Can we afford not investing in a good working environment?

HRMT SEPTEMBER 12TH – 14TH 2018, OSLO

ANNE KARINE STENSVIK & DANIELA VILLANGER, DIVISION FOR HUMAN RESOURCES, STATISTICS NORWAY
The Norwegian working life model

- Employer
- Authorities
- Employees
- Management
- The Working Environment Act
- The Basic Agreement
- HR
- Working Environment Committee
- Local safety representatives
- Statistisk sentralbyrå
- Statistics Norway
Why carry out working environment surveys

We have an obligation to
We should do
We can do
Timeline

August 2017
Project group

October 2017
Recommendation

November 2017
Accept

January 2018
Survey

February - March 2018
Results

March – June 2018
Workshops

June 2018 – now
Reporting

Preparation & communication plan

Planning meetings

Bullying & harassment awareness
# The results

<table>
<thead>
<tr>
<th>Satisfactory areas:</th>
<th>Areas with potential for improvement:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Control at work</strong></td>
<td><strong>Job demands</strong></td>
</tr>
<tr>
<td>large degree of self-determination and meaningful work.</td>
<td>periodically high workload, but not too high job demands on the organization as a whole.</td>
</tr>
<tr>
<td><strong>Social interactions</strong></td>
<td><strong>Role expectations</strong></td>
</tr>
<tr>
<td>good relations in SN, support is available from both colleagues and management.</td>
<td>potential for more defined individual goals; however, this may be a standard in a knowledge-based company.</td>
</tr>
<tr>
<td><strong>Leadership</strong></td>
<td><strong>Organizational culture</strong></td>
</tr>
<tr>
<td>fair management, employees are being encouraged to take part in decisions and express diverging opinions.</td>
<td>Low score on rewards for a job well done. Somewhat unequal treatment of older and younger employees in some departments.</td>
</tr>
</tbody>
</table>
Follow-up work

- Planning meeting
- Workshops: Dialogue cards & Group work
- Action plans
- Reporting
Example of dialogue cards

- I am aware of the objectives for the work that I perform
- Management believes that we can achieve our goals
- I have big influence on my own work
- Management welcomes new ideas
Way to success

• Research-based approach
• Sufficient resources
• Senior and middle management commitment
• Involvement of employees and employee-representatives
• Action plan with specific goals and roles
• Change-expertise
Thank you!

ssb.no