Umeå kommunrevision

Enkätresultat Stöd- och omsorgsförvaltningen

Syfte och genomförande

Enkätens syfte var att undersöka tidigare medarbetares uppfattning om Umeå kommun som arbetsgivare. Enkäten genomfördes inom äldreomsorgsförvaltningen och stöd- och omsorgsförvaltningen.

Genomförande

- Enkäten skickades till samtliga medarbetare som avslutat sin anställning under de senaste 2 åren. Medarbetare som varit anställda mindre än 3 månader exkluderas i utskicket.
- Enkätsvaren sorteras/kategoriseras utifrån verksamhetsområden.
- Vi har använt oss av påståenden med en fyrgradig skala från ”instämmer inte alls” till ”instämmer helt”.
- För vissa påståenden lämnades möjlighet till fritextsvar om respondenten svarat ”instämmer inte alls” eller ”instämmer helt”. Fritextsvar har utelämnats i denna presentation av anonymitetsskäl.

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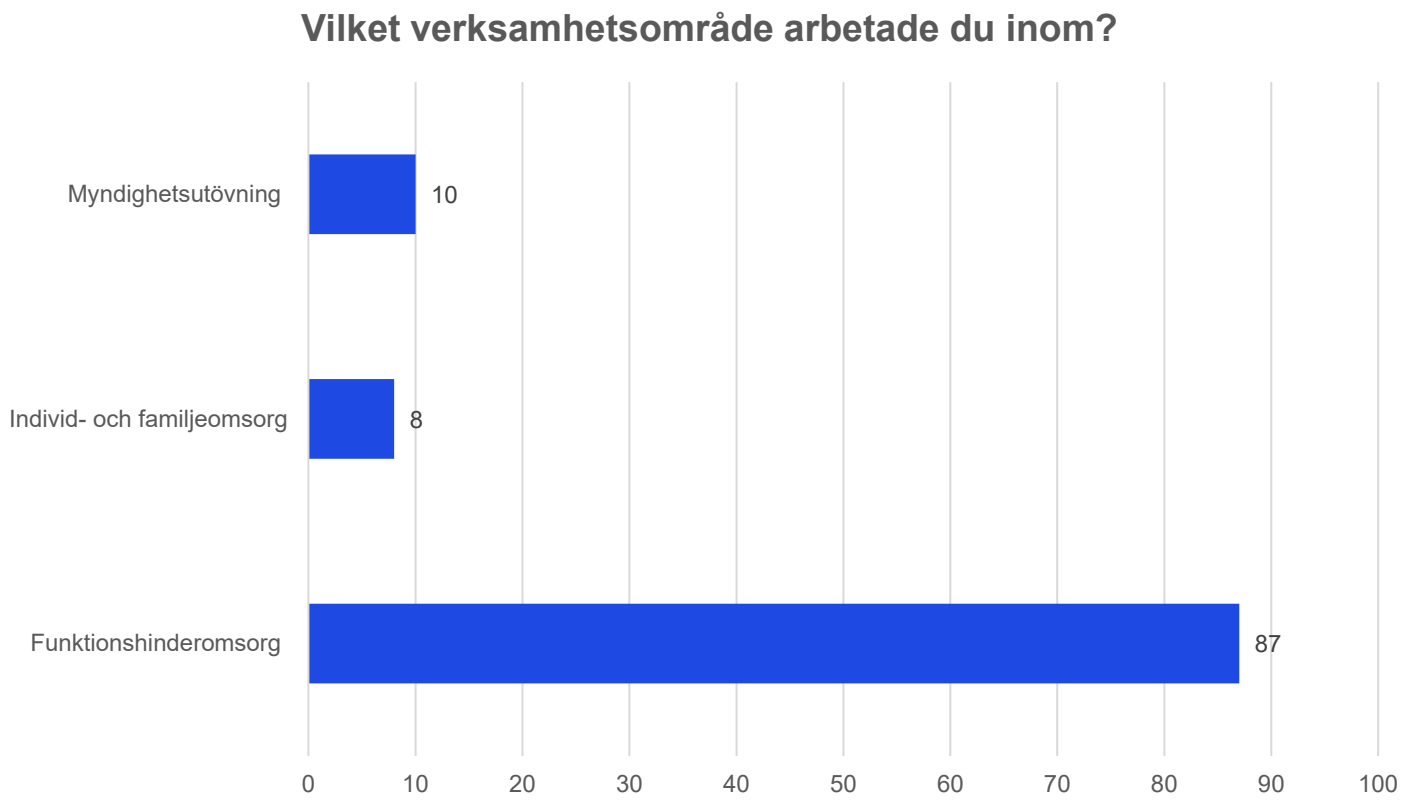
Introduktion/Kategorisering

Sammantaget antal utskick: 395

Sammantaget antal svar 105

Svarsfrekvens: 26,5%



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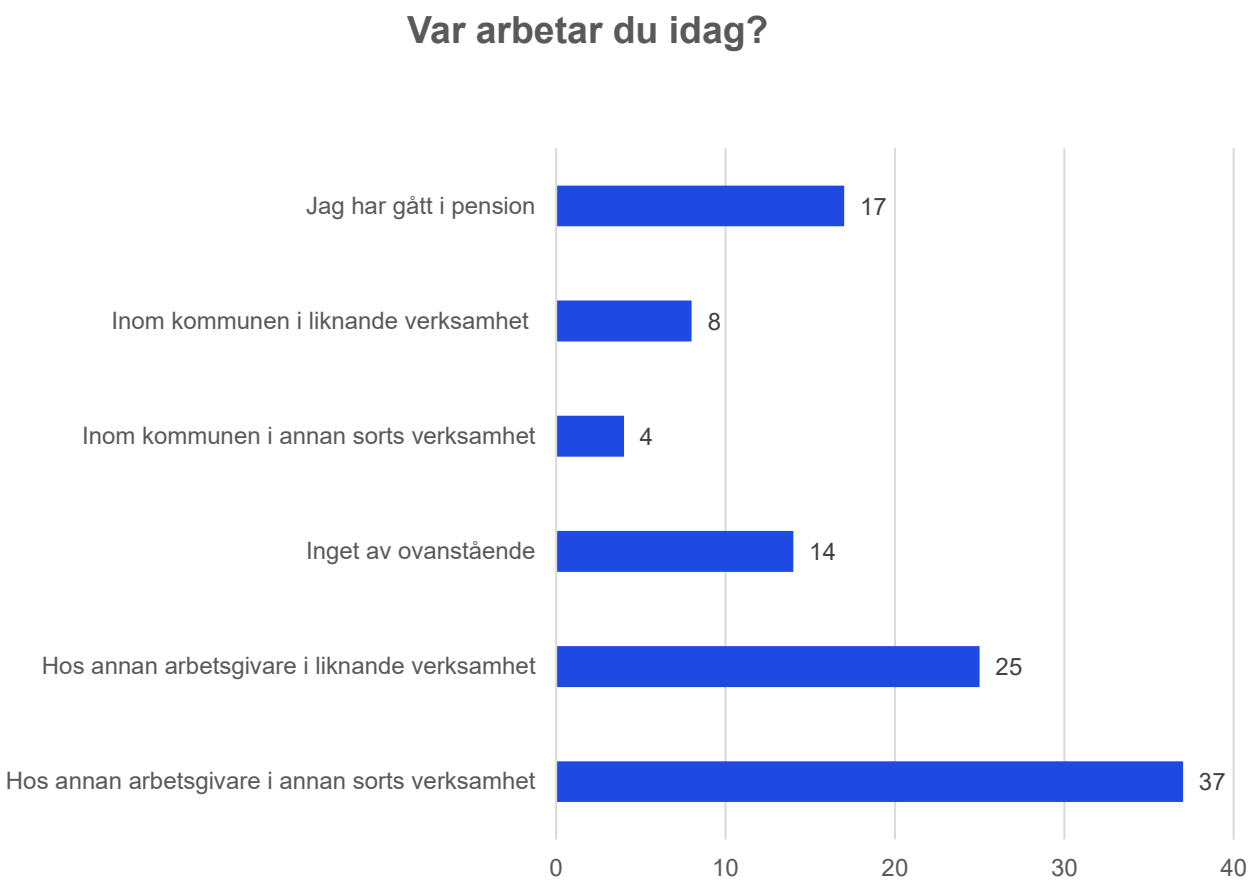
Introduktion/Kategorisering (forts.)



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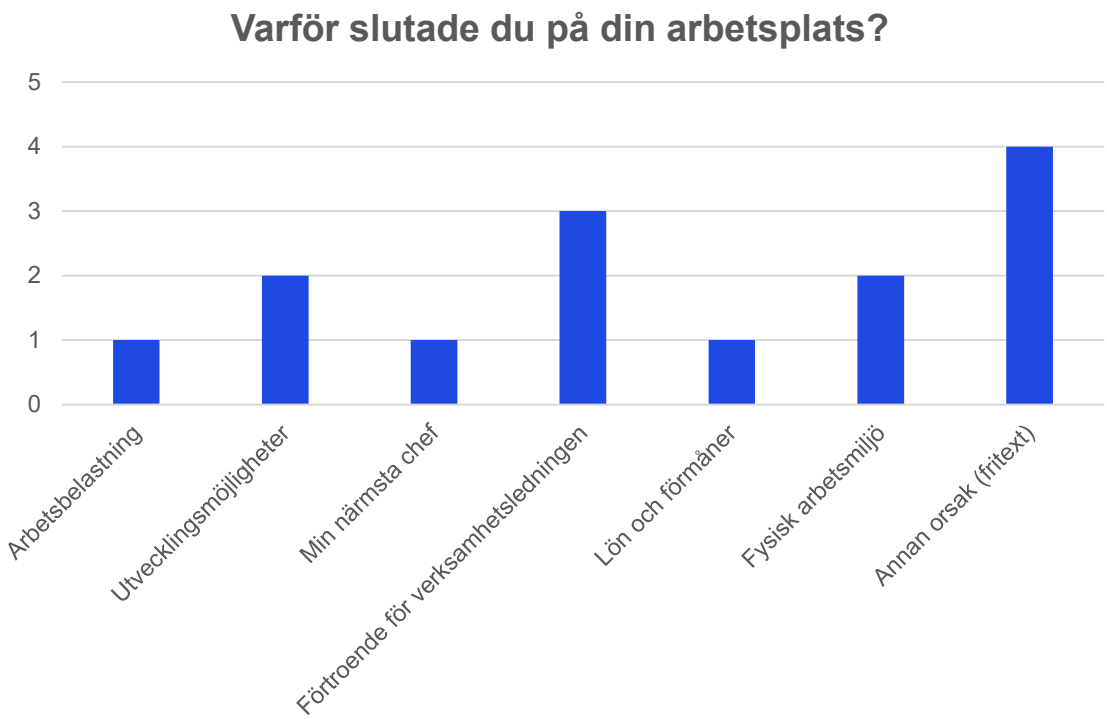
Individ och familjeomsorg - Enkätresultat

Avslut

Vilka av nedanstående faktorer har främst påverkat ditt beslut att sluta på din arbetsplats? (1-3 främsta)

- Arbetsbelastning
- Utvecklingsmöjligheter
- Min närmsta chef
- Förtroende för verksamhetsledningen
- Lön och förmåner
- Fysisk arbetsmiljö
- Kulturen på arbetsplatsen
- Fick inte rätt förutsättningar i introduktionen
- Svårt att kombinera jobb med privatliv
- Ville byta karriär/bransch
- Annan orsak (Fritext)



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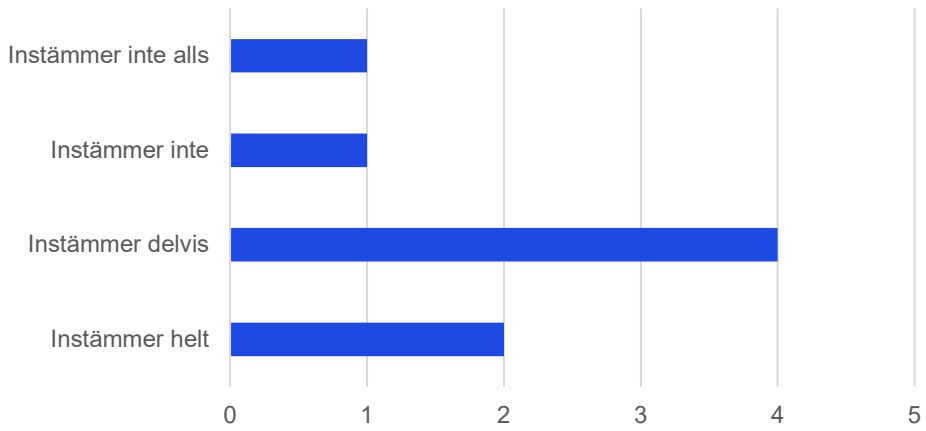
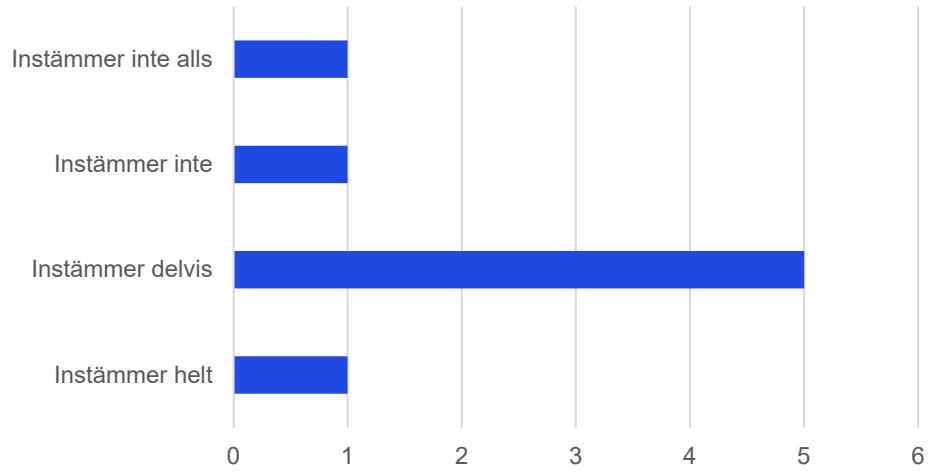
Upplevelse/syn

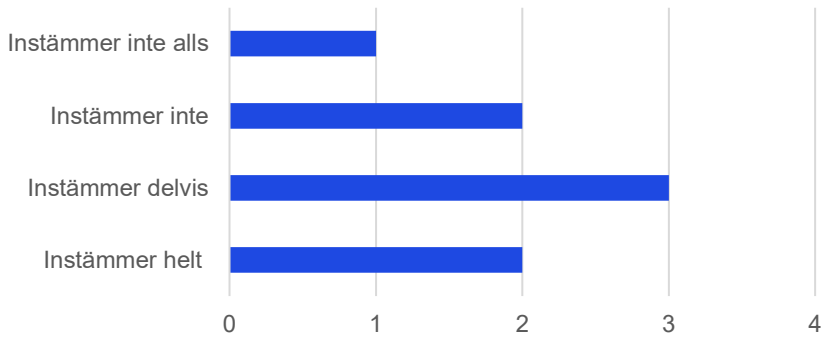
Jag trivdes bra under min anställningsperiod



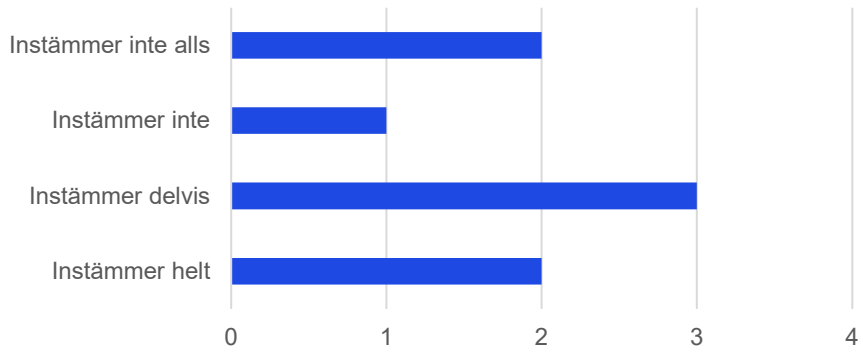
Jag kände mig värdefull på jobbet



Jag kände mig stolt över att arbeta på min arbetsplats



Jag skulle rekommendera arbetsplatsen till en vän/bekant



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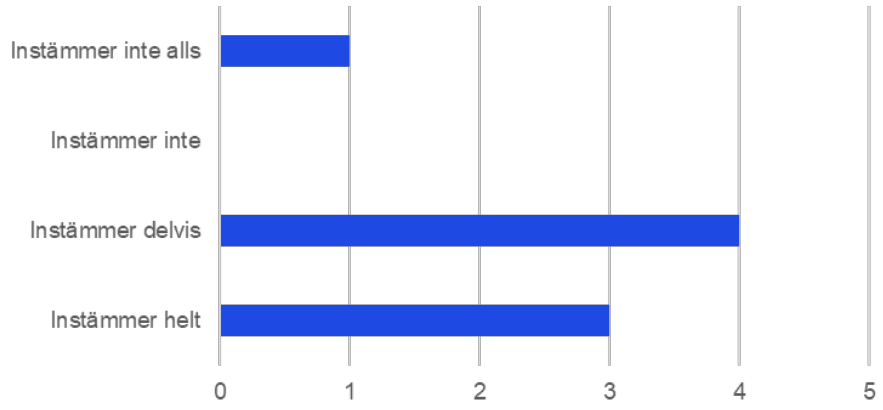
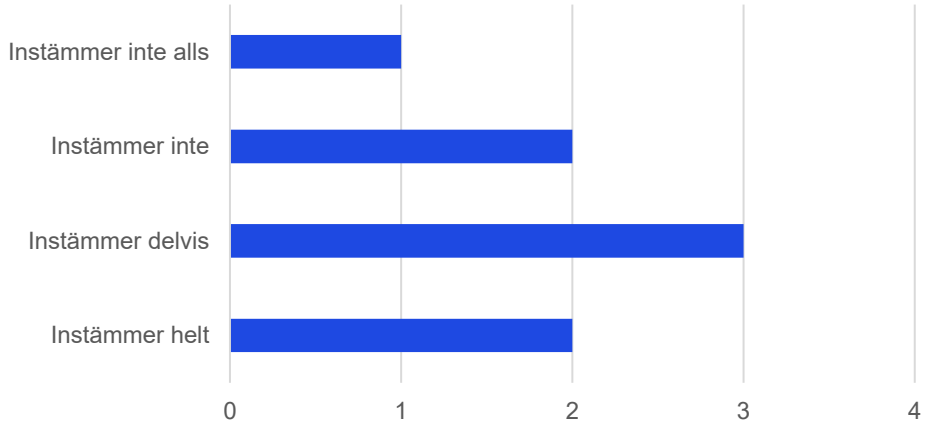
Dialog och stöd

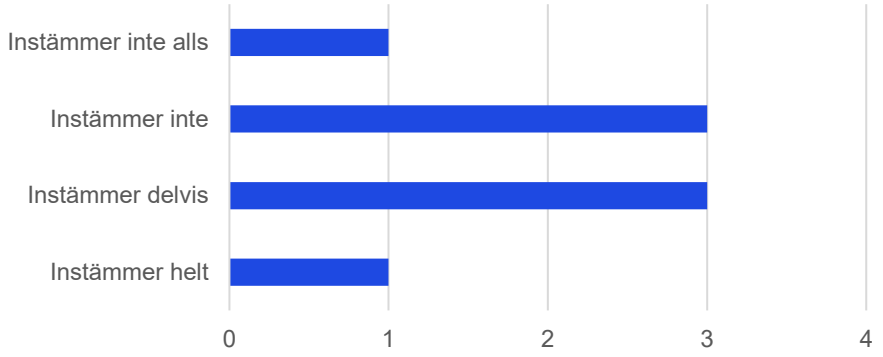
Jag hade en bra relation med mina kollegor



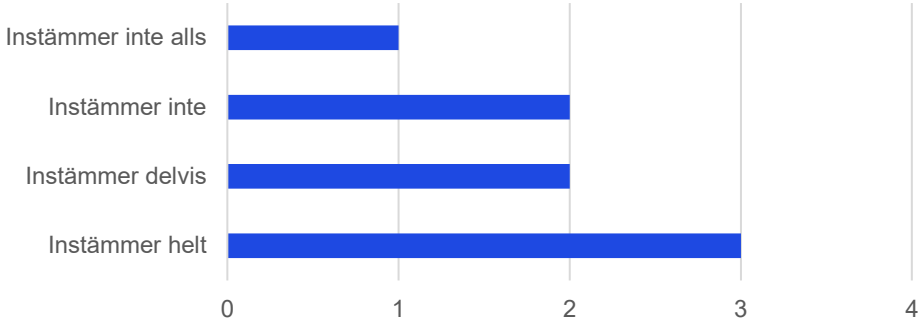
Vi hade ett bra samarbets- och samtalsklimat i min arbetsgrupp



Det var tydligt inom vilka områden jag kunde ha inflytande på arbetsplatsen



Jag fick tillräckligt med stöd från min närmsta chef i det dagliga arbetet och i att hantera utmaningar på jobbet



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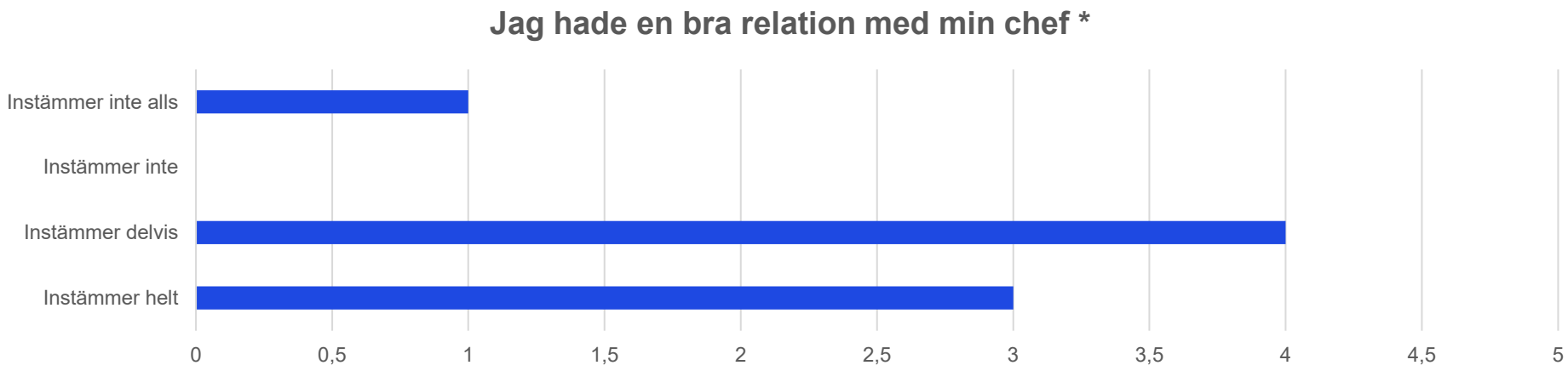
Dialog och stöd (forts.)



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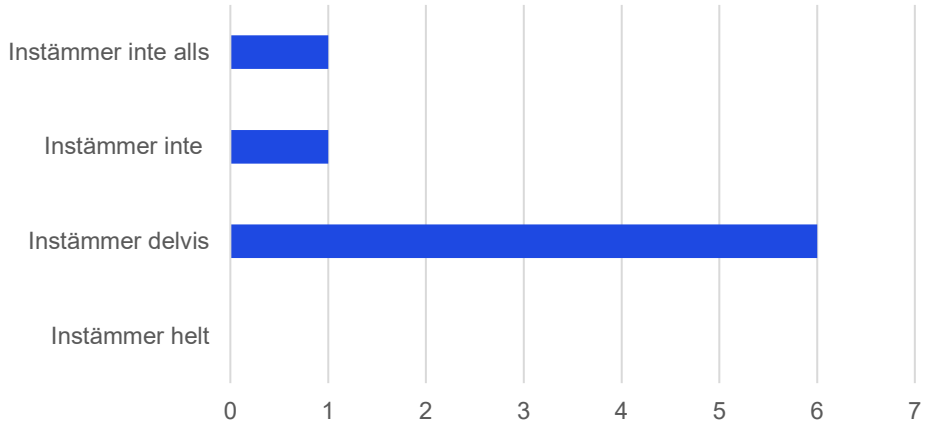
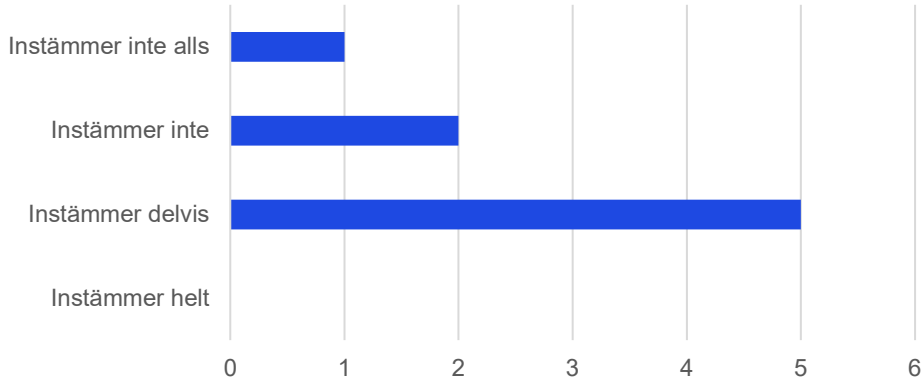
Utveckling

Vi hade en utvecklande dialog om ständiga förbättringar i verksamheten



Arbetsplatsen präglades av en arbetskultur som bidrog till att vi uppnådde våra mål



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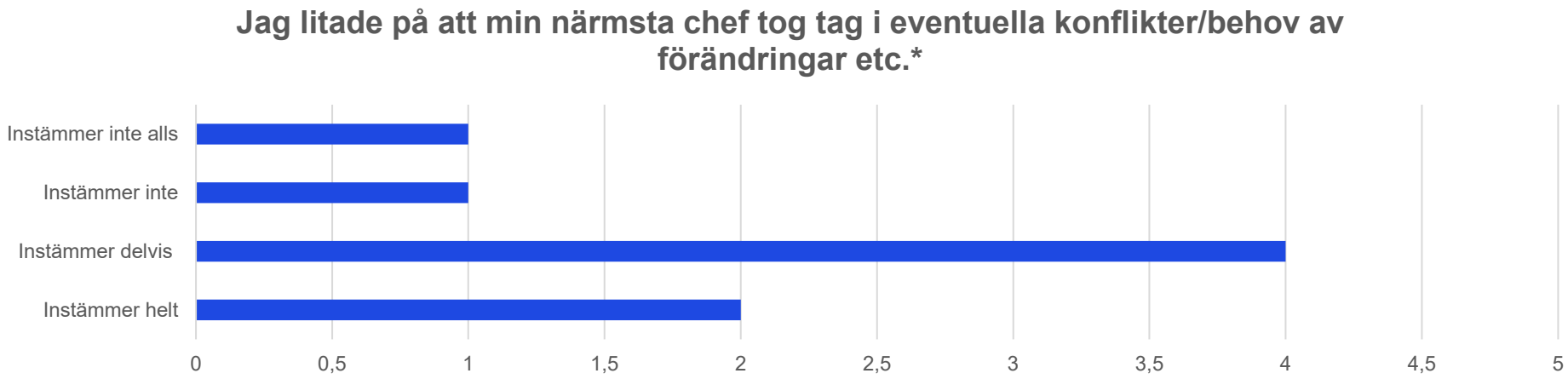
Utveckling (forts.)



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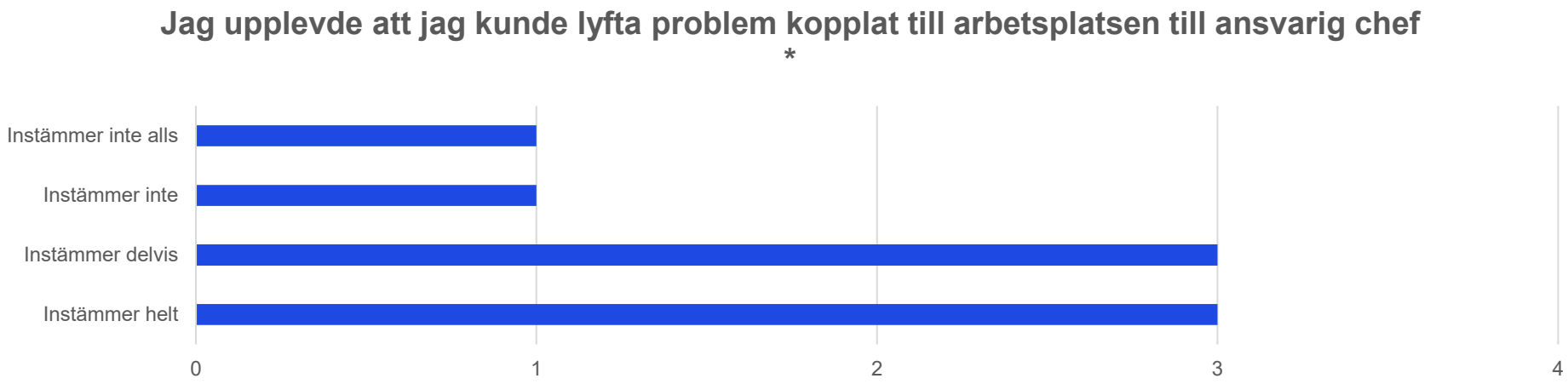
Utveckling (forts.)



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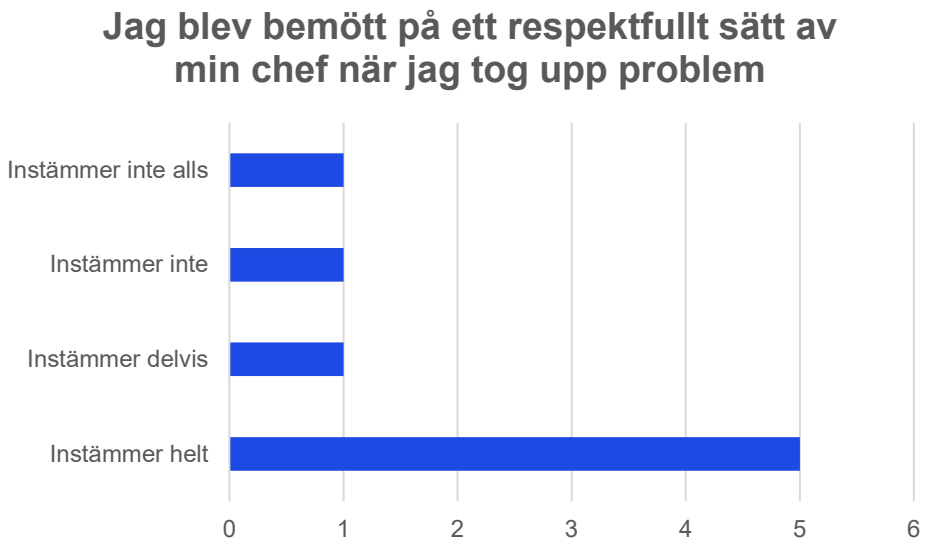
Utveckling (forts.)



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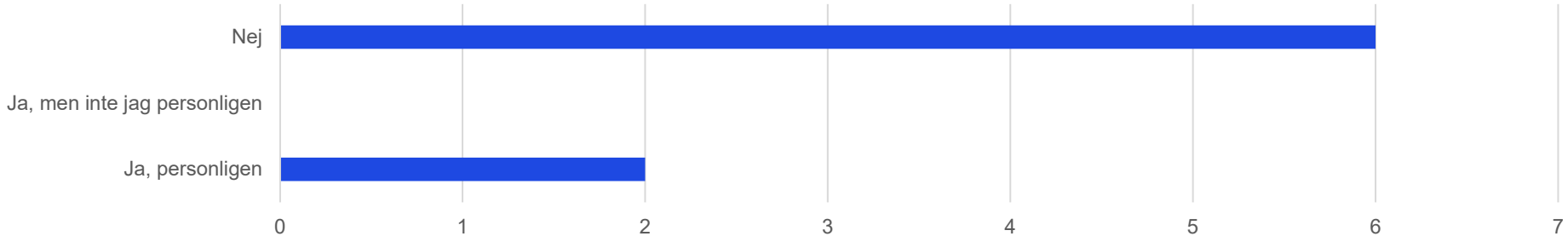
Värdegrund

Har du upplevt diskriminering p.g.a kön, könsöverskridande identitet eller uttryck, etnisk tillhörighet, religion eller annan trosuppfattning, funktionsnedsättning, sexuell läggning eller ålder?



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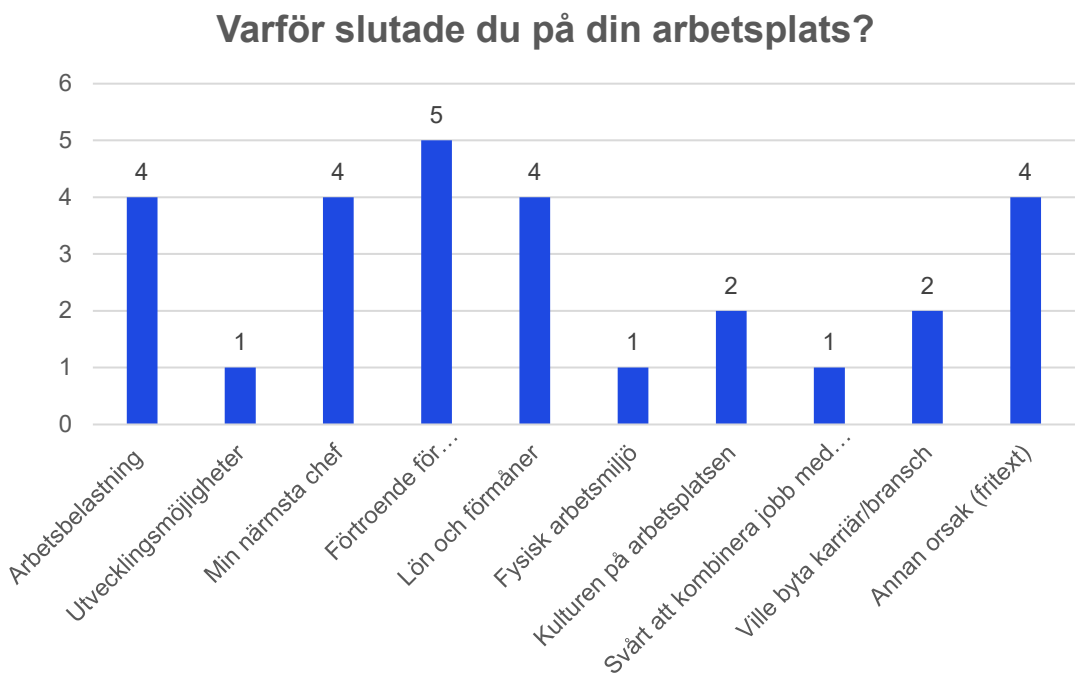
Myndighetsutövning – Enkätresultat

Avslut

Vilka av nedanstående faktorer har främst påverkat ditt beslut att sluta på din arbetsplats? (1-3 främsta)

- Arbetsbelastning
- Utvecklingsmöjligheter
- Min närmsta chef
- Förtroende för verksamhetsledningen
- Lön och förmåner
- Fysisk arbetsmiljö
- Kulturen på arbetsplatsen
- Fick inte rätt förutsättningar i introduktionen
- Svårt att kombinera jobb med privatliv
- Ville byta karriär/bransch
- Annan orsak (Fritext)



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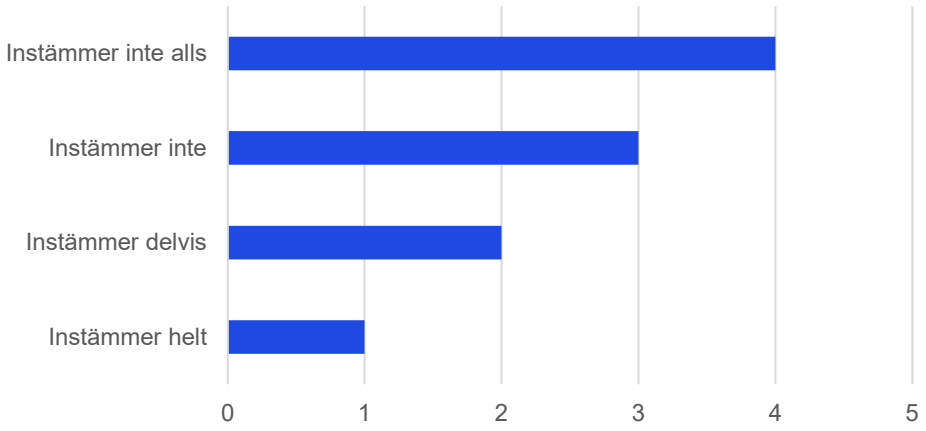
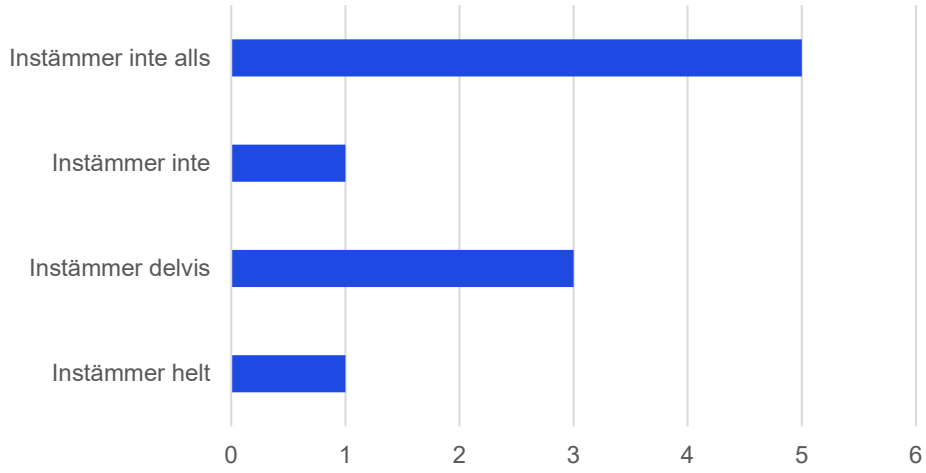
Upplevelse/syn

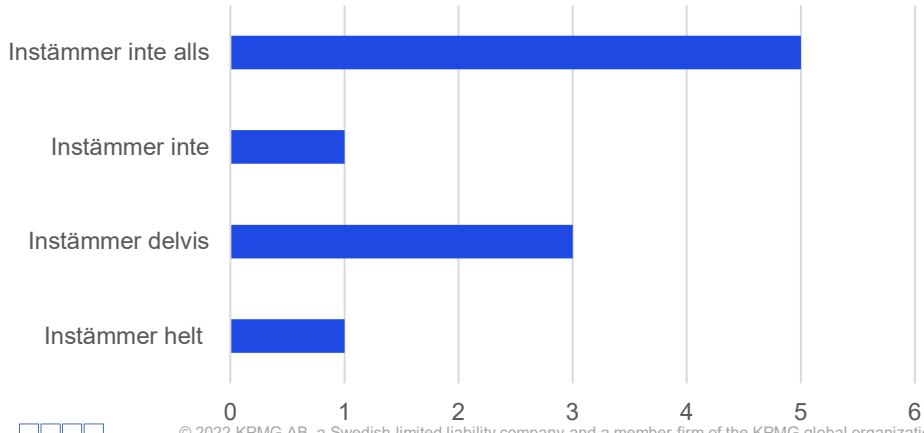
Jag trivdes bra under min anställningsperiod



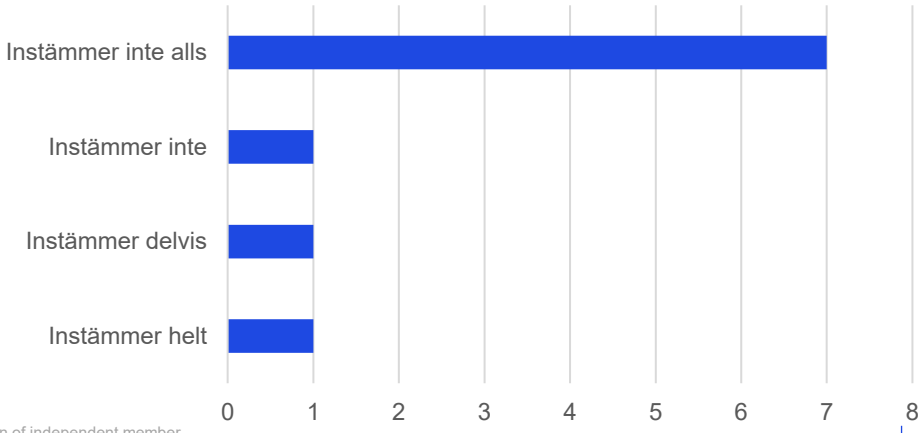
Jag kände mig värdefull på jobbet



Jag kände mig stolt över att arbeta på min arbetsplats



Jag skulle rekommendera arbetsplatsen till en vän/bekant



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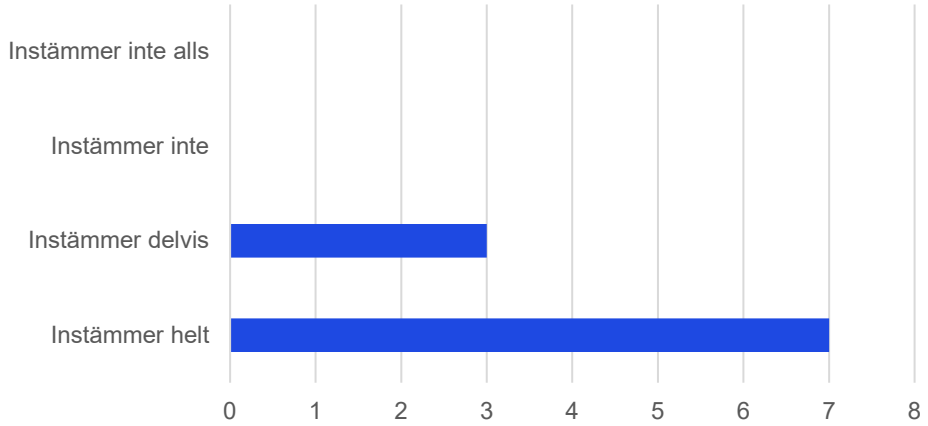
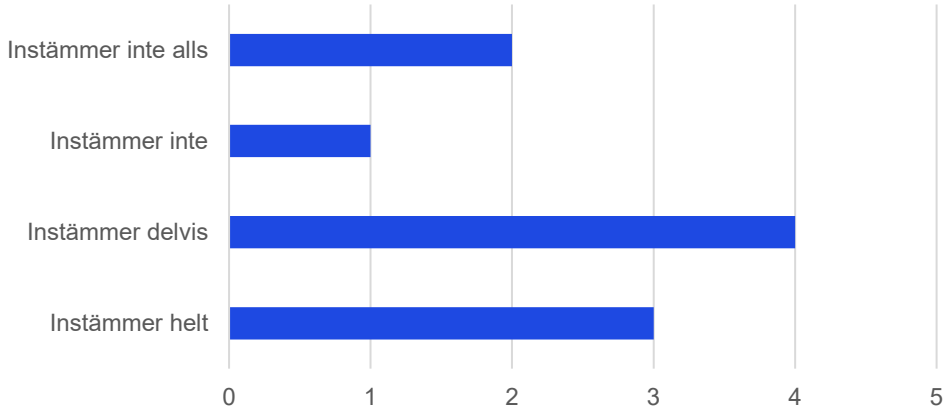
Dialog och stöd

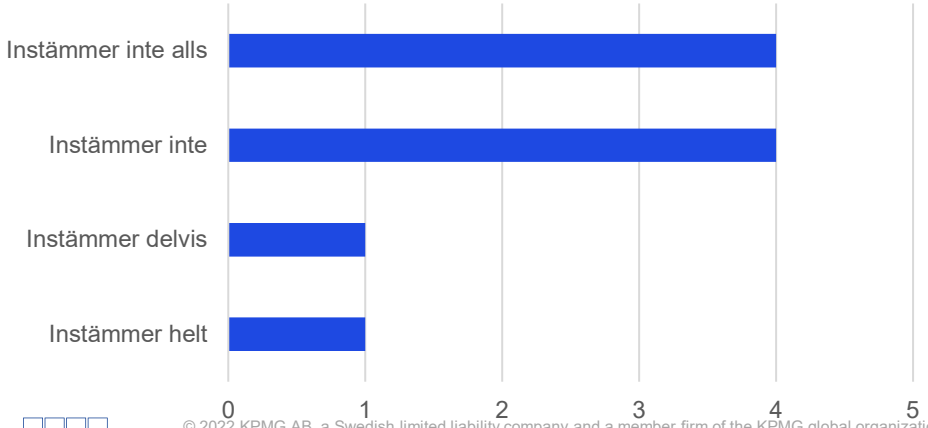
Jag hade en bra relation med mina kollegor



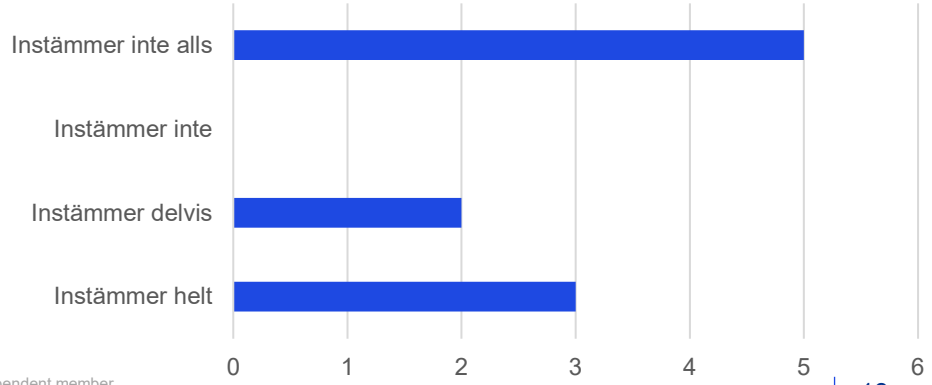
Vi hade ett bra samarbets- och samtalsklimat i min arbetsgrupp



Det var tydligt inom vilka områden jag kunde ha inflytande på arbetsplatsen



Jag fick tillräckligt med stöd från min närmsta chef i det dagliga arbetet och i att hantera utmaningar på jobbet



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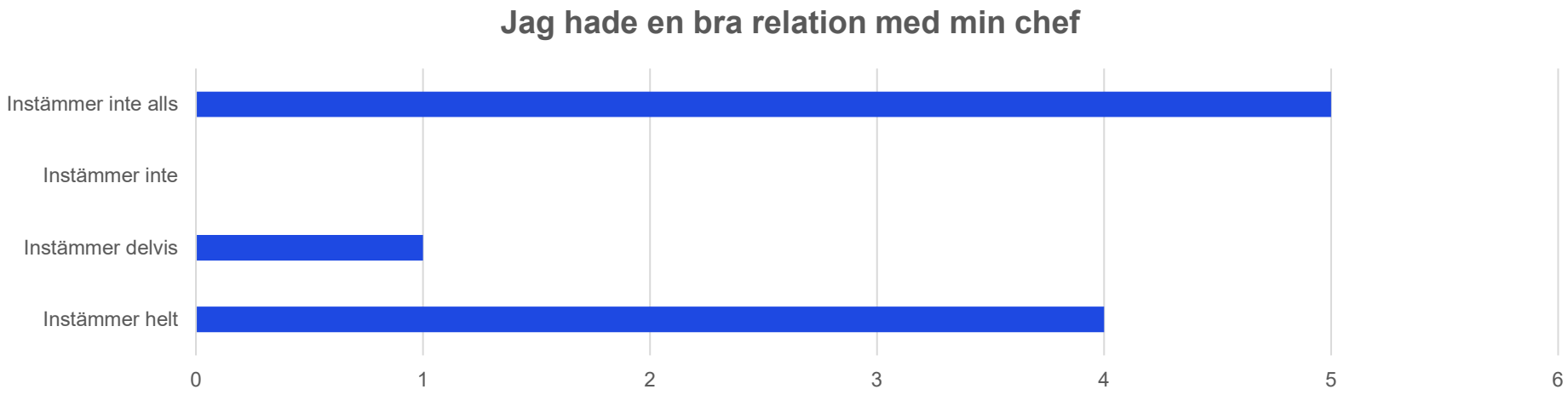
Dialog och stöd (forts.)



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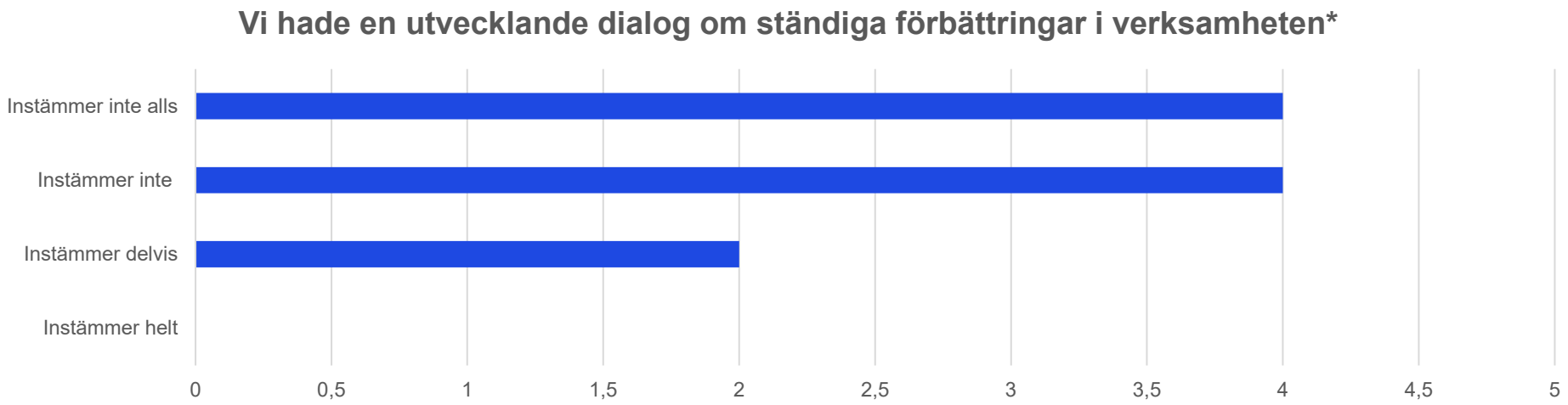
Utveckling



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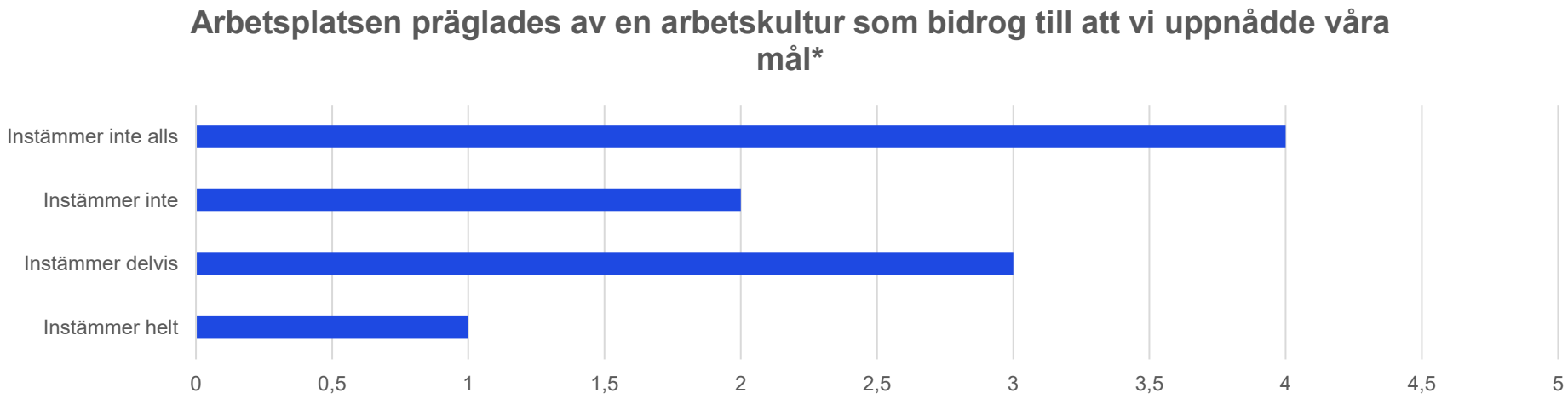
Utveckling (forts.)



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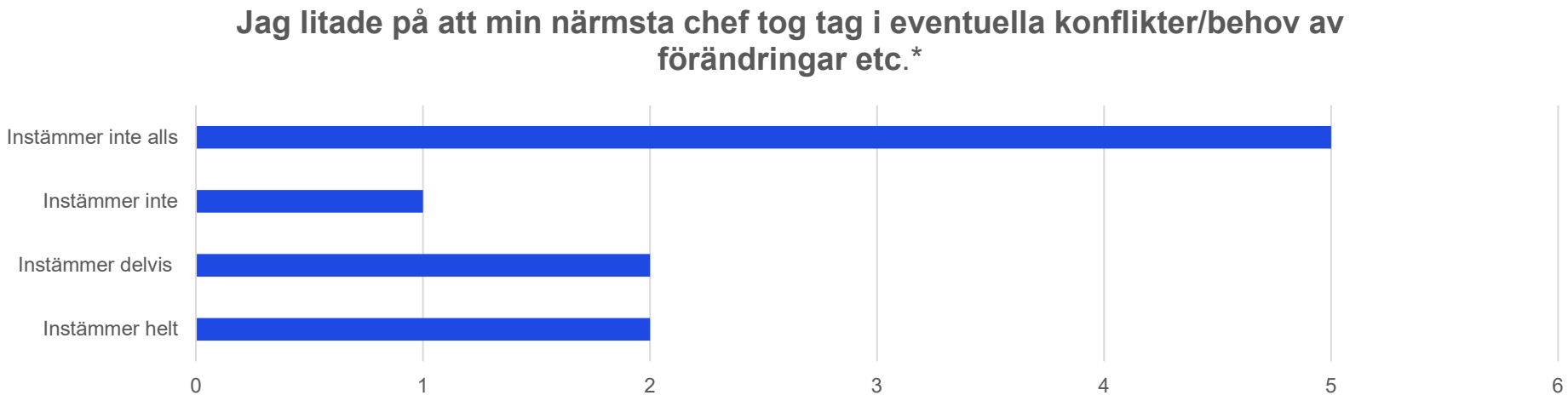
Utveckling (forts.)



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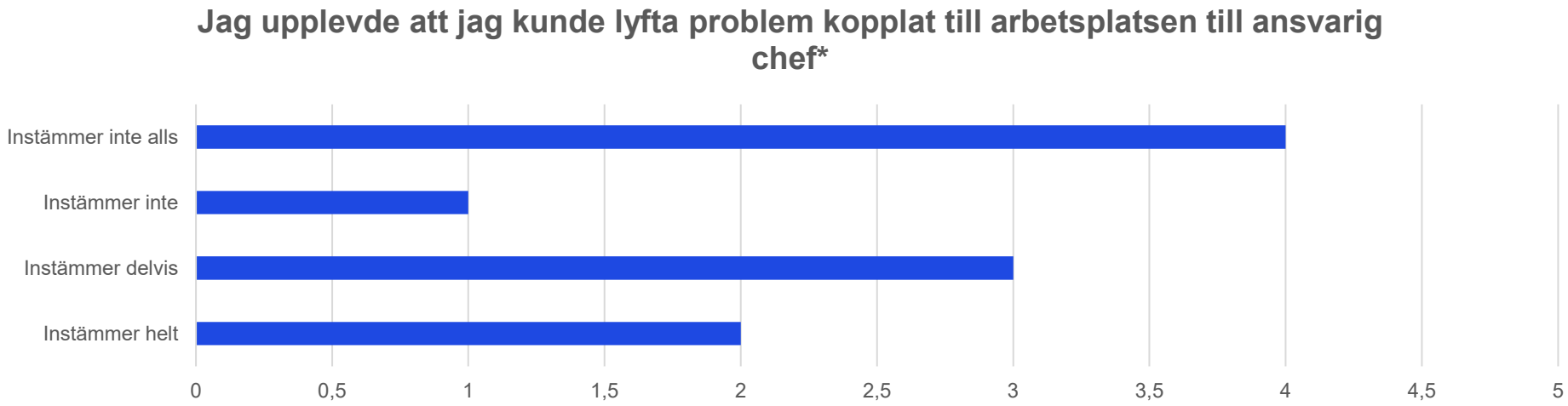
Utveckling (forts.)



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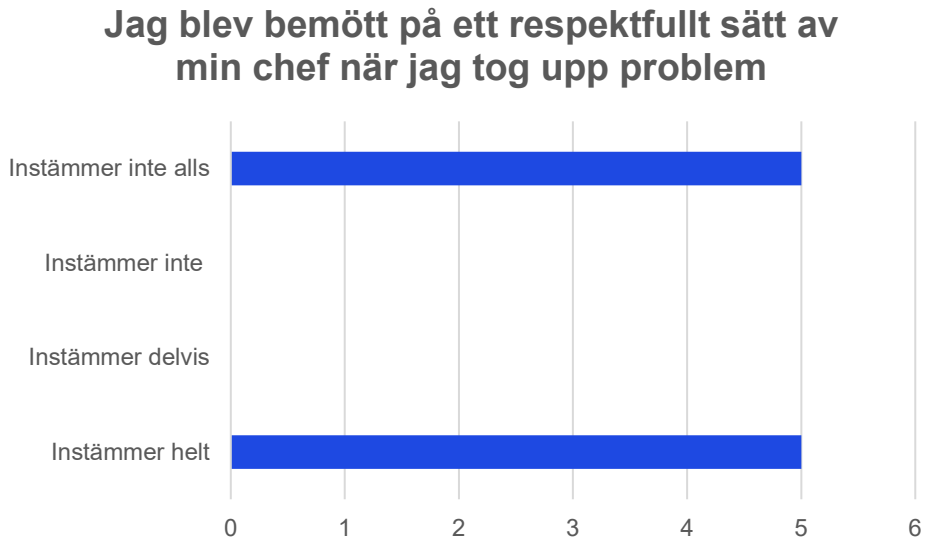
Utveckling (forts.)



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Värdegrund

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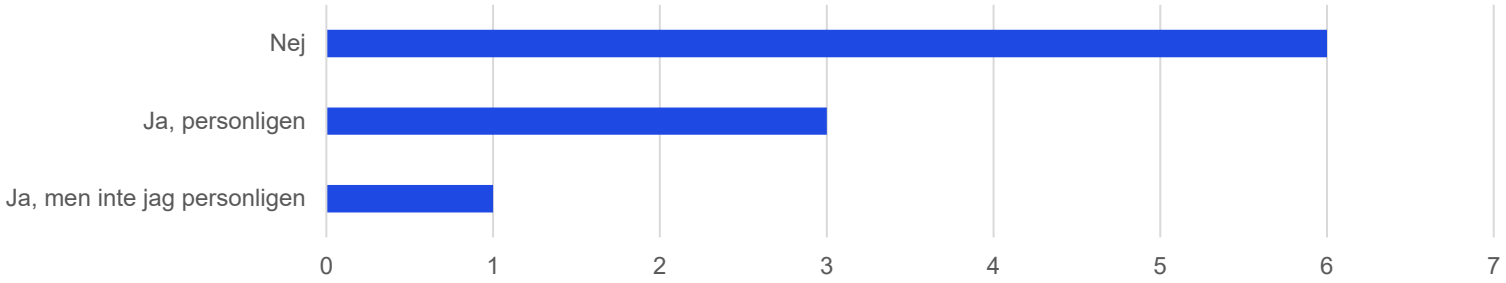

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Funktionshinderomsorg – Enkätresultat

Avslut

Vilka av nedanstående faktorer har främst påverkat ditt beslut att sluta på din arbetsplats? (1-3 främsta)

- Arbetsbelastning
- Utvecklingsmöjligheter
- Min närmsta chef
- Förtroende för verksamhetsledningen
- Lön och förmåner
- Fysisk arbetsmiljö
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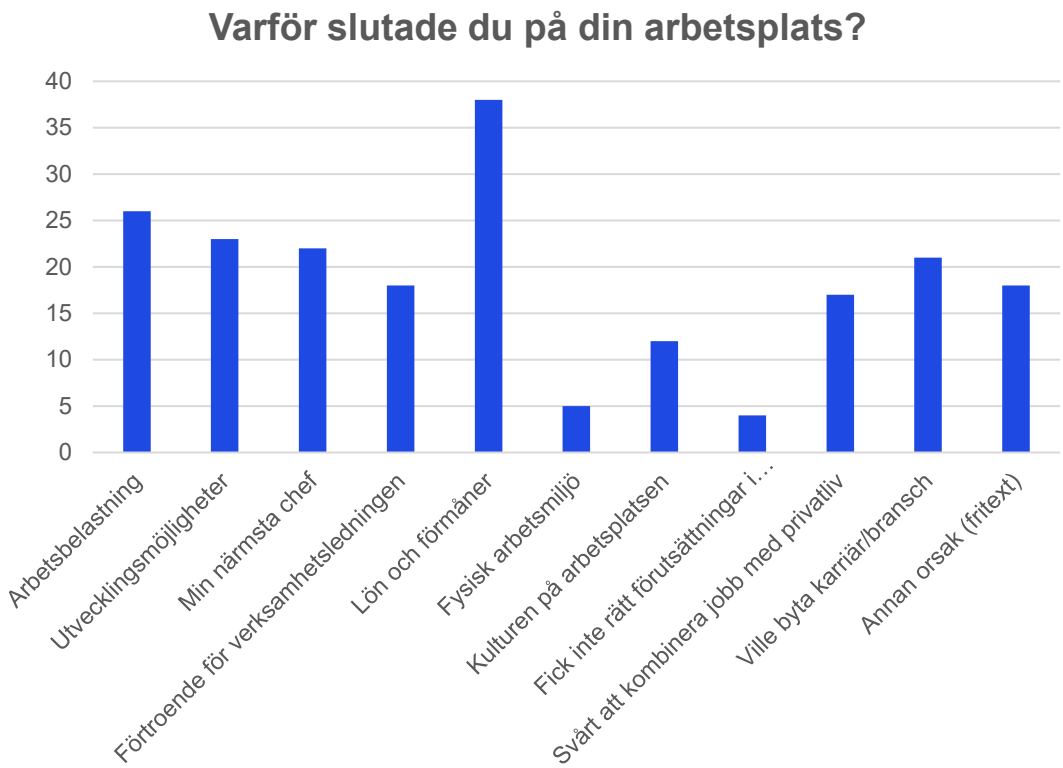
- Annan orsak (Fritext)



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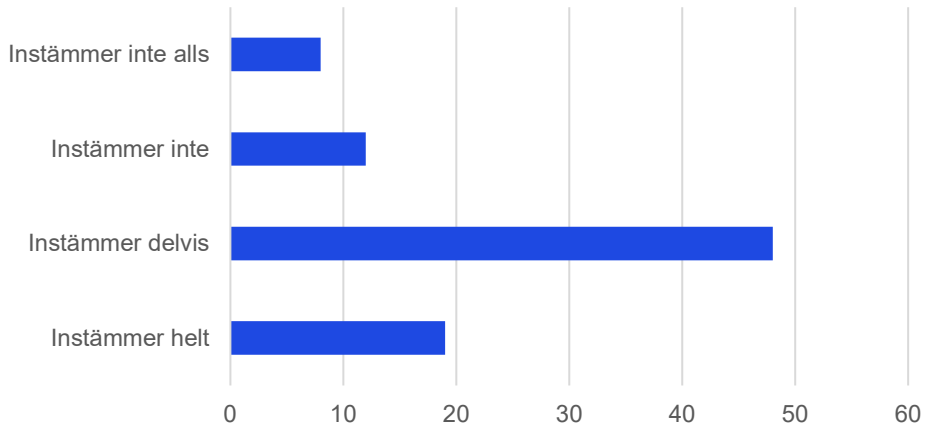
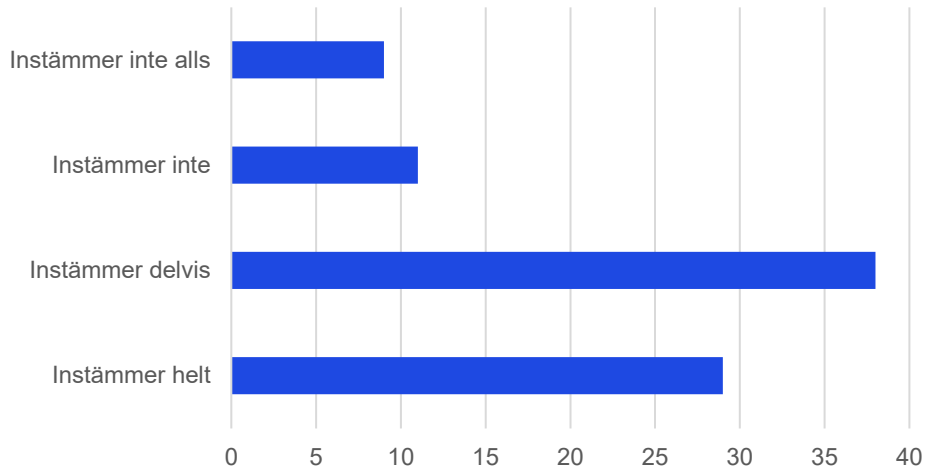
Upplevelse/syn

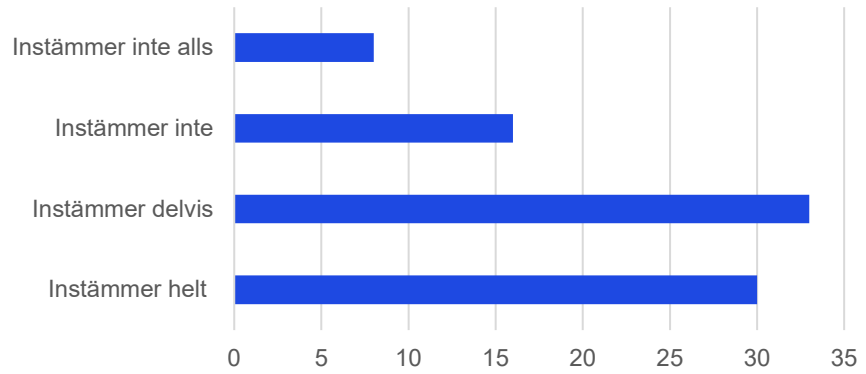
Jag trivdes bra under min anställningsperiod



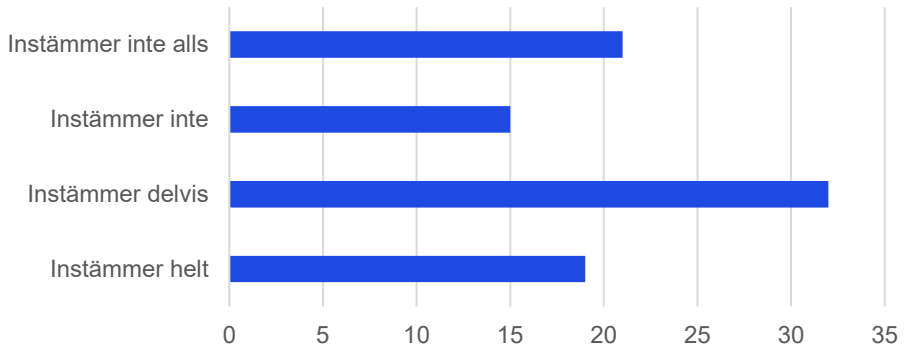
Jag kände mig värdefull på jobbet



Jag kände mig stolt över att arbeta på min arbetsplats



Jag skulle rekommendera arbetsplatsen till en vän/bekant



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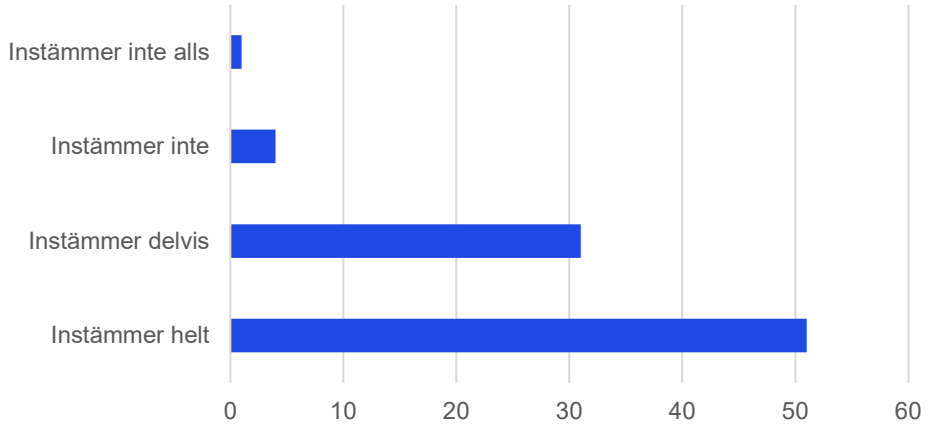
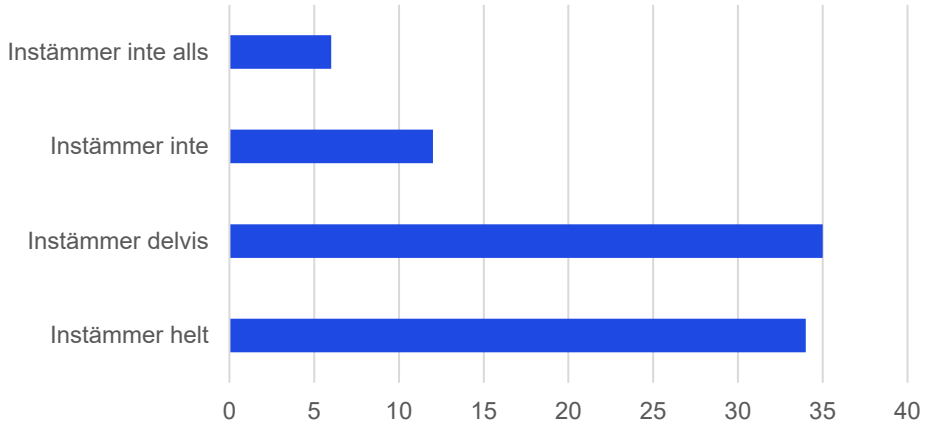
Dialog och stöd

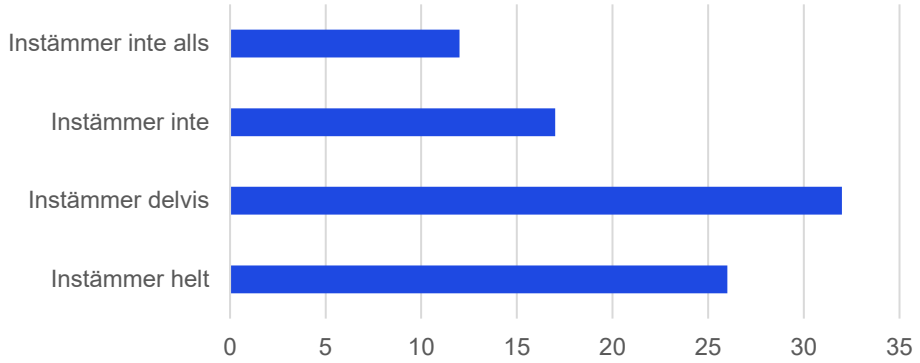
Jag hade en bra relation med mina kollegor



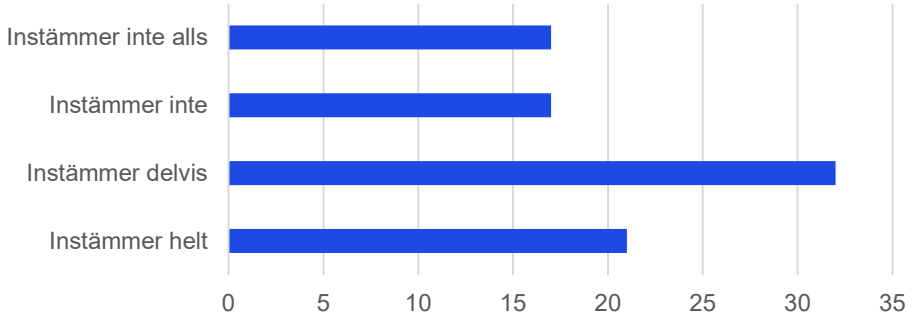
Vi hade ett bra samarbets- och samtalsklimat i min arbetsgrupp



Det var tydligt inom vilka områden jag kunde ha inflytande på arbetsplatsen



Jag fick tillräckligt med stöd från min närmsta chef i det dagliga arbetet och i att hantera utmaningar på jobbet



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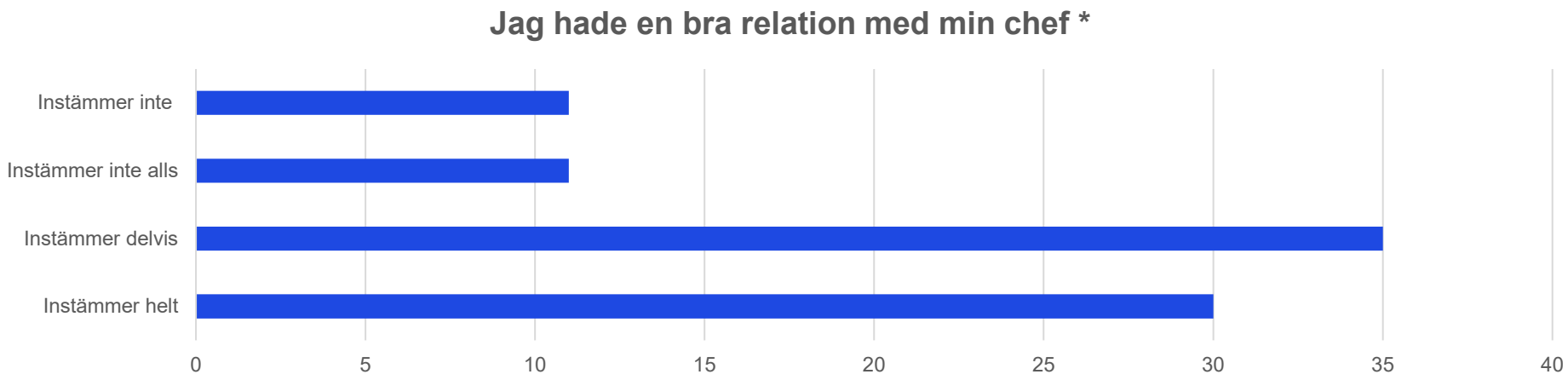
Dialog och stöd (forts.)



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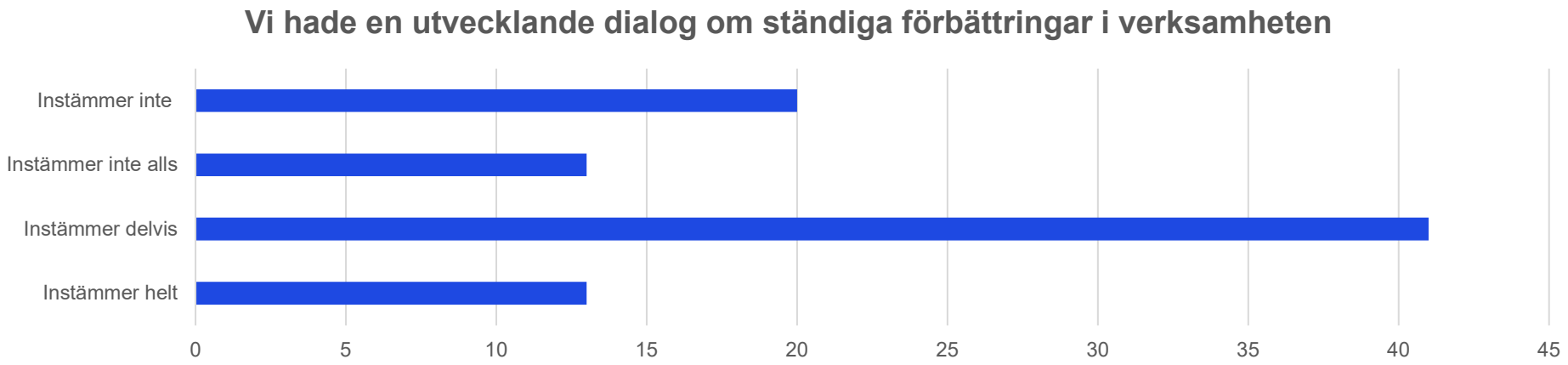
Dialog och stöd (forts.)



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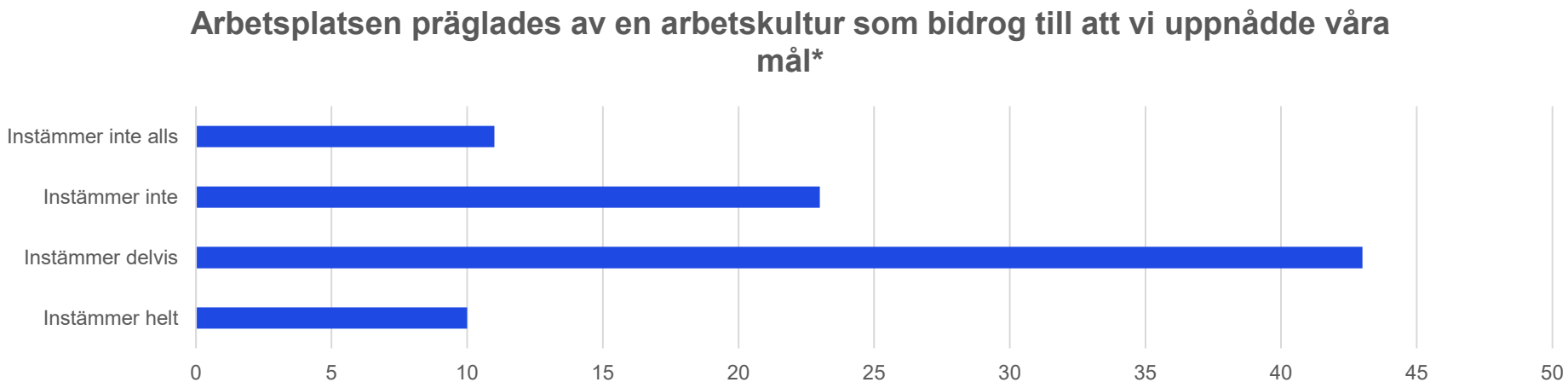
Utveckling



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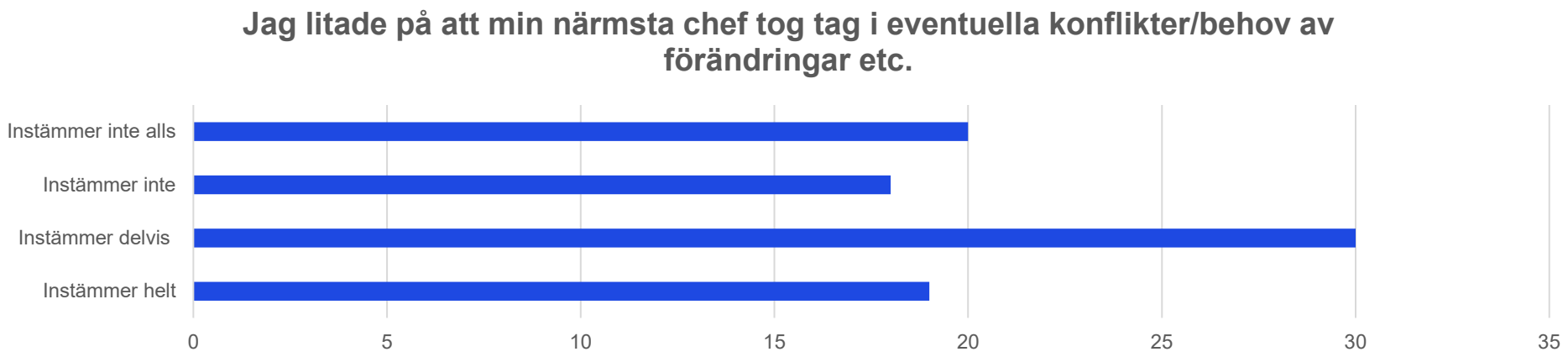
Utveckling (forts.)



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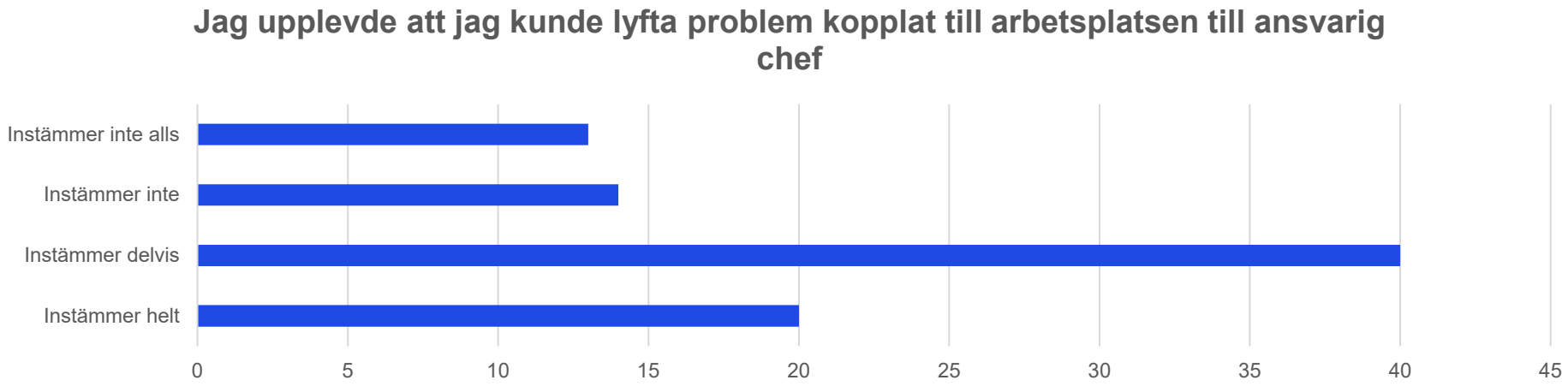
Utveckling (forts.)



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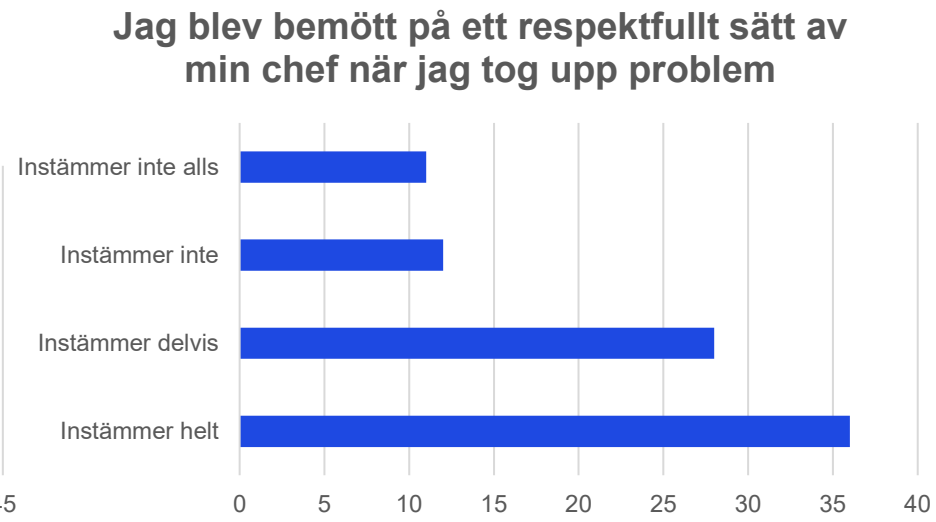
Utveckling (forts.)



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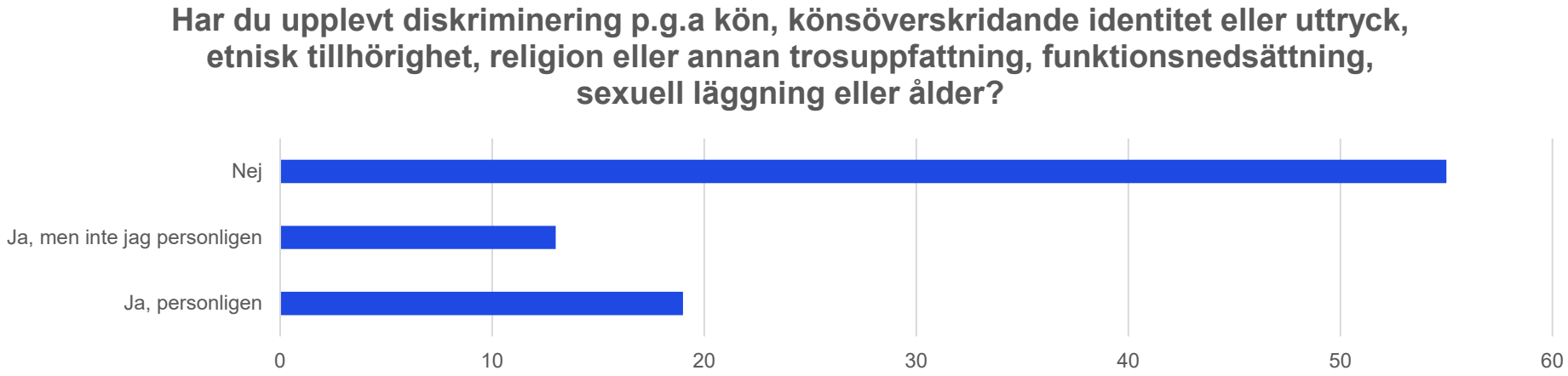
Värdegrund



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