



Corona Monitor 3

VU Amsterdam

MAIN REPORT

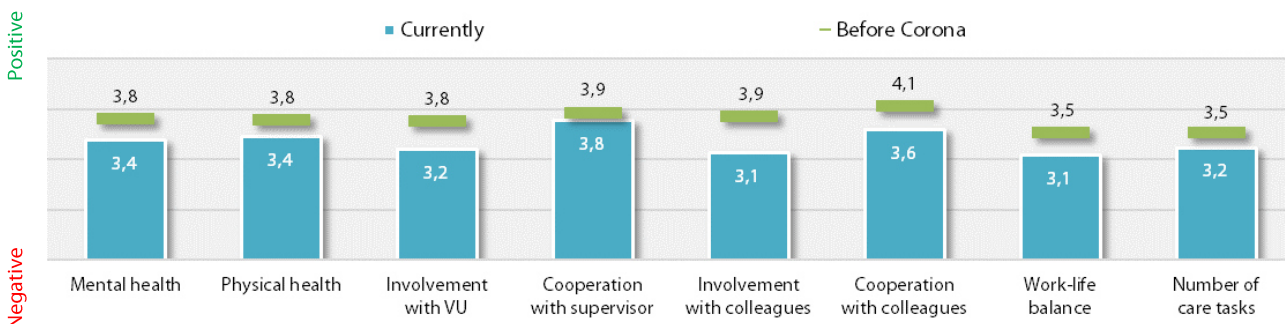
April 2021

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Hans Mariën

Factsheet VU Corona Monitor 3 – 2021



HEALTH AND WELL-BEING



LEAVE

Employees with worsened care tasks

- 58% → Need for (extra) leave
- 13% → Made use of (extra) leave

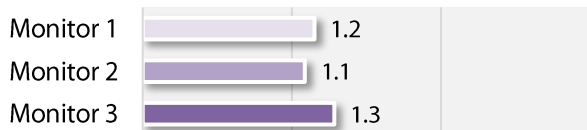
Reasons no use of (extra) leave

- Job/position doesn't allow
- Don't want to burden colleagues (extra)



WORKLOAD

Difference experienced and acceptable workload



Worked below or above appointment

- 8% worked below (avg. - 22% of appointment)
- 58% worked above (avg. + 27% of appointment)
- Working above as problematic as working below



WORKING AT HOME

Now and after Corona

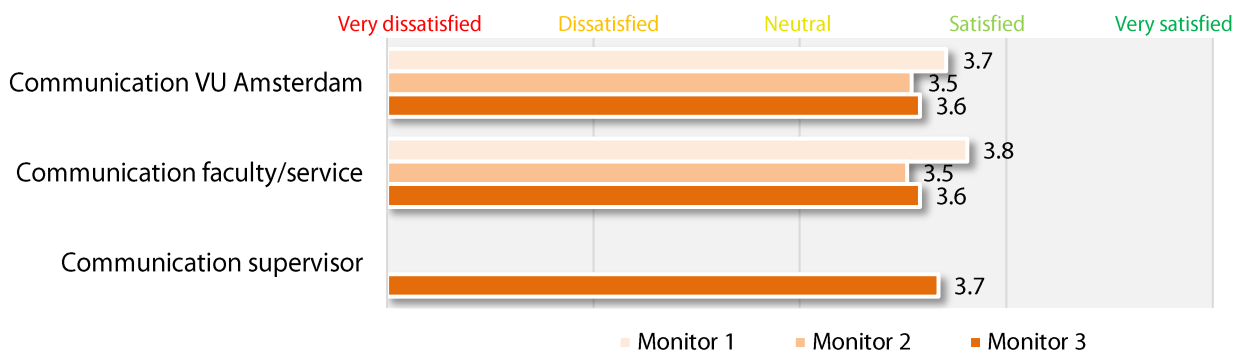
- 71% → Worked at home in the past three months
- 73% → Working at home for at least 25% after Corona
- 61% → (Very) satisfied with home office

Working at home (even) more pleasant

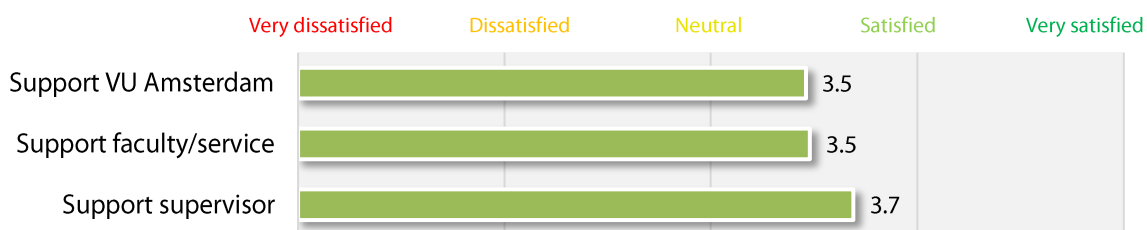
- Better furniture
- Better/more equipment
- More stable internet connection



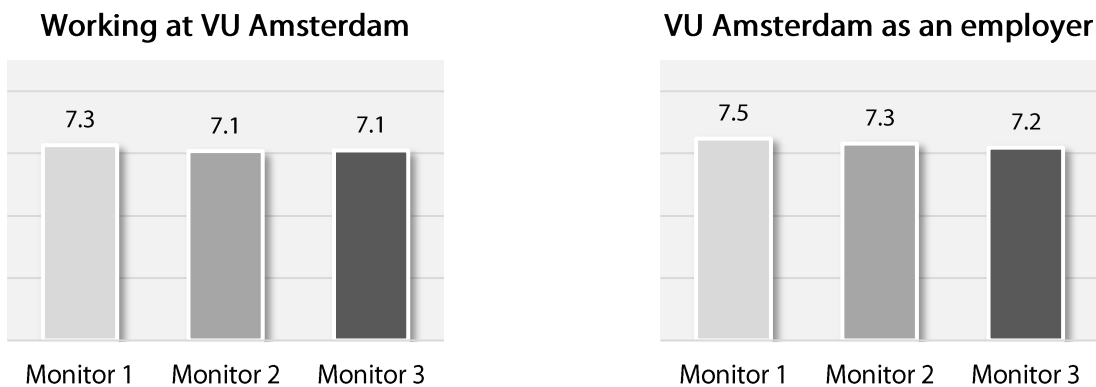
COMMUNICATION



SUPPORT



GENERAL ASSESSMENT



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1 Introduction

Objective

The Corona crisis has now lasted more than a year and (once again) working from home is the standard at VU Amsterdam. To examine how employees are doing and to choose the right interventions, the first measurement of the Corona Monitor was held in June 2020. To monitor changes, the second measurement was held in the fall of 2020. A third measurement was held in April 2021 and this report contains the results of the third monitor.

The results will also be used to interpret the results of the Work Experience Survey in the right context. The monitor includes a short questionnaire about, for example, the well-being of employees, communication by VU Amsterdam, involvement with colleagues/VU Amsterdam, working from home and possible difficulties and future wishes. The results of the monitor are the basis for the evaluation of the VU Amsterdam policy during the Corona crisis and the formulation of areas for action.

Response

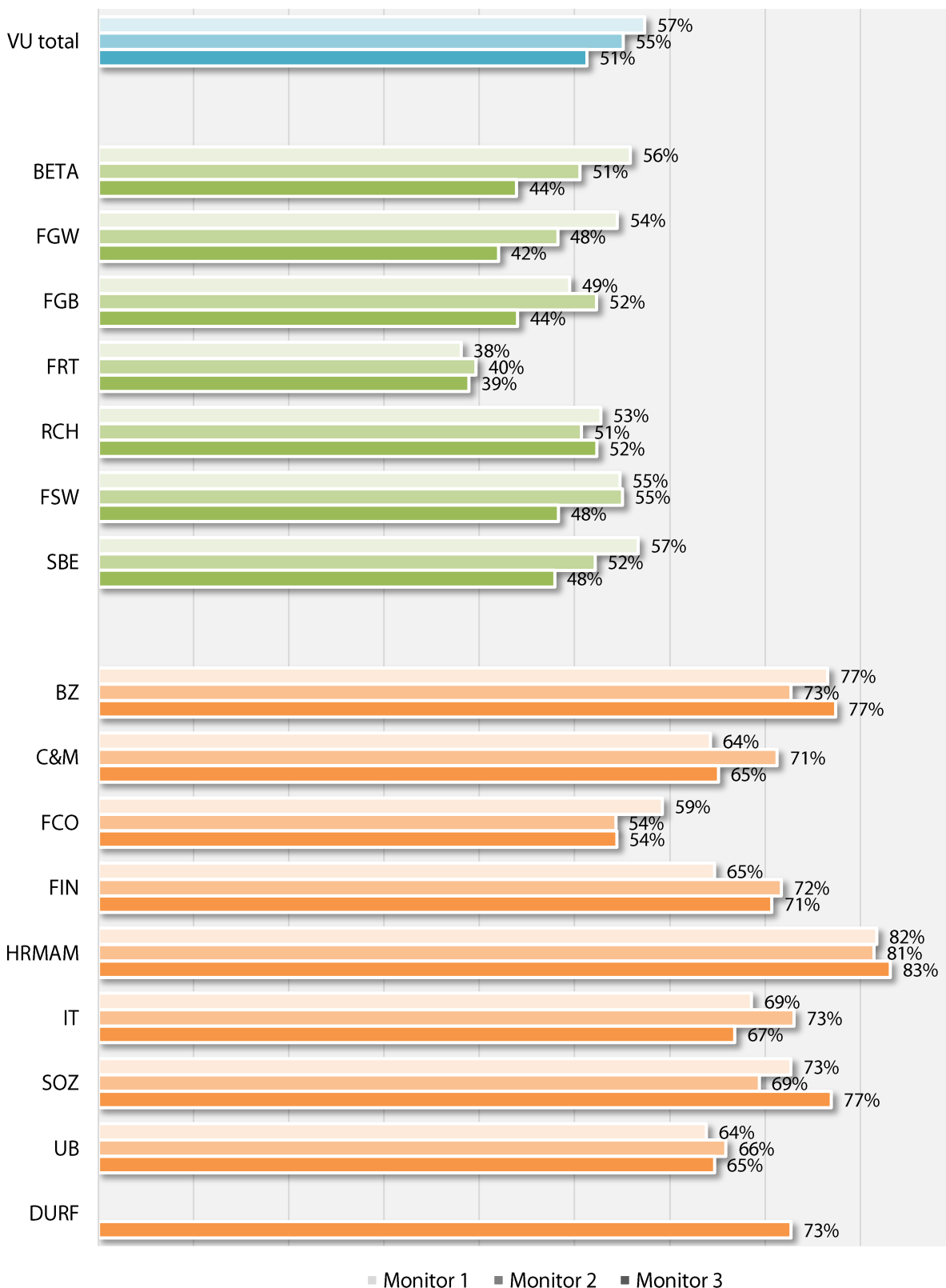
On 8 April 2021, 4,347 VU Amsterdam employees¹ received an e-mail containing a link to the online questionnaire. Several measures were taken to stimulate the response. For instance, a brief explanation was part of the invitation e-mail. Also, two reminders were sent to employees who had not yet (fully) completed the questionnaire at the time of sending. Furthermore, the employees could ask the IVA Onderwijs Helpdesk for help. Finally, within VU Amsterdam attention was paid to the third Corona Monitor in various ways.

After closing the survey on 22 April 2021, 2,230 employees (51.3%) had returned a usable survey. The response was considered usable when at least the first content-related question was completed^{2,3}. IVA Onderwijs read through the answers to the open questions and the most important or frequently mentioned remarks have been included in this report.

¹ External employees of VU Amsterdam (including external PhD candidates) have not been included in the study.

² 2,119 employees (48.7% of the population) have fully completed the questionnaire.

³ At DURF, 9 employees participated. For privacy reasons, DURF is not listed as a separate organisational unit.



Representativity

To assess whether the response group is a proper reflection of the total population, we examined whether the response group matches the total population in terms of faculty/unit, job category (AS/SMS), gender, and age. The results indicate that the response group is a good reflection of the total population within VU Amsterdam for all characteristics. The deviations are relatively small, meaning it is not necessary to correct the results for particular characteristics through weighing.

Reading guide

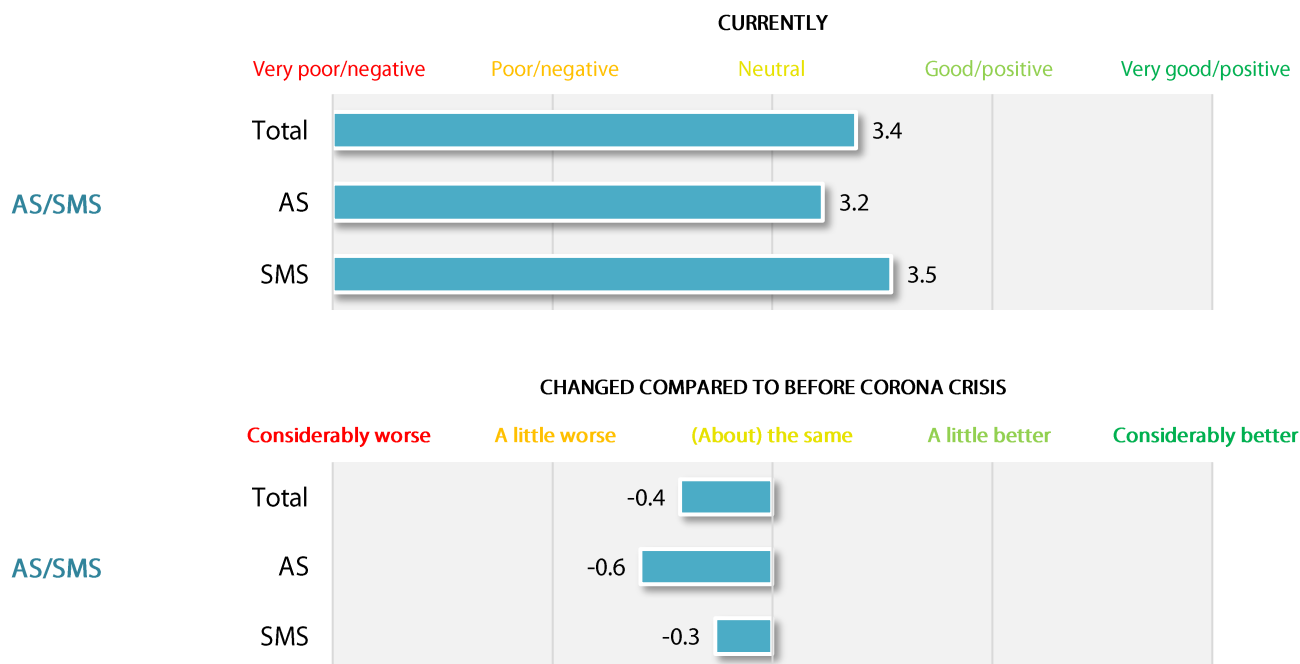
- As a result of rounding off, in bar charts, bars with the same scores may differ in length. E.g., a bar with a score of 3.47 is shorter than a bar with a score of 3.53. However, both scores are rounded off to 3.5.
- As a result of rounding off, in some cases, the sum of the column or row percentages may not be exactly 100%.
- When a group contains less than ten respondents, we will not report on it for reasons of anonymity. In the tables, we put a dash in place (-).
- Not all respondents answered all questions due to, for example, excluding specific respondents from a question or by leaving out the category of 'do not know/n/a'.

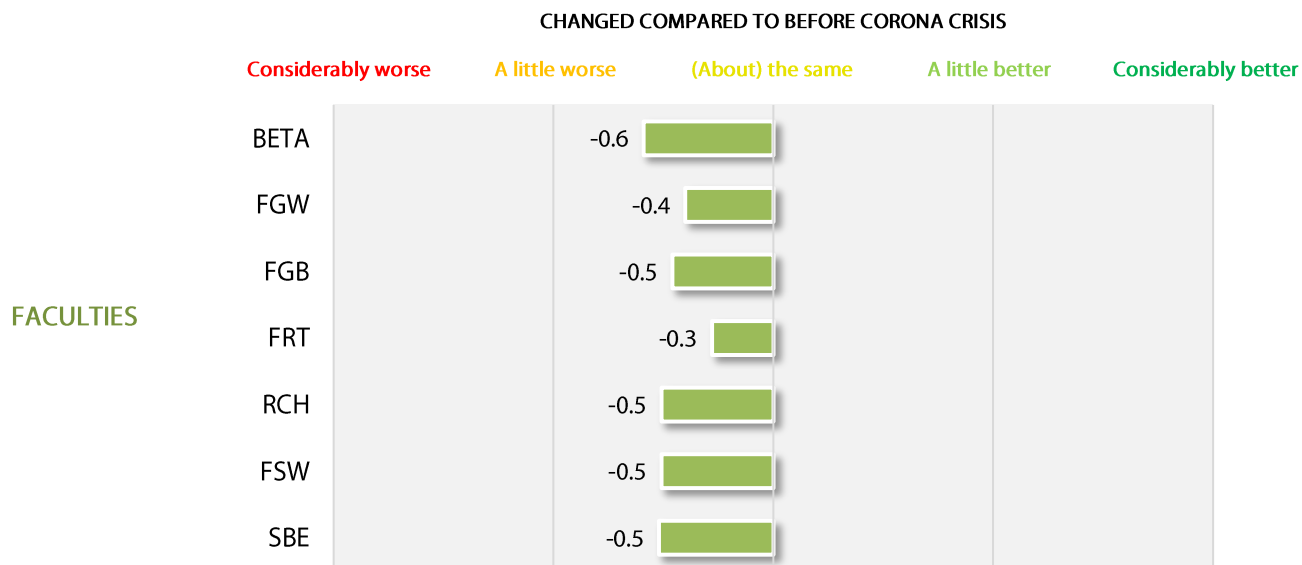
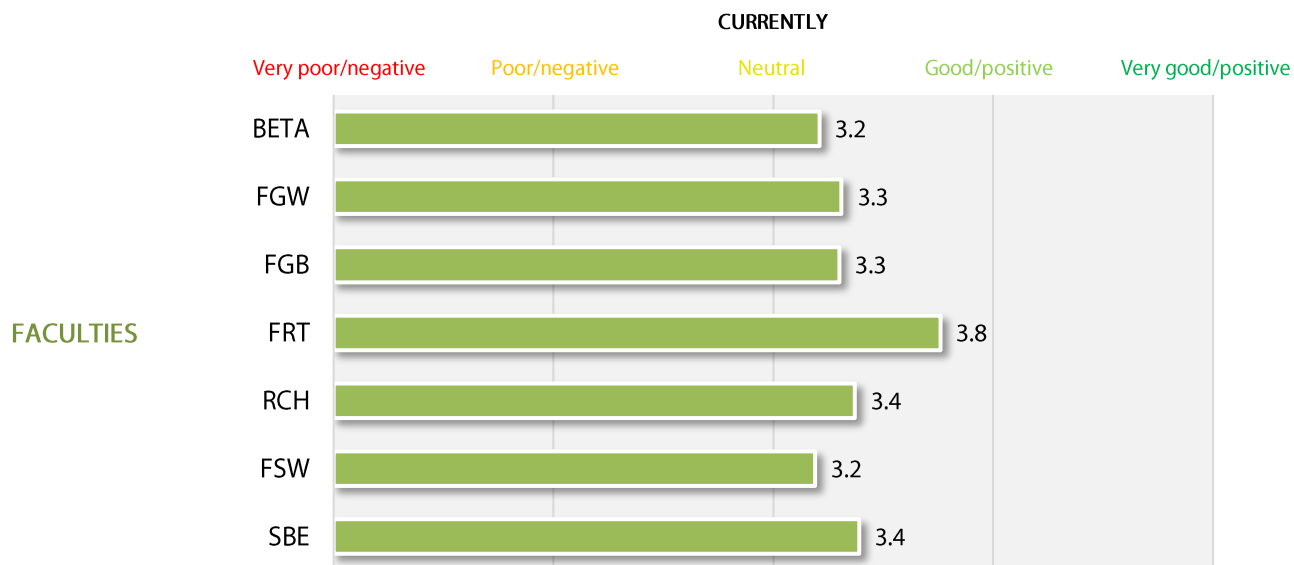
2 Health and work experience

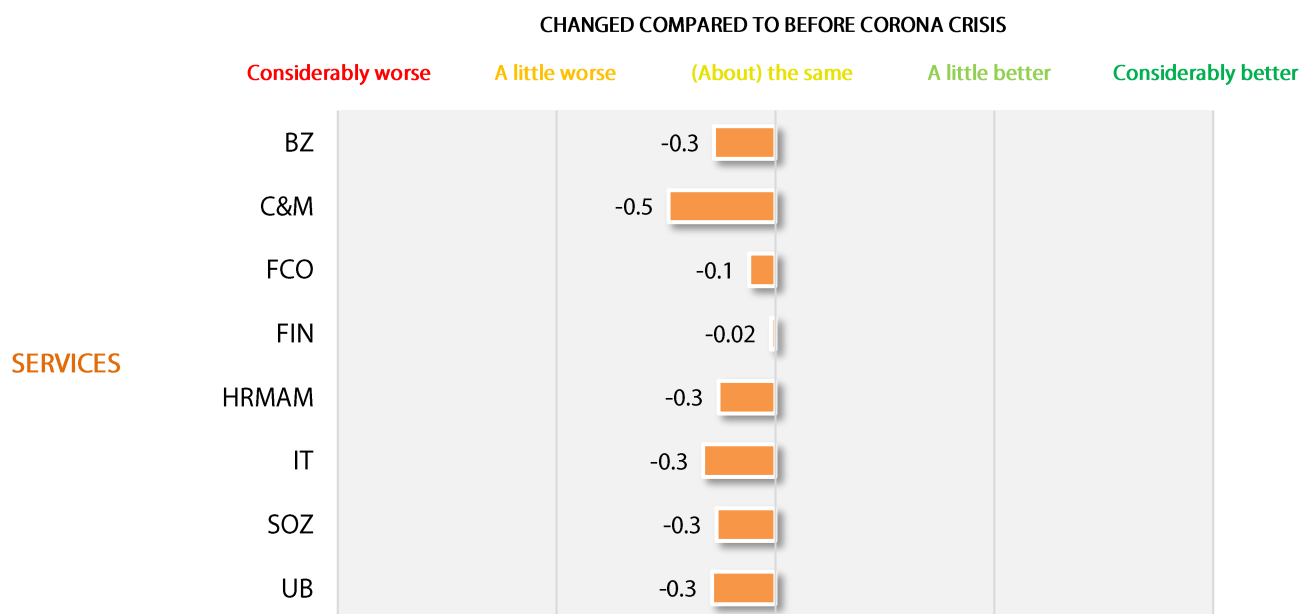
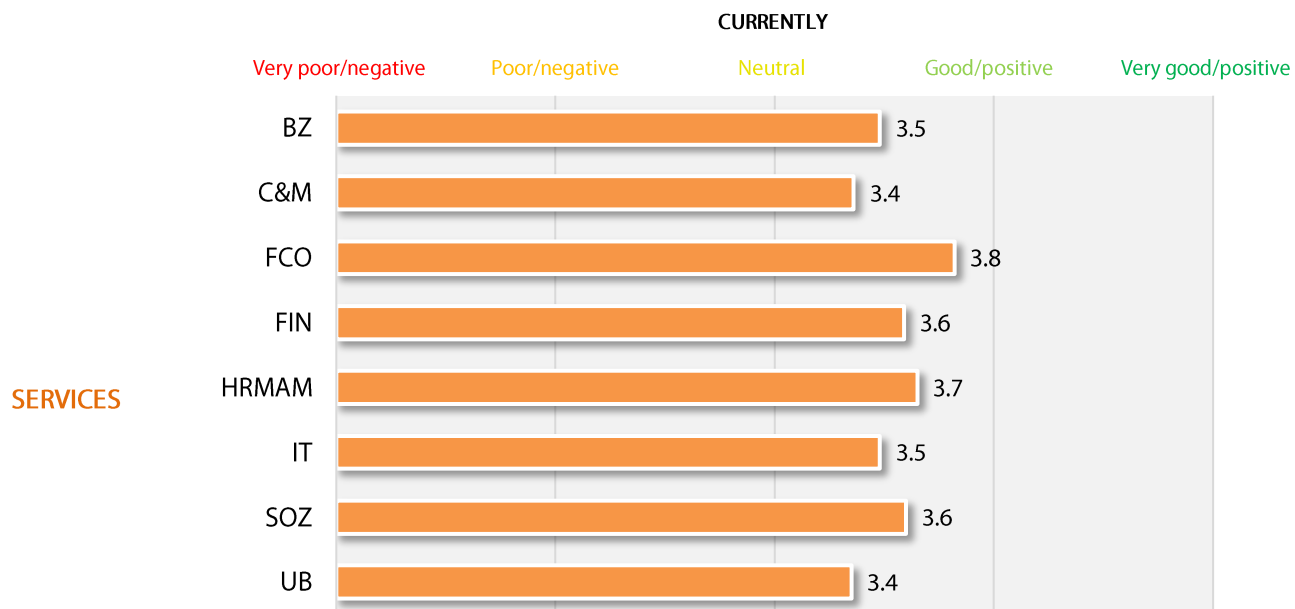
Working from home leads, among other things, to a changed relationship between the organisation and employees and between fellow workers. It can also be mentally stressful, for example, because it is more difficult to separate work and private life, because they miss social contacts, or because of frustrations about an unpleasant workplace at home. This chapter shows how employees currently experience some health and work aspects, and to what extent the experiences changed compared to how they experienced them before the Corona crisis.

Employees are most positive about the cooperation with the supervisor, as well the aspect that has changed the least compared to before the Corona crisis. Employees are also fairly positive about the cooperation with colleagues, although it has deteriorated somewhat compared to before the Corona crisis. Employees are the least positive about the involvement with colleagues and the work-life balance. Involvement with colleagues is also the aspect that has deteriorated the most compared to before the Corona crisis.

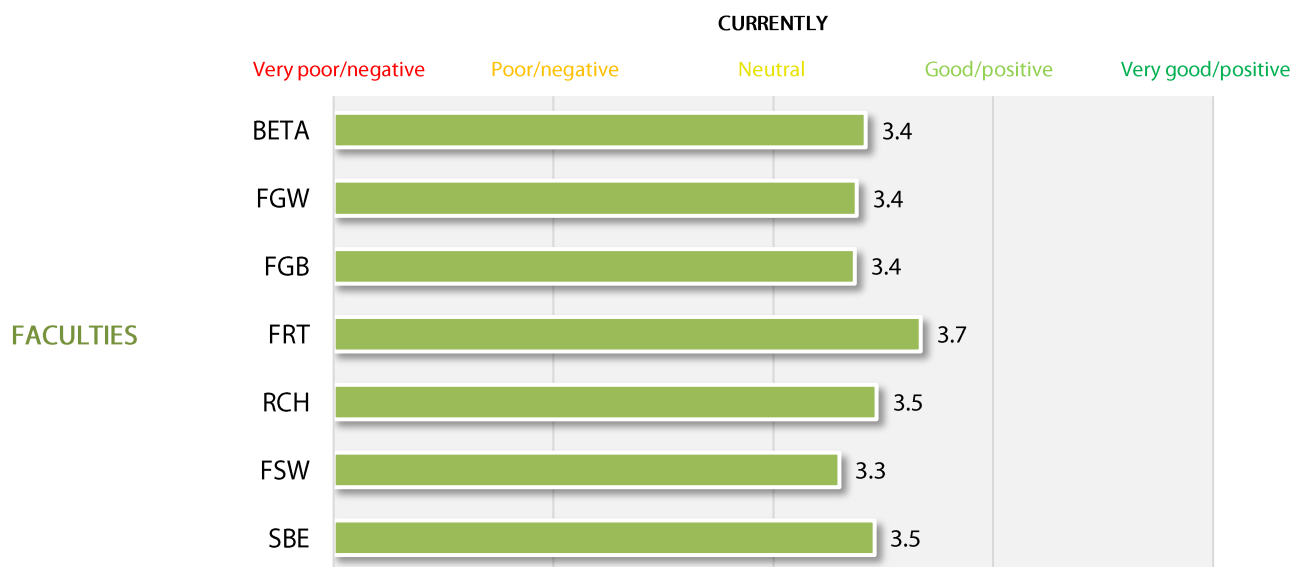
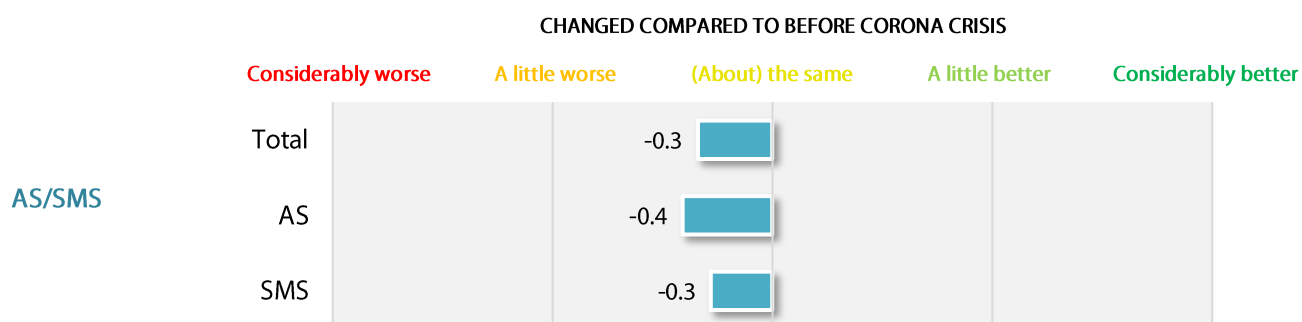
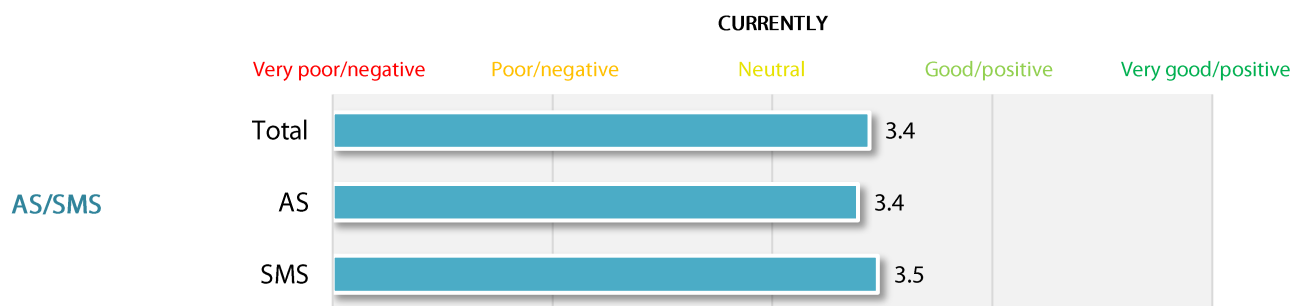
Mental health



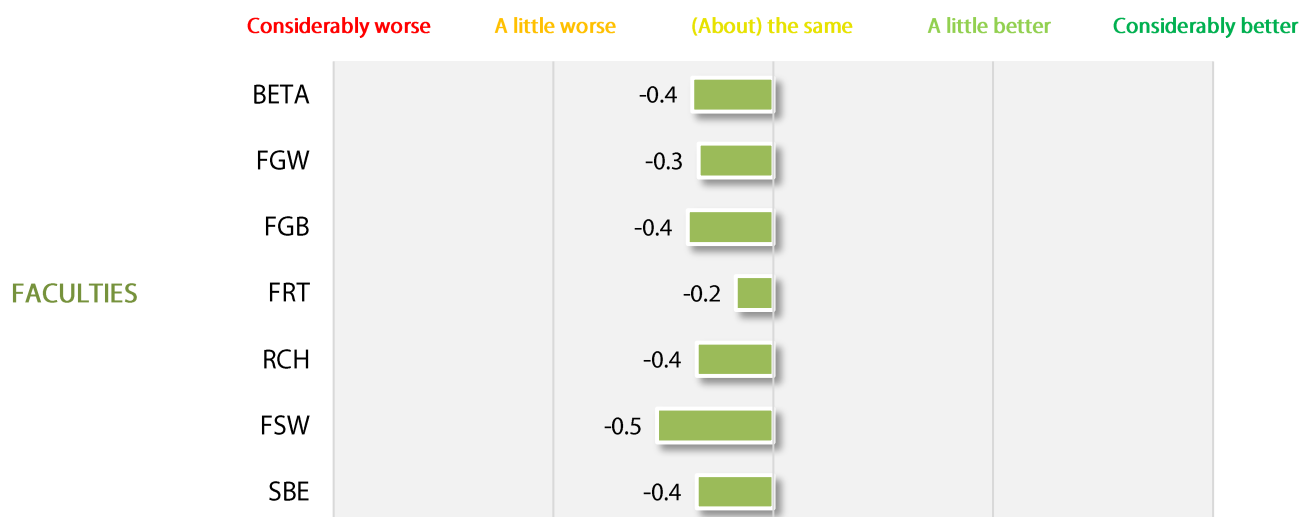




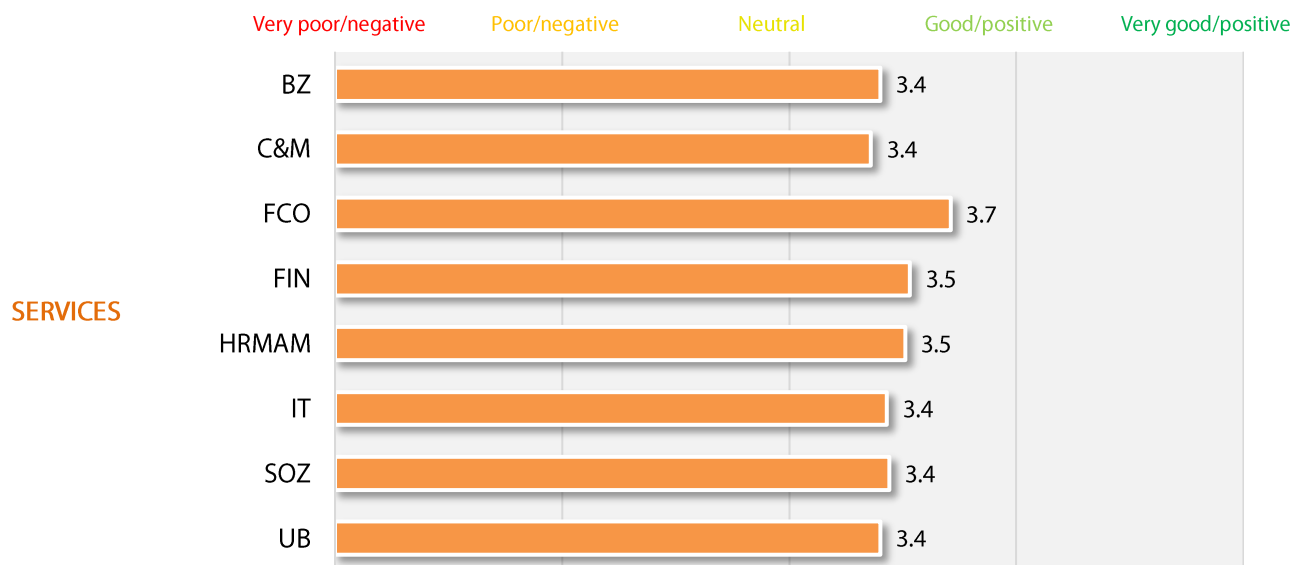
Physical health



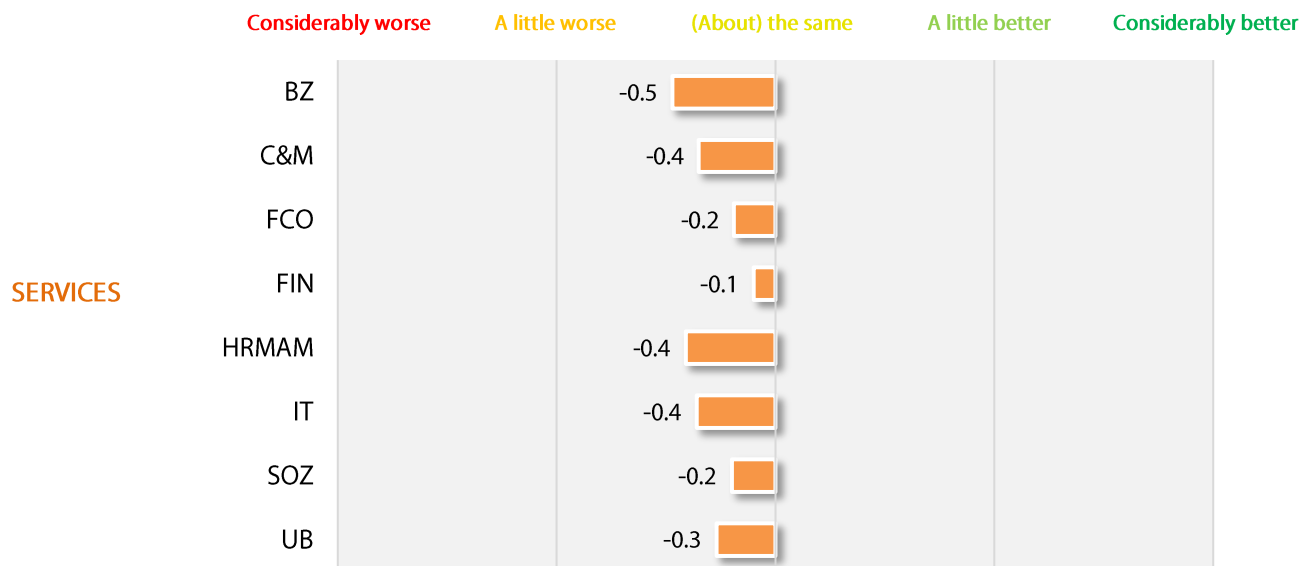
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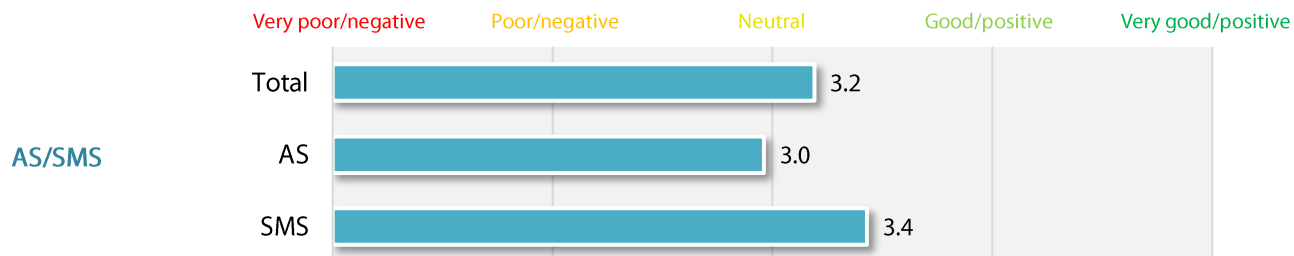


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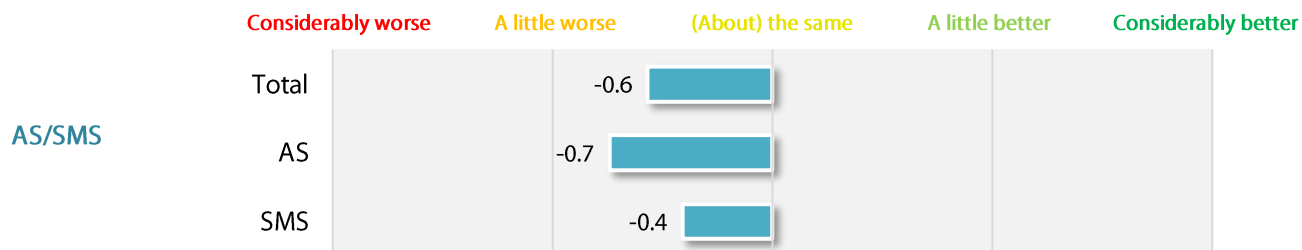


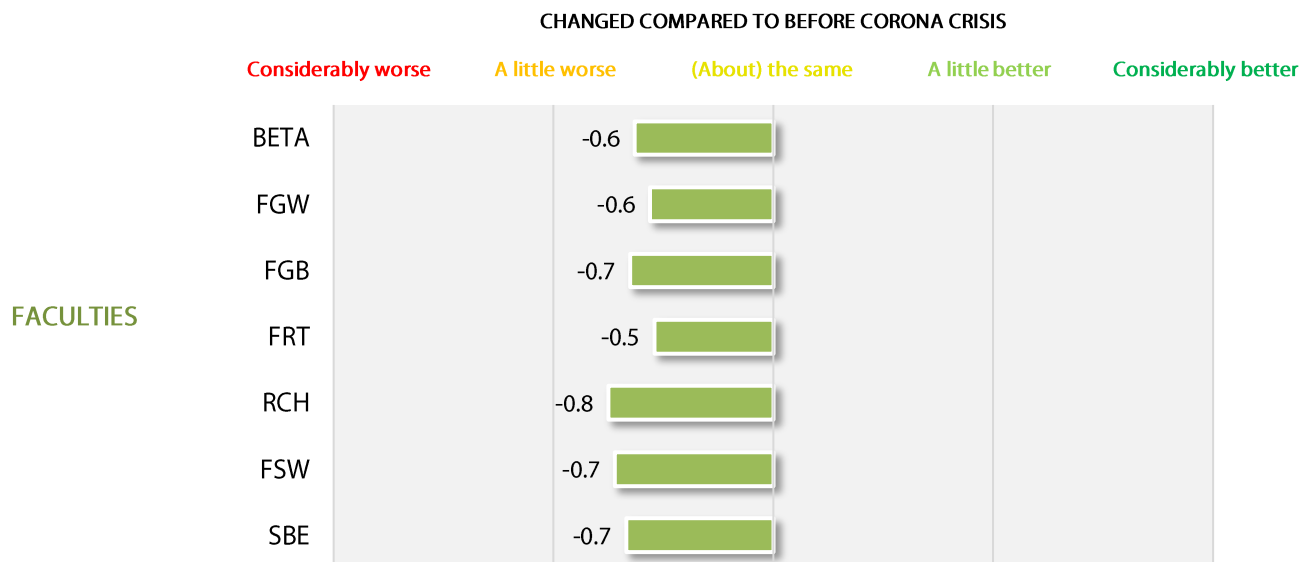
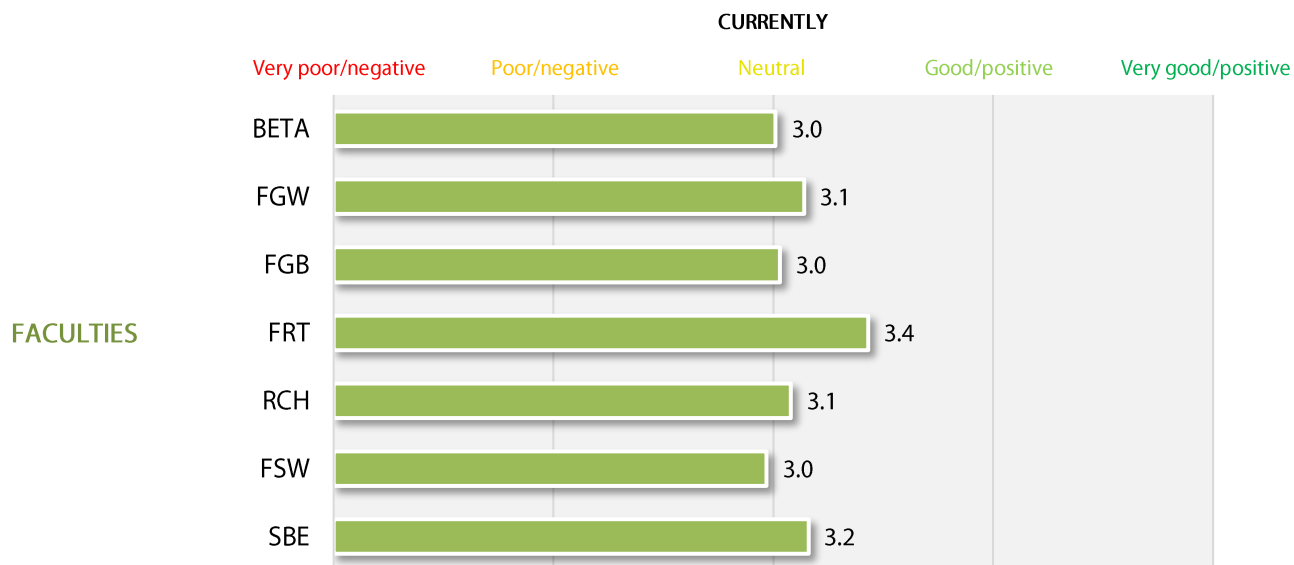
Involvement with VU Amsterdam

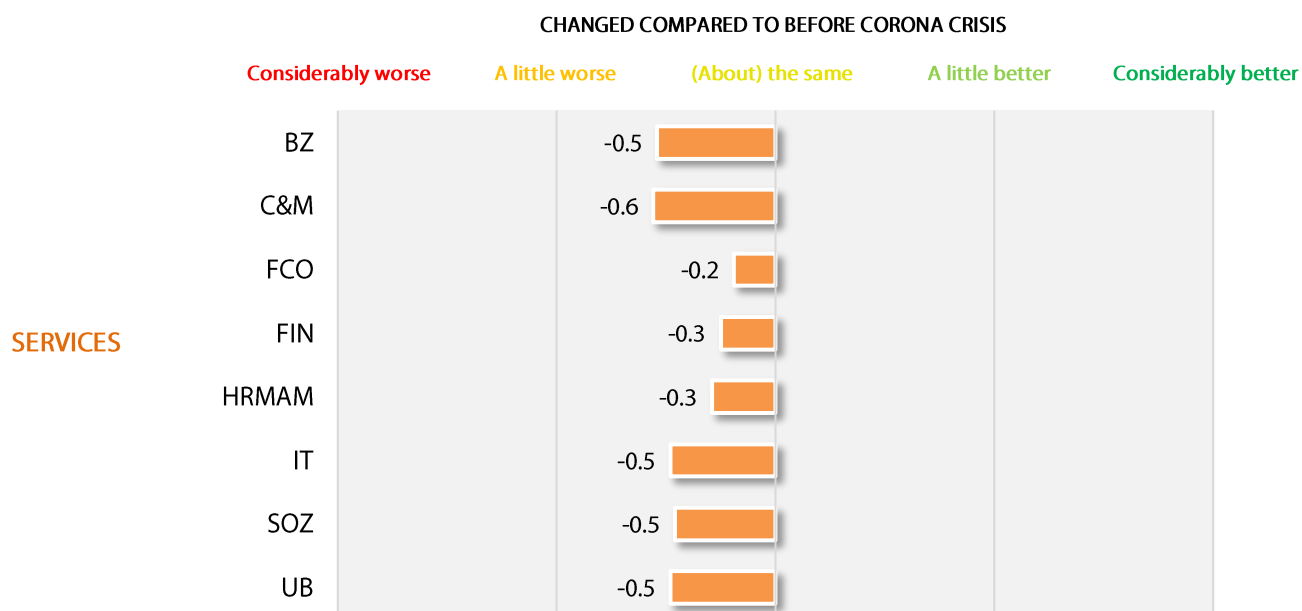
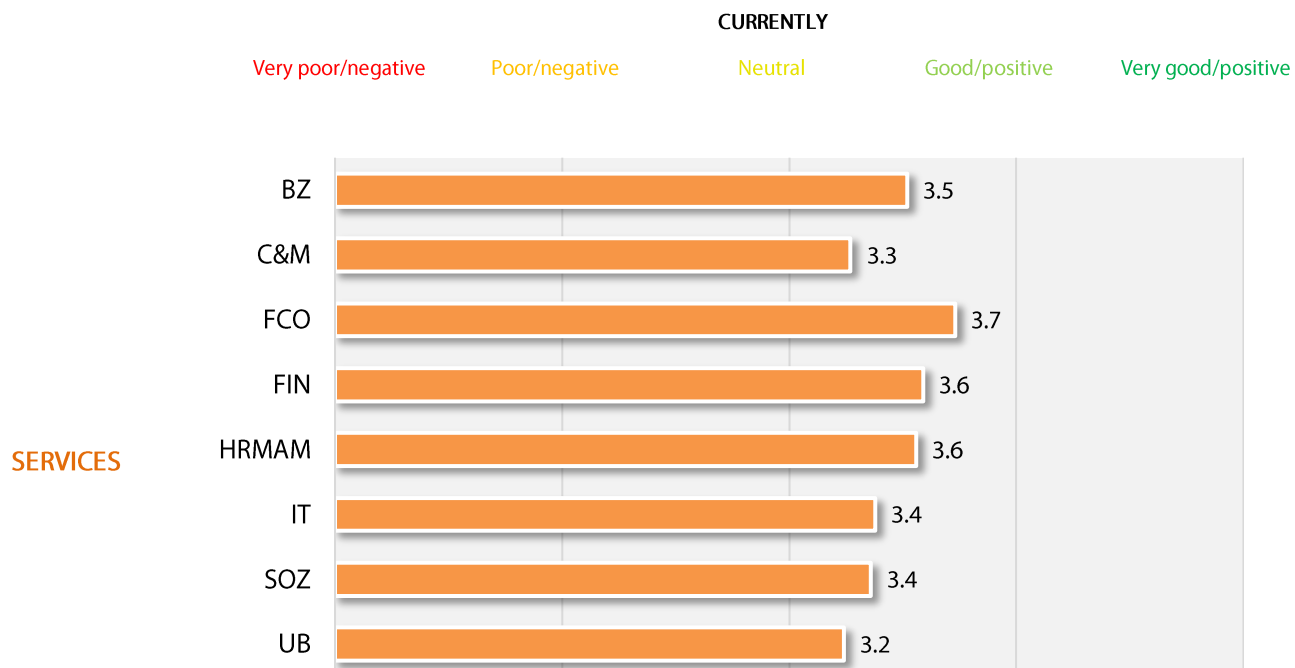
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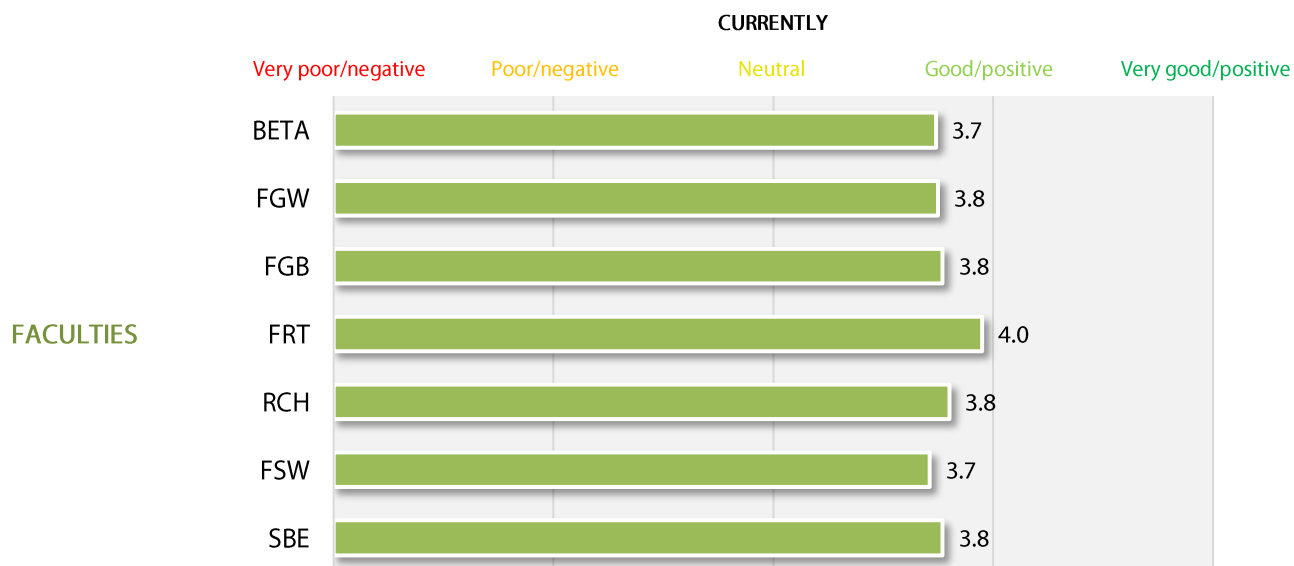
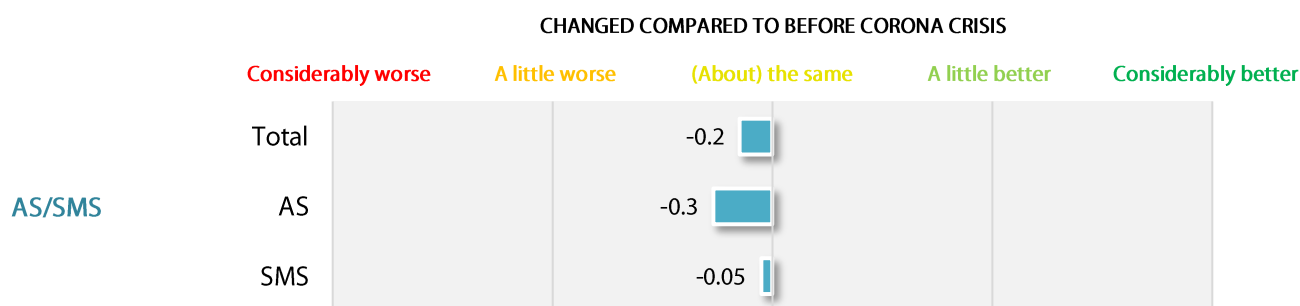
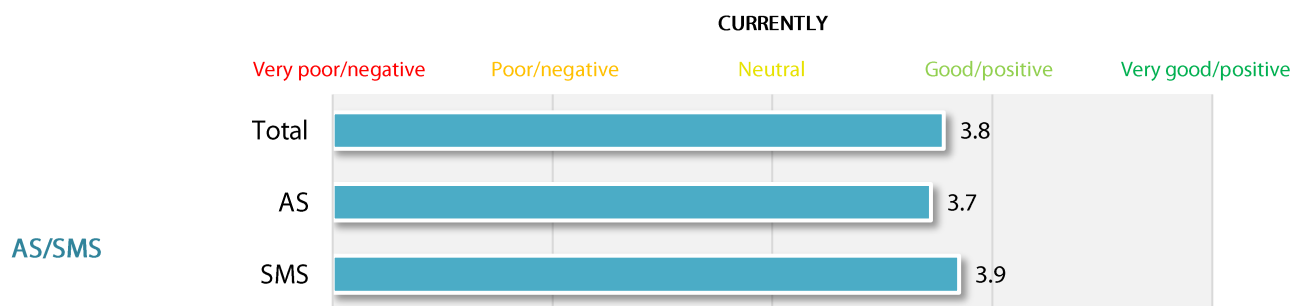
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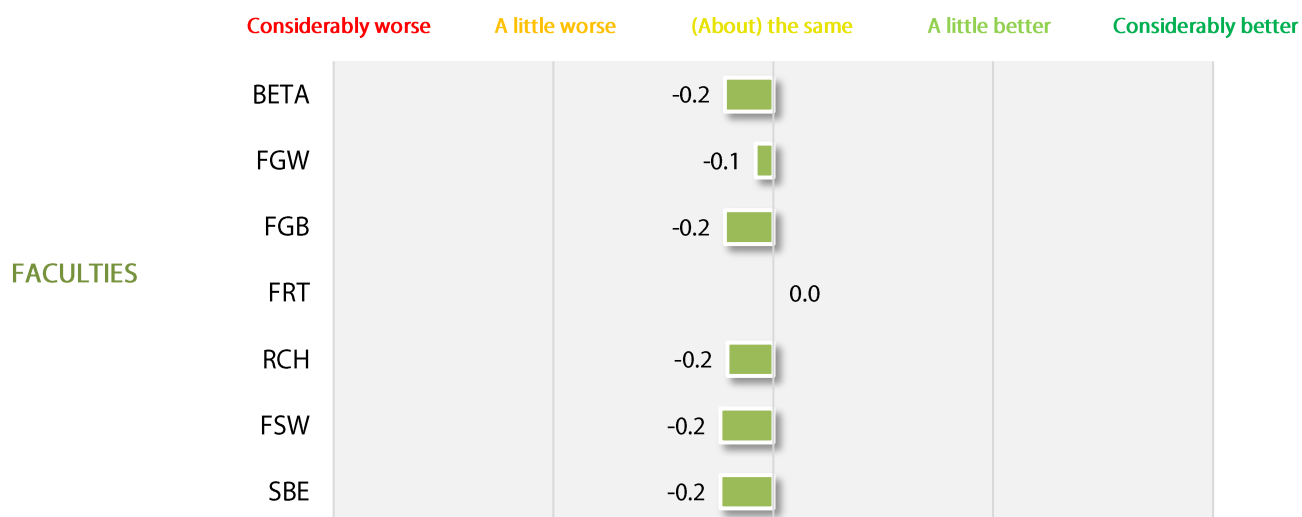




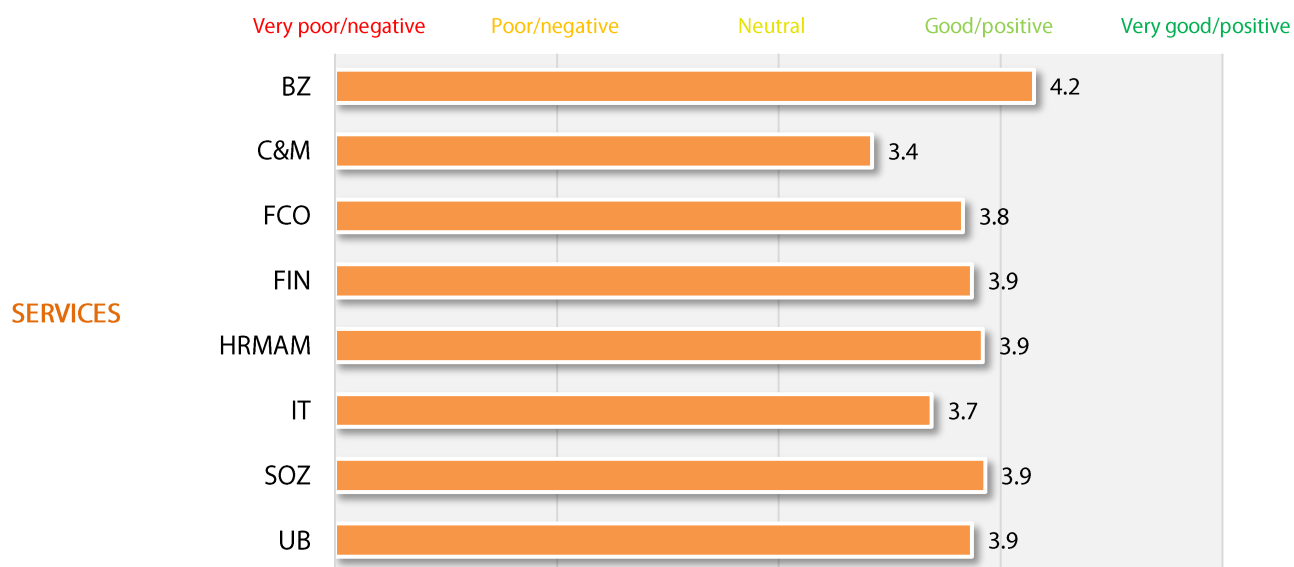
Cooperation with supervisor



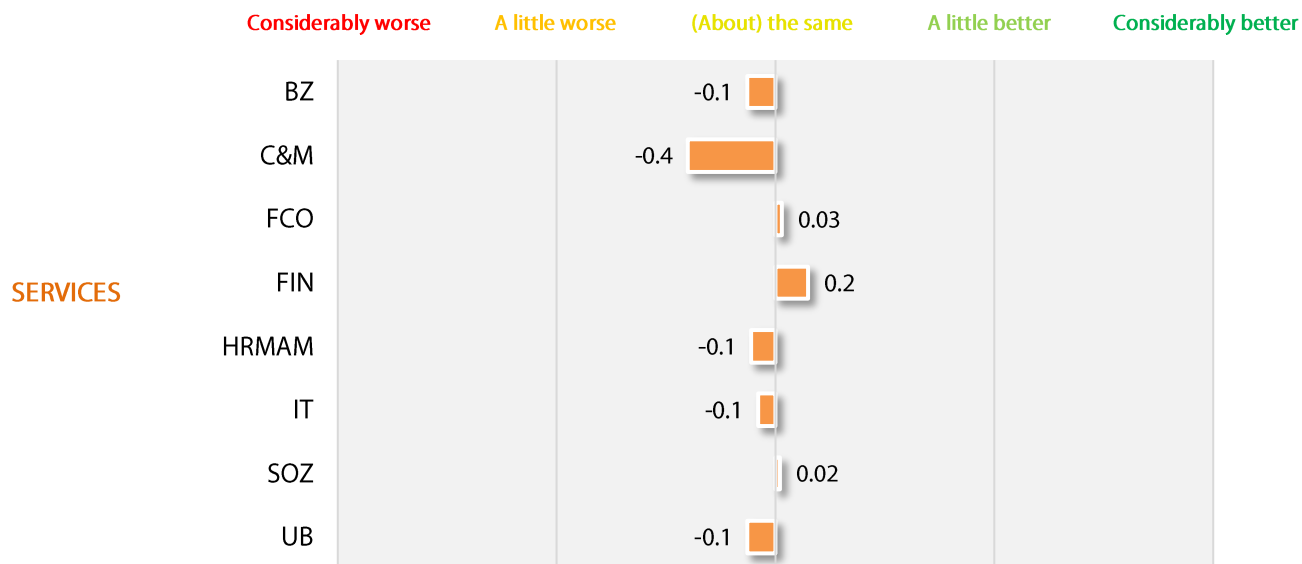
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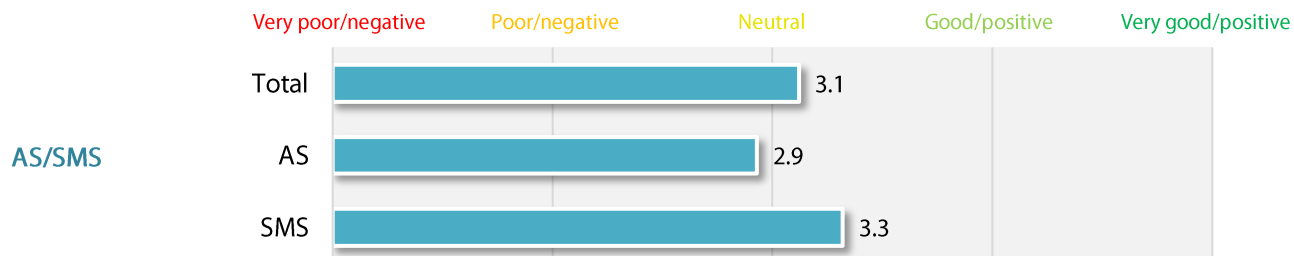


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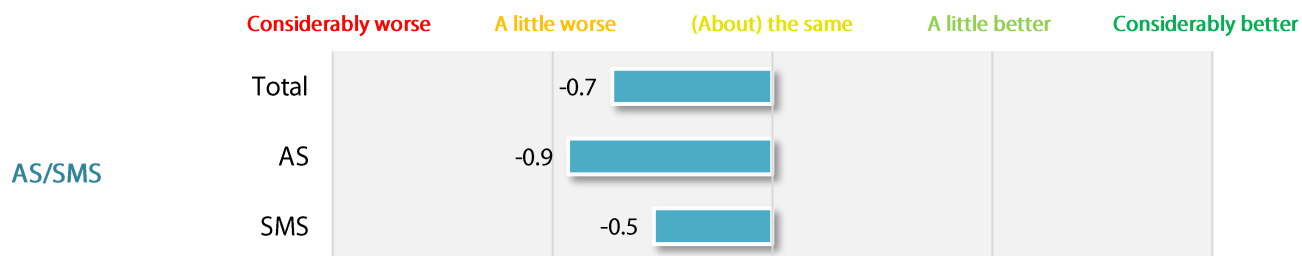


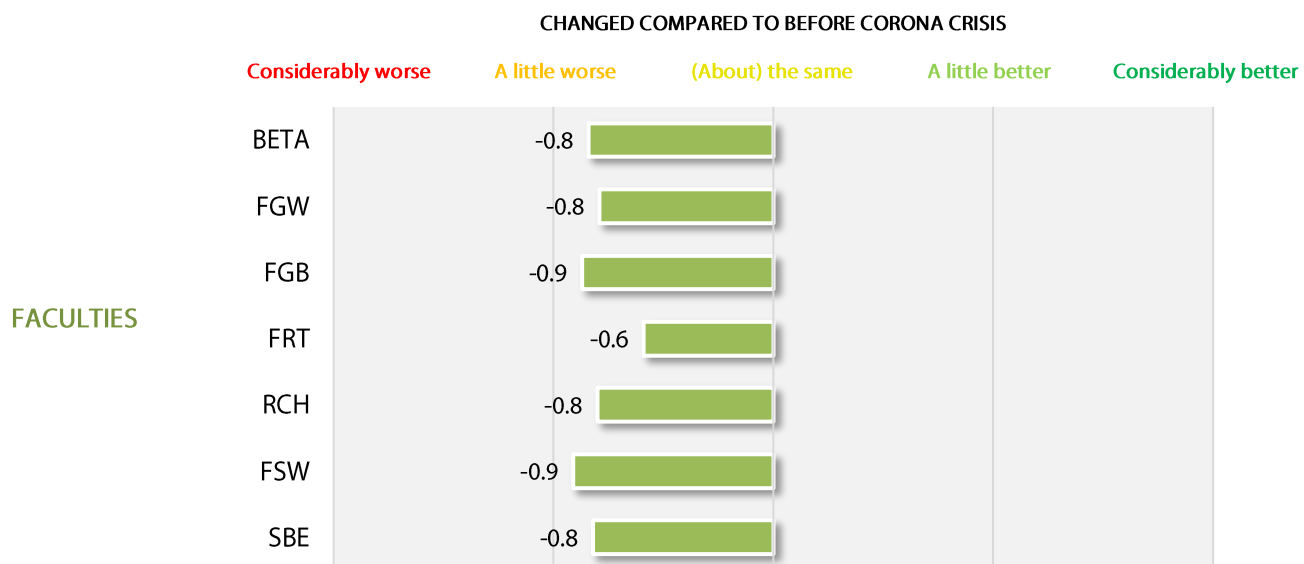
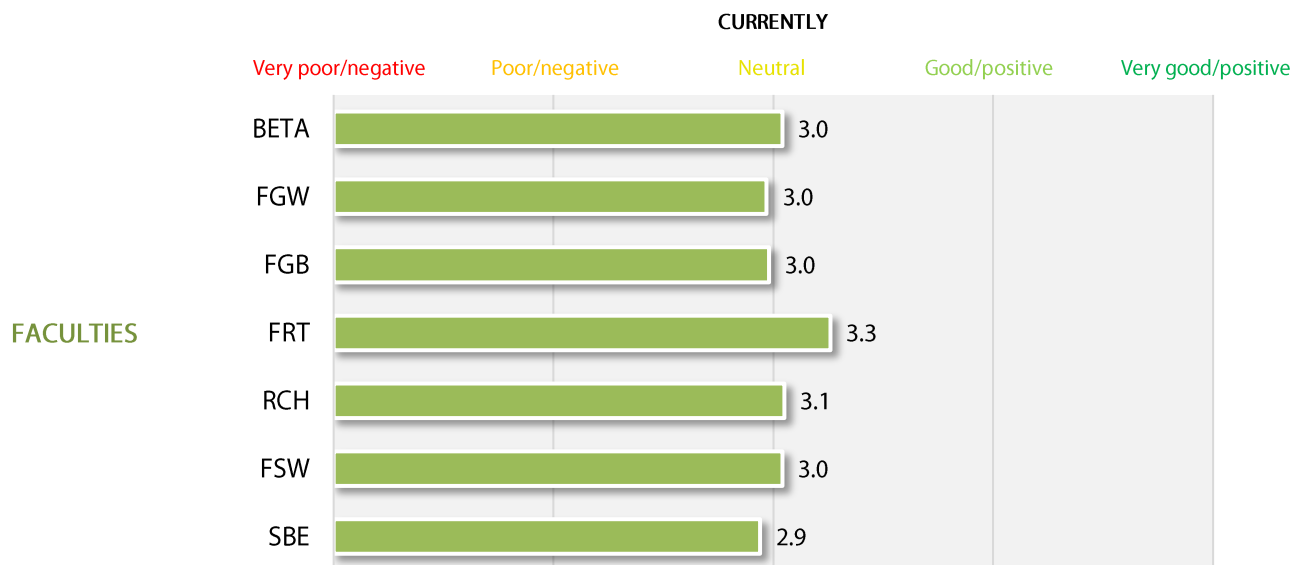
Involvement with colleagues

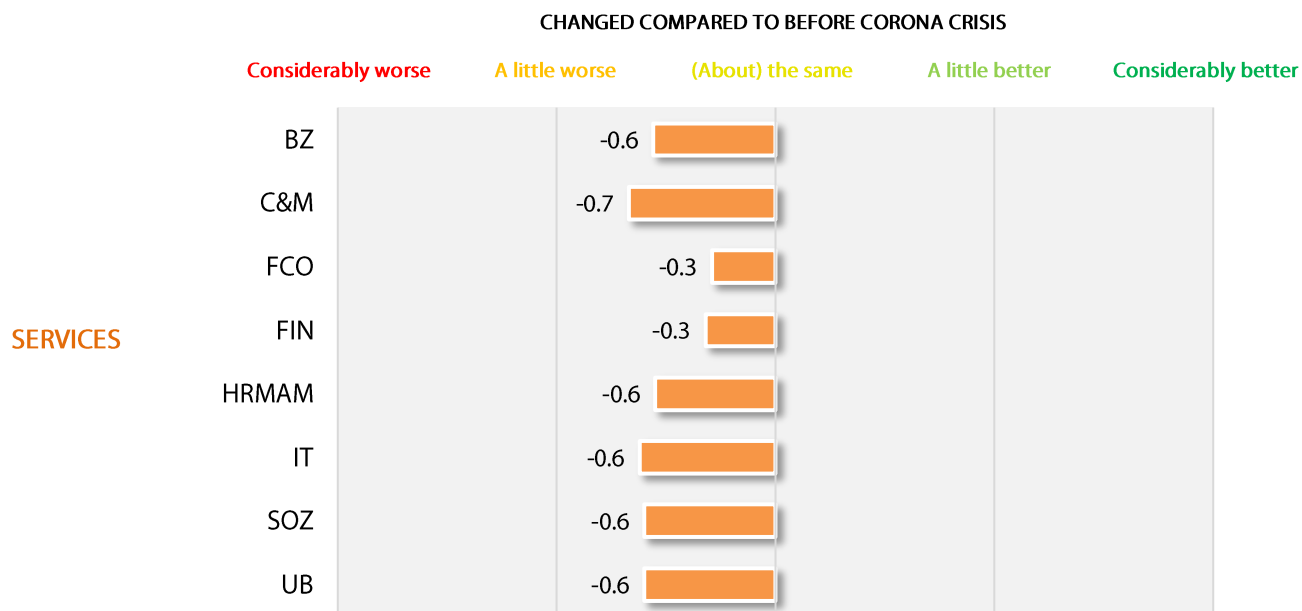
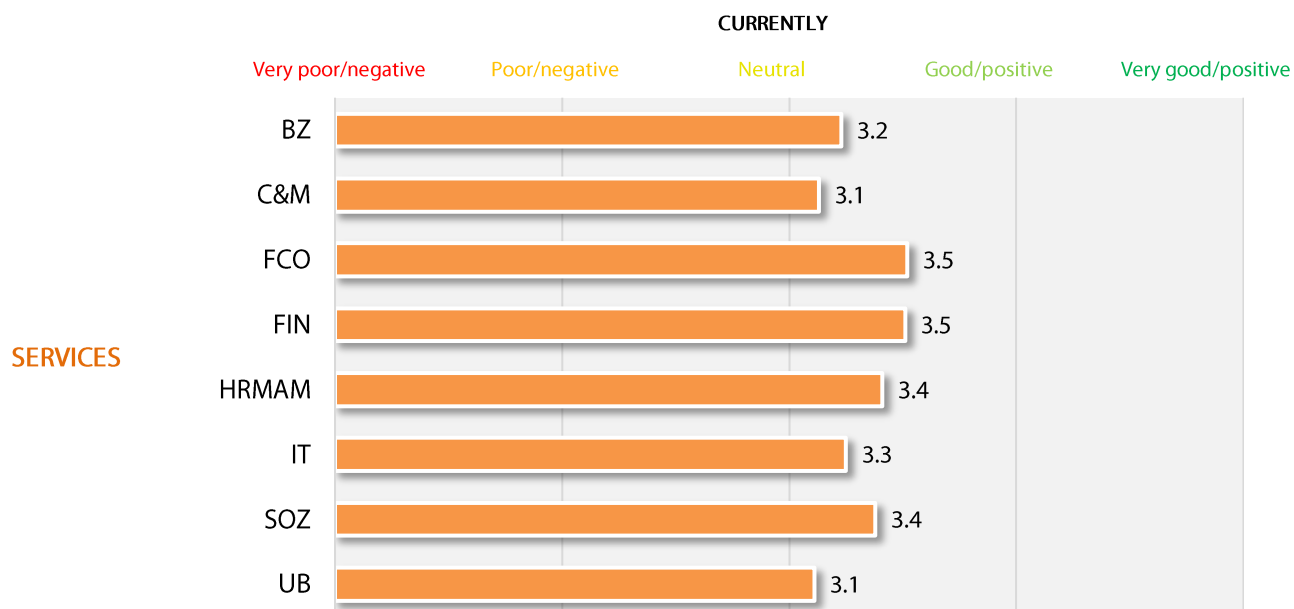
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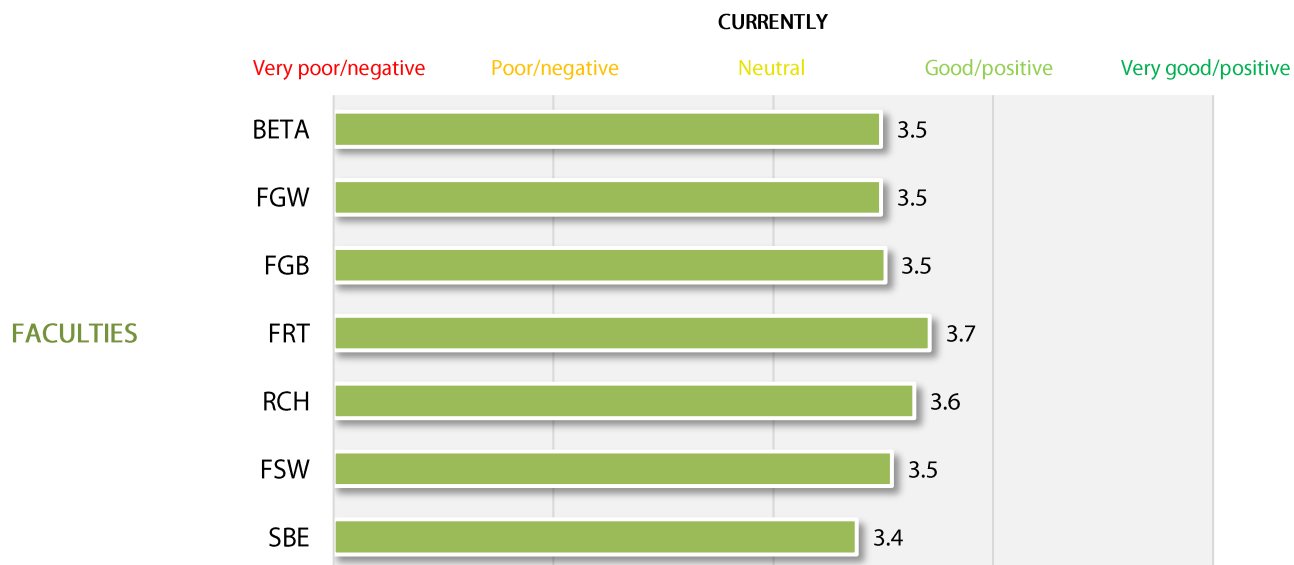
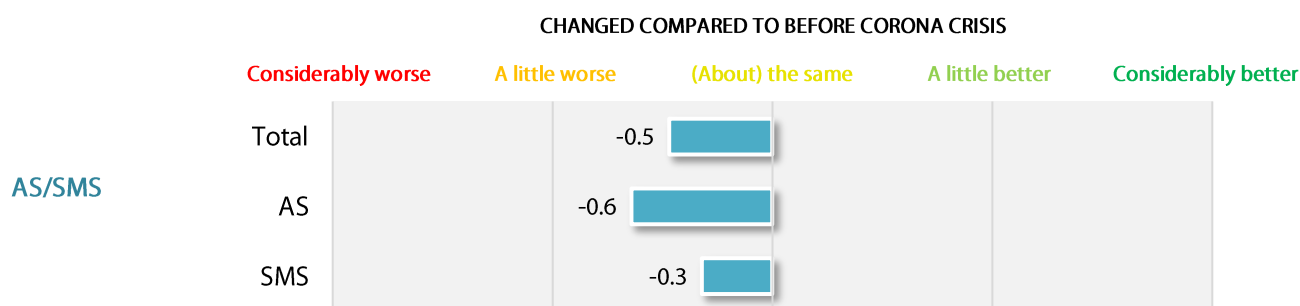
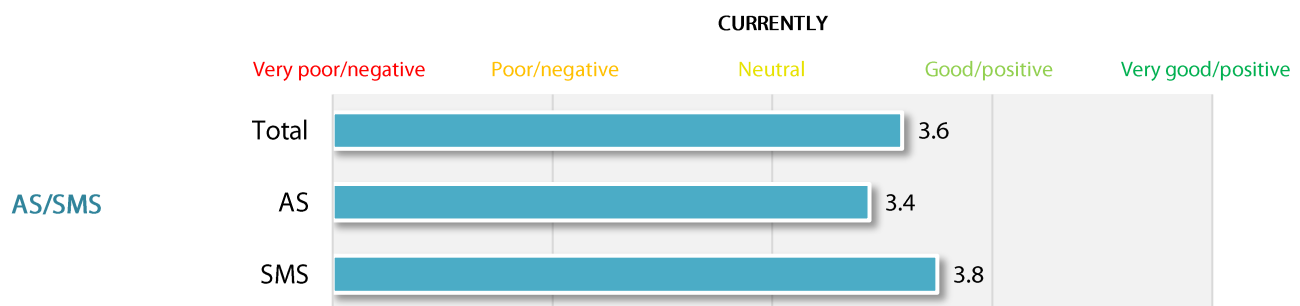
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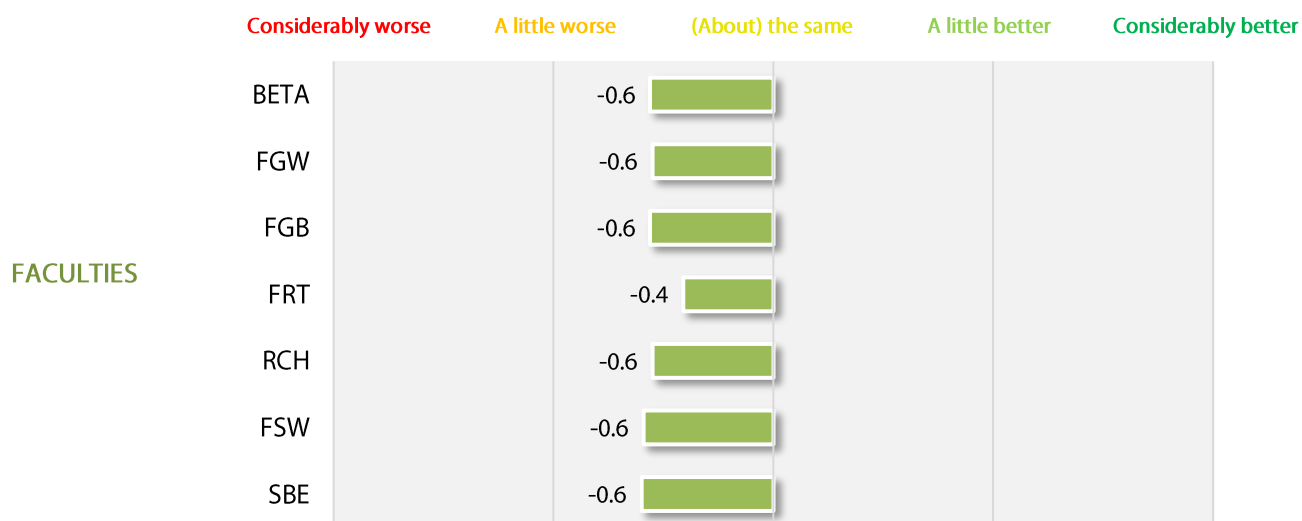




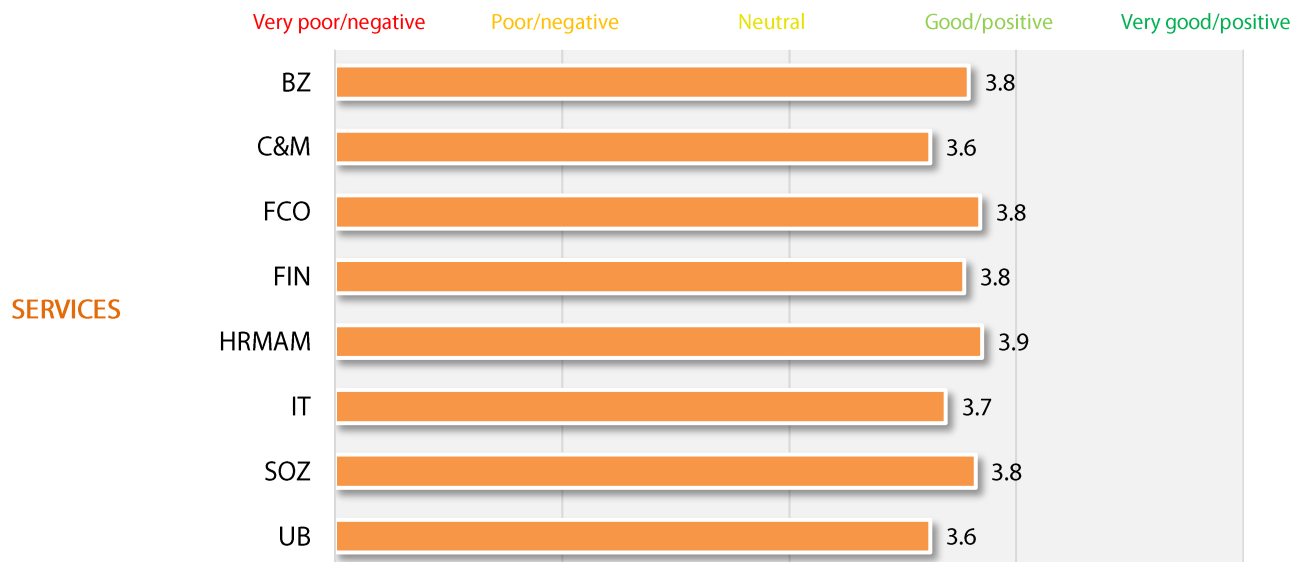
Cooperation with colleagues



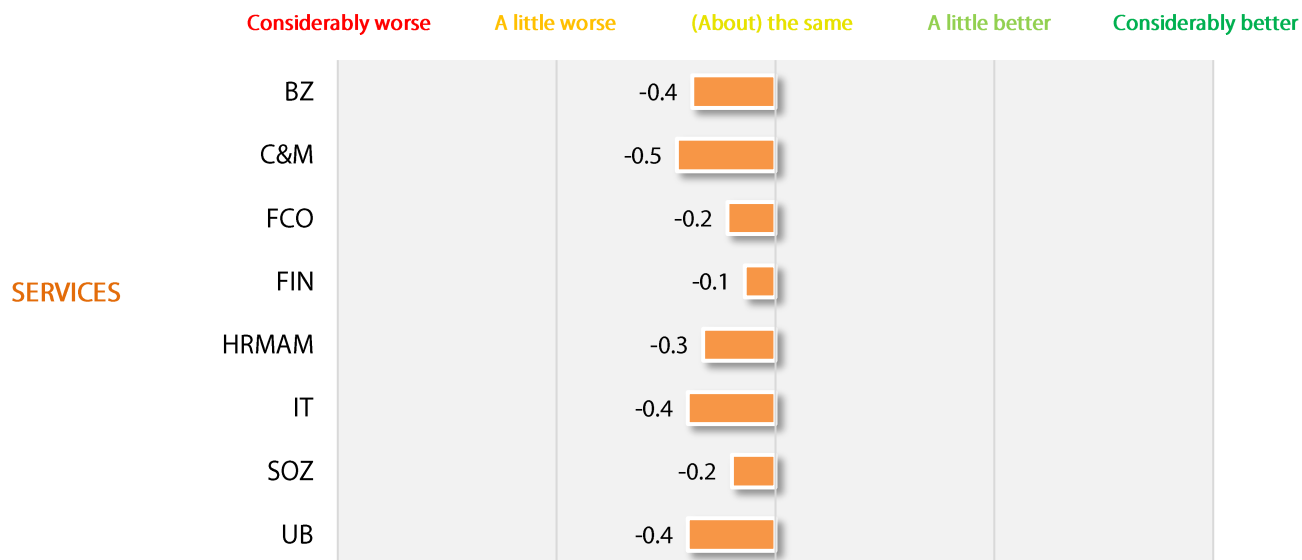
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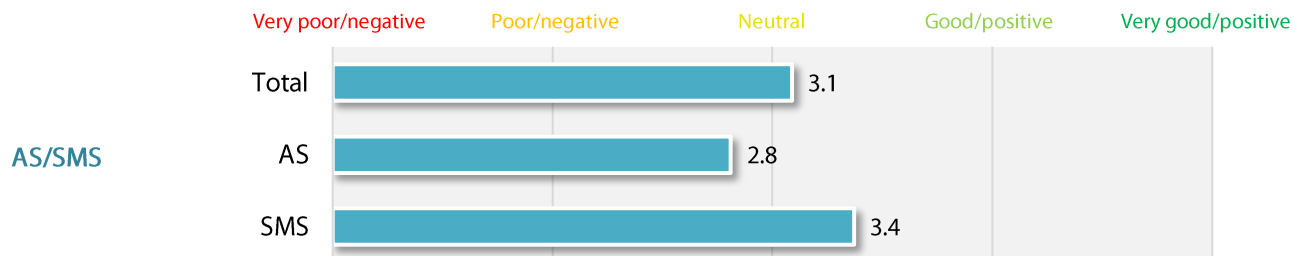


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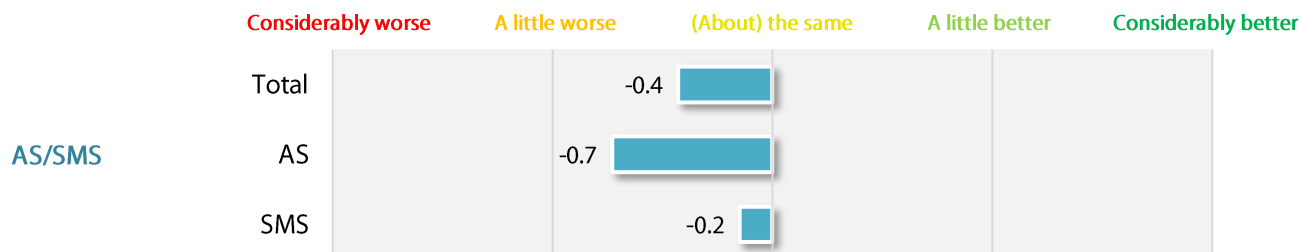


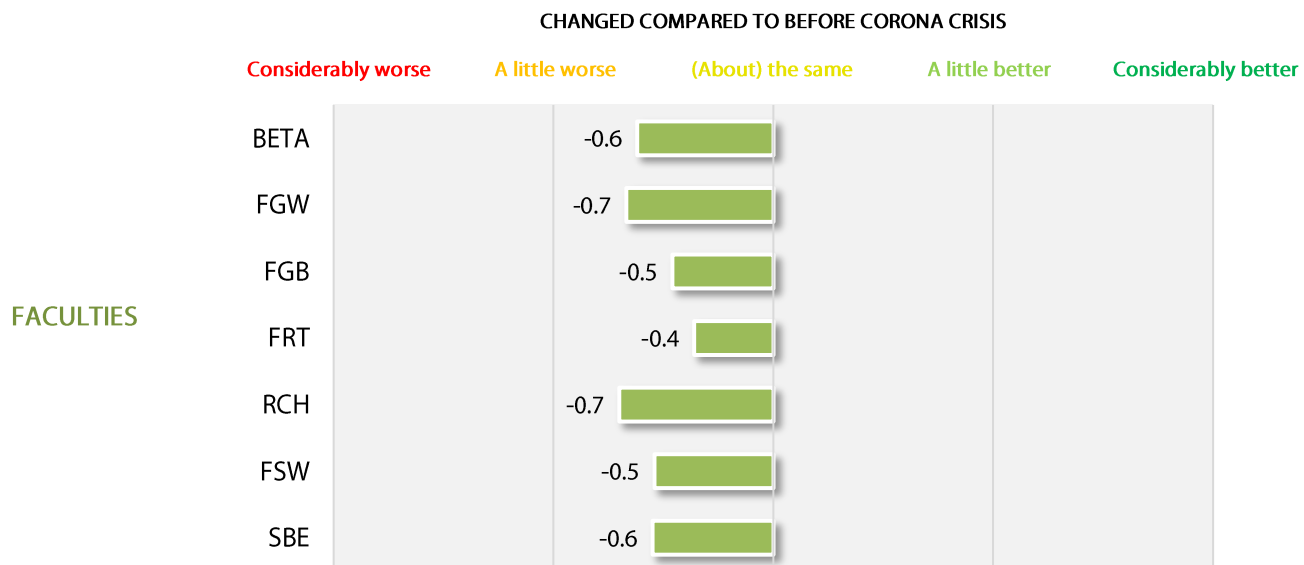
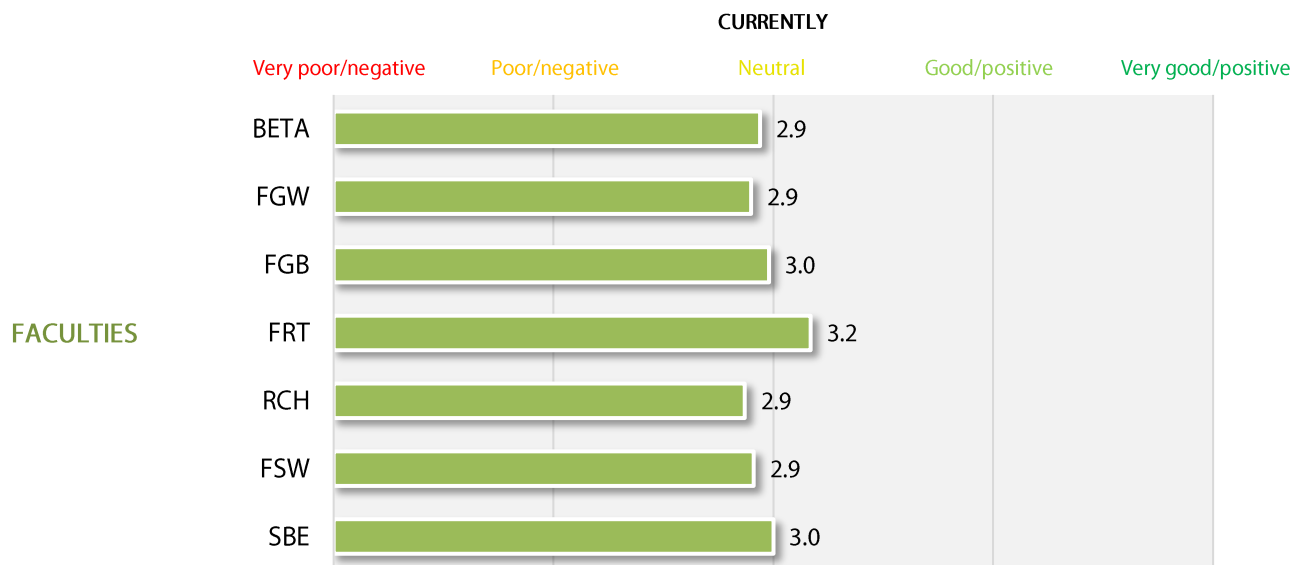
Work-life balance

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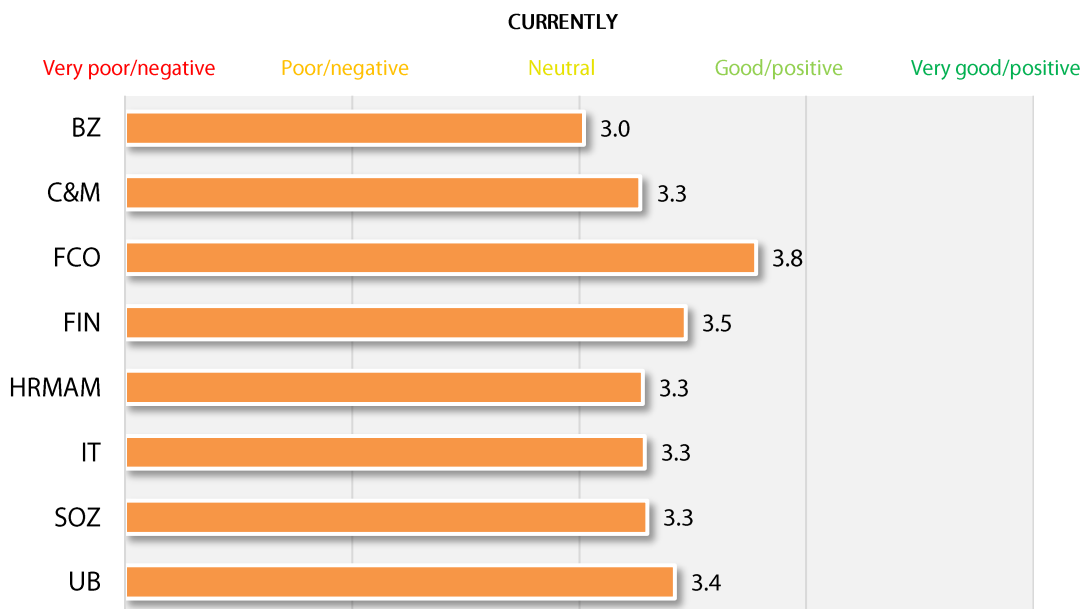


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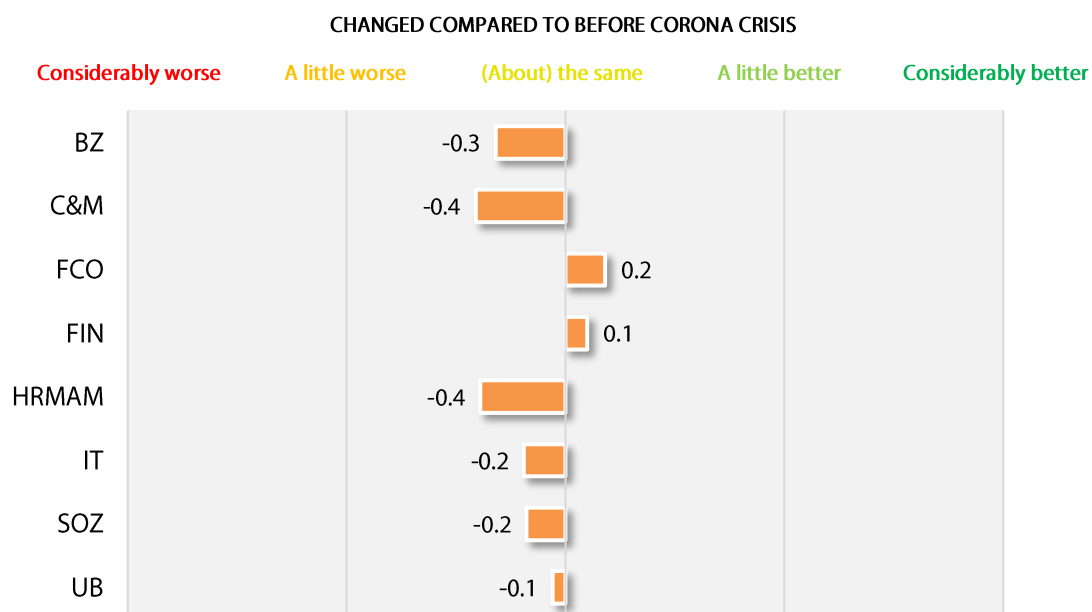




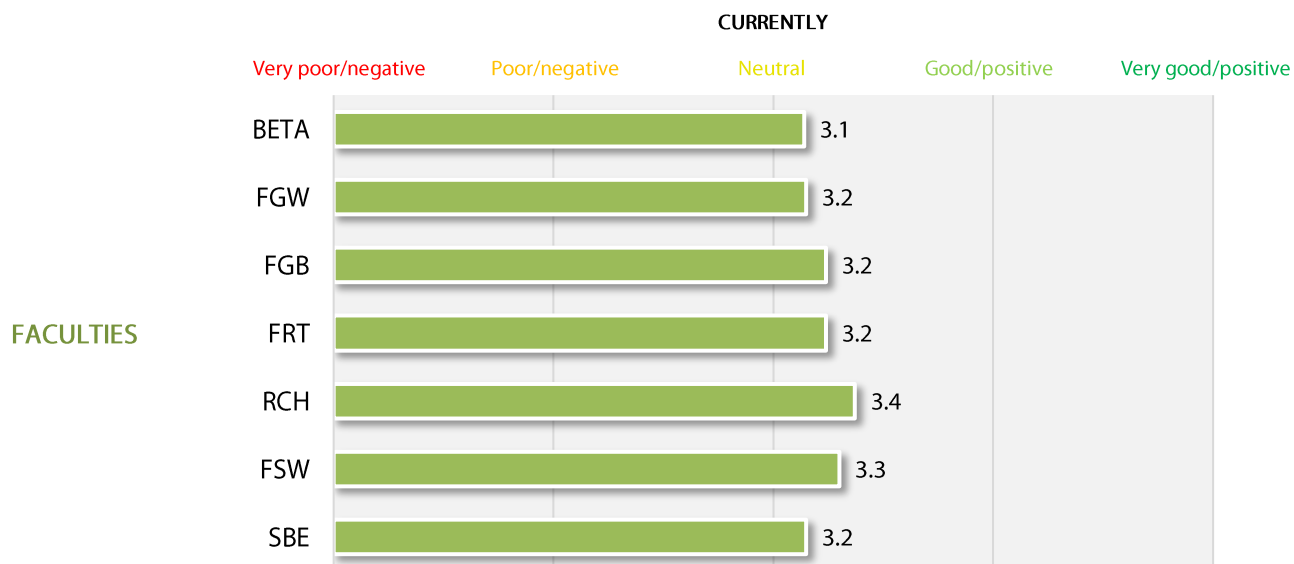
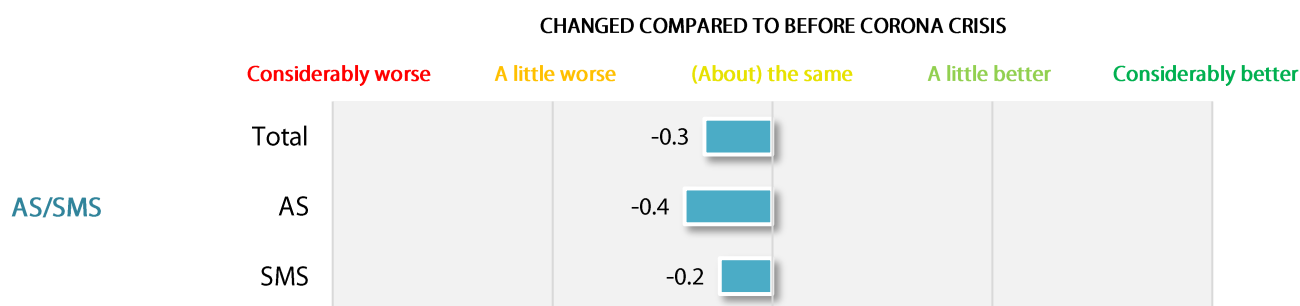
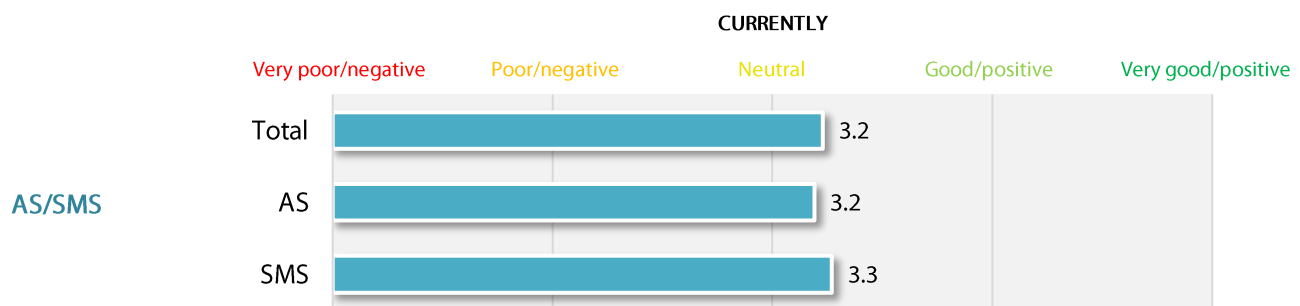
SERVICES



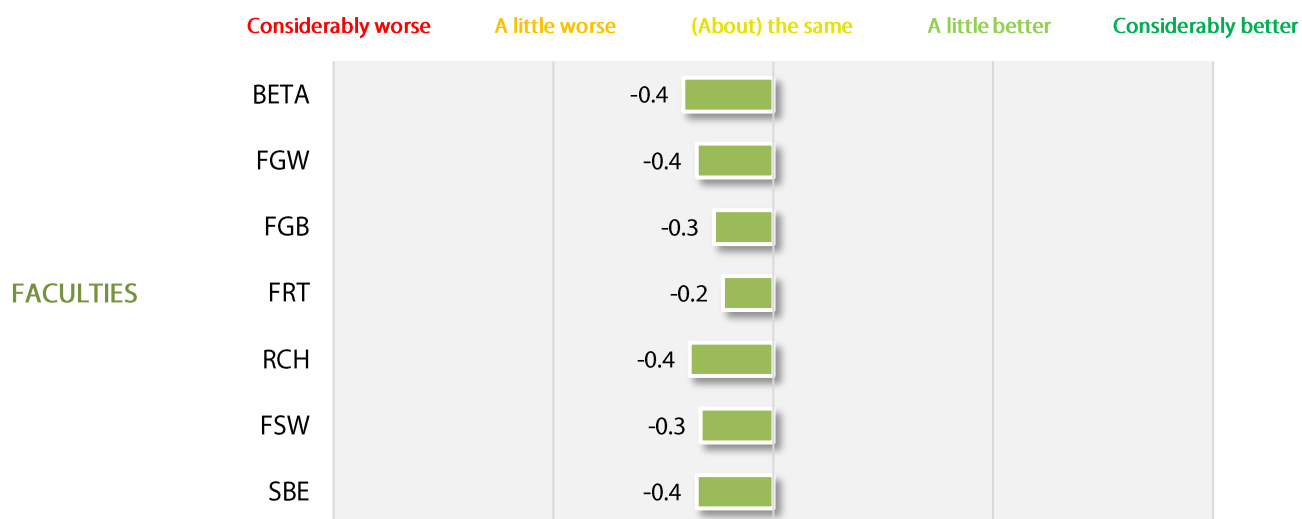
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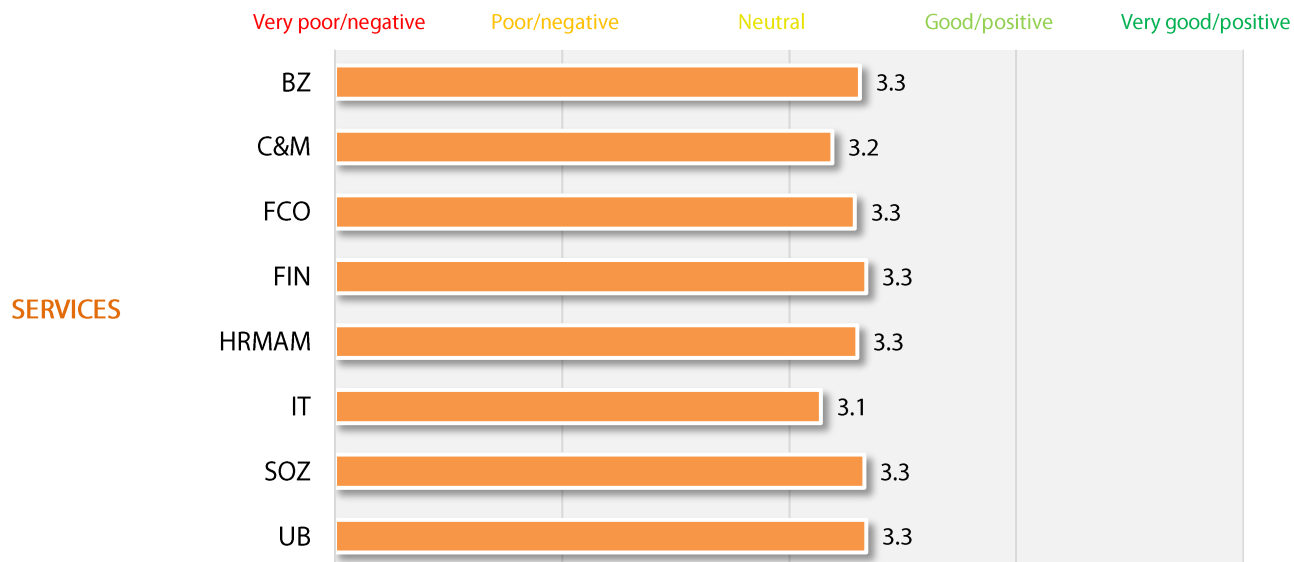
Number of care tasks



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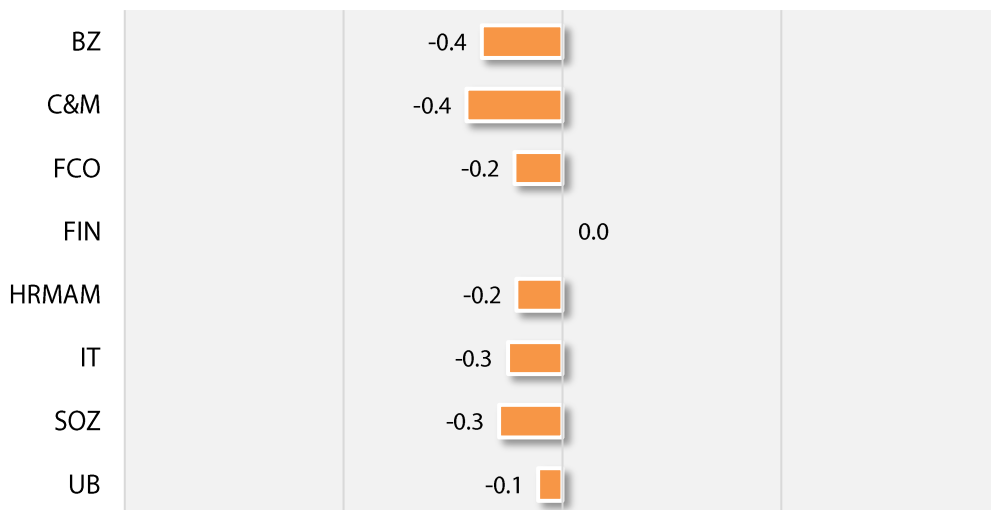
CURRENTLY



CHANGED COMPARED TO BEFORE CORONA CRISIS

Considerably worse A little worse (About) the same A little better Considerably better

SERVICES

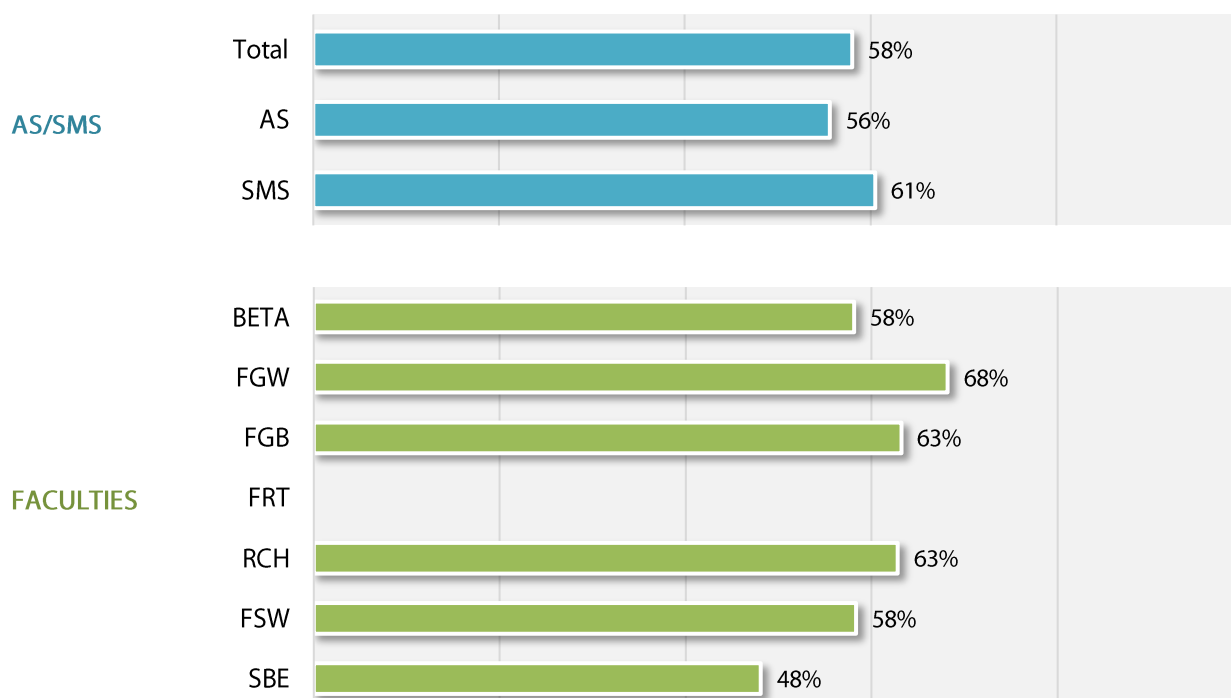


3 Leave

Employees who indicated that their experiences of the number of care tasks have (considerably) worsened were asked whether they needed (extra) leave and whether they made use of it (e.g., care leave, calamity leave). The employees who did need but did not use (one) of the VU Amsterdam special leave arrangements were asked for the main reason.

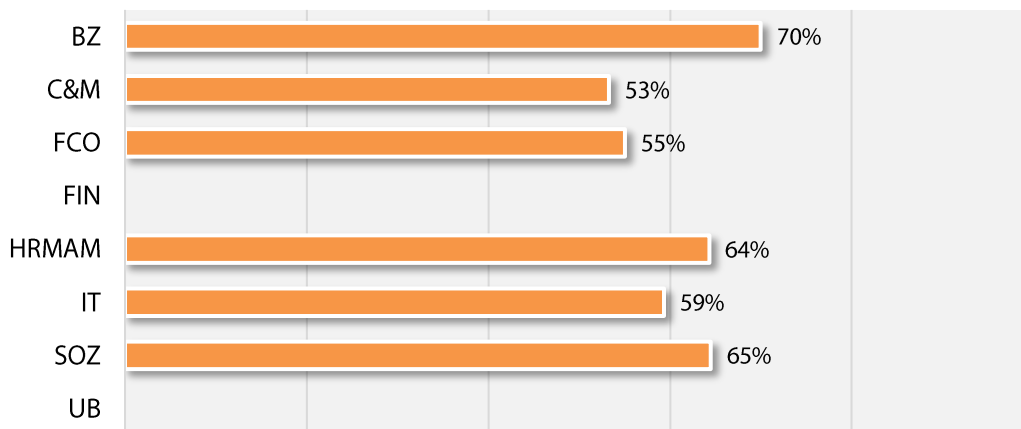
On average, 58% of the employees who experienced (considerably) worsened care tasks needed (additional) leave. 13% of them actually used one or more leave arrangements. The other 87% indicated that they did not do so because their types of work don't allow them or because they don't not want to (extra) burden their colleagues.

Need for (extra) leave due to increased care tasks⁴ (% yes)



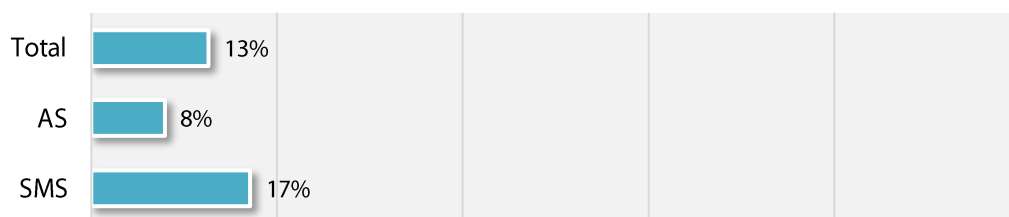
⁴ Only asked if employees indicated that their experiences of the number of care tasks have (considerably) worsened.

SERVICES

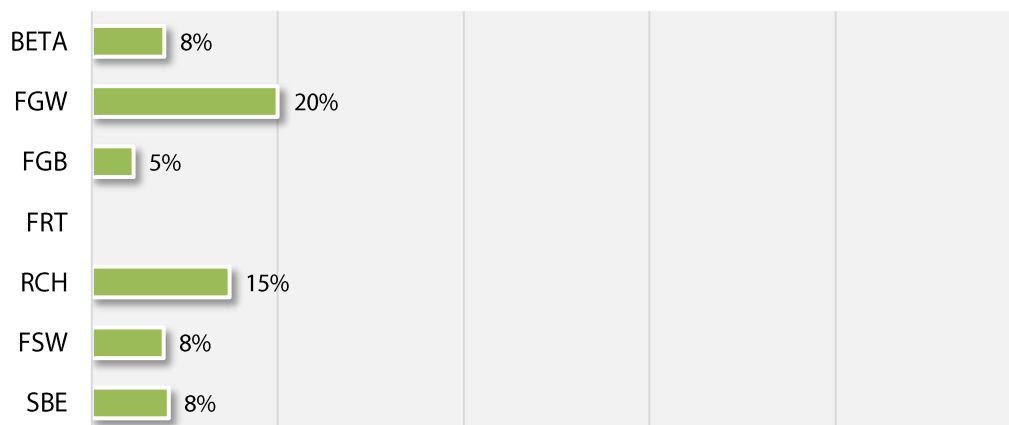


Made use of special leave arrangements⁵ (% yes)

AS/SMS

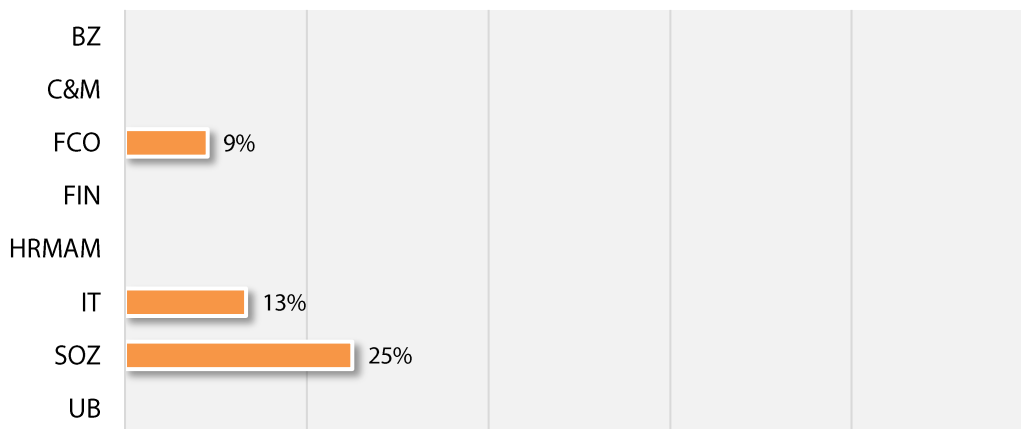


FACULTIES



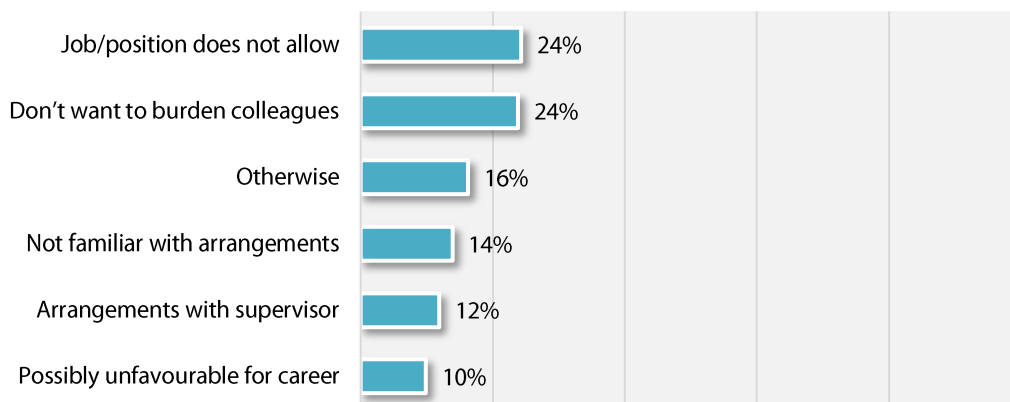
⁵ Only asked if employees need(ed) (extra) leave.

SERVICES

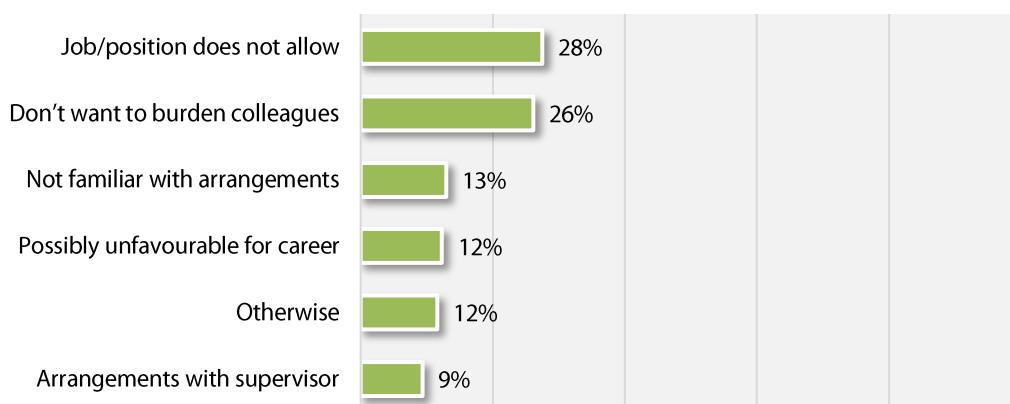


Reason no use of special leave arrangements⁶

AS/SMS

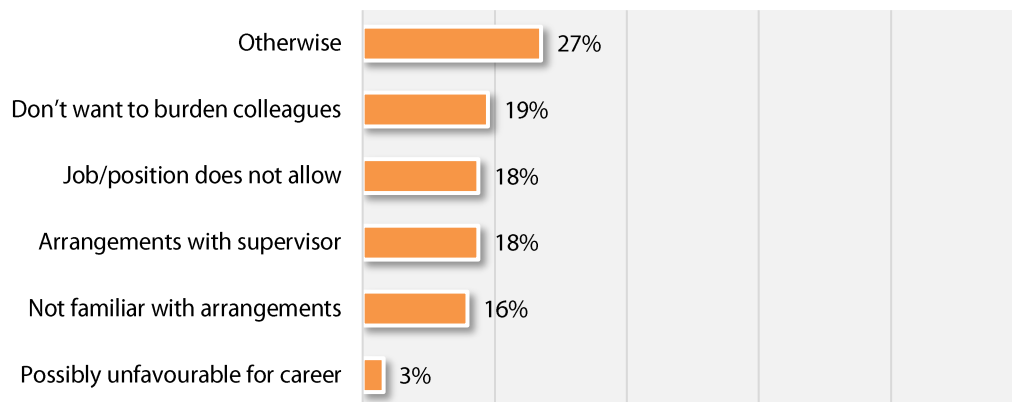


FACULTIES



⁶ Only asked if employees did need (extra) leave, but did not use it.

SERVICES



Often mentioned at 'Otherwise'

- Financial arguments
- Combination of various reasons
- Reported sick

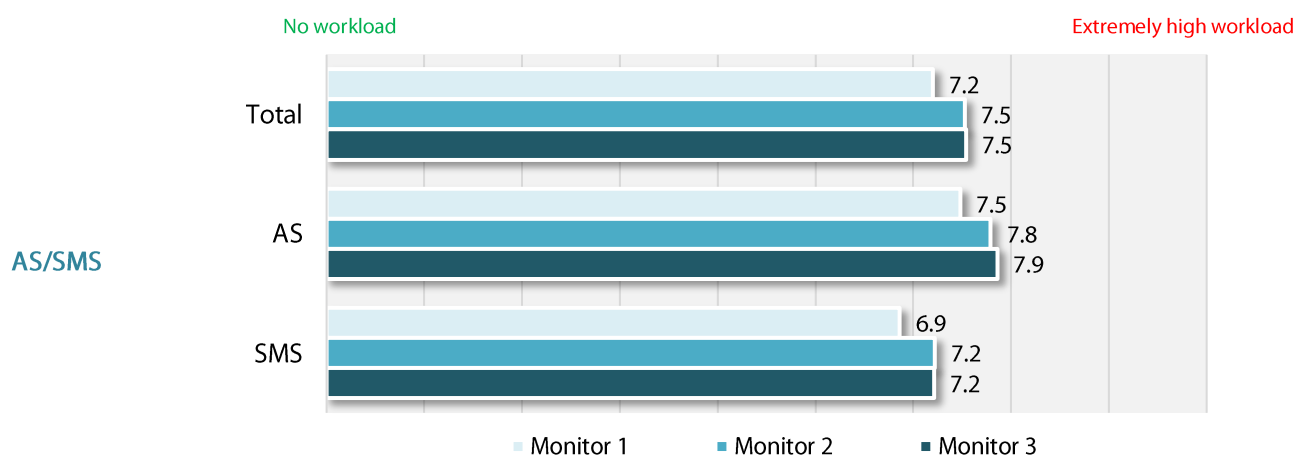
4 Workload

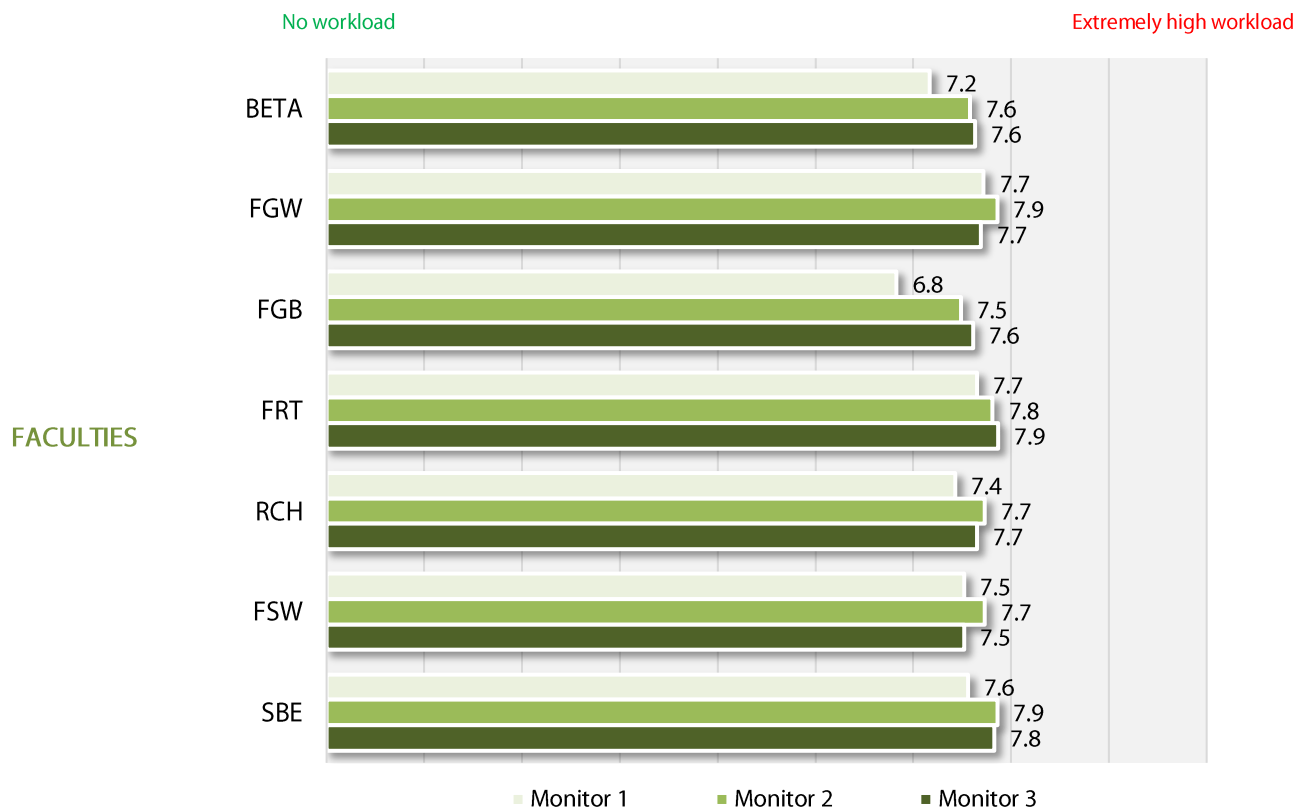
Employees were asked to express the actual workload and the actual acceptable workload in marks ranging from 1 (no workload) to 10 (extremely high workload). In addition, they were asked whether they were in need of any measures to reduce their workload and whether they had spoken to their supervisors or colleagues. We also investigated whether employees had worked more, less or as much as the number of hours as formally agreed, and to what extent they experienced working above or under agreements as problematic.

The experienced and acceptable work pressure have hardly changed compared to the previous measurement. As a result, the experienced work pressure is still more than one point above the desirable work pressure. More than half of the employees recently felt the need of measures to reduce workload. Over three-quarters of them have discussed this with their managers and/or direct colleagues.

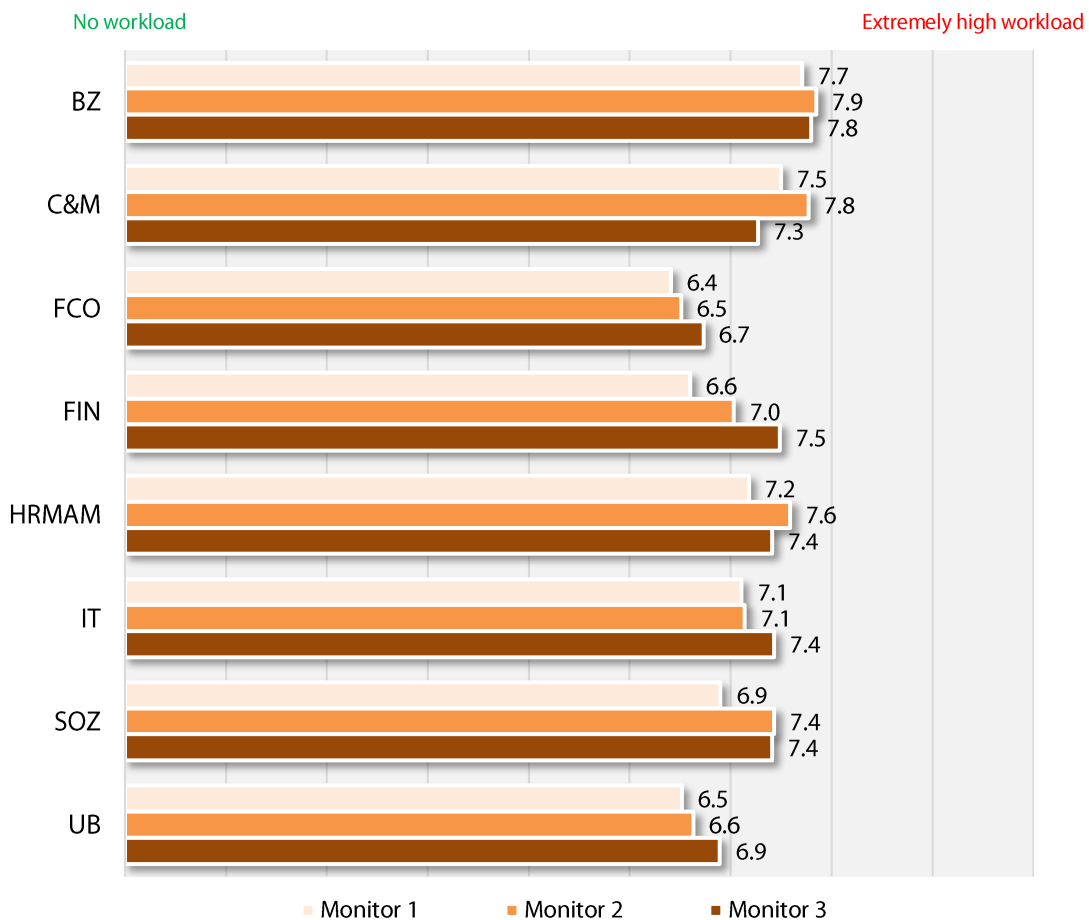
One third of the employees have worked as much as stipulated in their appointment in the past three months, 8% have worked below and 58% have worked above their appointments. The employees who indicated they had worked less, worked an average of 22% fewer hours than stipulated in their appointments (they worked 78% of their appointments). The employees who worked above appointment, on average, worked 27% more hours than stipulated in their appointments (they worked 127% of their appointments). Employees who work below their appointments find this as problematic as employees who work above their appointments.

Experienced workload



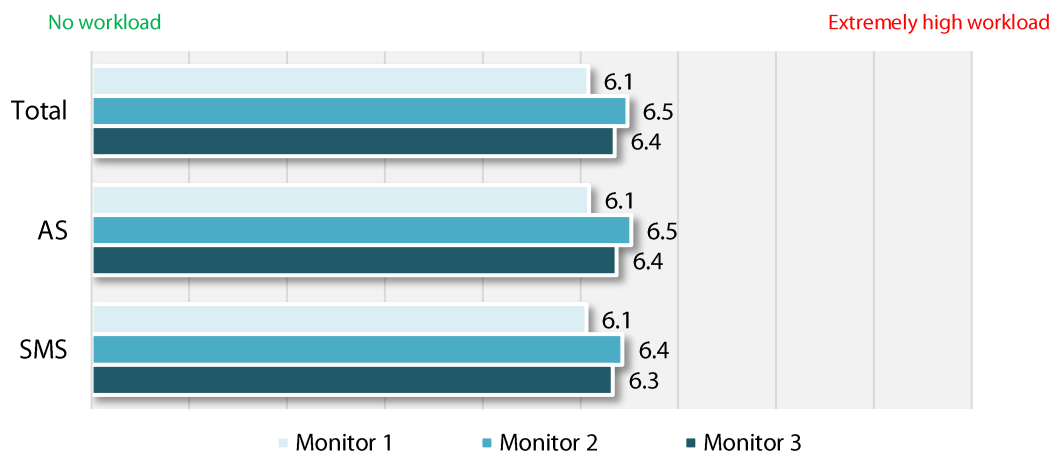


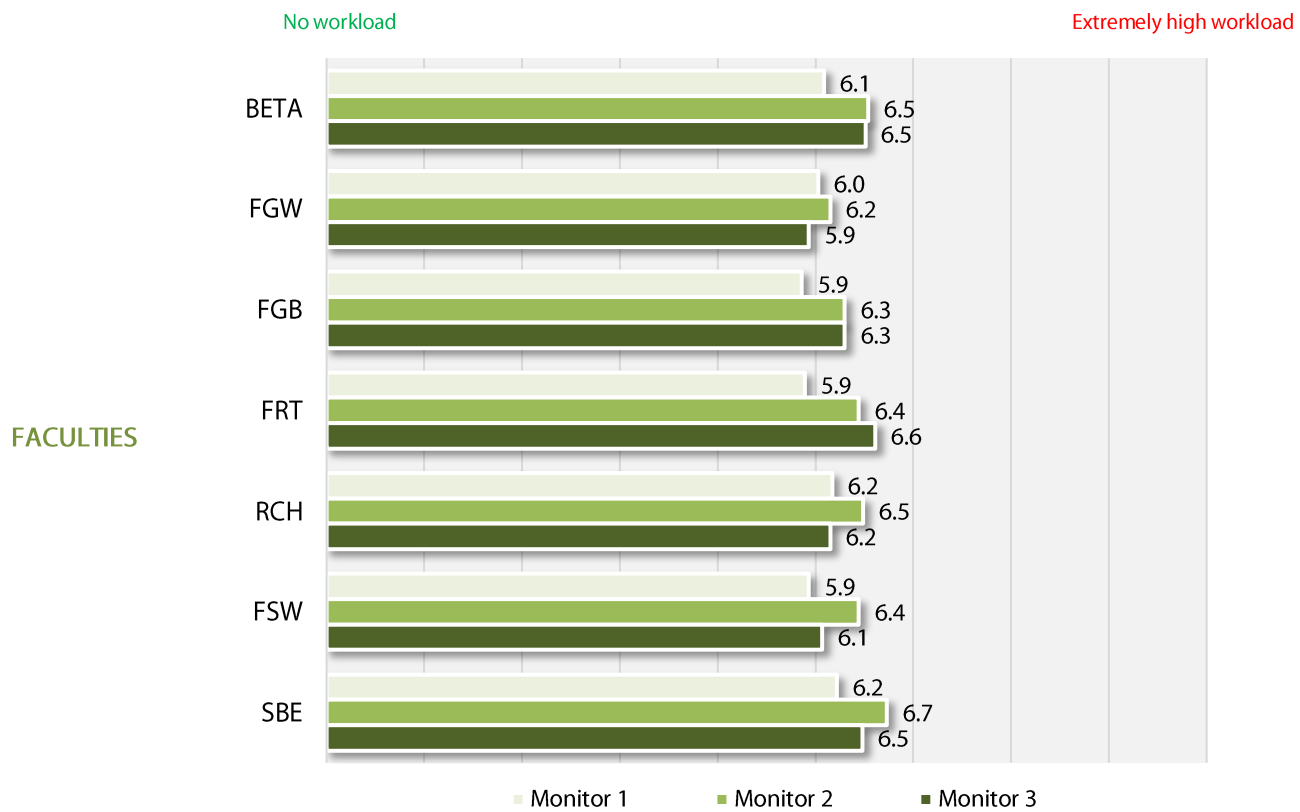
SERVICES



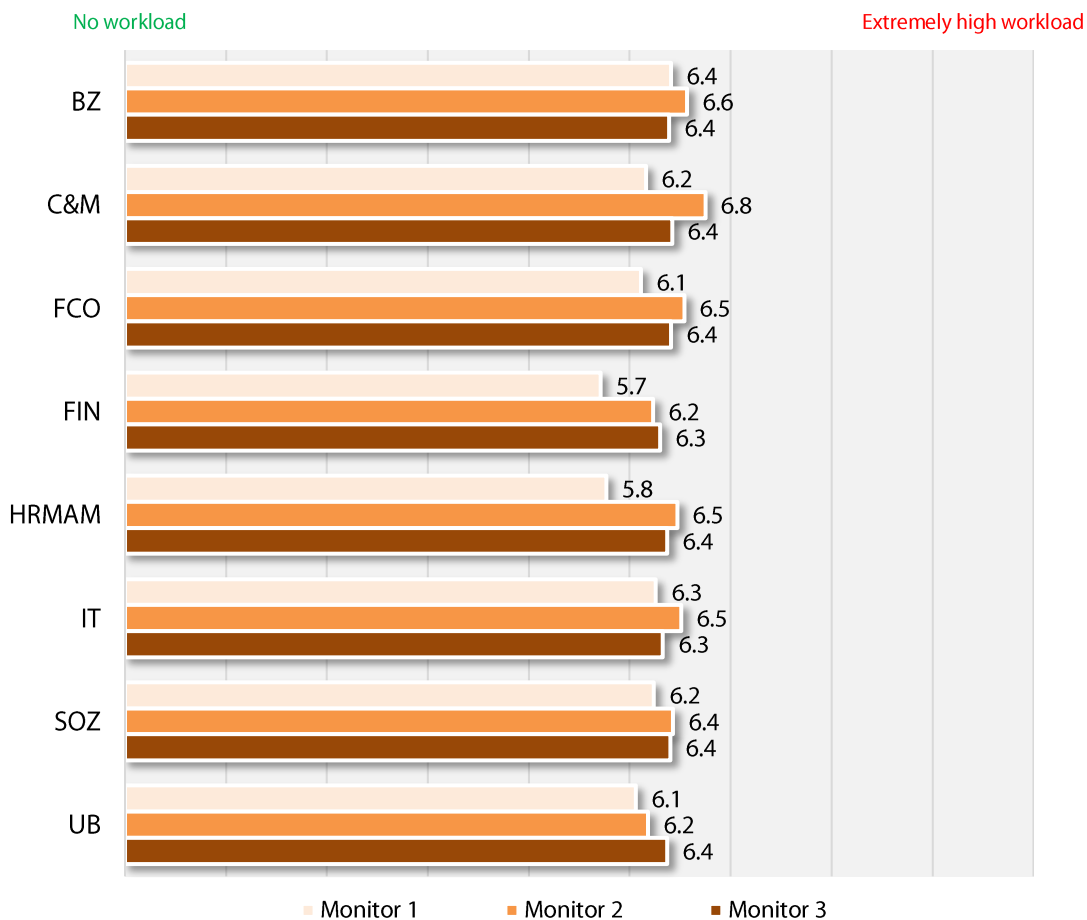
Acceptable workload

AS/SMS



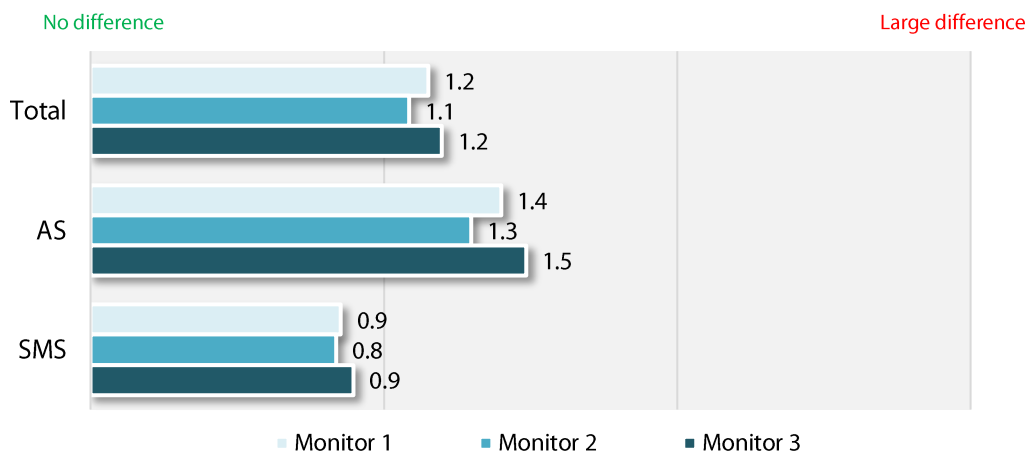


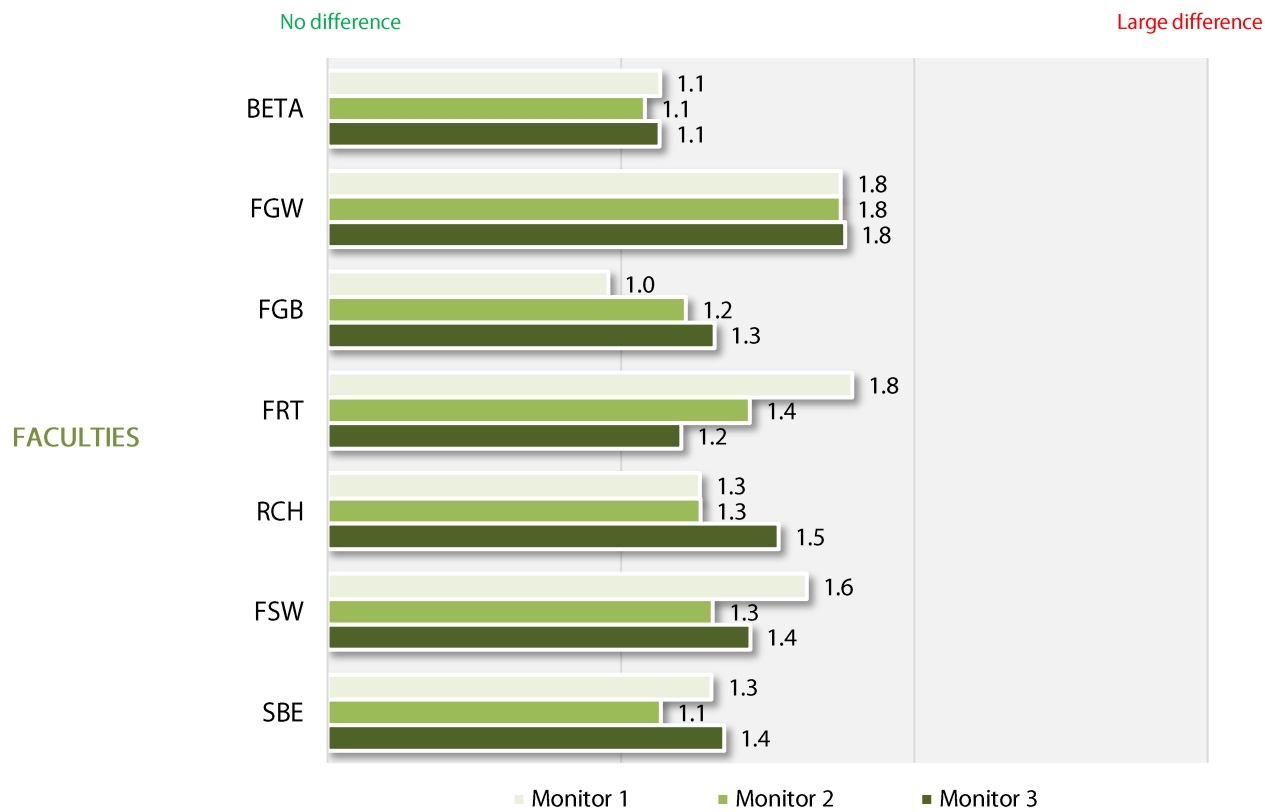
SERVICES

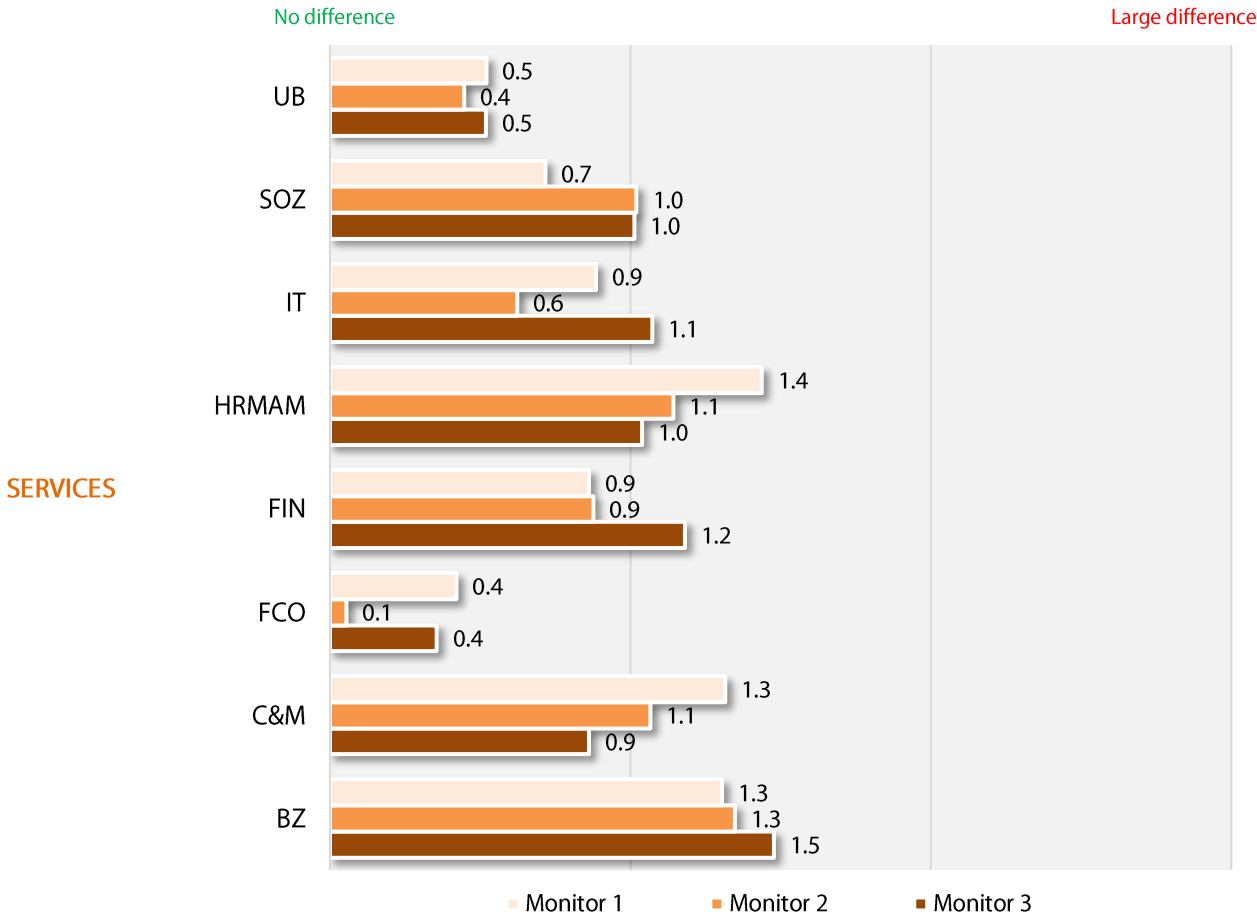


Difference between experienced and acceptable workload

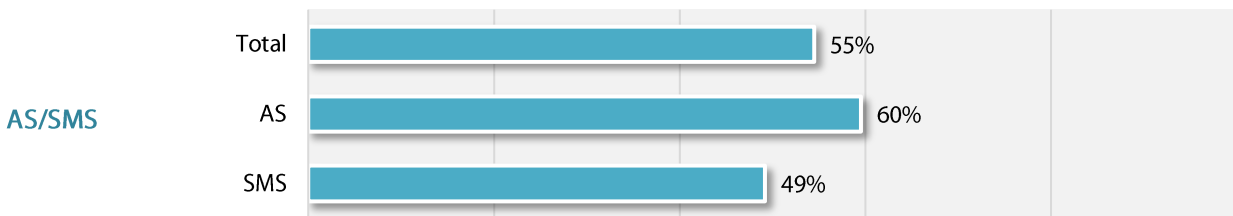
AS/SMS



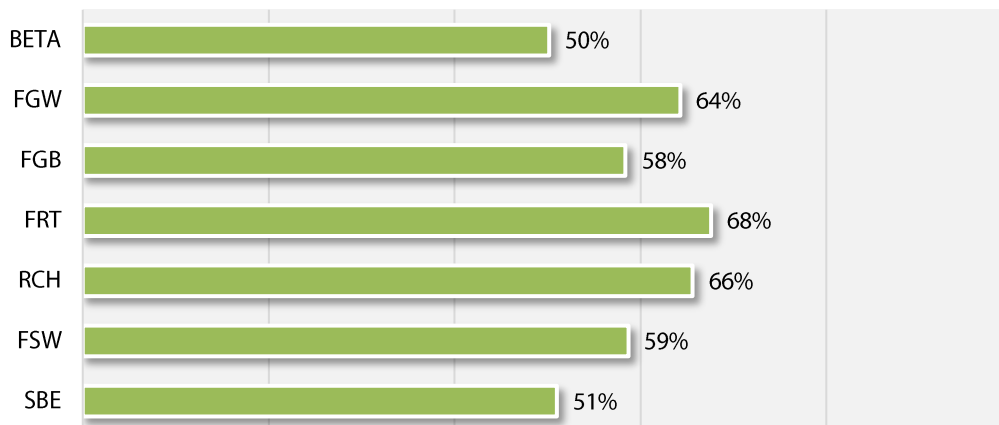




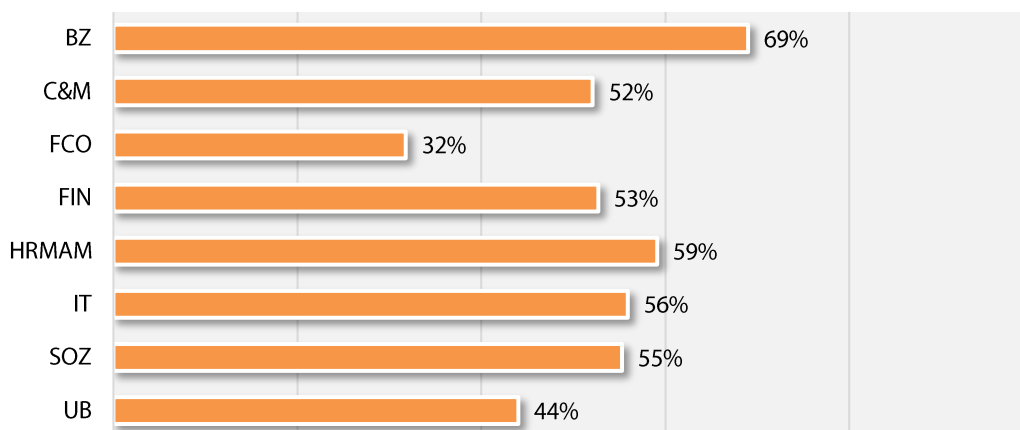
Need of measures to reduce workload (% yes)



FACULTIES

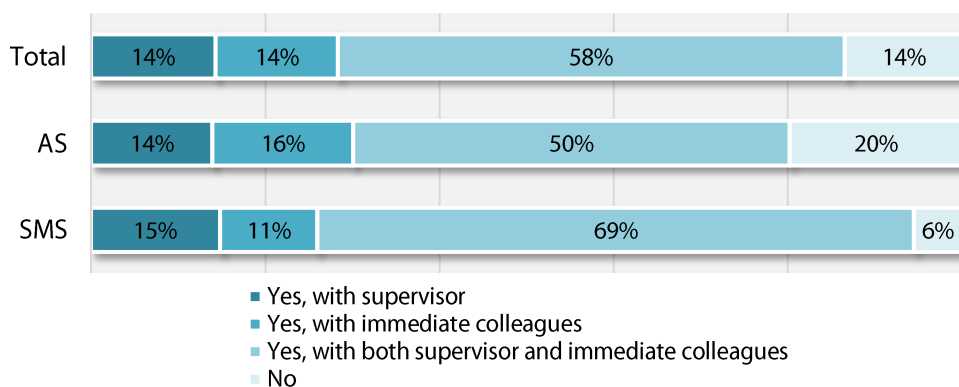


SERVICES



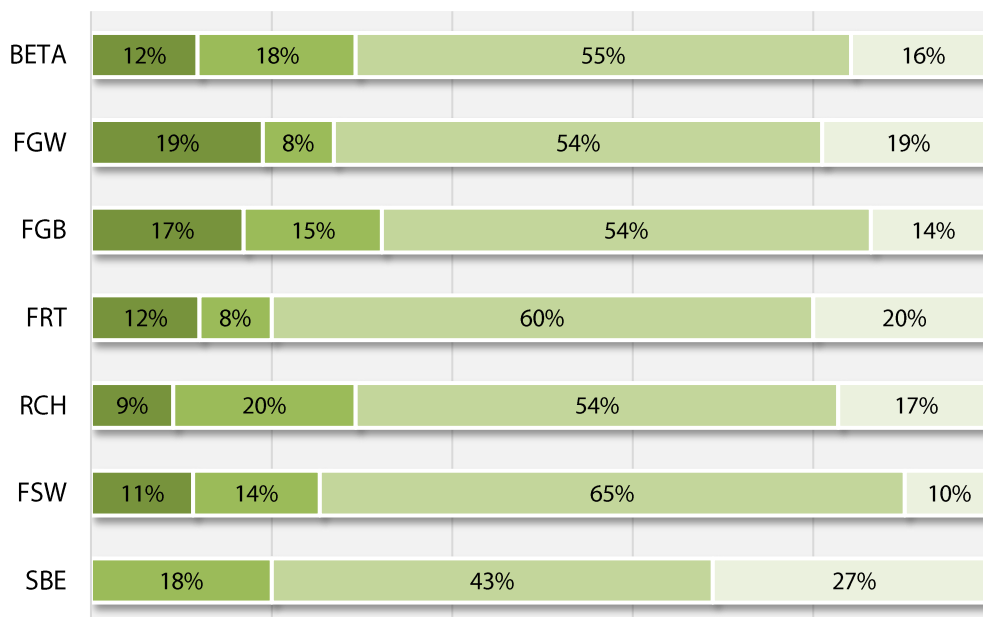
Workload discussed with supervisor/colleagues⁷

AS/SMS



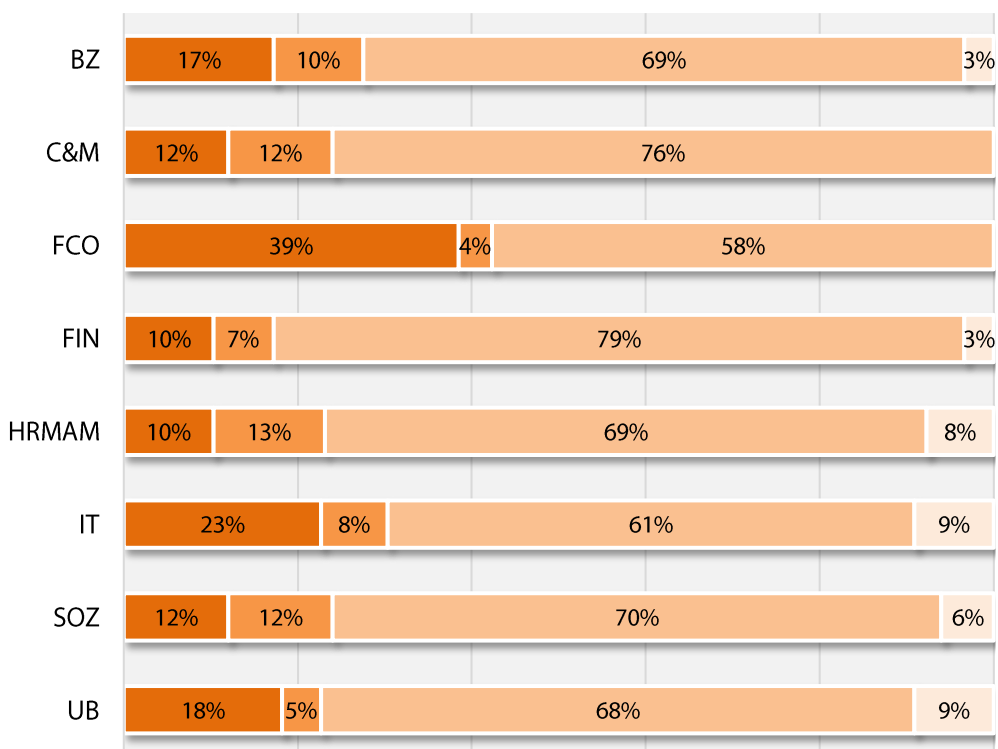
⁷ Only asked if employees were in need of measure to reduce workload.

FACULTIES



- Yes, with supervisor
- Yes, with immediate colleagues
- Yes, with both supervisor and immediate colleagues
- No

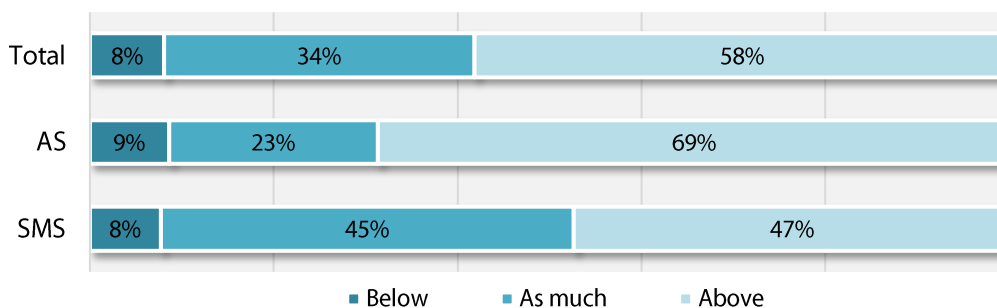
SERVICES



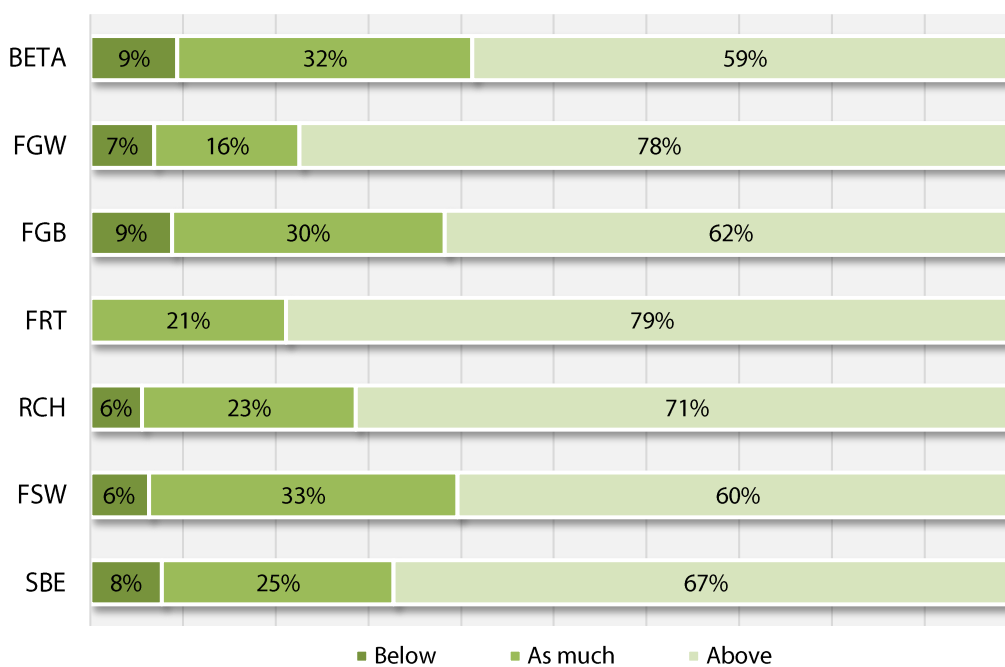
- Yes, with supervisor
- Yes, with immediate colleagues
- Yes, with both supervisor and immediate colleagues
- No

Worked above or below appointment

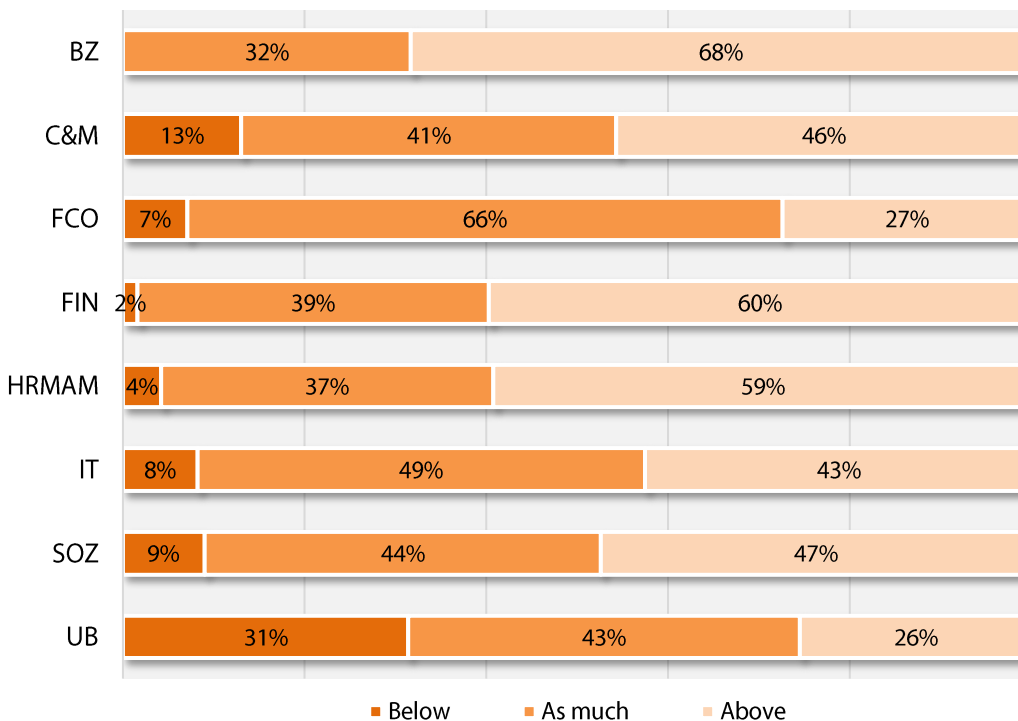
AS/SMS



FACULTIES



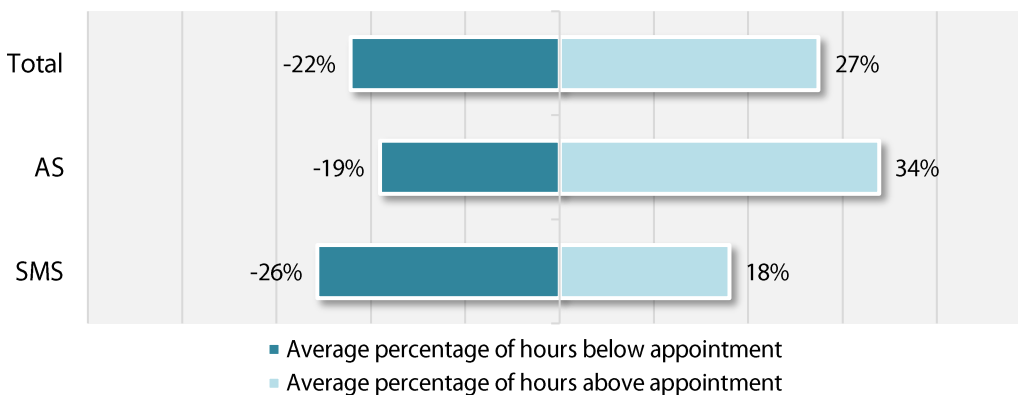
SERVICES



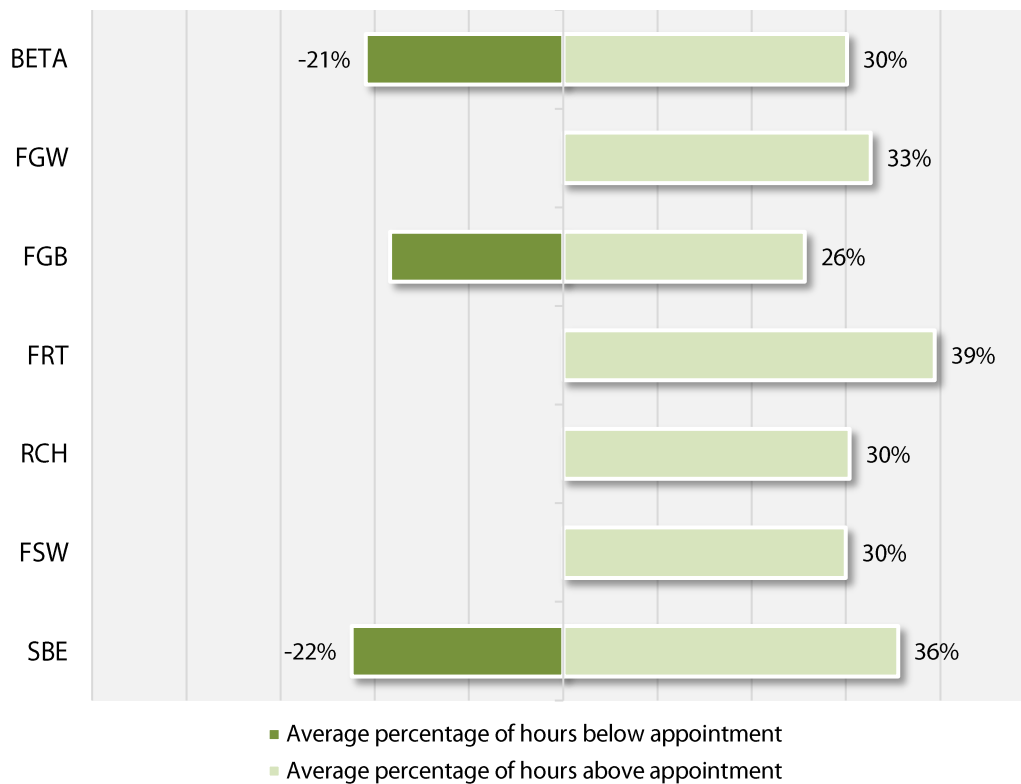
Percentage of hours averagely worked above or below appointment

The figures below show the average percentages that employees have worked above (dark colour) or under (light colour) their appointments.

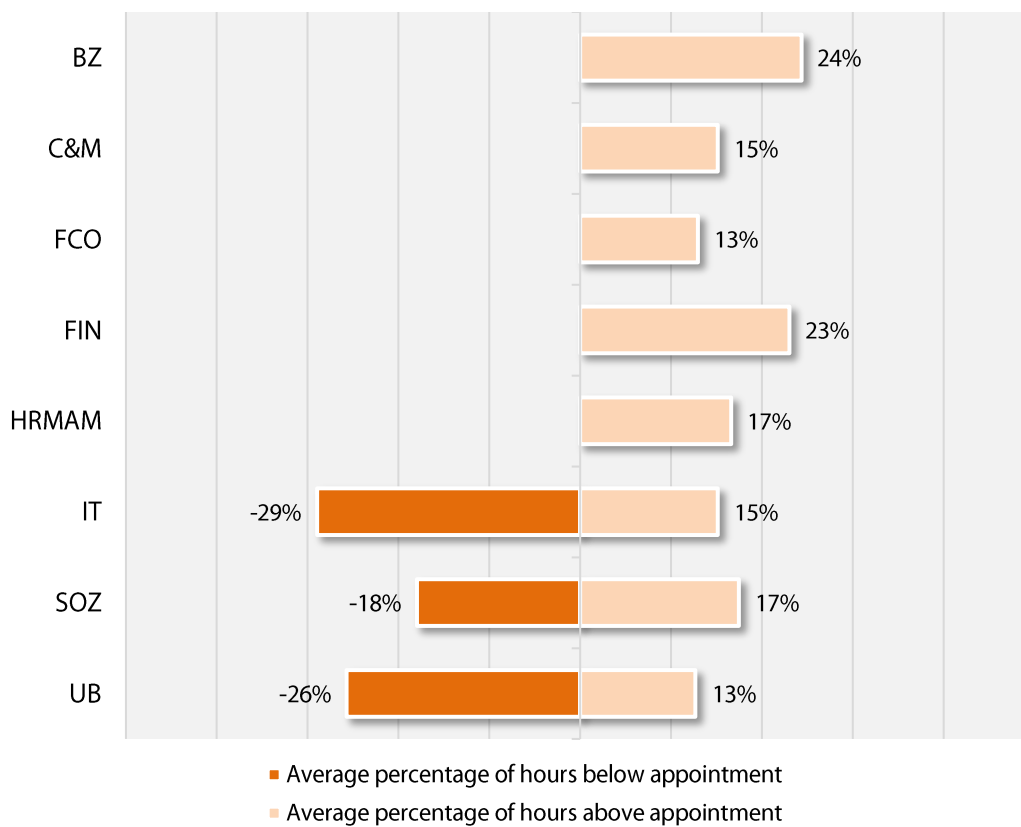
AS/SMS



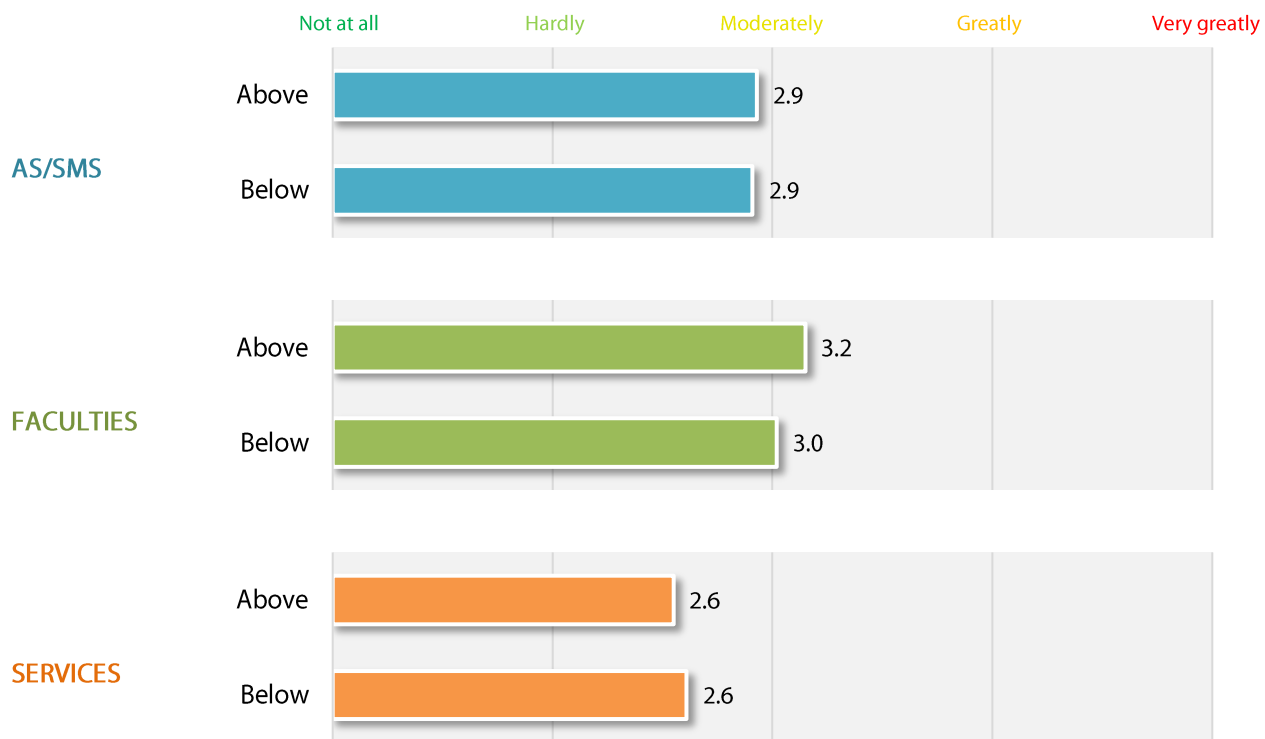
FACULTIES



SERVICES



Working above or below appointment problematic



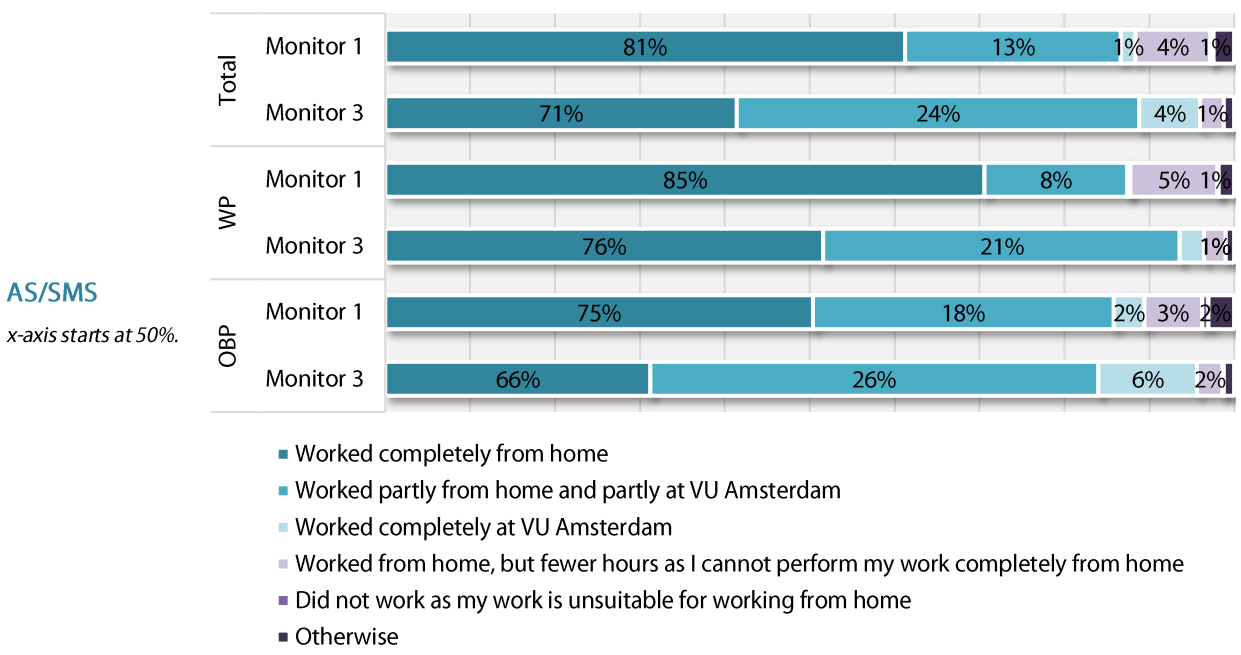
5 Working at home

In the June 2020 Corona Monitor, employees were asked about working from home after the Corona crisis. VU Amsterdam would like to know how they do think about this now. Would they like to work from home and how satisfied are they with their home offices?

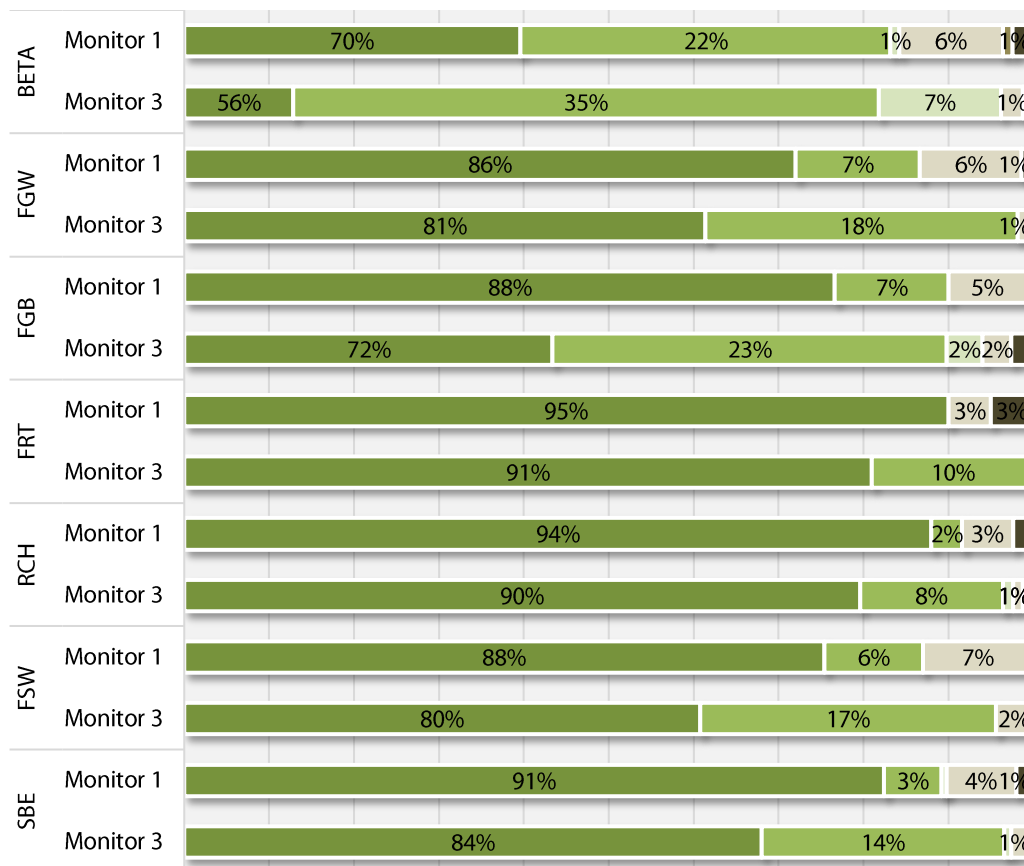
The results show that over 70% of employees have worked fully at home in the past three months. In the future, almost three-quarters of employees would also like to work at home for at least 25% of their hours. In general, employees who (sometimes) work at home are reasonably satisfied with their home offices. Especially better furniture and better/more equipment could make their home offices (even) more pleasant.

The employees consider themselves (by now) quite skilled in working with digital technologies and also collaborating online with colleagues (by now) goes well. On the other hand, employees have discussed to a lesser extent with their supervisors possible adjustments in work and what is needed to work as comfortably as possible at home. As well, not all employees know where to go for help if working from home has a (temporary) negative effect on their well-being.

Work situation past three months

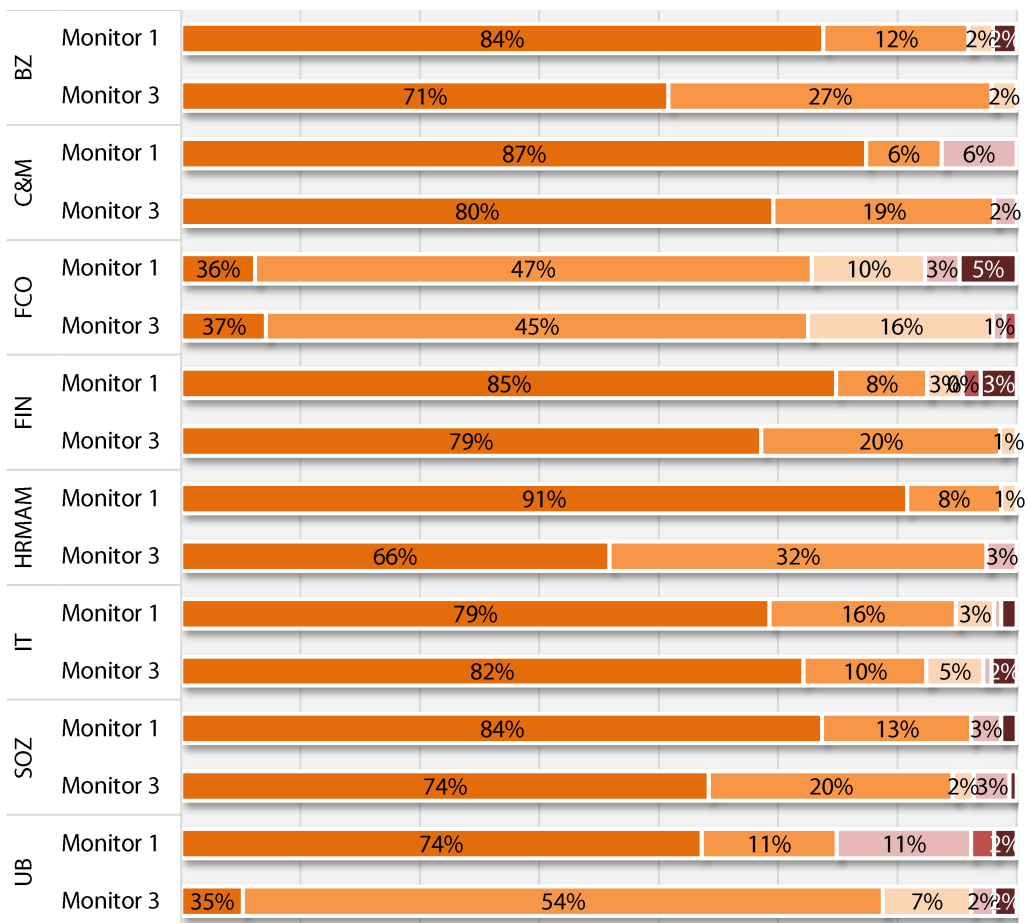


FACULTIES
x-axis starts at 50%.



- Worked completely from home
- Worked partly from home and partly at VU Amsterdam
- Worked completely at VU Amsterdam
- Worked from home, but fewer hours as I cannot perform my work completely from home
- Did not work as my work is unsuitable for working from home
- Otherwise

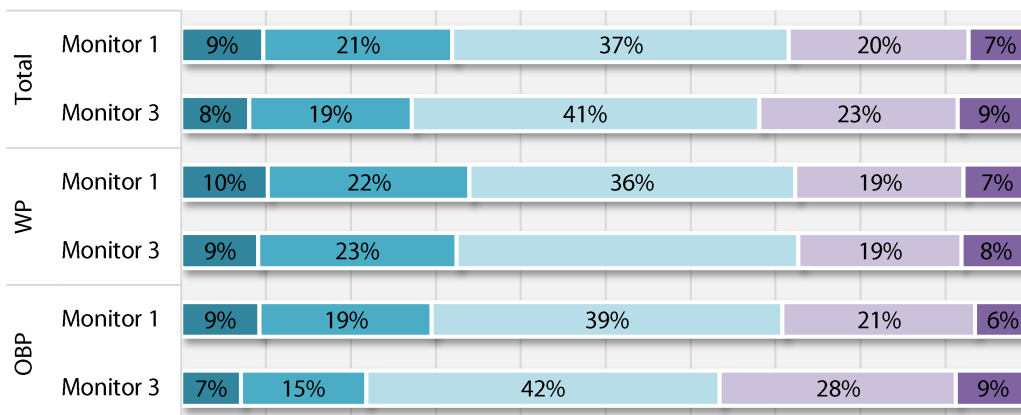
SERVICES
x-axis starts at 30%.



- Worked completely from home
- Worked partly from home and partly at VU Amsterdam
- Worked completely at VU Amsterdam
- Worked from home, but fewer hours as I cannot perform my work completely from home
- Did not work as my work is unsuitable for working from home
- Otherwise

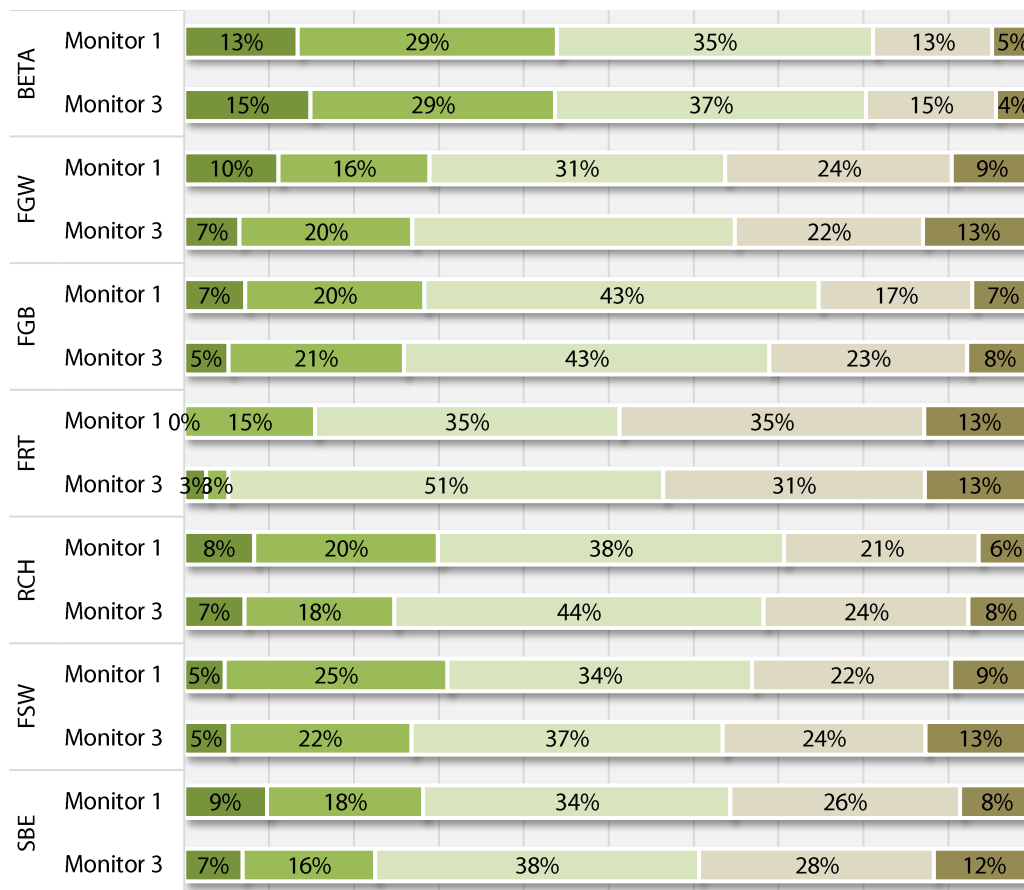
Working from home after Corona

AS/SMS



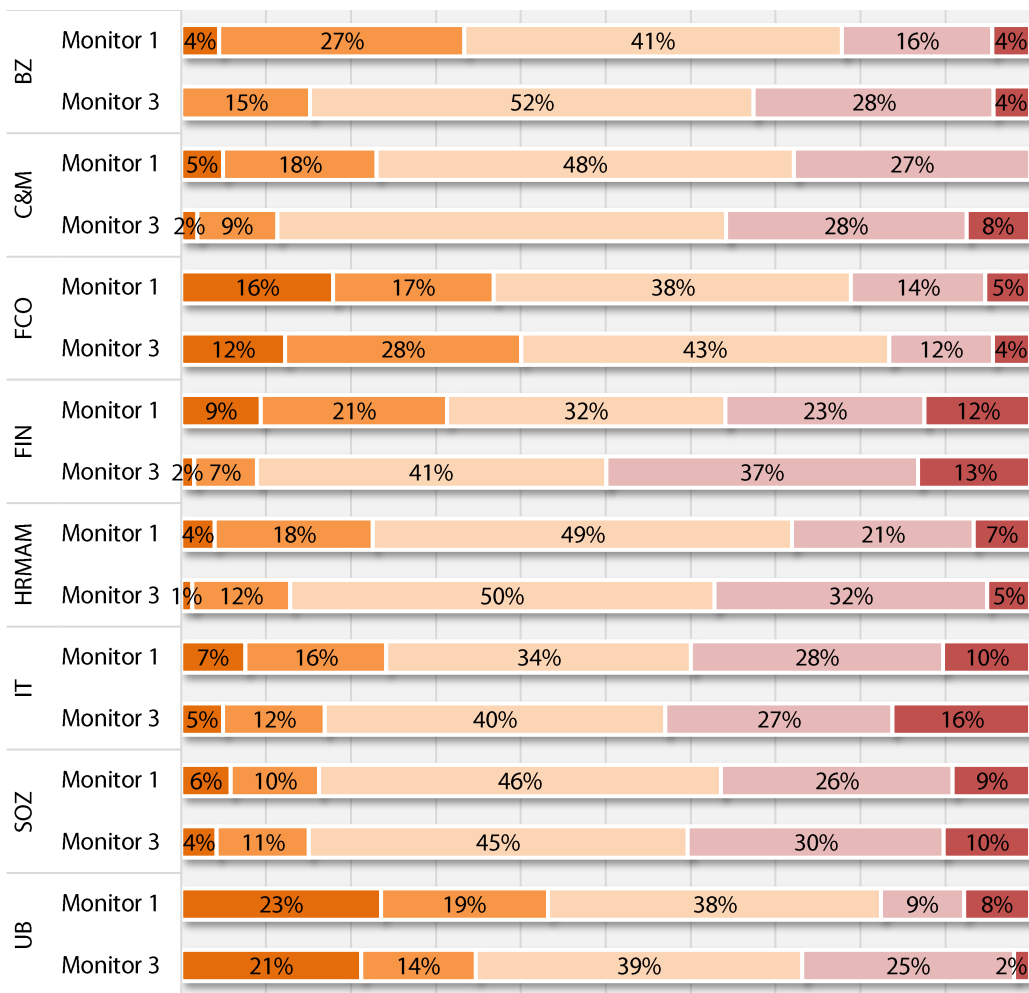
- No, I don't want to work from home
- Yes, up to 25% of my working hours
- Yes, for 25% to 50% of my working hours
- Yes, for 50% to 75% of my working hours
- Yes, over 75% of my working hours

FACULTIES



- No, I don't want to work from home
- Yes, up to 25% of my working hours
- Yes, for 25% to 50% of my working hours
- Yes, for 50% to 75% of my working hours
- Yes, over 75% of my working hours

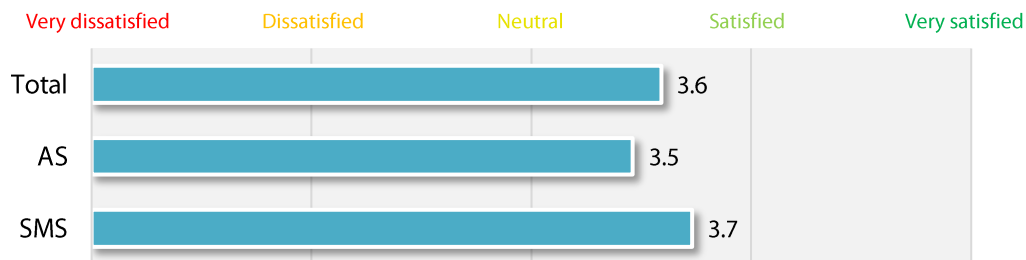
SERVICES

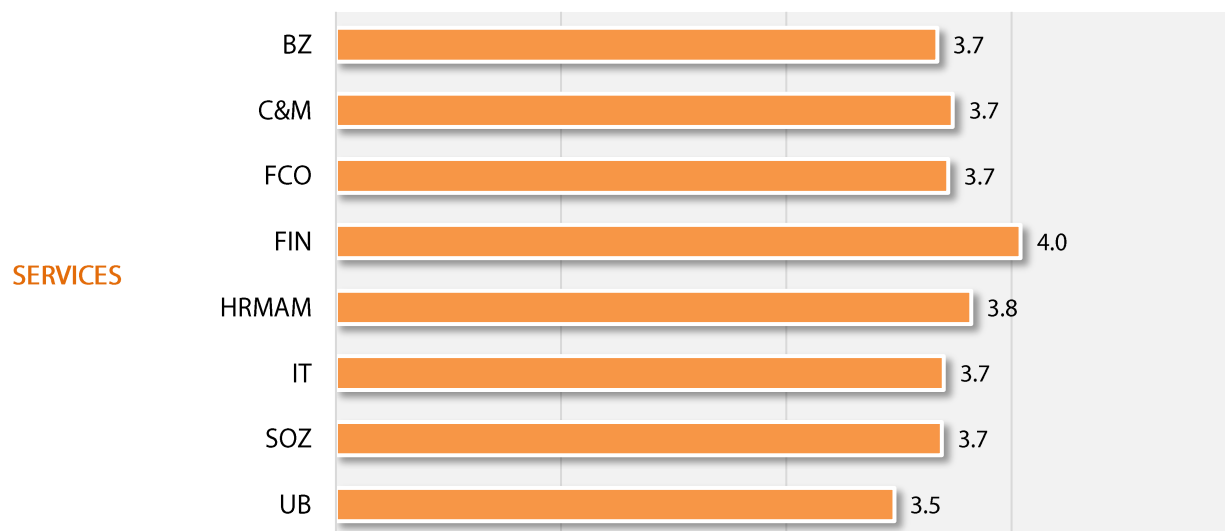
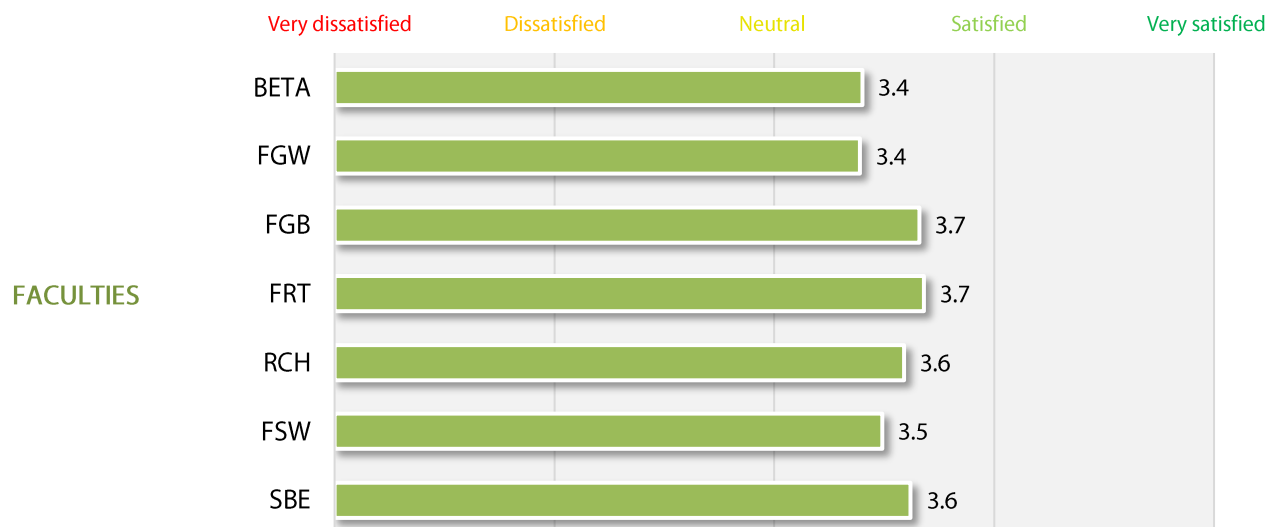


- No, I don't want to work from home
- Yes, up to 25% of my working hours
- Yes, for 25% to 50% of my working hours
- Yes, for 50% to 75% of my working hours
- Yes, over 75% of my working hours

Satisfaction with home office

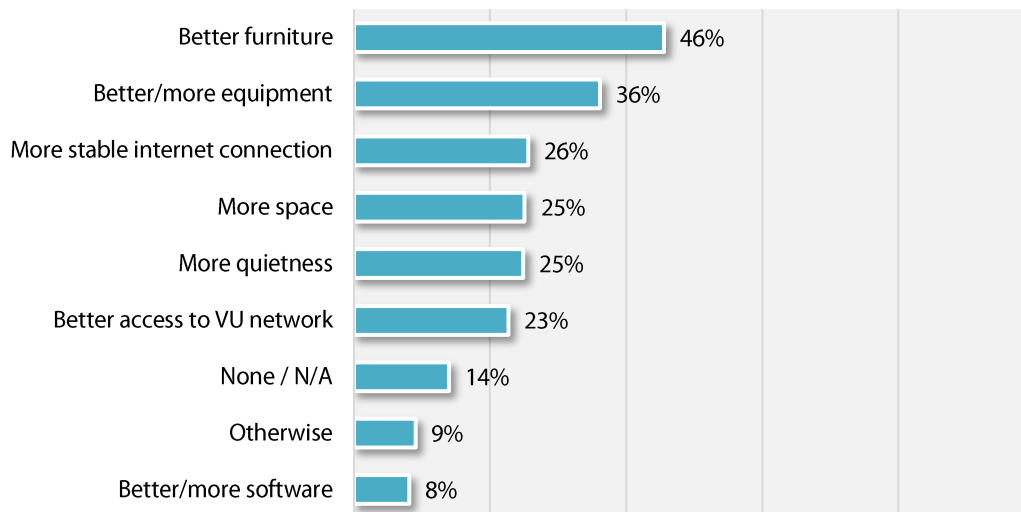
AS/SMS



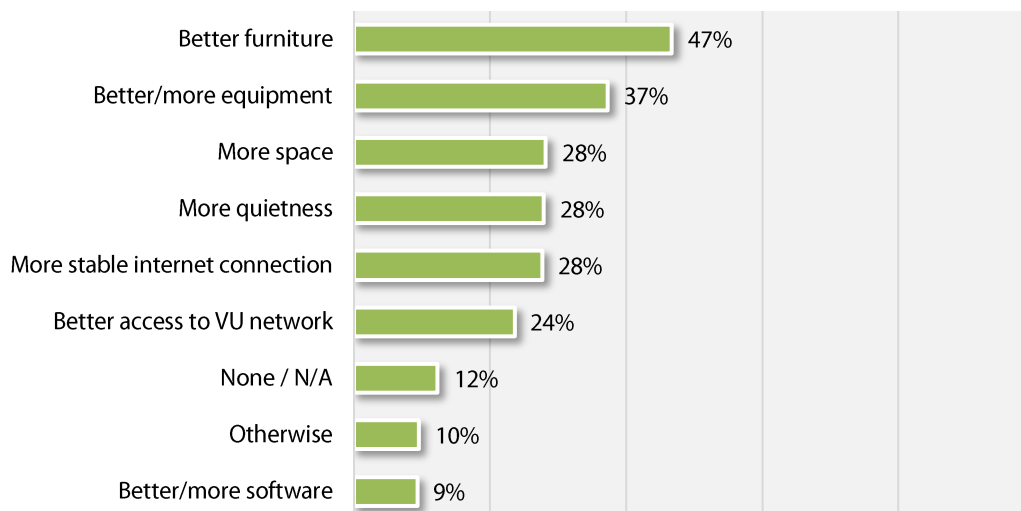


Home office (even) more convenient

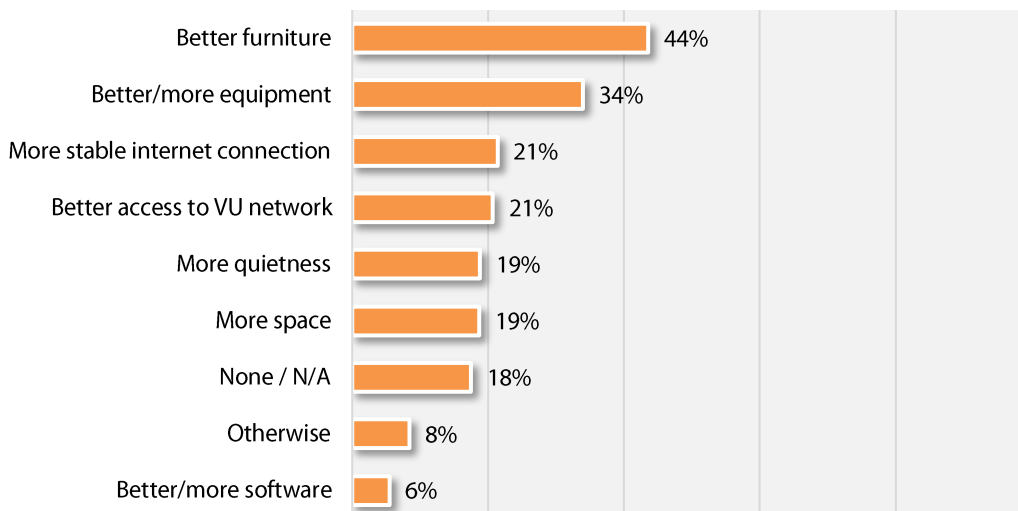
TOTAL



FACULTIES



SERVICES



Often mentioned at 'Better/more equipment'

- Headset/microphone
- Laptop
- Extra monitor
- Webcam/camera

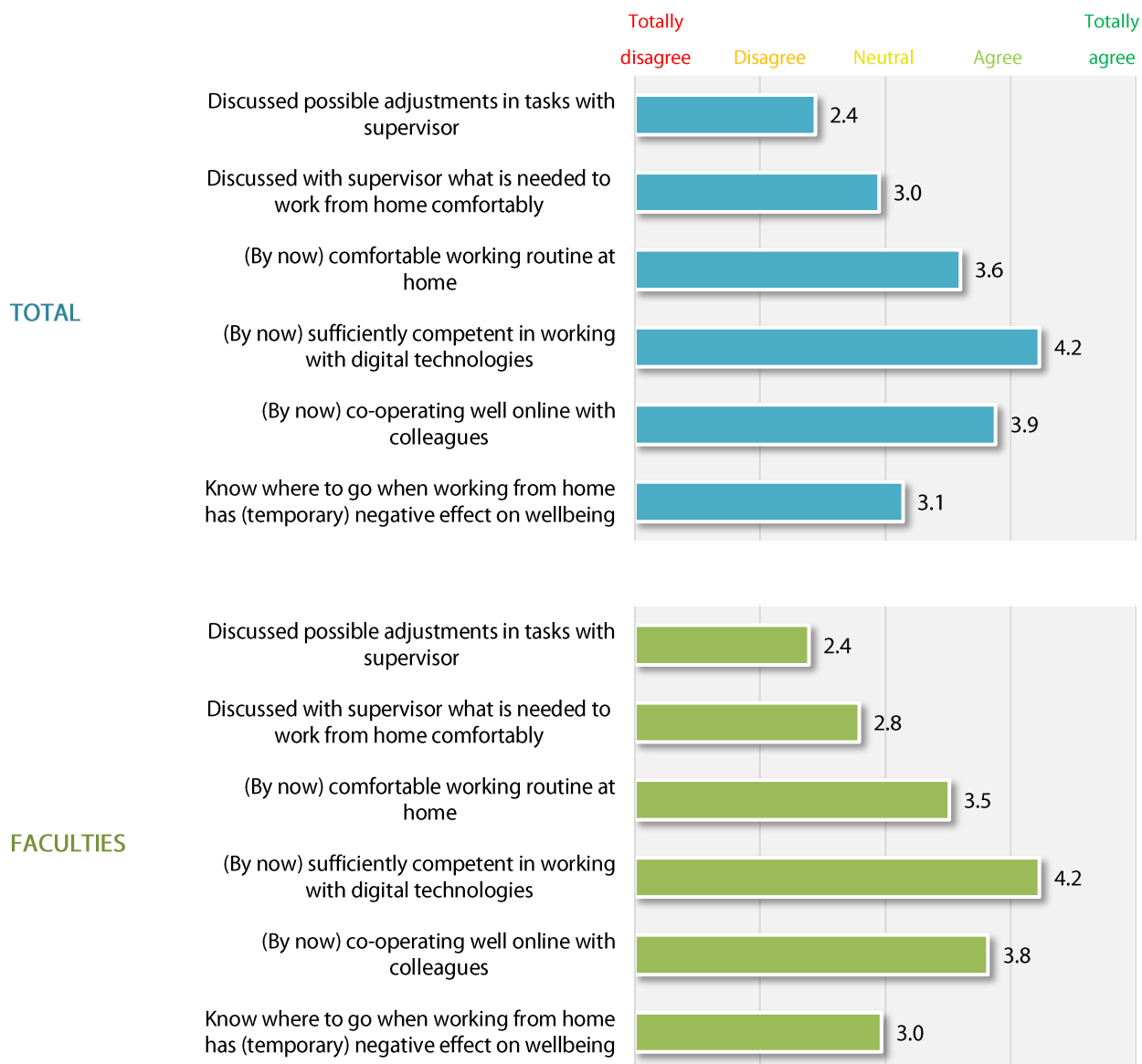
Often mentioned at 'Better/more software'

- All VU Amsterdam software
- Adobe Acrobat
- (Better) VPN connection

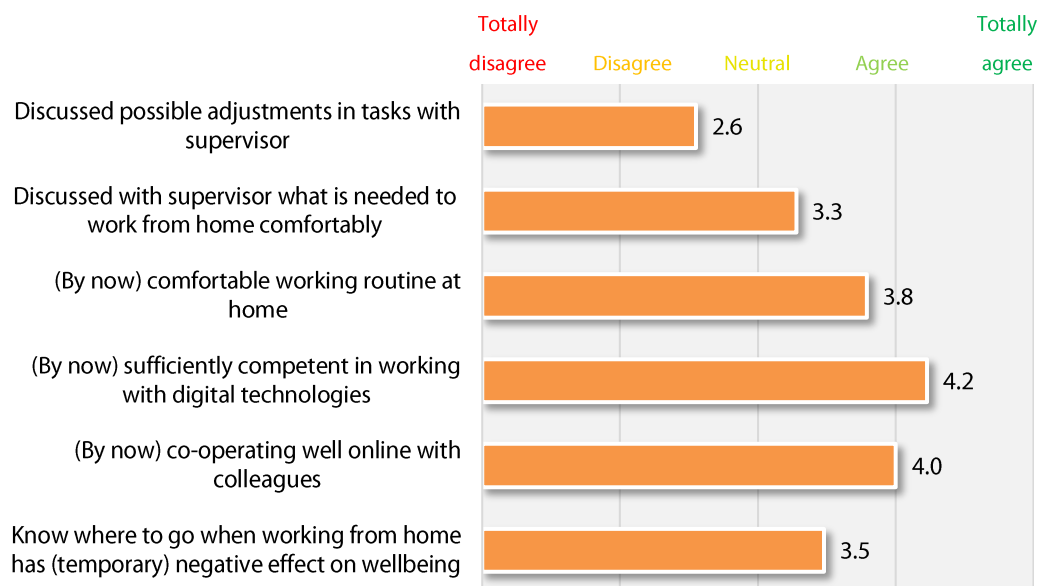
Often mentioned at 'Otherwise'

- More/own workspace
- Better climate (temperature, ventilation, isolation)
- Better lightning

Organisation working at home



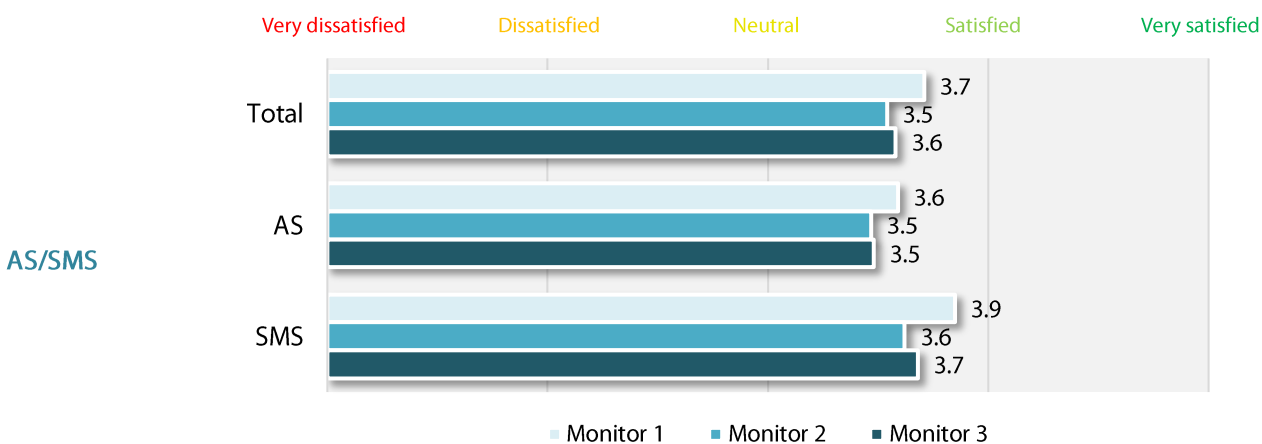
SERVICES



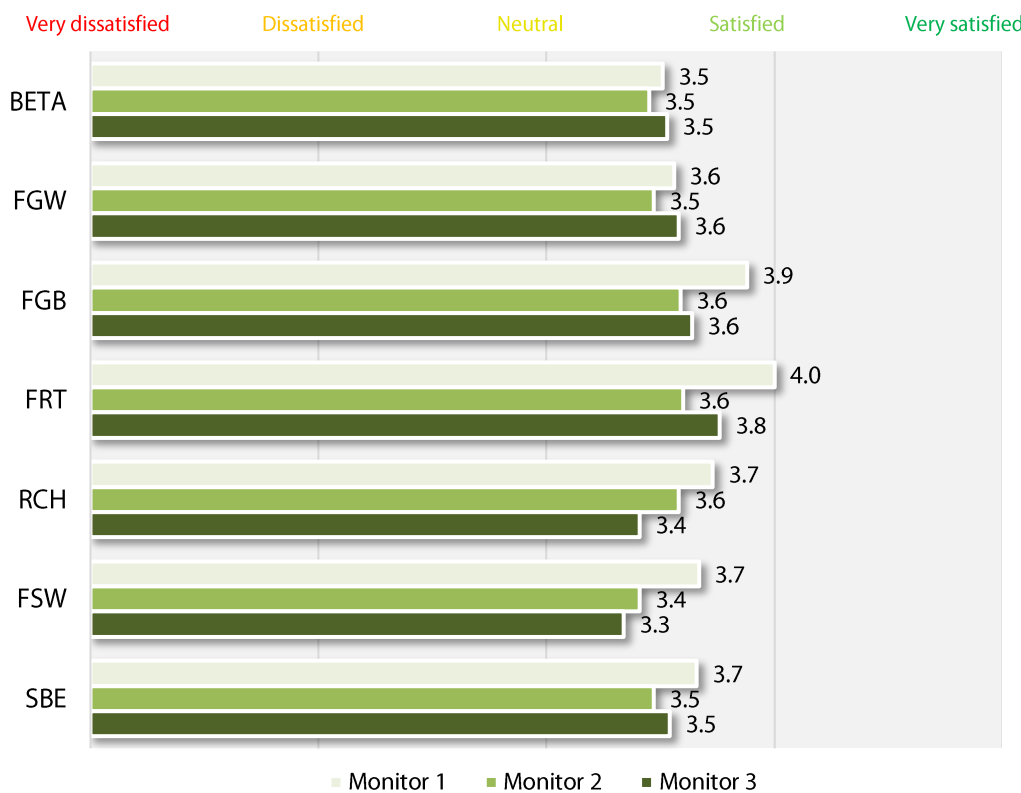
6 Communication

This chapter focuses on satisfaction with communication about the Corona crisis. In general, employees are reasonably satisfied with both the communication from VU Amsterdam, that from the faculty or service, and that from the supervisor. Overall, employees are almost as satisfied as during the previous monitor with the communication from VU Amsterdam and that from the faculty or service.

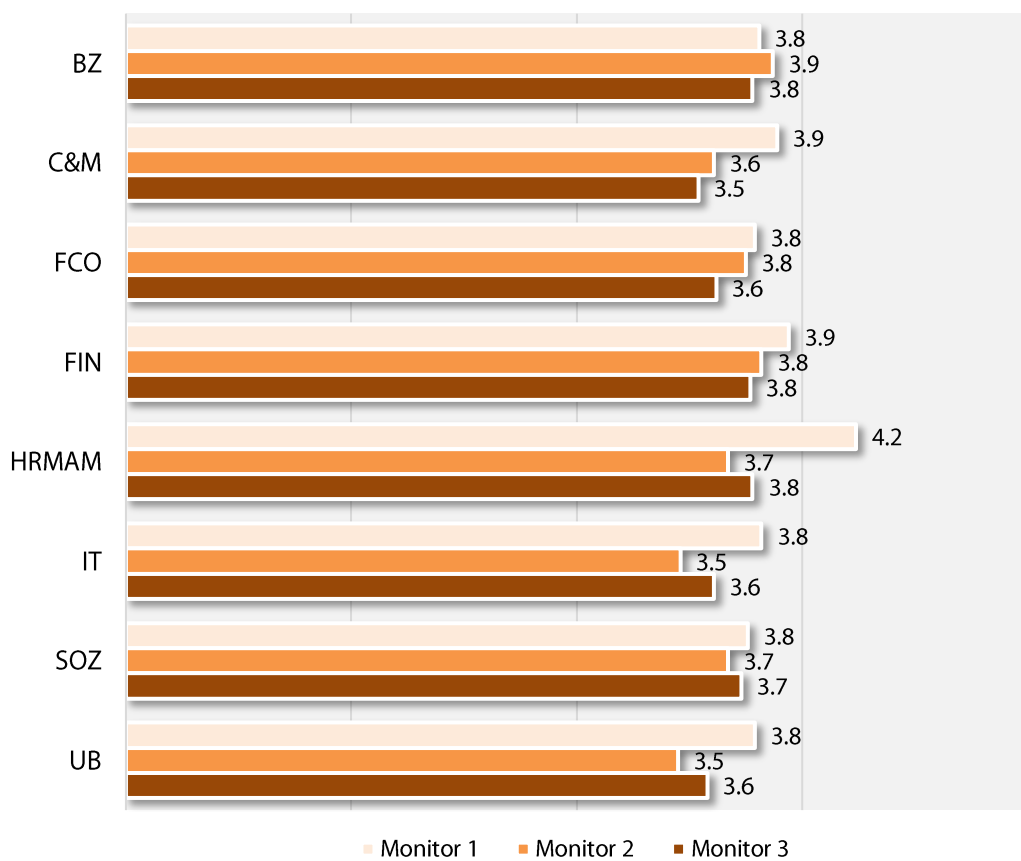
Communication from VU Amsterdam



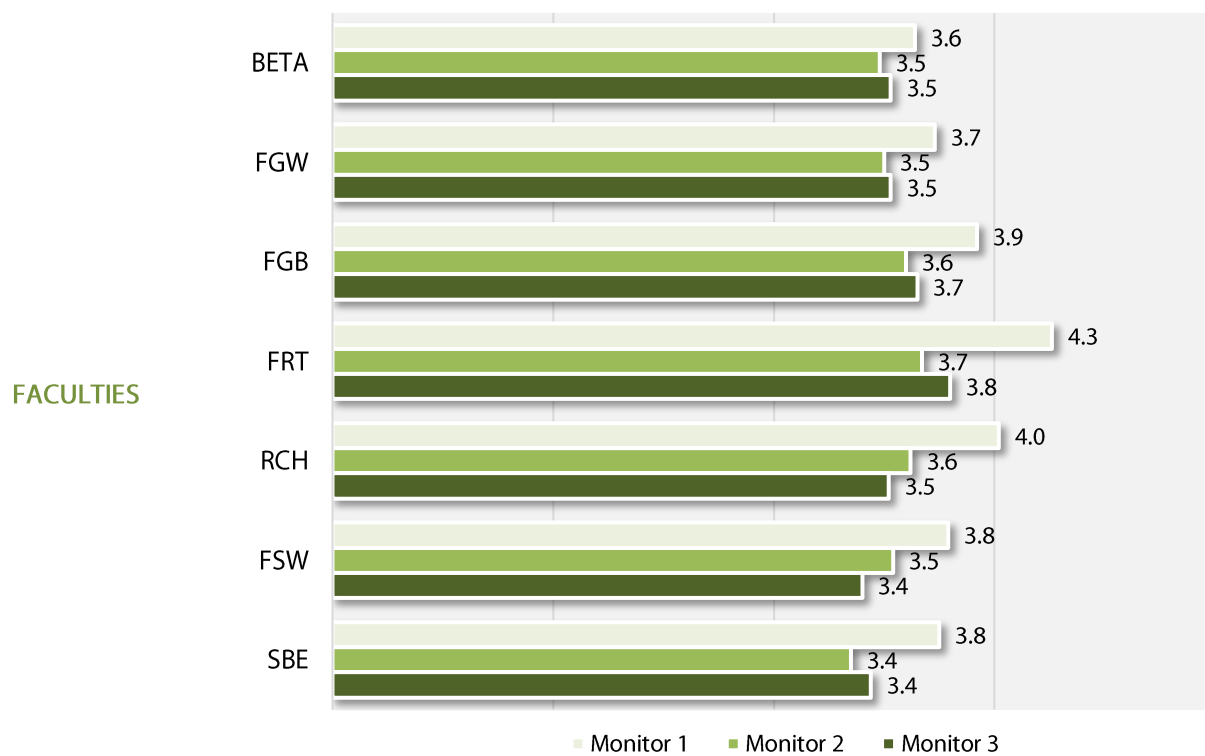
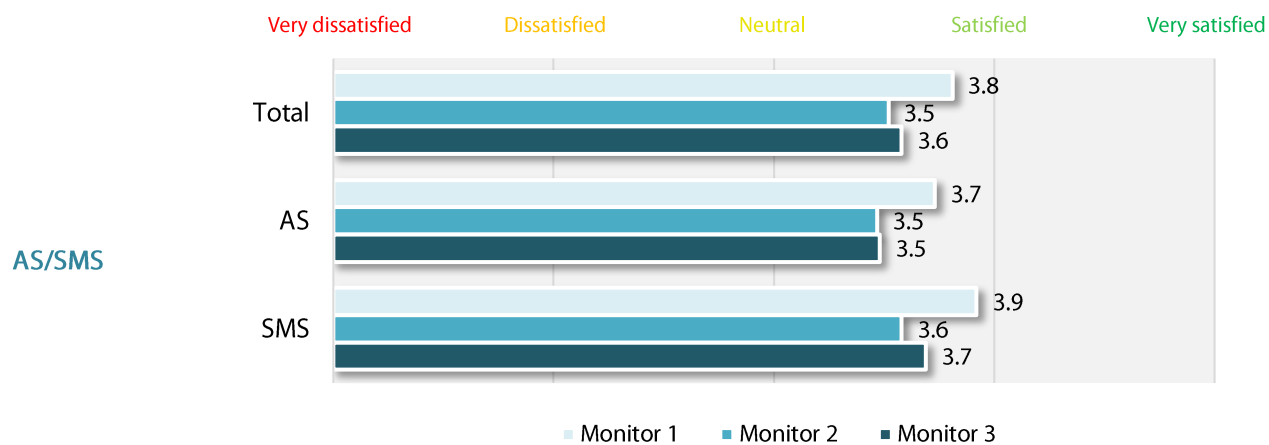
FACULTIES

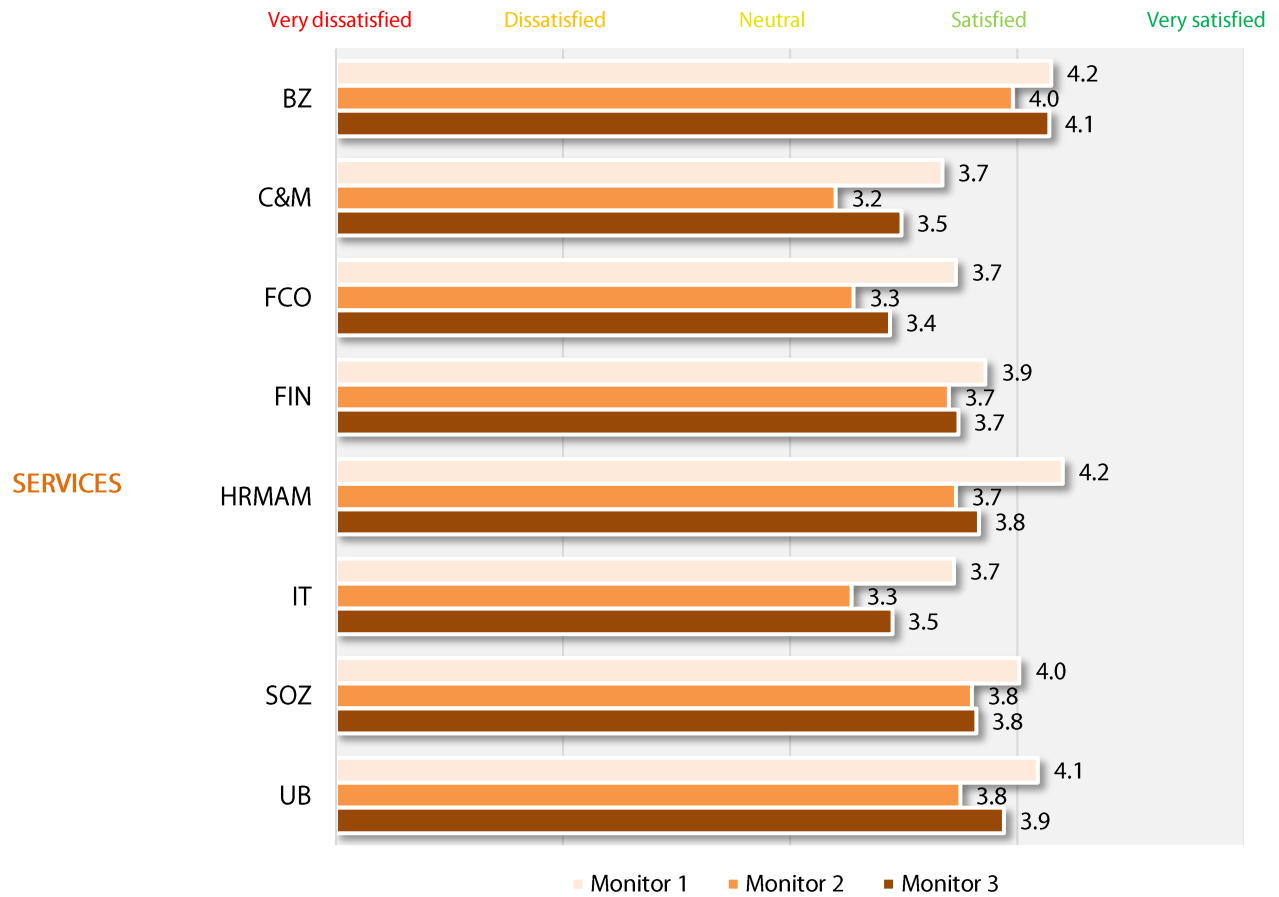


SERVICES

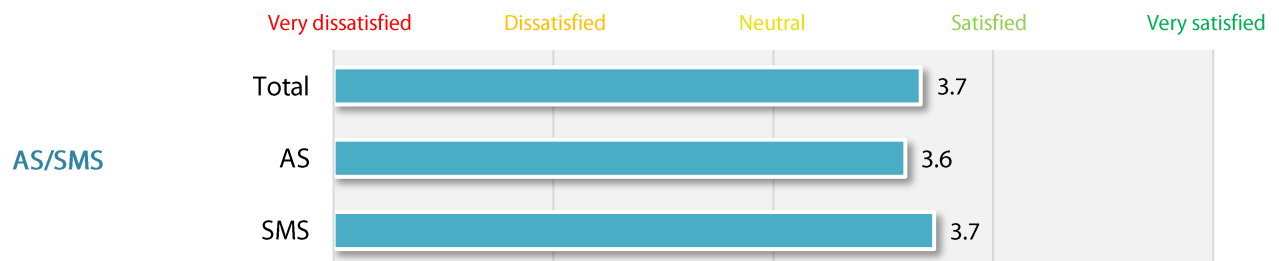


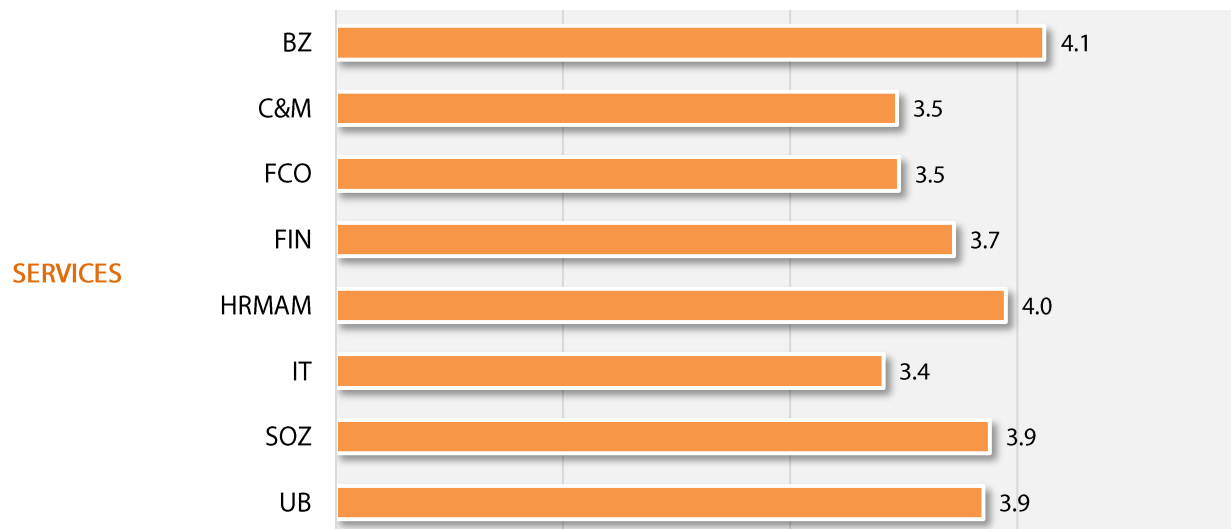
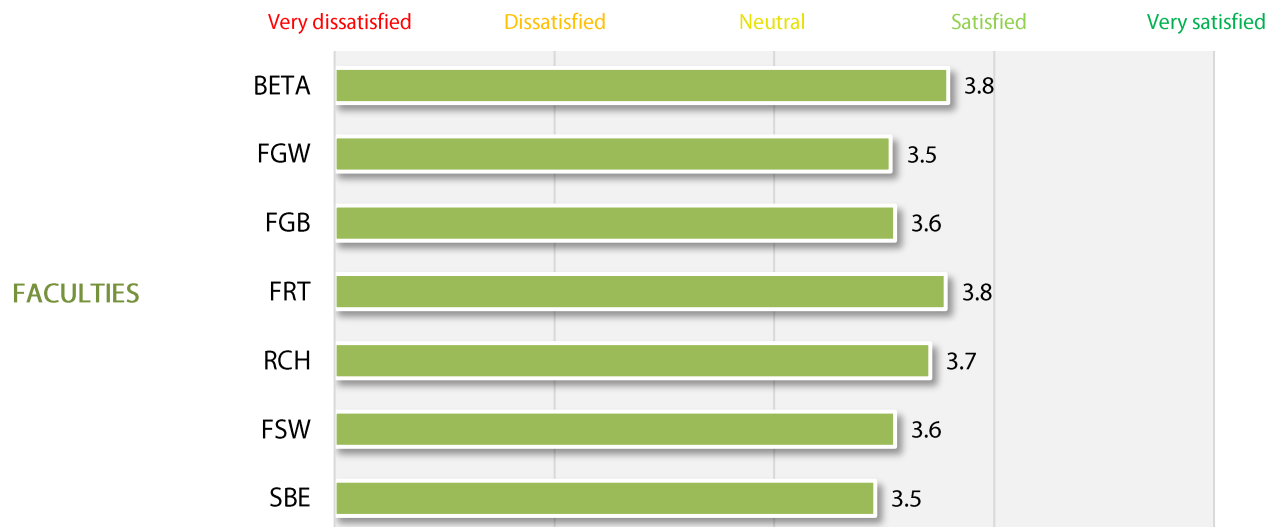
Communication from faculty/service





Communication from supervisor

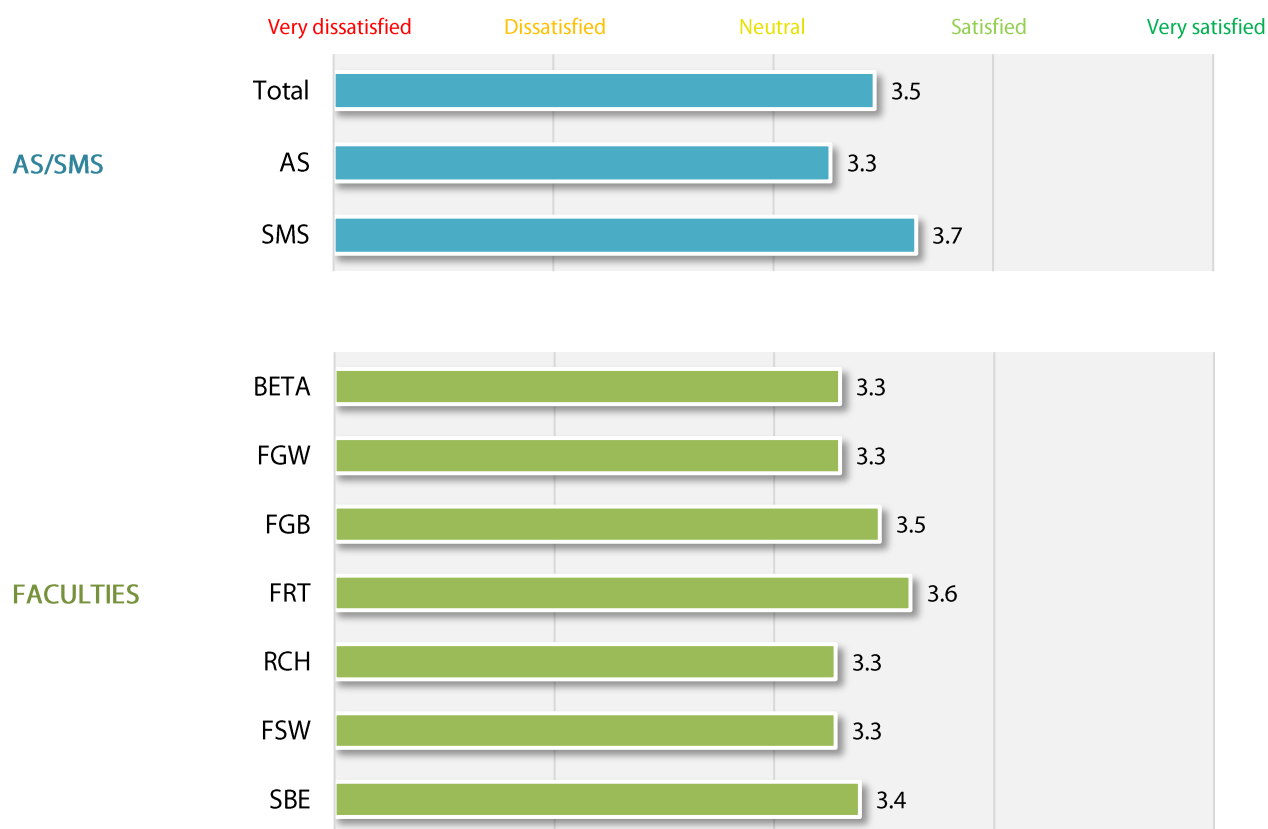


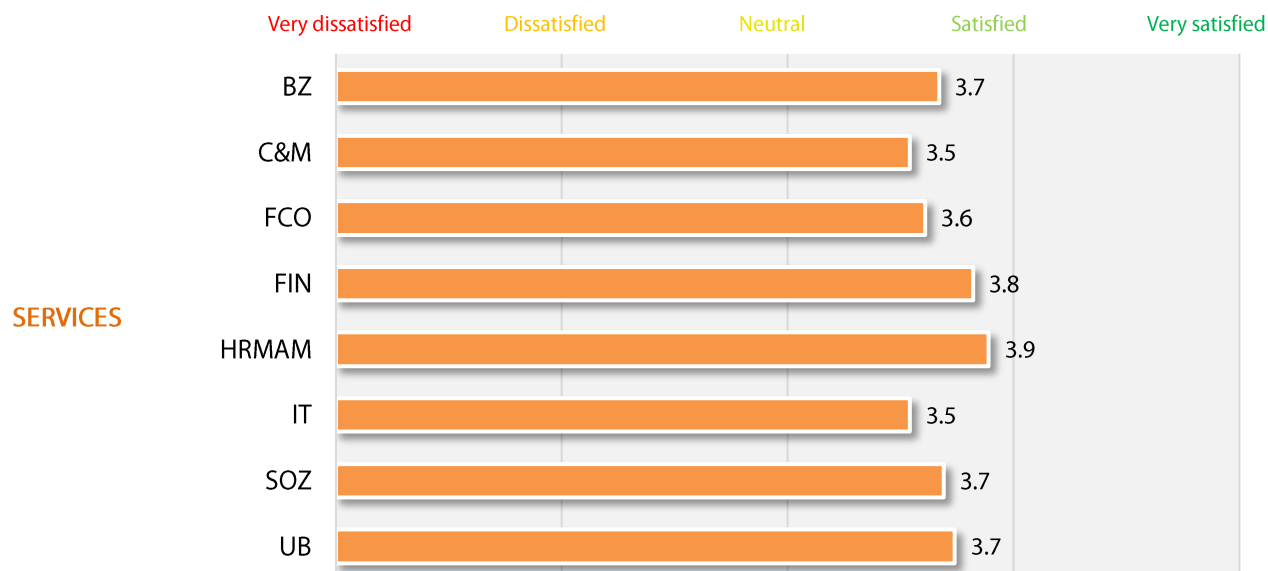


7 Support

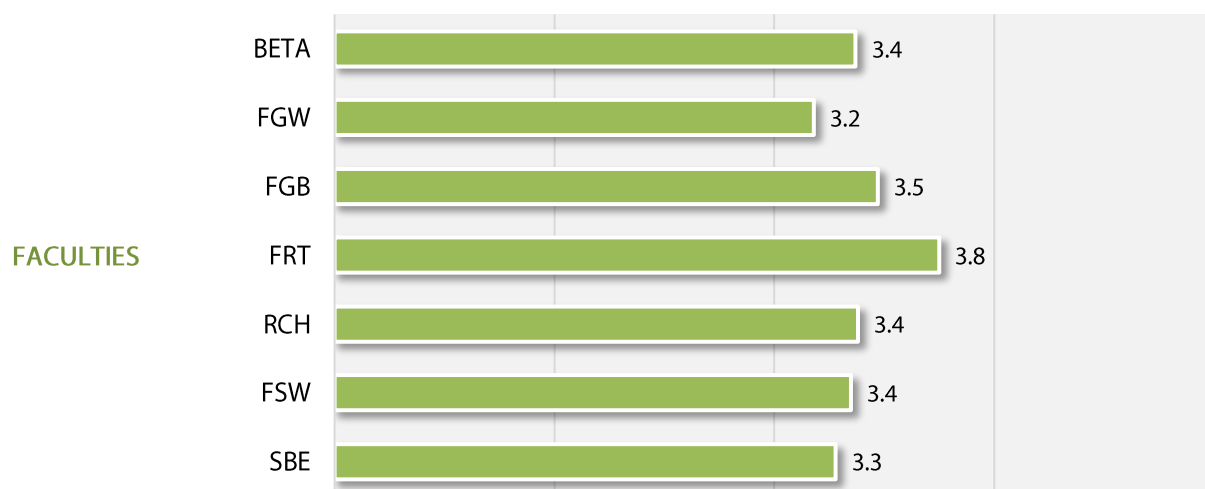
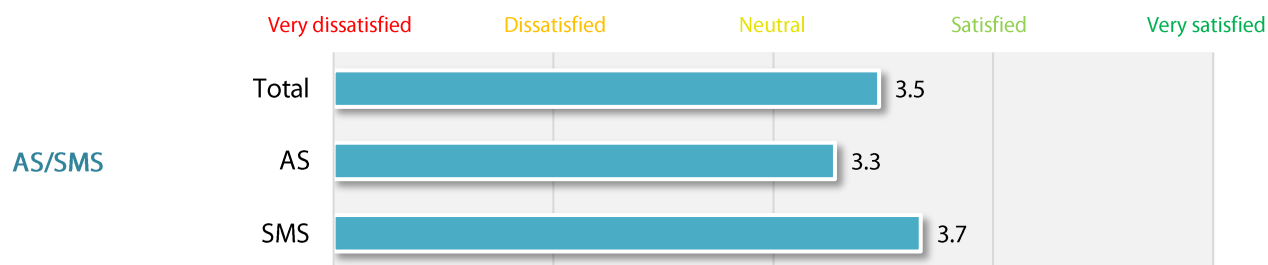
This chapter focuses on satisfaction with support during the Corona crisis. In general, employees are reasonably satisfied with both the support from VU Amsterdam and that from the faculty or service. Employees are slightly more satisfied with the support from supervisors.

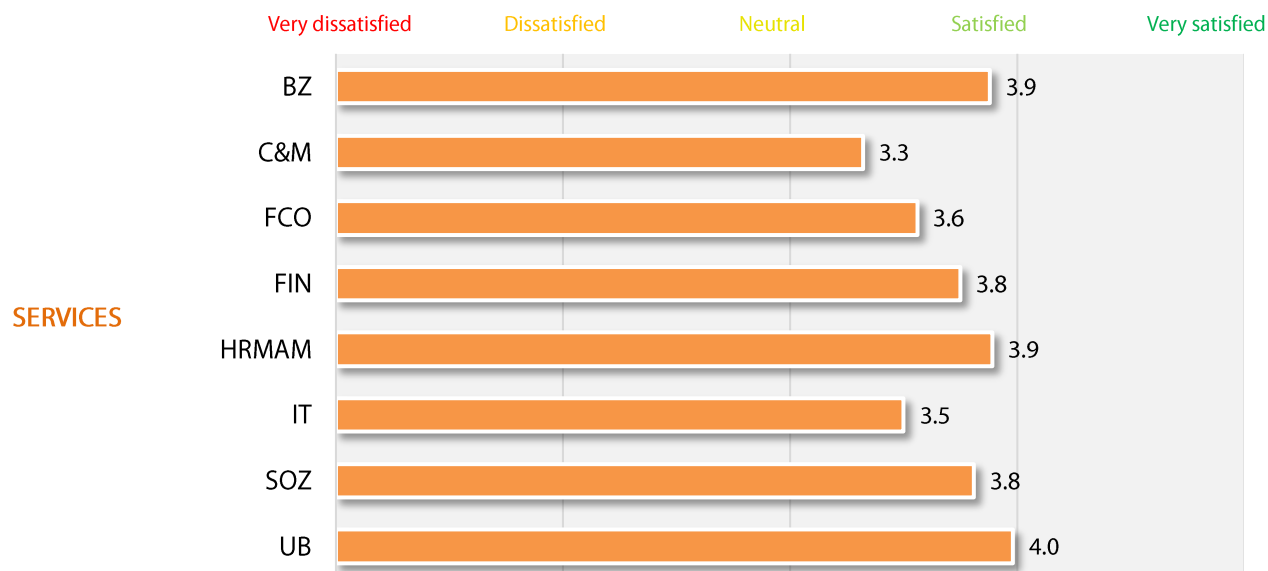
Support from VU Amsterdam



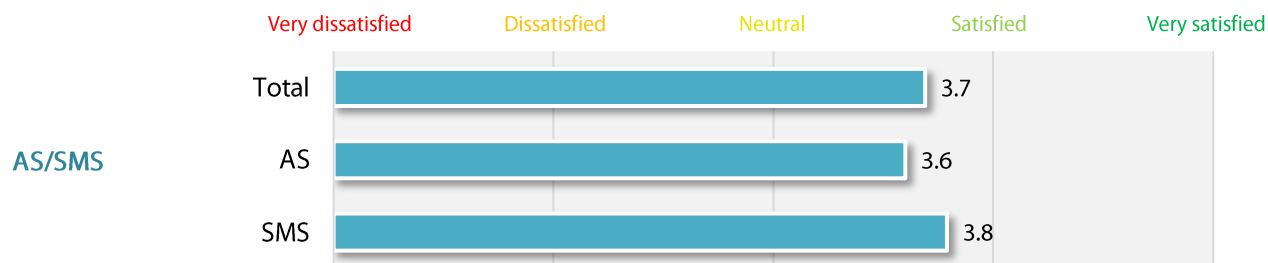


Support from faculty/service

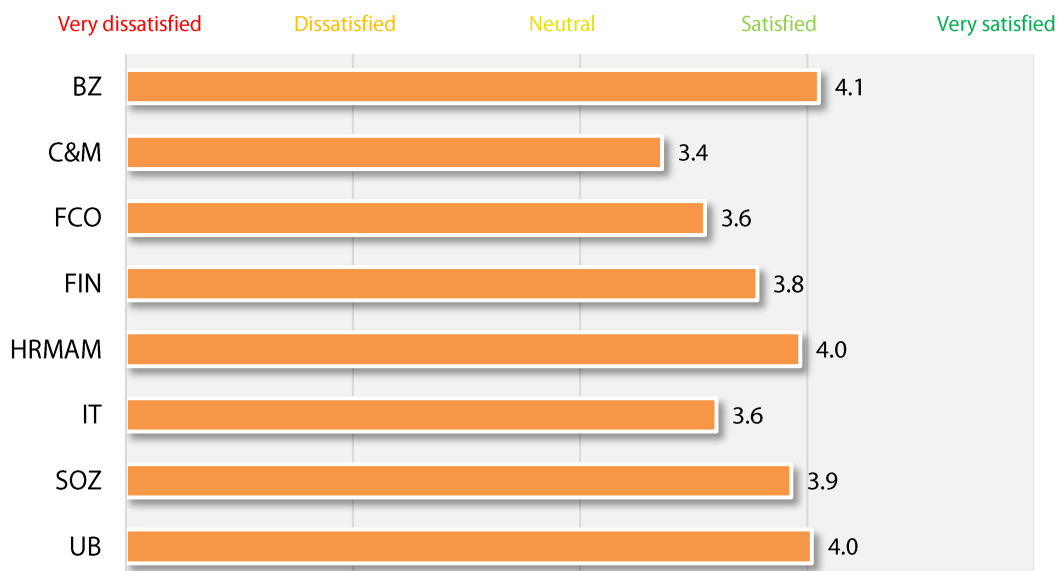




Support from supervisor



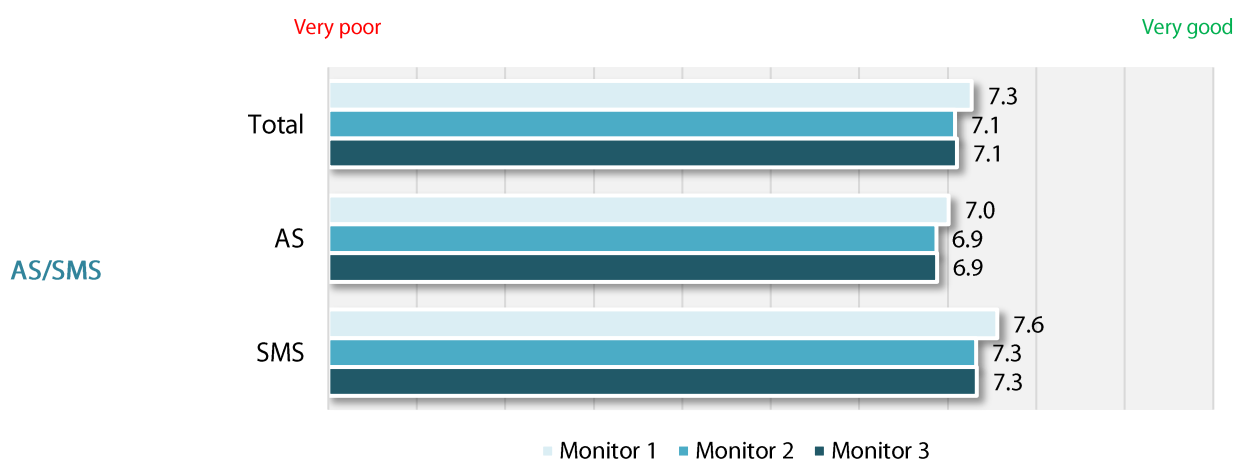
SERVICES

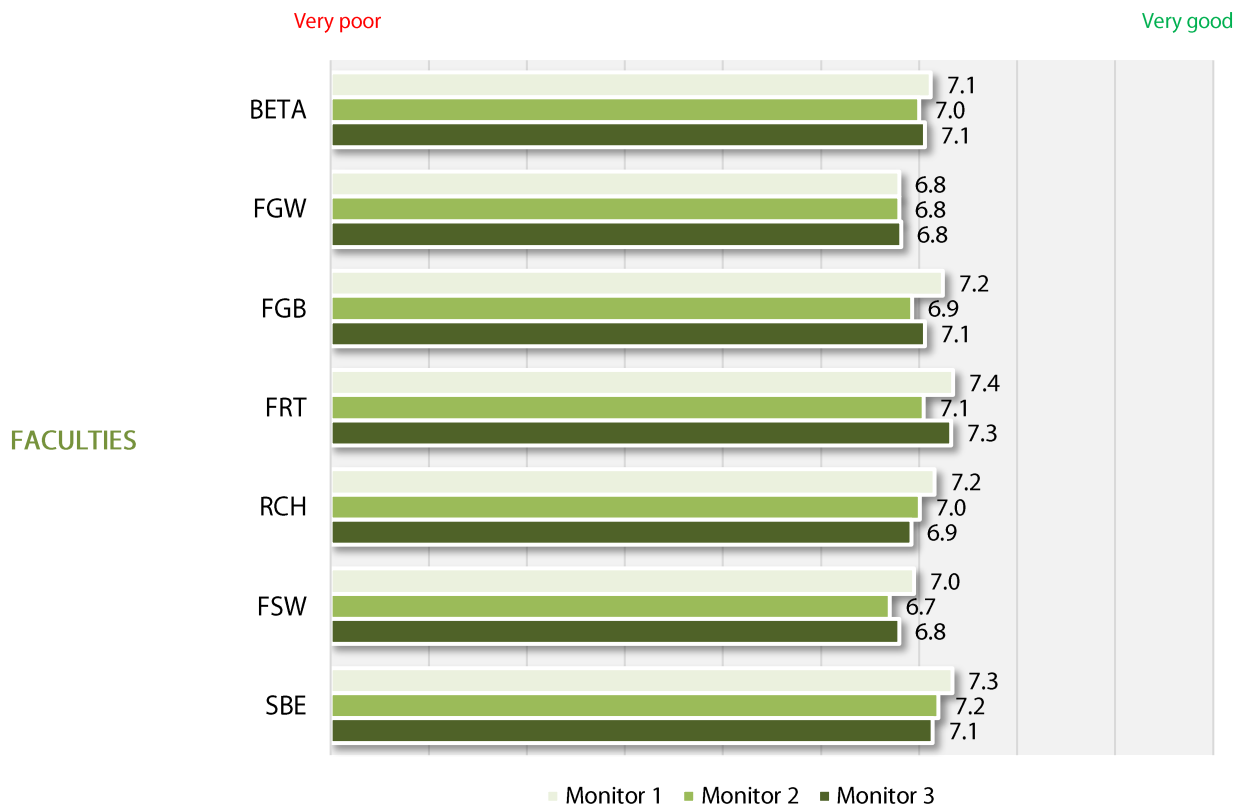


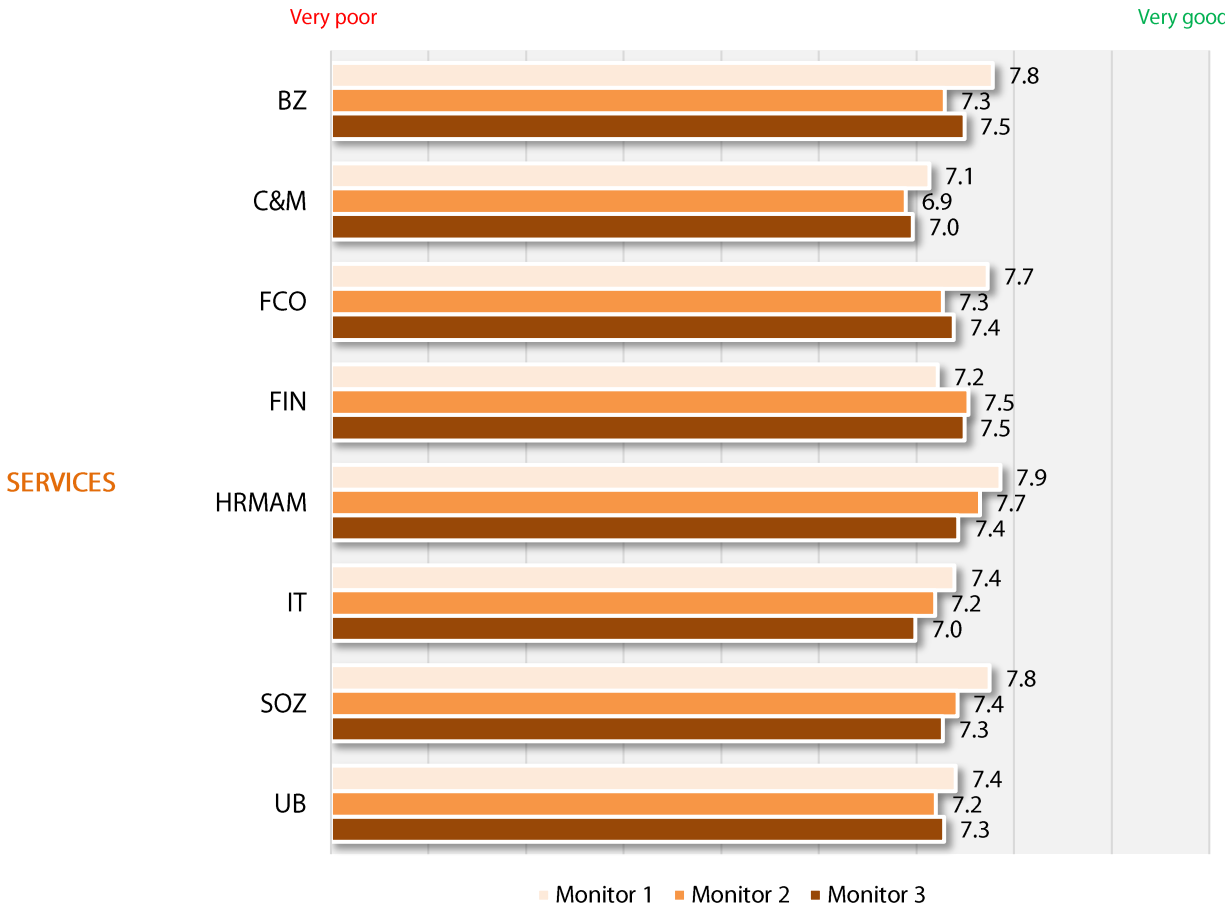
8 General assessment

To get an overall picture of satisfaction with VU Amsterdam, employees were asked to assess both working at VU Amsterdam and VU Amsterdam as an employer. Compared to the previous measurement, employees are as satisfied with working at VU Amsterdam and slightly less satisfied with VU Amsterdam as an employer.

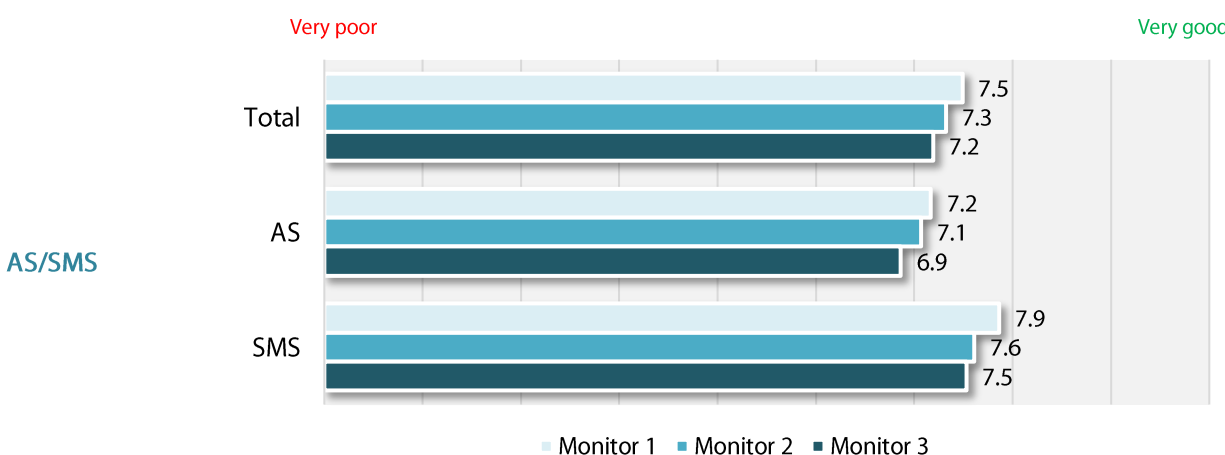
Assessment working at VU Amsterdam



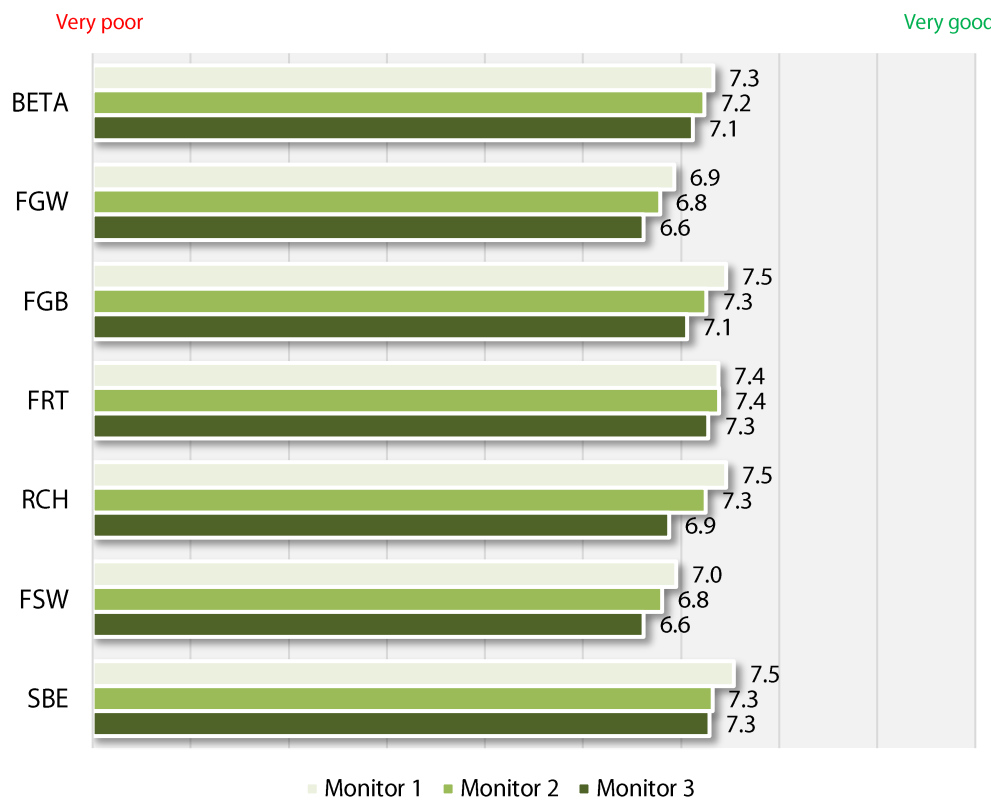




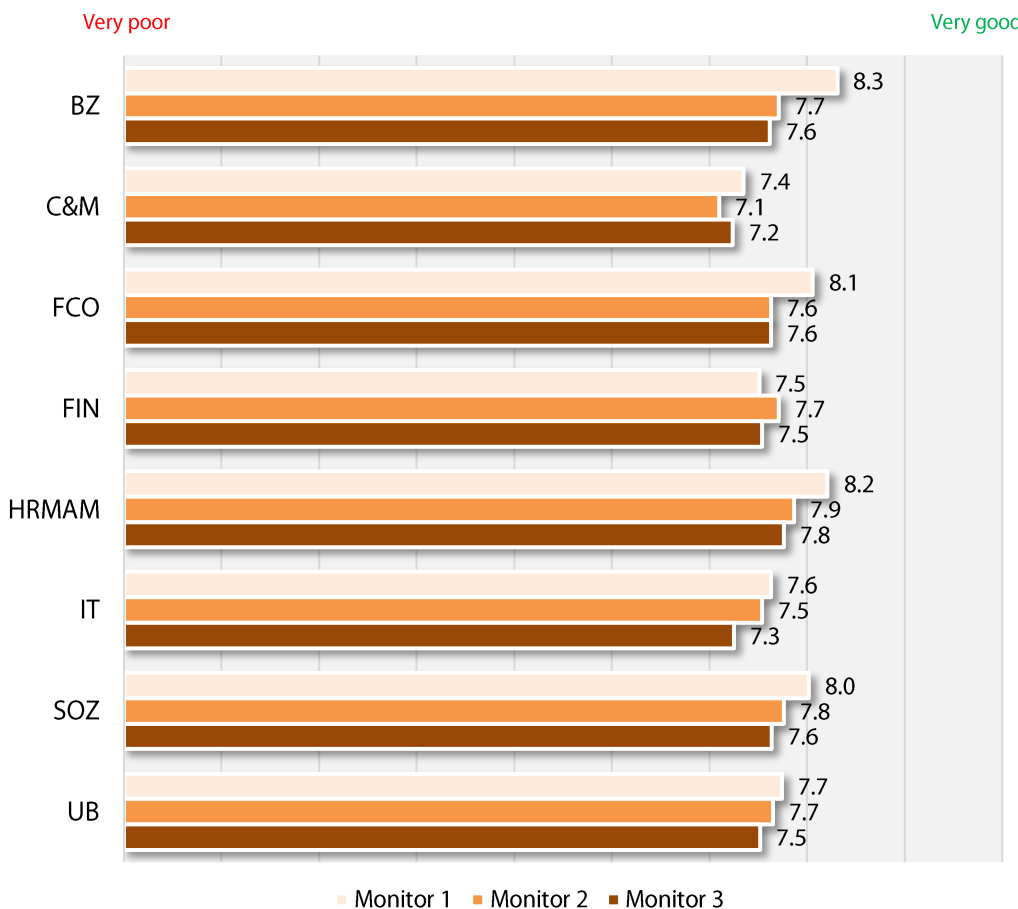
Assessment VU Amsterdam as an employer



FACULTIES



SERVICES



Appendix: Questionnaire

Thank you for your willingness to participate in the third Corona Monitor. VU Amsterdam considers it important to gain insight into the employees' wellbeing in times of working from home and other restrictive measures due to the Corona crisis.

If you close the questionnaire before completing it, your answers will be saved. When you want to continue, you will automatically begin at the question where you left off.

VU Amsterdam has charged IVA Onderwijs with conducting the survey. If you have any questions about this questionnaire, you can contact the researchers: contact@iva-onderwijs.nl.

Thank you for your cooperation!

Privacy disclaimer

The privacy of staff who take part in the Corona Monitor is ensured using the following measures:

- The survey is carried out by IVA Onderwijs, an independent research agency that adheres to the General Data Protection Regulation (GDPR). The agency is legally bound by a confidentiality agreement, which requires that information files are secured in different ways. VU Amsterdam will never have access to individual responses.
- The results are presented in such a way that they can never be traced back to the responses of individual employees. Reporting is based on groups with at least 10 respondents. Your responses are therefore never visible.

General questions

1. At which faculty or service do you work?

If you work at more than one faculty or service, please choose the one at which you work the most hours. In case of an equal amount of hours, please choose the one for which you wish to fill in this questionnaire.

<Lijst faculteiten en diensten>

2. At which department do you work?

If you work at multiple departments, please fill in the one you work the most for. In case of an equal amount of hours, please choose the one for which you wish to fill in this questionnaire.

<Lijst afdelingen per aangevinkte faculteit/dienst>

3. In which category would you classify your position?

- Academic staff (WP)
- Support and management staff (OBP)

<als vraag 3 = WP, openklappen op zelfde pagina als v3>

4. Which position do you hold?

If you hold various positions, please choose the one in which you work the most hours. In case of an equal amount of hours, please choose the one for which you wish to fill in this questionnaire.

- Dean
- Professor
- Associate professor (UHD)
- Assistant professor (UD)
- Teacher
- Researcher
- PhD student
- Special professor
- Other

<als vraag 3 = OBP, openklappen op zelfde pagina als v3>

5. To which function family ① does your function belong? <pop-up bij ①: Toelichting functiefamilies>

If you have various functions, please choose the one in which you work the most hours. In case of an equal amount of hours, please choose the one for which you wish to fill in this questionnaire.

- Education and Research Support
- Administrative and Secretarial Support
- Student Support
- Facility Services
- Occupational Health, Safety and Environment
- ICT
- Management and administrative support
- PR, information and communication

- Personnel and organisation
- Other

<volgende drie vragen op 1 pagina>

6. Do you have a supervisory position?

- Yes
- No

7. What kind of employment do you have?

- Permanent appointment
- Temporary appointment
- Other

8. How long have you been working at VU Amsterdam?

- Less than 6 months
- 6 months – 1 year
- 1 year – 3 years
- 3 - 10 years
- 10 years or more

Changes in your health and work experience

9. How do you currently experience the following aspects? <items random>

	Very poor/ negative	Poor/ negative	Neutral	Good/ positive	Very good/ positive	Don't know / N.A.
a. Your mental health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your physical health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your involvement with VU Amsterdam	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The cooperation with your supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your involvement with your colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The number of care tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The cooperation with your colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<Als vraag 8 ≠ 1 OF 2>

10. To what extent have the aspects below changed compared to how you experienced them before the Corona crisis? <items random>

	Considerably worse	A little worse	(About) the same	A little better	Considerably better	Don't know / N.A.
a. Your mental health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your physical health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your involvement with VU Amsterdam	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The cooperation with your supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your involvement with your colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The number of care tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The cooperation with your colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<Als vorige vraag g = (sterk) verslechterd>

11. Did you need (extra) leave during the past year or are you currently in need of (extra) leave due to increased care tasks?

- Yes
- No
- Don't know

<Als vorige vraag = Ja, openklappen op zelfde pagina>

12. Did you use (one of) the VU Amsterdam special leave arrangements in the past year or do you currently use (one of) them?

E.g., care leave, calamity leave, etc.

- Yes
- No
- Don't know

<Als vraag 11 = Ja EN vraag 12 = Nee, openklappen op zelfde pagina>

13. What is the main reason you did not use (one of the) special leave arrangements?

- I am not familiar with these leave arrangements
- My job/position does not allow to take leave
- I don't want to burden my colleagues (extra)
- Instead of leave, I made arrangements with my supervisor about my work hours and schedule
- It is possibly unfavourable for my career (opportunities)
- Otherwise, namely:

Working from home

14. Which description best suits your work situation over the past three months?

- Worked completely from home

- Worked partly from home and partly at VU Amsterdam
- Worked completely at VU Amsterdam
- Worked from home, but fewer hours as I cannot perform my work completely from home
- Did not work as my work is unsuitable for working from home
- Otherwise

In the June 2020 Corona Monitor, you were asked about working from home after the Corona crisis. How do you think about this now?

15. Would you like to work from home after the Corona crisis, and if so, for what percentage of your hours on average?

- No, I don't want to work from home
- Yes, to 25% of my working hours
- Yes, for 25% to 50% of my working hours
- Yes, for 50% to 75% of my working hours
- Yes, over 75% of my working hours
- Don't know (yet)

<als vraag 14 ≠ 3 of 5>

16. How satisfied are you with your home office?

- Very dissatisfied
- Dissatisfied
- Neutral
- Satisfied
- Very satisfied
- Don't know / N/A

<als vraag 14 ≠ 3 of 5>

17. What could make your home office (even) more convenient?

You can give multiple answers.

- Better furniture (chair, desk)
- Better/more equipment (PC, laptop, monitor, headset), such as ... <invullen niet verplicht>
- Better/more software, such as ... <invullen niet verplicht>
- More stable internet connection
- Better access to VU network
- More space
- More quietness
- Otherwise, namely...
- None / N/A

<als vraag 14 ≠ 3 of 5>

18. To what extent do you agree with the following statements regarding the organisation of working from home?

	Completely disagree	Disagree	Neutral	Agree	Completely agree	Don't know / N.A.
a. I have discussed with my supervisor possible adjustments in my tasks in times of working from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have discussed with my supervisor what I need to be able to work from home as comfortable as possible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I have (by now) a comfortable working routine at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I am (by now) sufficiently competent in working with digital technologies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I can (now) co-operate well online with my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I know where to go when working from home has a (temporary) negative effect on my wellbeing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The number of care tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Workload

<volgende twee vragen op 1 pagina, geen schuifbalk ivm toegankelijkheid slechtzienden>

19. Can you express the workload at this moment in a mark?

- No workload 1 2 3 4 5 6 7 8 9 10 Extremely high work-load
-
- Don't know / no opinion

20. What degree of workload do you consider acceptable at this moment?

- No workload 1 2 3 4 5 6 7 8 9 10 Extremely high work-load
-
- Don't know / no opinion

21. Were you in need of measures to reduce your workload recently?

- Yes
- No
- Weet ik niet/n.v.t.

<als vorige vraag = Yes>

22. During the corona period, have you discussed your workload with your supervisor or immediate colleagues?

- Yes, with supervisor
- Yes, with immediate colleagues
- Yes, with both supervisor and immediate colleagues
- No

<volgende twee vragen op 1 pagina>

23. What is the scope of your appointment at VU Amsterdam?

Officiallyhours per week <minimum=0, maximum=45>

24. On average, have you worked more, less, or as much as the number of hours as formally agreed during the past few months? <geen negatieve cijfers>

- I worked averagely ... hours per week above the number of hours as laid down in my appointment
- I worked averagely ... hours per week below the number of hours as laid down in my appointment
- I have worked as much as laid down in my appointment
- I don't know

<alleen als vraag 24 = 1 OF 2>

25. You have indicated that you worked <als vraag 24 = 1: above> <als vraag 24 = 2: beyond> your regular working hours. Do you experience this as problematic?

- Not at all
- Hardly
- Moderately
- Greatly
- Very greatly

Communication and support

26. How satisfied are you with the communication about the Corona crisis?

	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied	Don't know/N.A.
a. Communication from VU Amsterdam	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Communication from your faculty/service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Communication from your supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Generally, how satisfied are you with the support during the Corona period?

	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied	Don't know/N.A.
a. Support from VU Amsterdam	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Support from your faculty/service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied	Don't know/N.A.
c. Support from your supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

General assessment

<volgende twee vragen op één pagina, geen schuifbalk ivm toegankelijkheid slechtzienden>

28. If you were asked to rate working at VU Amsterdam at this moment on a scale of 1 to 10, what grade would you give?

1 = very poor, 10 = very good

1	2	3	4	5	6	7	8	9	10	Don't know/N.A.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. If you were asked to rate VU Amsterdam as an employer at this moment on a scale of 1 to 10, what grade would you give?

1 = very poor, 10 = very good

1	2	3	4	5	6	7	8	9	10	Don't know/N.A.
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Finally

30. If you have any comments regarding this questionnaire, please indicate them below.

.....

<na verzenden vragenlijst>

Thank you for your cooperation!

The results and plans will be shared with all VU Amsterdam employees as soon as possible, via [VUnet](#), amongst others.

On the 'Serviceplein' on VUnet, you will find information about working at VU Amsterdam in corona time. If you need help or advice, please take a look at the information on [wellbeing and corona](#).