



Dear employees,

thank you for your participation in this employee survey Beurteilung der Arbeitsbedingungen an der TiHo. The aim of this questionnaire is to evaluate health and mental stress at your work place. The survey takes about 10-15 minutes.

Please note:

The survey looks at **factors, demands and resources of working conditions** in your company. The aim of the survey is not to assess you as a person, but to evaluate your work activities.

The questionnaire carries out a **status quo vs. target analysis**. The purpose of the status quo analysis is to evaluate your current work situation. The purpose of the target analysis is to paint a picture of your ideal work situation. Overall it is about a comparison between desires and reality. Desire and reality may or may not be close to each other. Your personal opinion is essential to derive specific needs for action.

Please answer every question of the survey. You can pause the survey at any time and continue at a later time. Participating in this research takes place on a voluntary basis. To ensure your anonymity, the survey is carried out by the B·A·D GmbH. After completing the questionnaire, your answers will be technically separated from your person. Afterwards your person cannot be identified neither by the B·A·D GmbH nor by your employer. Due to this anonymization any requests regarding provided information or the deletion of your personal identifiable information cannot be fulfilled afterwards.

Thank you for your participation.

Stiftung Tierärztliche Hochschule Hannover, Bünteweg 2, 30559 Hannover

Should you have any questions please contact the following person:

B·A·D GmbH Ann-Kathrin Waldvoigt, E-Mail: ann-kathrin.waldvoigt@bad-gmbh.de

The evaluation of your work situation is based on the “KFZA– Kurzfragebogen zur Arbeitsanalyse” by Prümper, Hartmannsgruber und Frese (1995).



Please answer some questions concerning your person and work situation.

A1. How old are you?

up to 29 years ☐

30-54 years ☐

more than 55 years ☐

A2. What is your gender?

male ☐

female ☐

indeterminate ☐

A3. In which area / field of work are you primarily employed?

professor, research associate, research assistant ☐

TiHo central administration, library ☐

administrative service in the clinics and institutes ☐

craftsman, gardener, agricultural employee (Ruthe) ☐

animal care ☐

cleaner ☐

apprentice ☐

A4. I work in an clinic.

Yes ☐

No ☐

A5. Do you hold a leading position?

I am a supervisor for other supervisors. ☐

I am a supervisor for employees. ☐

A6. I regularly work at least 1 day per week from home.

Yes ☐

No ☐



A7. What is your employment relationship?

permanent employment contract

☐

fixed-term employment contract

☐

A8. How many years have you been working for the company?

less than 5 years

☐

5-20 years

☐

more than 20 years

☐

A9. I am working... full-time / part-time.

full-time

☐

part-time

☐

Please answer a question about your workplace here.

B1. Are you currently working more hours than usual (e.g. overtime, extra work)?

yes

☐

no

☐

Please answer some questions concerning your working time.

C1. Do you work in a shift system?

yes, I am working in early and late shifts

☐

yes, I am working in early, late- and night shifts

☐

yes, I am working in late- and night shifts

☐

yes, I am working in early and night shifts

☐

yes, I am working in night shifts

☐

no, I do not work in a shift system

☐

C2. I work on holidays / weekends on regular basis.

Yes

☐

No

☐



C3. I work from 11:00 pm to 06:00 am on regular basis.

Yes ☐
No ☐

The following questions relate to your work tasks and content.

D1. The results of my work allow me to judge how well I do my job.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D2. My job allows me to follow my work through to completion.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D3. Considering your work tasks in general, how much can you yourself change the order of particular work activities?

	not	a little	moderately	quite a bit	completely
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D4. How much influence do you have on the work which is assigned to you?

	not	a little	moderately	quite a bit	completely
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐



D5. Can you plan and arrange your work tasks by yourself?

	not	a little	moderately	quite a bit	completely
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D6. Can you learn new things during your daily work?

	not	a little	moderately	quite a bit	completely
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D7. Does your work allow you to fully use your knowledge and expertise?

	not	a little	moderately	quite a bit	completely
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D8. At work I deal with a variety of different tasks.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D9. I am sufficiently informed about important things and processes in our company.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐



D10. I am sufficiently informed about important things and processes in our department.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D11. I am sufficiently informed about important things and processes in our team.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D12. Our management takes employees' suggestions and ideas seriously.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D13. I have to take too much information in consideration at the same time.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D14. I know exactly which areas are in my responsibility.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐



D15. At my work are often placed contradictory demands.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D16. Some of my work is too complicated (e.g. due to insufficient training or lack of qualification).

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D17. My work requires too much concentration.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D18. At work I face a lot of emotional distress (e.g. human and / or animal suffering and / or personal threat).

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D19. I often have to hide my feelings at work.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D20. I get sufficient training in case of change of my tasks.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐



D21. Our TiHo offers good training opportunities.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D22. Our TiHo offers good career development opportunities (e.g. through the extension of existing fields of work tasks).

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

D23. I am worried about becoming unemployed.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

The following questions relate to organizational aspects of your work.

E1. The demands of my work are compatible with my private life.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

E2. I am often engaged in work-related tasks outside my working hours.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐



E3. Are you satisfied with the current workingtime regulation?

highly unsatisfied	☐
rather unsatisfied	☐
moderately satisfied	☐
rather satisfied	☐
very satisfied	☐

E4. I am frequently pressed for time.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

E5. I have too much work.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

E6. The necessary information are often not available.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

E7. The necessary materials and work equipment are often not available.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐



E8. Whilst working, I am often interrupted by other people.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

E9. At my work I receive insufficient support in case of technical problems.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

E10. I often experience clear responsibilities concerning my different supervisors.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

E11. My immediate supervisor is good at work planning.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

E12. My job requires a lot of cooperation with other work colleagues.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐



E13. At work, I can talk with my colleagues about work-related and private matters.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

E14. I always get feedback from supervisors and colleagues about the quality of my work.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

The following questions relate to aspects of your relationships with colleagues and with your (immediate) supervisor.

F1. Our departement sticks together.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

F2. Our team sticks together.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

F3. I can rely on my colleagues if difficulties arise.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐



F4. I can rely on my immediate supervisor if difficulties arise.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

F5. My immediate supervisor is good at solving conflicts.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

F6. My work efforts are sufficiently recognised and appreciated by my immediate supervisor.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

The following questions relate to conditions of your work environment.

G1. In my workplace there are unfavourable environmental factors such as noise, climate issues, dust, light, smells.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

G2. At my workplace, rooms and equipment are inadequate.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐



G3. When providing work equipment - such as hardware, software, machines - my work requirements are taken into consideration sufficiently.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

The following questions relate to your work at home / home office.

H1. Are you satisfied with the current arrangements of mobile work?

highly unsatisfied	☐
rather unsatisfied	☐
moderately satisfied	☐
rather satisfied	☐
very satisfied	☐

You have the opportunity to make further comments here.

I1. Space for comments

I2. My superior actively suggest appropriate further training.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐



I3. I feel valued.

	fully disagree	mainly disagree	neutral	mainly agree	fully agree
CURRENT	☐	☐	☐	☐	☐
IDEAL	☐	☐	☐	☐	☐

Thank you for your participation!