



UiO : **Department of Informatics**
University of Oslo

Kartlegging av arbeidsmiljøet for PhD kandidater ved IFI

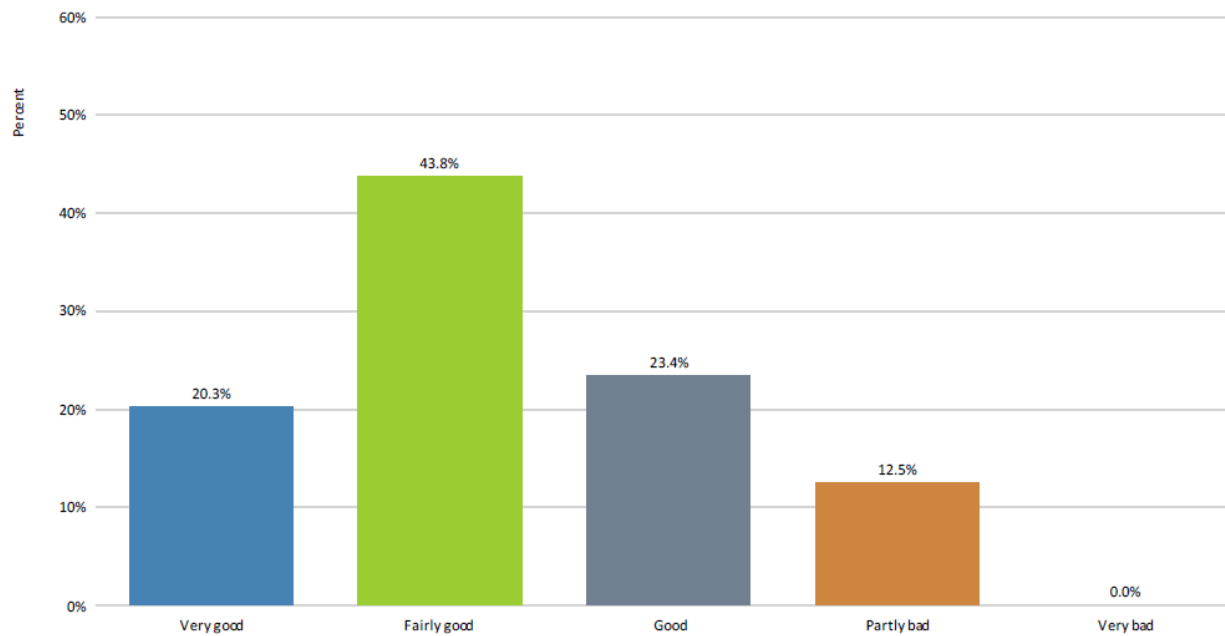
Petter Nielsen (pnielsen@ifi.uio.no) 28.06.2019



Kort om kartleggingen

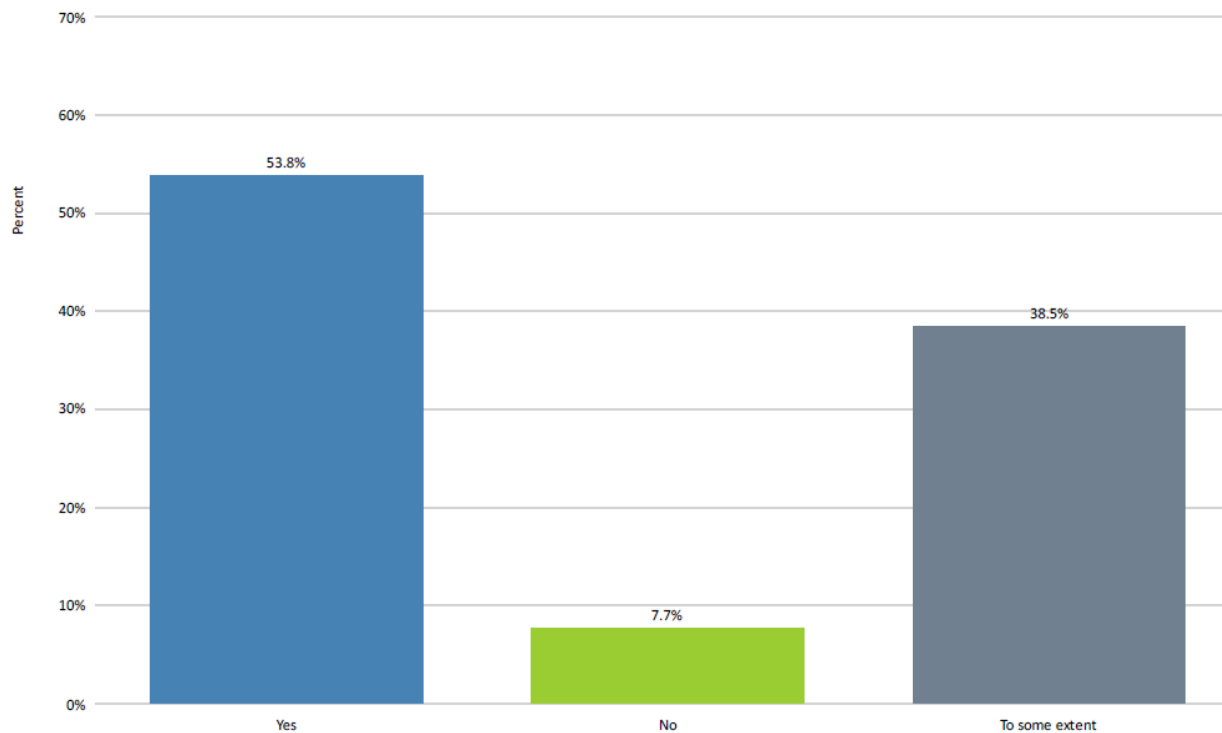
- Gjennomført av enhet for bedriftshelsetjeneste
- Nettskjema basert spørreundersøkelse
- Forsøk på kvalitative dybdeintervjuer, men ingen PhD-kandidater ville stille opp
- Spørreskjema forberedt høsten 2018 og tilgjengeliggjort 6.mars til 29.mars 2019
 - 65 svar - 31% av de aktive kandidatene
 - 71% menn og 29% kvinner
 - Representativt og signifikant?
- Rapport og presentasjon fra BHT

“How would you describe your own work situation?”



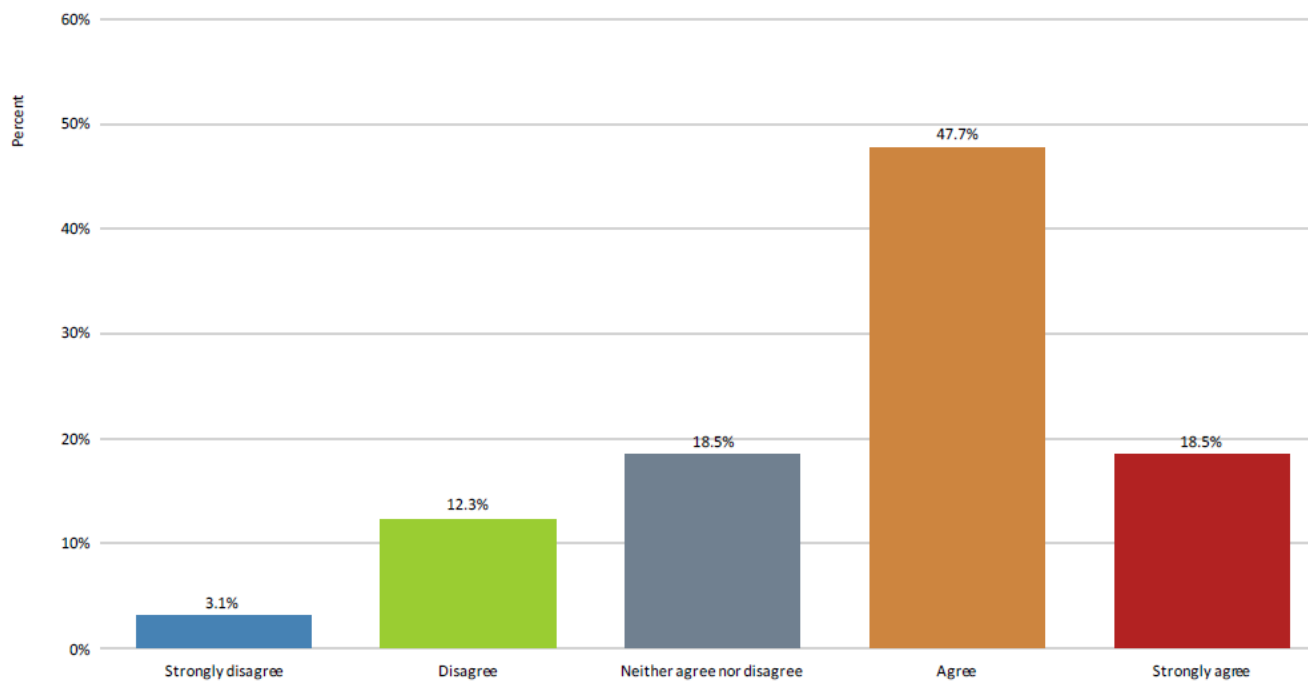
Name	Percent
Very good	20.3%
Fairly good	43.8%
Good	23.4%
Partly bad	12.5%
Very bad	0.0%
N	64

“Do you feel included in your research group?”



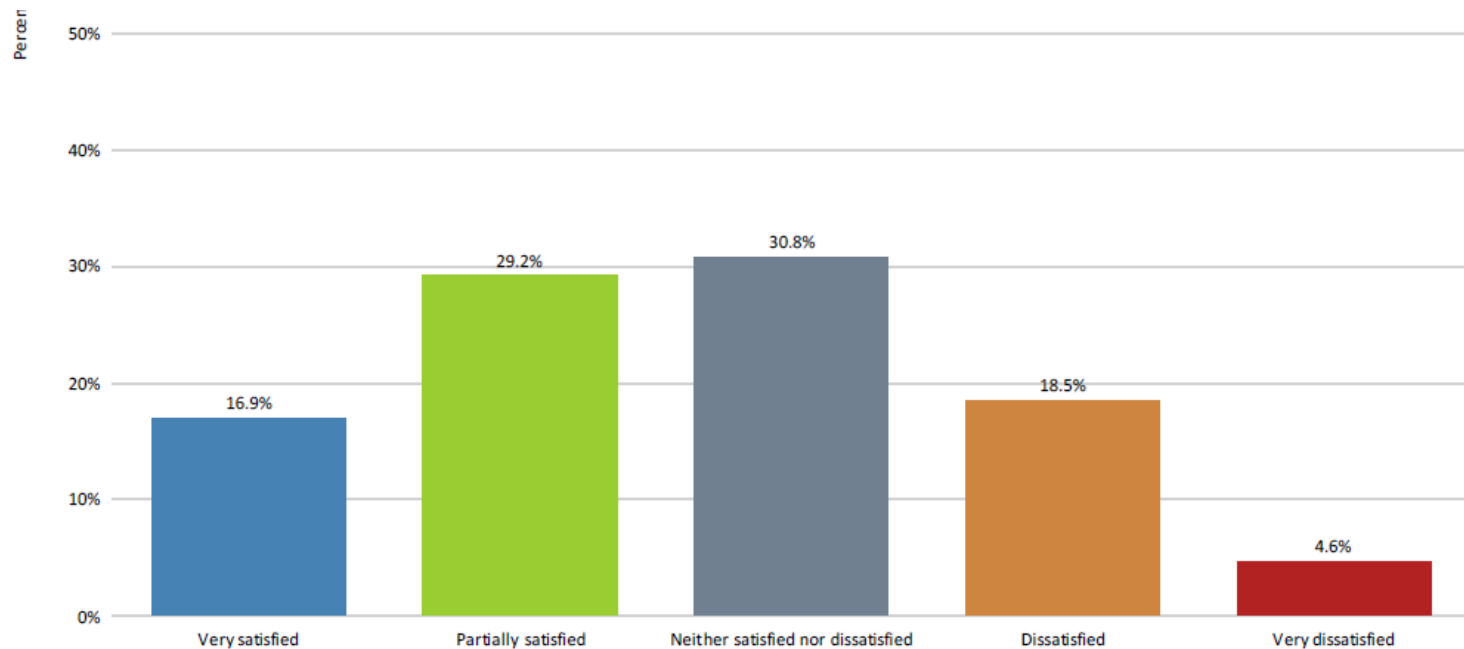
Name	Percent
Yes	53.8%
No	7.7%
To some extent	38.5%
N	65

“I feel that I am part of the community in my section”



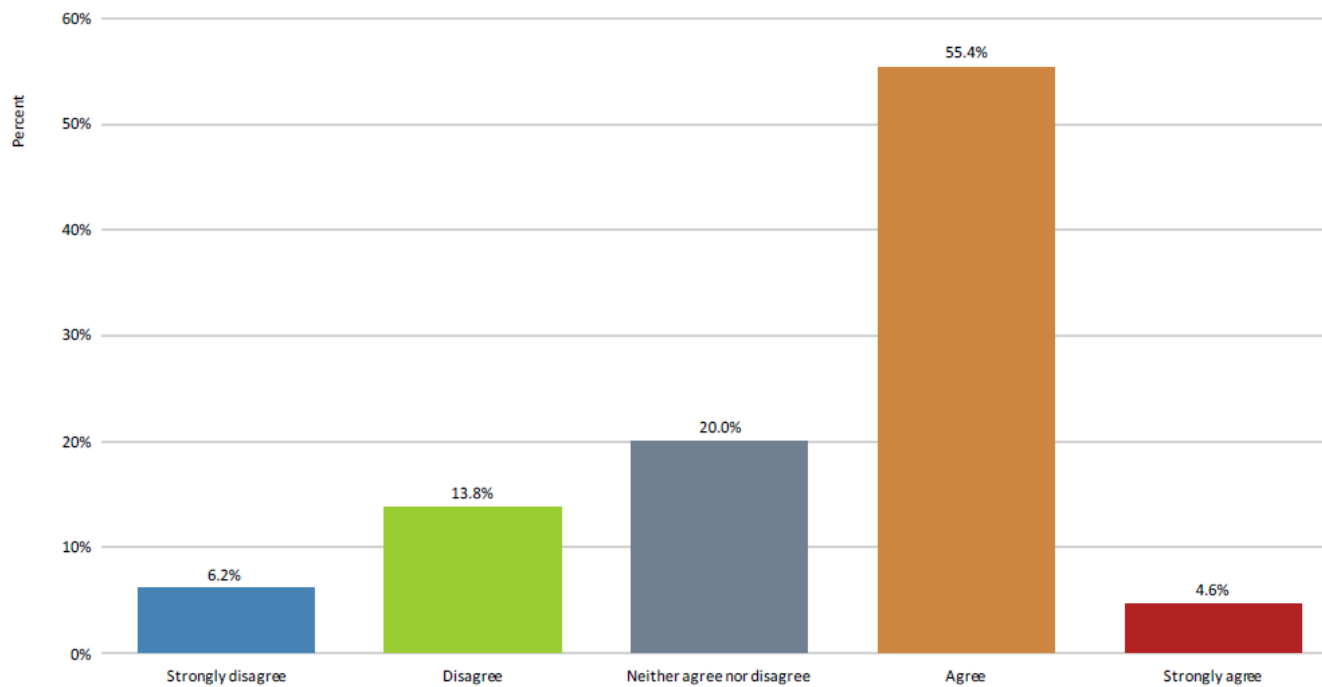
Name	Percent
Strongly disagree	3.1%
Disagree	12.3%
Neither agree nor disagree	18.5%
Agree	47.7%
Strongly agree	18.5%
N	65

“How satisfied are you with the activities in the research group”



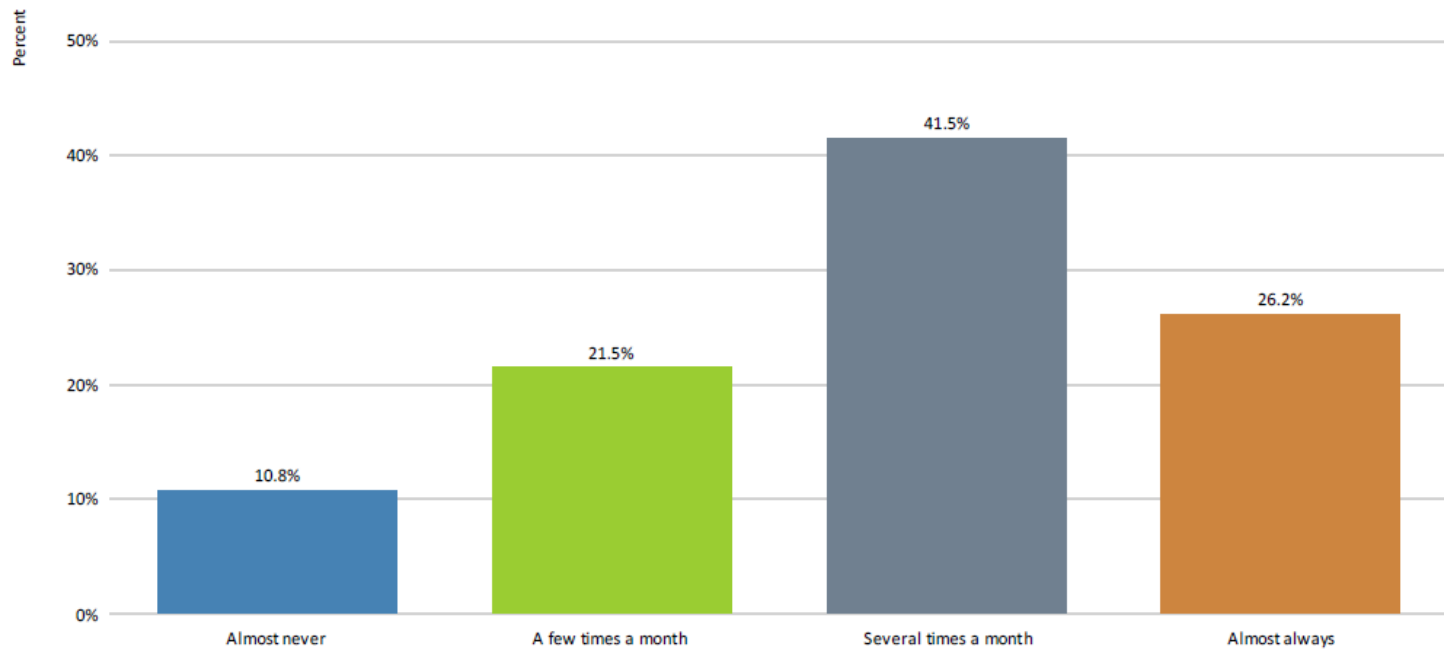
Name	Percent
Very satisfied	16.9%
Partially satisfied	29.2%
Neither satisfied nor dissatisfied	30.8%
Dissatisfied	18.5%
Very dissatisfied	4.6%
N	65

“Social initiatives regarding fellows/PhD candidates are good”



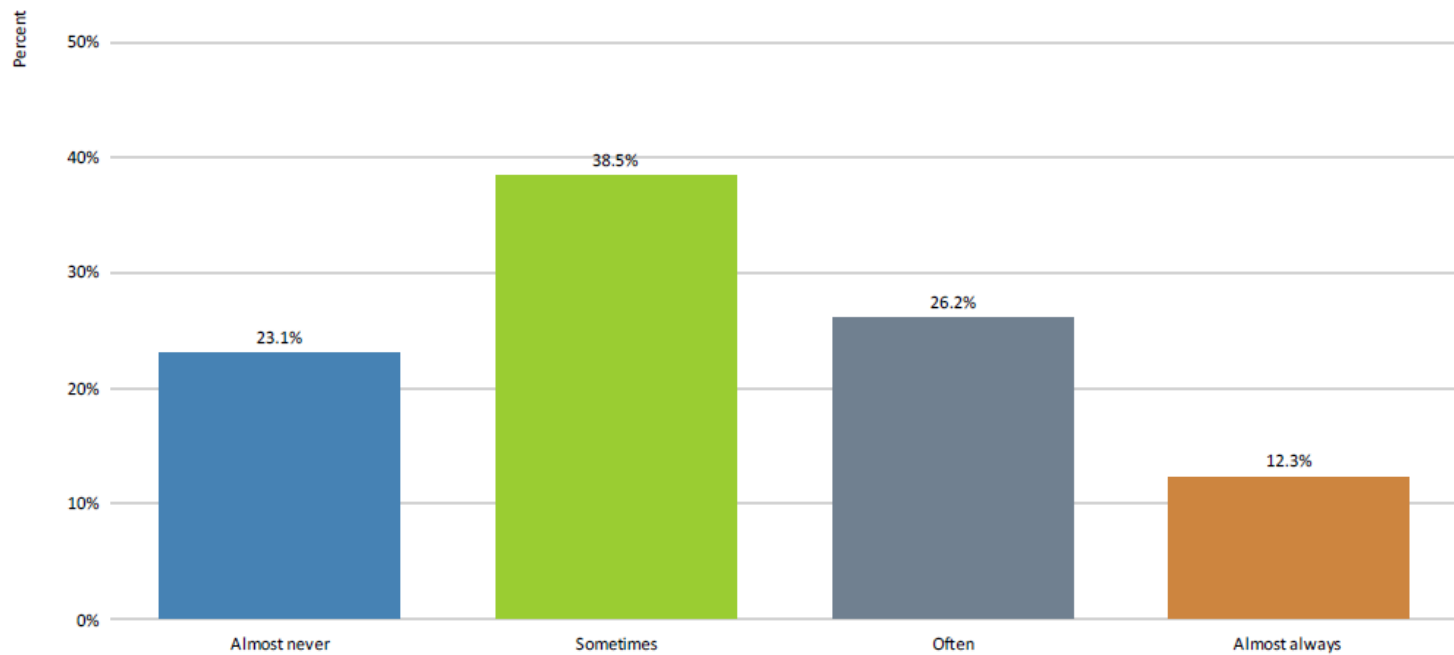
Name	Percent
Strongly disagree	6.2%
Disagree	13.8%
Neither agree nor disagree	20.0%
Agree	55.4%
Strongly agree	4.6%
N	65

“How often do you work more than normal working hours (i.e. about 8 hours per day)?”



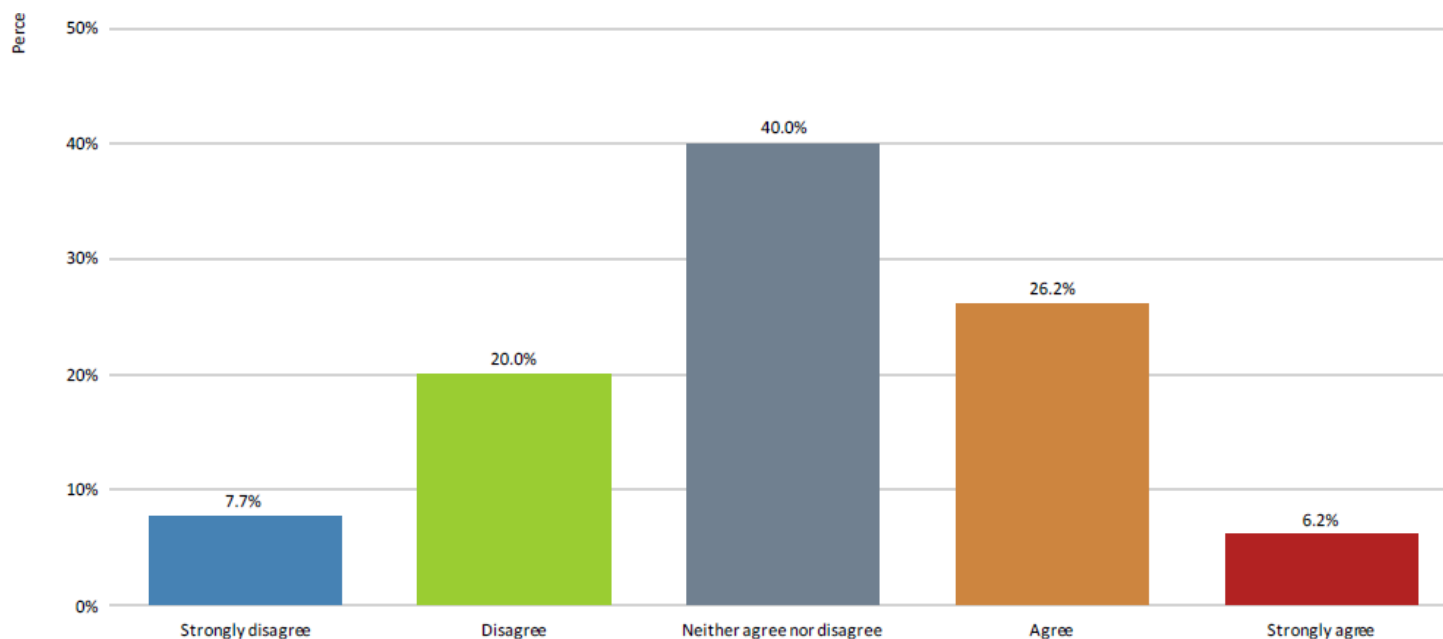
Name	Percent
Almost never	10.8%
A few times a month	21.5%
Several times a month	41.5%
Almost always	26.2%
N	65

“I feel guilty when I take time off work”



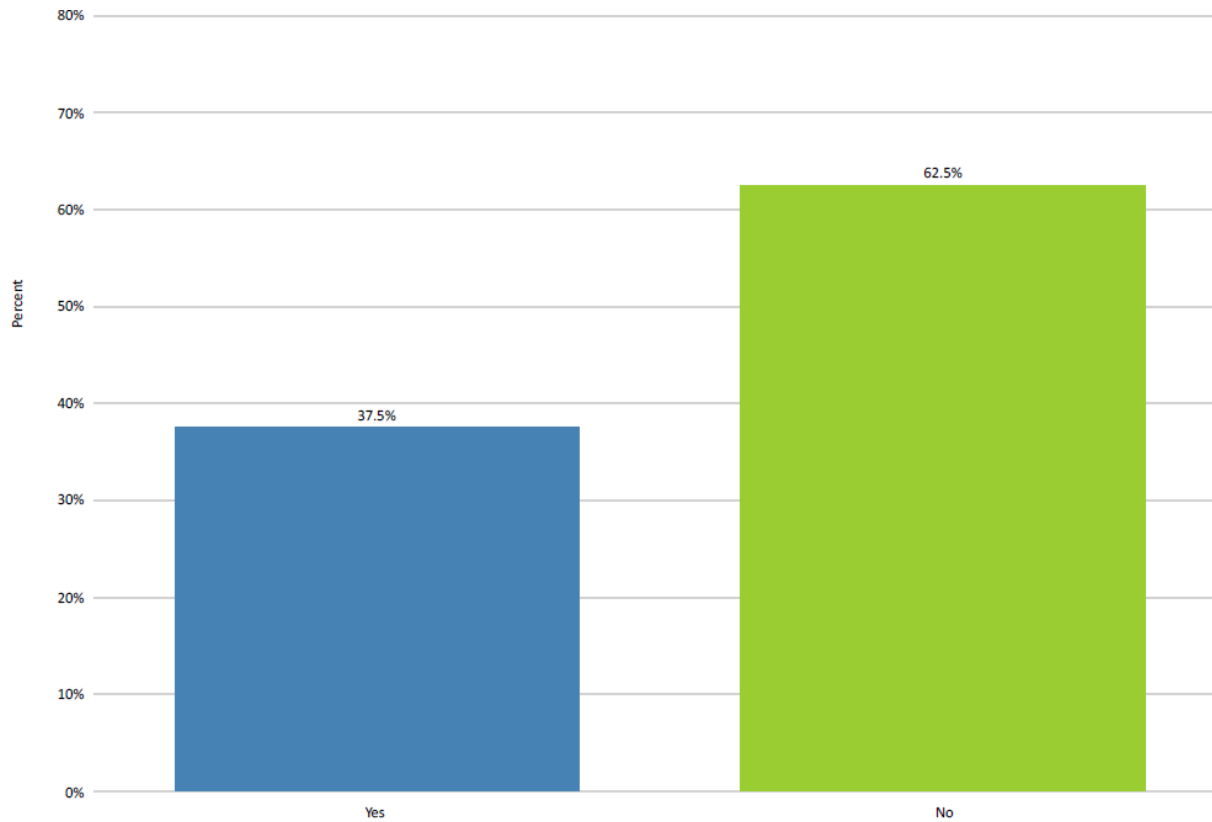
Name	Percent
Almost never	23.1%
Sometimes	38.5%
Often	26.2%
Almost always	12.3%
N	65

“The job makes me too tired to do things that need my attention at home”



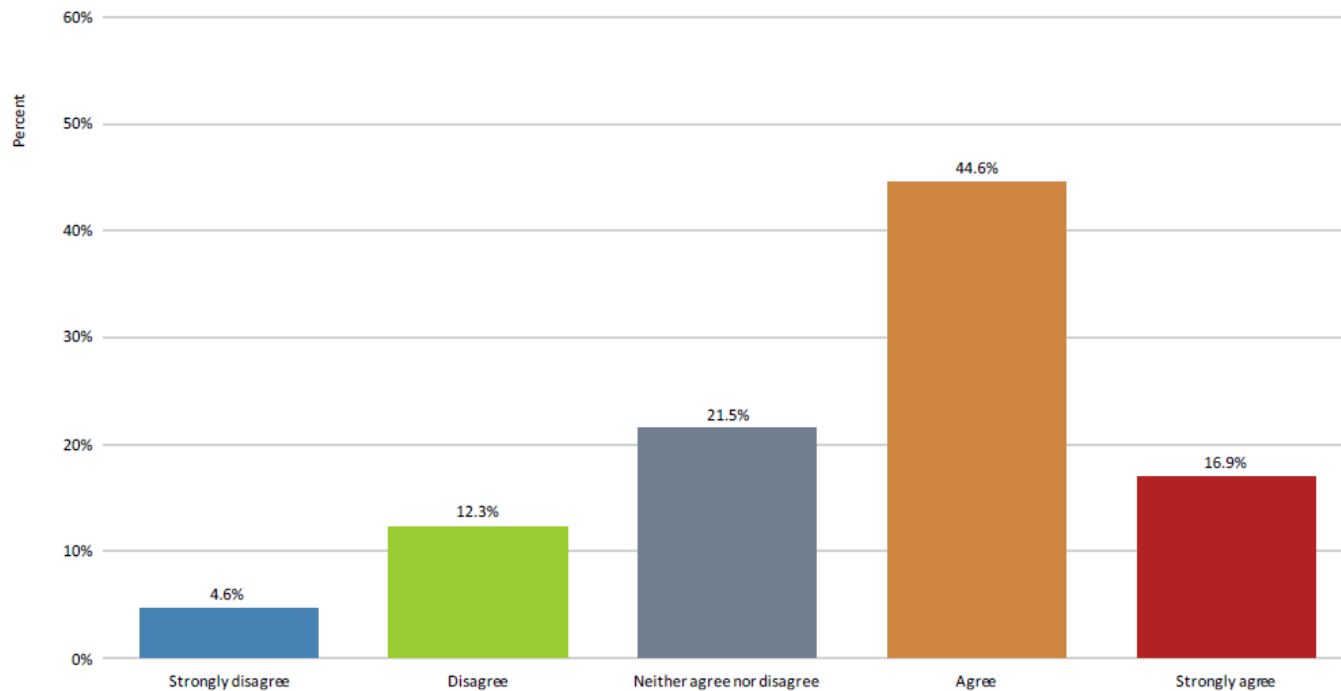
Name	Percent
Strongly disagree	7.7%
Disagree	20.0%
Neither agree nor disagree	40.0%
Agree	26.2%
Strongly agree	6.2%
N	65

“Have you ever considered dropping out of your PhD studies?”



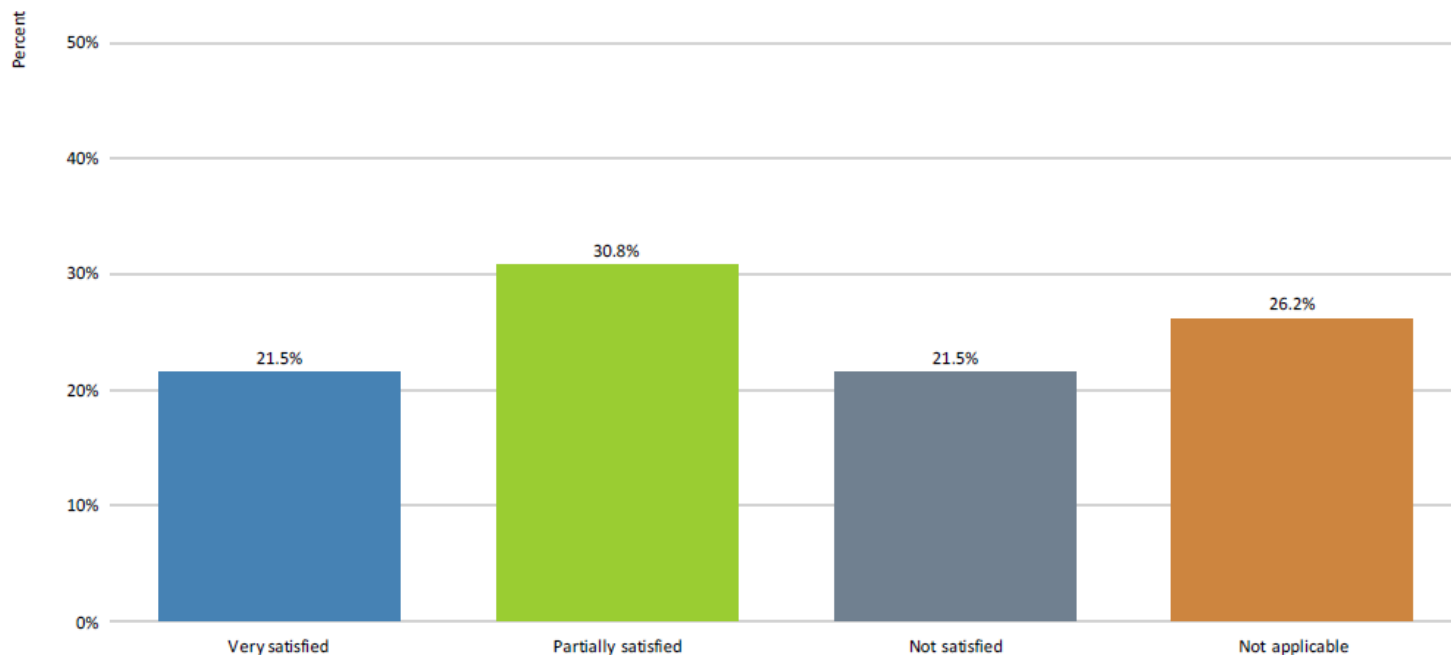
Name	Percent
Yes	37.5%
No	62.5%
N	64

“I am satisfied with the follow-up I receive from my supervisor(s)”



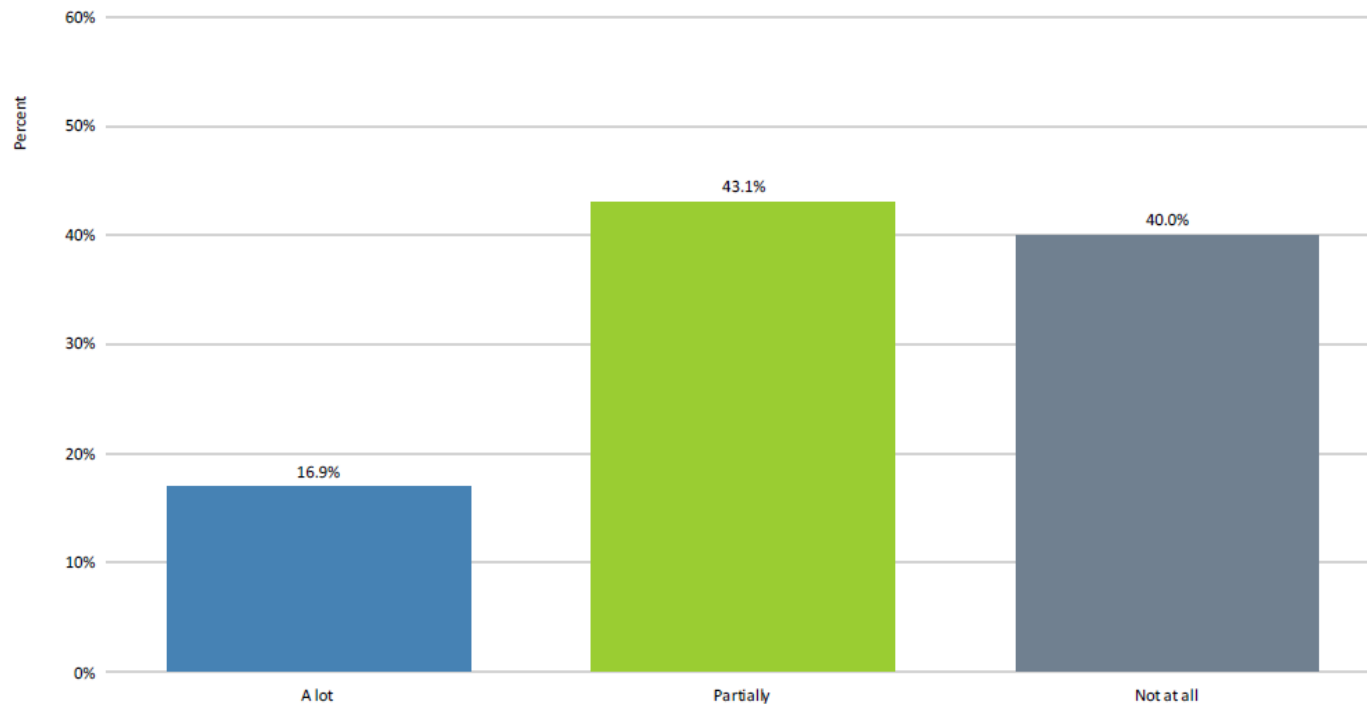
Name	Percent
Strongly disagree	4.6%
Disagree	12.3%
Neither agree nor disagree	21.5%
Agree	44.6%
Strongly agree	16.9%
N	65

“To what degree are you satisfied with main supervisor's follow-up regarding discussions about your future career, after your PhD studies?”



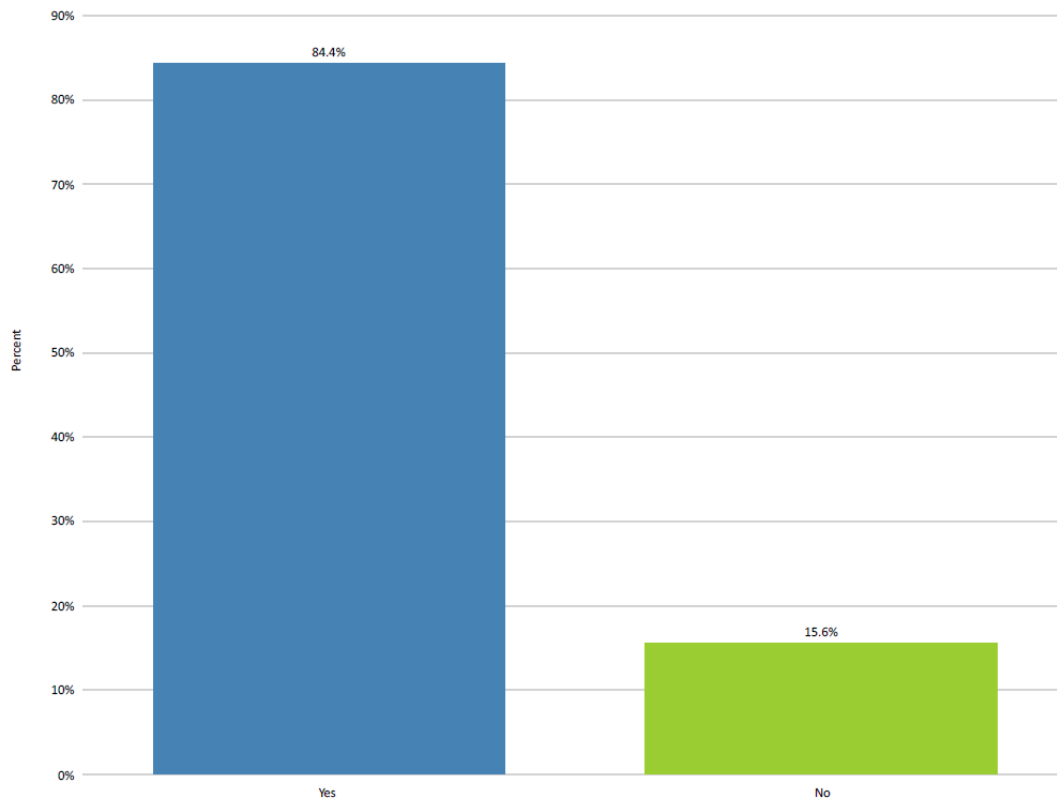
Name	Percent
Very satisfied	21.5%
Partially satisfied	30.8%
Not satisfied	21.5%
Not applicable	26.2%
N	65

“To what extent are you worried about your future career after you finish your PhD?”



Name	Percent
A lot	16.9%
Partially	43.1%
Not at all	40.0%
N	65

“Have you been bothered by stress during the past year?”



Name	Percent
Yes	84.4%
No	15.6%
N	64

Kjønn og Arbeidssted

- Kvinnelige PhD-kandidater i forhold til menn:
 - Flere er misfornøyde med arbeidssituasjonen
 - Færre opplever at de er en del av arbeidsmiljøet og inkludert i forskningsgruppen
 - Oftere dårlig samvittighet når de ikke jobber
 - Flere som vurderer å slutte/droppe PhD
 - Flere er bekymret for framtidig karriere
- Arbeidssted

	UiO	Offentlig	Privat
Vet hvem man kan kontakte for finansielle spørsmål	70%	90%	90%
Vet hvem man skal kontakte angående sykefravær	70%	94%	83%
Kjenner fremgangsmåte ved problemer med veileder	46%	71%	83%
Har hatt medarbeidersamtale	15%	65%	33%
Konflikt mellom arbeid og fritid	9%	12%	25%

Min oppsummering av rapporten

- Arbeidsmiljøet for PhD kandidater ved IFI er generelt tilfredsstillende
- Det er allikevel for mange kandidater som:
 - Føler seg stresset og ensomme
 - Ikke kjenner seg som en del av et forskningsmiljø
 - Er bekymret for hva som skjer etter PhD
 - Ikke vet hvem de kan få hjelp av når de trenger det
 - Ikke kjenner til sine rettigheter og plikter som ansatt og PhD-kandidat
- Kvinnelige PhD-kandidater er relativt mindre fornøyd med arbeidsmiljøet
- Rapporten foreslår følgende (relevante) tiltak:
 - Årlig medarbeidersamtale med alle PhD-kandidater
 - Bruke forventningssamtaleverktøyet
 - Forbedre informasjon til kandidater og veiledere
 - Finne tiltak som kan bedre forholdene for kvinnelige PhD-kandidater

Rapporten:

<https://www.mn.uio.no/ifi/english/about/organisation/phd-committee/for-supervisors/index.html>