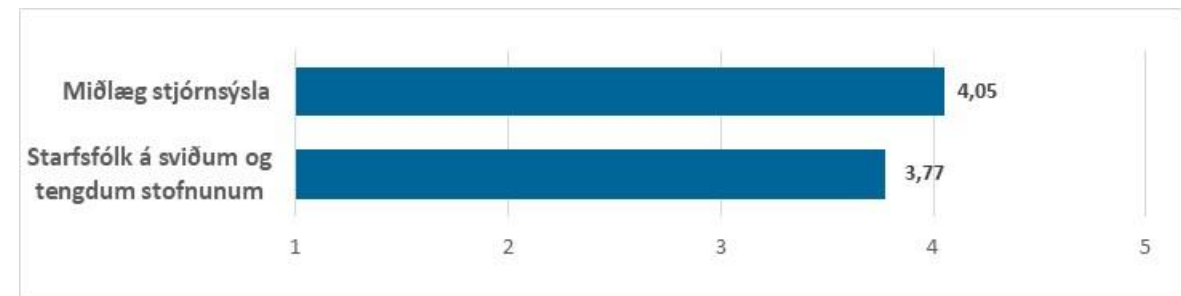
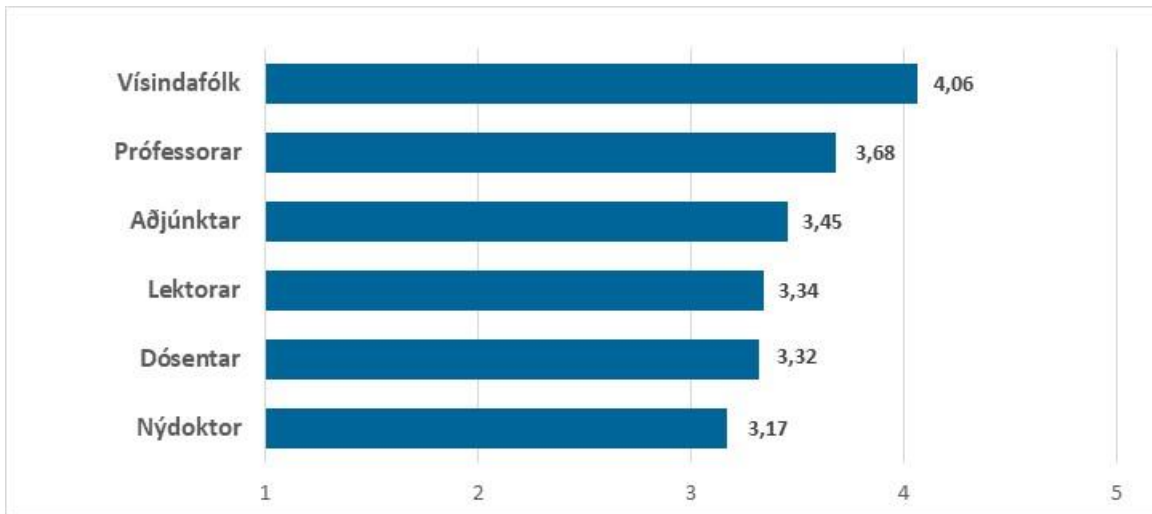
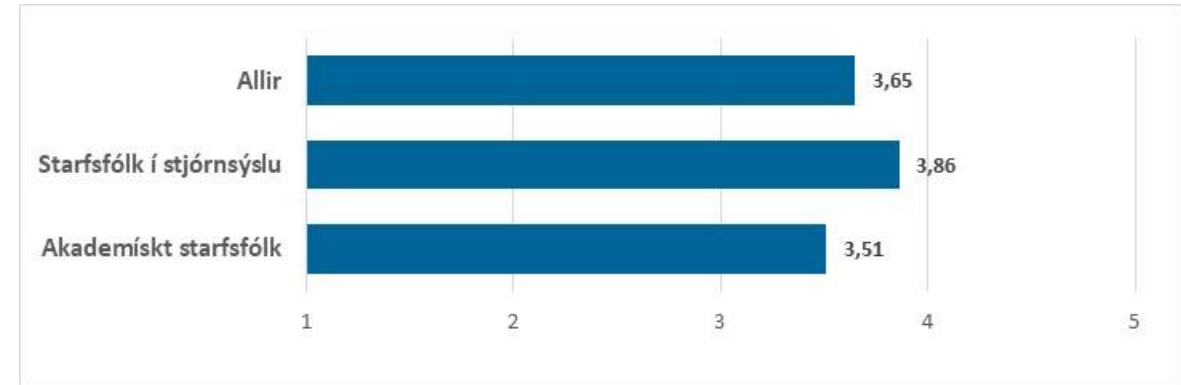
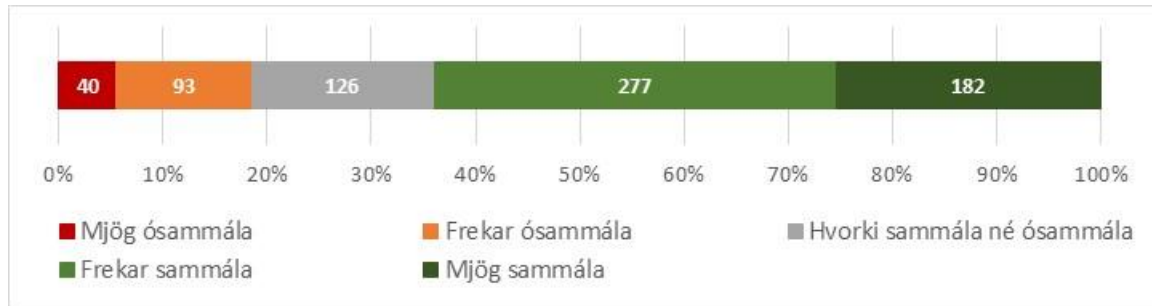
Það er borin virðing fyrir mér á vinnustaðnum



Hjá mér er gott jafnvægi milli vinnu og einkalífs



Ég get mælt með mínum vinnustað við aðra



Ályktanir

- Almennt líður starfsfólki opinberru háskólanna ekki nægilega vel í vinnunni. Vinnuálag er að sliga allt starfsfólkið og það upplifir ekki jafnvægi á milli vinnu og einkalífs. Þetta er sérstaklega slæmt meðal starfsfólks í kennslustöðum.
- Mikilvægt er að bæta úr upplýsingaflæði á vinnustöðunum en einnig mætti skoða samskiptin á vinnustöðunum og vinnuaðstöðu starfsfólksins.
- Starfsfólk í kennslustöðum mælir ekki með sínum vinnustað við aðra

Ef einhverjar spurningar vakna þá endilega hafið samband

hjordis@unak.is



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