

Can we afford not investing in a good working environment?

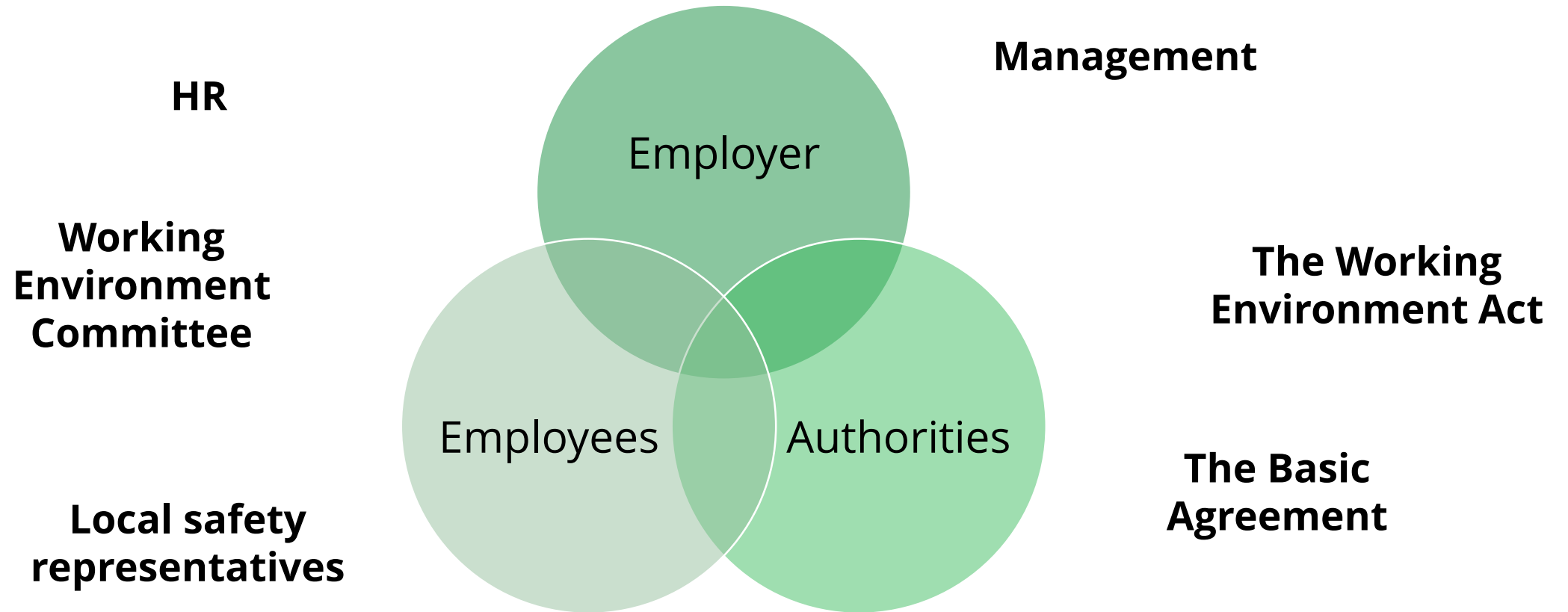
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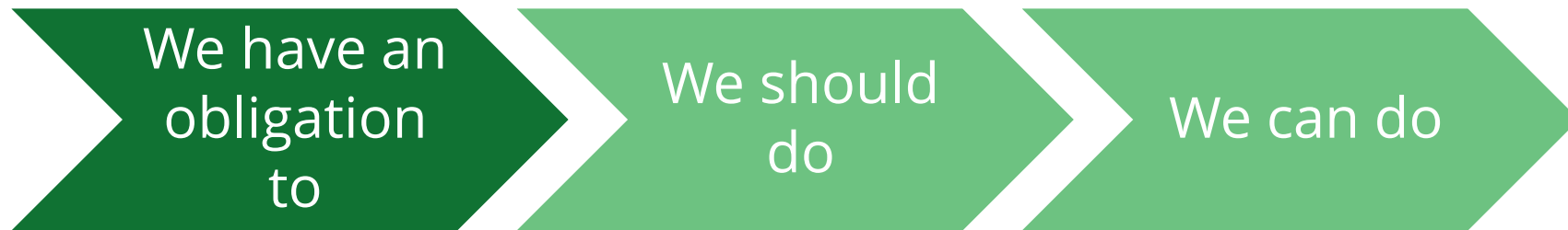


Statistisk sentralbyrå
Statistics Norway

The Norwegian working life model



Why carry out working environment surveys



Knowledge-based measures

Demands and control

Predictability

Social support

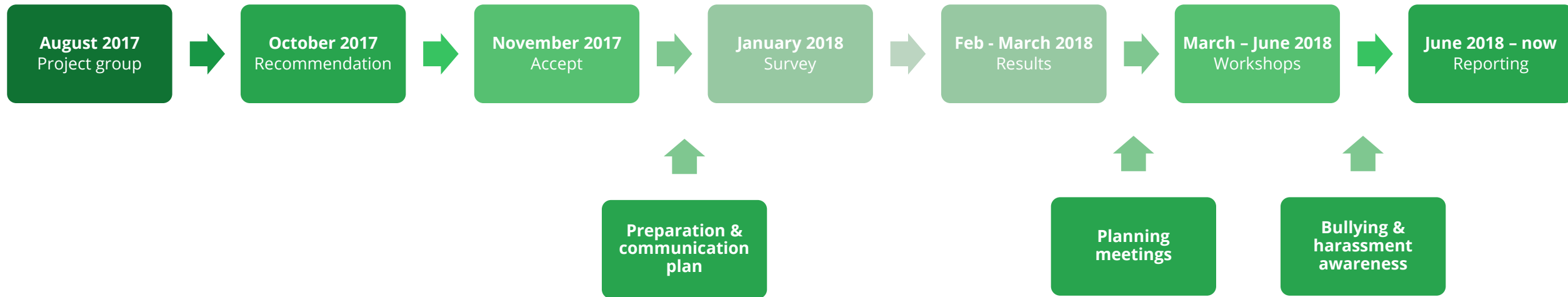
Effort vs. Reward

Role clarity

Empowering leadership



Timeline



The results

Satisfactory areas:

Control at work

large degree of self-determination and meaningful work.

Social interactions

good relations in SN, support is available from both colleagues and management.

Leadership

fair management, employees are being encouraged to take part in decisions and express diverging opinions.

Areas with potential for improvement:

Job demands

periodically high workload, but not too high job demands on the organization as a whole.

Role expectations

potential for more defined individual goals; however, this may be a standard in a knowledge-based company.

Organizational culture

Low score on rewards for a job well done. Somewhat unequal treatment of older and younger employees in some departments.



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

HMS



Management believes that we can achieve our goals

HMS



I have big influence on my own work

HMS



Management welcomes new ideas

HMS



Individual
(me)

Group/Section
(we)



Individual-level

Group-level

Management-level

Organizational-level

Management

Organization





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