



The ARK-survey

- health promotion in academic institutions

Kirsti Godal Undebakke, Siw Tone Innstrand, Kirsti Sarheim Anthun and Marit Christensen.



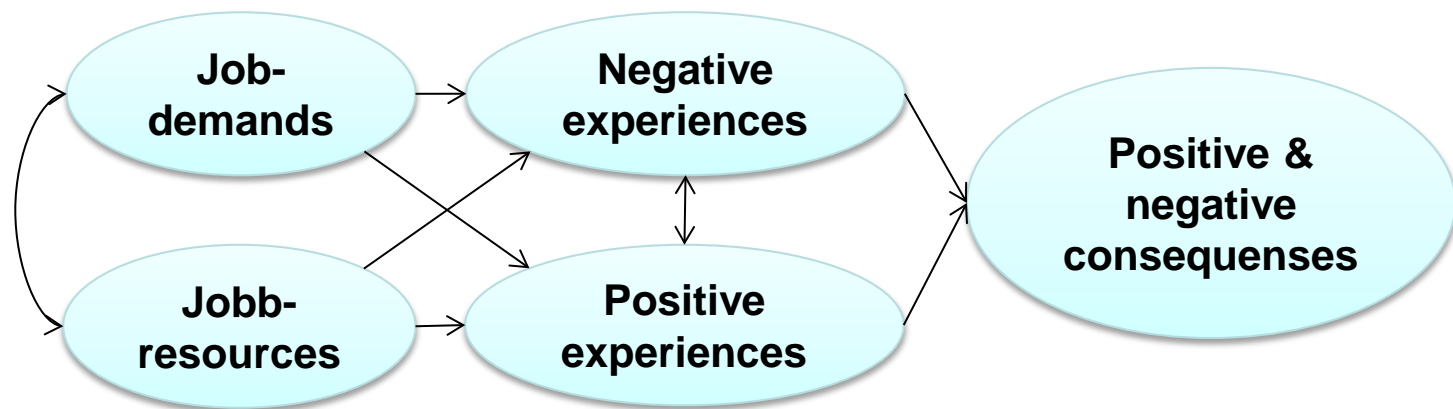
Aim of the ARK-Survey:

- Development of psychosocial work environment at the workplaces
- Form a basis for research on work environment issues at knowledge intensive workplaces



Methods:

- Measures:
 - The Knowledge Intensive Work Environment Survey Target
 - Fact sheet I & II

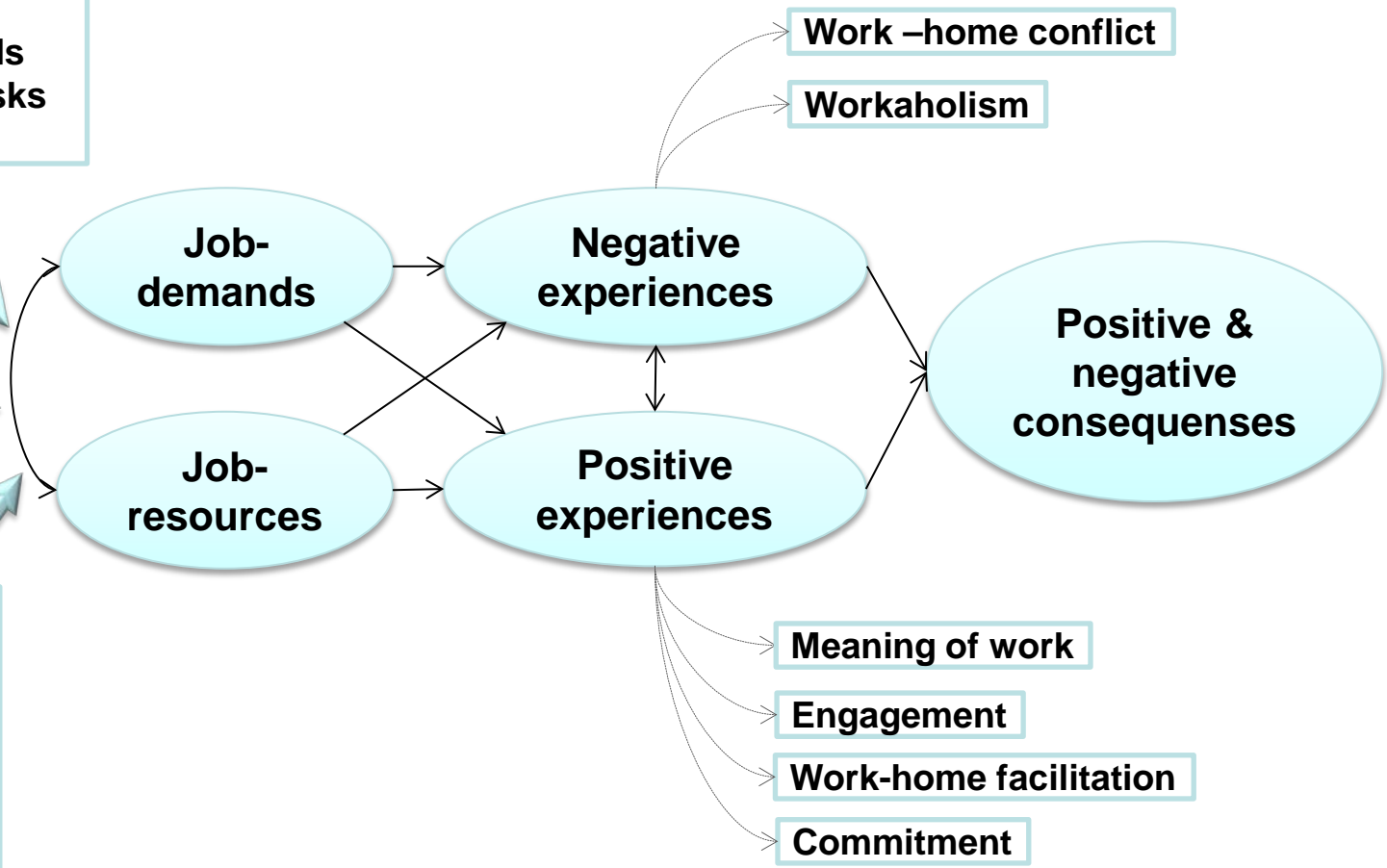


Developed for ARK from the Job demand-resource model (JD-R)
Bakker & Demerouti 2006

- Work tasks:**
- Job autonomy
 - Task completion ambiguity
 - Empowering leadership
 - Recognition
 - Support from supervisor
 - Competency demands
 - Illegitimate work tasks
 - Role overload

- Colleagues:**
- Cohesion
 - Social community
 - Social climate
 - Inclusiveness
 - Dysfunctional support
 - Conflicts

- Organization –**
- Fair leadership
 - Leadership and trust
 - Goal clarity
 - Innovation
 - Resources
 - Role conflicts





Methods:

- Measures:
 - The Knowledge Intensive Work Environment Survey Target
 - Fact sheet I & II
- The phases in the process :
 - Preparation
 - Screening
 - Action planning
 - Implementation
 - Evaluation



Five phases and continually improvement:

Preparation



Screening

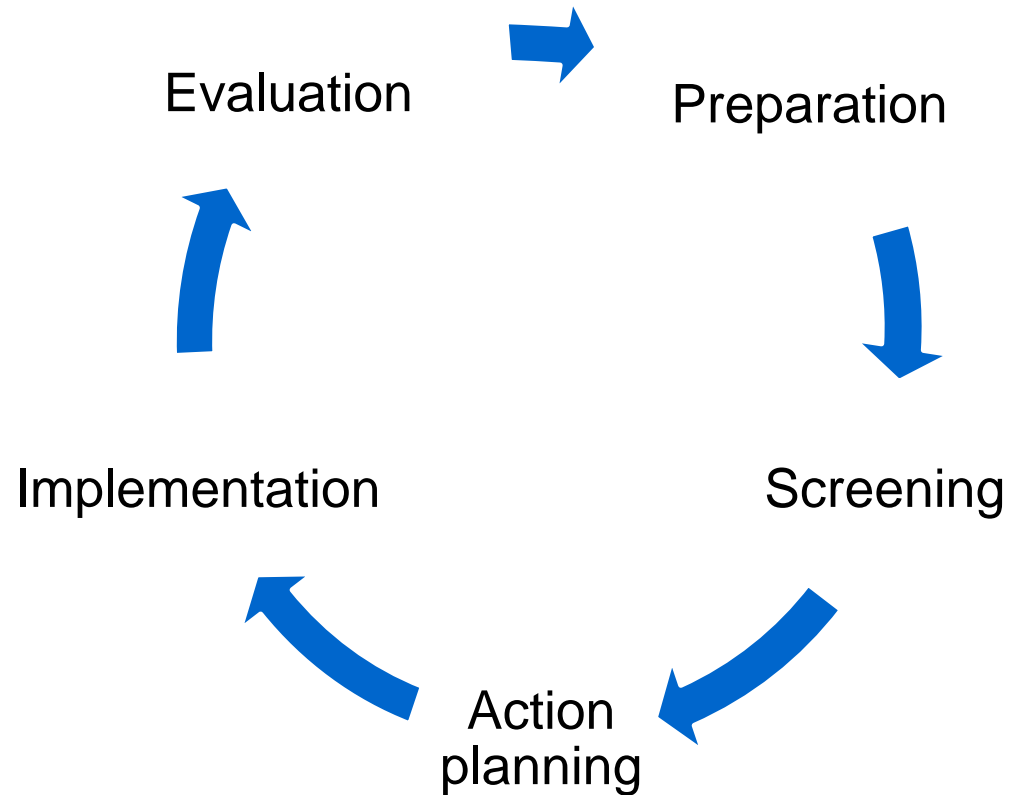


Group task:

- What did you notice during the review (positive or negative conditions)?
 - Individual reflection-
 - Group discussion-
- Mention three points that are positive and important to maintain.
- Mention three areas that you wish to improve



Five phases and continually improvement:



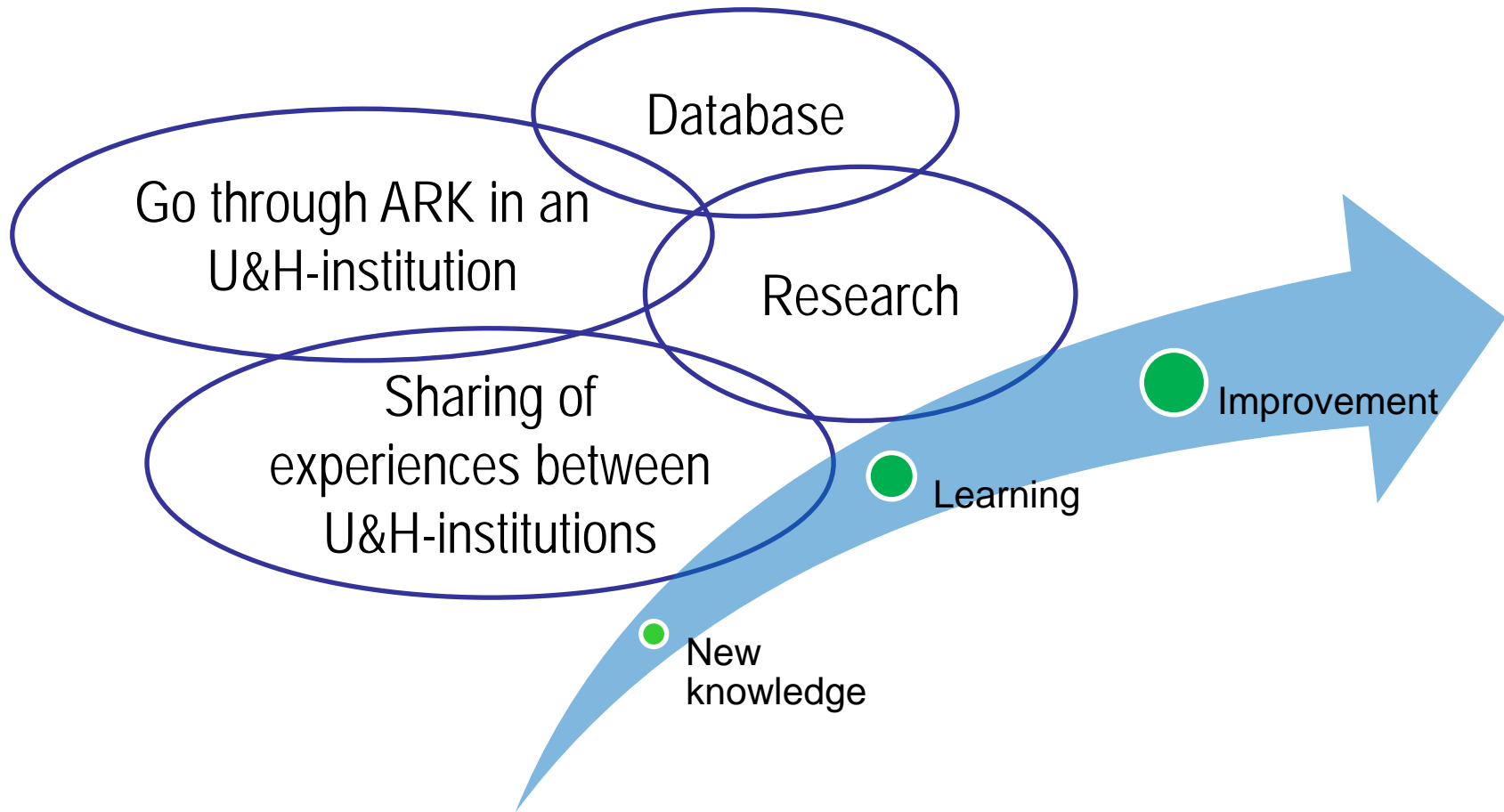


Results and conclusions

- The tool work and the research and theoretical base give the impression of solidity
- There are some critical success factors:
 - Clear structure of the process
 - Clear structure of the survey feedback meetings
 - Employee participation
 - Clear roles
 - Support of leaders



ARK as a whole:





Thank you for your attention!

For more information please email to:
ark-kontakt@ntnu.no