The ARK-survey

- health promotion in academic institutions

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

Job resources
- Cohesion
- Social community
- Social climate
- Inclusiveness
- Dysfunctional support
- Conflicts

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

Positive & negative consequences
- Work-home conflict
- Workaholism

Work experiences

Positive experiences
- Meaning of work
- Engagement
- Work-home facilitation
- Commitment

Meaning of work

Engagement

Work-home facilitation

Commitment

Cohesion

Social community

Social climate

Inclusiveness

Dysfunctional support

Conflicts

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

• **Measures:**
  – The Knowledge Intensive Work Environment Survey Target
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• **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:

Evaluation → Preparation → Implementation → Screening → Action planning → Evaluation
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:

- Database
- Research
- Sharing of experiences between U&H-institutions
- Improvement
- Learning
- New knowledge

Go through ARK in an U&H-institution
Tank you for your attention!

For more information please email to:
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