Umeå kommunrevision

Enkätresultat för Äldreomsorgsförvaltningen

© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Document Classification: KPMG Public

Syfte och genomförande

Enkätens syfte var att undersöka tidigare medarbetares uppfattning om Umeå kommun som arbetsgivare. Enkäten genomfördes inom äldreomsorgsförvaltningen och stöd- och omsorgsförvaltningen.

Genomförande

- Enkäten skickades till samtliga medarbetare som avslutat sin anställning under de senaste 2 åren. Medarbetare som varit anställda mindre än 3 månader exkluderas i utskicket.
- Enkätsvaren sorteras/kategoriseras utifrån verksamhetsområden.
- Vi har använt oss av påståenden med en fyrgradig skala från ”instämmer inte alls” till ”instämmer helt”.
- För vissa påståenden lämnades möjlighet till fritextsvar om respondenten svarat ”instämmer inte alls” eller ”instämmer helt”. Fritextsvar har utelämnats i denna presentation av anonymitetsskäl.

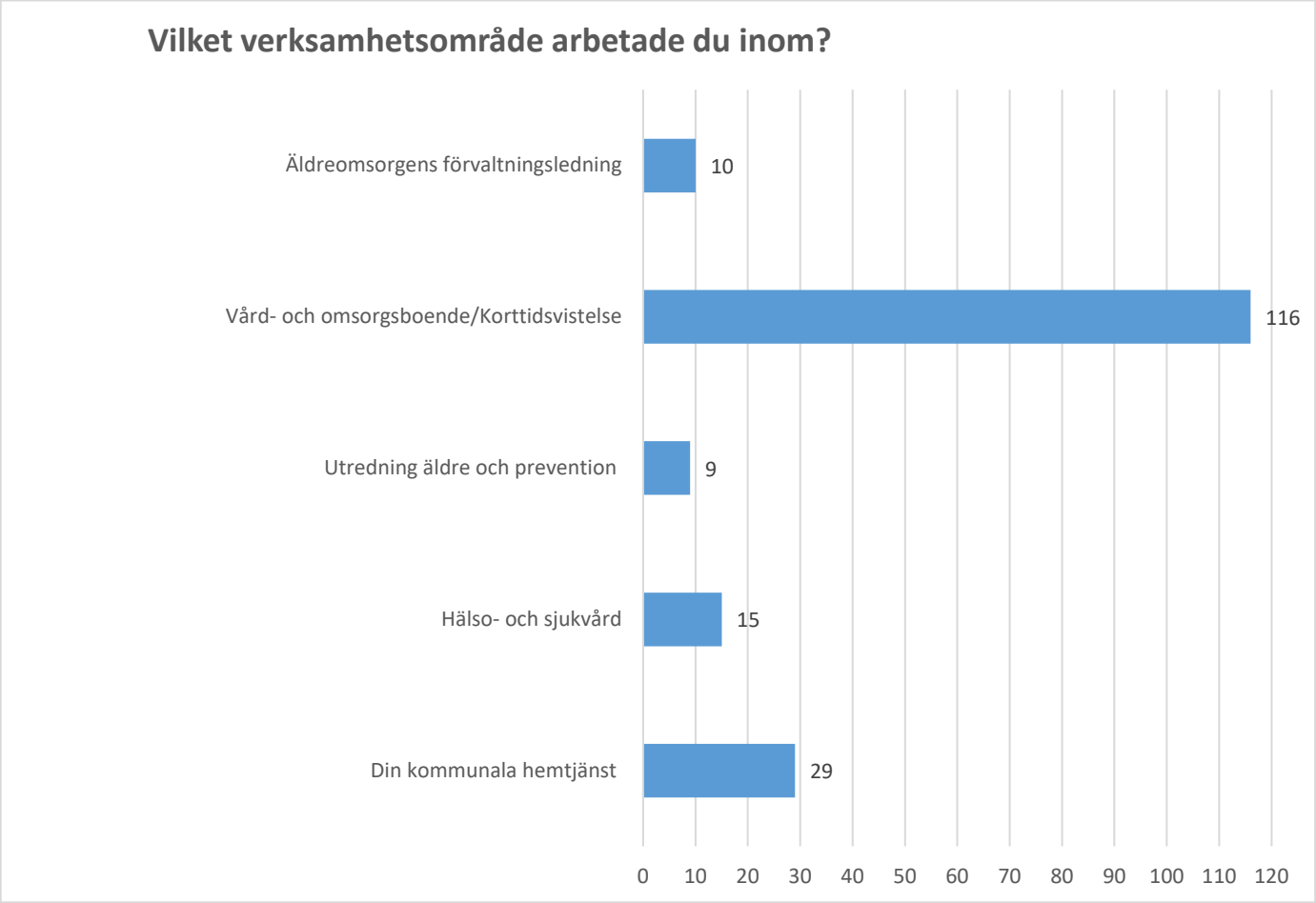
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Introduktion/Kategorisering

Sammantaget antal utskick: 579

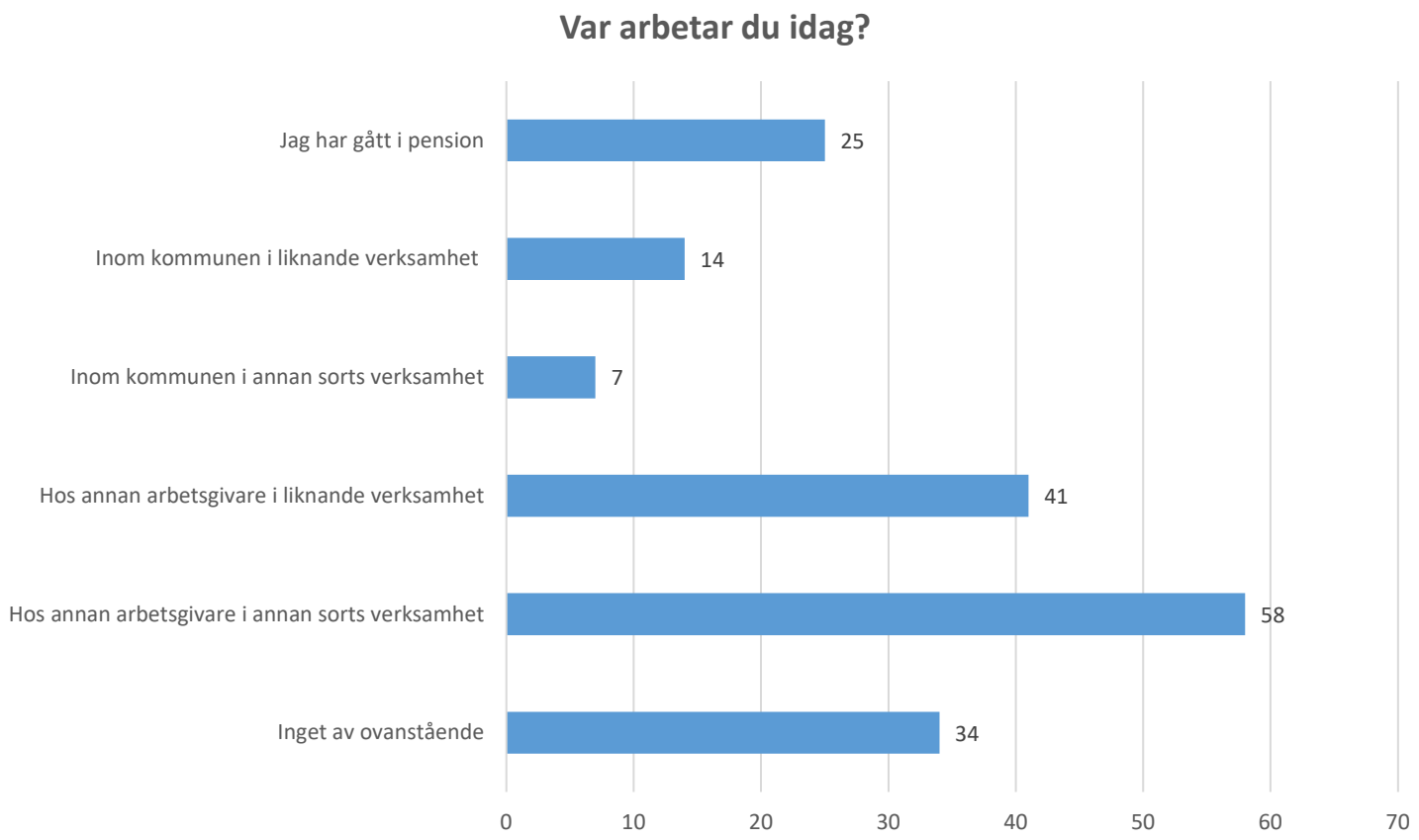
Sammantaget antal svar 179

Svarsfrekvens: 31%



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Introduktion/Kategorisering



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utredning äldre och prevention – Enkätresultat

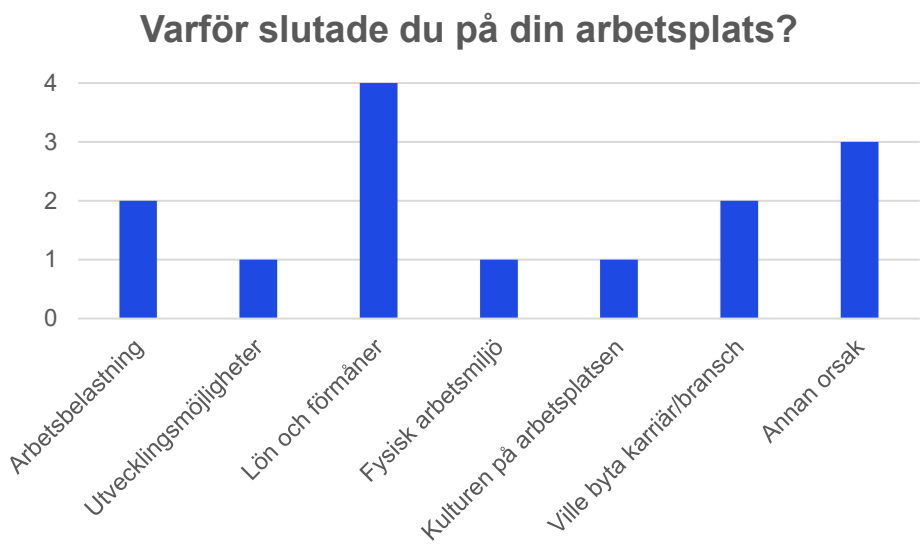
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Document Classification: KPMG Public

Avslut

Vilka av nedanstående faktorer har främst påverkat ditt beslut att sluta på din arbetsplats? (1-3 främsta)

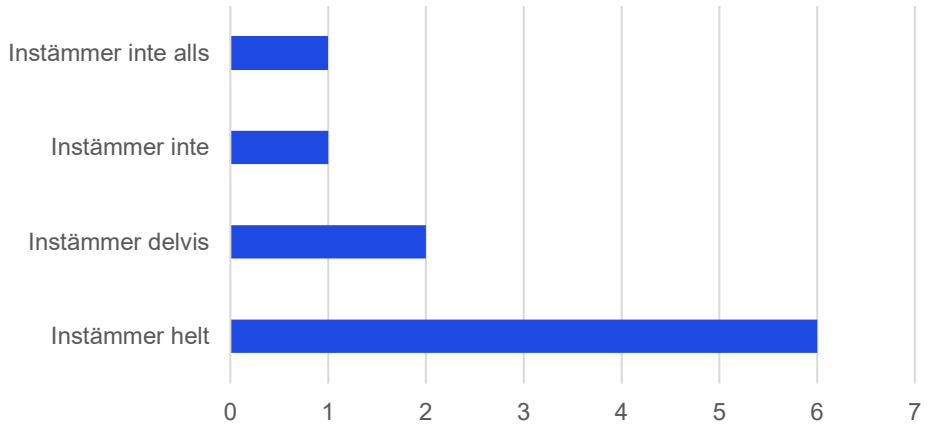
- Arbetsbelastning
- Utvecklingsmöjligheter
- Min närmsta chef
- Förtroende för verksamhetsledningen
- Lön och förmåner
- Fysisk arbetsmiljö
- Kulturen på arbetsplatsen
- Fick inte rätt förutsättningar i introduktionen
- Svårt att kombinera jobb med privatliv
- Ville byta karriär/bransch
- Annan orsak (Fritext)



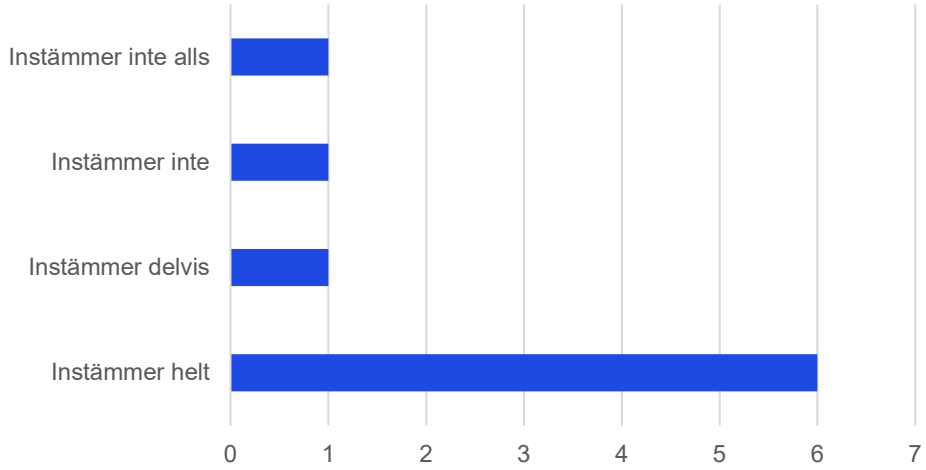
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Upplevelse/syn

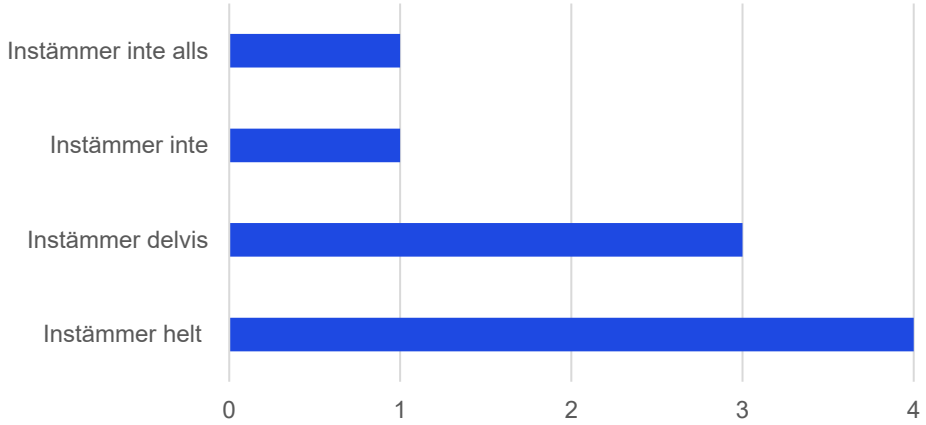
Jag trivdes bra under min anställningsperiod



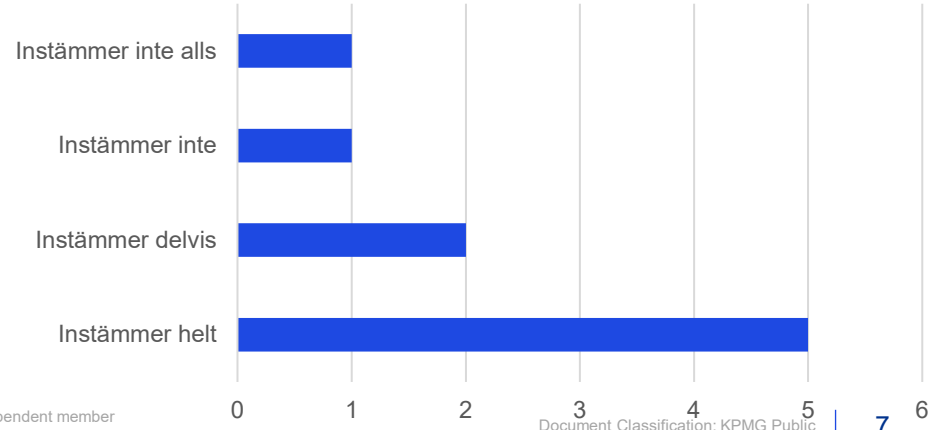
Jag kände mig värdefull på jobbet



Jag kände mig stolt över att arbeta på min arbetsplats



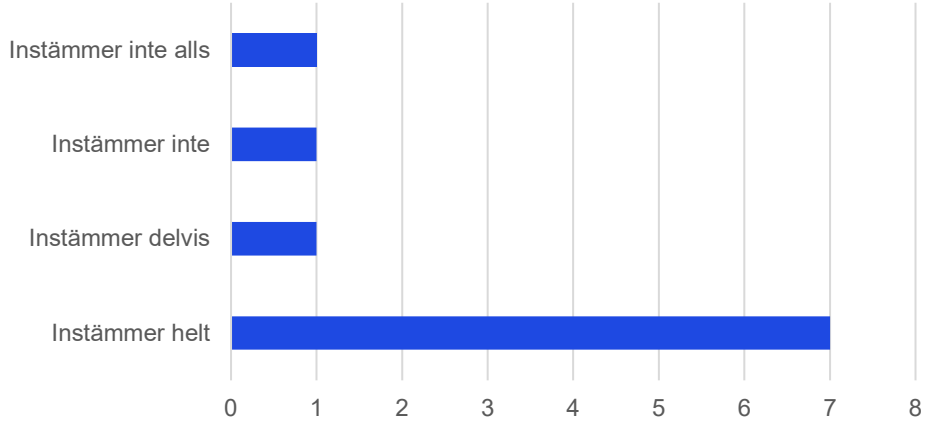
Jag skulle rekommendera arbetsplatsen till en vän/bekant



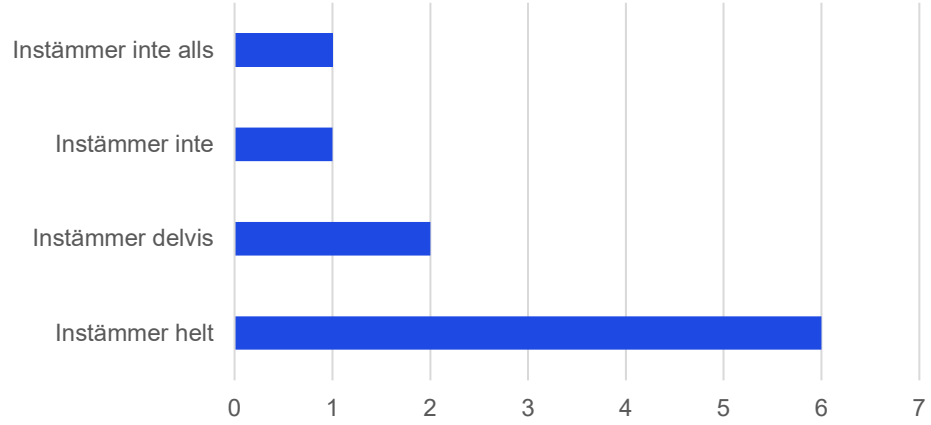
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Dialog och stöd

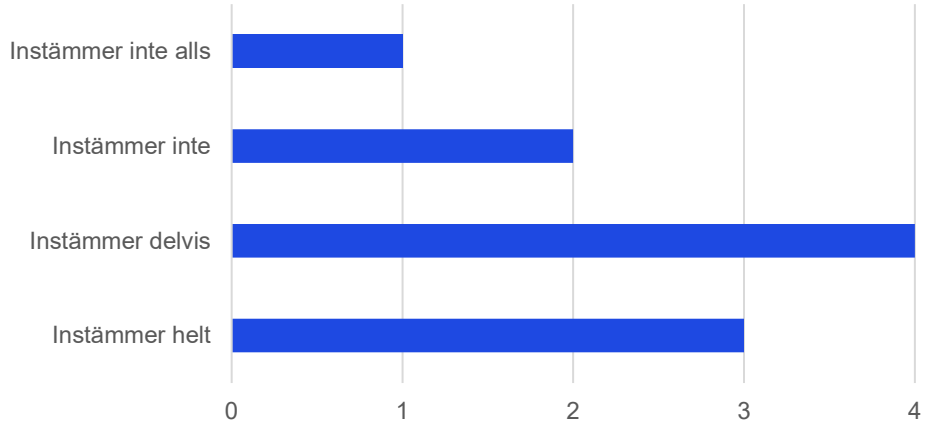
Jag hade en bra relation med mina kollegor



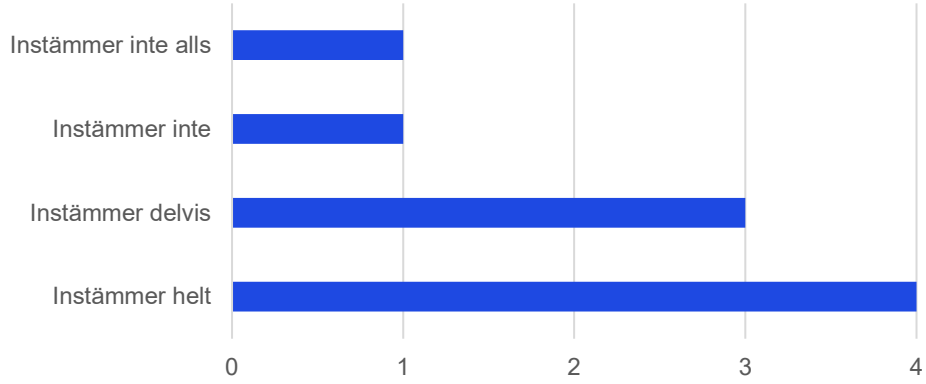
Vi hade ett bra samarbets- och samtalsklimat i min arbetsgrupp



Det var tydligt inom vilka områden jag kunde ha inflytande på arbetsplatsen

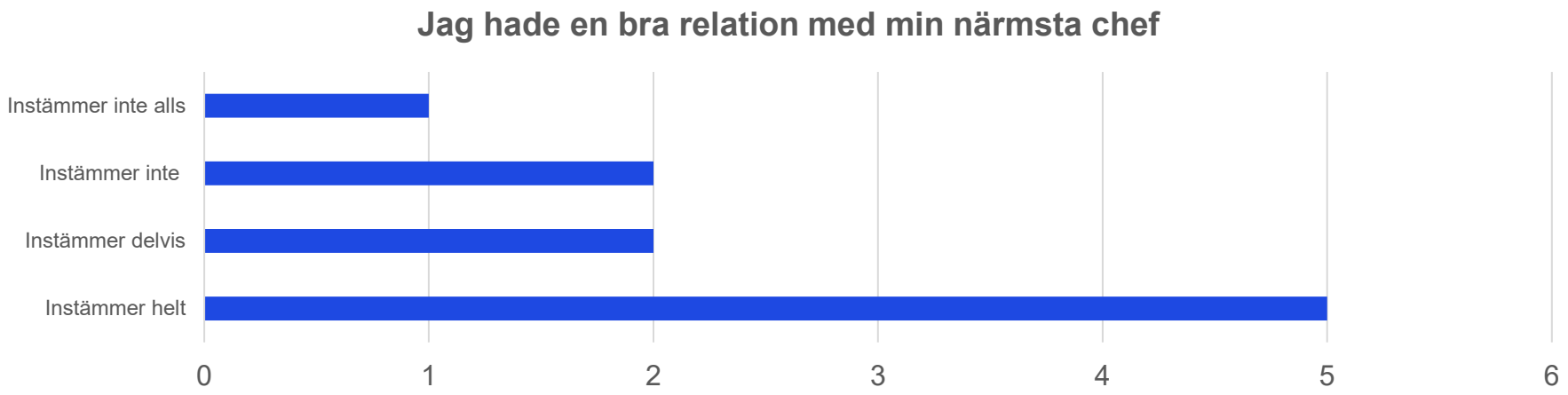


Jag fick tillräckligt med stöd från min närmsta chef i det dagliga arbetet och i att hantera utmaningar på jobbet



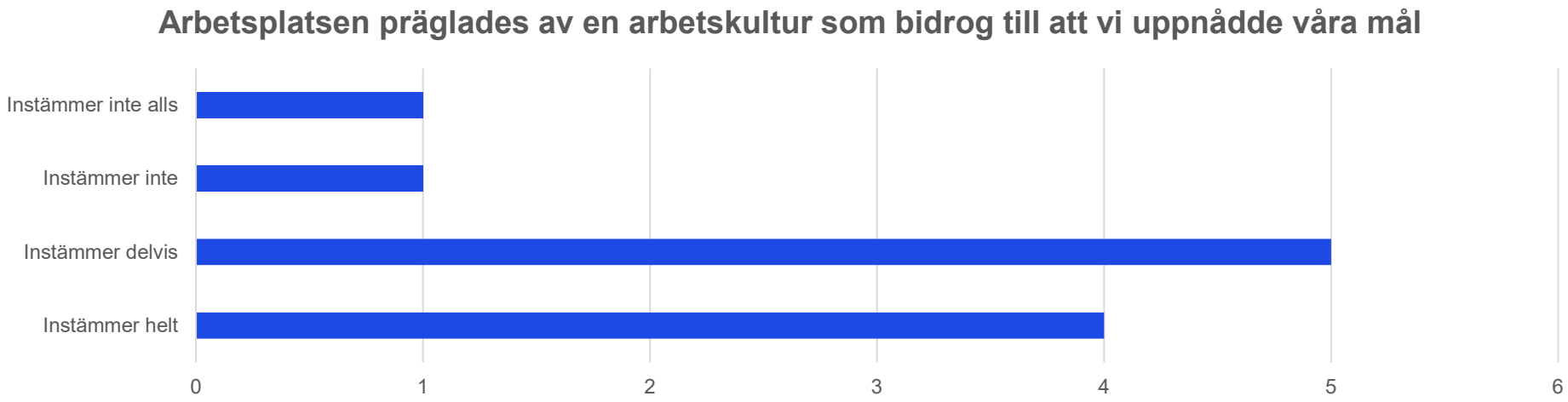
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Dialog och stöd (forts.)



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

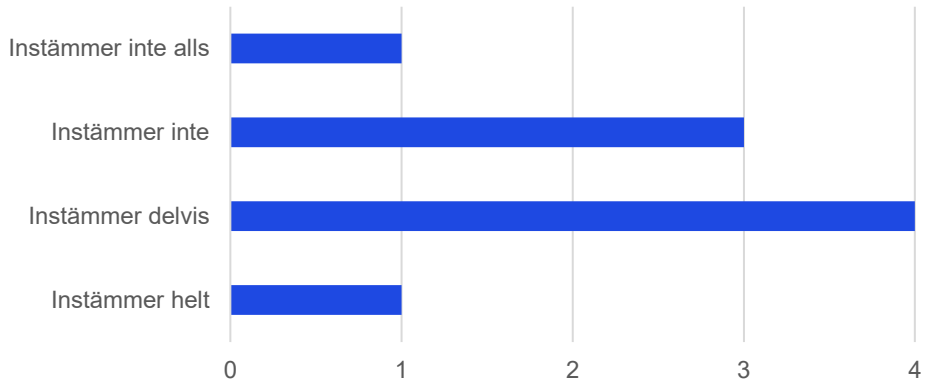
Utveckling



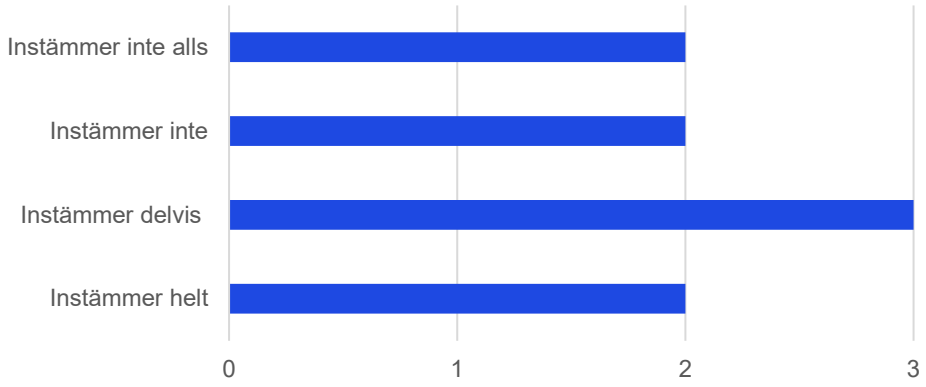
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)

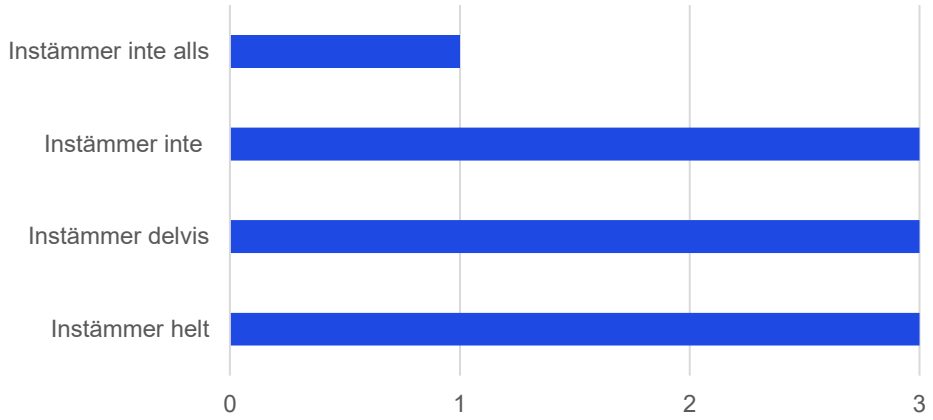
På arbetsplatsen fanns det goda möjligheter för mig att utvecklas och ta större ansvar



Jag litade på att min närmsta chef tog tag i eventuella konflikter/behov av förändringar etc.

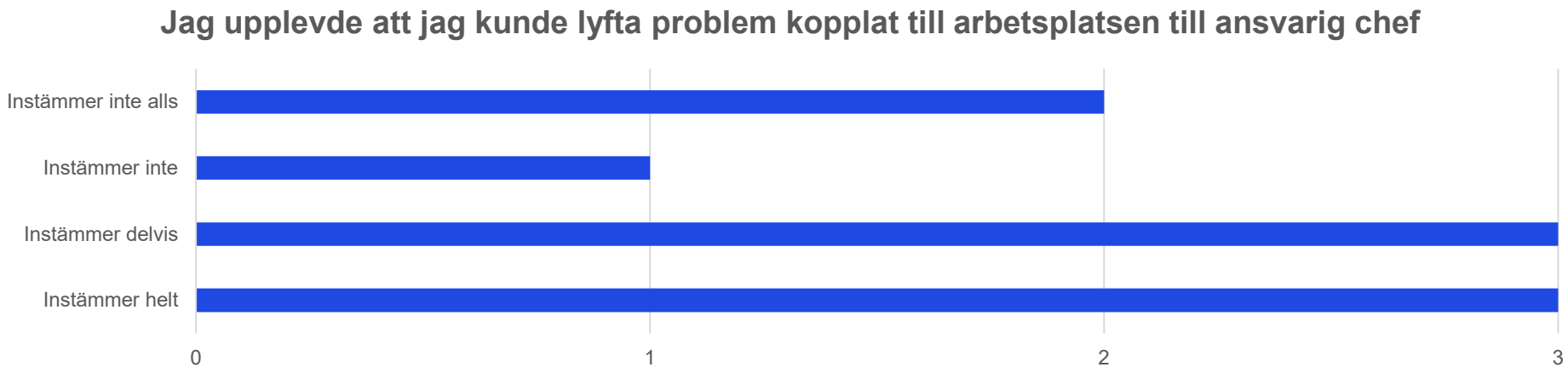


Vi hade en utvecklande dialog om ständiga förbättringar i verksamheten



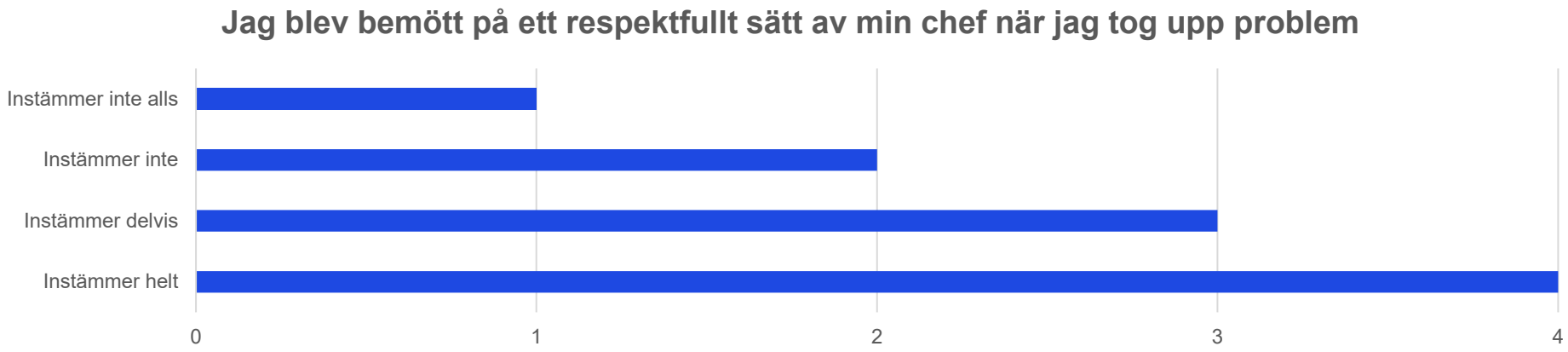
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)



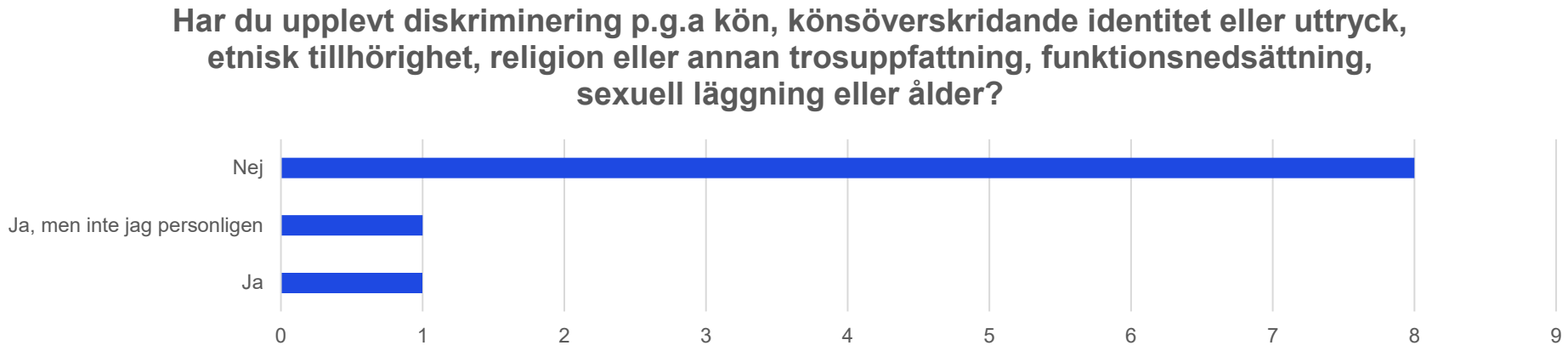
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Värdegrund



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Din kommunala hemtjänst - Enkätresultat

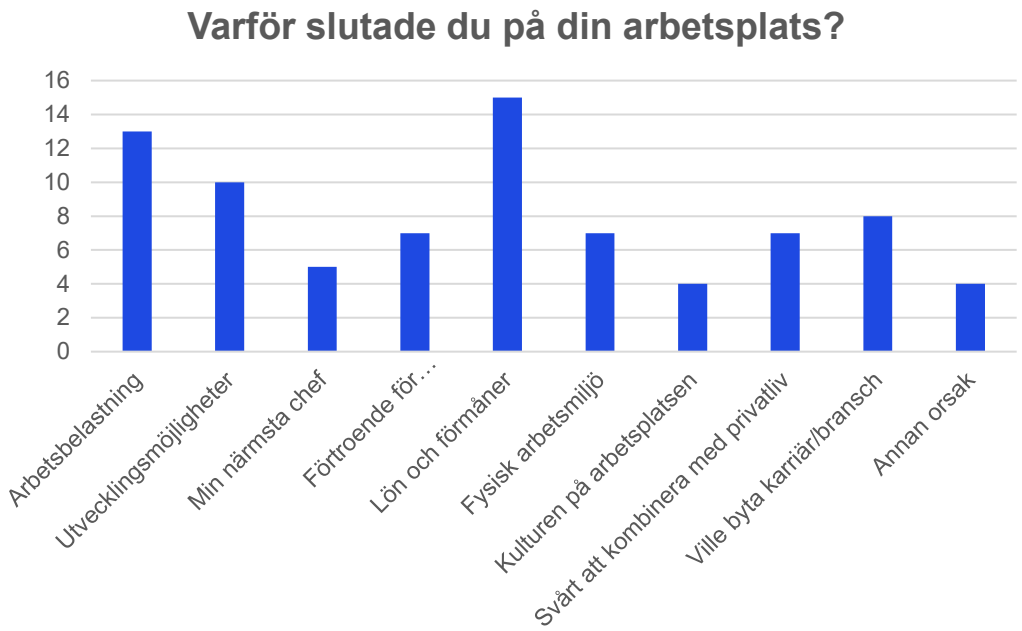
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Document Classification: KPMG Public

Avslut

Vilka av nedanstående faktorer har främst påverkat ditt beslut att sluta på din arbetsplats? (1-3 främsta)

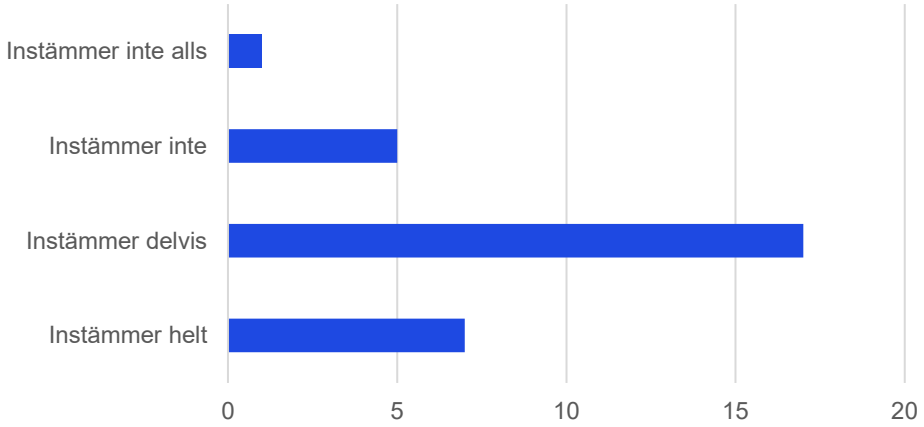
- Arbetsbelastning
- Utvecklingsmöjligheter
- Min närmsta chef
- Förtroende för verksamhetsledningen
- Lön och förmåner
- Fysisk arbetsmiljö
- Kulturen på arbetsplatsen
- Fick inte rätt förutsättningar i introduktionen
- Svårt att kombinera jobb med privatliv
- Ville byta karriär/bransch
- Annan orsak (Fritext)



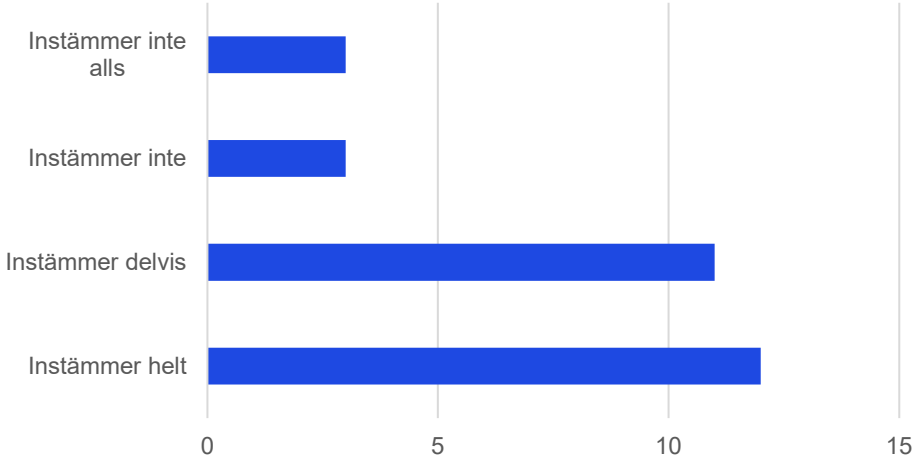
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Upplevelse/syn

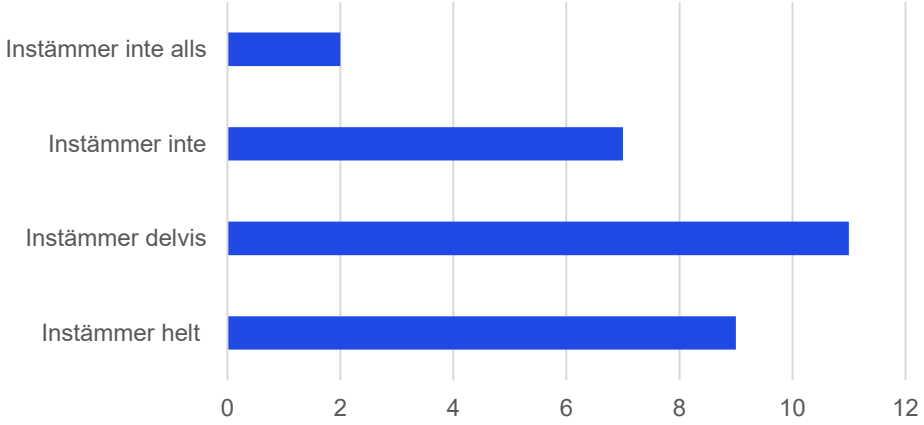
Jag trivdes bra under min anställningsperiod



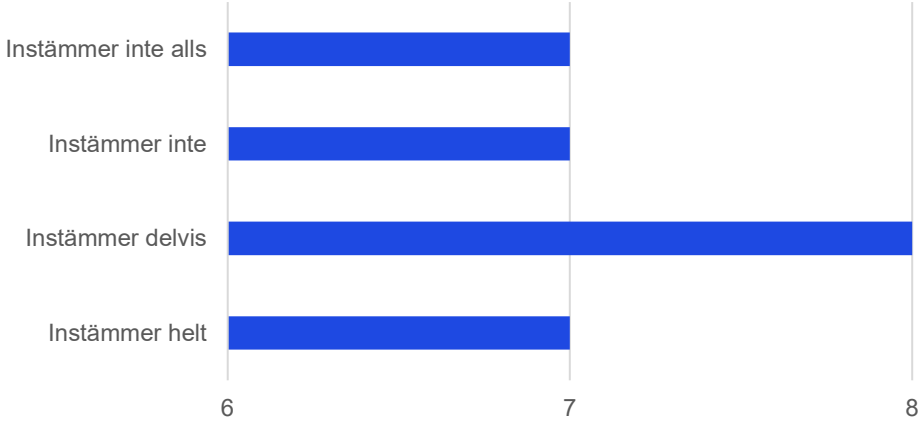
Jag kände mig värdefull på jobbet



Jag kände mig stolt över att arbeta på min arbetsplats



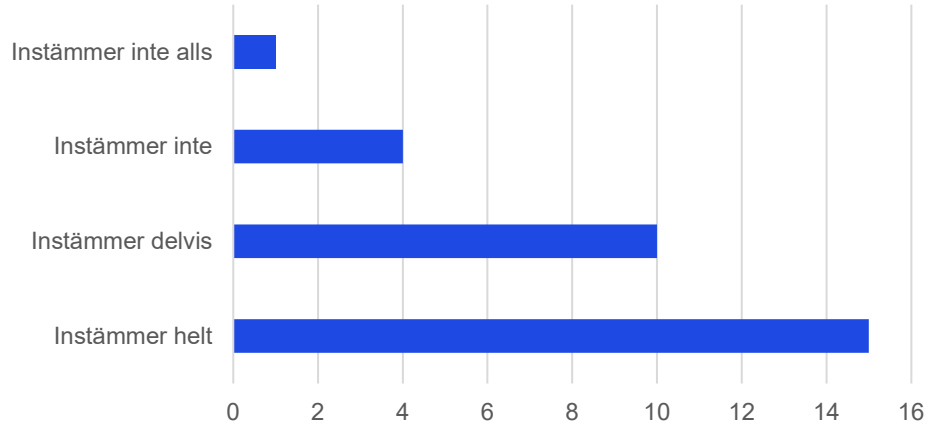
Jag skulle rekommendera arbetsplatsen till en vän/bekant



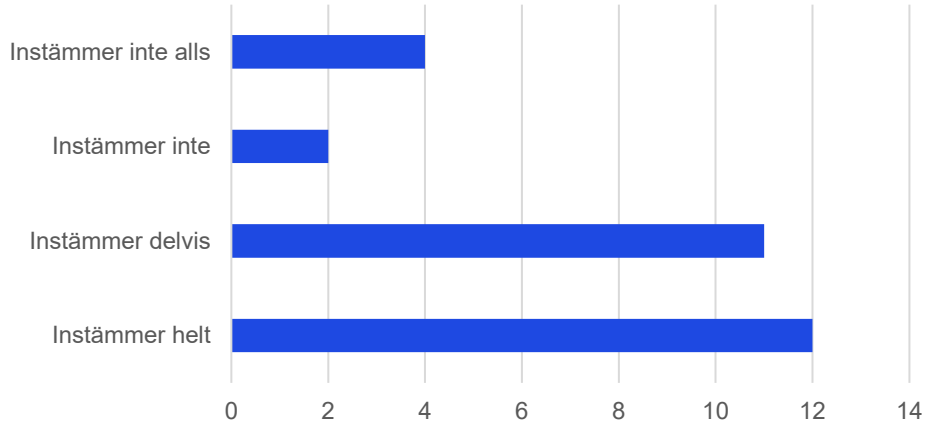
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Dialog och stöd

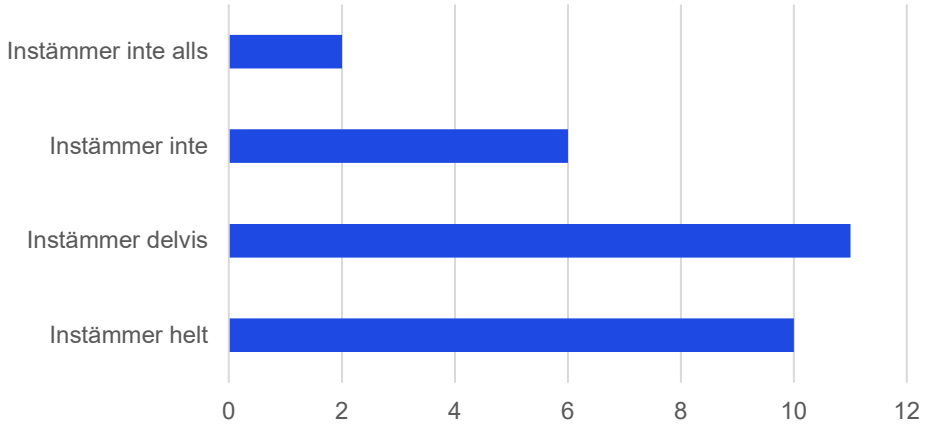
Jag hade en bra relation med mina kollegor



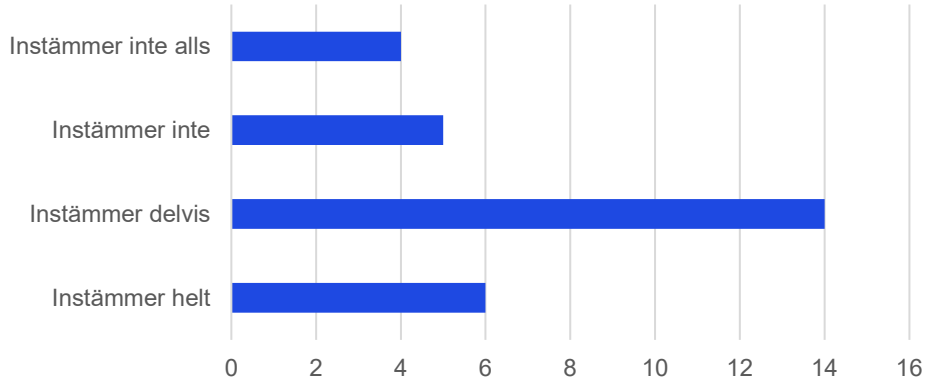
Vi hade ett bra samarbets- och samtalsklimat i min arbetsgrupp



Det var tydligt inom vilka områden jag kunde ha inflytande på arbetsplatsen

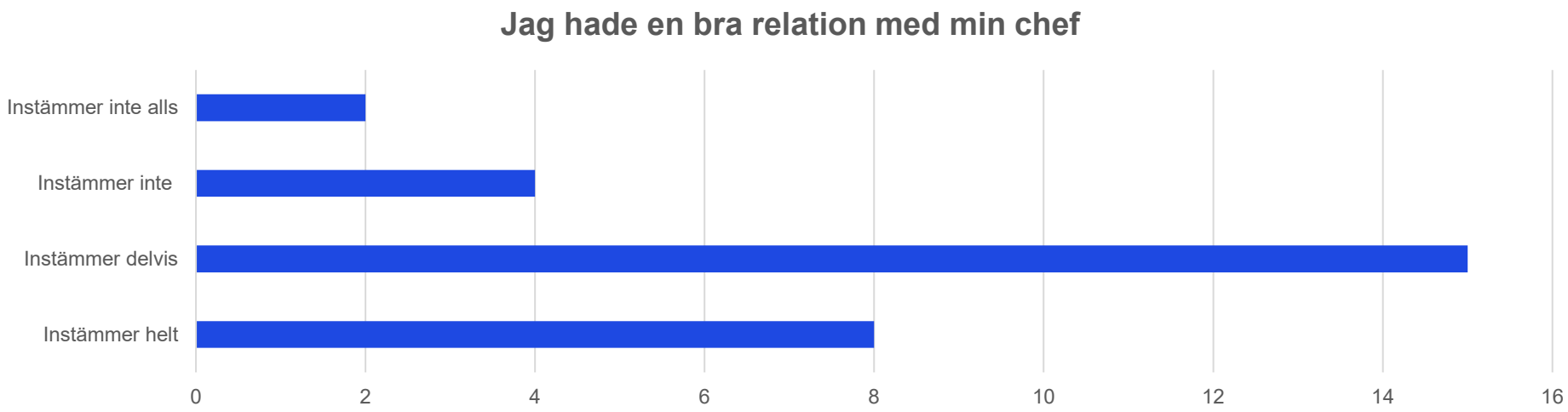


Jag fick tillräckligt med stöd från min närmsta chef i det dagliga arbetet och i att hantera utmaningar på jobbet



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

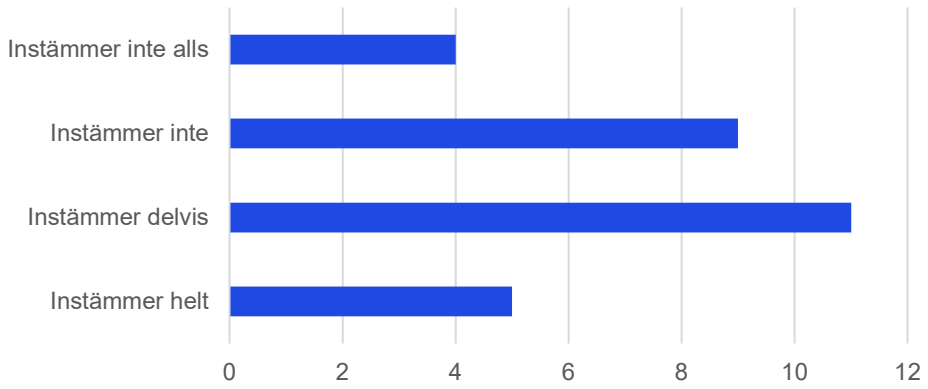
Dialog och stöd (forts.)



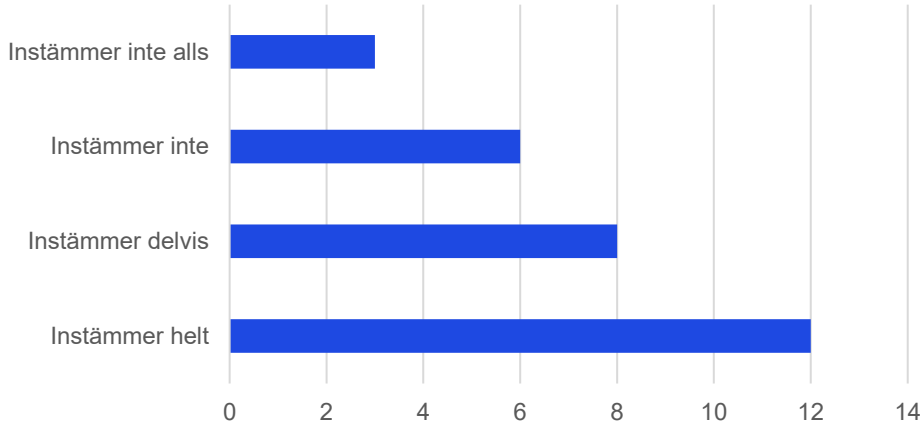
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling

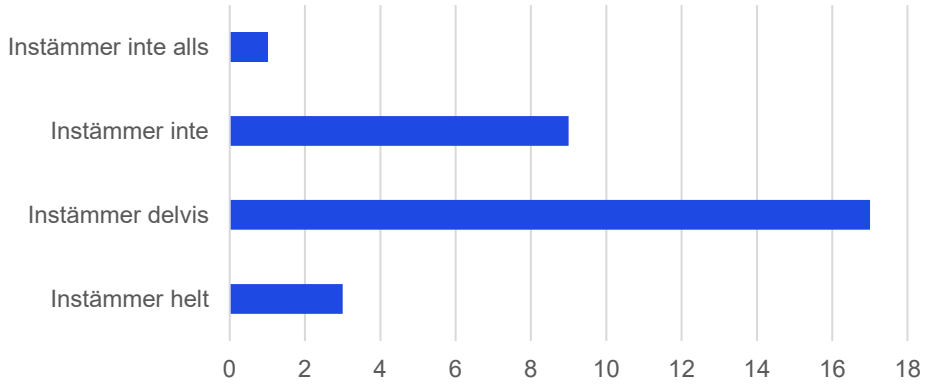
På arbetsplatsen fanns det goda möjligheter för mig att utvecklas och ta större ansvar



Jag blev bemött på ett respektfullt sätt av min chef när jag tog upp problem

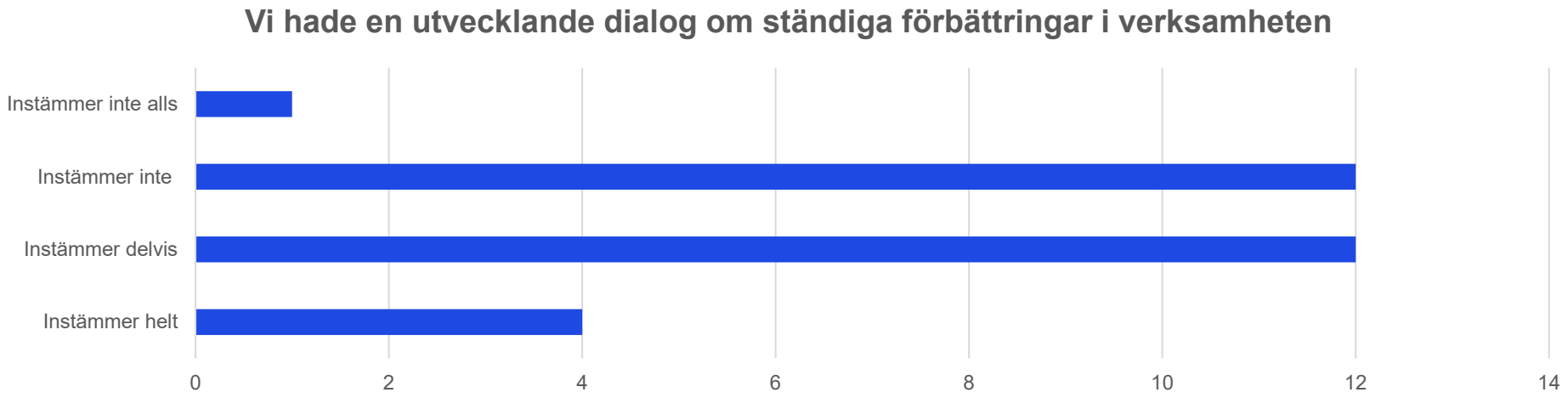


Arbetsplatsen präglades av en arbetskultur som bidrog till att vi uppnådde våra mål



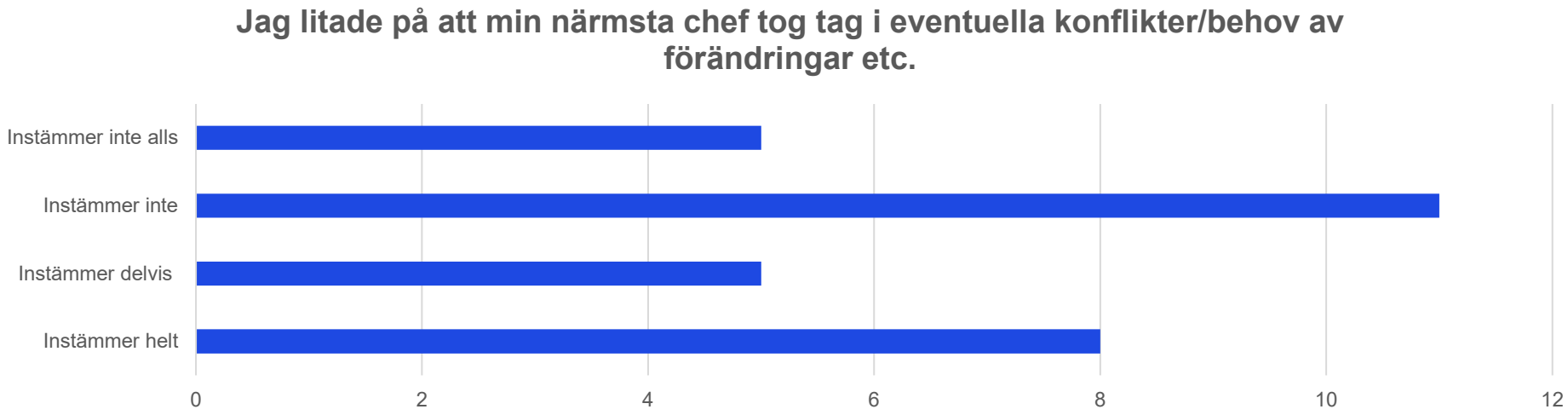
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)



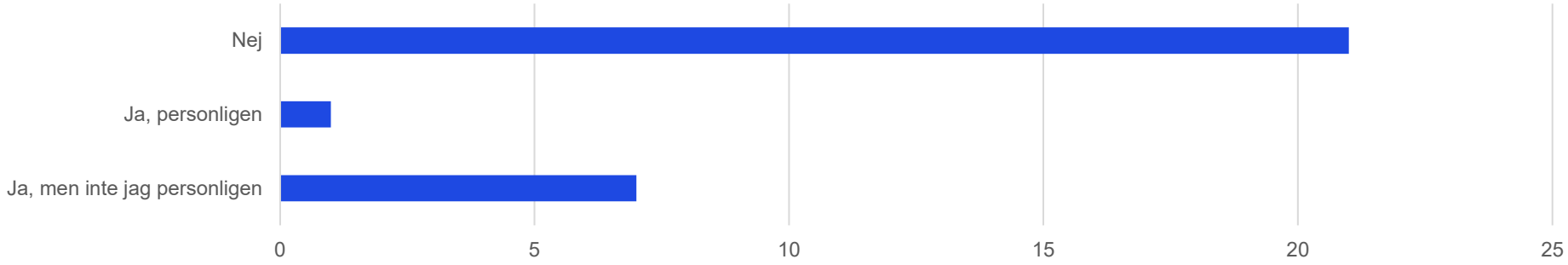
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)

© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Värdegrund

Har du upplevt diskriminering p.g.a kön, könsöverskridande identitet eller uttryck, etnisk tillhörighet, religion eller annan trosuppfattning, funktionsnedsättning, sexuell läggning eller ålder?



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Hälso- och sjukvård – Enkätresultat

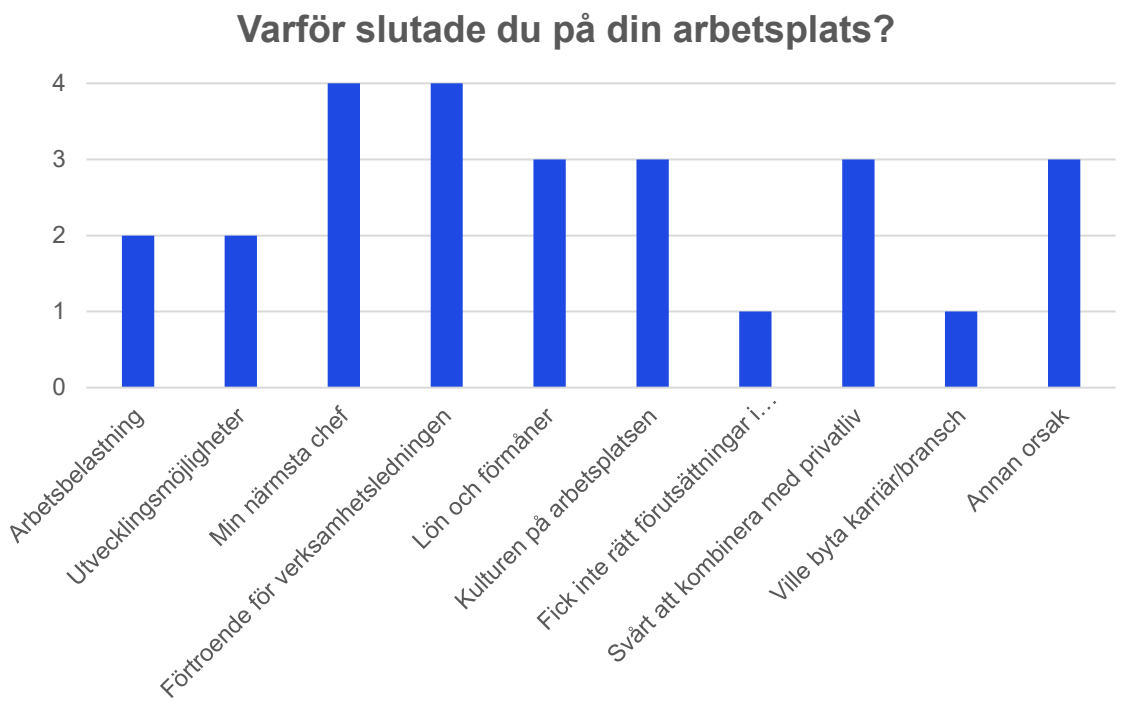
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Document Classification: KPMG Public

Avslut

Vilka av nedanstående faktorer har främst påverkat ditt beslut att sluta på din arbetsplats? (1-3 främsta)

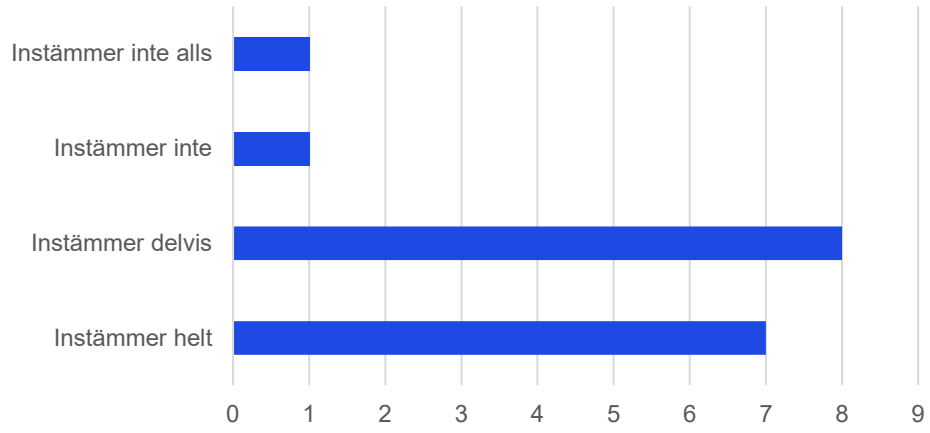
- Arbetsbelastning
- Utvecklingsmöjligheter
- Min närmsta chef
- Förtroende för verksamhetsledningen
- Lön och förmåner
- Fysisk arbetsmiljö
- Kulturen på arbetsplatsen
- Fick inte rätt förutsättningar i introduktionen
- Svårt att kombinera jobb med privatliv
- Ville byta karriär/bransch
- Annan orsak (Fritext)



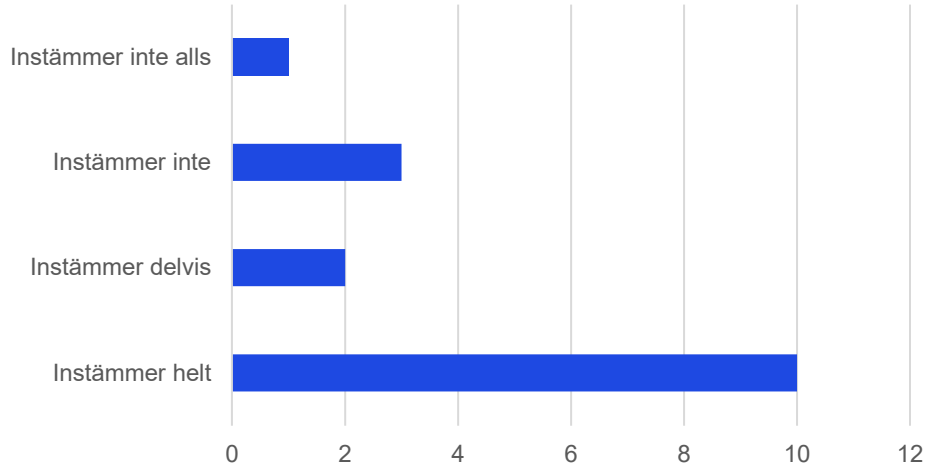
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Upplevelse/syn

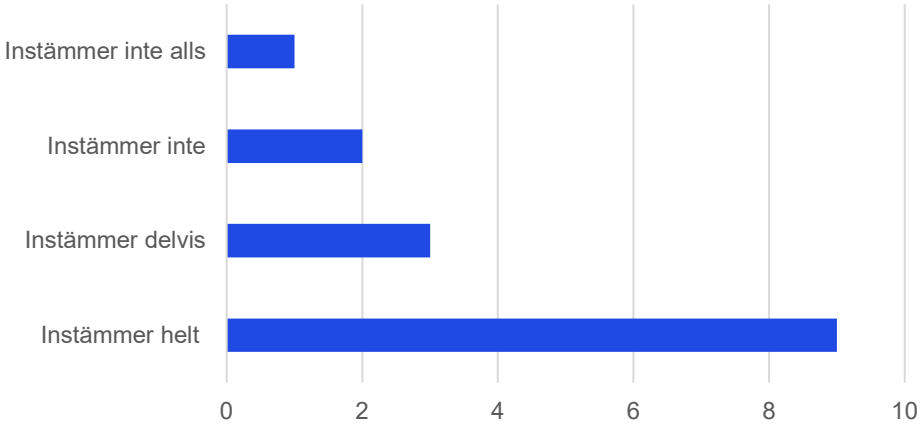
Jag trivdes bra under min anställningsperiod



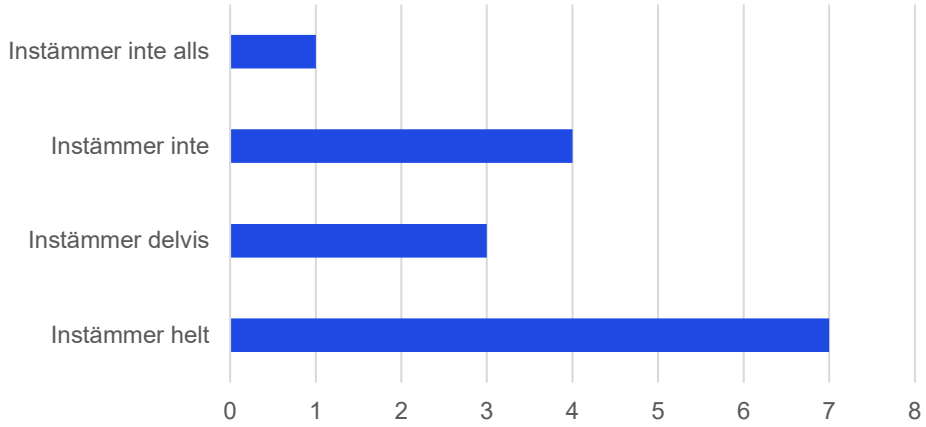
Jag kände mig värdefull på jobbet



Jag kände mig stolt över att arbeta på min arbetsplats



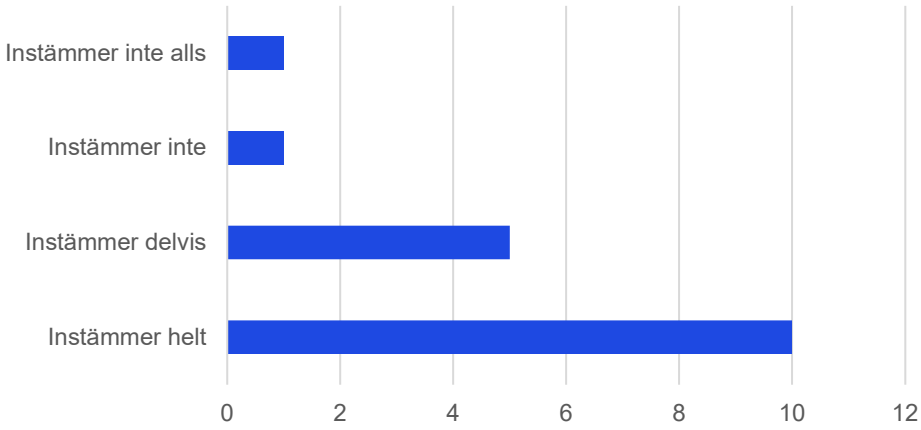
Jag skulle rekommendera arbetsplatsen till en vän/bekant



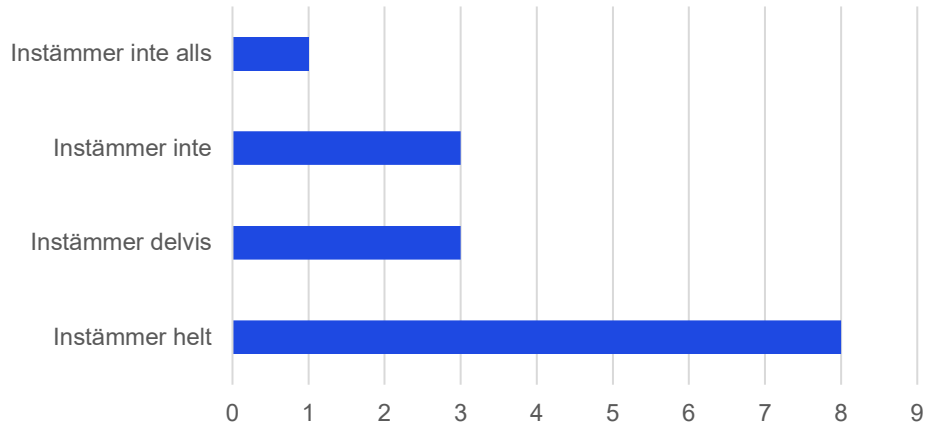
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Dialog och stöd

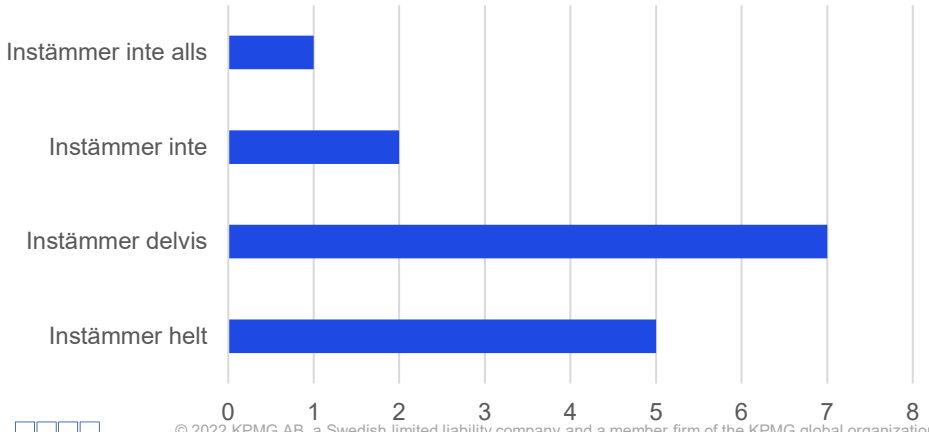
Jag hade en bra relation med mina kollegor



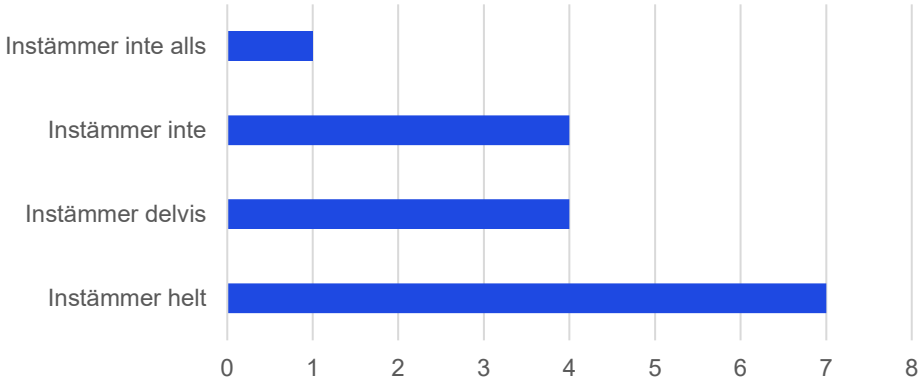
Vi hade ett bra samarbets- och samtalsklimat i min arbetsgrupp



Det var tydligt inom vilka områden jag kunde ha inflytande på arbetsplatsen

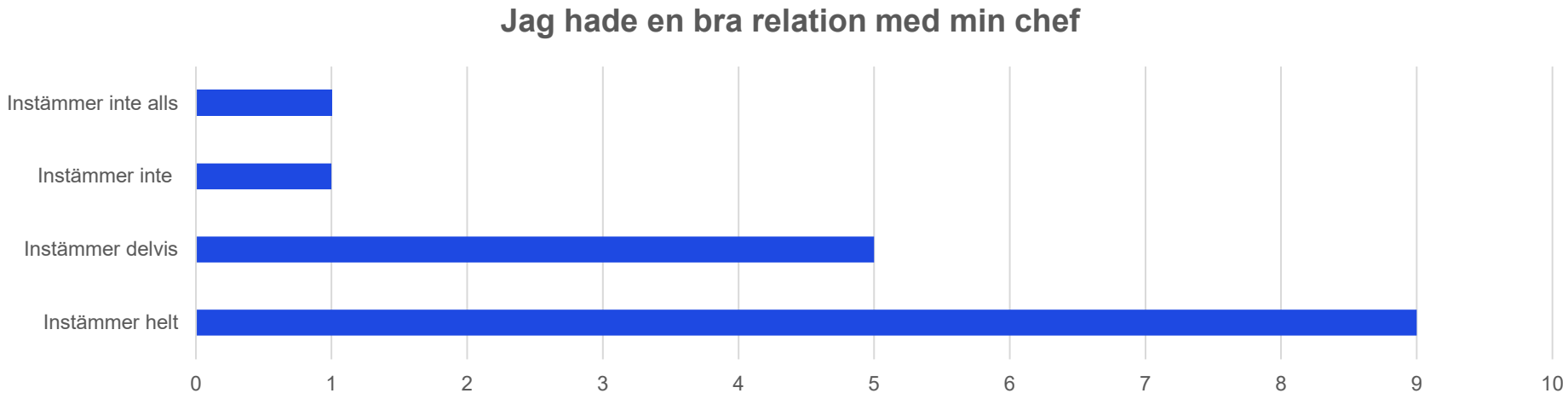


Jag fick tillräckligt med stöd från min närmsta chef i det dagliga arbetet och i att hantera utmaningar på jobbet



KPMG
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

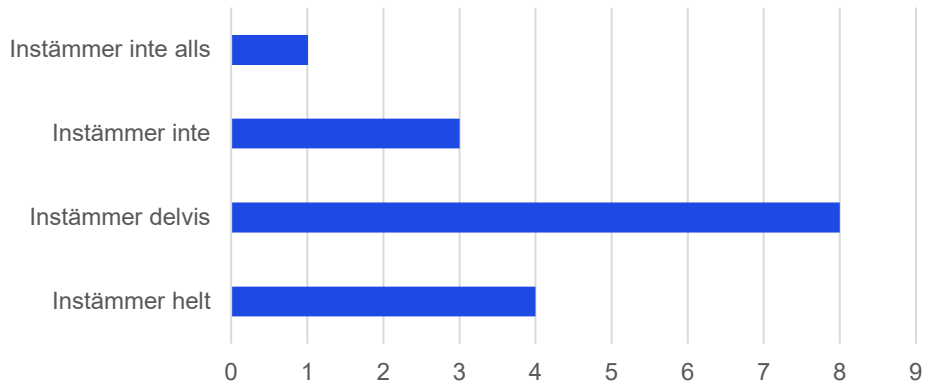
Dialog och stöd (forts.)



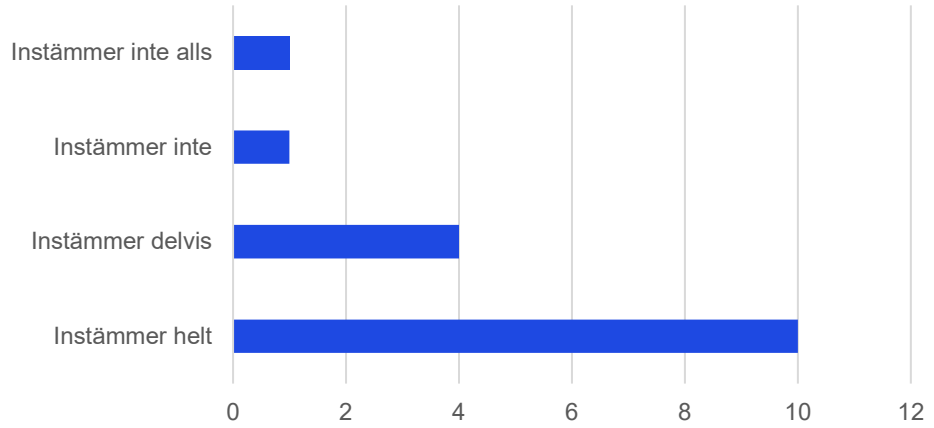
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling

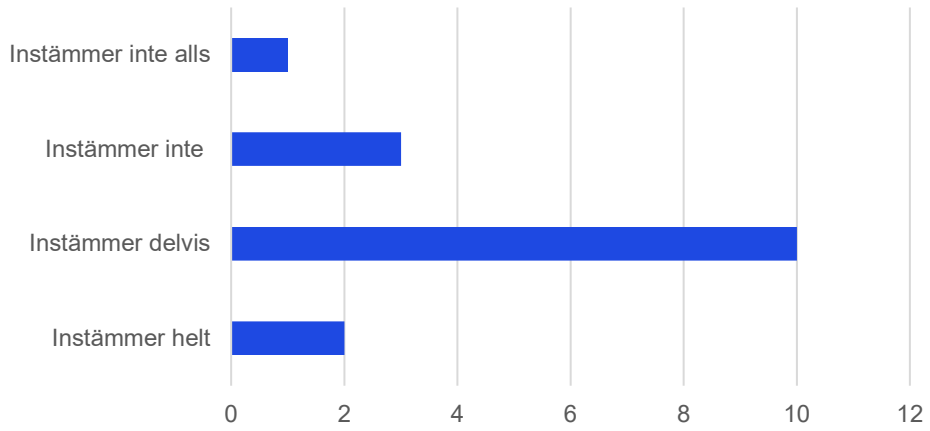
På arbetsplatsen fanns det goda möjligheter för mig att utvecklas och ta större ansvar



Jag blev bemött på ett respektfullt sätt av min chef när jag tog upp problem

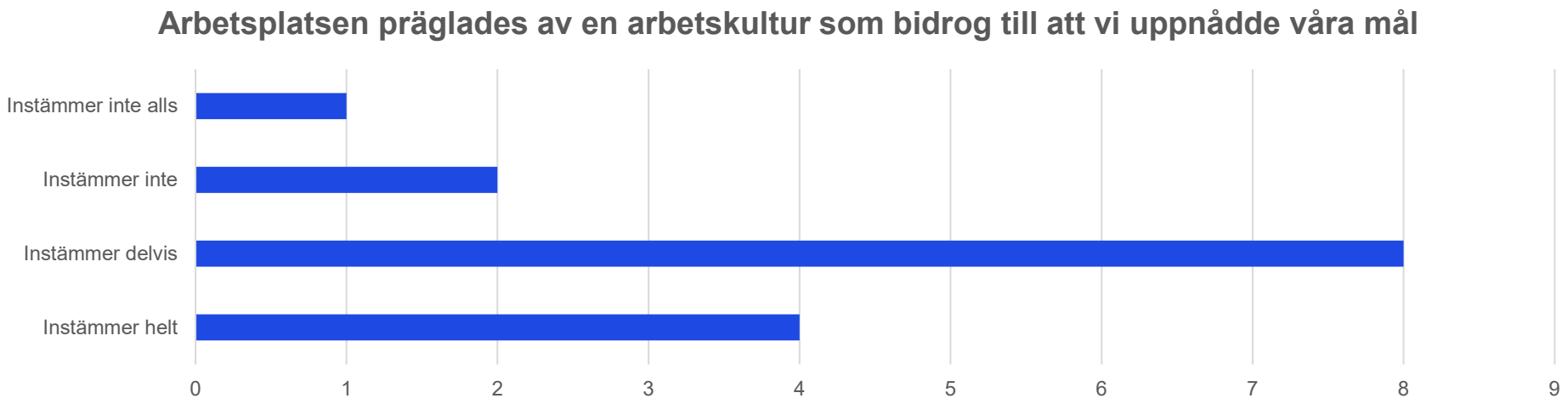


Vi hade en utvecklande dialog om ständiga förbättringar i verksamheten



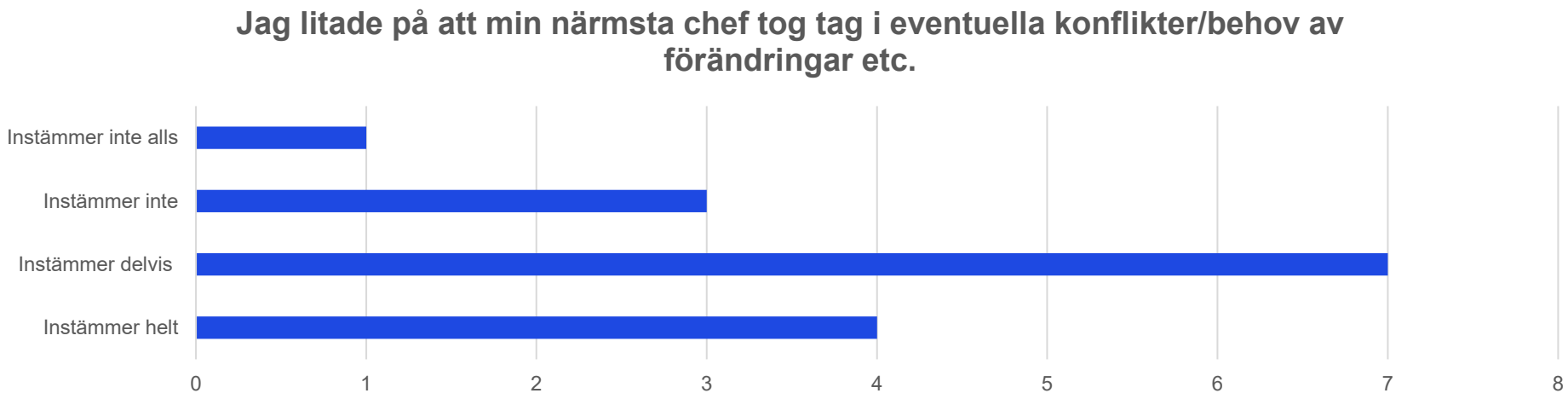
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)



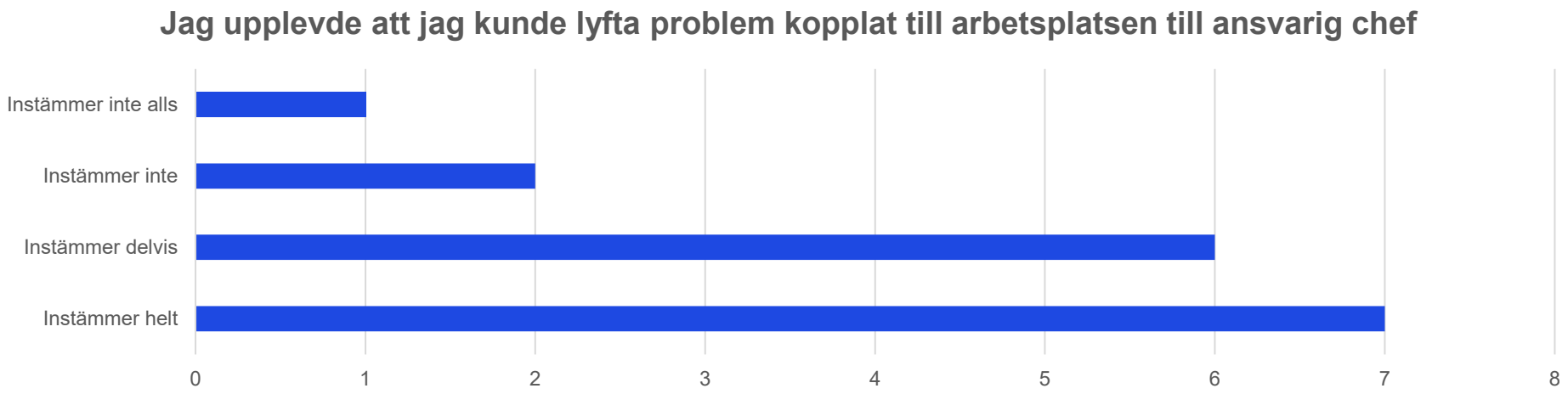
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)



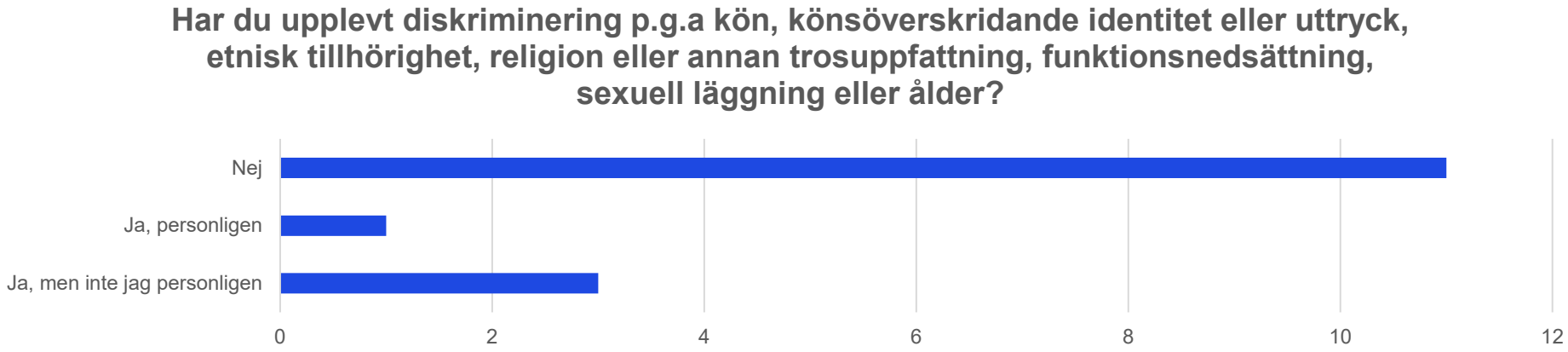
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Värdegrund



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Vård- och omsorgsboende/korttidsvistelse – Enkätresultat

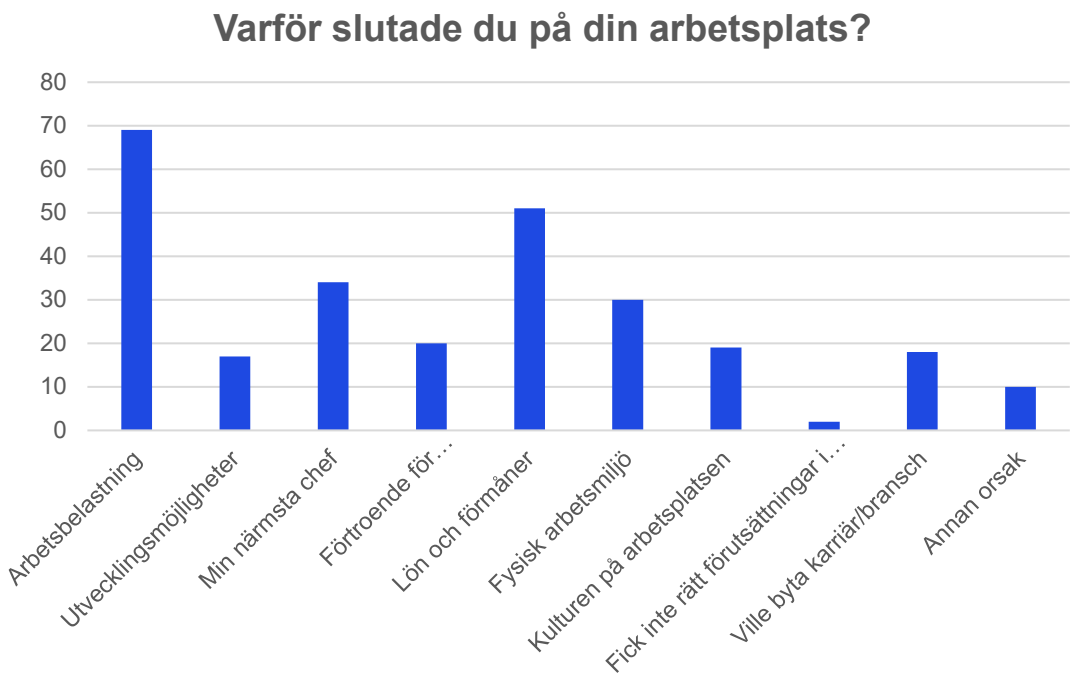
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Document Classification: KPMG Public

Avslut

Vilka av nedanstående faktorer har främst påverkat ditt beslut att sluta på din arbetsplats? (1-3 främsta)

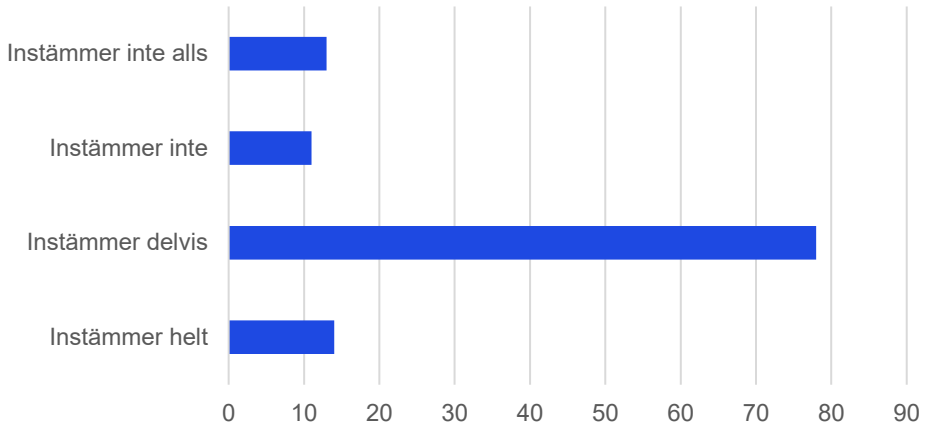
- Arbetsbelastning
- Utvecklingsmöjligheter
- Min närmsta chef
- Förtroende för verksamhetsledningen
- Lön och förmåner
- Fysisk arbetsmiljö
- Kulturen på arbetsplatsen
- Fick inte rätt förutsättningar i introduktionen
- Svårt att kombinera jobb med privatliv
- Ville byta karriär/bransch
- Annan orsak (Fritext)



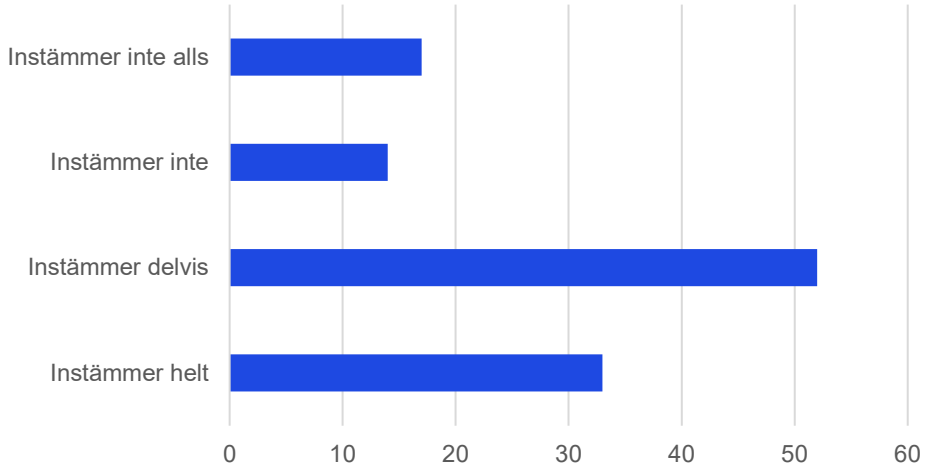
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Upplevelse/syn

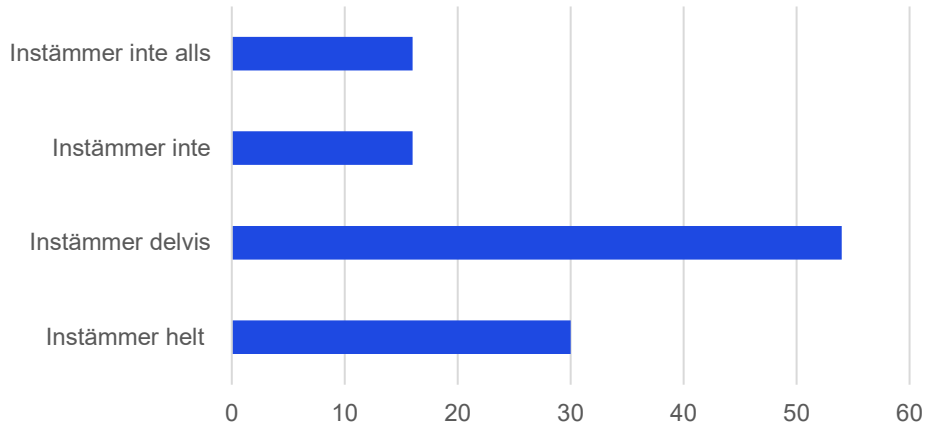
Jag trivdes bra under min anställningsperiod



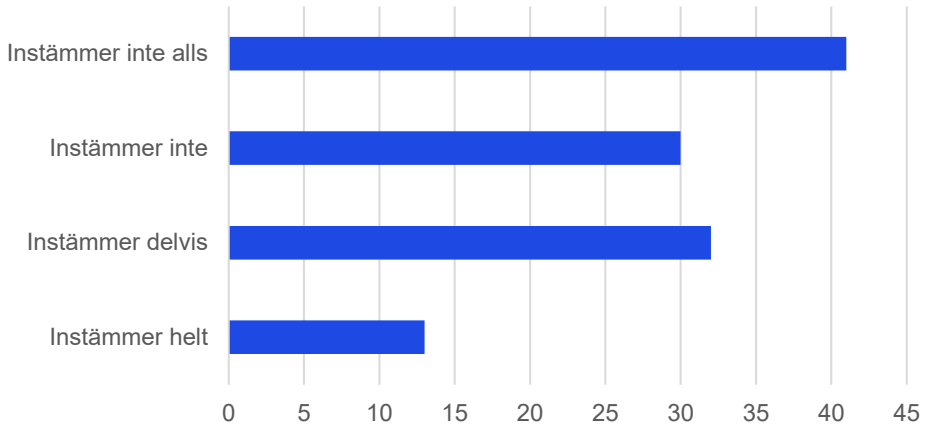
Jag kände mig värdefull på jobbet



Jag kände mig stolt över att arbeta på min arbetsplats



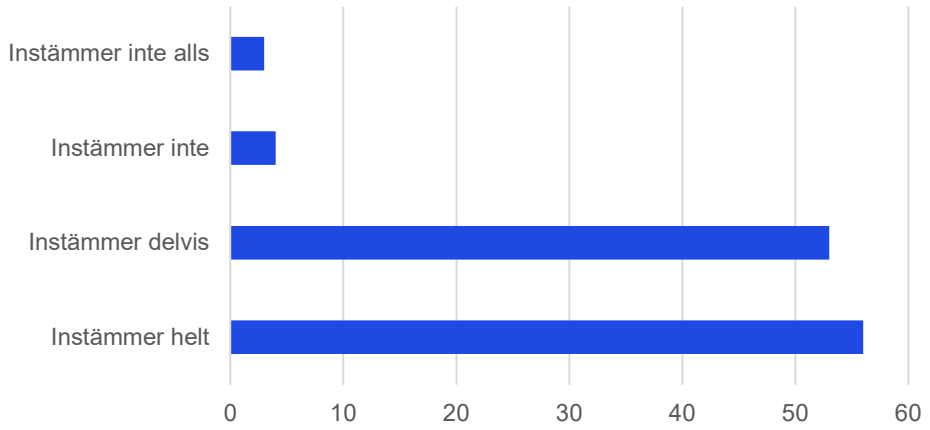
Jag skulle rekommendera arbetsplatsen till en vän/bekant



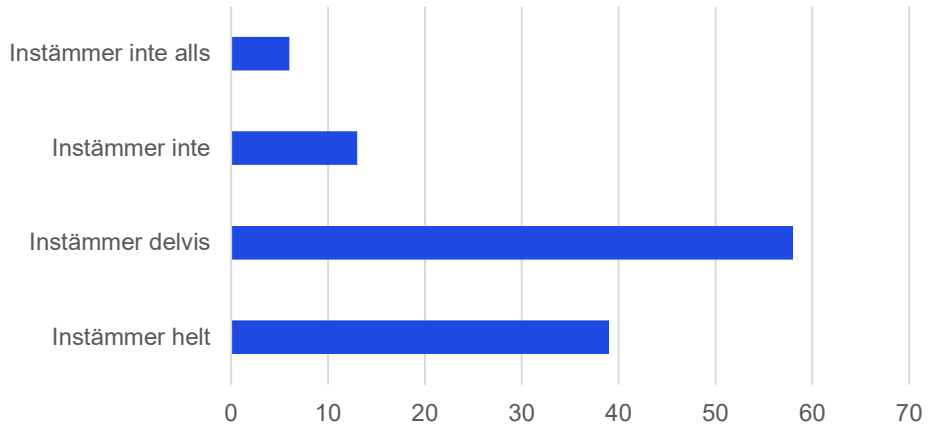
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Dialog och stöd

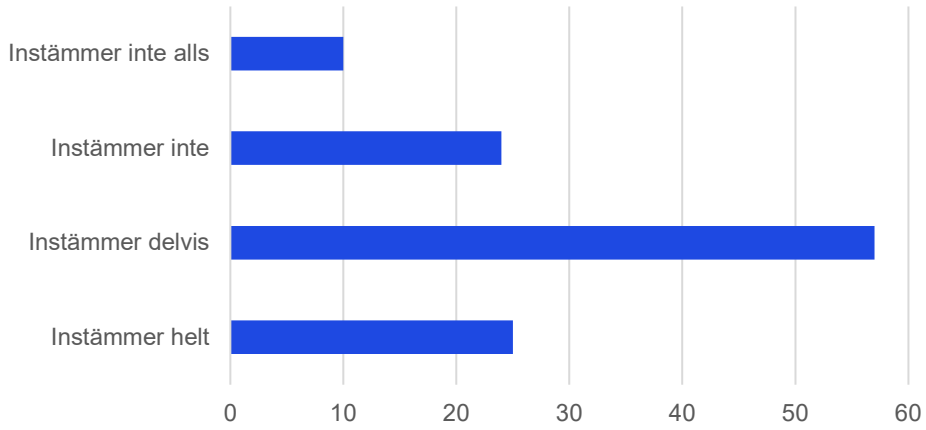
Jag hade en bra relation med mina kollegor



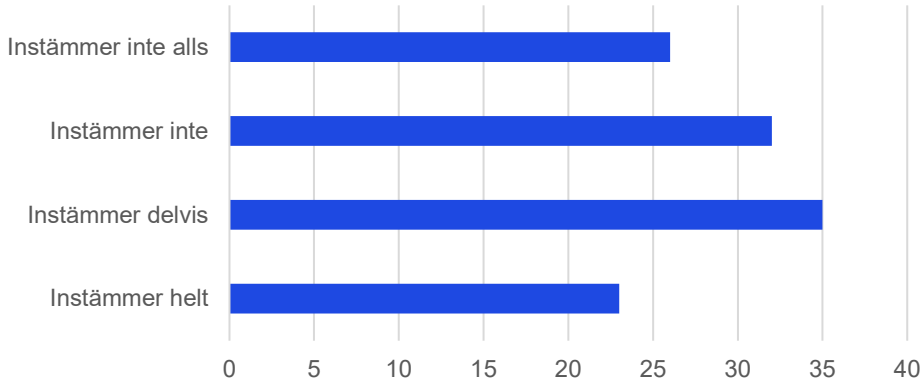
Vi hade ett bra samarbets- och samtalsklimat i min arbetsgrupp



Det var tydligt inom vilka områden jag kunde ha inflytande på arbetsplatsen

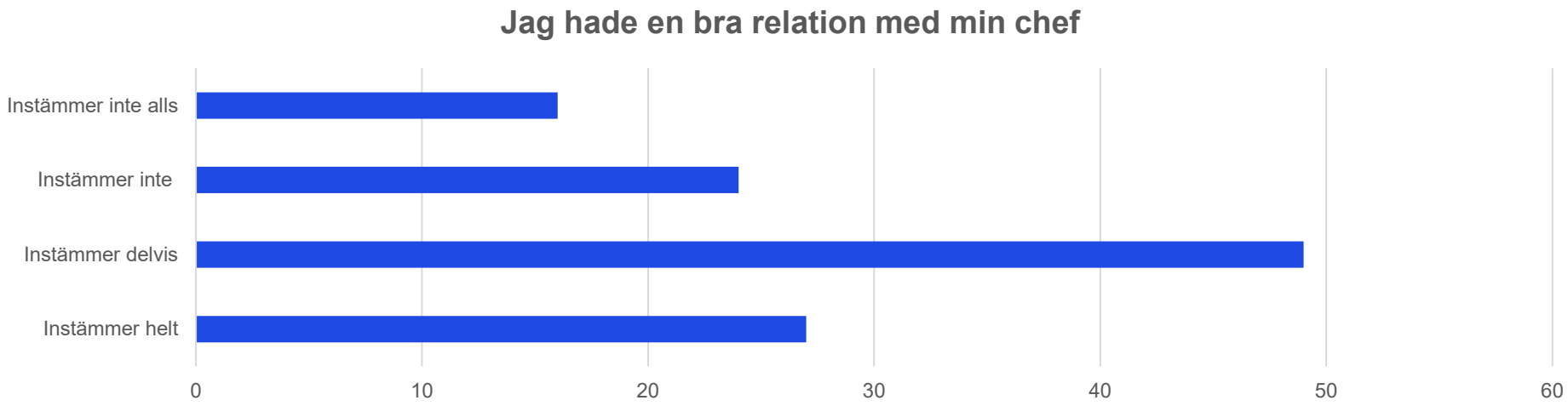


Jag fick tillräckligt med stöd från min närmsta chef i det dagliga arbetet och i att hantera utmaningar på jobbet



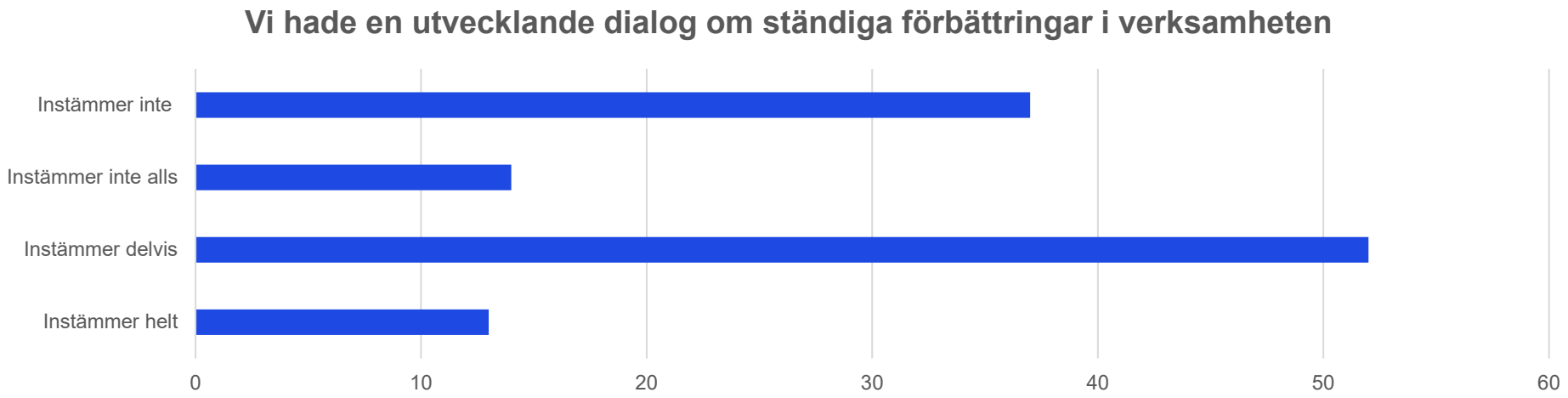
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Dialog och stöd (forts.)



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

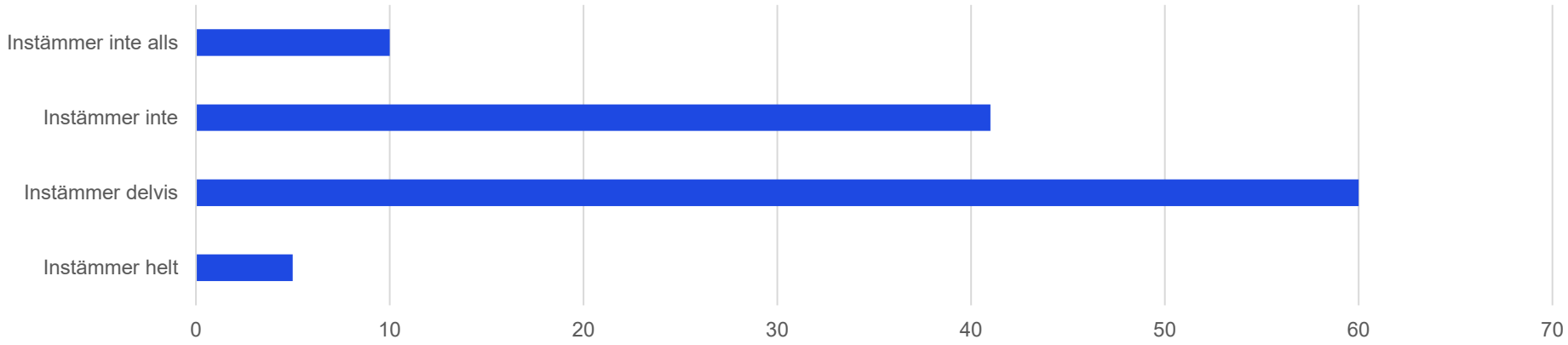
Utveckling



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

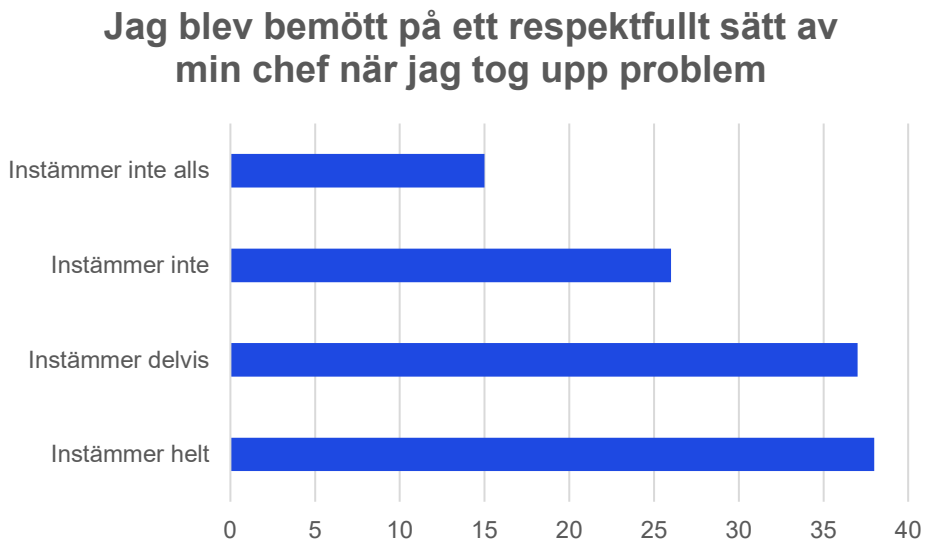
Utveckling (forts.)

Arbetsplatsen präglades av en arbetskultur som bidrog till att vi uppnådde våra mål



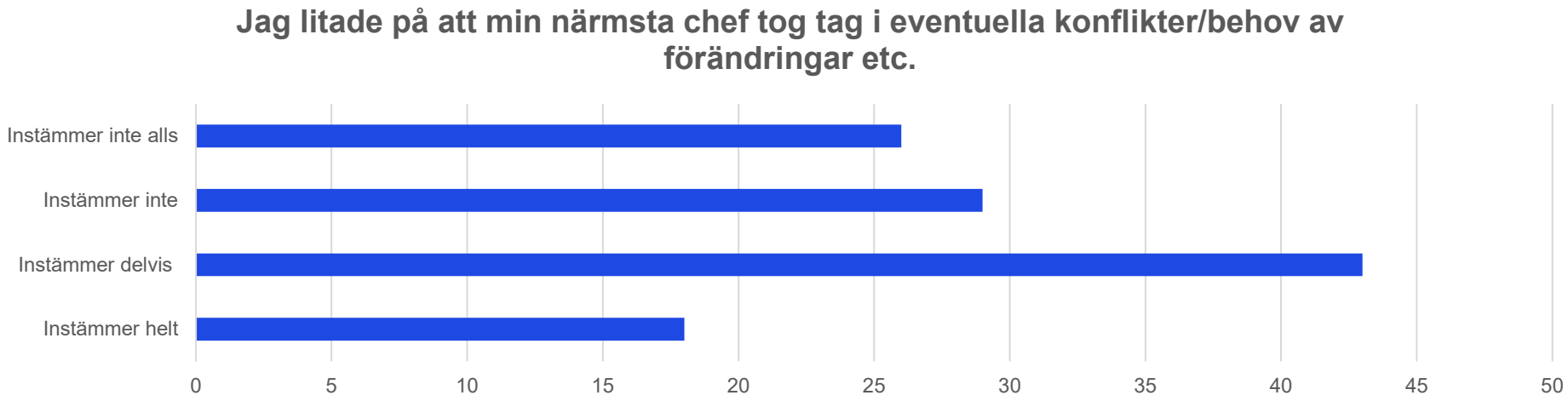
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)



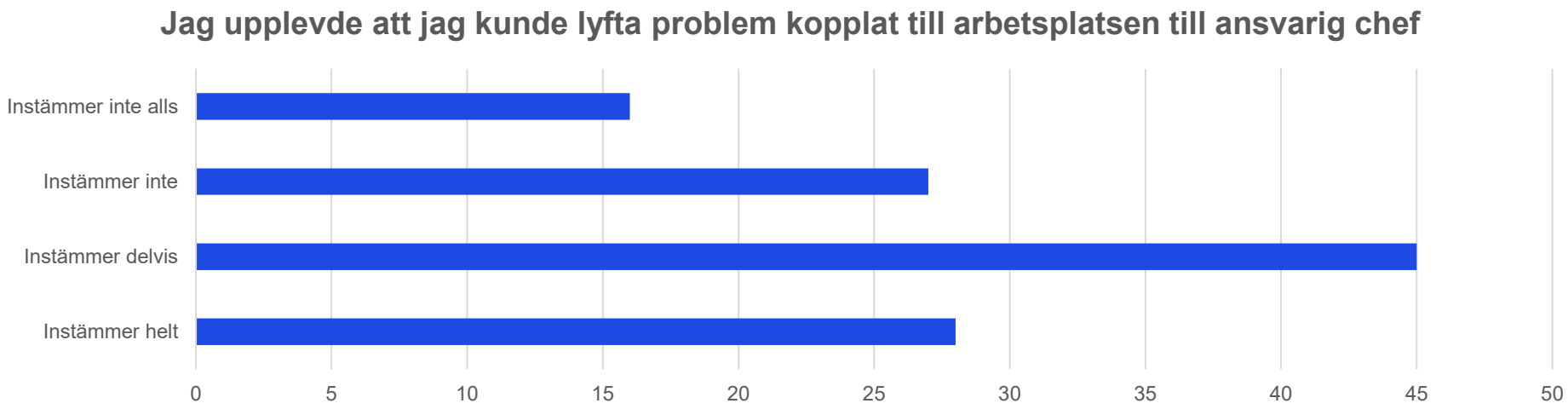
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)



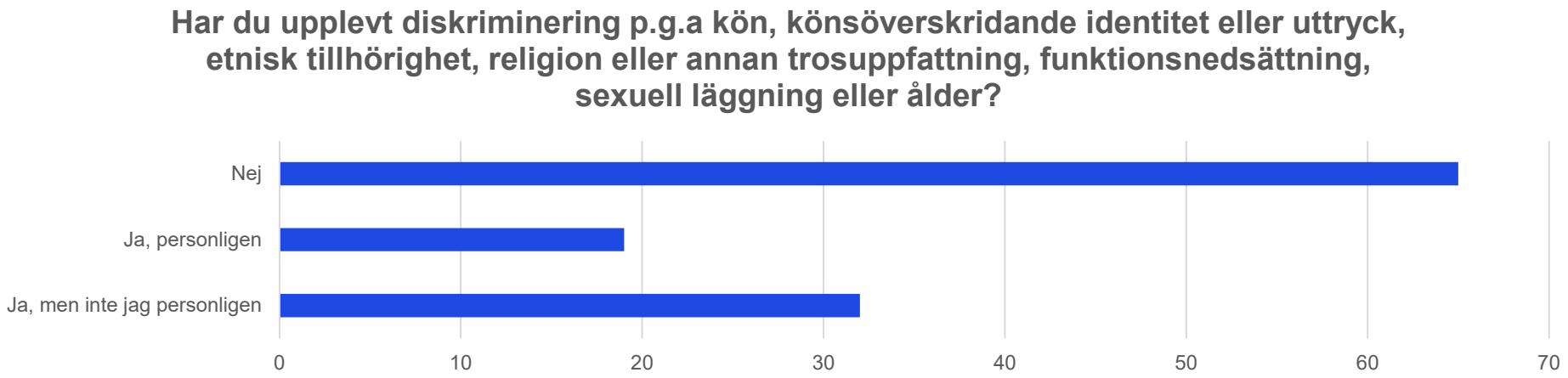
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Värdegrund



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Äldreomsorgens förvaltningsledning – Enkätresultat

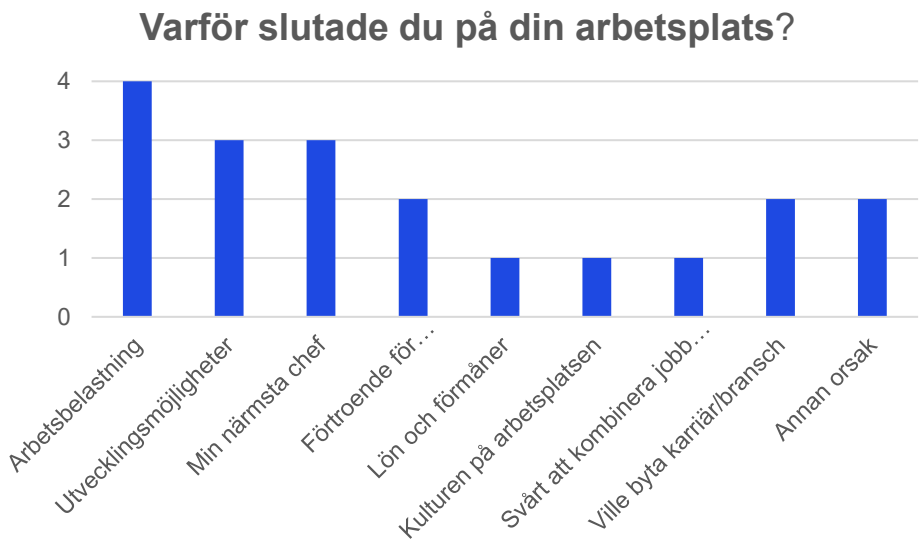
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Document Classification: KPMG Public

Avslut

Vilka av nedanstående faktorer har främst påverkat ditt beslut att sluta på din arbetsplats? (1-3 främsta)

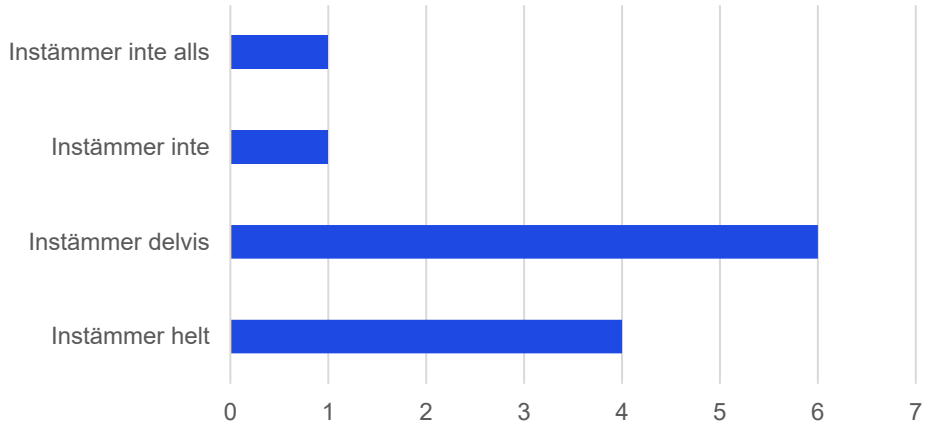
- Arbetsbelastning
- Utvecklingsmöjligheter
- Min närmsta chef
- Förtroende för verksamhetsledningen
- Lön och förmåner
- Fysisk arbetsmiljö
- Kulturen på arbetsplatsen
- Fick inte rätt förutsättningar i introduktionen
- Svårt att kombinera jobb med privatliv
- Ville byta karriär/bransch
- Annan orsak (Fritext)



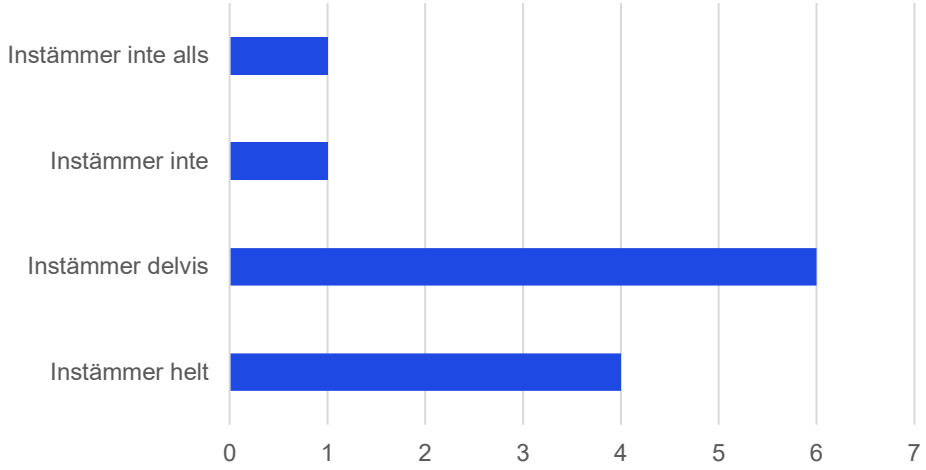
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Upplevelse/syn

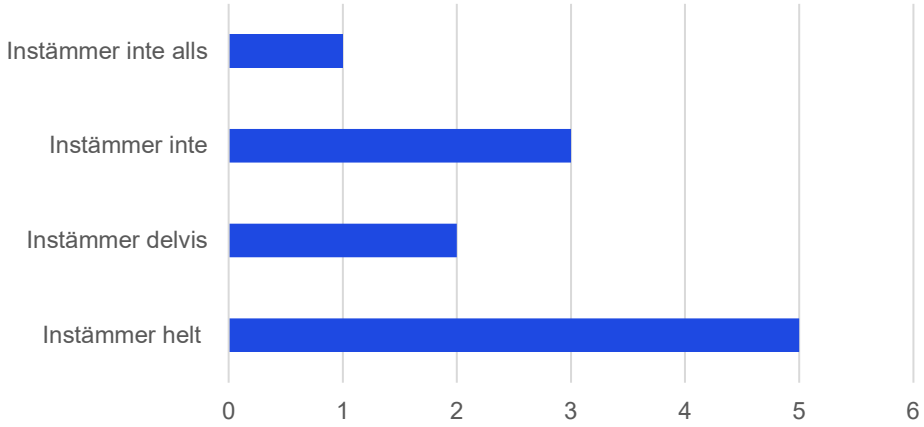
Jag trivdes bra under min anställningsperiod



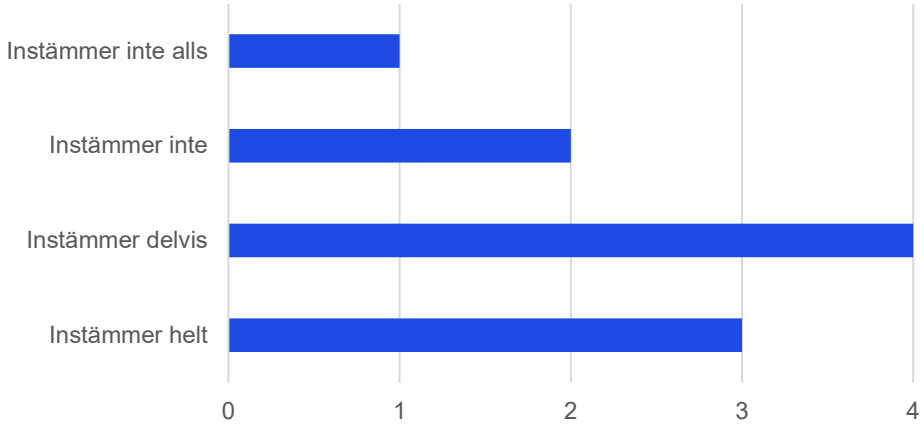
Jag kände mig värdefull på jobbet



Jag kände mig stolt över att arbeta på min arbetsplats



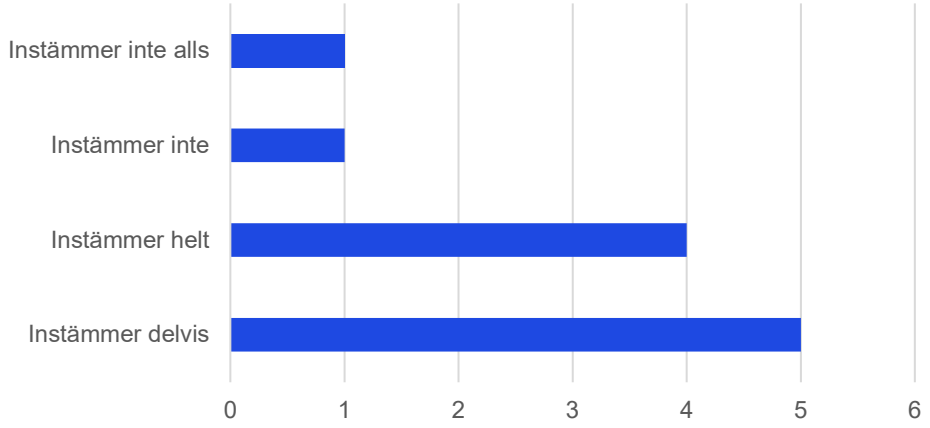
Jag skulle rekommendera arbetsplatsen till en vän/bekant



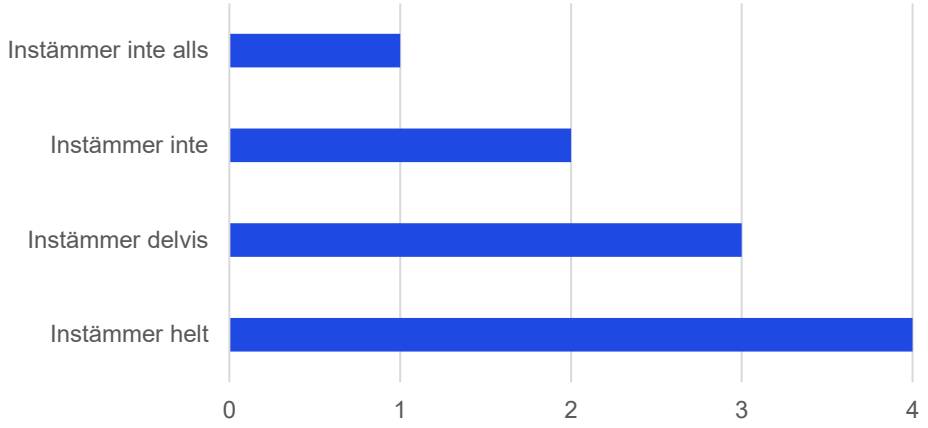
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Dialog och stöd

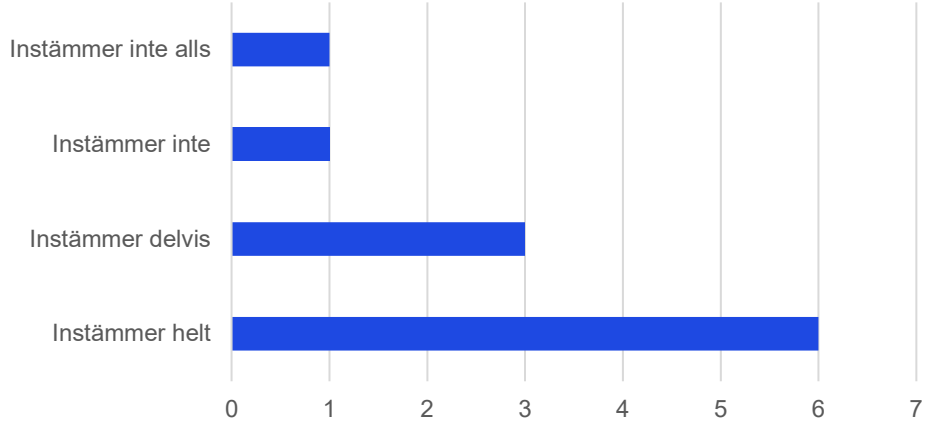
Jag hade en bra relation med mina kollegor



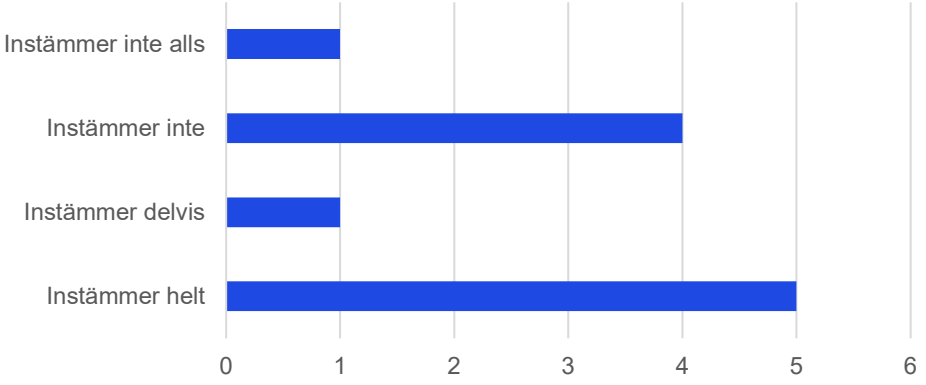
Vi hade ett bra samarbets- och samtalsklimat i min arbetsgrupp



Det var tydligt inom vilka områden jag kunde ha inflytande på arbetsplatsen

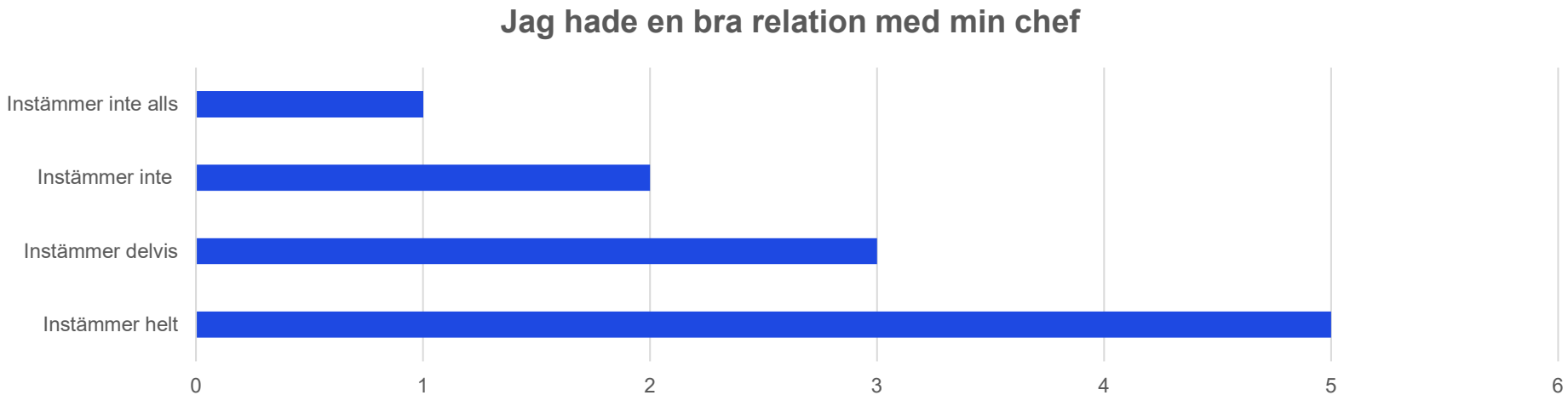


Jag fick tillräckligt med stöd från min närmsta chef i det dagliga arbetet och i att hantera utmaningar på jobbet



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

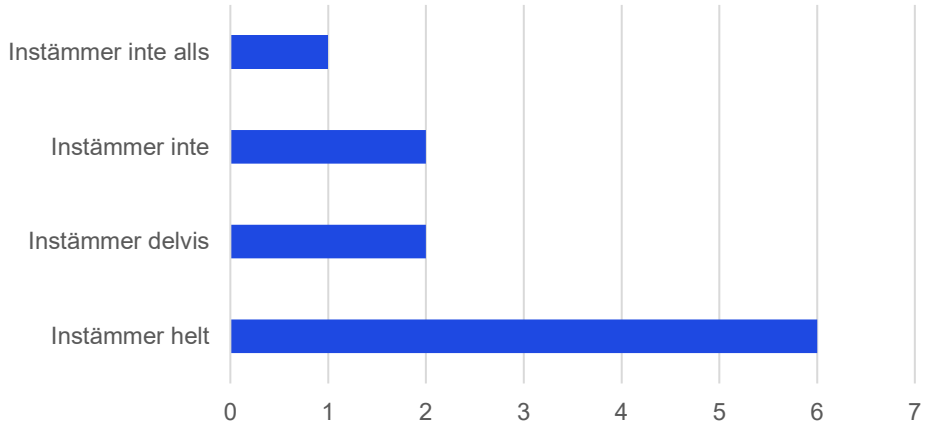
Dialog och stöd (forts.)



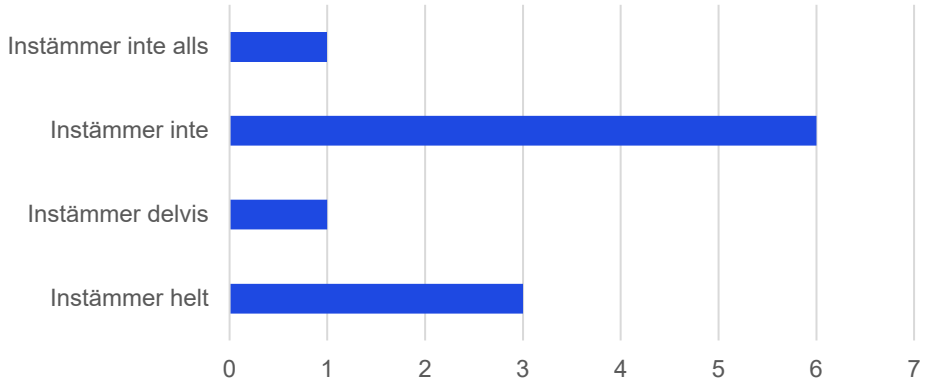
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling

Jag blev bemött på ett respektfullt sätt av min chef när jag tog upp problem



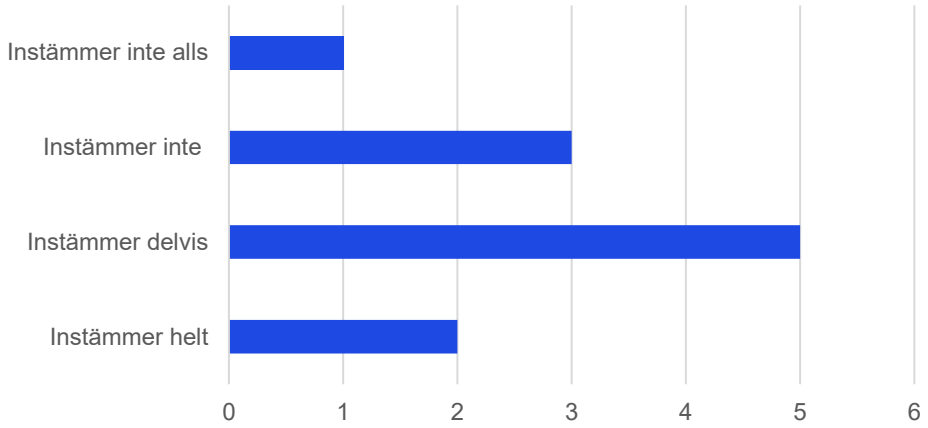
På arbetsplatsen fanns det goda möjligheter för mig att utvecklas och ta större ansvar



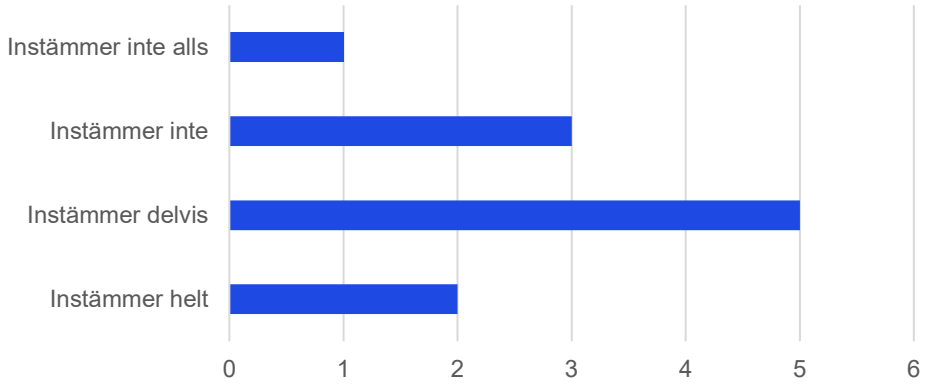
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)

Vi hade en utvecklande dialog om ständiga förbättringar i verksamheten



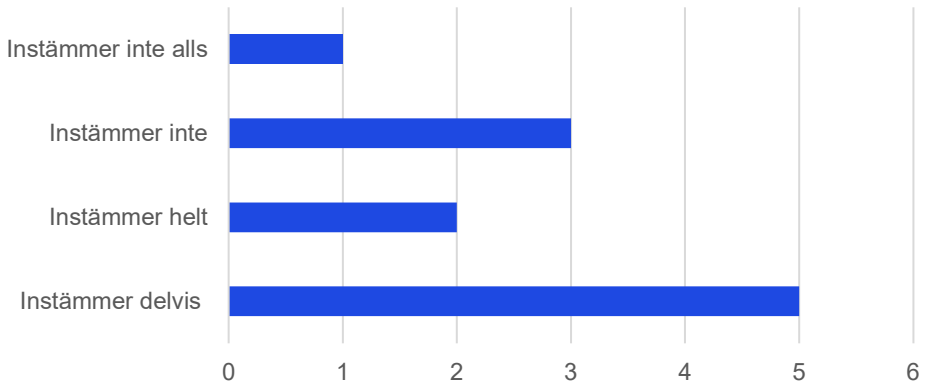
Arbetsplatsen präglades av en arbetskultur som bidrog till att vi uppnådde våra mål



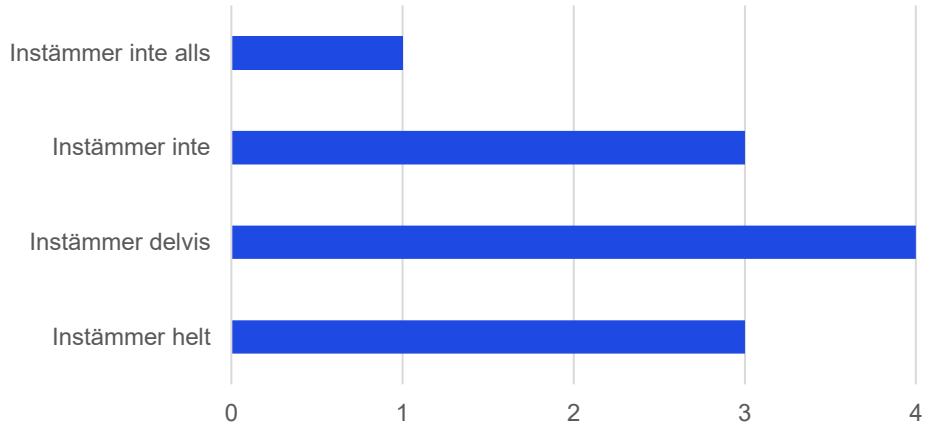
© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Utveckling (forts.)

Jag litade på att min närmsta chef tog tag i eventuella konflikter/behov av förändringar etc.



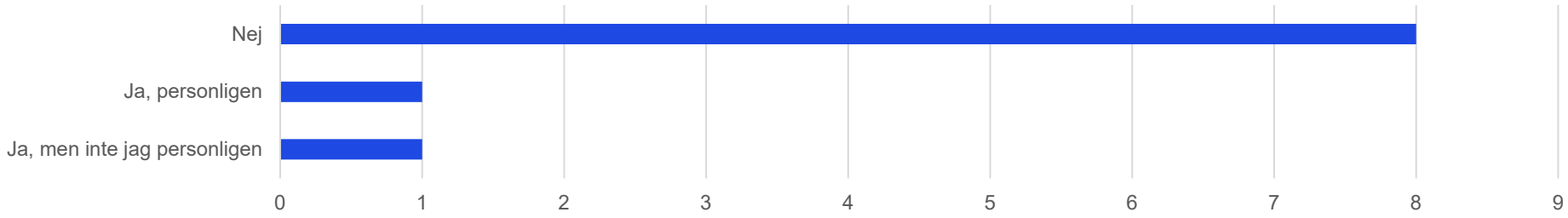
Jag upplevde att jag kunde lyfta problem kopplat till arbetsplatsen till ansvarig chef



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Värdegrund

Har du upplevt diskriminering p.g.a kön, könsöverskridande identitet eller uttryck, etnisk tillhörighet, religion eller annan trosuppfattning, funktionsnedsättning, sexuell läggning eller ålder?



© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

kpmg.com/socialmedia

The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

© 2022 KPMG AB, a Swedish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

The KPMG name and logo are trademarks used under license by the independent member firms of the KPMG global organization.

Document Classification: KPMG Public