### Employee Survey 2019

**Personal variables**

**University of Zurich (UZH)**

<table>
<thead>
<tr>
<th>Status</th>
<th>Title</th>
<th>Service Unit</th>
<th>Faculty</th>
<th>Department</th>
<th>Clinic</th>
<th>Area</th>
<th>Activity</th>
<th>Person</th>
<th>Skill</th>
<th>Knowledge</th>
<th>Time</th>
<th>Location</th>
<th>Service</th>
<th>Language</th>
<th>Proficiency</th>
<th>Level</th>
<th>Level of employment</th>
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<th>Level of education</th>
<th>Level of training</th>
<th>Level of supervision</th>
<th>Level of responsibility</th>
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### Additional Information

- During the scope of your employment at the University of Zurich in the last 12 months, have you seen or heard (e.g., in consultation meetings) that other members of University of Zurich were the target of discriminatory acts? Yes, once (in %)
- Our organizational unit (e.g., dean's office, department, clinic, central services) is informed about concerns relating to the unit that are decided at another level (e.g., by faculty or university management)
- I make a contribution in that (multiple answers are allowed): my research produces knowledge that is important for sustainable development (in %)
- The responsibilities in my immediate work environment are clearly assigned
- We support each other among the professors in my organizational unit
- The professors in my organizational unit treat each other with respect
- In my team/my research group, we treat each other with respect
- I am able to use my skills, abilities and knowledge in my work
- I experience a culture of trust in my team/my research group
- Equal opportunity and diversity
- Yes, several times (in %)
During the scope of your employment at the University of Zurich in the last 12 months, have you seen or heard (e.g. in consultation meetings) that other members of University of Zurich were the target of discriminatory acts?

The technical tools available to me (e.g., laboratory equipment, facilities, databases, library equipment, IT) are suitable

Among the professors in my organizational unit, good performance is recognized (e.g., through praise, appreciation)

Compared with the demands placed on me by my work, I am satisfied with my salary

The responsibilities in my immediate work environment are clearly assigned

In my team/my research group, we treat each other with respect

I am able to use my skills, abilities and knowledge in my work

I have enough freedom to manage my work

Administrative and technical staff (including operating staff, medical staff,

Other

Level of employment

50% to 79%

Less than 20%

Department/Section

Academic (including professors)

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