

Australian University Staff 2020 - 2023 Work, Digital Stress and Wellbeing Survey

Interactive Dashboard
Use the arrow keys below or the sidebar to navigate

Data collected by the Psychosocial Safety Climate Global Observatory, University of South Australia
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Dashboard built by Daniel Nesper

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Introduction

This data-driven visual report is compiled to present four years (2020 - 2023) of surveys from Australian universities, revealing a picture of workplace climate for worker psychological health and wellbeing.

The report introduces and presents the key metrics by which individual and workplace conditions can be assessed. In many ways and metrics, the university sector is letting its staff down.

The study has analysed many aspects of working life for university staff, and this report features a detailed breakdown of responses per question. Unfortunately, individual university scores couldn't be included in the report.

Throughout the report, you're encouraged to **interact with the filters and graphs. Use the bar at the top to navigate, and dropdown boxes to filter the graphs by selected demographics.**

Index

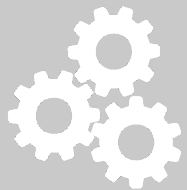
Main Pages

Home	Introduction	Highlighted Measures	PSC Summary	Exhaustion, Distress, Engagement	PSC and Staff Wellbeing	Digital Factors	Work Pressure Overview	University Group Summaries	Job Security	Contract	Items By Concern	PSC Flow	Demographics	Demographics Blanks	Appendix
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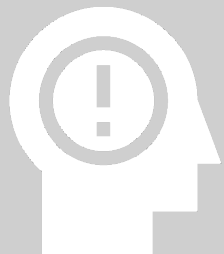
Scales

Contract	PSC Flow	Demographics Blanks	Academic Pressure	Cognitive Resources	Colleague Digital Expectation	Creativity	Digital Boundaries	Digital Demands	Digital Overload	Digital Resources	Detachment	Email Overload	Email Volume	Email Work Importance	Emotional Demands	Emotional Exhaustion		
Contract	PSC Flow	Demographics Blanks	Emotional Resources	Employee Voice	Empowering Leadership	Engagement	Harmonious Passion	HR Policy	Immersion	Innovation	Job Satisfaction	Obsessive Passion	Optimising Job Demands	Optimising Job Resources	Physical Health	Playful Work Design		
Contract	PSC Flow	Demographics Blanks	Procedural Justice	PSC 12	PSC (School Level)	PSC (Team Level)	Restructuring	Psychological Distress	Seeking Challenges	Self-Undermining	Student Digital Evaluation	Student Evaluation	Student Evaluation Continued	Supervisor Digital Expectations	Team Psychological Safety	Work Pressure	Work-Family...	Work-Self Conflict

These are some of the main measures of psychological health and wellbeing used in the survey. The results here indicate a poor climate for worker psychological wellbeing, as well as poor outcomes for staff members. For a more detailed summary and citation of each of these scales, use the links above to the scale summary pages. Benchmarks are listed in the appendix.



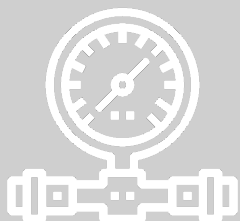
Psychosocial Safety Climate is the institutional climate for worker psychological health. A poor PSC score indicates individuals are at high risk of mental injury stemming from work conditions. Two thirds of respondents are at high risk or above, reflecting a generally terrible climate for mental health in the sector.



Psychological Distress or the K10 scale asks about the frequency an individual suffers from the symptoms of psychological distress, including tiredness, nervousness and depressive symptoms. Over two in five are experiencing high or very high distress.



Emotional Exhaustion is a subscale of the Burnout Assessment Tool and measures the emotional drain of work and conditions on the job. Two thirds of university staff are reporting conditions which place them in the exhaustion categories of high or very high.

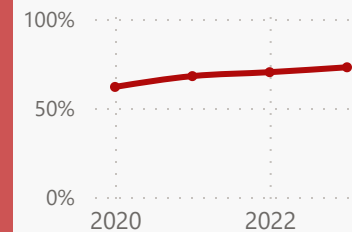


Work Pressure measures the strain an individual faces when on the job. It captures the speed, intensity and demands of tasks as part of the experience of working. The work pressure score is the average number of staff who gave an affirmative response, across the six questions asked. A more detailed breakdown is in the following pages.

2020	2021	2022	2023
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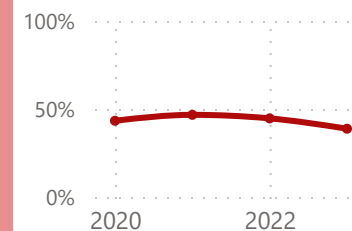
67.06%

High and Very High Risk



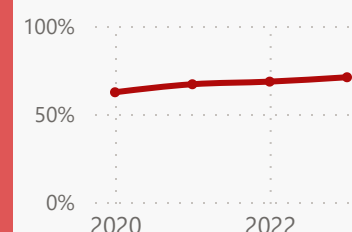
43.91%

High And Very High Distress



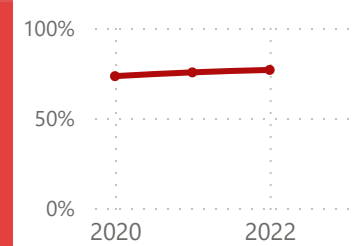
66.28%

High and Very High Exhaustion



74.84%

Average Work Pressure





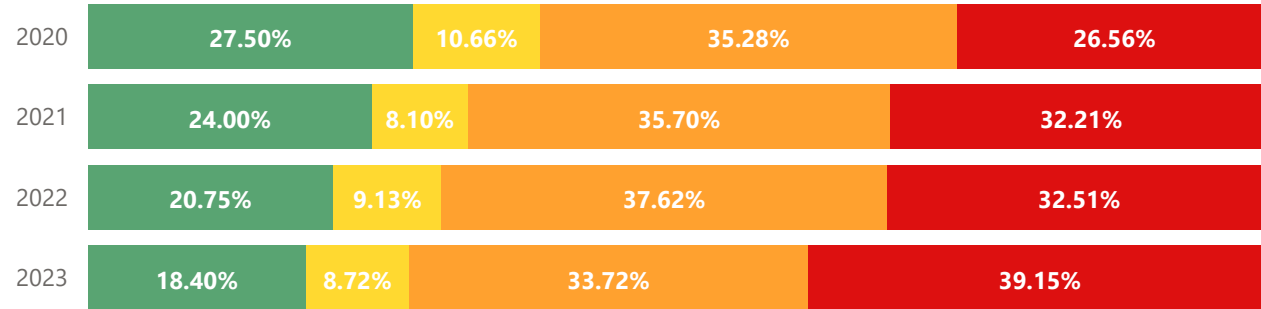
Psychosocial Safety Climate (PSC) refers to the organisational climate for worker psychosocial protection. Proportionally, **the sector is performing persistently poorly**, and respondents are reporting declining conditions. Almost **40% of staff surveyed in 2023 are in very high risk situations** for their wellbeing. The figures titled "4-Wave Participants" are only those who completed the survey every year; they also show persistent declines in PSC.

PSC has previously been found to correlate strongly with many other measures of workplace conditions, stressors and outcomes. Use the dropdown menu to look at a scatterplot of relationships between PSC and a range of measures surveyed. As the scatterplot tends to show, if PSC is poor (which it is among the sample), outcomes are poor too.

For a full breakdown of percentage responses, follow the link in the navigation bar to the detailed page. PSC risk level benchmarking is cited in the appendix.

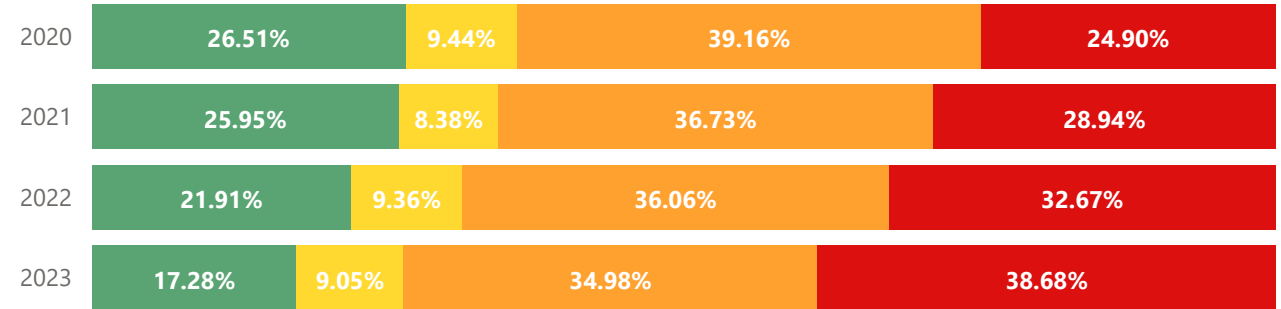
PSC Risk Proportions for All Participants

PSC Risk Level ● Low Risk PSC ● Medium Risk PSC ● High Risk PSC ● Very High Risk PSC

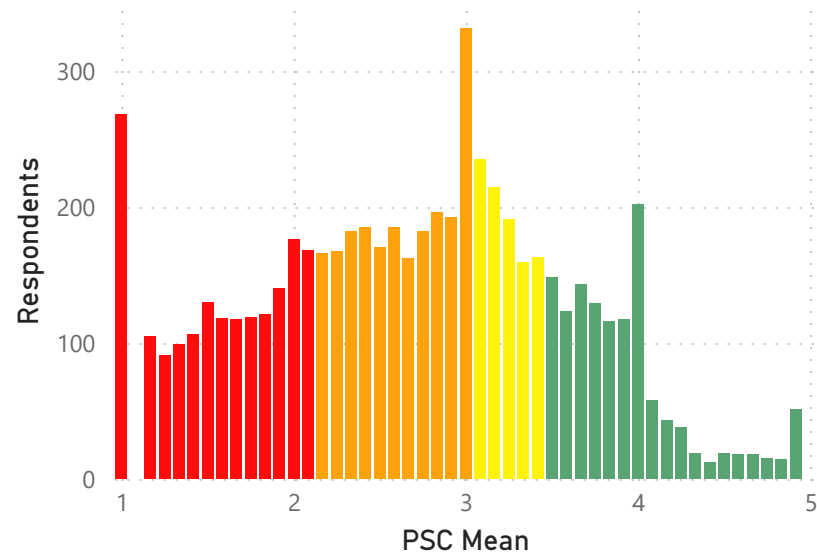


PSC Risk Proportions for 4-Wave Participants

PSC Risk Level ● Low Risk PSC ● Medium Risk PSC ● High Risk PSC ● Very High Risk PSC

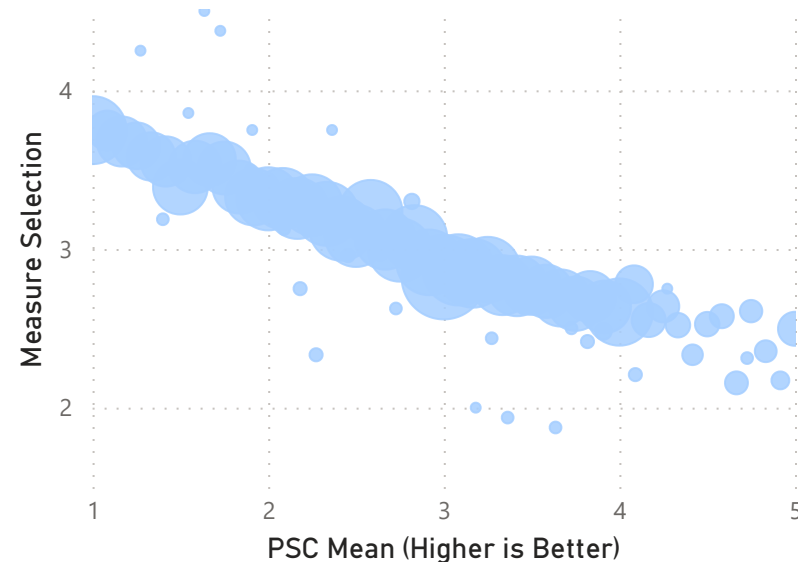


Respondents Per PSC Mean Score (Risk Colours)

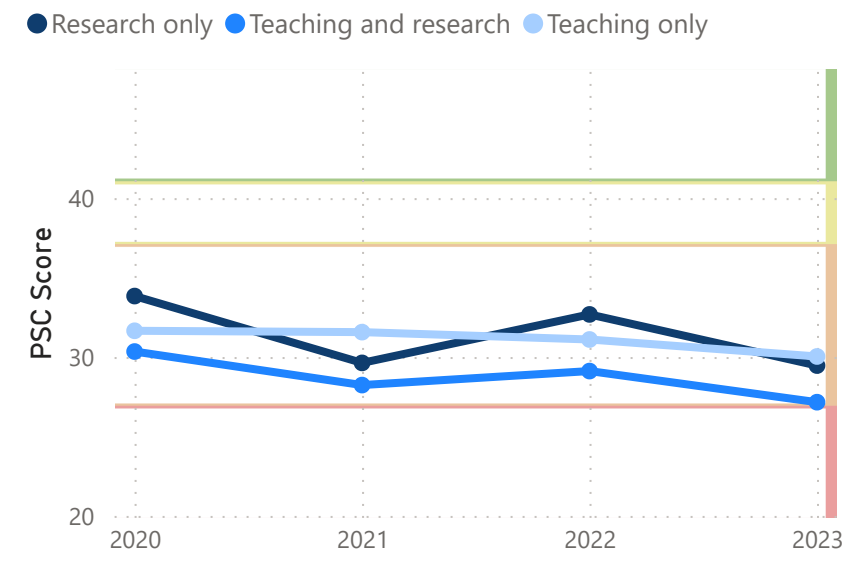


Emotional Exhaustion Mean

Average of Measure at Each PSC Mean Score



PSC and Academic Function (Academics Only)



Emotional exhaustion, psychological distress and engagement are three ways of measuring staff wellbeing and outcomes.

A key takeaway from these charts is the **increase in very high level exhaustion and decrease in the highest engagement levels** over time.

The figures titled "**4-Wave Participants**" are only those who completed the survey every year. It shows that, in their experience of working in the sector in the past 4 years, their conditions and outcomes have declined in emotional exhaustion and engagement.

The questions asked in the **emotional exhaustion** scale relate directly to exhaustion related to work and working conditions. An example statement is "At the end of my working day, I feel mentally exhausted and drained."

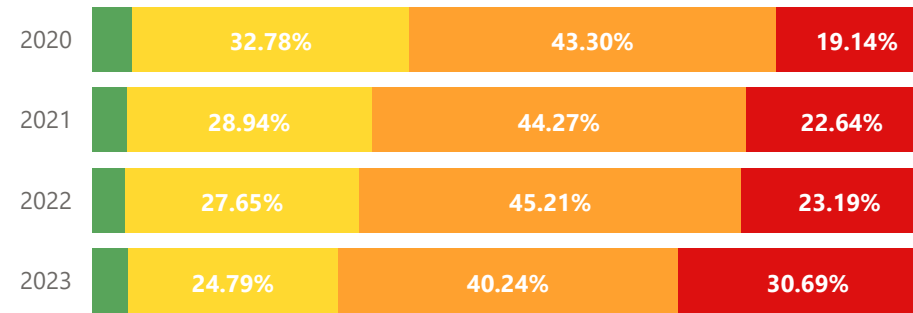
While many factors may influence **psychological distress**, it is commonly associated with work conditions. The questions ask about an individual's experience of various symptoms of distress, including feelings of hopelessness,

Engagement measures the extent to which workers are connected and energetic in their activities. An example item is "I am enthusiastic about my job". Scores relate to their average response on a 1 - 7 scale, where higher is more engaged.

Select a legend item to filter the other figures, to see the links between the concepts and levels.

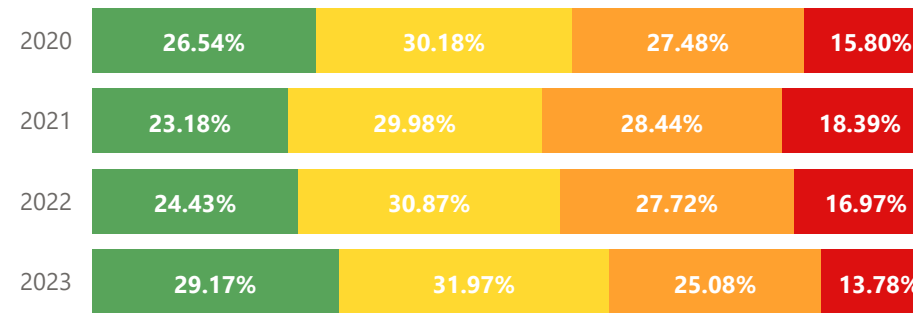
Emotional Exhaustion Levels for All Participants

● Low Exhaustion ● Average Exhaustion ● High Exhaustion ● Very High Exhaustion



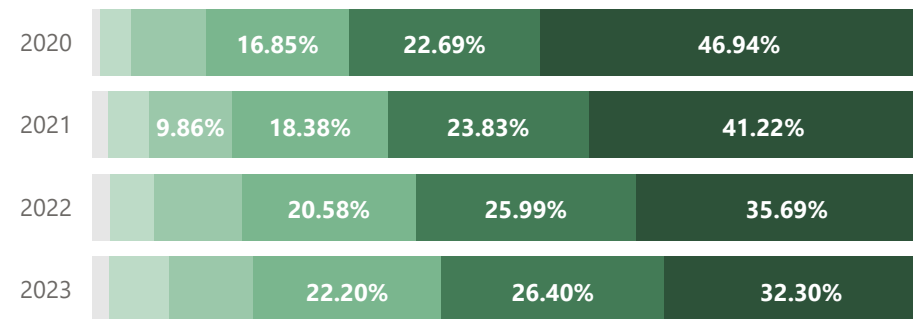
Psychological Distress Levels for All Participants

● Low Distress ● Moderate Distress ● High Distress ● Very High Distress



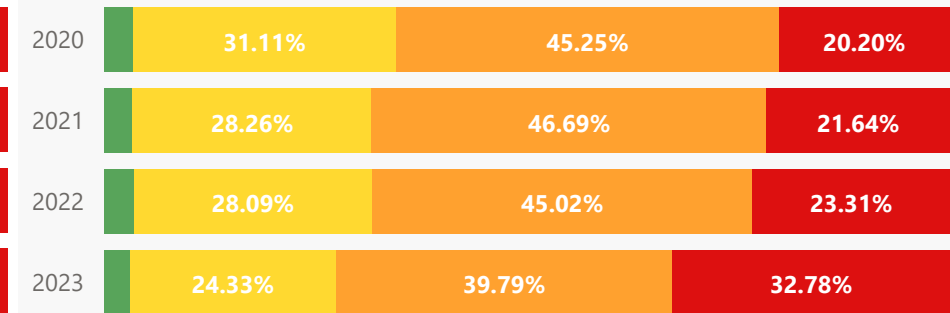
Engagement for All Participants

● 1-2 ● 2-3 ● 3-4 ● 4-5 ● 5-6 ● 6-7



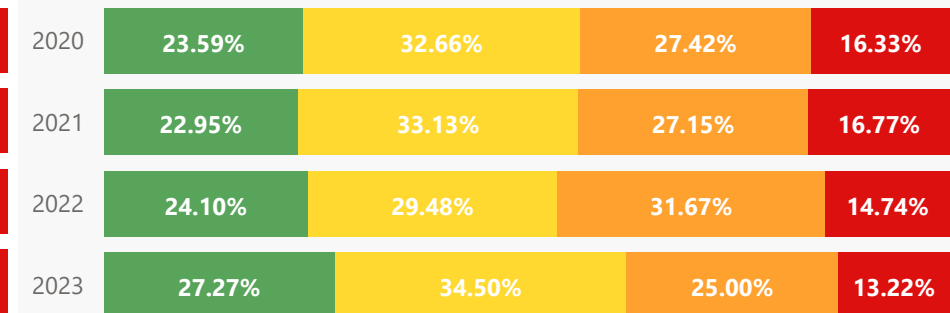
Emotional Exhaustion Levels for 4-Wave Participants

● Low Exhaustion ● Average Exhaustion ● High Exhaustion ● Very High Exhaustion



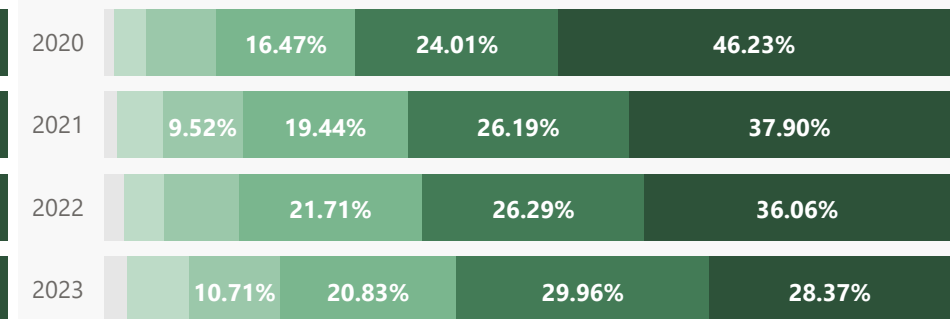
Psychological Distress Levels for 4-Wave Participants

● Low Distress ● Moderate Distress ● High Distress ● Very High Distress



Engagement for 4-Wave Participants

● 1-2 ● 2-3 ● 3-4 ● 4-5 ● 5-6 ● 6-7



Psychosocial Safety Climate (PSC) is an important way of understanding and predicting wellbeing and work outcomes for staff in an organisation. These graphs generally show that those experiencing a higher PSC will have low levels of emotional exhaustion, lower psychological distress and higher engagement. While the general picture shows a decline of conditions across the 4 years, a better climate for worker wellbeing will make a big difference in outcomes.

For example, for PSC at a medium level of risk in 2020 the average worker experiences low or average emotional exhaustion, whereas a very high risk PSC environment will result in an average experience of very high emotional exhaustion.

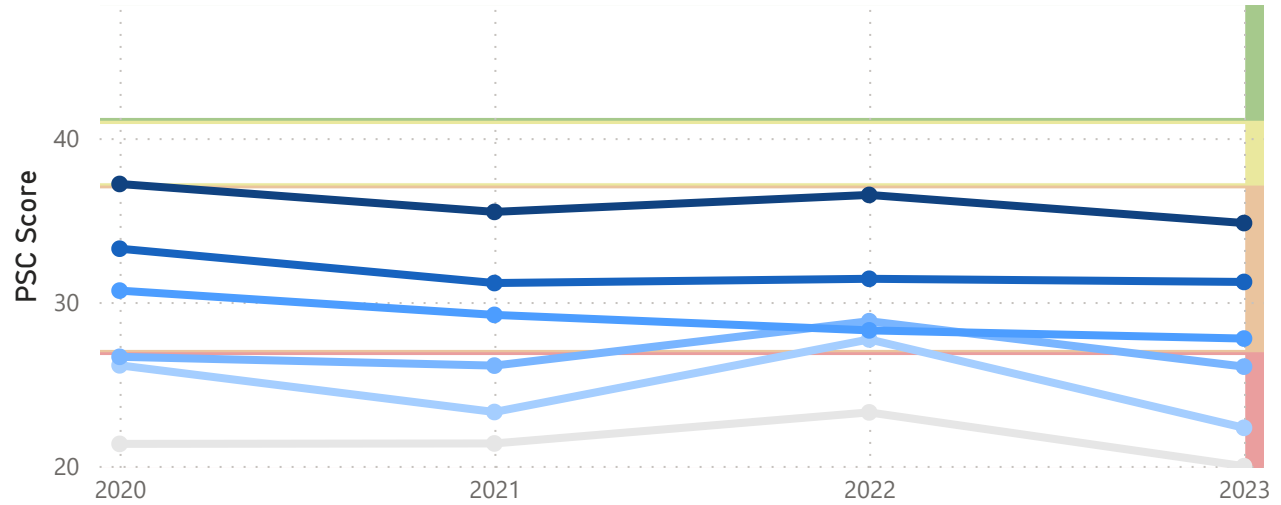
While the PSC scale is from 12-60, the x axis has been compressed (20-48) to show in more detail the distinction in benchmarks. Click a legend item to highlight.

For a full breakdown of percentage responses, follow the link in

Note: the chart background indicates PSC risk level benchmarks, Low Medium High Very High

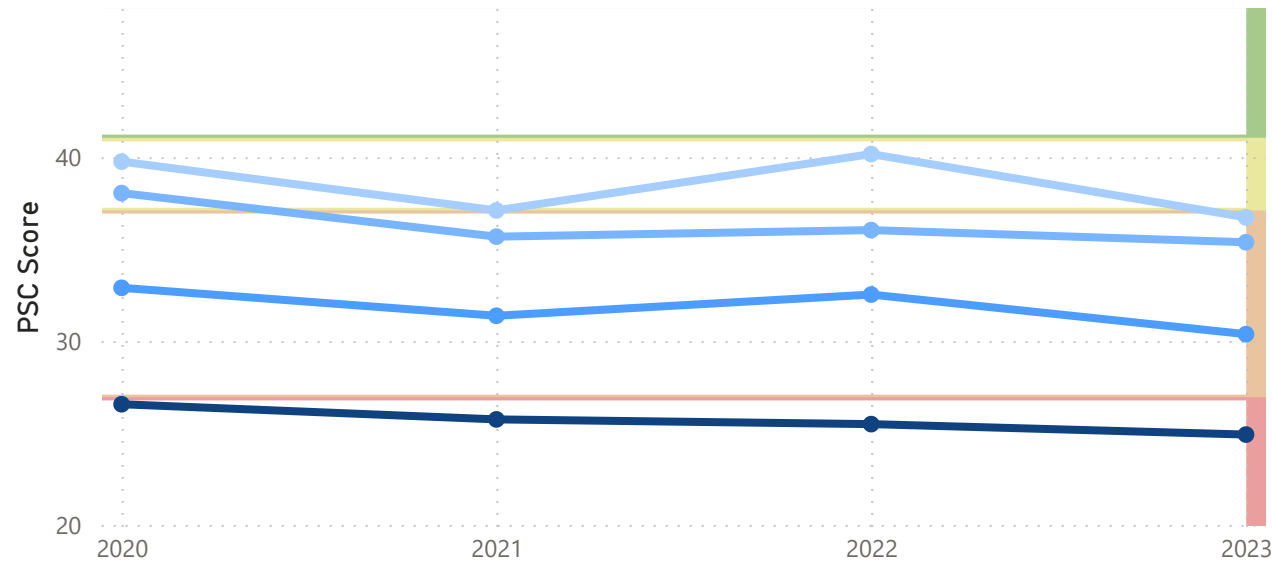
PSC and Engagement 1 - 7

Groups 1-2 2-3 3-4 4-5 5-6 6-7



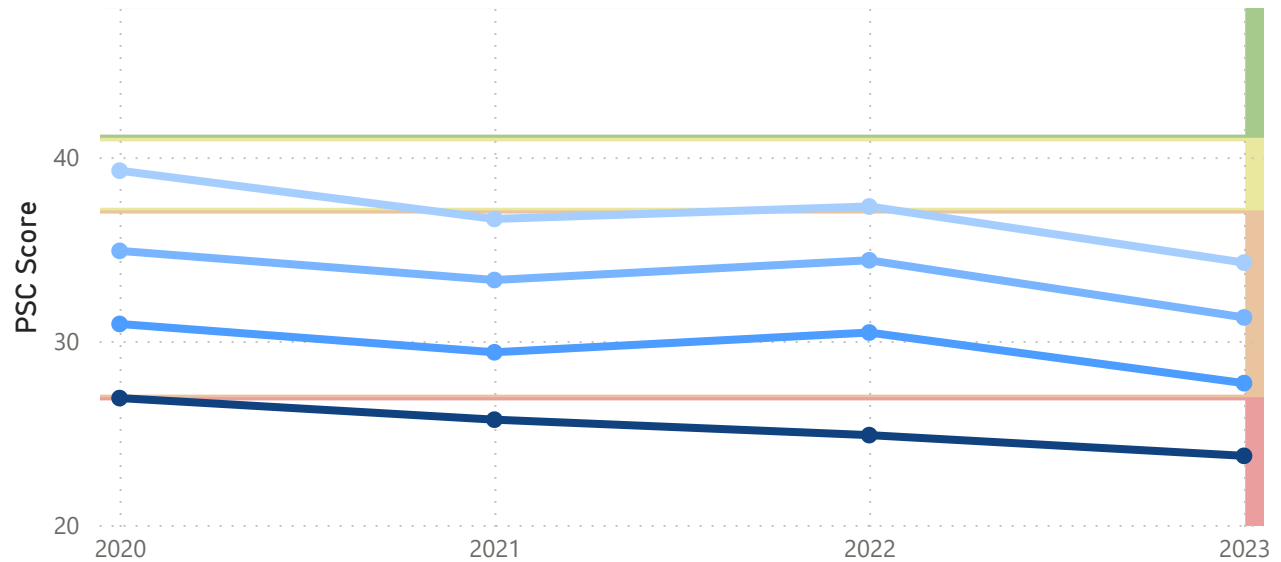
PSC and Emotional Exhaustion

Exhaustion Levels Low Exhaustion Average Exhaustion High Exhaustion Very High Exhaustion



PSC and Psychological Distress

K10 Levels Low Distress Moderate Distress High Distress Very High Distress



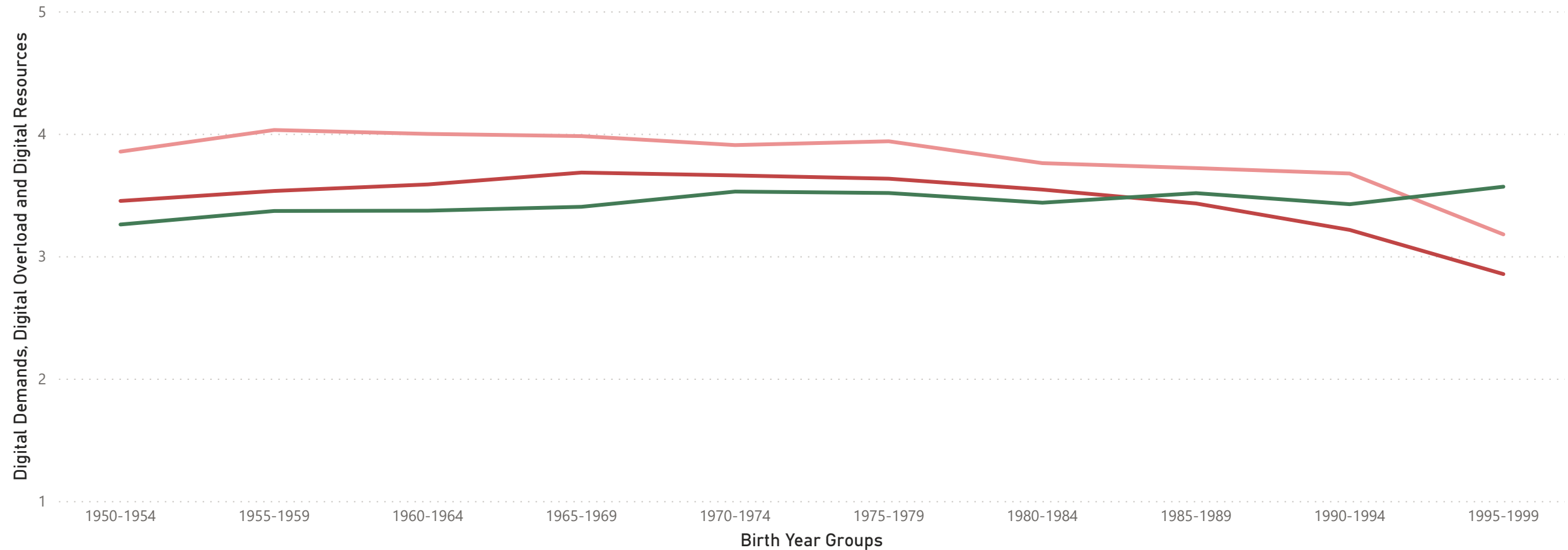


As universities become increasingly reliant on technology for work and teaching delivery, digital factors impacting wellbeing become increasingly important. The data reveals that older staff experience greater overload and demands and lower support and resources for digital technology.

For a full breakdown of percentage responses, follow the link in the navigation bar to the detailed page.

Digital Demands, Digital Overload and Digital Resources by Birth Year Groups

● Digital Demands ● Digital Overload ● Digital Resources



The responses to questions on work pressure in the sector are damning. The responses here have been aggregated to percentage agree. The results show that regardless of year or demographics, university staff find themselves feeling significant work pressure. Work intensity is especially high, with 9 in 10 staff members agree they are made to work very hard and 8 in 10 are made to work very fast.

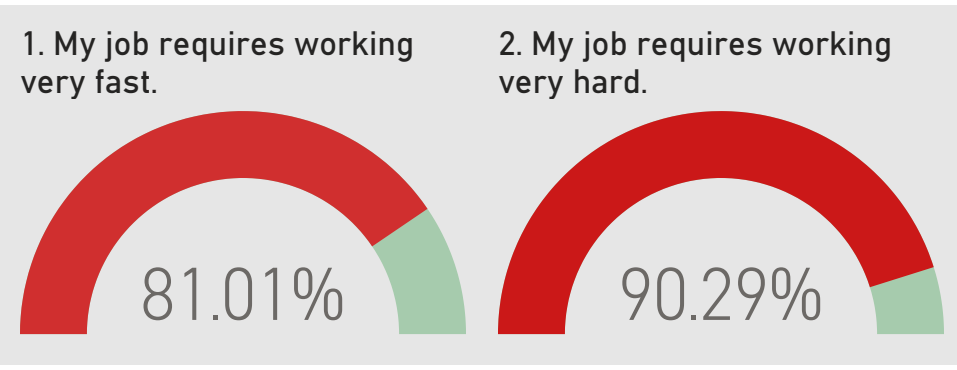
The story is worse for women and academic staff. Out of the 1413 female academic staff surveyed across three waves, 97% reported being required to work very hard.

For a full breakdown of percentage responses, follow the link in the navigation bar to the detailed page.

2020 2022

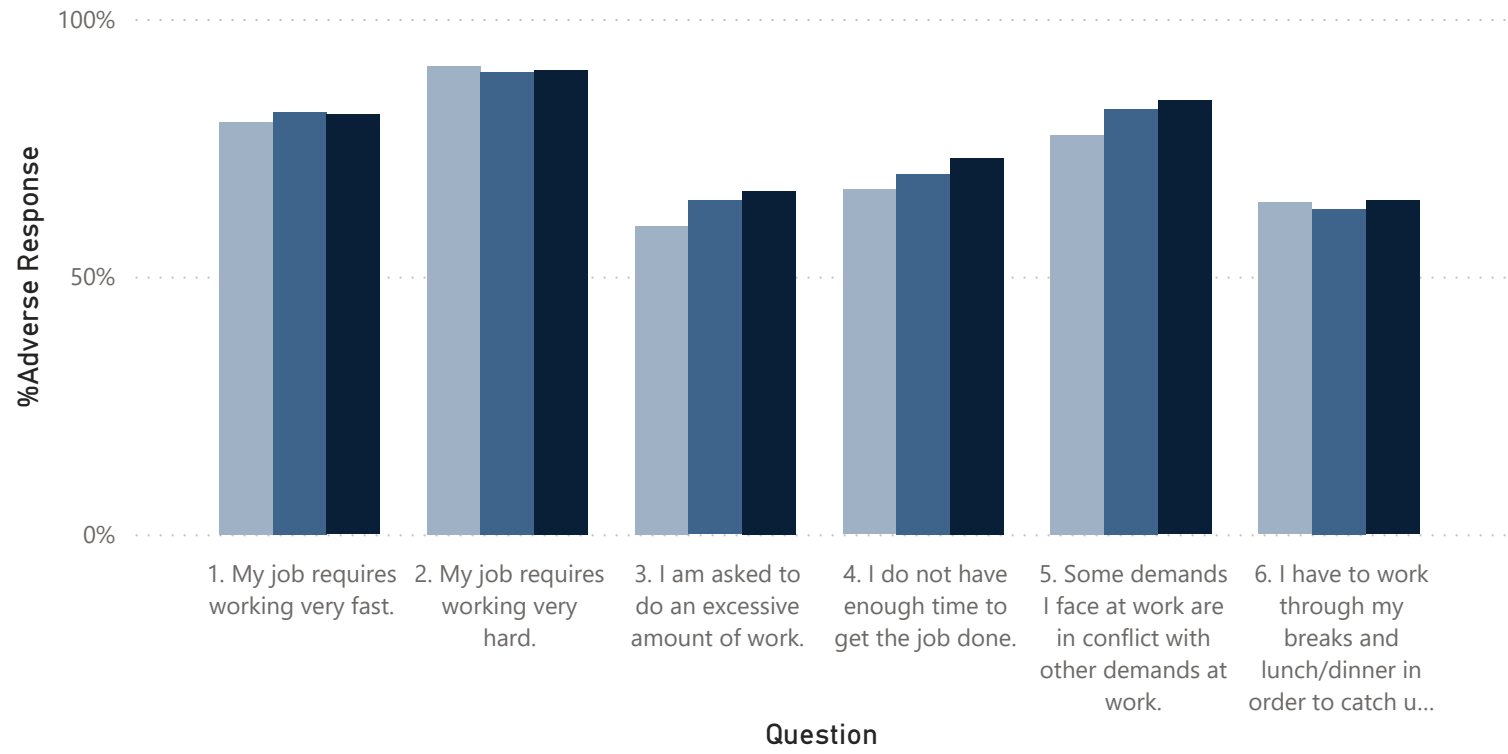


■ - Percentage agree (Agree + Strongly Agree)

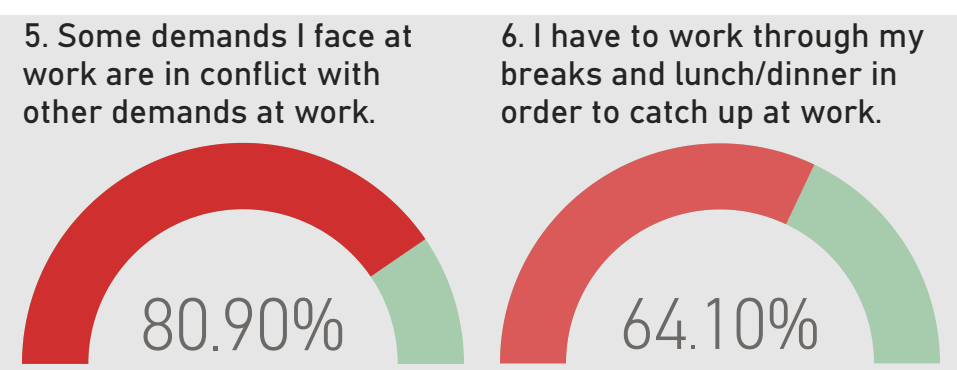
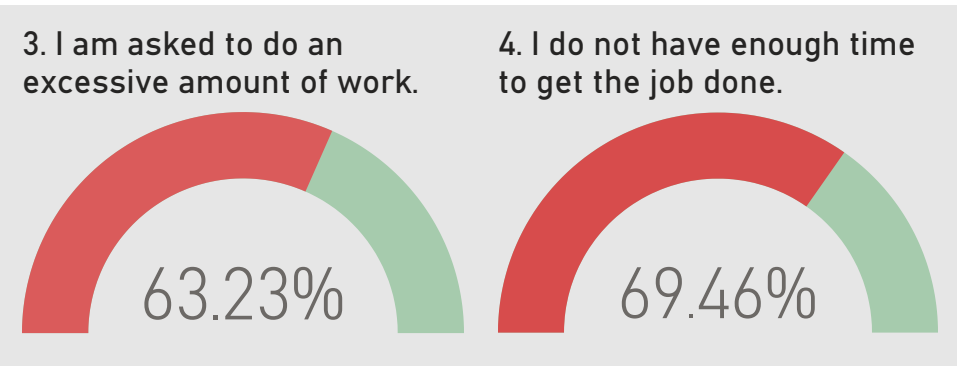


%Adverse Response by Question and Year

Year ● 2020 ● 2021 ● 2022



Respondents
5289

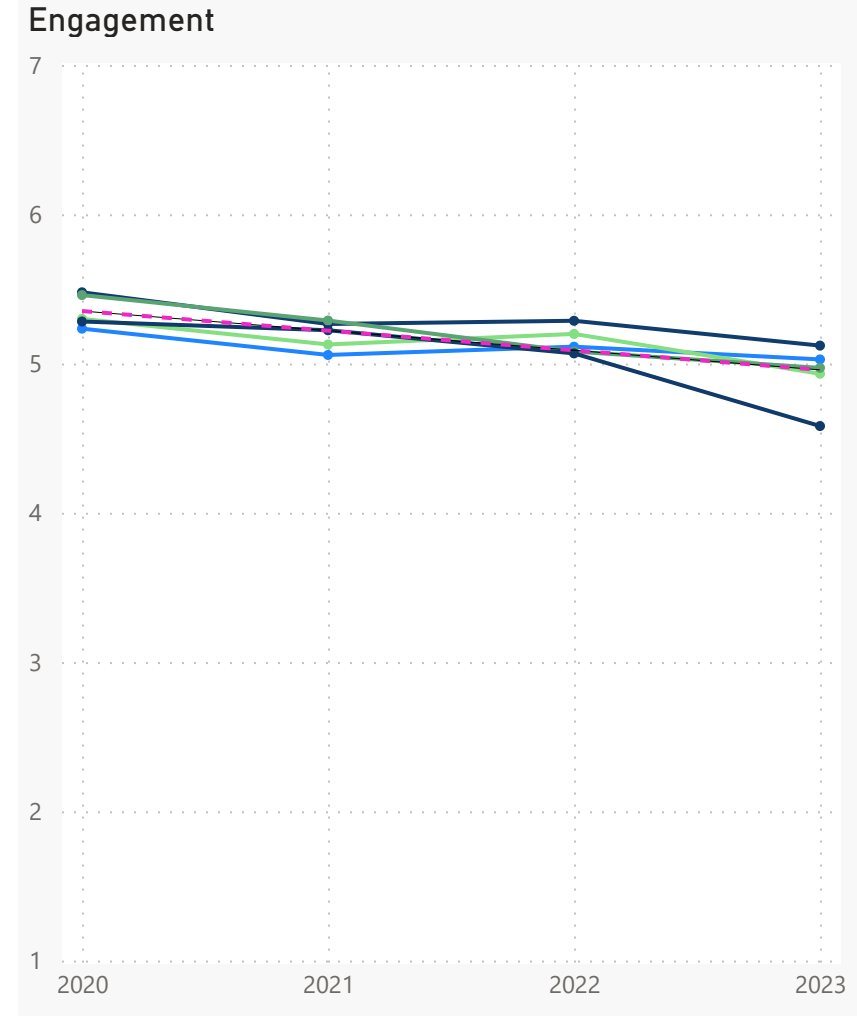
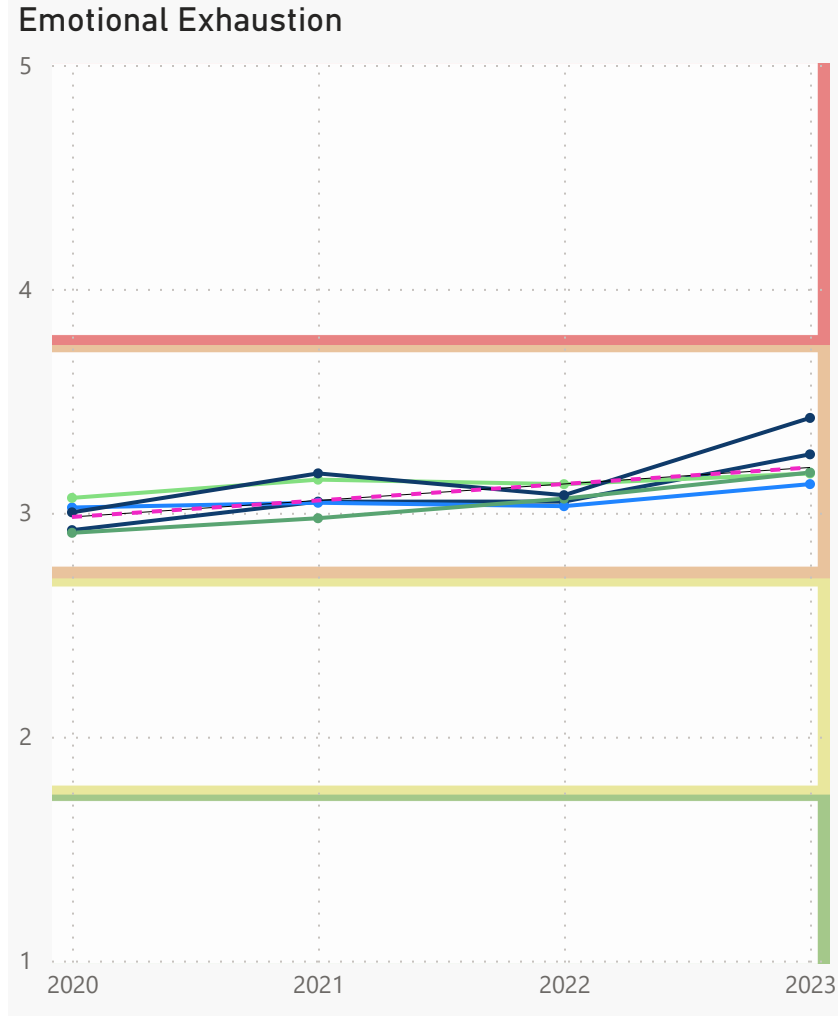
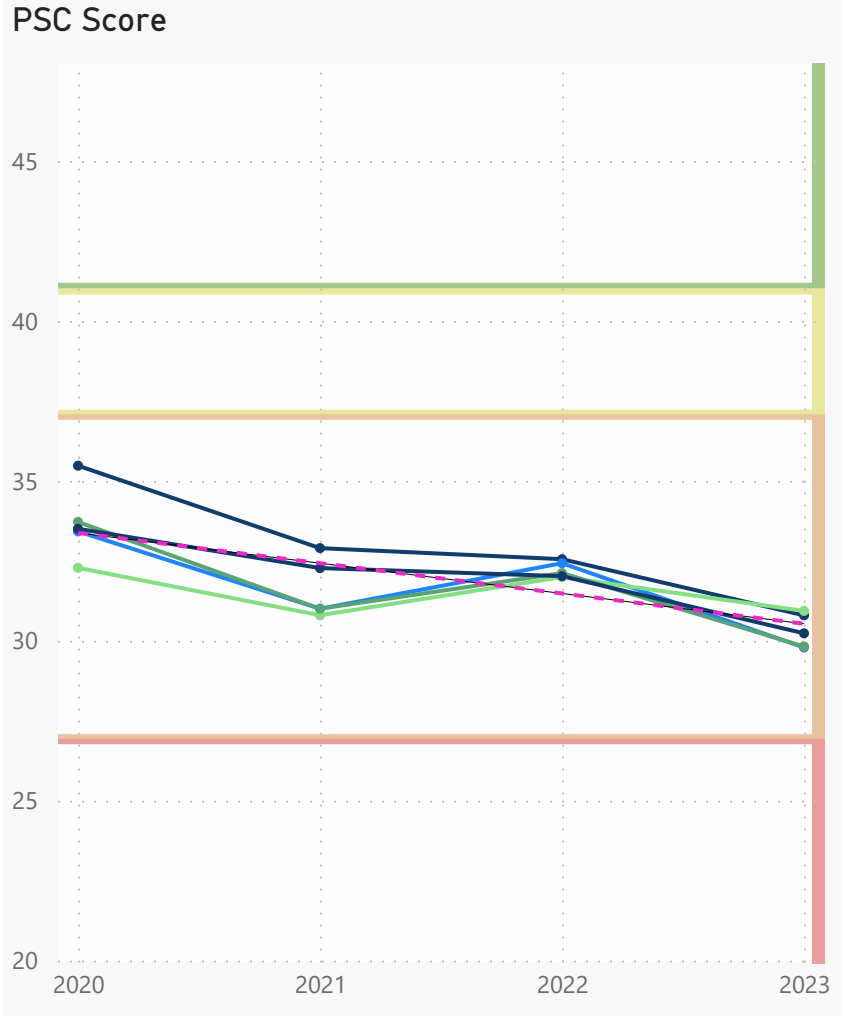


The graphs below show measures by university affiliation. **The average for PSC, emotional exhaustion and engagement gets worse over time**, regardless of the type of university they're employed by. PSC measures organisational climate for workers, while emotional exhaustion and engagement are key individual outcomes. Benchmarked areas for PSC and emotional exhaustion are colour-coded. Select a university group below to highlight that group's performance. Reporting on individual universities was not permitted. For a full breakdown of percentage responses, follow the link in the navigation bar to the detailed page. Group affiliation and PSC & emotional exhaustion benchmarking is cited in the appendix.

University Group Count	2020	2021	2022	2023
Australian Technology Network	396	268	121	194
Group of 8	482	291	115	230
Innovative Research Universities	327	214	84	151
Other or Unaffiliated Universities	642	332	145	263
Regional Universities Network	332	260	103	160

PSC Risk Levels
Exhaustion Level

Low Moderate High Very High
● Australian Technology Network
● Group of 8
● Innovative Research Universities
● Other or Unaffiliated Universities
● Regional Universities Network



Participants were asked to evaluate their job security, through the question listed at the bottom of this page. Across time, **there were consistent and sizeable gaps for PSC, engagement and emotional exhaustion for levels of job security**. Over time, individuals at all levels of job security have declining conditions and outcomes.

For a full breakdown of percentage responses, follow the link in the navigation bar to the detailed page. PSC benchmarking is cited in the appendix.

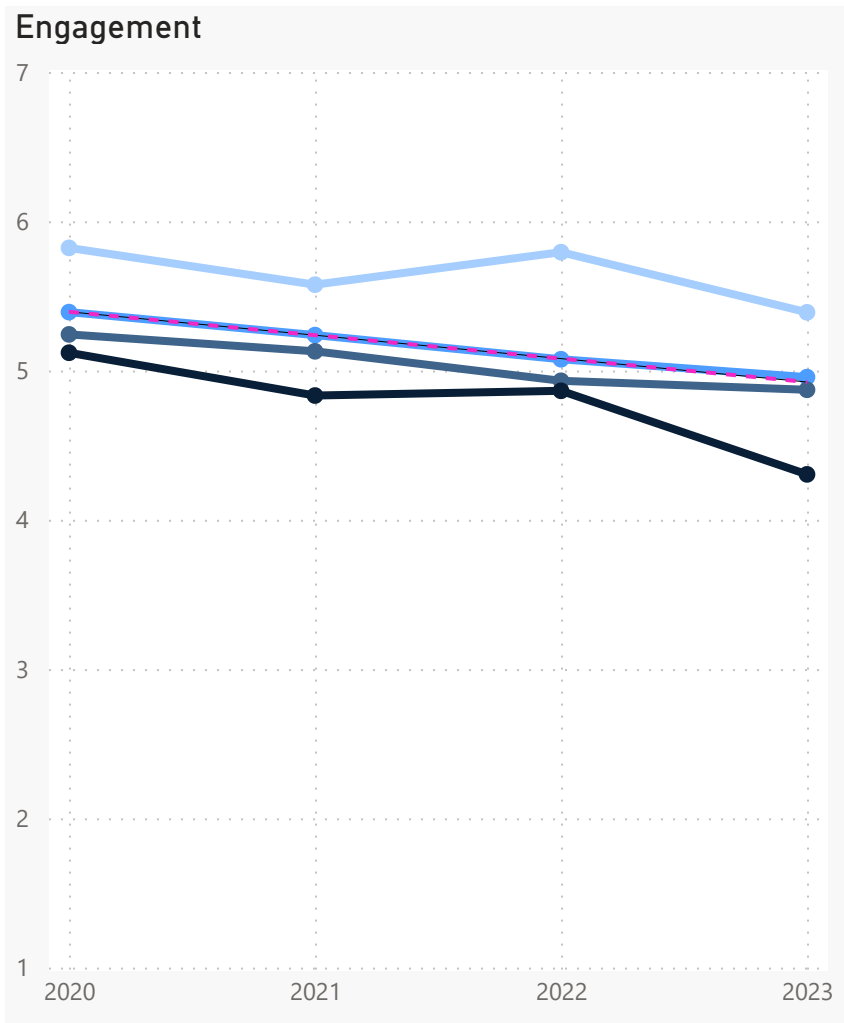
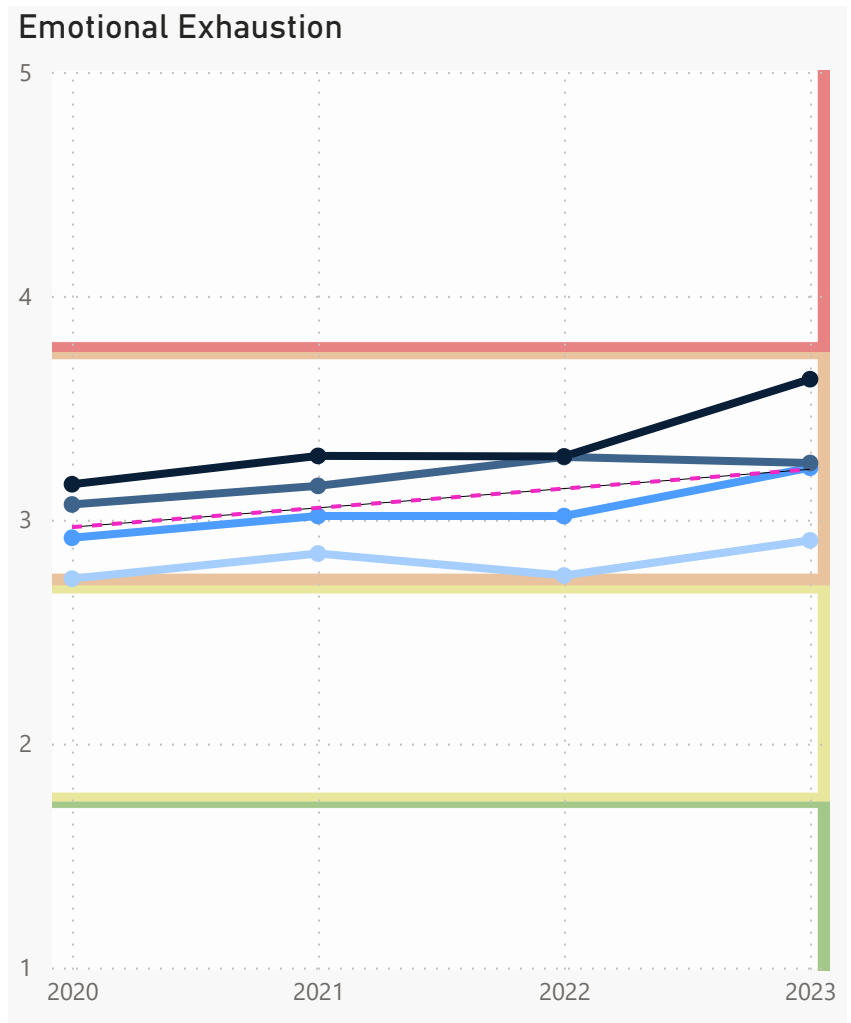
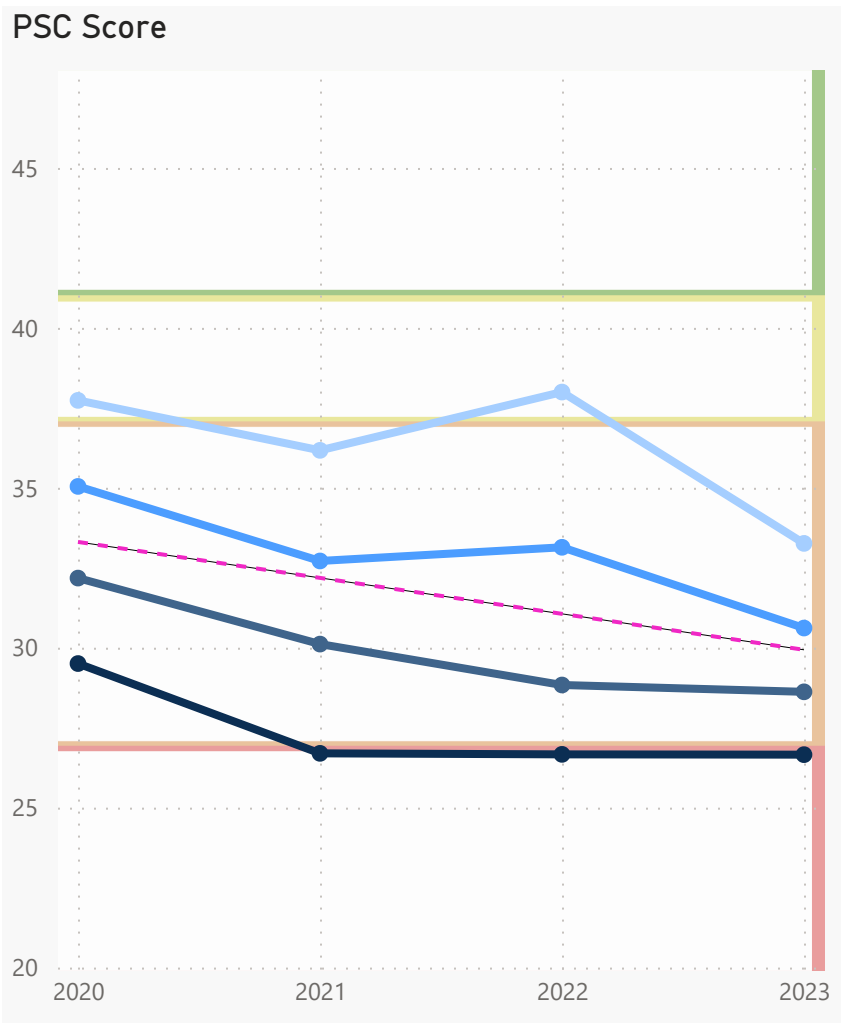
My job security is poor.

	2020	2021	2022	2023
Strongly Agree	330	204	54	115
Agree	631	383	155	212
Disagree	943	573	256	483
Strongly Disagree	275	205	103	188

PSC Risk Levels Exhaustion Level
Low Moderate High Very High

My job security is poor: ● Strongly Disagree ● Disagree ● Agree ● Strongly Agree

Filter for 4-Time Respondents
 Wave 1, 2, 3, 4



Participants were asked their current contract. These graphs summarise average measure score for each time. While the persistently poorer scores for permanent staff may be surprising relative to other contract types, care must be taken with these results, as permanent staff constitute a large majority of responses. This proportion grows when the page is filtered to only include 4-time respondents. This may reflect, for non-permanent staff, attrition in the sector, disproportionate job losses and a disconnect from university communication platforms.

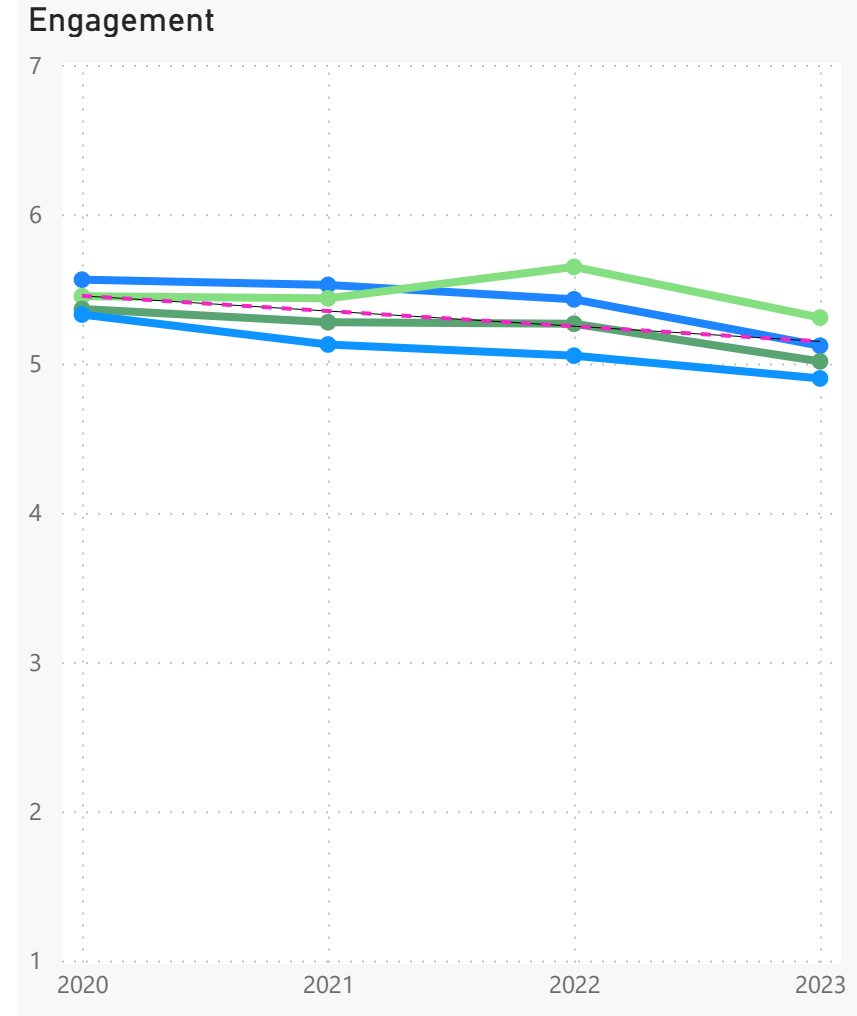
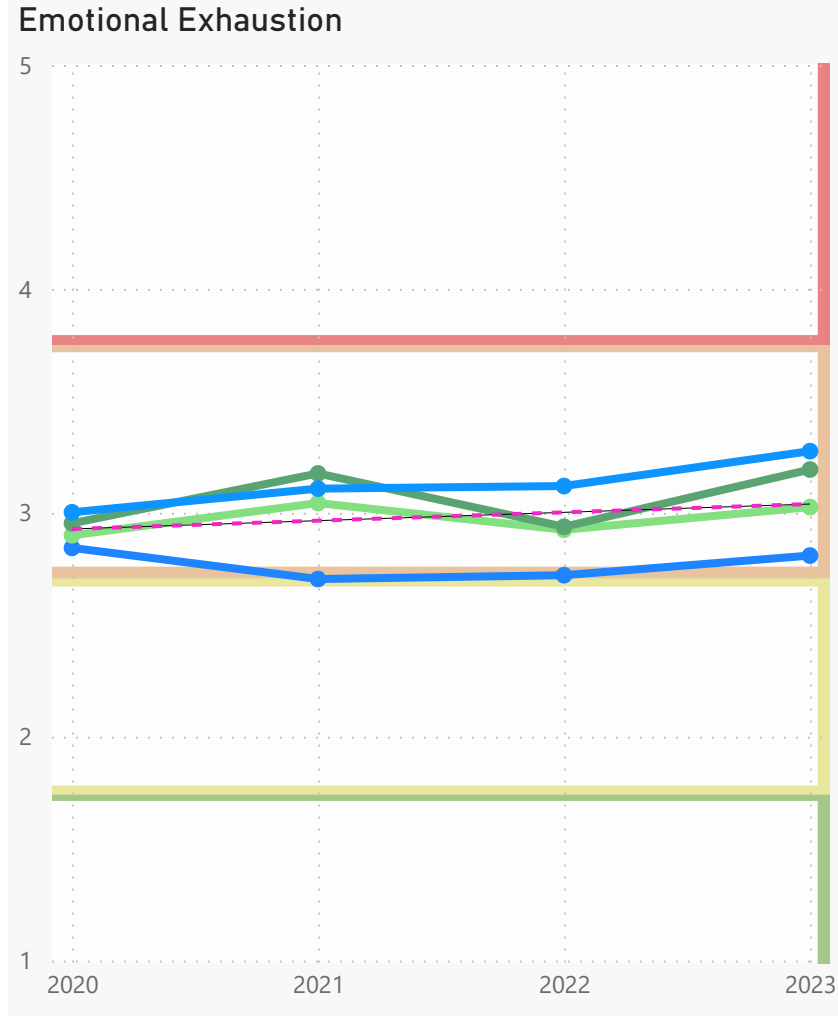
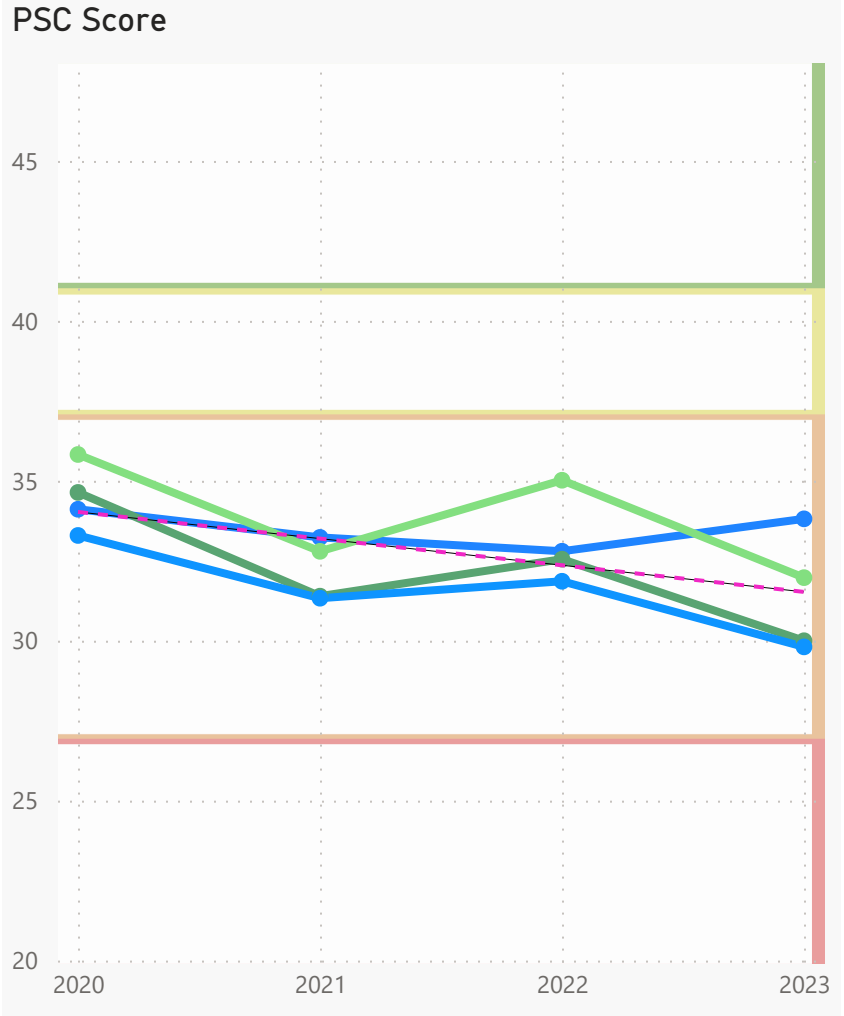
For a full breakdown of percentage responses, follow the link in the navigation bar to the detailed page. PSC benchmarking is cited in the appendix.

Employment Status	2020	2021	2022	2023
Permanent/Conti...	73.8%	76.0%	81.7%	82.6%
Fixed term (less t...	6.2%	4.4%	3.6%	2.3%
Fixed term (great...	11.3%	11.7%	9.2%	9.4%
Casual	8.7%	7.9%	5.5%	5.7%

PSC Risk Levels
Exhaustion Level
Low Moderate High Very High

Contract:
● Casual
● Fixed term (greater than 12 months)
● Fixed term (less than 12 months)
● Permanent/Continuing

Filter for 4-Time Respondents
Wave 1, 2, 3, 4





Items by Concern

All

All



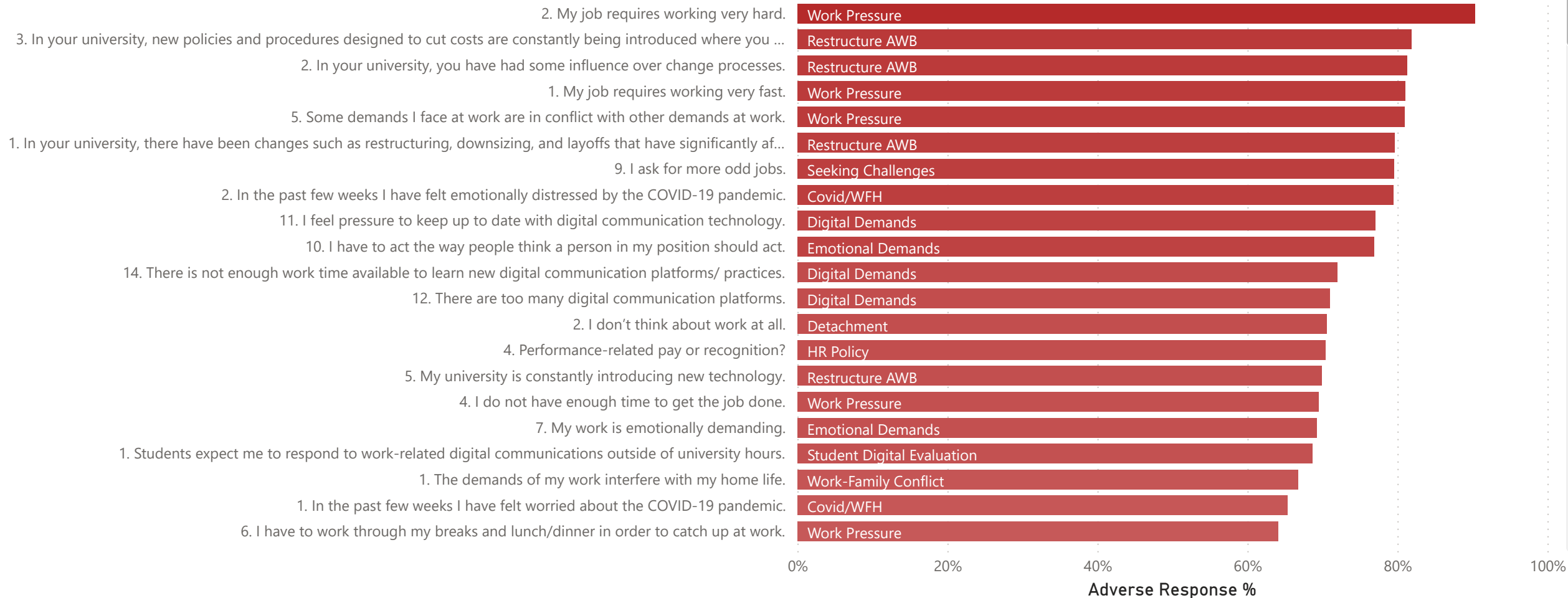
This chart shows the percentage of respondents who responded adversely to the question. It captures key concerns of staff, whether organisational or individual. Note that the scales do not have the same response categories (some are 1 - 5, some are 1 - 7, some are strongly disagree to strongly agree, some are never to always, some are more ambiguous in terms of defining what is 'adverse') so treat these numbers with caution. For a further breakdown in numbers please use the domain summaries at the end of the report. The relevant domains are listed on the bars in the chart.

If the sentiment of the question is positive, it takes the proportion of those who disagreed; if the sentiment is negative, those who agreed were included.

For example:

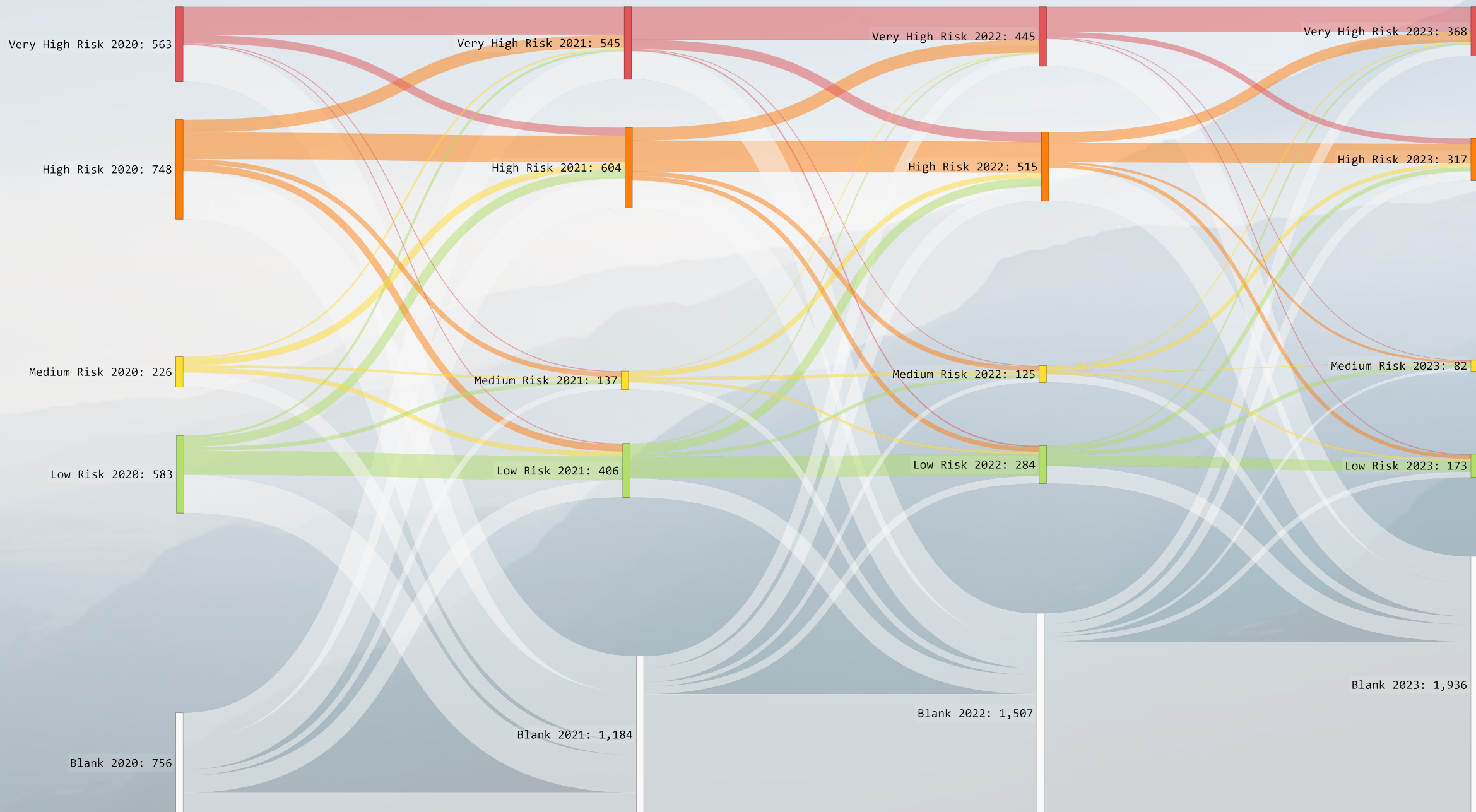
Adverse Response % 0.00% 100.00%

2020 2021 2022 2023



Domain

All





Demographics

Select a filter:

All

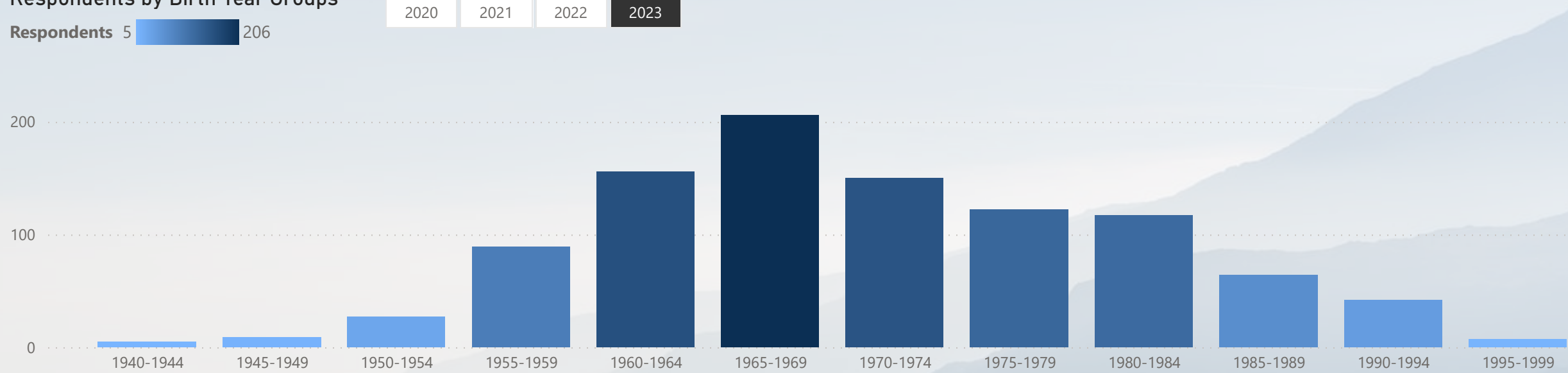
All

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Respondents by Birth Year Groups

Respondents 5 206



Waves participated in	Individuals
Wave 1 Only	773
Wave 1, 2	218
Wave 1, 2, 3	304
Wave 1, 2, 3, 4	504
Wave 1, 2, 4	87
Wave 1, 3	137
Wave 1, 3, 4	85
Wave 1, 4	83
Wave 2 Only	269
Wave 2, 3	127
Wave 2, 3, 4	159
Wave 2, 4	59
Wave 3 Only	48
Wave 3, 4	9
Wave 4 Only	14
Total	2876

Employment Status	2020	2021	2022	2023	Total
Permanent/Continuing	1613	1027	460	812	3912
Honorary Appointment		13	8	16	37
Fixed term (less than 12 months)	135	59	20	23	237
Fixed term (greater than 12 months)	246	158	52	92	548
Casual	191	107	31	56	385
	6	363	802	1	1172
Total	2191	1727	1373	1000	6291

Gender	2020	2021	2022	2023	Total
Female	1413	1141	956	630	4140
Male	590	447	393	268	1698
	131	98	1	75	305
Prefer not to say	37	22	10	18	87
Non-binary	20	16	8	6	50
Other (Text)		3	5	3	11
Total	2191	1727	1373	1000	6291

Work Role	2020	2021	2022	2023	Total
Professional Staff	1018	595	244	422	2279
Academic Staff	1172	772	325	578	2847
	1	360	804		1165
Total	2191	1727	1373	1000	6291

University State	2020	2021	2022	2023	Total
Australian Capital Territory	80	50	49	40	219
Multi-State	308	152	140	97	697
New South Wales	564	387	303	210	1464
Northern Territory	14	9	5	5	33
Queensland	274	289	219	152	934
South Australia	234	247	181	144	806
Tasmania	56	57	41	33	187
Victoria	491	413	331	236	1471
Western Australia	170	123	104	83	480
Total	2191	1727	1373	1000	6291



Demographics

Select a filter:

All

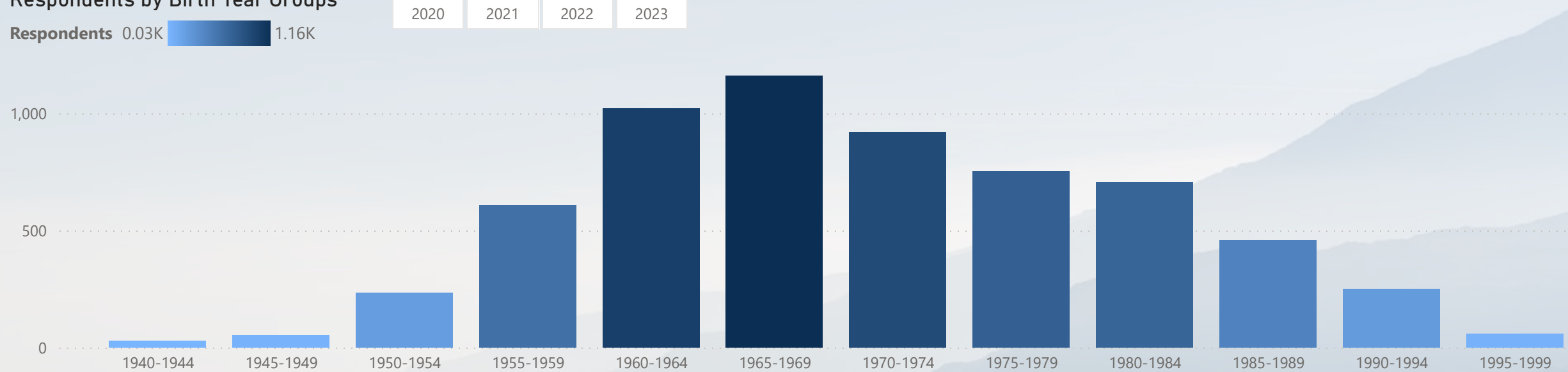
All

© UniSA



Respondents by Birth Year Groups

Respondents 0.03K 1.16K



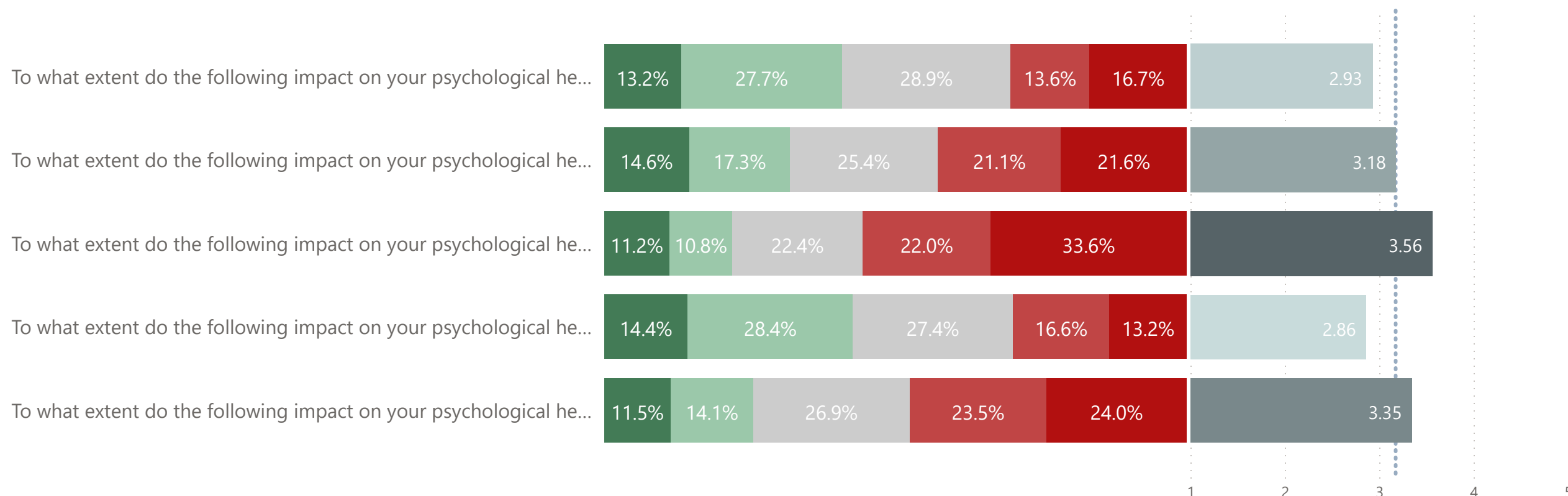
Waves participated in	Individuals	Employment Status	2020	2021	2022	2023	Total
Wave 1 Only	773	Permanent/Continuing	1613	1027	460	812	3912
Wave 1, 2	218	Blank	6	363	802	1	1172
Wave 1, 2, 3	304	Fixed term (greater than 12 months)	246	158	52	92	548
Wave 1, 2, 3, 4	504	Casual	191	107	31	56	385
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Wave 1, 3	137	Honorary Appointment		13	8	16	37
Wave 1, 3, 4	85	Total	2191	1727	1373	1000	6291
Wave 1, 4	83	Gender	2020	2021	2022	2023	Total
Wave 2 Only	269	Female	1413	1141	956	630	4140
Wave 2, 3	127	Male	590	447	393	268	1698
Wave 2, 3, 4	159	Blank	131	98	1	75	305
Wave 2, 4	59	Prefer not to say	37	22	10	18	87
Wave 3 Only	48	Non-binary	20	16	8	6	50
Wave 3, 4	9	Other		3	5	3	11
Wave 4 Only	14	Total	2191	1727	1373	1000	6291
Total	2876						

Work Role	2020	2021	2022	2023	Total
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New South Wales	564	387	303	210	1464
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South Australia	234	247	181	144	806
TAS, ACT, NT	150	116	95	78	439
Victoria	491	413	331	236	1471
Western Australia	170	123	104	83	480
Total	2191	1727	1373	1000	6291

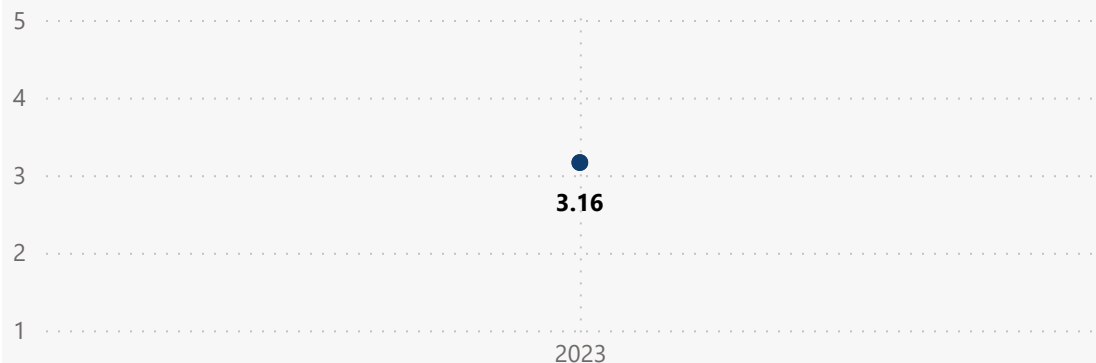
Response ● Not at all ● To a small extent ● To a moderate extent ● To a great extent ● To a very great extent

Average Score Per Item



Average by Year and Work Role

● Academic Staff



Academic Pressure measures the extent to which certain parts of academic job design impacts on psychological health.

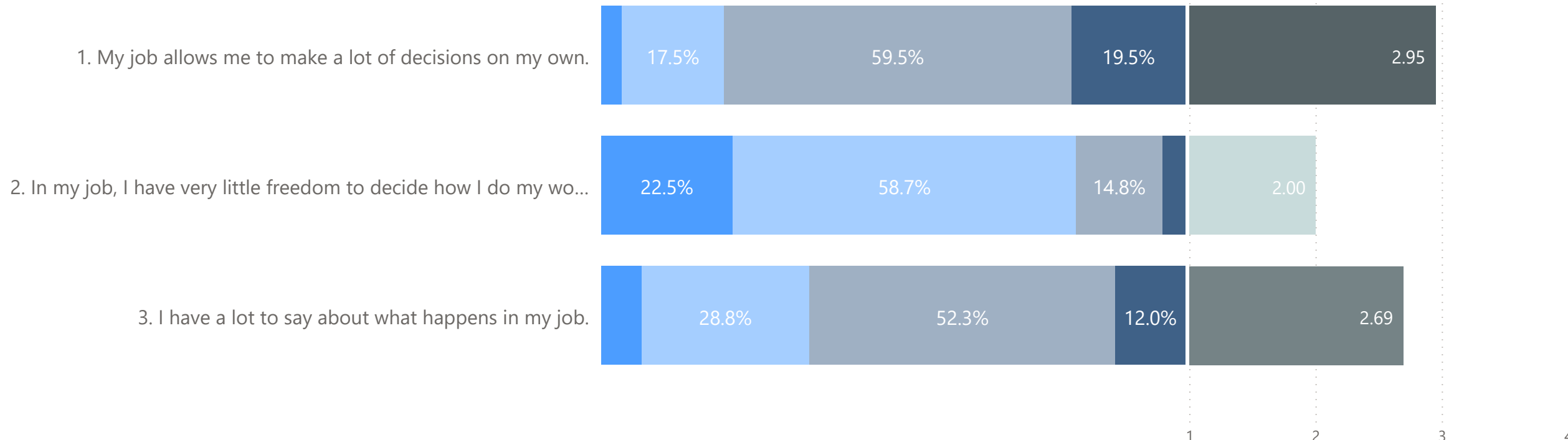
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
571	3.16	1 - 5
	Scale Total	
	15.81	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

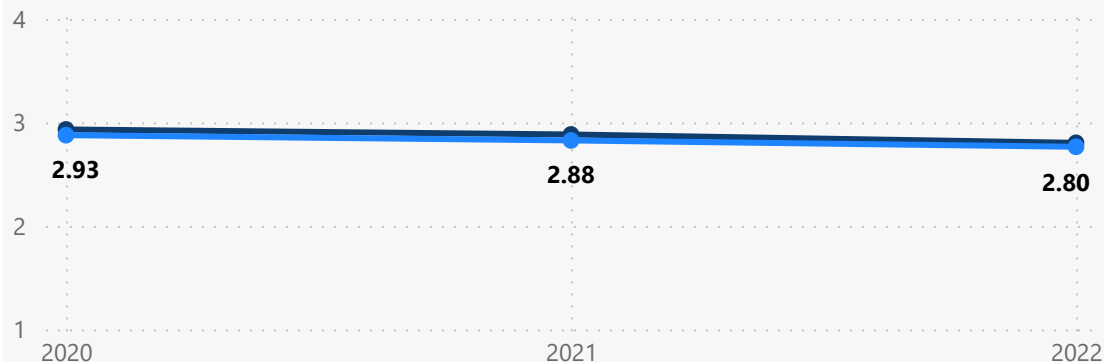
Response ● Strongly disagree ● Disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Cognitive Resources or Decision Authority refers to the ability for workers to exercise decision-making freedom or autonomy over work.

Note that item 2 is worded negatively compared to the other items. The scale average and scale totals account for this, using reversed scores for the second item. More information is located in the appendix.

Karasek, R. A., Brisson, C., Kawakami, N., Houtman, I., Bongers, P., & Amick, B. (1998). The job content questionnaire (JCQ): An instrument for internationally comparative assessment of

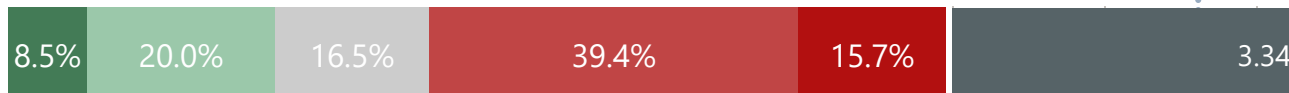
Sample	Scale Average	Scale
5289	2.88	1 - 4
	Scale Total	
	8.64	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

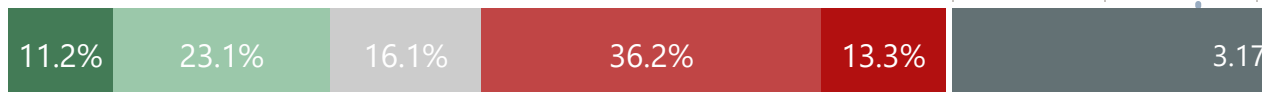
Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

Average Score Per Item

5. My colleagues regularly send work-related digital communicat...



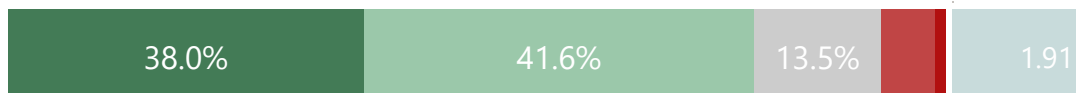
6. I often receive work-related digital communications from my c...



7. When I send work-related digital communications to colleagu...



8. If I do not answer work-related digital communications during...



9. If I do not respond to work-related digital communications fro...

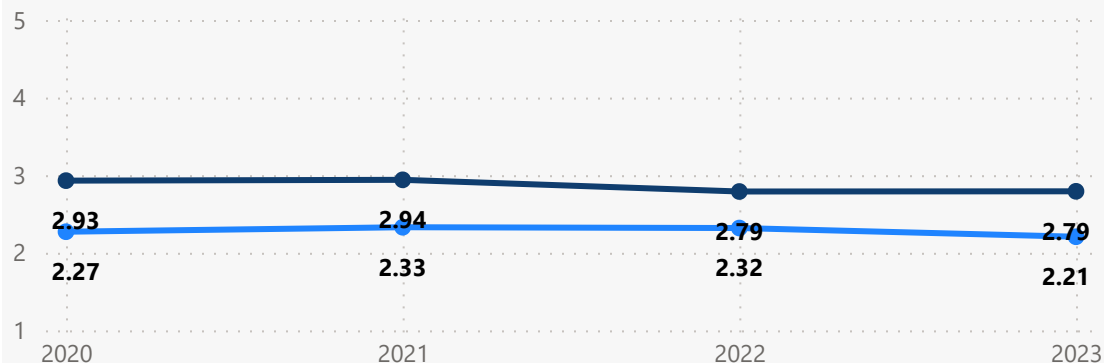


10. My colleagues expect me to respond to work-related digital ...



Average by Year and Work Role

● Academic Staff ● Professional Staff



Colleague Digital Expectations are the pressures to engage in work-related digital communication from colleagues.

Derks, D., van Duin, D., Tims, M., & Bakker, A. B. (2015). Smartphone use and work-home interference: The moderating role of social norms and employee work engagement. *Journal of Occupational and Organizational Psychology*, 88(1), 155-177.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

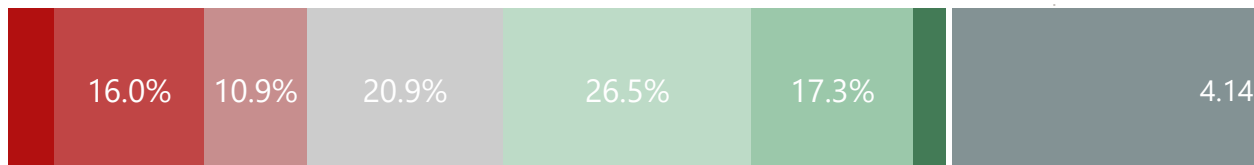
Sample	Scale Average	Scale
6272	2.62	1 - 5
	Scale Total	
	15.72	

Work Role	▼	Year	▼
All	▼	All	▼
University Group	▼	Gender	▼
All	▼	All	▼

Response ● Strongly disagree ● Disagree ● Slightly disagree ● Neither agree nor disagree ● Slightly agree ● Agree ● Strongly agree

Average Score Per Item

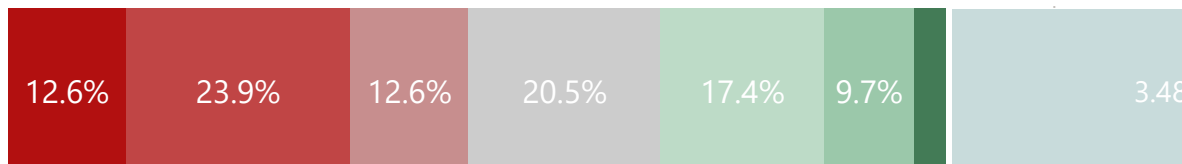
1. This week I have had a good source of highly creative ideas.



2. This week I have demonstrated originality in my work.

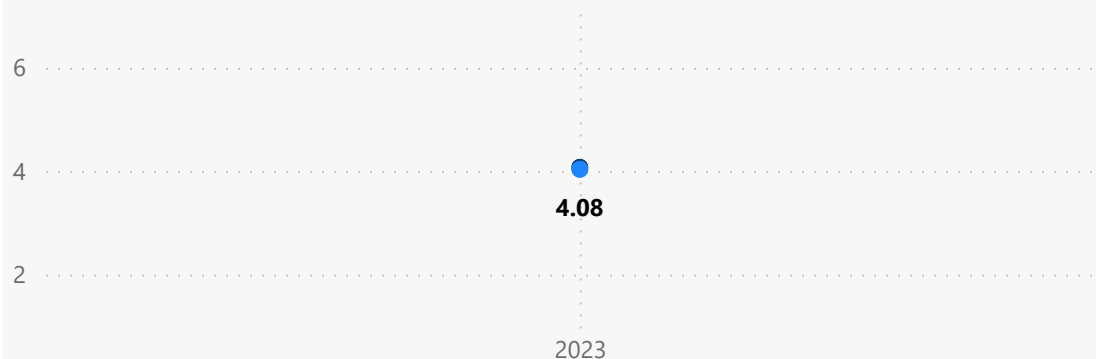


3. This week I have suggested radically new ways for doing things.



Average by Year and Work Role

● Academic Staff ● Professional Staff



Creativity measures the extent to which individuals engage in work with novel, original or innovative methods and approaches.

Madjar, N., Greenberg, E., and Chen, Z. (2011). Factors for radical creativity, incremental creativity, and routine, noncreative performance. *J. Appl. Psychol.* 96, 730–743. doi: 10.1037/a0022416

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

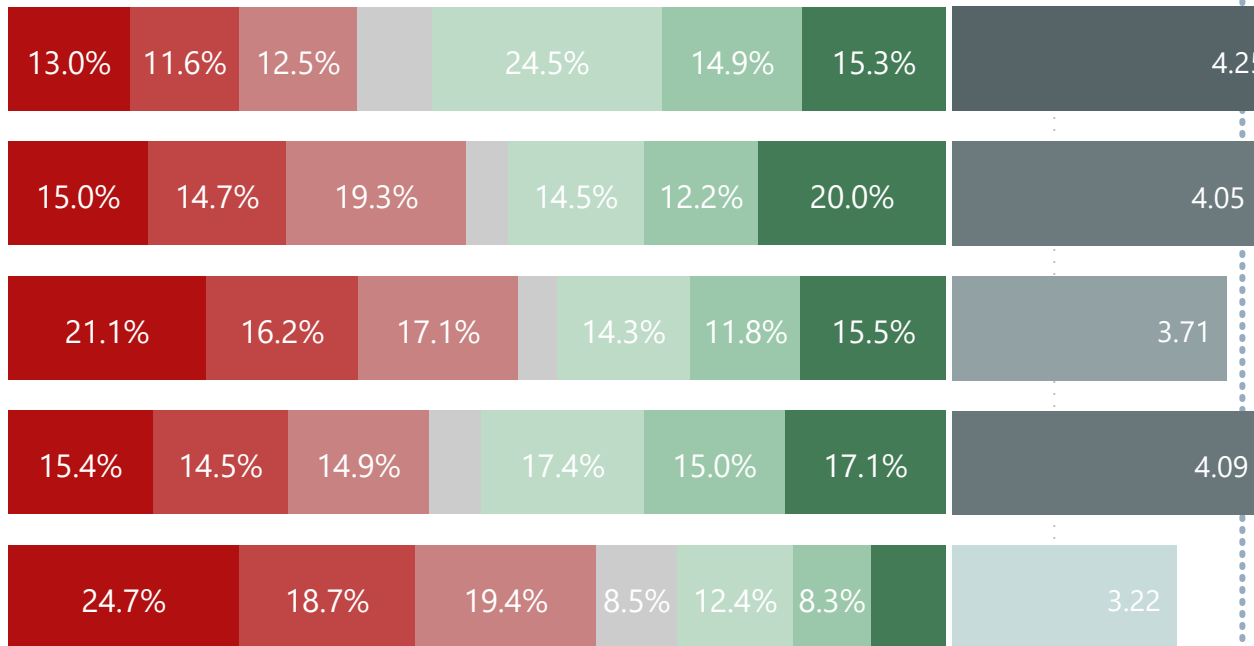
Sample	Scale Average	Scale
962	4.06	1 - 7
	Scale Total	
	12.18	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

Response ● Strongly disagree ● Moderately disagree ● Somewhat disagree ● Neither agree or disa... ● Somewhat agree ● Moderately agree ● Strongly agree

Average Score Per Item

- 1. I limit the amount of time or when I use work-related informat...
- 2. I do not use work-related information communication technol...
- 3. I do not use work-related information communication technol...
- 4. I only respond to work-related communication technology me...
- 5. I only use work-related information communication technolog...



Average by Year and Work Role

● Academic Staff ● Professional Staff



Digital Boundaries refers to self-imposed limits on communication technology.

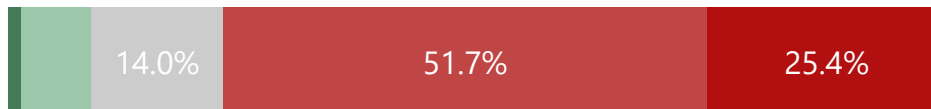
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
2353	3.87	1 - 7
	Scale Total	
	19.33	
Work Role ▾	Year ▾	
All ▾	All ▾	
University Group ▾	Gender ▾	
All ▾	All ▾	

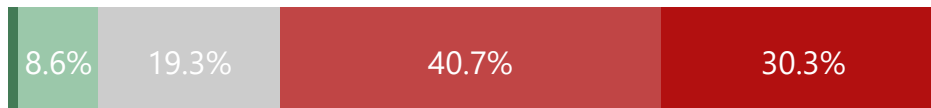
Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

Average Score Per Item

11. I feel pressure to keep up to date with digital communication...



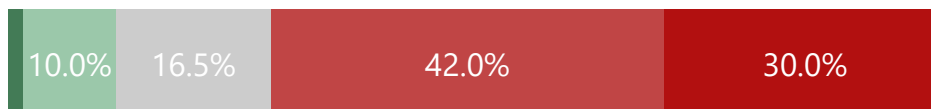
12. There are too many digital communication platforms.



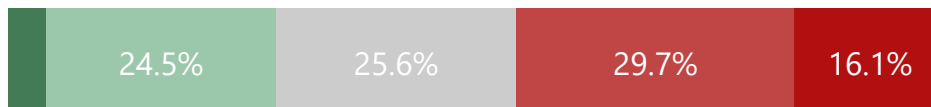
13. There is insufficient training provided for digital communicati...



14. There is not enough work time available to learn new digital ...



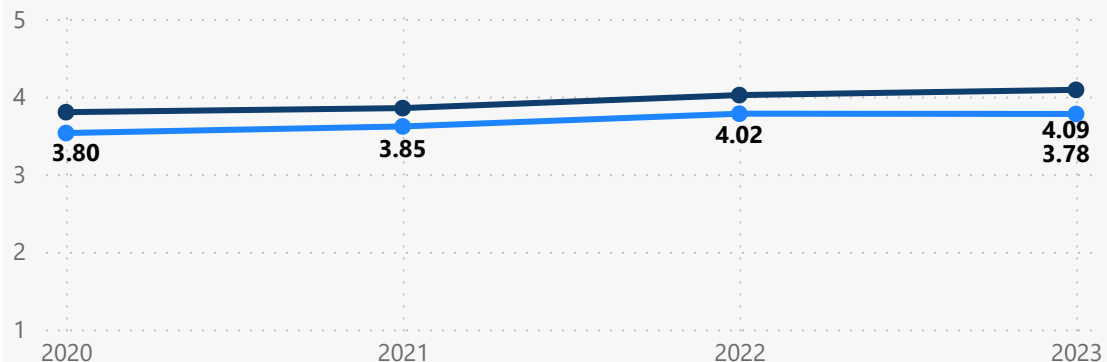
15. There is inadequate information technology support provide...



1 2 3 4 5

Average by Year and Work Role

● Academic Staff ● Professional Staff



Digital Demands relate to the pressures and difficulties in using and interfacing with digital technologies.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

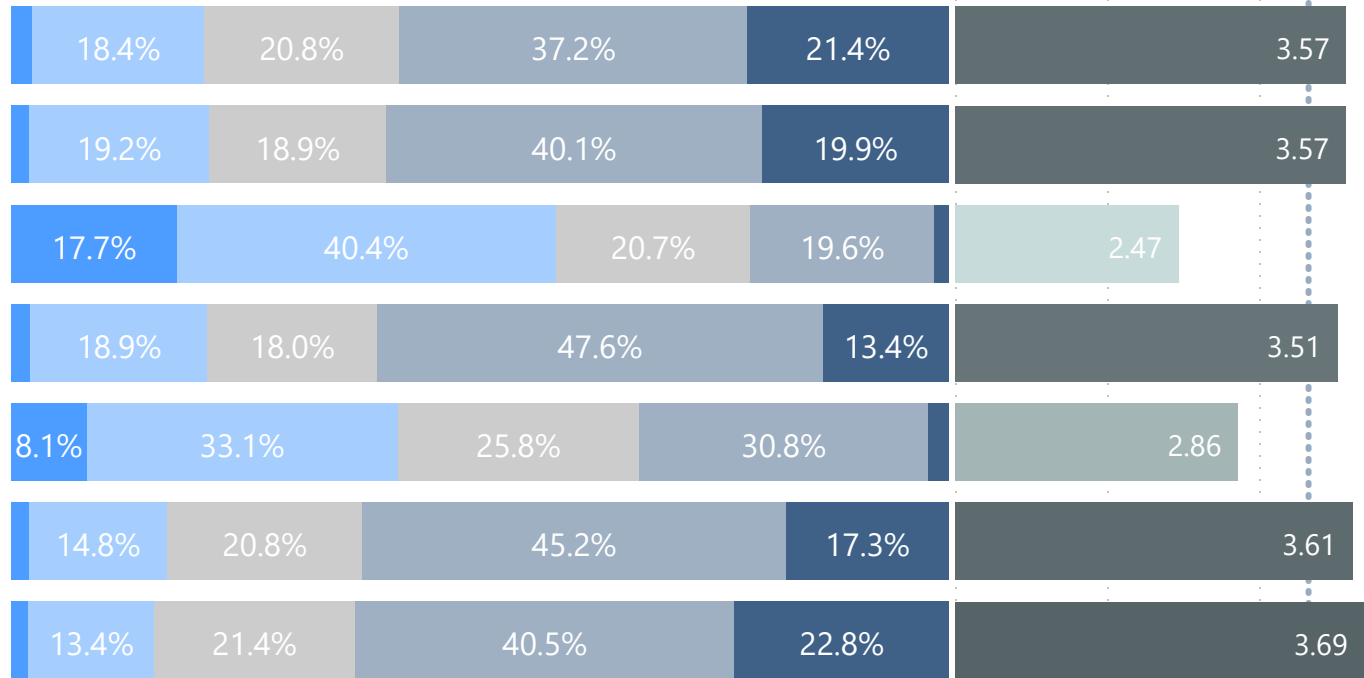
Sample	Scale Average	Scale
6265	3.76	1 - 5
	Scale Total	
	18.81	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

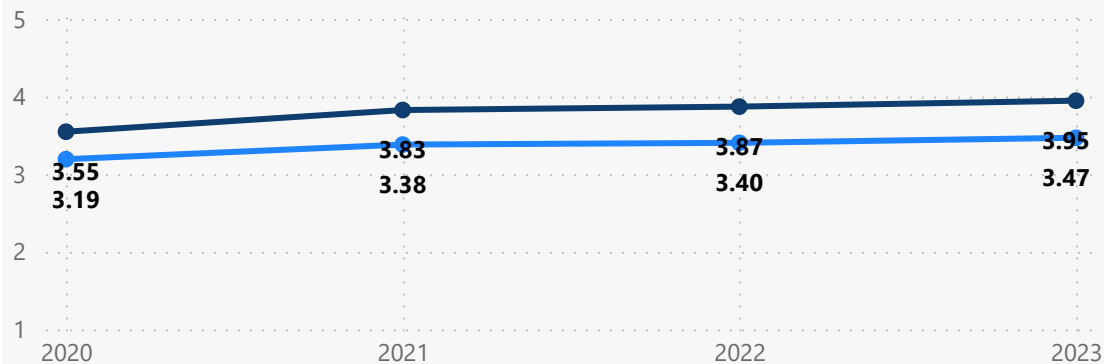
Average Score Per Item

1. The quantity of digital communication messaging I receive is d...
2. The amount of digital communication messages and platform...
3. I have the time to easily deal with the information I receive acr...
4. The quantity of digital communication messaging I receive me...
5. I have the time to reply quickly to the messages I need to acro...
6. Dealing with digital communication messaging/platforms disr...
7. There is too much digital communication at work which can b...



Average by Year and Work Role

● Academic Staff ● Professional Staff



[Note: the sentiment for questions 3 and 5 are opposite from the majority of questions in this scale. The scale total and scale average use reverse scores for those questions, i.e. in a 5-answer scale, 1 becomes 5, 2 becomes 4, 3 stays as 3, 4 becomes 2 and 5 becomes 1. That way we can say that a higher scale total or scale average means more, and a lower score means less. Further clarification is within the appendix.]

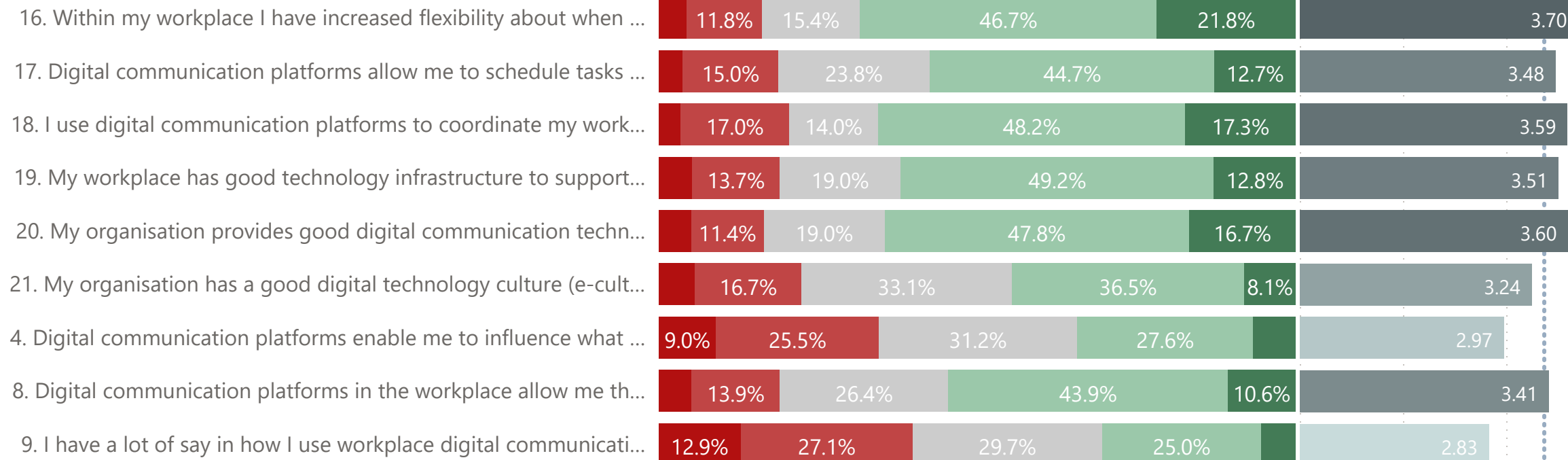
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6273	3.57	1 - 5
	Scale Total	
	25.00	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

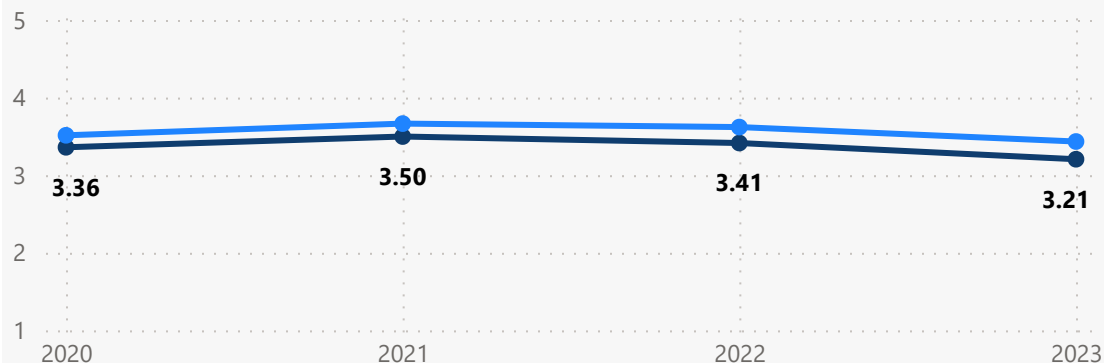
Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Digital Resources reflect the institutional support regarding communication technology, as well as the positive impacts it has on work.

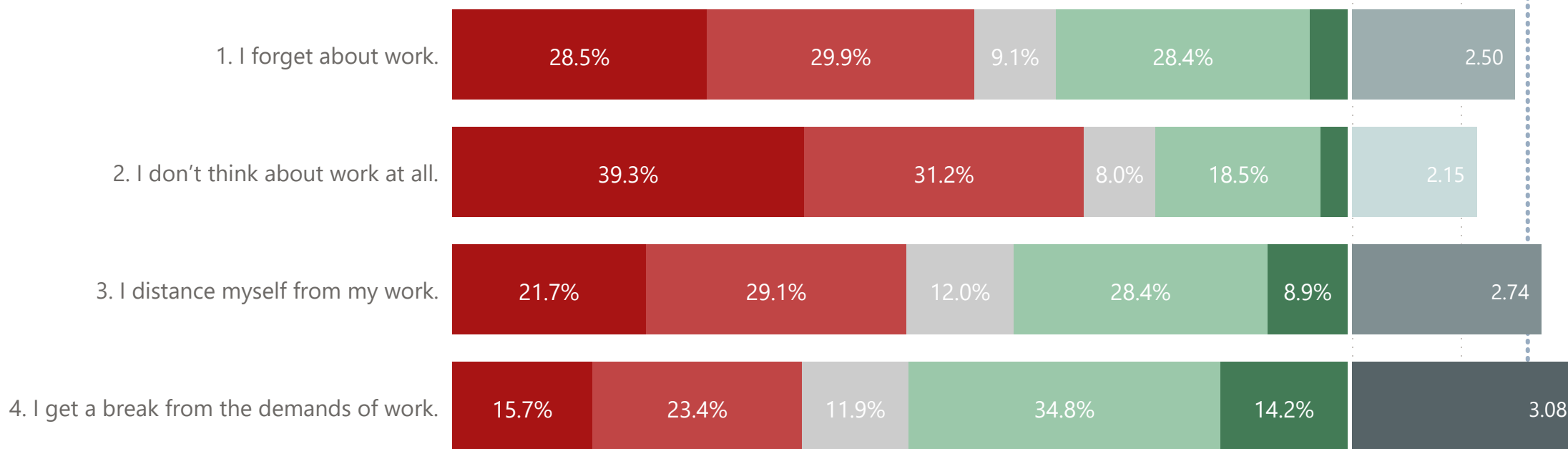
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6273	3.47	1 - 5
	Scale Total	
	31.21	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

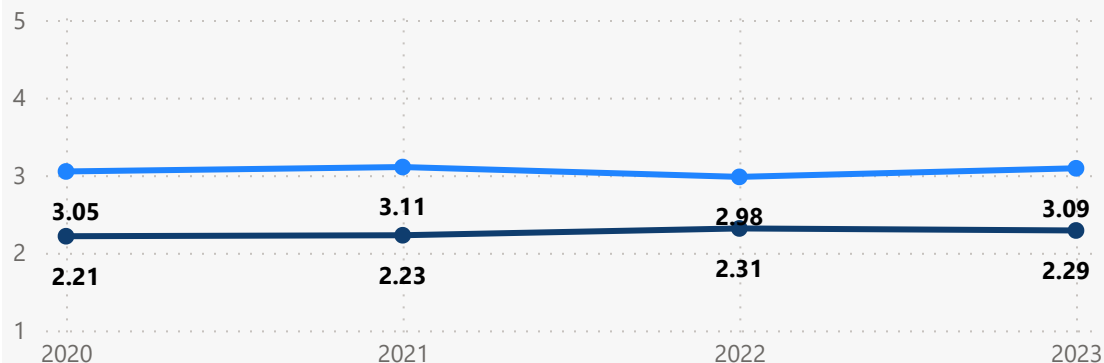
Response ● I do not agree at all ● I do not agree to a moderate extent ● I neither agree or disagree ● I agree to a moderate extent ● I fully agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Detachment refers to the extent to which people are able to be mentally detached from work. It can be a key part of reducing burnout.

Sonnentag, S., & Fritz, C. (2007). The Recovery Experience Questionnaire: Development and Validation of a Measure for Assessing Recuperation and Unwinding From Work. *Journal of Occupational Health Psychology*, 12(3), 204-221.

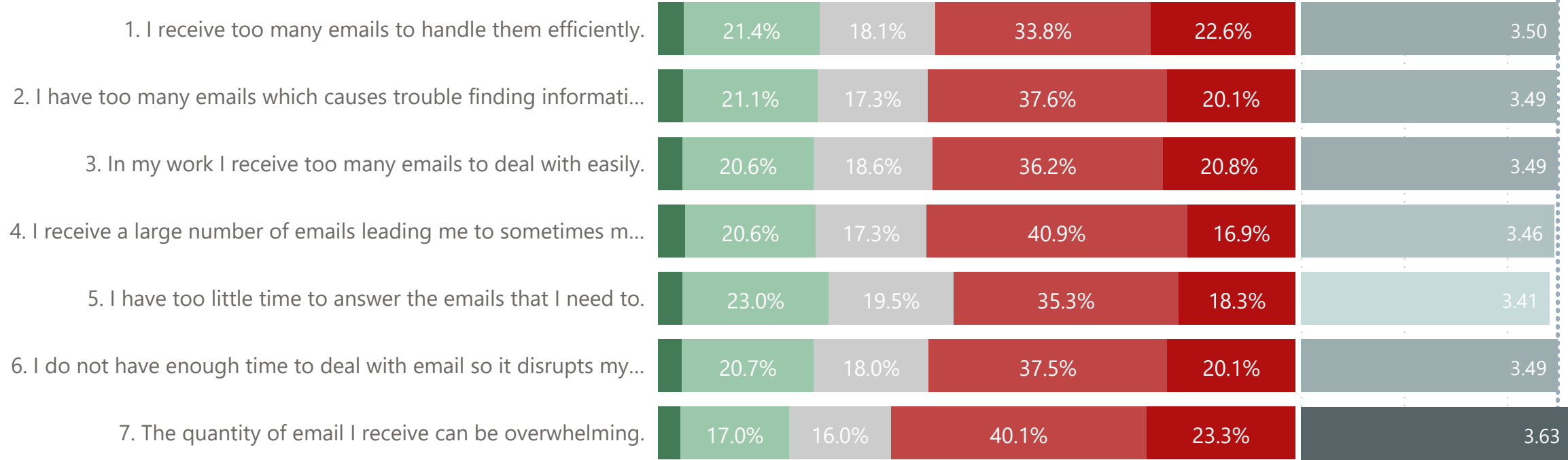
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6084	2.62	1 - 5
	Scale Total	
	10.47	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

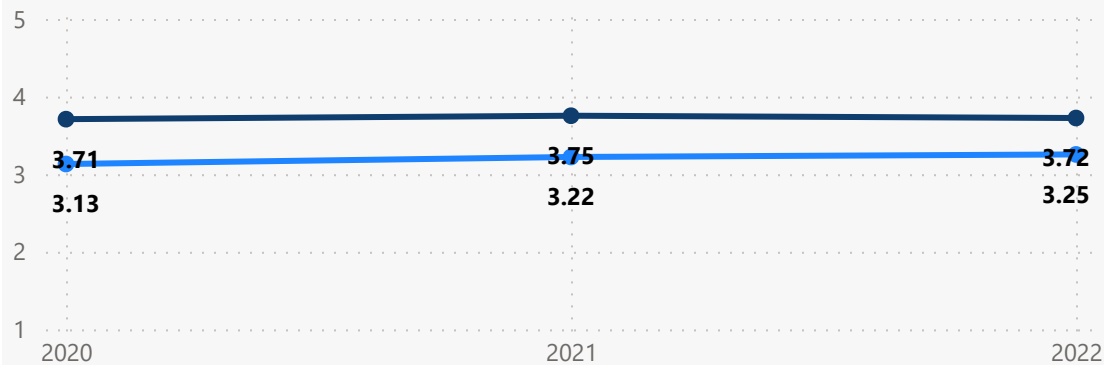
Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Email Overload measures whether an individual has the capability to deal with the quantity of emails they receive, and whether too many emails hinder work.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
5189	3.50	1 - 5
	Scale Total	
	24.47	

Work Role ▾

All ▾

Year ▾

All ▾

University Group ▾

All ▾

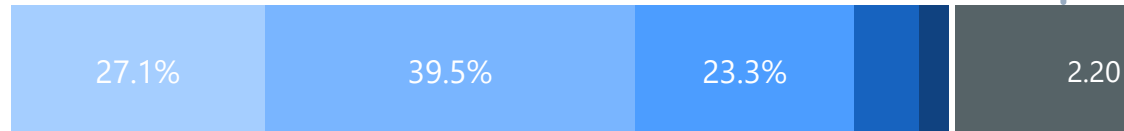
Gender ▾

All ▾

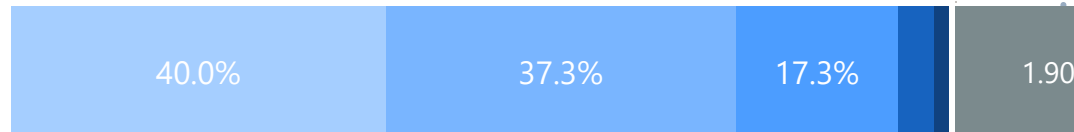
Response ● Less than 25 ● 26-50 ● 51-100 ● 101-150 ● Above 150

Average Score Per Item

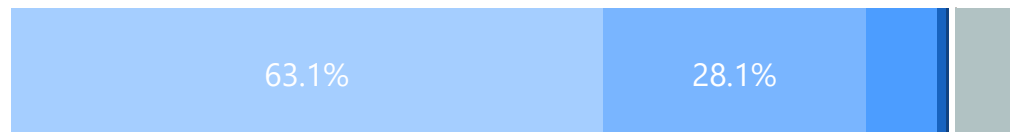
8. How many new emails have you received in the last working d...



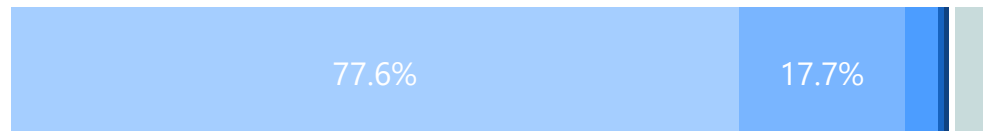
9. How many new emails have you read in the last working day?



10. How many email messages have you sent in the last working ...

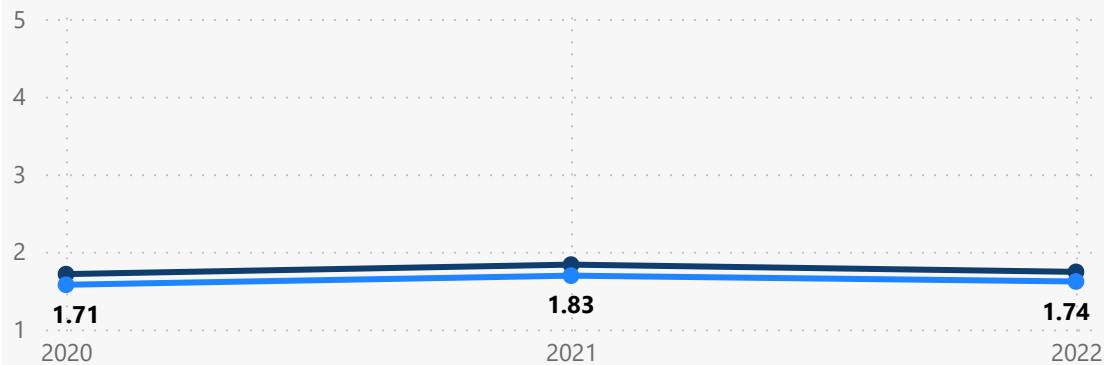


11. How many emails did you receive that did not relate directly ...



Average by Year and Work Role

● Academic Staff ● Professional Staff



Email Volume measures how many emails are sent and received by individuals daily.

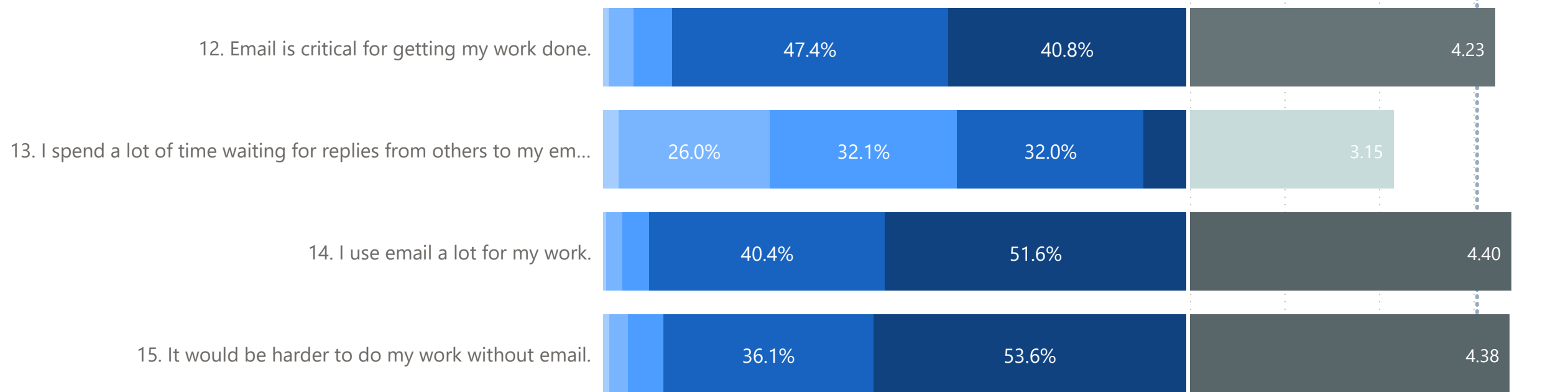
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
5169	1.71	1 - 5
	Scale Total	
	6.86	

Work Role ▼	Year ▼
All ▼	All ▼
University Group ▼	Gender ▼
All ▼	All ▼

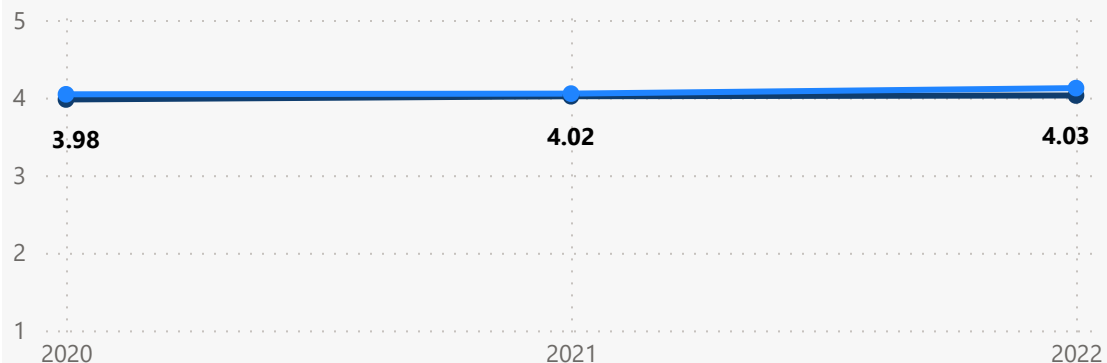
Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Email Work Importance is a measure of the centrality of email to an individual's work and tasks.

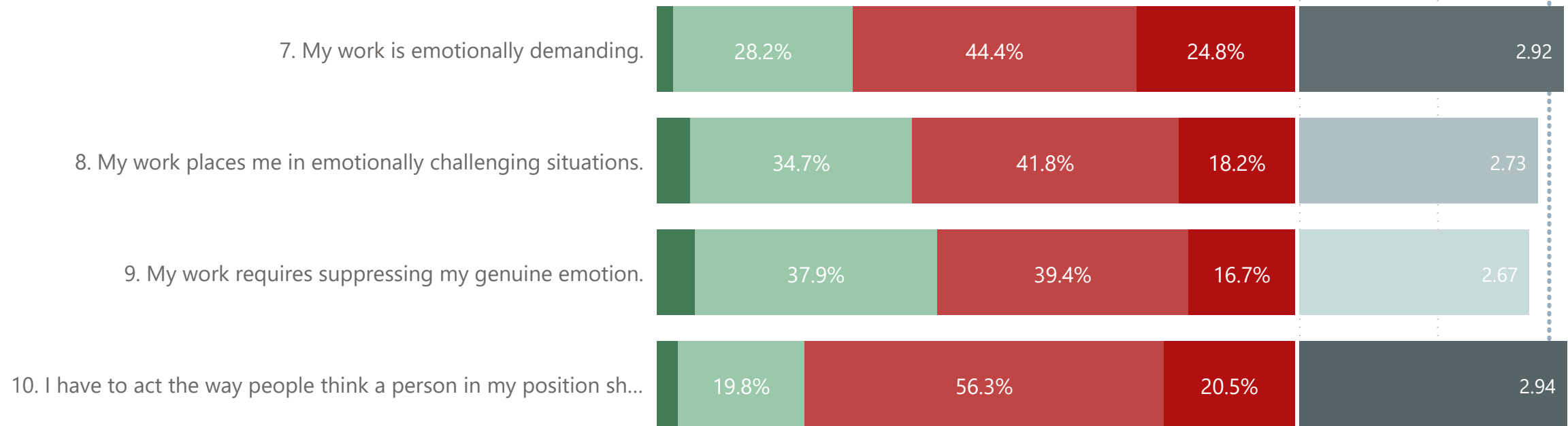
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
5189	4.04	1 - 5
	Scale Total	
	16.15	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

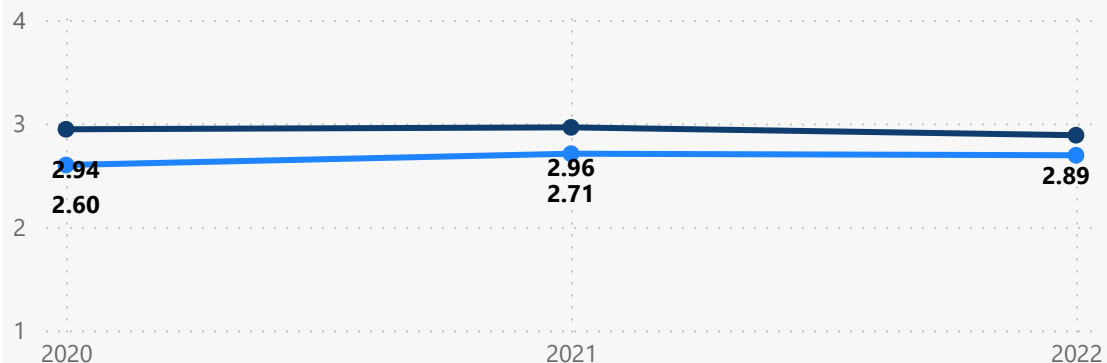
Response ● Strongly disagree ● Disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Emotional Demands relates to the emotional toll of work, including the need to mask or suppress emotional reactions.

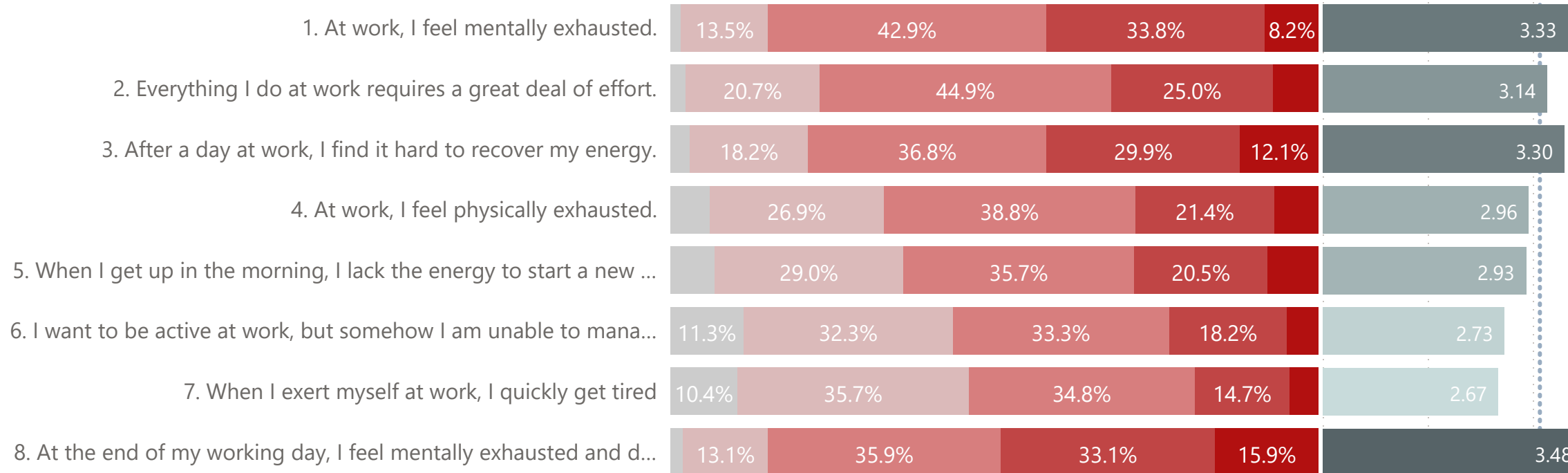
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
5288	2.81	1 - 4
	Scale Total	
	11.25	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

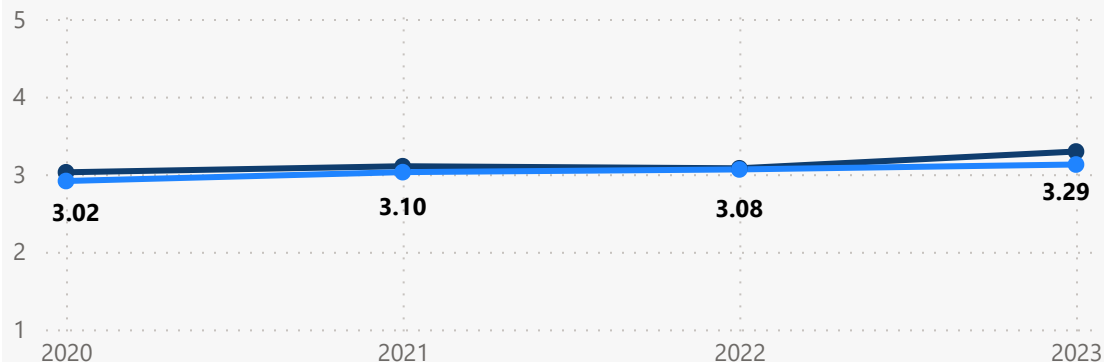
Response ● Never ● Rarely ● Sometimes ● Often ● Always

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Emotional Exhaustion is the extent to which an individual is depleted from the experience of work.

Schaufeli, W.B., De Witte, H. & Desart, S. (2019). User Manual – Burnout Assessment Tool (BAT) – Version 2.0. KU Leuven, Belgium: Internal report. <https://burnoutassessmenttool.be/>

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

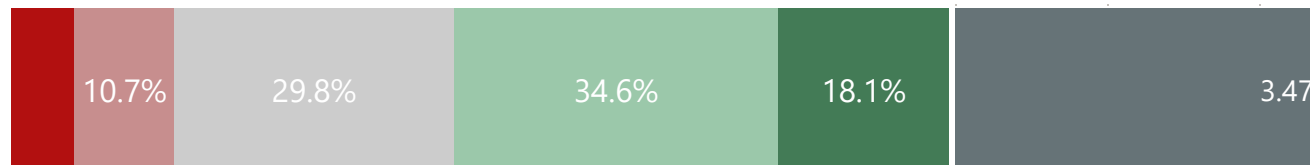
Sample	Scale Average	Scale
6093	3.07	1 - 5
	Scale Total	
	24.54	

Work Role	▼	Year	▼
All	▼	All	▼
University Group	▼	Gender	▼
All	▼	All	▼

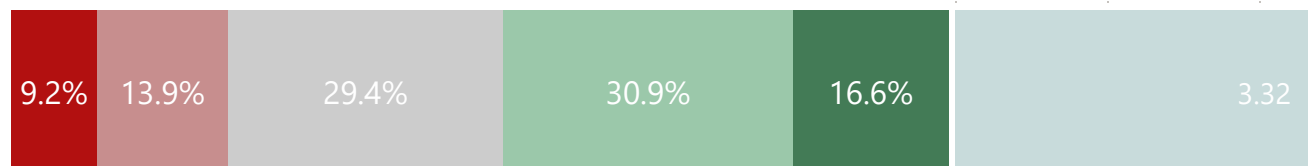
Response ● Never or very rarely ● Rarely ● Occasionally ● Often ● Very often or always

Average Score Per Item

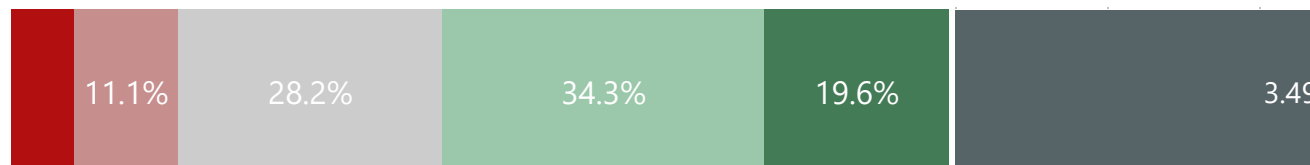
4. In my job, I get emotional support from others (e.g. clients, col...



5. In my job, I have the opportunity to express my emotions after...

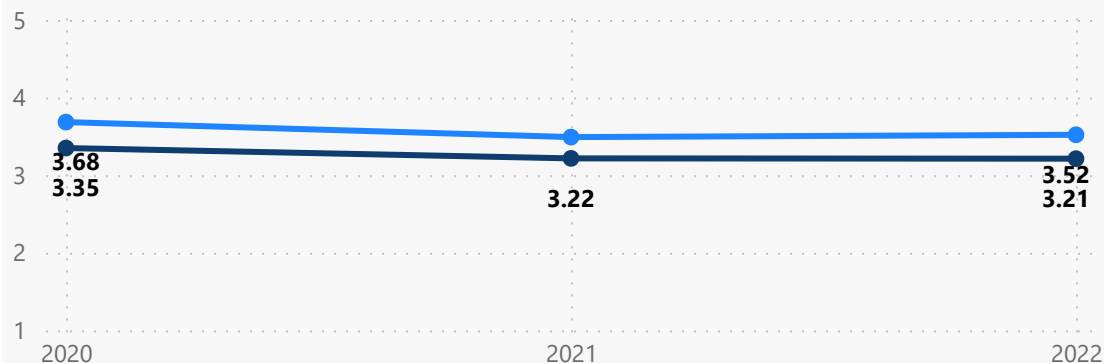


6. In my job, other people (e.g., clients, colleagues or supervisors...



Average by Year and Work Role

● Academic Staff ● Professional Staff



Emotional Resources refers to a positive environment for emotional expression as well as emotional supports from people in the work environment.

De Jonge, J. (2018). DISQ 3.1 EN-SHORT. The DISC Questionnaire English Short [Version 3.1, November 2018]. Eindhoven University of Technology: The Netherlands.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

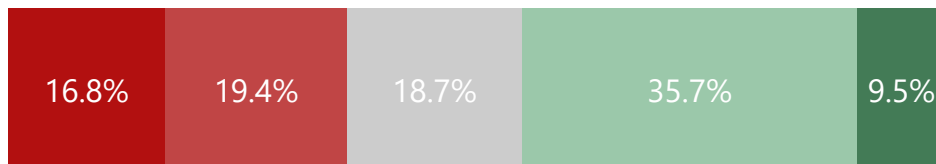
Sample	Scale Average	Scale
5255	3.43	1 - 5
	Scale Total	
	10.28	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

Response ● Strongly disagree ● Disagree ● Neither agree or disagree ● Agree ● Strongly agree

Average Score Per Item

1. I feel safe to use my voice to raise issues that affect my psycho...



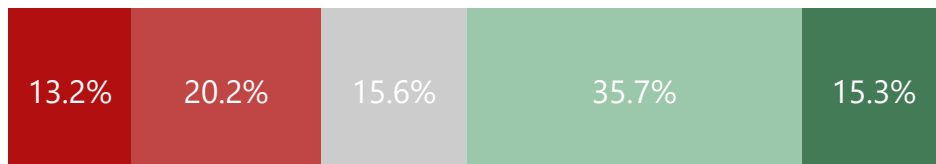
3.02

2. I am aware of how to report issues that affect my psycholog...



3.43

3. I have no hesitation in speaking to my supervisor about work f...

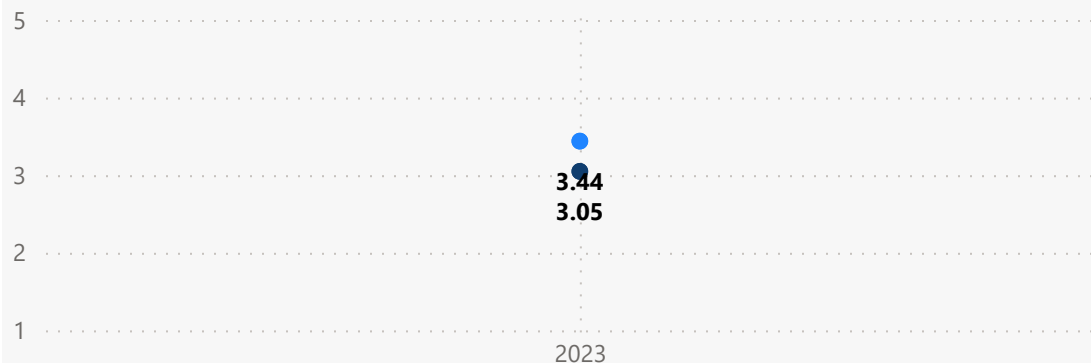


3.20

1 2 3 4 5

Average by Year and Work Role

● Academic Staff ● Professional Staff



Employee Voice is the extent to which an employee feels safe and respected enough to raise issues relating to workplace psychological health and wellbeing.

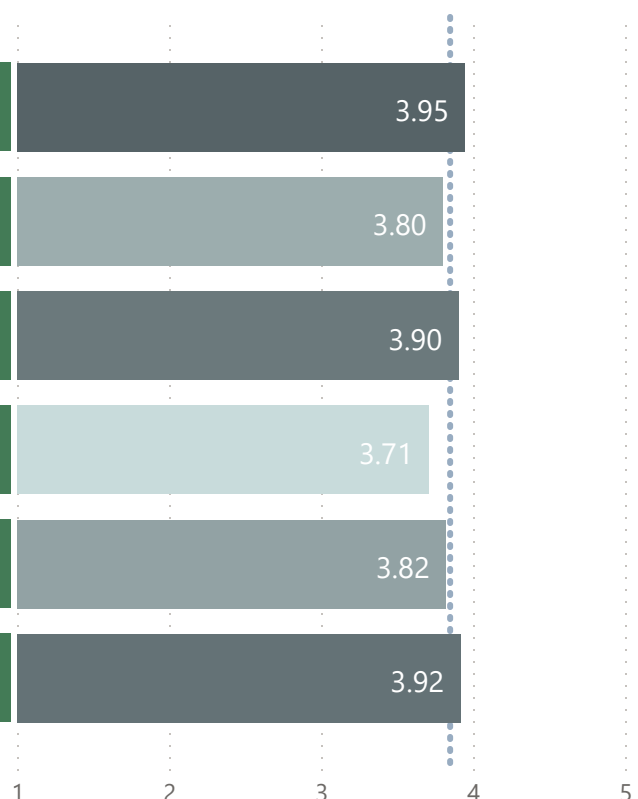
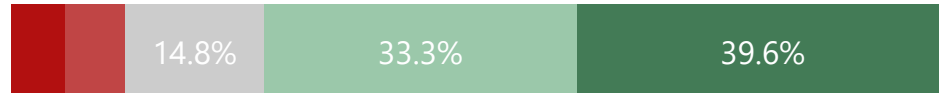
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
932	3.22	1 - 5
	Scale Total	
	9.65	
Work Role	Year	
All	All	
University Group	Gender	
All	All	

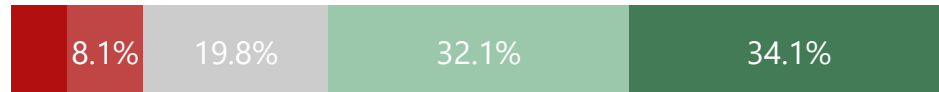
Response ● Definitely false ● Probably false ● Neither true nor false ● Probably true ● Definitely true

Average Score Per Item

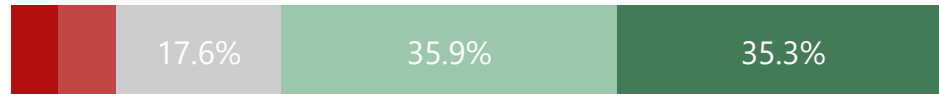
1. My team leader encourages me to work together with other in...



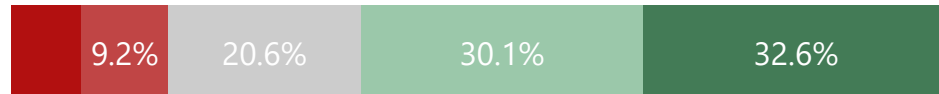
2. My team leader urges me to work as a team with other individ...



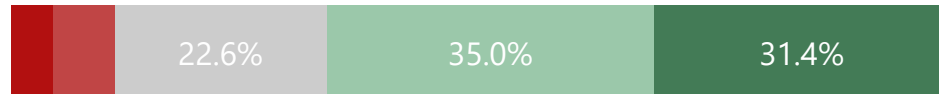
3. My team leader advises me to coordinate my efforts with othe...



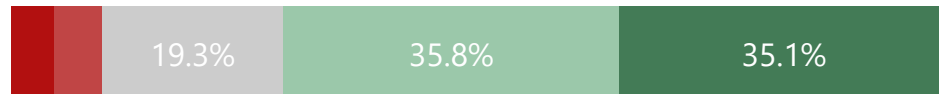
4. My team leader encourages me to seek out opportunities to le...



5. My team leader encourages me to find solutions to my proble...

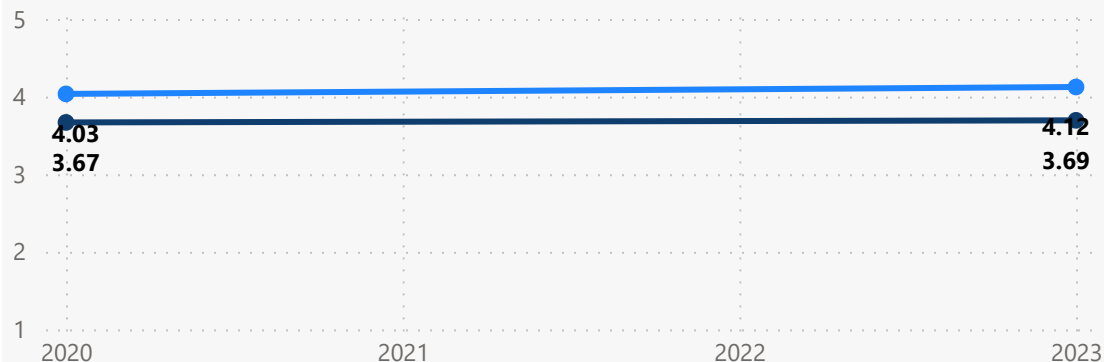


6. My team leader urges me to assume responsibilities on my own.



Average by Year and Work Role

● Academic Staff ● Professional Staff



Empowering Leadership is the extent to which leadership develops autonomy and agency under a particular leader.

Pearce, C., & Sims, H. (2002). Vertical Versus Shared Leadership as Predictors of the Effectiveness of Change Management Teams: An Examination of Aversive, Directive, Transactional, Transformational, and Empowering Leader Behaviors. *Group Dynamics: Theory, Research, and Practice*, 6(2), 172-197.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
3015	3.85	1 - 5
	Scale Total	
	23.10	
Work Role	▼	Year
All	▼	All
University Group	▼	Gender
All	▼	All

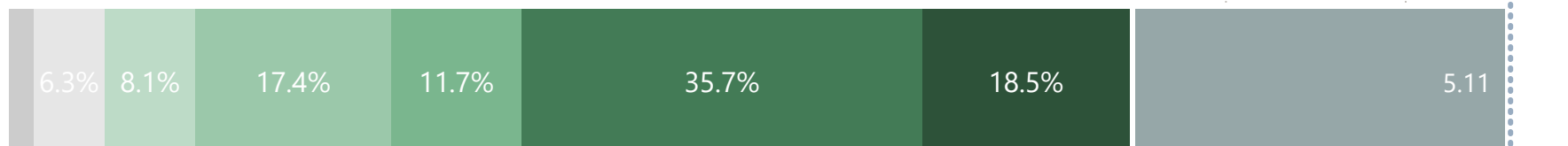
Response ● Never ● 1-3 times per year or less ● Once a month ● A few times a month ● Once a week ● A few times a week ● Every day

Average Score Per Item

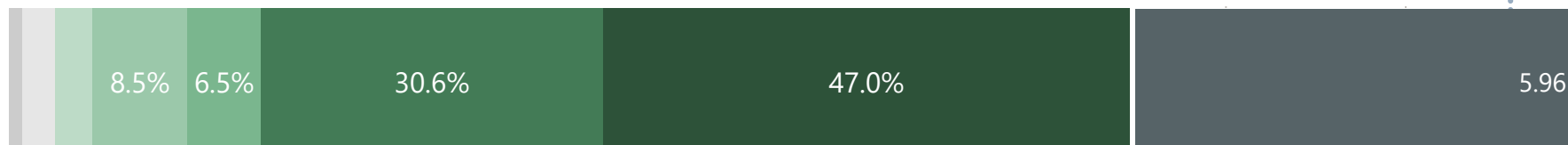
1. At my work, I feel bursting with energy.



2. I am enthusiastic about my job.

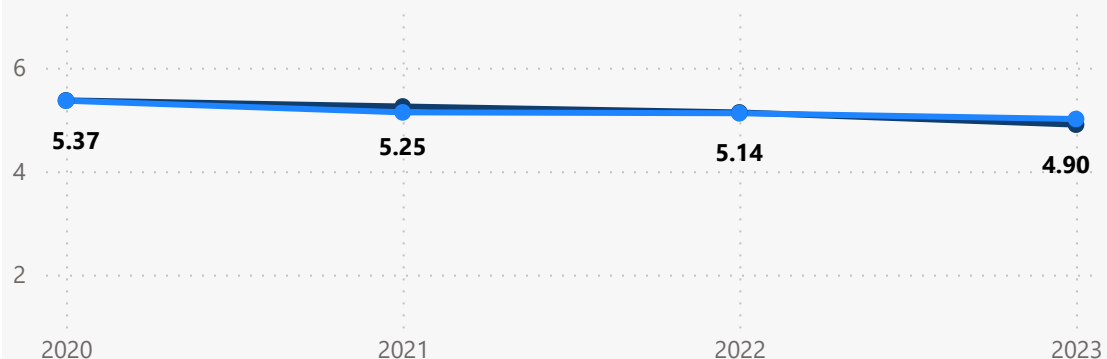


3. I am immersed in my work.



Average by Year and Work Role

● Academic Staff ● Professional Staff



Engagement measures an individual's vigour, dedication and absorption in relation to their work.

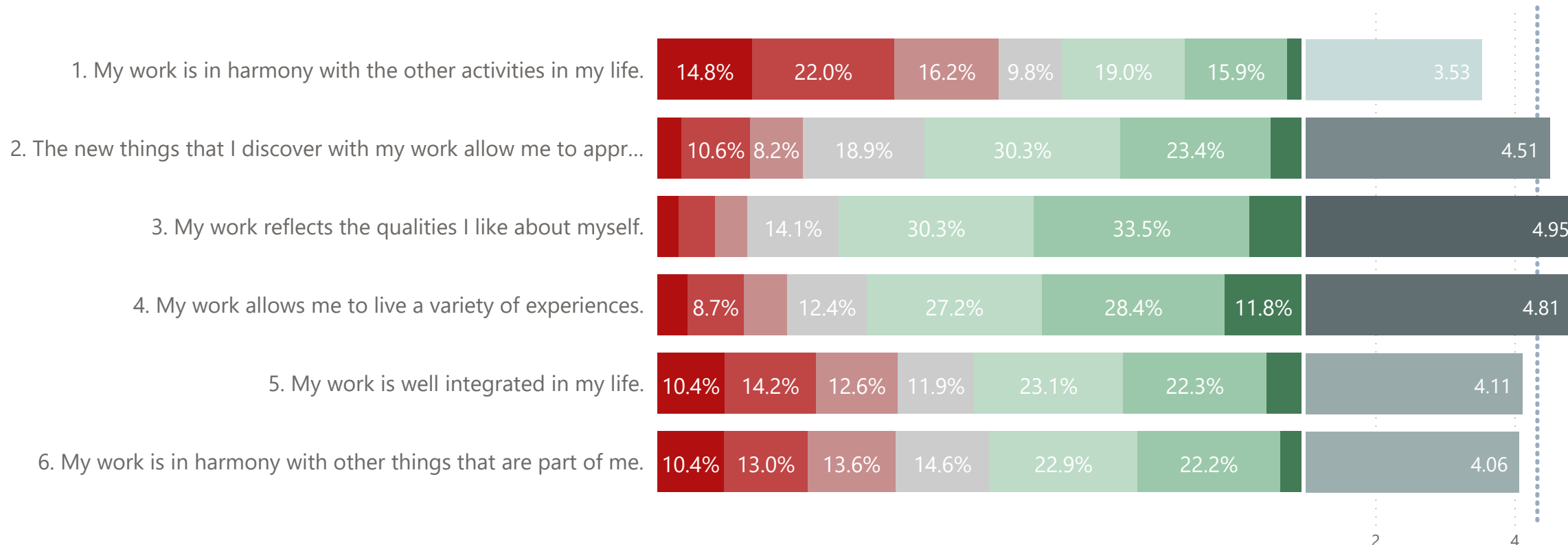
Schaufeli, W., & Bakker, A. (2003). UWES Utrecht Work Engagement Scale. Preliminary Manual [Version 1, November 2005]. Utrecht University, Occupational Health Psychology Unit: The Netherlands.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6288	5.18	1 - 7
	Scale Total	
	15.53	
Work Role ▾		Year ▾
All ▾		All ▾
University Group ▾		Gender ▾
All ▾		All ▾

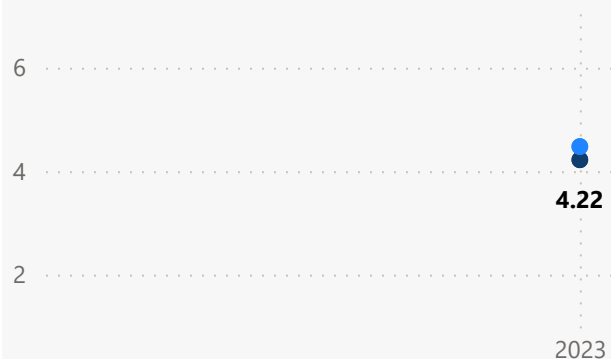
Response ● Strongly disagree ● Disagree ● Slightly disagree ● Neither agree nor disagree ● Slightly agree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Harmonious Passion is a healthy and functional relationship with work where an individual enjoys their job. It promotes healthy adaptation to an individual's work.

Vallerand, R. J., Blanchard, C. M., Mageau, G. A., Koestner, R., Ratelle, C., Léonard, M., ...Marsolais, J. (2003). Les passions de l'âme: On obsessive and harmonious passion. *Journal of Personality and Social Psychology*, 85, 756–767.

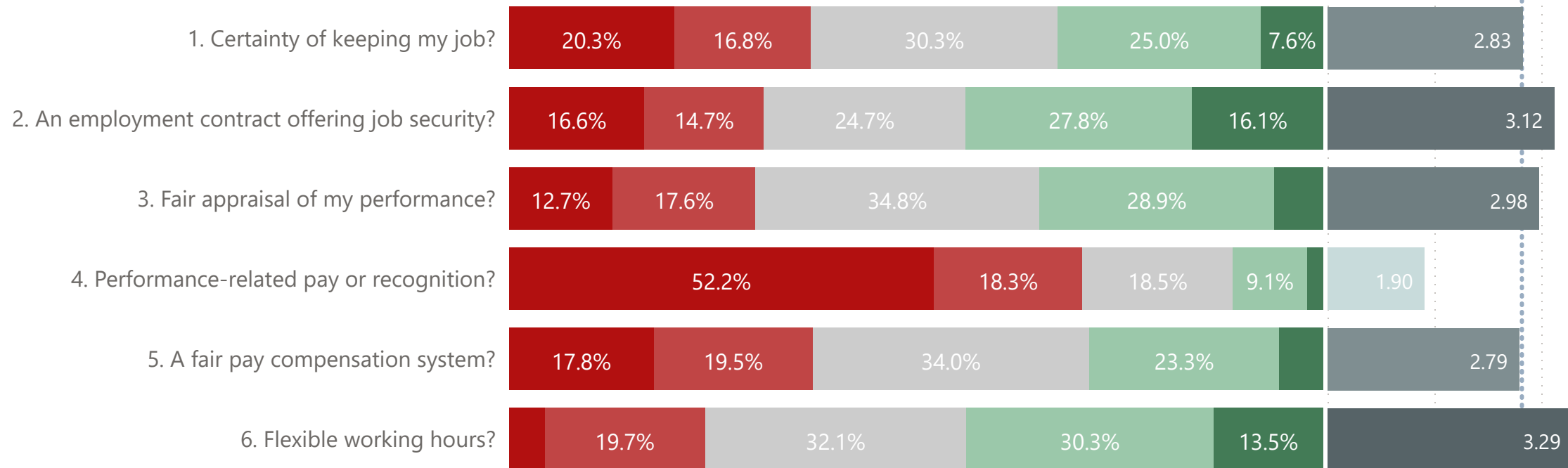
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
950	4.33	1 - 7
	Scale Total	
	25.97	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

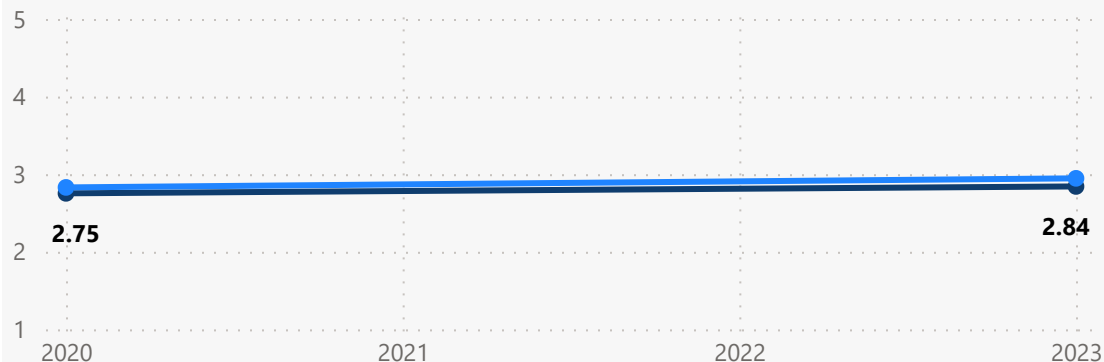
Response ● Not at all ● To a small extent ● To a moderate extent ● To a great extent ● To a very great extent

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



HR Policy refers to positive work arrangements provided by contract or management.

Boon, C. HRM and Fit Survival of the Fittest!? (Chapter 7 Page 137).

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
2996	2.82	1 - 5
	Scale Total	
	16.91	

Work Role ▾

All ▾

Year ▾

All ▾

University Group ▾

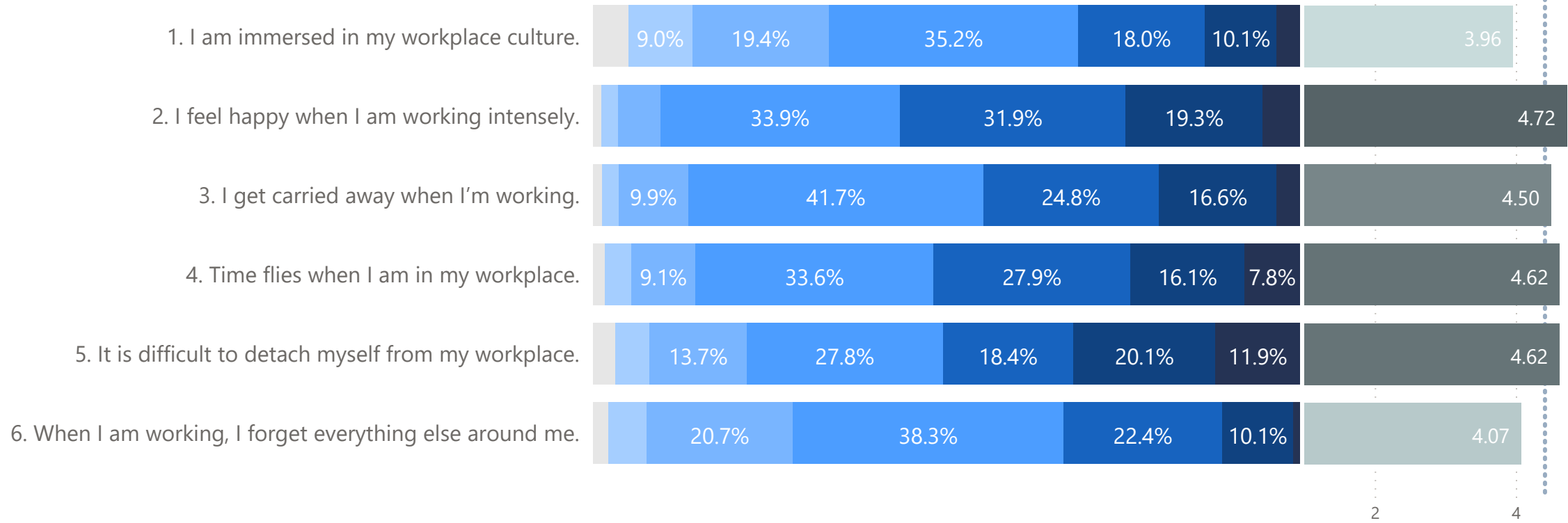
All ▾

Gender ▾

All ▾

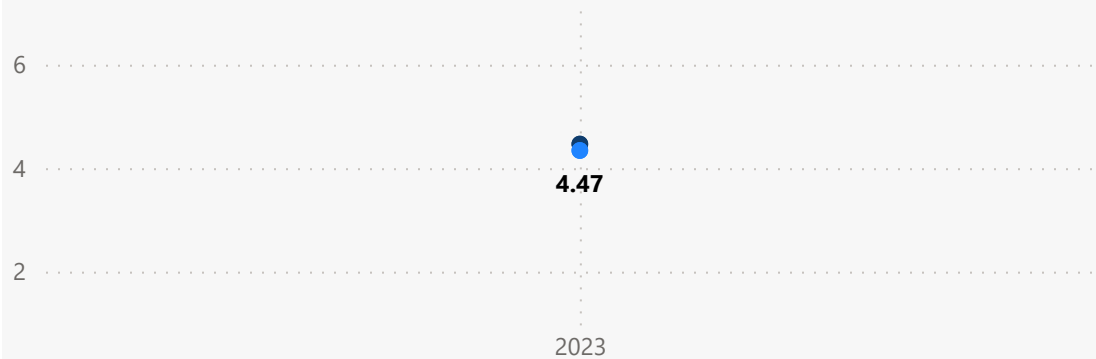
Response ● Never ● Almost never ● Rarely ● Sometimes ● Often ● Very Often ● Always

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Immersion is the extent to which an individual displays a deep involvement or commitment to work and organisational culture.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
999	4.41	1 - 7
	Scale Total	
	26.48	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

Response ● Strongly disagree ● Disagree ● Slightly disagree ● Neither agree nor disagree ● Slightly agree ● Agree ● Strongly agree

Average Score Per Item

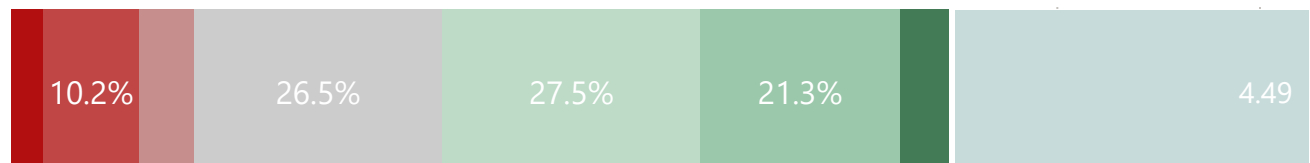
1. This week I have used previously existing ideas or work in an a...



2. This week I was very good at adapting already existing ideas.

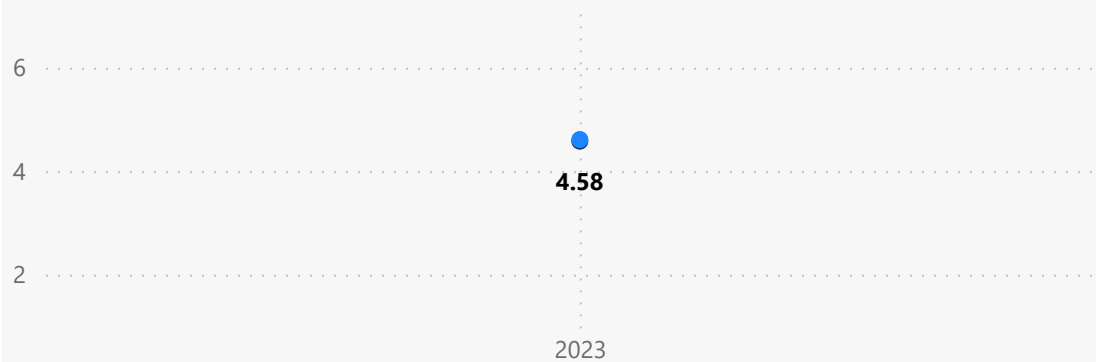


3. This week I easily modified previously existing work processes ...



Average by Year and Work Role

● Academic Staff ● Professional Staff



Innovation is the ability to adapt new ideas in the process of work.

Madjar, N., Greenberg, E., and Chen, Z. (2011). Factors for radical creativity, incremental creativity, and routine, noncreative performance. *J. Appl. Psychol.* 96, 730–743. doi: 10.1037/a0022416

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

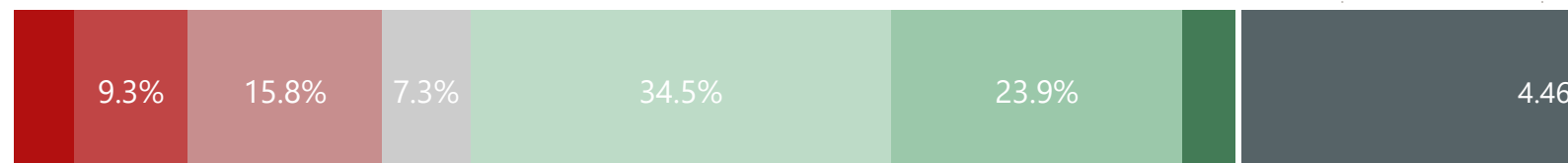
Sample	Scale Average	Scale
961	4.59	1 - 7
	Scale Total	
	13.78	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

Response ● I'm extremely dissatisfi... ● I'm very dissatisfied. ● I'm moderately di... ● I'm not sure. ● I'm moderately sa... ● I'm very satisfied. ● I'm extremely ...

Average Score Per Item

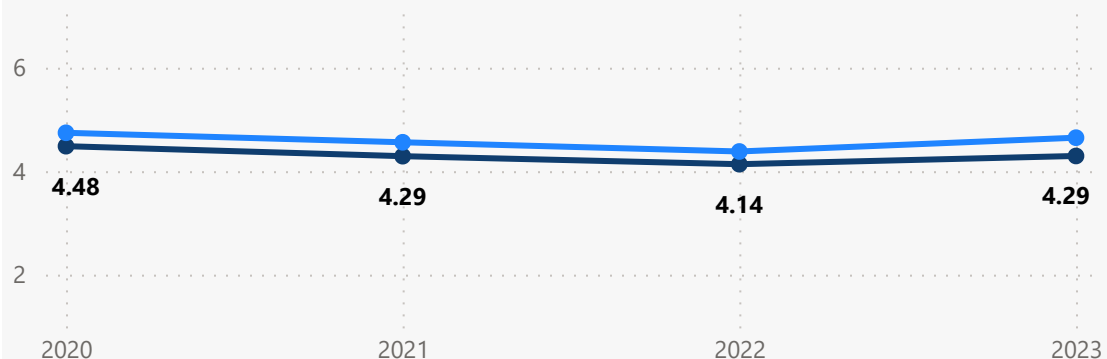
How do you feel about your job as a whole?



2 4 6

Average by Year and Work Role

● Academic Staff ● Professional Staff



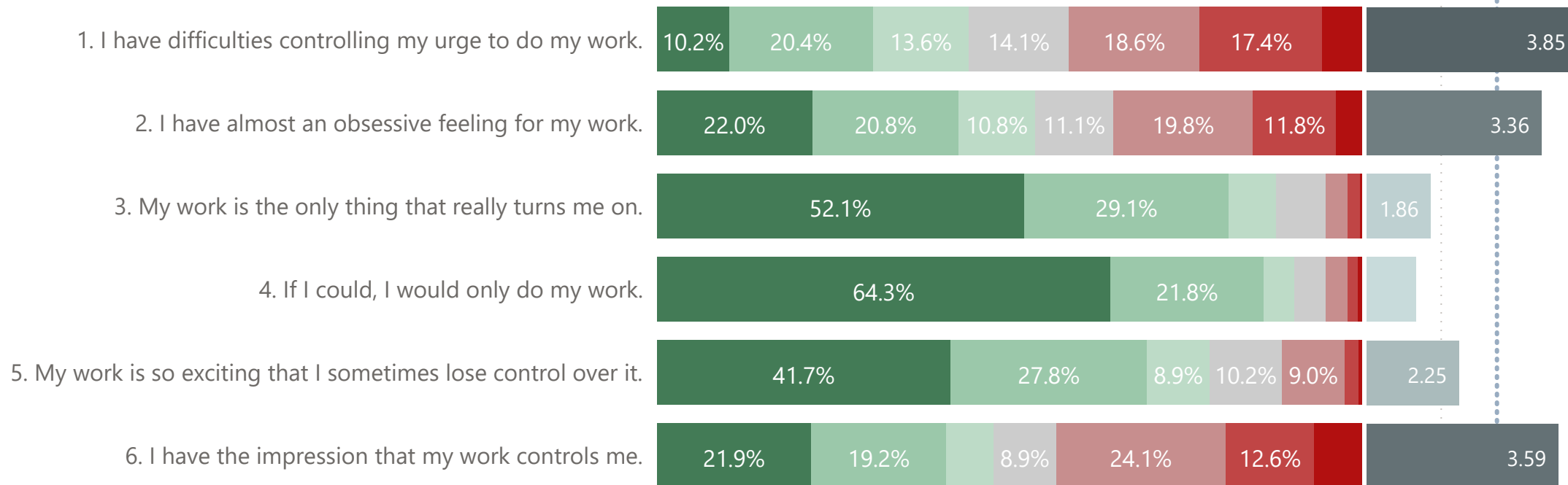
Job Satisfaction is derived from Warr, P., Cook, J., & Wall, T. (1979). Scales for the measurement of some work attitudes and aspects of psychological well-being. Journal of Occupational Psychology, 52, 129 —148.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6205	4.46	1 - 7
	Scale Total	
	4.46	
Work Role ▼		Year ▼
All ▼		All ▼
University Group ▼		Gender ▼
All ▼		All ▼

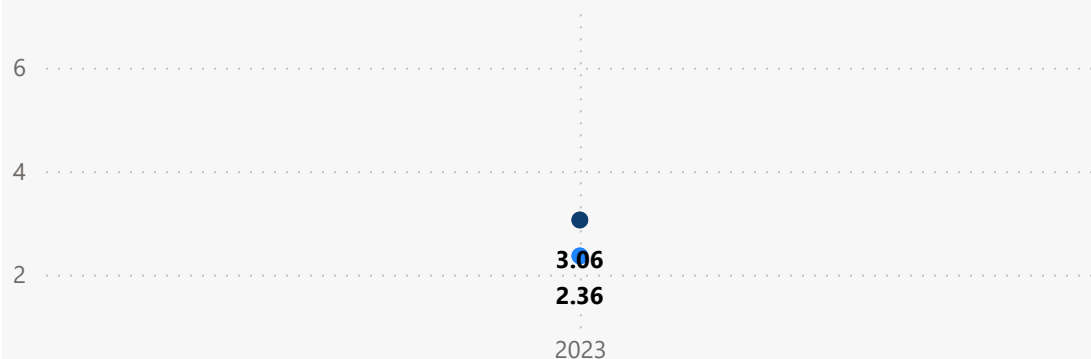
Response ● Strongly disagree ● Disagree ● Slightly disagree ● Neither agree nor disagree ● Slightly agree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Obsessive Passion is a measure of an individual's internal pressures to engage in work. It is a reflection of an unhealthy adaptation to work caused by "negative affect and rigid persistence".

Vallerand, R. J., Blanchard, C. M., Mageau, G. A., Koestner, R., Ratelle, C., Léonard, M., . . . Marsolais, J. (2003). Les passions de l'ame: On obsessive and harmonious passion. *Journal of Personality and Social Psychology*, 85, 756 –767.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

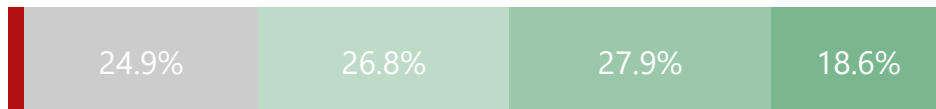
Sample	Scale Average	Scale
950	2.76	1 - 7
	Scale Total	
	16.58	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

Response ● Never ● Sometimes ● Regularly ● Often ● Very Often

Average Score Per Item

10. I simplify work processes or procedures to make my job easier.



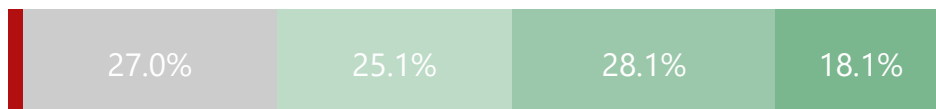
3.37

11. I come up with solutions to accomplish my work in an easier ...



3.43

12. I improve work processes or procedures to make my job easi...



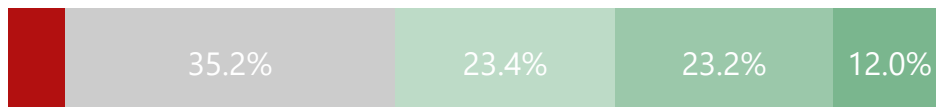
3.34

13. I look for ways to do my work more efficiently.



3.72

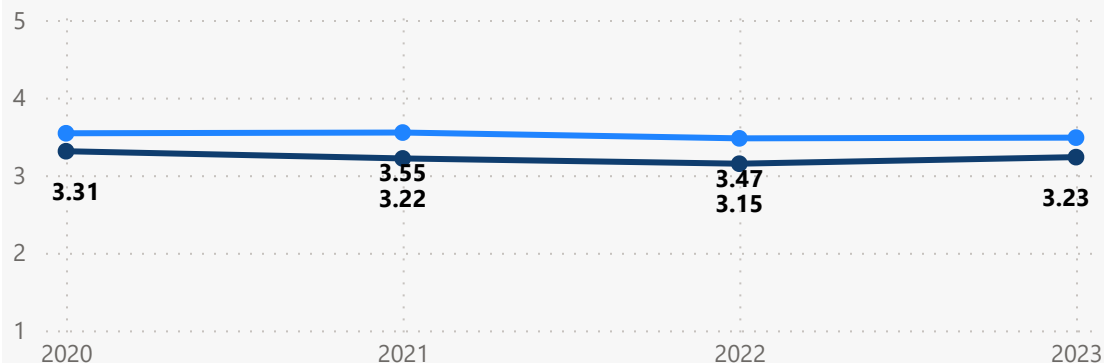
14. I change work processes or procedures that delay my work.



3.00

Average by Year and Work Role

● Academic Staff ● Professional Staff



Optimising Job Demands is the extent to which an individual looks for ways to better handle job demands.

Demerouti, E., & Peeters, M. C. (2018). Transmission of reduction-oriented crafting among colleagues: A diary study on the moderating role of working conditions. *Journal of Occupational and Organizational Psychology*, 91(2), 209-234.

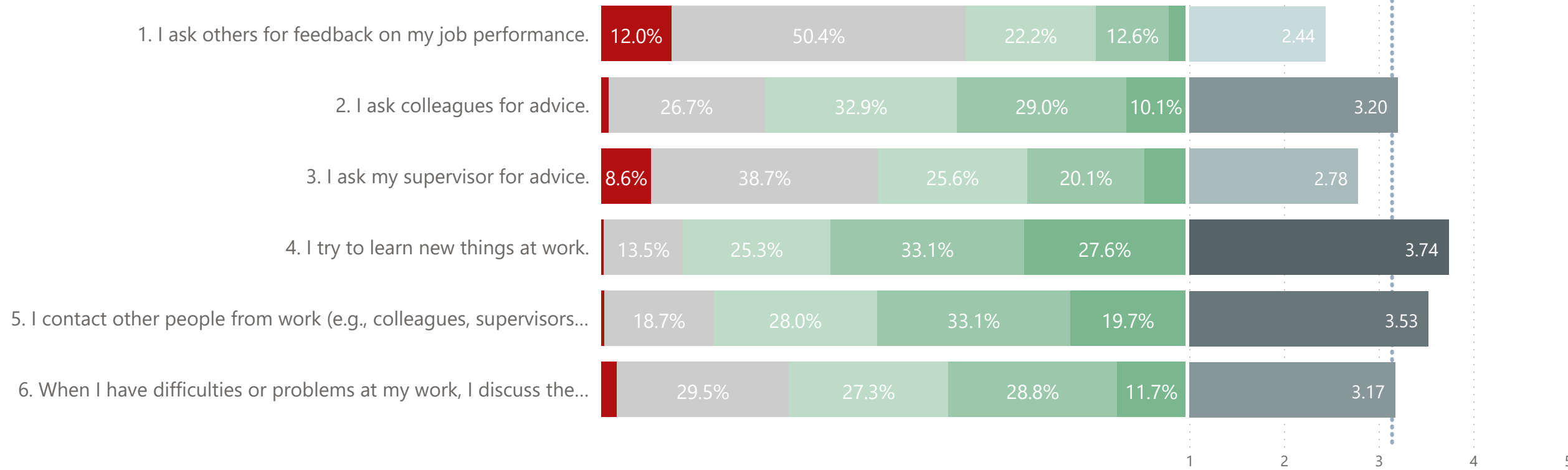
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6258	3.37	1 - 5
	Scale Total	
	16.87	

Work Role	▼	Year	▼
All	▼	All	▼
University Group	▼	Gender	▼
All	▼	All	▼

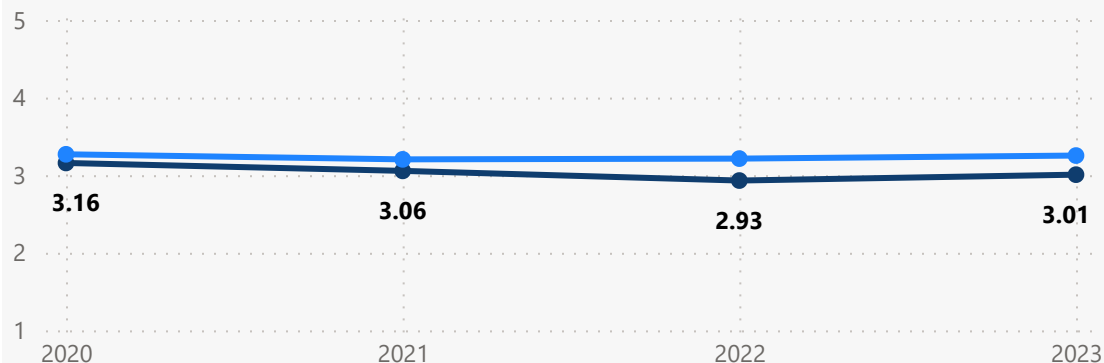
Response ● Never ● Sometimes ● Regularly ● Often ● Very Often

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Optimising Job Resources is the extent to which an individual uses their work resources more efficiently, working more collaboratively.

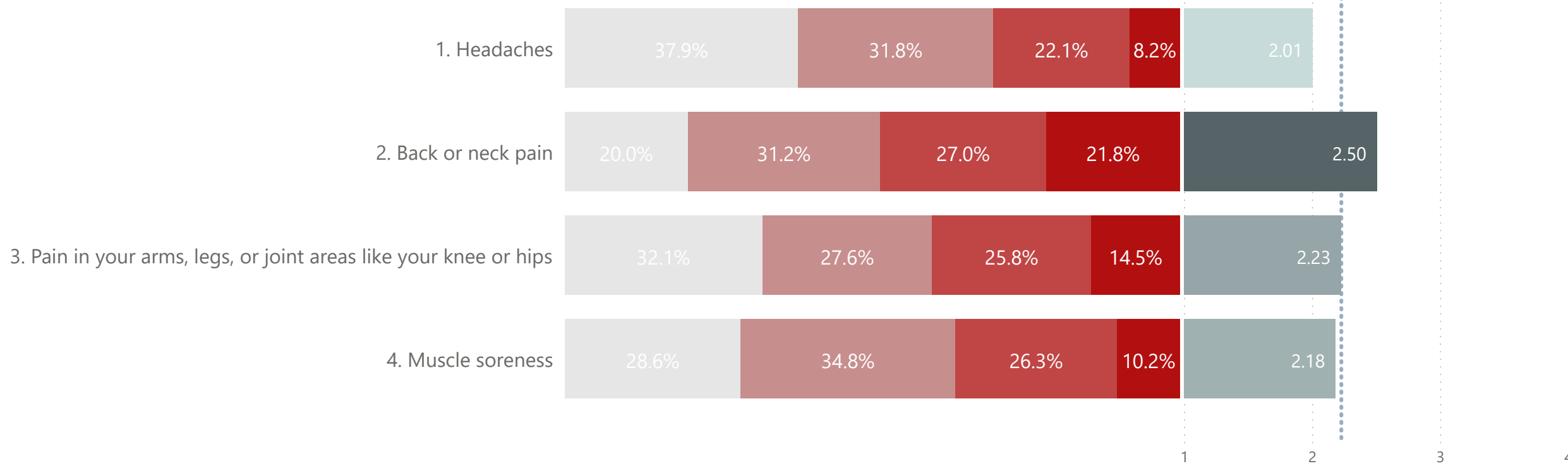
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6260	3.14	1 - 5
	Scale Total	
	18.85	

Work Role	▼	Year	▼
All	▼	All	▼
University Group	▼	Gender	▼
All	▼	All	▼

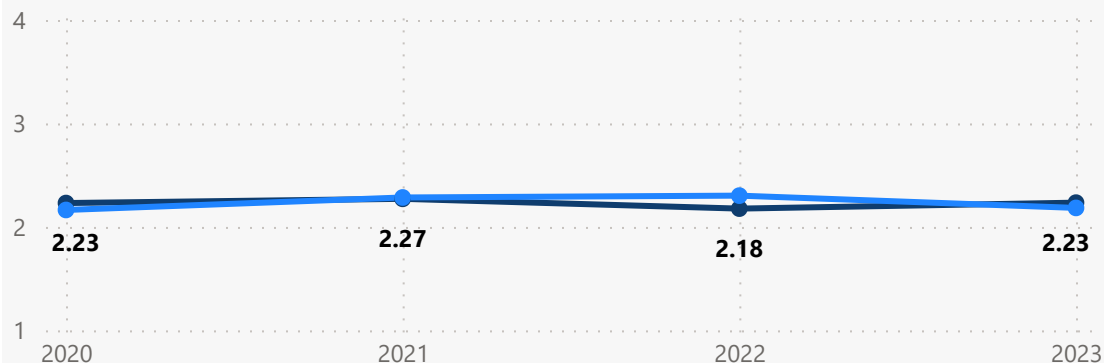
Response ● Not at all ● A little ● Some ● A lot

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Physical Health items assess the frequency of an individual to suffer from various physical pains and problems.

Dollard & Bailey (2014). The Australian Workplace Barometer.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6184	2.23	1 - 4
	Scale Total	
	8.92	

Work Role ▼	Year ▼
All ▼	All ▼
University Group ▼	Gender ▼
All ▼	All ▼

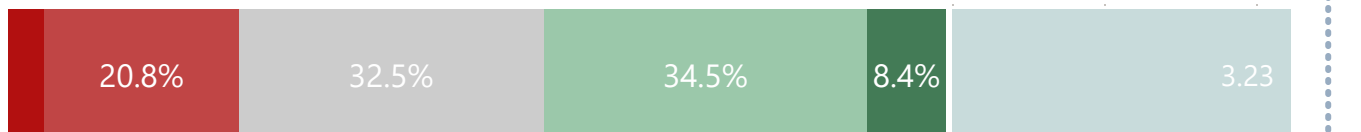
Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

Average Score Per Item

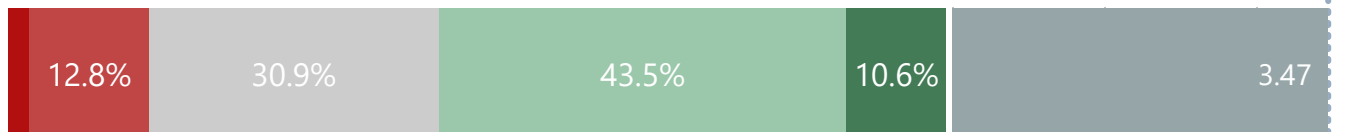
1. I look for the humour in the things I need to do.



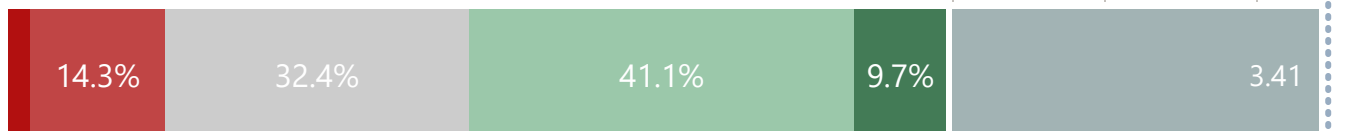
2. I approach my work in a playful way.



3. I look for ways to make tasks more fun for everyone involved.

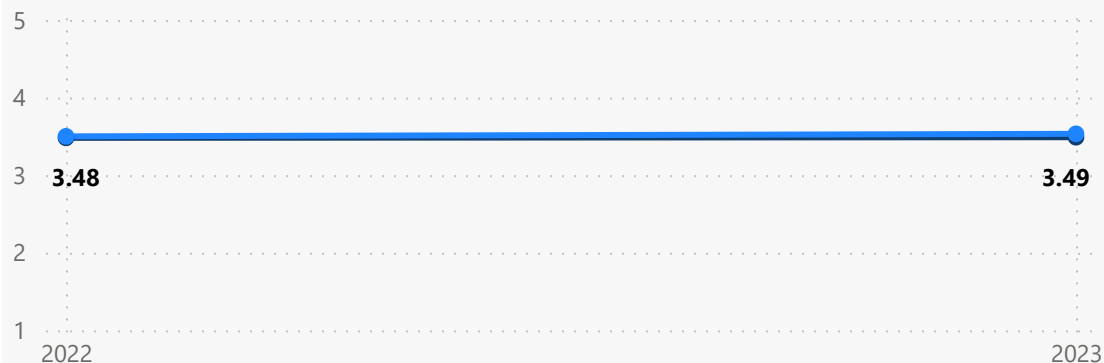


4. I approach my tasks creatively to make them more fun.



Average by Year and Work Role

● Academic Staff ● Professional Staff



Playful Work Design is defined as "the proactive cognitive-behavioural orientation that employees engage in to incorporate play into their work activities to promote fun and challenge."

Scharp, Y. S., Bakker, A. B., Breevaart, K., Kruup, K., & Uusberg, A. (2023). Playful work design: Conceptualization, measurement, and validity. *Human relations*, 76(4), 509-550.

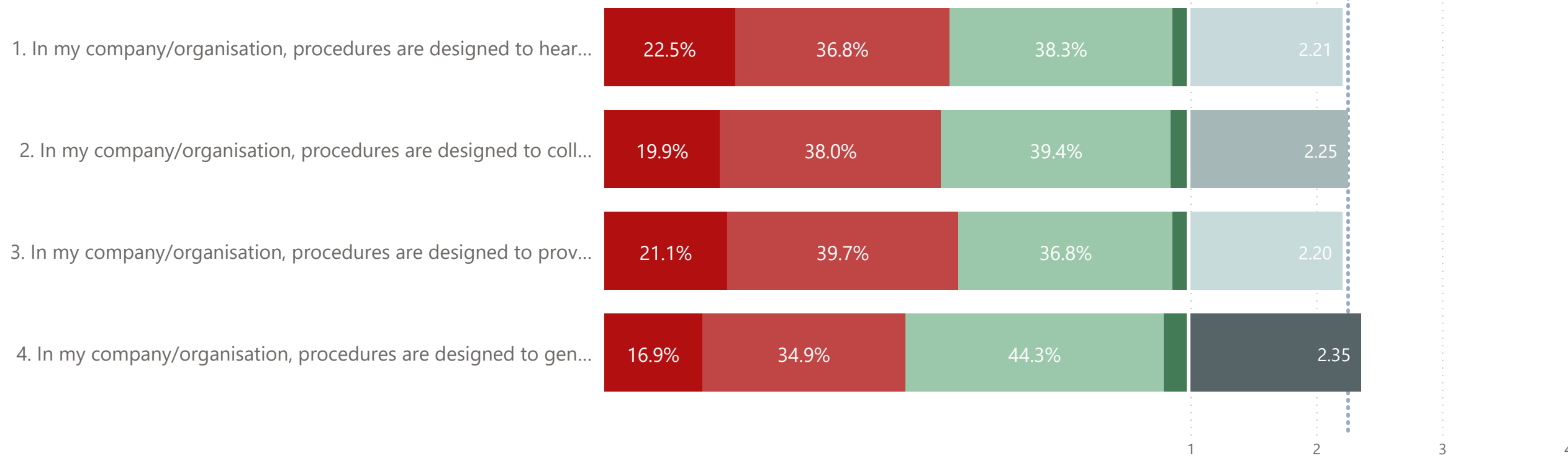
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
2332	3.48	1 - 5
	Scale Total	
	13.90	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

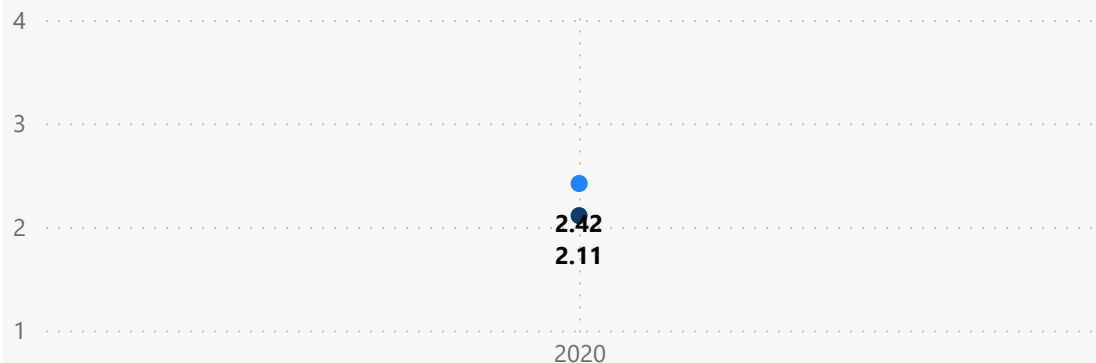
Response ● Strongly disagree ● Disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Procedural Justice is the sense that decision-making and processes within an institution are fair and just. It is also concerned with the extent to which people feel heard in the decision-making process.

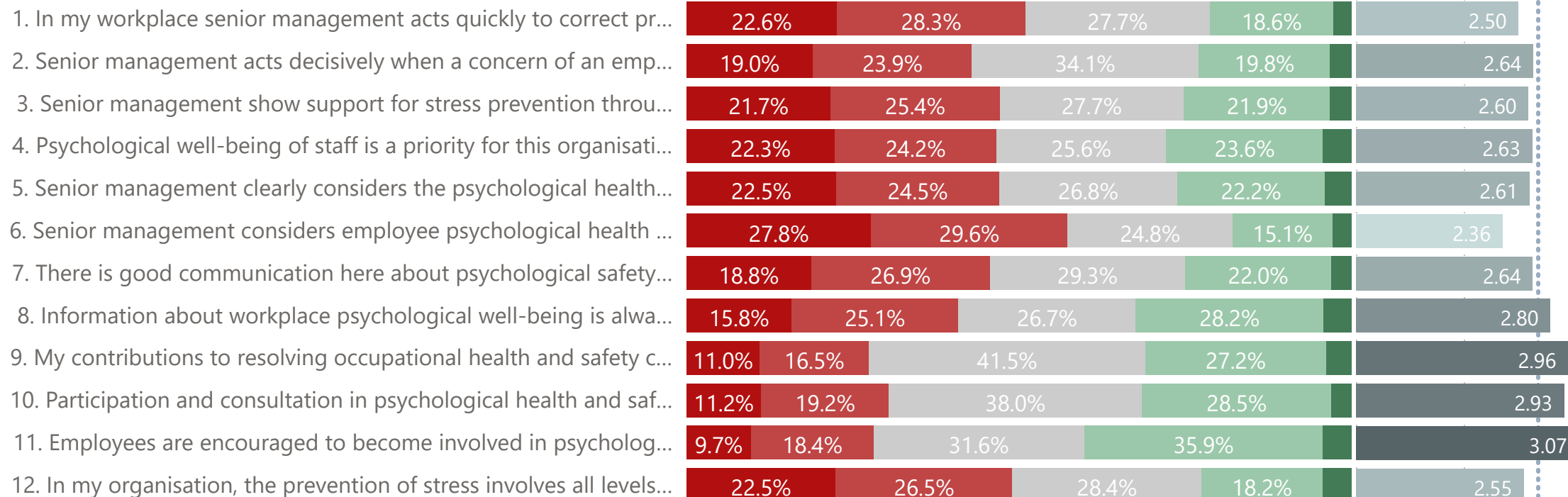
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
2071	2.25	1 - 4
	Scale Total	
	9.01	

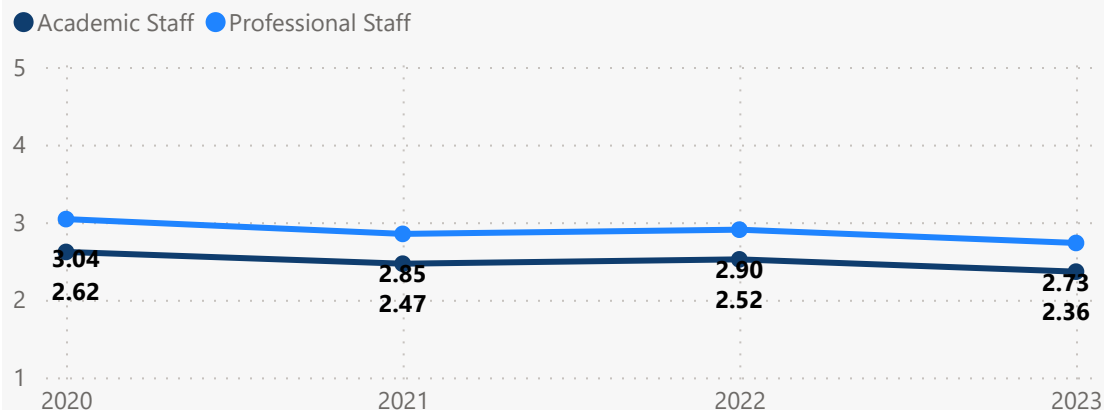
Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

Response ● Strongly disagree ● Disagree ● Neither agree or disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role



Psychological Detachment refers to the extent to which people are able to mentally separate from work. It can be a key part of reducing burnout.

Sonnentag, S., & Fritz, C. (2007). The Recovery Experience Questionnaire: Development and Validation of a Measure for Assessing Recuperation and Unwinding From Work. *Journal of Occupational Health Psychology*, 12(3), 204-221.

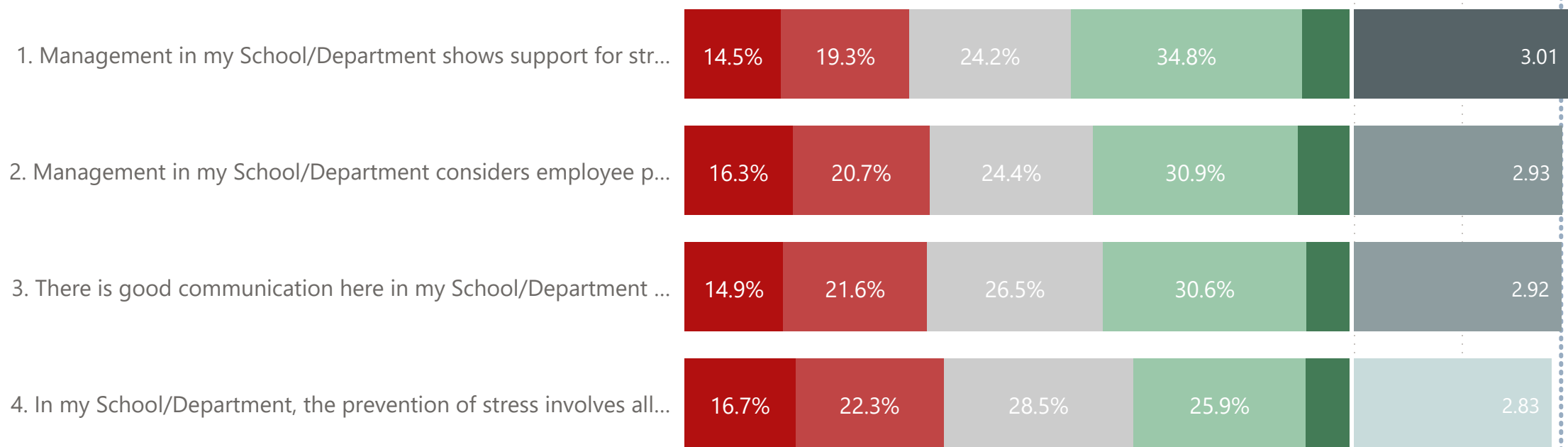
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6138	2.69	1 - 5
	Scale Total	
	32.29	

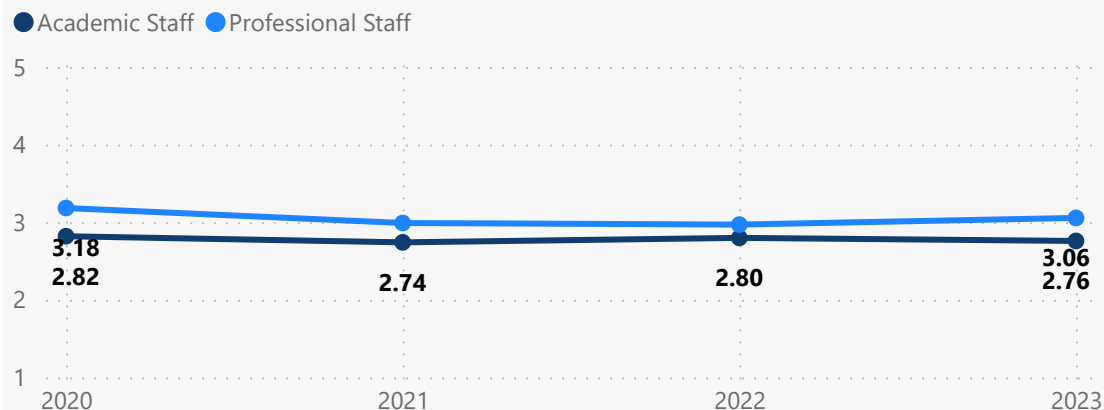
Work Role	▼	Year	▼
All	▼	All	▼
University Group	▼	Gender	▼
All	▼	All	▼

Response ● Strongly disagree ● Disagree ● Neither agree or disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role



Psychosocial Safety Climate 4 at the School Level is a condensed version of the PSC tool. It specifically asks questions of the department a worker finds themselves in, and features one question each for management commitment, management priority, organisational communication and organisational participation.

Dollard, M. F. (2019). The PSC-4; A Short PSC Tool. Psychosocial safety climate: A new work stress theory, 385-409.

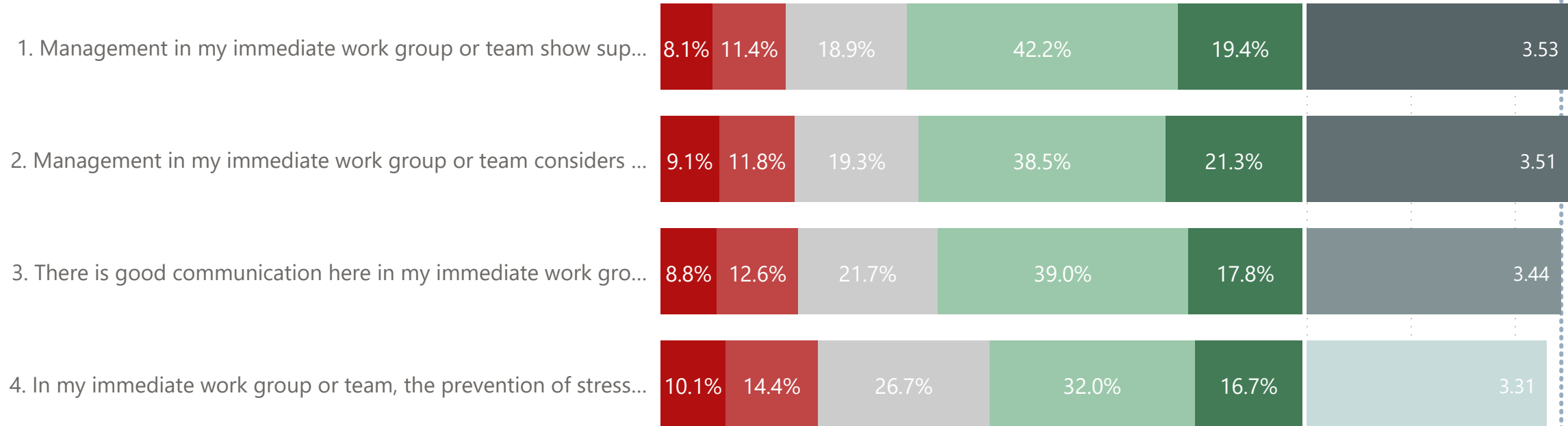
Hover over datapoints for more information including SD. Use the dropdown lists to filter

Sample	Scale Average	Scale
6119	2.92	1 - 5
	Scale Total	
	11.69	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

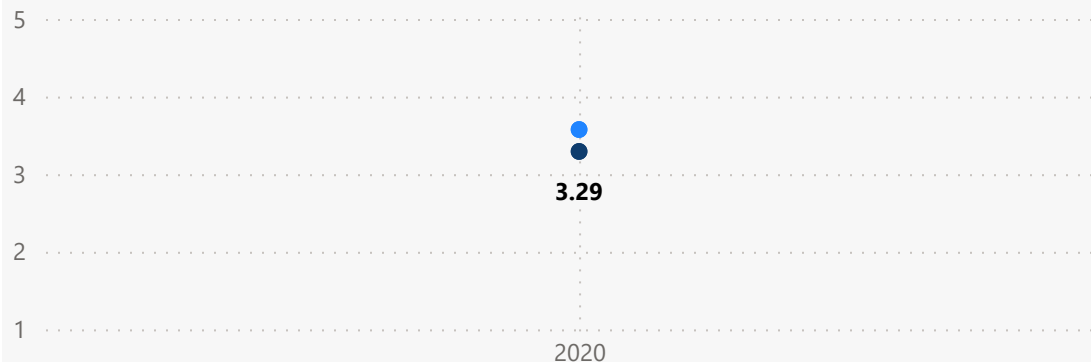
Response ● Strongly disagree ● Disagree ● Neither agree or disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Psychosocial Safety Climate 4 at the Team Level is a condensed version of the PSC tool. It specifically asks questions of direct working group a worker finds themselves in, and features one question each for management commitment, management priority, organisational communication and organisational participation.

Dollard, M. F. (2019). The PSC-4; A Short PSC Tool. Psychosocial safety climate: A new work stress theory, 385-409.

Hover over datapoints for more information including SD. Use the dropdown lists to filter

Sample	Scale Average	Scale
1678	3.45	1 - 5
	Scale Total	
	13.80	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

Response ● Strongly disagree ● Disagree ● Agree ● Strongly agree

Average Score Per Item

1. In your university, there have been changes such as restructuri...



2. In your university, you have had some influence over change p...



3. In your university, new policies and procedures designed to cu...



4. In your university, there is frequent management turnover.



5. My university is constantly introducing new technology.



Average by Year and Work Role

● Academic Staff ● Professional Staff



These questions relate to an individual's experience of **restructuring within the university** and what impulses govern those changes. It is derived from the questionnaire used in the Australian Workplace Barometer, a leading survey of Australian workplace conditions and health outcomes.

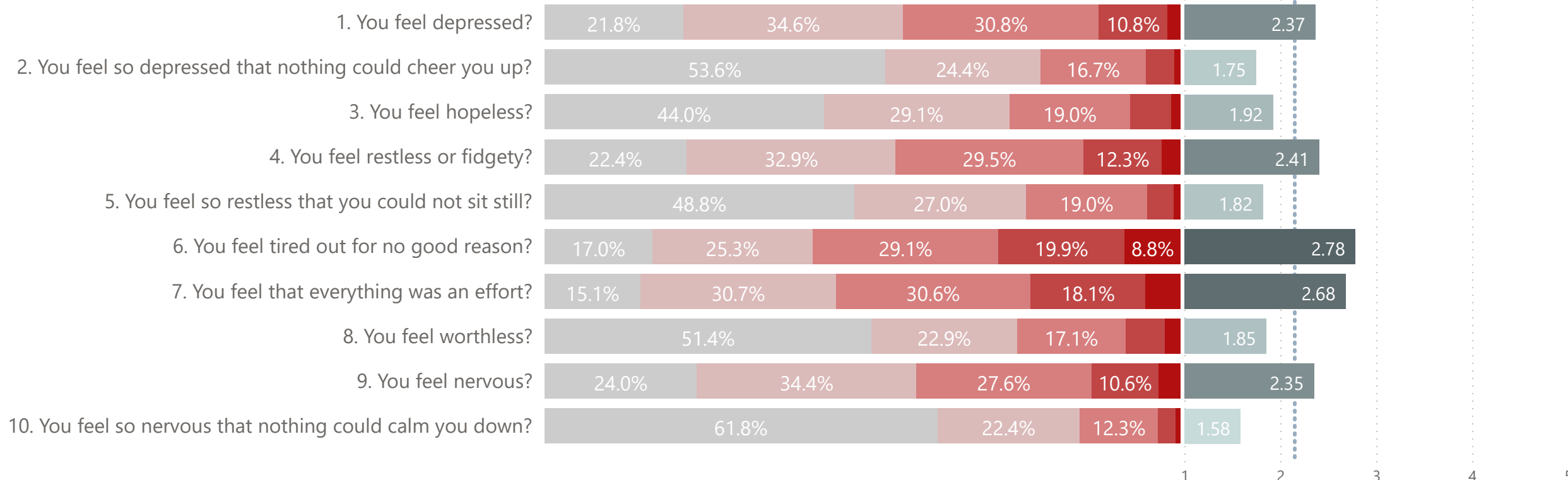
Dollard & Bailey (2014). The Australian Workplace Barometer.

Note that item 2 is worded negatively compared to the other items. The scale average and scale totals account for this, using reversed scores for the second item. More information is

Sample	Scale Average	Scale
1000	3.03	1 - 4
	Scale Total	
	15.14	
Work Role	Year	
All	All	
University Group	Gender	
All	All	

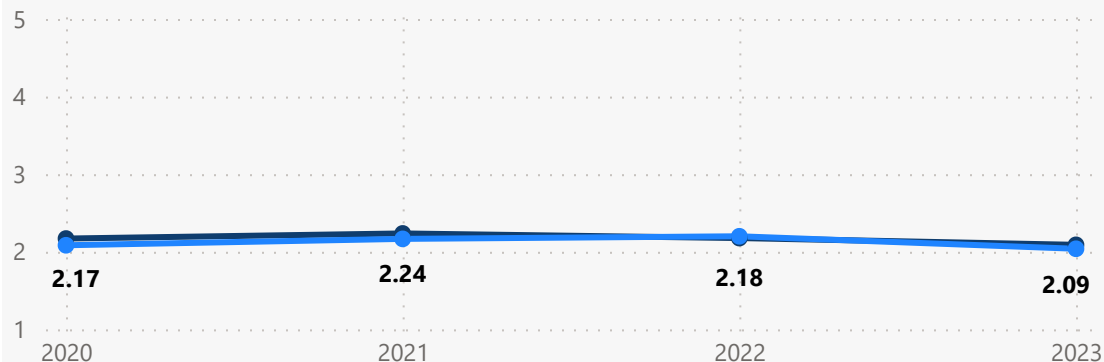
Response ● None of the time ● A little of the time ● Some of the time ● Most of the time ● All of the time

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Psychological Distress or the K10 scale asks about the frequency an individual suffers from the symptoms of psychological distress, including tiredness, nervousness and depressive symptoms.

Kessler R.C., Mroczek D.K. (1994) Final versions of our Non-specific Psychological Distress Scale Memo dated March 10 1994 Ann Arbor Mi, Survey Research Center for Social Research, University of Michigan.

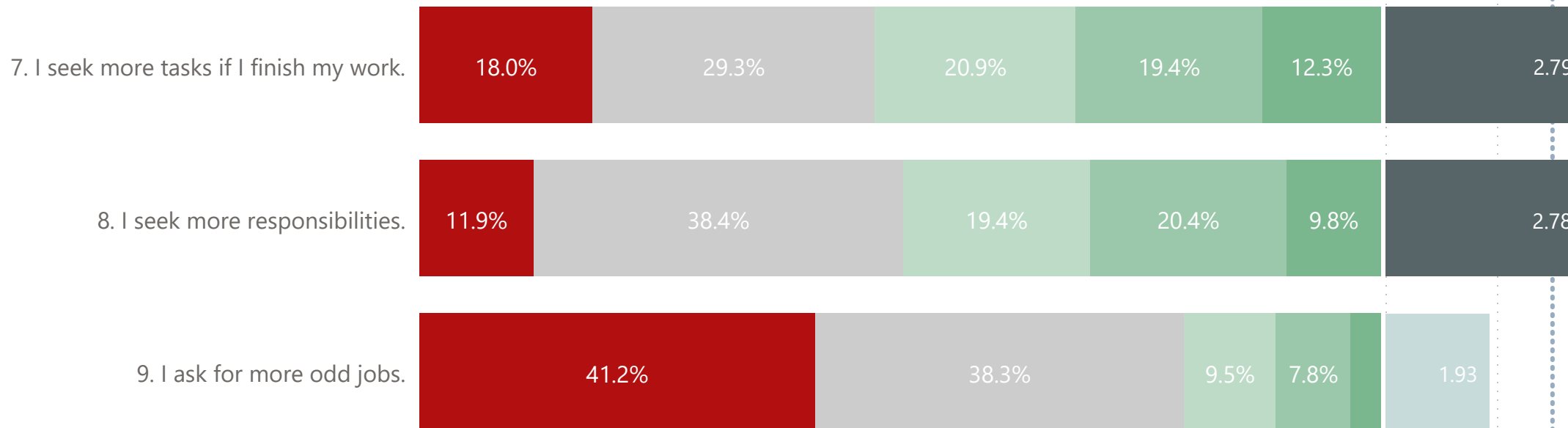
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics

Sample	Scale Average	Scale
6190	2.15	1 - 5
	Scale Total	
	21.51	

Work Role	▼	Year	▼
All	▼	All	▼
University Group	▼	Gender	▼
All	▼	All	▼

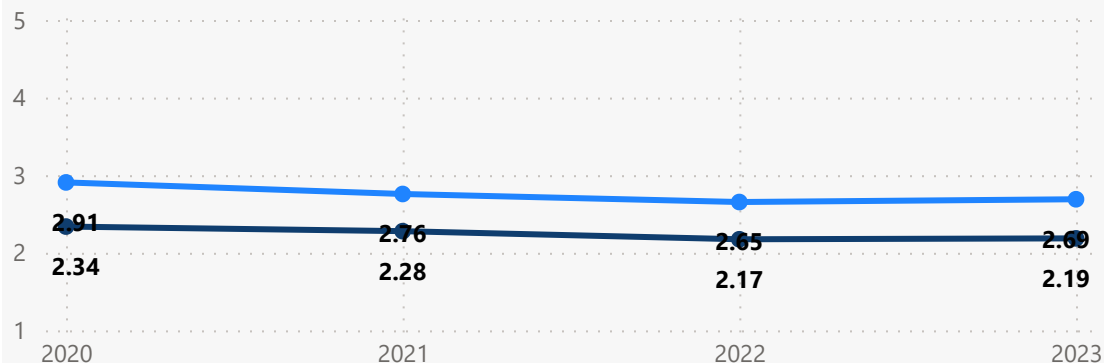
Response ● Never ● Sometimes ● Regularly ● Often ● Very Often

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Seeking Challenges is the tendency for an individual to feel like they should take on more tasks, responsibilities and work. It is a measure of an individual's enthusiasm as well as work-conditioned capacity.

Petrou, P., Demerouti, E., Peeters, M. C., Schaufeli, W. B., & Hetland, J. (2012). Crafting a job on a daily basis: Contextual correlates and the link to work engagement. *Journal of Organizational Behavior*, 33(8), 1120-1141.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6248	2.50	1 - 5
	Scale Total 7.50	
Work Role <input type="text" value="All"/>	Year <input type="text" value="All"/>	
University Group <input type="text" value="All"/>	Gender <input type="text" value="All"/>	

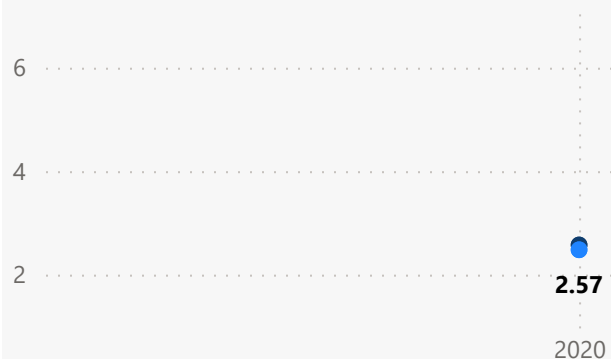
Response ● Never ● Rarely ● Sometimes ● Regularly ● Often ● Very Often ● Always

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Psychological Detachment refers to the extent to which people are able to mentally separate from work. It can be a key part of reducing burnout.

Sonnentag, S., & Fritz, C. (2007). The Recovery Experience Questionnaire: Development and Validation of a Measure for Assessing Recuperation and Unwinding From Work. *Journal of Occupational Health Psychology*, 12(3), 204-221.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics

Sample	Scale Average	Scale
2173	2.53	1 - 7
	Scale Total	
	15.18	
Work Role ▼		Year ▼
All ▼		All ▼
University Group ▼		Gender ▼
All ▼		All ▼

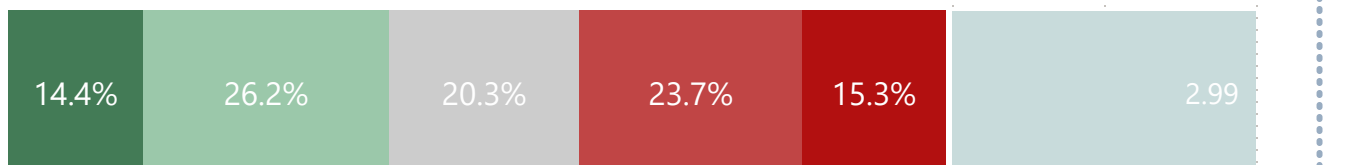
Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

Average Score Per Item

1. Students expect me to respond to work-related digital commu...

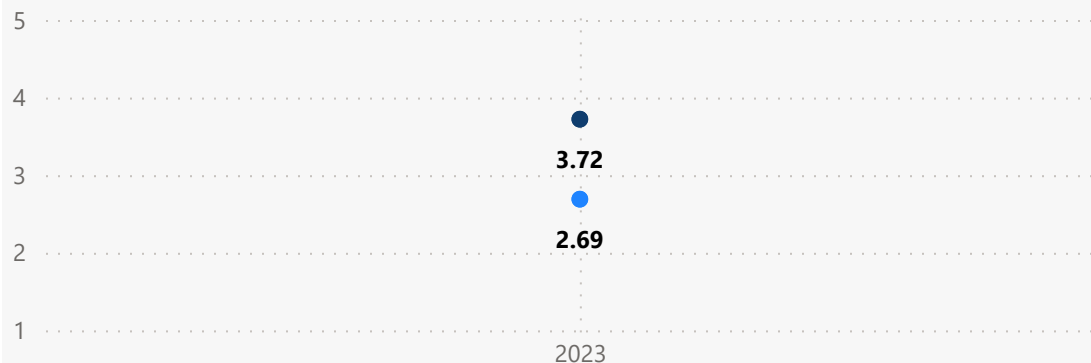


2. I feel that I have to respond to work-related digital communic...



Average by Year and Work Role

● Academic Staff ● Professional Staff



Student Digital Evaluation looks at the extent teaching staff feel pressure from students through digital means. It is a novel measure of the demands implicitly and explicitly placed on staff which affect their work.

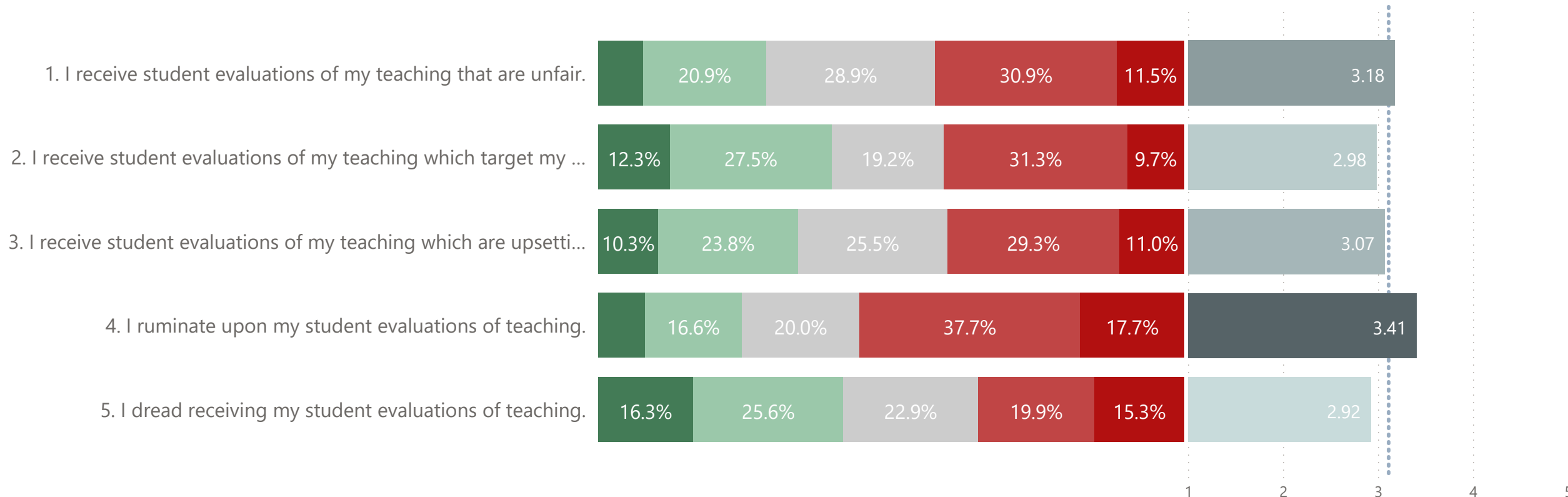
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
767	3.42	1 - 5
	Scale Total	
	6.84	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

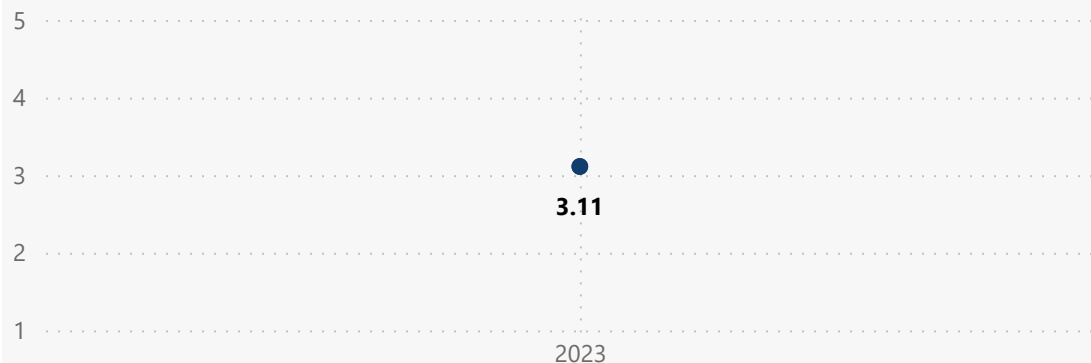
Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff



Student Evaluation looks at the extent teaching staff are subjected to stressors and strains from their students, including through teaching evaluations.

Note these are negatively worded questions. This domain's questions continue on the next page.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
530	3.11	1 - 5
	Scale Total	
	15.56	

Work Role ▼	Year ▼
All ▼	All ▼
University Group ▼	Gender ▼
All ▼	All ▼



Student Evaluation



Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

Average Score Per Item

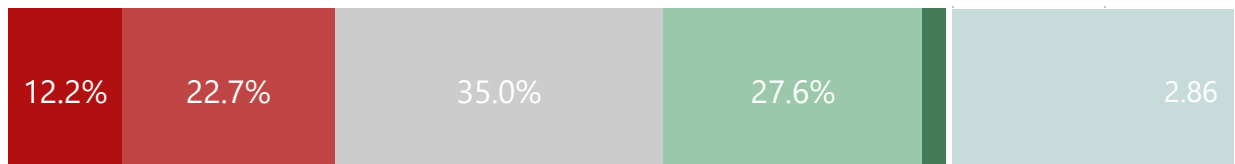
6. The student evaluations of my teaching are helpful in improvi...



7. The student evaluations of my teaching are constructive.

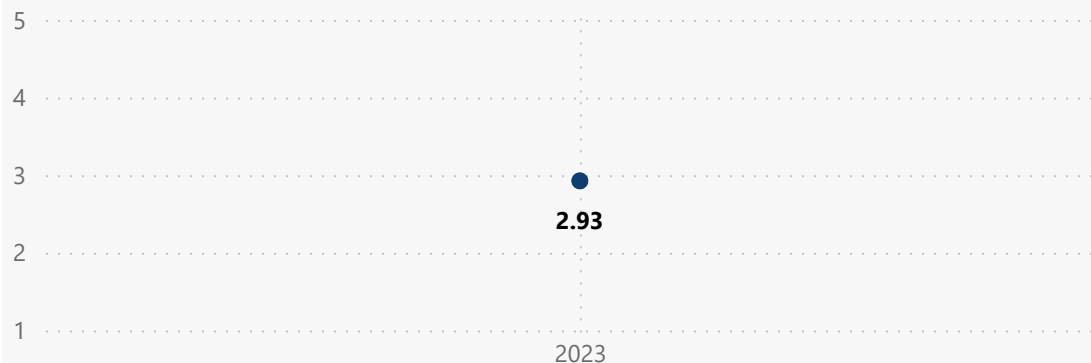


8. The student evaluations of my teaching provide useful ideas.



Average by Year and Work Role

● Academic Staff



Student Evaluation looks at the extent teaching staff are subjected to stressors and strains from their students, including through teaching evaluations.

Note these are positively worded questions. This domain's questions continue on the previous page.

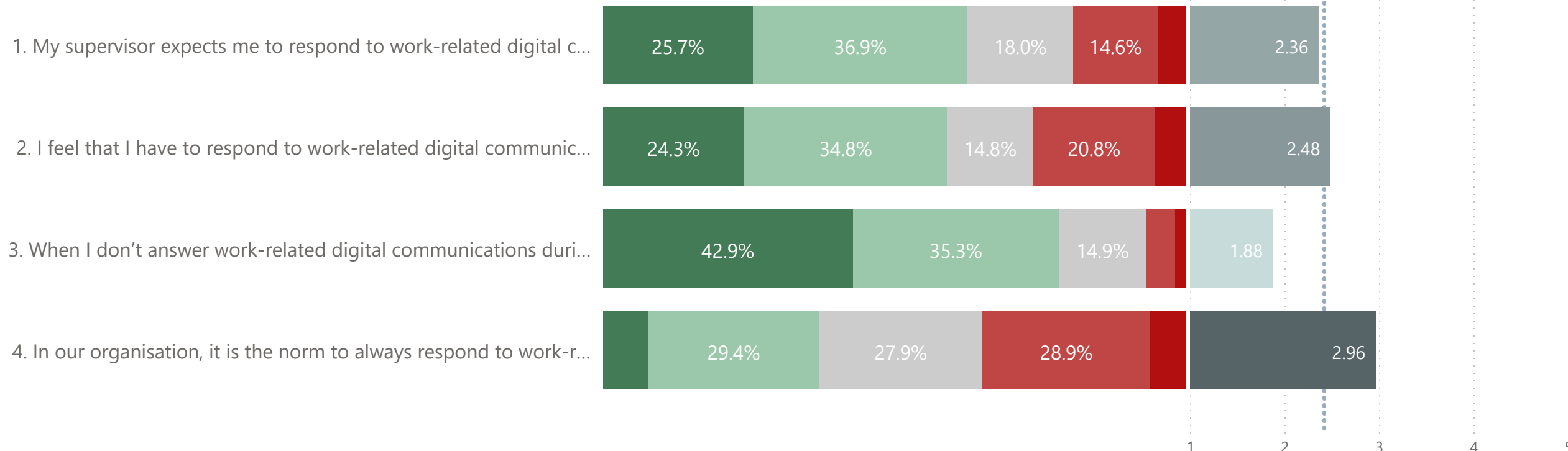
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
526	2.93	1 - 5
	Scale Total	
	8.78	

Work Role <input type="text" value="All"/>	Year <input type="text" value="All"/>
University Group <input type="text" value="All"/>	Gender <input type="text" value="All"/>

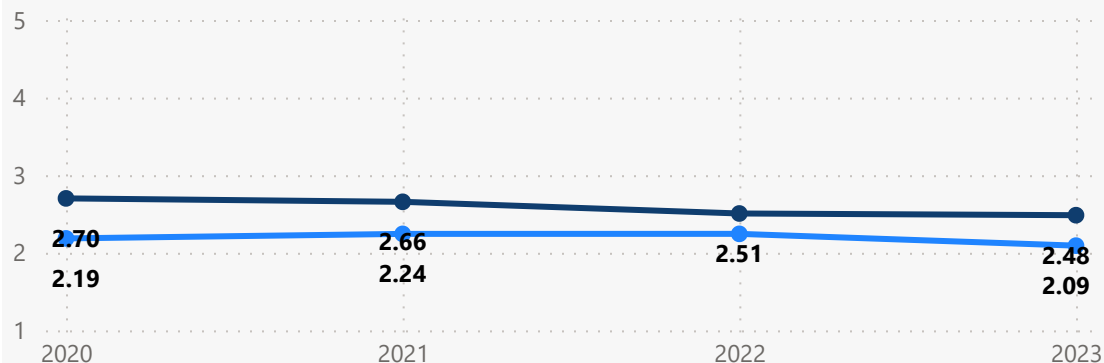
Response ● Strongly disagree ● Disagree ● Neither agree nor disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Supervisor Digital Expectations refer to the prevalence of a culture demanding constant engagement with digital communication forms, including email.

Derks, D., van Duin, D., Tims, M., & Bakker, A. B. (2015). Smartphone use and work-home interference: The moderating role of social norms and employee work engagement. *Journal of Occupational and Organizational Psychology*, 88(1), 155-177.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics

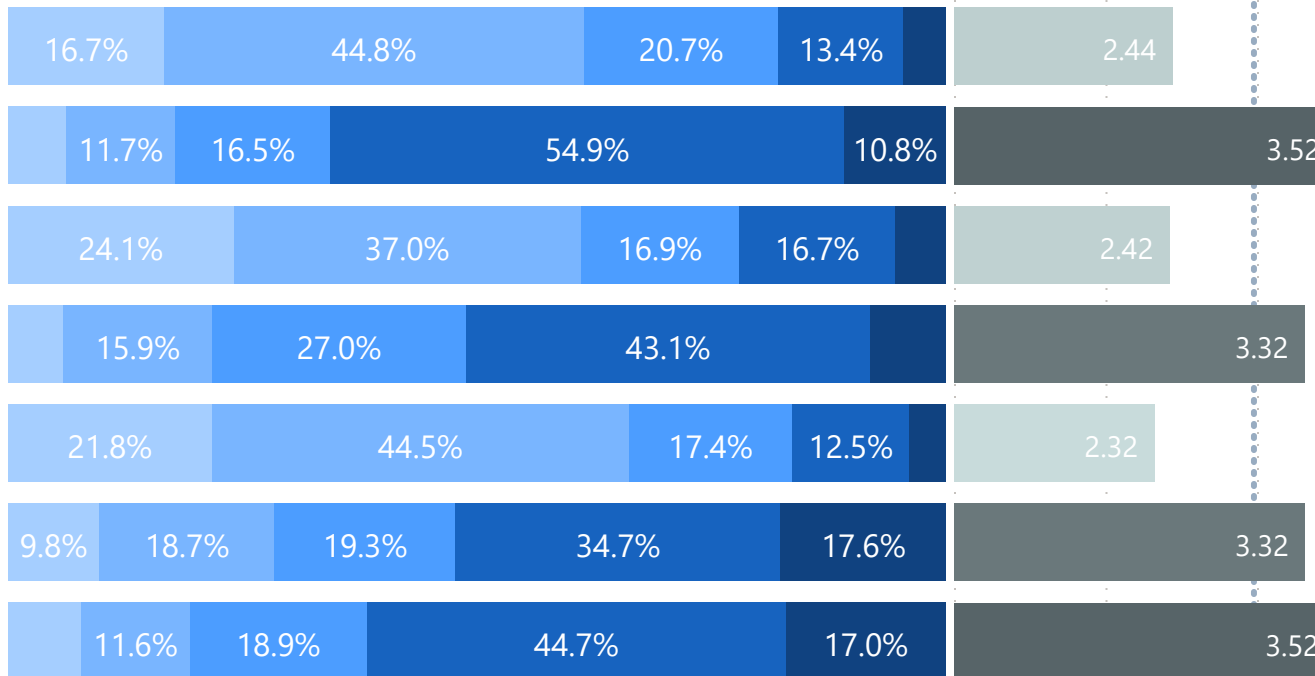
Sample	Scale Average	Scale
6270	2.42	1 - 5
	Scale Total	
	9.68	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

Response ● Strongly disagree ● Disagree ● Neither agree or disagree ● Agree ● Strongly agree

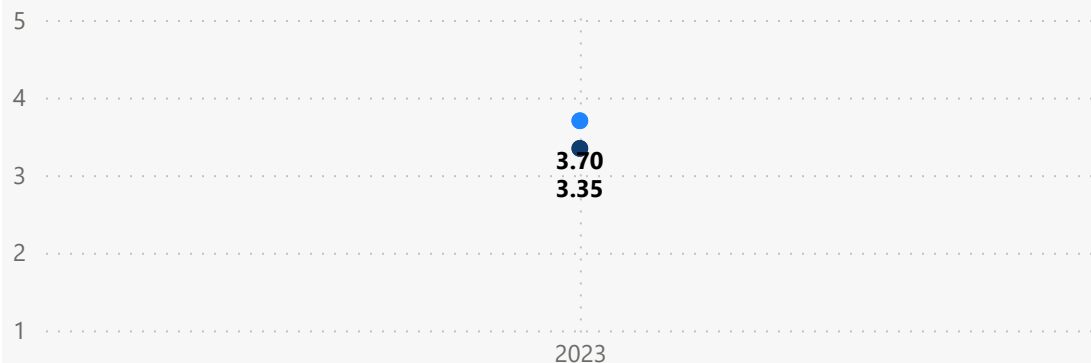
Average Score Per Item

1. If you make a mistake on this team, it is often held against you.
2. Members of this team are able to bring up problems and toug...
3. People on this team sometimes reject others for being different.
4. It is safe to take a risk on this team.
5. It is difficult to ask other members of this team for help.
6. No one on this team would deliberately act in a way that unde...
7. Working with members of this team, my unique skills and tale...



Average by Year and Work Role

● Academic Staff ● Professional Staff



Team Psychological Safety looks at freedom for individuals to voice opinions at the workgroup level without fear of negative repercussions.

Note that items 1, 3 and 5 are worded negatively compared to the other items. The scale average and scale totals account for this, using reversed scores for the second item. More information is located in the appendix.

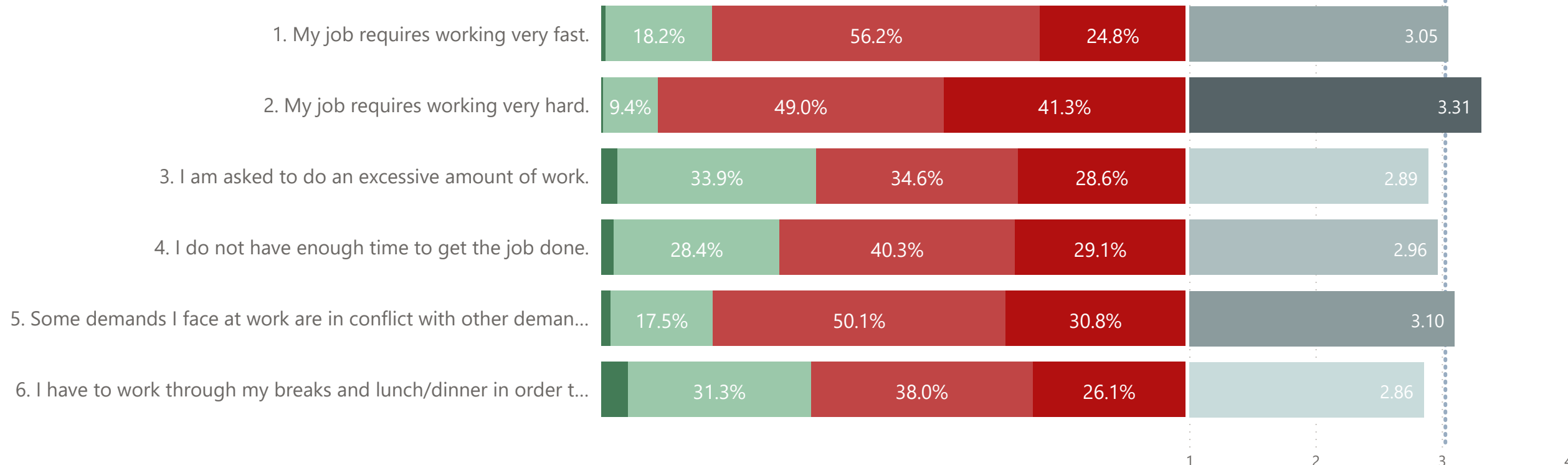
Edmondson, A. (1999). Psychological safety and learning behavior in work teams. Administrative science quarterly, 44(2), 350-383.

Sample	Scale Average	Scale
937	3.50	1 - 5
	Scale Total	
	24.48	

Work Role	▼	Year	▼
All	▼	All	▼
University Group	▼	Gender	▼
All	▼	All	▼

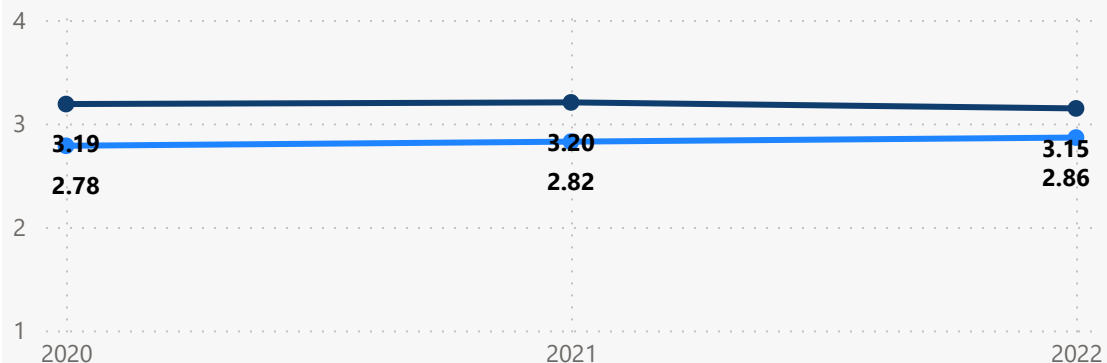
Response ● Strongly disagree ● Disagree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Work Pressure measures the strain an individual faces when on the job. It captures the speed, intensity and demands of tasks as part of the experience of working.

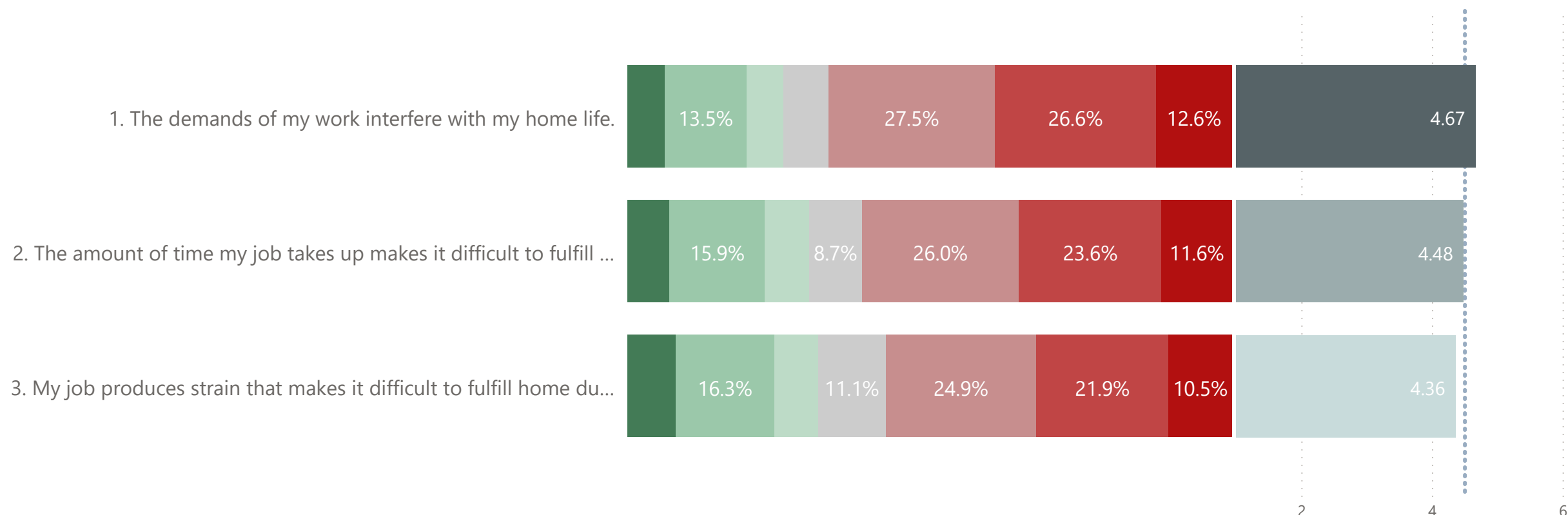
Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
5289	3.03	1 - 4
	Scale Total	
	18.17	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾

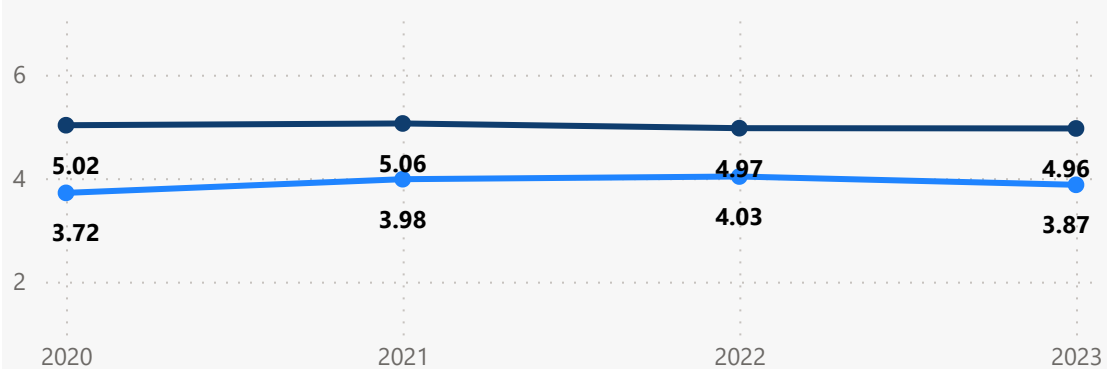
Response ● Strongly disagree ● Disagree ● Slightly disagree ● Neither agree nor disagree ● Slightly agree ● Agree ● Strongly agree

Average Score Per Item



Average by Year and Work Role

● Academic Staff ● Professional Staff



Work-Family Conflict measures the impact that work demands have on family and home life, including duties at home.

Netemeyer, R. G., Boles, J. S., & McMurrin, R. (1996). Development and validation of work-family conflict and family-work conflict scales. *Journal of Applied Psychology*, 81(4), 400-410.

Hover over datapoints for more information including SD. Use the dropdown lists to filter the data by demographics.

Sample	Scale Average	Scale
6059	4.50	1 - 7
	Scale Total	
	13.51	

Work Role ▾	Year ▾
All ▾	All ▾
University Group ▾	Gender ▾
All ▾	All ▾



Response ● Never ● Sometimes ● Most of the time ● Always

1. You find it difficult to fulfil your personal interests because you...

23.8%

2. You do not fully enjoy your personal interests because you wo...

29.0%

3. Your work schedule makes it difficult for you to fulfil your pers...

21.4%

4. You think about all the things that you still have to do for your

12.2%

Appendix

Notes on the Study

Wave 1 of the survey was conducted in 2020, wave 2 was 2021, wave 3 was 2022 and wave 4 was 2023.

Recruitment: Participants in waves 1 and 2 of the survey were contacted through a range of methods, including through university communications and the National Tertiary Education Union (NTEU). Waves 3 and 4 were all previous participants. We note that due to some significant changes in staff numbers through this period, participant attrition is noticeable, especially considering we only contacted previous respondents for waves 3 and 4. This was after the worst of the staff losses in the sector in from 2020 to 2022.

Notes on the Report

Gender: While the survey encouraged self-identification, due to the low proportion in the data genders other than female and male were removed from the interactive filters. However, their data is still included as part of means and aggregations.

University Affiliation

Australian Technology Network: Curtin University, Deakin University, Royal Melbourne Institute of Technology, University of South Australia, University of Technology Sydney

Group of 8: Australian National University, Monash University, University of Adelaide, University of Melbourne, University of New South Wales, University of Queensland, University of Sydney, University of Western Australia

Innovative Research Universities: Charles Darwin University, Flinders University, Griffith University, James Cook University, La Trobe University, Macquarie University, University of Canberra, Western Sydney University

Regional Universities Network: Central Queensland University, Charles Sturt University, Federation University, Southern Cross University, University of New England, University of Southern Queensland, University of the Sunshine Coast

Other or Unaffiliated Universities: Australian Catholic University, Bond University, Edith Cowan University, Murdoch University, Queensland University of Technology, Swinburne University of Technology, University of Newcastle, University of Notre Dame, University of Tasmania

Benchmarks:

