

Tilburg University

Employee research into work
and well-being during the
coronavirus crisis

June 2020

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Management summary

In May and June 2020, Tilburg University carried out a survey on the work experience of its employees during the coronavirus situation. The aim is to gain insight into how employees experience the current situation in terms of work, cooperation, well-being, safety, and satisfaction, to test whether the support offered matches the needs of the employees and to see whether, and if so which, additional measures are needed.

The data for the survey were collected by means of an online questionnaire among the employees. The response rate was 61.6%. Below is a summary of the results. The individual chapters elaborate on the various components in more detail. For further details on Schools and Divisions, please refer to the separate reports. Reporting at group level only takes place with a minimum of 10 respondents.

Work

93% of the respondents work fully from home during the coronavirus crisis, 5% work partly from home and partly on campus and 2% work fully on campus.

75% indicated that they are still able to carry out all or most of their work. 6% are unable to complete their work. Scientific staff indicates more often than support staff that they are able to carry out the work reasonably or not fully. Employees with children experience more effect of the coronavirus crisis on their work compared to employees without children.

Almost 72% of the respondents indicated that, in the current situation, priorities are set and choices are made in consultation with the direct supervisors, compared to 28% who indicated that this is done insufficiently. The latter is more often the case for scientific staff.

61% believe that the work has (strongly) increased due to the coronavirus crisis, 28% respond neutrally and 11% report a decrease. Employees in the 35–44 age group and employees with children experience the strongest increase. Approximately half of the respondents indicated that the content of the work had changed slightly or largely; the other half stated that the work had remained fairly or largely the same. Again, we see that this is particularly true for employees with children and employees in the 35–44 age group.

38% of the respondents say they often to always have to work harder; 50% say this is sometimes the case. Women, employees with children, and employees aged 35–44 were the most likely to say that they had to work harder.

In terms of support to carry out their work, the majority respond positively: access to network and software (almost 83%), equipment (62%), information and data (68%), and availability of colleagues (almost 64%). In addition, a number of respondents to the open-ended questions indicated that facilities are available but do not always work optimally (e.g., problems accessing network drives or accessing applications). Several respondents use their own equipment and furniture and believe that the employer can invest more in making equipment and furniture available for a (ergonomic) workplace at home. In the open questions, a number of respondents asked for clarity about education policy in the new academic year and good support for online education and assessment.

Based on current experiences with working from home, 62% would like to continue working from home in the future, 13% do not know (yet), and almost 22% gave a negative reply. Women indicate that they want to work from home more than men; employees in the age group 34 years and younger the least. Employees with children want to work from home more often compared to employees without children. Almost 35% of the respondents would like to work from home for 20–40% of the contract size and 40% would prefer to work 40-60% from home.

Because of the coronavirus crisis, working from home is affected both positively and negatively. The time saved traveling is considered very positive. In addition, respondents indicated that they can work in a concentrated way at home, take a break when it is convenient, do not have to spend time on long meetings, can be together with household members and pets, and have the opportunity to break old habits. The main negative factor mentioned is that people do not see colleagues as much as they would like to, followed by being stuck to the computer at home, not getting enough exercise, and the less favorable physical conditions of the home office. In comparison with external research, Tilburg University scores slightly higher on the negative aspect of not seeing as many colleagues as people would like.

Collaboration

Respondents were moderately positive about making agreements with the department or organizational unit about alternative ways of working. They are positive about the attention the supervisor pays to what the employee says. The supervisor has insights into the effect of the crisis on the employee's work. They are positive about the scope and flexibility offered by the supervisor. Respondents are also satisfied with the personal attention colleagues pay to each other. Support staff, women, employees in the 45–54 age group and employees with children were the most positive. In the open questions,

the importance of contact, consultations, involvement, understanding, and recognition were mentioned.

Well-being

78% of respondents indicate that their health is good to very good, 19% answer "okay" and 3% report poor health. Support staff, men, Dutch employees, employees in the 45–54 age group, and employees with children gave higher scores for good health.

The coronavirus crisis has an impact on the work and well-being of employees. In order of frequency: isolation and lack of social contact (37%), fatigue (33%), care responsibilities (25%), distractions by household members (24%), home schooling (23%), lack of structure in the day (21%), fear (11%), and financial concerns (4%). Stress is frequently mentioned in the open questions.

In general, scientific staff members score higher on these factors. Employees in the age group 34 or younger and women are the most likely to indicate isolation/lack of social contact and fatigue. Employees with children and women are more likely to have care responsibilities and/or home schooling compared to employees without children and men.

27% of the respondents can separate work and private time well; 46% can separate work and private time reasonably well; and almost 28% indicate that they cannot or insufficiently do so. Scientific staff, employees with children, and international staff are less able to separate work and private time. Women and employees in the age group 55 or older are best at separating work and private time.

Of the respondents, 87% indicate that family activities are never or occasionally neglected by work, 13% indicate that this is (very) often the case. Men, employees in the age group 55 or older, employees with children, and Dutch employees indicated that they miss fewer family activities through work.

Conversely, 61% never neglect work because of family circumstances, 34% occasionally, and 5% often. Employees with children more often miss work due to family responsibilities compared to employees without children. Dutch employees experience fewer problems in this area than international employees do.

Almost three-quarters of the respondents are familiar with the information and measures for health and well-being offered by Tilburg University on the intranet. 57% indicate that they do not need it. More than 9% make use of the offer while 7% experience a threshold to make use of it, mainly due to work pressure and too little time. 12% undertake activities in the field of personal and career development through the training courses offered by Tilburg University. Of the 87% who do not, 22% are interested and 43% indicate that they do not have enough time for this.

22% of the respondents are worried about job retention. Scientific staff, employees in the age group 34 or younger, and international employees are worried the most.

Overall satisfaction

In general, respondents are satisfied with how Tilburg University is coping with the coronavirus crisis. Employees are also satisfied with the provision of information and the extent to which Tilburg University puts the interests and safety of its people first during the coronavirus crisis. Overall, employees are satisfied with their work. The support staff members score slightly higher than the scientific staff on all statements.

The results of the report show that the coronavirus crisis has a greater negative impact on younger employees, women, colleagues with children, and international staff.

Working on campus

A number of separate questions were put to the employees who fully work on campus. In the analysis of these answers, the low response rate in this group of 23 respondents must be taken into account. 14 (60%) respondents indicated that they (completely) agree with the statement that work at the university can be carried out safely during the coronavirus crisis, compared to 9 respondents (39%) who (completely) disagree. Ten respondents (44%) stated that Tilburg University offers reasonable support to working safely during the coronavirus crisis; 2 respondents (9%) think the support is good; and 11 respondents (48%) think this is insufficient or not good. Furthermore, 17 respondents (81%) are able to stop thinking about work when they are at home, compared to 4 respondents (19%) who find this difficult. In the open questions, the following were noted as points for attention: checking compliance with regulations (e.g., by external parties), good cleaning, making disinfectants available, and risks associated with working alone (e.g. in case of injury).

Themes

Based on the survey's closed questions and the answers to the open questions, the following themes seem particularly important:

1. **Work pressure and prioritization of work:** 60% report an increase in the amount of work, 50% say that the content of the work has changed, and 38% say that they often or always have to work harder. The open answers confirm the impression that employees work many hours under special personal circumstances. In addition to the statement that the majority of the respondents are satisfied with the choices made in work in consultation with the supervisor, the open answers still relatively often ask for attention to be paid to prioritization and coordination of the work, clarity about the consequences of reduced employability, and understanding of the special circumstances.
2. **Future working from home/facilitating an ergonomic workplace at home:** 62% say they would like to work from home more in the future. Despite a good score on the availability of facilities to carry out the work, the open questions frequently

mention the availability of (extra) equipment and adjustable office furniture for the home workplace.

3. ***Vision on education and research in the future and good support in online education and assessment.***
4. ***Attention to well-being:*** the factors that have an effect on their well-being are: isolation/lack of social contact, fatigue, care responsibilities, home schooling, and stress. In the open questions, it is added that contact with and involvement and understanding of supervisors are important.

1. Introduction

1.1 Objective

Periodically, Tilburg University carries out a survey regarding the work experience of its employees. Because of the coronavirus situation, it was decided to replace the regular survey in 2020 by a survey of the work experience during this exceptional coronavirus period.

The purpose of the survey is to gain insight into how employees experience the current situation in terms of work and well-being, to test whether the support provided is in line with the needs of the employees, and to see whether and which additional measures are needed.

1.2 Research approach

The data for the survey were collected by means of an online questionnaire among Tilburg University employees who were employed on May 1, 2020 (excluding student employees and on-call employees who are not currently carrying out work).

Employees are asked about work, cooperation, well-being, safety, and general satisfaction during the coronavirus period. Some questions are linked to the specific work situation: questions about working from home or questions about safety and measures on campus.

The content of the survey was discussed with TSB scientists (HR Studies and MTO). A few questions were taken from the NEA 2019 (National Survey on Working Conditions) and a number of questions were taken from the international Working from Home Experience survey conducted by the Technical University of Denmark (DTU). This provides us with benchmarks against which we can compare the results.

1.3 Response and representativeness

A total of 2,216 Tilburg University employees received an e-mail invitation with a link to the online questionnaire on behalf of the Executive Board. A reminder was sent after one week. 1,364 people completed the survey. This represents a response rate of 61.6%. This can be regarded as a reasonably high response rate and is, therefore, an important indicator of representative research. Incomplete questionnaires were removed after which 1,324 questionnaires were included in the analyses. In order to assess whether the response group is a good reflection of the total population, we checked whether the response group matches the total population in terms of job category (academic/support staff), gender, and age (see Table 1.1). The table shows that the response group is a good reflection of the population within Tilburg University.

A number of support staff members indicated in the questionnaire that they work for a School. This leads to a slightly higher response rate for the Schools and a slightly lower response rate for some Divisions.

Table 1 Representativeness

	Tilburg University	Response group
Job category		
Scientific Staff	58.0%	49.2%
Support and Management Staff	42.0%	50.8%
School/Division		
Tilburg Law School (TLS)	12.2%	11.5%
Tilburg School of Economics and Management (TISEM)	18.9%	18.9%
Tilburg School of Humanities and Digital Sciences (TSHD)	8.9%	12.1%
Tilburg School of Social and Behavioral Sciences (TSB)	14.9%	17.9%
Tilburg School of Catholic Theology (TST)	2.9%	2.4%
Academic Services (AS)	14.8%	15.4%
Library & IT Services (LIS)	6.5%	7.1%
Executive Services (ES)	1.0%	1.6%
Marketing & Communication (M&C)	3.3%	4.4%
Facility Services (FS)	9.3%	5.9%
Finance & Control (F&C)	3.3%	3.4%
Human Resources (HR)	2.6%	2.6%
Other	1.5%	1.8%
Gender		
Woman	54,2%	60.2%
Man	45.8%	39.2%
Other	-	0.6%
Children		
Yes	-	34.6%
No	-	65.4%
Age		
up to and including 34	38.4%	30.0%
35 to and including 44	23.4%	27.8%
45 to and including 54	18.0%	21.4%
55 and older	20.2%	20.8%
Workplace		
Home	-	93.1%
Partly from home, partly on campus	-	4.9%
On campus	-	2.0%

1.4. Structure of the report

The themes are discussed in Chapters 2 to 6:

- **Work:** content, amount of work, facilities, positive and negative experiences with working from home, safety on campus;
- **Cooperation:** contact with supervisor and colleagues;
- **Well-being:** health, work-life balance, well-being measures;
- Different questions survey "employees working on campus"
- **General satisfaction:** provision of information, how Tilburg University is dealing with the coronavirus crisis.

Chapter 7 discusses the links between the subjects. The appendices contain response rates per School/Division, graphs, and the questionnaires.

Some of the subjects are scored on a scale ranging from 1 (strongly disagree) to 5 (strongly agree). This is in line with the response categories of the questionnaire items. For all scores, the higher the score, the better the subject scores. Only for negative items we use a 'reversed' interpretation. Here a higher score stands for a negative outcome.

Five-point scale	Interpretation
2.0 and below	Dissatisfied/strongly disagree
2.0 to 2.5	Moderately dissatisfied/disagree
2.5 to 3.0	Not dissatisfied/disagree, not satisfied/agree
3.0 to 4.0	Moderately satisfied/ agree
4.0 or higher	Satisfied/ strongly agree

2. Survey results regarding: Work

Question 1.1: The coronavirus crisis is affecting my work.

	Scientific staff	Support staff	Total	N = 1276
I can still fully complete my work.	31.5%	47.1%	39.4%	503
I can do most of my work.	34.9%	35.5%	35.2%	449
I can do my job reasonably well.	24.1%	13.8%	18.9%	241
I cannot do my job properly.	9.5%	3.6%	6.5%	83

Comparison to background characteristics

- Men experience more effect of the coronavirus crisis at work than women do.
- Employees in the age group 35–44 experience the most effect of the coronavirus crisis on their work compared to the age group 45–54, who experience the least effect.
- Employees with children experience more effect of the coronavirus crisis at work compared to employees without children.

Question 1.2: In the current situation, priorities are set and choices made in my work in consultation with my direct supervisor, so that it is clear what results are expected of me.

	Scientific staff	support staff	Total	N = 1276
Totally agree	18.4%	24.7%	21,6%	275
Agree	45.8%	54.1%	50.0%	638
Don't agree	24.6%	17.1%	20.8%	265
Don't agree at all	11.3%	4.2%	7.7%	98

Comparison to background characteristics

- Women have more consultations with their supervisor for which it is clear what is expected of them than men.

- Employees in the age group 55 or older have more consultations with their supervisor in which it is clear what is expected of them than employees in the age group 35–44, who have the least consultations.
- Employees with children have fewer consultations with their supervisor in which it is clear what is expected of them than employees without children.

Question 1.3: Because of the coronavirus crisis, the amount of work:

	Scientific staff	support staff	Total	N = 1276
Strongly increased	31.4%	18.9%	25.1%	320
Slightly increased	39.3%	32.2%	35.7%	456
Stayed the same	26.1%	31.2%	28.2%	366
Slightly decreased	2.7%	13.6%	8.2%	105
Sharply decreased	0.5%	4.0%	2.3%	29

Comparison to background characteristics

- The amount of work done by men has increased more than the amount of work done by women.
- The amount of work done by employees aged 35–44 has increased the most compared to employees aged 55 and older whose work increased the least.
- For employees with children, the amount of work has increased more than for employees without children.
- Among the support staff in the Divisions, 17.6% indicate that the amount of work has decreased slightly to strongly compared to 3.2% in the Schools' scientific staff.

Comparison with other measurements

- The PhD researchers' survey on the effects of coronavirus showed that 69% of all PhD researchers indicate that the amount of work has increased slightly to strongly, compared to 71% of the total scientific staff.

Question 1.4 Because of the coronavirus crisis, the content of my work:

	Scientific staff	support staff	Total	N = 1276
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Stayed the same	17.9%	17.5%	17.7%	226
remained largely the same	30.6%	39.8%	35.3%	450
Changed slightly	37.4%	32.7%	35.0%	447
Changed to a large extent	14.1%	9.9%	12.0%	153

Comparison to background characteristics

- The content of women's work has changed more than the content of men's work.
- The content of the work of employees in the age group 35–44 has changed the most compared to employees in the age group 34 and younger for whom the work has changed the least.

Question 1.5: I have to work extra hard.

	Scientific staff	support staff	Total	N = 1276	NEA ¹ Total	NEA Education
Never	8.1%	15.0%	11.6%	148	13.5%	9.8%
Sometimes	43.4%	57.2%	50.4%	643	56.3%	49.1%
Often	32.8%	21.4%	27.0%	345	23.3%	30.1%
Always	15.7%	6.4%	11.0%	140	6.9%	11%

Comparison to background characteristics

- Women indicate more often than men that they have to work extra hard.
- Employees aged 35–44 most often indicate that they have to work extra hard compared to employees aged 55 or older who indicate that they never have to work extra hard.
- Employees with children indicate more often that they have to work extra hard than employees without children.

Comparison with other measurements

¹ The National Survey on Working Conditions (NEA) is a large-scale employee survey in the Netherlands. The 2019 edition is a collaboration between Statistics Netherlands, TNO and the Ministry of Social Affairs. The NEA data provide a good benchmark of the Tilburg University data for coronavirus conditions compared to normal conditions in the Netherlands and in the education sector.

- Within Tilburg University, 38% of the respondents indicated that they often or always work extra hard in this coronavirus crisis compared to 30% of the NEA respondents and 41% of the NEA respondents in the education category.

Question 1.6: I have the right support to do my job. You can opt for multiple answers.

	Scientific staff	Support staff	Total	N = 1276
Access to the network and software	83.8%	86.9%	82.8%	1114
Availability of devices (e.g. PC, laptop, monitor, printer)	63.2%	75.1%	62.2%	904
Availability of information and data	64.8%	75.4%	68.1%	916
Availability of colleagues	57.0%	74.1%	63.7%	857
Other, namely:	5.9%	6.2%	5.9%	79

The answers listed under "Other" are classified below, indicating how often a comment was made (N). Respondents may have made more than one comment.

Part 1, question 6: I have the right support to do my job. Other, namely: ...	N = 77
Better ICT support/network issues/facilities not always working optimally	25
Making equipment available by the employer instead of using the employee's own equipment (incl. printer)	21
Making office furniture available instead of using your own material	6
Better support online education	5
More understanding/support management	2

Comparison with other surveys:

- The PhD researchers' survey on the effects of coronavirus showed that 17% of that response group has insufficient access to information and 40% do not have access to the right software, hardware, or network.

Question 1.7: Due to your current experience working from home, would you like to work from home more often?

	Scientific staff	Support staff	Total	N = 1253
Yes	50.9%	73.8%	62.3%	780
No	31.2%	12.5%	21.9%	275
I do not know	14.3%	13.0%	13.6%	171
Not applicable	3.6%	0.6%	2.2%	27

Comparison to background characteristics

- Women want to work from home more often than men do.
- Employees in the 45–54 age group want to work from home the most, while employees in the 34 or younger age group want to work from home the least.
- Employees with children want to work from home more often compared employees without children.

Question 1.7b: If you have answered the previous question with 'yes': what percentage of your appointment would you like to work from home?

	Scientific staff	Support staff	Total	N = 777
0–20%	3.1%	14.2%	9.7%	75
20–40%	24.1%	42.0%	34.6%	269
40–60%	50%	32.2%	39.5%	307
60–80%	15.6%	7.7%	10.9%	85
80–100%	7.2%	3.9%	5.3%	41

Comparison to background characteristics

- Women want a higher percentage of working from home than men do.

- No significant difference was found for age.

Question 1.8: To what extent do you agree or disagree that the coronavirus crisis has a positive influence on the following aspects of working from home?

					External benchmark DTU ²	
	Scientific staff	Support staff	Total	N	NL	EU
At home, I can concentrate.	3.4	3.9	3.7	1245	N/A	N/A
I get the opportunity to do work I normally do not have time for.	2.7	2.9	2.8	1245	2.86	3.04
I do not have to spend time on long meetings.	3.2	3.1	3.2	1245	3.07	2.97
I can take a break when it suits me.	3.6	3.7	3.7	1245	3.56	3.65
I appreciate being with household members/pets more.	3.4	3.4	3.4	1245	N/A	N/A
I save travel time to and from work.	4.1	4.2	4.2	1245	4.30	4.39
I get a chance to break my old habits and change routines.	3.1	3.3	3.2	1245	3.16	3.31
At the end of the working day, I feel fit.	2.7	3.0	2.8	1245	N/A	N/A

Comparison to background characteristics

- Women are more positive about the above aspects of working from home than men are.
- Employees in the age group 34 or younger are the most positive about the above aspects of working from home compared to employees in the age group 35–44 who are the least positive.

² Comparison with external research: Experiences with working from home during COVID-19: European survey among 5000 knowledge employees during the first weeks of the lockdown – Dutch Report (Van Veldhoven, M., Van Gelder, M., June 2020). Research was coordinated by Prof. Christine Ipsen of DTU (Technical University of Denmark).

- Employees without children are more positive about the above aspects of working from home compared to people with children.
- Support and management staff is more positive about working from home compared to scientific staff.

Comparison with other measurements:

- Tilburg University's results are in line with the results of external research by DTU into experiences with working from home during COVID-19. Tilburg University scores slightly higher on the positive aspect of saving time during long meetings.

Question 1.9: To what extent do you agree or disagree that the coronavirus crisis has a **negatively affected** the following aspects of working from home?

					external benchmark DTU	
	Scientific staff	Support staff	Total	N	NL	UK
I do not see my colleagues as much as I would like to.	4.2	4.1	4.2	1245	3.98	3.83
Working is hard for me now that I cannot use my normal routines.	2.9	2.5	2.7	1245	2.62	2.52
I find it hard to stay focused when I am working from home.	2.8	2.3	2.6	1245	2.02	2.42
I do not get enough exercise when I am not at my workplace.	3.0	3.2	3.1	1245	3.19	3.08
The physical conditions in my house do not provide a good working environment. (e.g. adjustable chair and table, enough light, silence, good monitor, etc.)	3.0	3.0	3.0	1245	2.91	3.07
I am experiencing physical complaints because of the home office. (e.g. back, neck, shoulders, arms, wrists, hands)	2.9	2.8	2.9	1245	N/A	N/A

At home, I feel more "stuck to my computer" than at my workplace.	3.4	3.4	3.4	1245	3.50	3.10
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Comparison to background characteristics

- Men are more negative about the above aspects of working from home than women are.
- Employees in the age group 34 or younger are more negative about the above aspects of working from home compared to employees in the age group 55 or older, who are the least negative.
- Employees with children are more negative about the above aspects of working from home compared to people without children.
- Scientific staff is more negative about the above aspects of working from home compared to support and management staff.

Comparison with other measurements:

- Compared to DTU's external study, Tilburg University's scientific staff scores higher on the aspect "difficult to stay focused when working from home."

Question 1.10: Do you still need things from Tilburg University to be able to do your job properly? If so, what would that be?

N=	1268
No	59.5% (= 754)
Yes	40.5% (= 514)

Of the 514 respondents who indicated that they still needed certain things, 467 provided an explanation in the open question. The answers given are listed below with an indication of how often a remark was made (N). Respondents may have made several comments.

	N = 467
Provision of hardware/equipment from employer (laptop, printer monitor, headset, webcam)	208

Adjustable furniture for the home workplace or compensation for this, attention to a healthy and ergonomic home workplace	146
Better access files/systems	39
Clearer communication regarding education, especially online assessments, better technical and logistic support for administering remote examinations. More support online education	37
Access to books/paper files/archive	23
Clear decision-making by management, expressing clear expectations with regard to work, good communication	18
Budget for office supplies, ink cartridges	16
More (informal) contact with colleagues and students	13
Reduce workload, extra time for tasks, making extra formation available, compensation for overtime	12
More possibilities for working on campus	5

Sub summary work part:

It appears from the closed questions that 74% are still able to carry out most or all of their work. Approximately half indicate that the content of the work has changed. 60% say that the amount of work has increased slightly or strongly; 50% sometimes have to work extra hard; and 38% often to always. In the open questions in this part, 12 respondents indicated that they needed extra time or staffing.

In terms of support to carry out the work, 82% said they had access to the networks. In the open-ended questions, 39 respondents reported that better access to systems and files is desirable. 68% say they have access to data, with 23 respondents in the open questions saying they would like to have more access to books and paper files that are situated on campus.

62% report that equipment is available. In addition, it was mentioned 208 times in the open questions that there is a need for (extra) equipment from the employer, e.g., extra or larger monitors, laptops, printers, headsets, or webcams. The desire for adjustable

office furniture from the employer, such as a sit/stand desk and adjustable office chair, was also noted by 146 respondents in the open questions. A number of respondents asked about a remuneration for the purchase of items (16).

From the closed questions, it appears that 62% would like to work more from home in the future (especially 20 to 60% of working hours). Respondents asked how the workplace layout and provision of hardware would be arranged in the future.

In to the closed questions, 71% indicate that priorities are set and choices are made in consultation with the direct supervisor so that it is clear what results are expected. In the open questions, 18 respondents indicated that better agreements should be made with regard to expectations and work output.

63% indicate that colleagues are available. In the open questions, 13 respondents indicated that they would like more contact with colleagues.

In the open questions, 37 respondents asked for clarity about educational policy, good communication about it, and better technical and logistical support for education and online assessment.

3. Survey results regarding: Collaboration

Question 2.1: To what extent do you agree with the following statements?

	Scientific staff	Support staff	Total	N = 1345	NEA Total	NEA Education
We make agreements with the organizational unit/department about alternative ways of working.	3.3	3.6	3.4	1256	N/A	N/A
My colleagues give me personal attention.	3.4	3.8	3.6	1256	3.2	3.3
My direct supervisor pays attention to what I say.	3.7	3.9	3.8	1256	3.0	3.1
My direct supervisor has insight into the effect of the coronavirus crisis on my work and output.	3.3	3.6	3.5	1256	N/A	N/A
My direct supervisor offers me freedom and flexibility.	4.1	4.2	4.1	1256	N/A	N/A

Comparison to background characteristics:

- Women are more positive about the above aspects than men are.
- Employees in the age group 45–54 are more positive about the above aspects compared to employees in the age group 55 or older, who are the least positive.
- Employees with children are more positive about the above aspects compared to people without children.
- Support and management staff is more positive about the above aspects than scientific staff.

Comparison with other measurements:

- The PhD researchers' survey on the coronavirus effect showed that 83% believe that supervisors pay sufficient or very much attention to their employees.
- Within Tilburg University, the average of "My colleagues give me personal attention" is 3.6 compared to an average of 3.2 for the NEA respondents and 3.3 for the NEA respondents in the education category.
- Within Tilburg University, the average of "My direct supervisor pays attention to what I say" is 3.8 compared to an average of 3.0 for the NEA respondents and 3.1 for the NEA respondents in the education category.

Question 2.2: Do you still need things from your supervisor, organizational unit/Department, or Tilburg University? If so, what would that be?

N=	1256
No	81.1% (= 1018)
Yes	18.9% (= 238)

Of the 238 respondents who indicated that they still needed certain things, 207 respondents provided an explanation to the open question. The answers mentioned under "Yes" are listed below, with an indication of how often a remark was made (N). Respondents may have made several comments.

	N=207
More contact, consultation, involvement, understanding	44
Attention to work planning, prioritization, clarity about output and expectations regarding work, clarity about consequences of reduced employability, coordination, steering	29
Reducing workload, extra time for tasks, making extra staff available, extending employment contracts, attention to tenure track contracts	23
Making hardware/equipment available by employer	20
Vision and measures for the future with time indication	19
Not business as usual, apply human dimension, recognition, understanding, compliments	18
Clear communication	15
Extra working hours take their toll, attention to mental health/well-being	12

More technical and educational support	10
More group activities/team building	9
More possibilities to work on campus	4
Opportunities to continue working from home in the future	3
Furnishing the home office	2

Sub summary cooperation part:

The results of this part show that employees are positive/satisfied with the personal attention they receive from their direct supervisor and their colleagues. Respondents are also positive/satisfied with their supervisor's insight into the effect of the coronavirus crisis on their work and output and the freedom and flexibility it offers. Nevertheless, 44 respondents indicated in the open questions that they had a greater need for contact, consultations, real involvement, and attention. Furthermore, 29 respondents indicated that they want more attention for work planning, prioritization, clarity about output, and expectations regarding work.

4. Survey results regarding: Well-being

Question 3.1: How is your health in general?

	Scientific staff	Support staff	Total	N = 1246	NEA Total	NEA Education
Very good	21.6%	17.8%	19.7%	245	21%	18.2%
Good	49.4%	66.6%	58.1%	724	58.2%	59%
Okay	23.3%	14.8%	19.0%	237	18.4%	20.4%
Bad	4.7%	0.6%	2.6%	33	2.0%	2.1%
Very bad	1.0%	0.2%	0.6%	7	0.4%	0.3%

Comparison to background characteristics

- Men rated their health in general better than women.
- Dutch employees rated their health in general better than international employees.
- On average, employees in the 45–54 age group gave their health the highest score.
- Employees with children rated their health in general higher than employees without children.

Comparison with other measurements

- Within Tilburg University, 3.2% of the respondents indicate that their health is bad to very bad in times of the coronavirus crisis compared to 2.4% of the NEA respondents. On the other hand, 78% of the respondents within Tilburg University indicate that their health is good to very good in times of the coronavirus crisis compared to 79% of the NEA respondents.

Question 3.2: Since the coronavirus crisis, the following factors have affected my work.

	Scientific staff	Support staff	Total	N = 1246
Fear	16.7%	6.0%	10.9%	137
Isolation and lack of social contact	43.9%	32.6%	37.0%	498
Lack of structure in the day	30.4%	12.8%	20,8%	280

Care responsibilities	27.4%	23.8%	24.8%	334
Home schooling	22.9%	24.4%	23.0%	309
Distractions by household members	26.9%	22.9%	24.2%	325
Fatigue	41.9%	25.9%	32.8%	441
Financial concerns	6.9%	1.5%	4.0%	54
Other	13.7%	12.8%	12.9%	173
Not applicable	14.0%	23.8%	18.4%	248

Comparison to background characteristics

- In order of frequency, the following factors were answered: isolation/lack of social contact, fatigue, caring tasks, distractions by household members, home schooling, lack of structure during the day.
- Isolation/lack of social contact, fatigue, and lack of structure is most common in the age group 34 or younger.
- Women are more likely to experience isolation/lack of social contact, fatigue, and lack of structure than men are.
- Employees with children are less likely to indicate that they suffer from isolation/lack of social contact compared to employees without children.
- Employees with children and women are more likely to have care responsibilities and/or home schooling compared to employees without children and men.

Comparison with other measurements:

- The PhD researchers’ survey showed that 35% of all PhD researchers had to provide care/home schooling compared to 50% of the total scientific staff.

The field for “other worries/factors that affect the work” the following was indicated:

	N = 186
Health complaints	59
Stress	23

Work pressure	20
Work-life balance	20
Contact with colleagues	20
Concerns about research and education	12
Complaints from a bad home office	11

Question 3.3: At home, I can easily separate work time and private time.

	Scientific staff	Support staff	Total	N = 1225
Yes	18.6%	34.7%	26.6%	326
Fairly easily	43.9%	47.2%	45.6%	558
Insufficiently	24.1%	12.2%	18.2%	223
No	13.3%	5.9%	9.6%	118

Comparison to background characteristics

- Women are better at separating work time from private time than men are.
- Employees aged 55 or older are best at separating work time from private time, and employees aged 45–54 are the least good at doing this.
- Employees with children are worst at separating work time and private time compared to employees without children.
- Dutch employees indicated that they are better at separating work time and private time than international employees are.

Question 3.4: Do you miss or neglect your family activities because of your work?

	Scientific staff	Support staff	Total	N = 1246	NEA Total	NEA Education

No, never	33.2%	50.1%	41.7%	520	53.3%	44.2%
Yes, every now and again	46.4%	44.4%	45.3%	565	37.6%	45.6%
Yes, often	16.4%	4.5%	10.4%	129	7.4%	8.3%
Yes, very often	4.1%	1.1%	2.6%	32	1.7%	1.8%

Comparison to background characteristics

- Men miss or neglect family or family activities due to work less often than women
- Employees aged 55 and older miss or neglect family or family activities due to work the least and employees aged 34 and younger the most.
- Employees with children miss or neglect family or family activities due to work less often compared to employees without children.
- Dutch employees indicated missing or neglecting fewer family or family activities compared to international employees.

Comparison with other measurements

- Within Tilburg University, 13% of the respondents indicated that they often or very often miss or neglect family responsibilities through work compared to 9% of the NEA respondents and 10% of the NEA respondents in the education category.

Question 3.5: Do you miss or neglect your work because of family responsibilities?

	Scientific staff	Support staff	Total	N = 1246	NEA Total	NEA Education
No, never	53.2%	68.5%	60.9%	759	72.9%	66.5%
Yes, every now and again	37.9%	29.3%	33.5%	418	24.7%	31.3%
Yes, often	7.3%	1.7%	4.5%	56	2.0%	1.7%
Yes, very often	1.6%	0.5%	1.0%	13	0.4%	0.5%

Comparison to background characteristics

- Women miss or neglect work due to family responsibilities less often compared to men.
- Employees aged 55 and older miss or neglect work due to family responsibilities the least and employees aged 35 to 44 the most.

- Employees with children miss or neglect work due to family responsibilities more compared to employees without children neglect.
- Dutch employees indicated missing or neglecting fewer work activities than international employees did.

Comparison with other measurements

- Within Tilburg University, 5.5% of the respondents reported missing or neglecting work often or very often due to family responsibilities compared to 2.4% of NEA respondents and 2.2% of NEA respondents in the education category.

Question 3.6: I am familiar with the information and measures for health and well-being offered by Tilburg University on the Intranet:

	Scientific staff	Support staff	Total	N = 1246
No, I haven't seen it, and I'm not interested.	10.5%	4.9%	7.7%	96
No, I haven't, but I'm interested.	25.3%	12.7%	18.9%	236
Yes, I've seen it, but I don't need it.	48.1%	65.5%	56.9%	709
Yes, I've seen it, and I use:	7.1%	11.3%	9.2%	115
Yes, I've seen it, but I'm experiencing a threshold to take advantage of the support offered.	8.9%	5.6%	7.2%	90

Comparison to background characteristics:

- Women are more familiar with the information on the Intranet than men are.
- Support staff is more familiar with the information on the intranet than scientific staff.
- Dutch employees are more familiar with the information on the intranet compared to international employees.

Yes, I've seen it, but I'm experiencing a threshold to take advantage of the support offered, because...	N = 74
Work pressure	28

The measures/things offered do not seem to apply to me	15
External help called in	13
The advice does not solve the work-related and/or work-private imbalance	6
Uncomfortable to request workplace facilities	5
Miscellaneous	4
Uncertainty, unpredictability of what is to come	3

Question 3.7: Also in this period, I undertake activities in the field of personal and career development by means of the training courses offered by Tilburg University.

	Scientific staff	Support staff	Total	N = 1246
Yes	13.8%	11.1%	12.4%	155
No, but I am interested in this.	18.5%	26.2%	22.4%	279
No, because I do not have time.	46.8%	39.6%	43.2%	538
No, because I am not interested.	20.9%	23.1%	22.0%	274

Comparison of background characteristics:

- Women make more use of the training courses offered by Tilburg University than men do.
- International employees make more use of the training courses offered by Tilburg University than Dutch employees do.

Question 3.8: I am worried about keeping my job.

	Scientific staff	Support staff	Total	N = 1246	NEA Total	NEA Education
Yes	26.6%	17.0%	21.7%	271	16.5%	13.8%

No	73.4%	83.0%	78.3%	975	83.5%	86.2%
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Background feature comparison

- There is no difference between men and women when it comes to worries about their jobs.
- Employees aged 34 or younger are most concerned about job retention and employees aged 55 or older are the least concerned.
- Dutch employees are less worried about keeping their jobs than international employees.
- Scientific staff is more concerned about keeping their jobs than support staff.

Comparison with other measurements

- Within Tilburg University, almost 22% of the respondents are worried about keeping their job compared to 16.5% of the NEA respondents and 14% of the NEA respondents in the education category.

3.9: Are there things that Tilburg University could still initiate? If so, what would that be?

N=	1246
No	73.3% (= 913)
Yes	26.7% (= 333)

26.7% (333) of the respondents indicate that Tilburg University could still initiate things for greater well-being. 314 People provided an explanation, see table below.

Input field in the well-being part of the survey	N = 314
Connectivity, contact, and access campus	76
Prioritizing and expectation management by governance with the aim of reducing the workload	66
Home working facilities	52

Education and assessment support	39
Attention for staff who have problems due to a combination of work and care responsibilities.	20
Need the available of sports, development, coaching	18
Contract renewal	17
Support for physical and mental health	15
Safety measures on campus: hygiene, disinfectants, climate control	11

Sub summary well-being part:

In the closed questions, 77% indicate that their health is (very) good, compared to 23% who say "okay or not good enough." Respondents indicated in particular isolation/lack of social contact (498), fatigue (441), care responsibilities (334), and home schooling (309). In the open questions, we see indications in the areas of health (59), stress (23), work pressure (20), work-life balance (20), little contact with colleagues (20), and concerns about education and assessment (12).

Almost 22% (271) of the respondents are worried about job retention. In the open questions, 17 respondents explicitly mentioned this. In the open questions, 20 respondents explicitly ask for attention paid to employees who have problems because of the combination of work and care.

26% of the respondents are able to separate work and private life well, 45% of the respondents can reasonably separate work and private life.

73% of the respondents are familiar with the information and measures for health and well-being offered by Tilburg University on the Intranet. 9% make use of it. The open questions mention 18 times the desire for sports, development, and coaching as well as 15 times support in the area of physical and mental health. 57% of the respondents indicated that they do not need the support. 7% experience a threshold to make use of the support offered for health and well-being. In the open questions, it was indicated that this was due to work pressure (28), the offer was not suitable for the respondent (15), or external help was called in (13).

During this period, 12% of the respondents undertook activities in the field of personal and career development through the training courses offered by Tilburg University, 22% indicated that they were interested in these activities and 43% had no or insufficient time for these activities.

In the open questions, 76 respondents also remarked that they would like more contact and team activities (e.g. on campus) and 66 respondents indicated that prioritization of work and expectation management is necessary. 39 respondents indicated a need for vision and support in education and assessment. In this respect, employees ask for clarity about the upcoming education within the university. Employees ask for the facilitation and reimbursement of home workplaces (52) in order to tackle/prevent physical problems.

5. Different questions survey employees on campus

Question 1.6: I can safely carry out my work at the university during the coronavirus crisis

	Total	N = 23
Totally agree	13.0%	3
Agree	47.8%	11
Don't agree	21.7%	5
Don't agree at all	17.4%	4

Question 1.7: Tilburg University offers good support to work safely during the coronavirus crisis

	Total	N = 23
Yes	8.7%	2
reasonably	43.5%	10
Insufficiently	26.1%	6
No	21.7%	5

Question 3.4: At home, I can stop thinking about work.

	total	N = 21
Yes	42.9%	9
reasonably	38.1%	8
Insufficiently	9.5%	2
No	9.5%	2

<p>Part 1 question 6: I can safely carry out my work at the university during the coronavirus crisis.</p> <p>Reply: - I don't agree at all, because...</p> <p>- Optional: explanation</p>	N=4
Non-compliance with regulations/measures	2
<p>Part 1 question 7: Tilburg University offers good support to work safely during the coronavirus crisis.</p> <p>Reply: - I don't agree at all, because...</p> <p>-Optional: explanation....</p> <p>Insufficiently. No, because.....</p>	N=5
People are insufficiently heard on campus/have to arrange everything themselves	2
Cleaning + disinfection	2
Non-compliance with regulations/measures	1
<p>Part 1 question 8</p> <p>What are the advantages and disadvantages of working on campus today?</p> <p>- Input field...</p>	
1.8a What advantages do you see in working on campus today?	N=18

few people, easier maintenance	12
Quiet workplace	6
1.8b What disadvantages do you see in the current work on campus?	N=18
Quiet and abandoned/little contact with colleagues	7
Non-compliance with regulations/measures	4
Risks of working alone	4
Communication is not good	3
<i>Open question part 1: work during the coronavirus crisis</i>	
Do you still need certain things from Tilburg University to be able to do your job well? If so, what would that be?	N=8
Poor cleaning	3
Non-compliance with regulations/measures	1
Communication is not good	1
Other (point of contact, longer opening hours of the buildings, more IT support)	3

<p><i>Open question part 2: cooperation</i></p> <p>Do you still need things from your supervisor, organizational unit/ Department, or Tilburg University? If so, what would that be?</p>	<p>N=4</p>
<p>More involvement in decision-making</p>	<p>2</p>
<p>Communication is not good</p>	<p>1</p>
<p>Understanding certain things</p>	<p>1</p>

6. Survey results regarding: Overall satisfaction

Concluding questions

	Scientific staff	Support staff	Total	N
I am satisfied with how Tilburg University deals with the coronavirus crisis.	3.5	4.0	3.7	1242
Tilburg University puts the interests and safety of its people at the heart of the coronavirus crisis.	3.7	4.1	3.9	1242
I am satisfied with the information provided by Tilburg University during the coronavirus crisis.	3.5	3.9	3.7	1242
To what extent are you, overall, satisfied with your work?	3.8	4.1	3.9	1242

Comparison with other measurements:

- The PhD researchers' survey showed that 65% of employees are satisfied to very satisfied with how Tilburg University is coping with the coronavirus crisis. The average is 3.6.
- The benchmark with NEA shows that the Tilburg University score of 3.8 on overall satisfaction is in line with overall national figures. NEA 2019 has an average score of 3.78 and NEA sector Education has a score of 3.76.

7. Links between topics

International employees experience a higher impact of the coronavirus crisis on their work compared to Dutch employees.

International employees experience lower general satisfaction compared to Dutch employees.

International employees experience poorer general health compared to Dutch employees.

Concerns about job retention are positively correlated to the effect of the coronavirus crisis on your job. This means that employees who are worried about keeping their jobs will experience a greater effect of the coronavirus crisis on their jobs. Furthermore, the results show that this positive effect is stronger for scientific staff and staff with children than for support staff and staff without children.

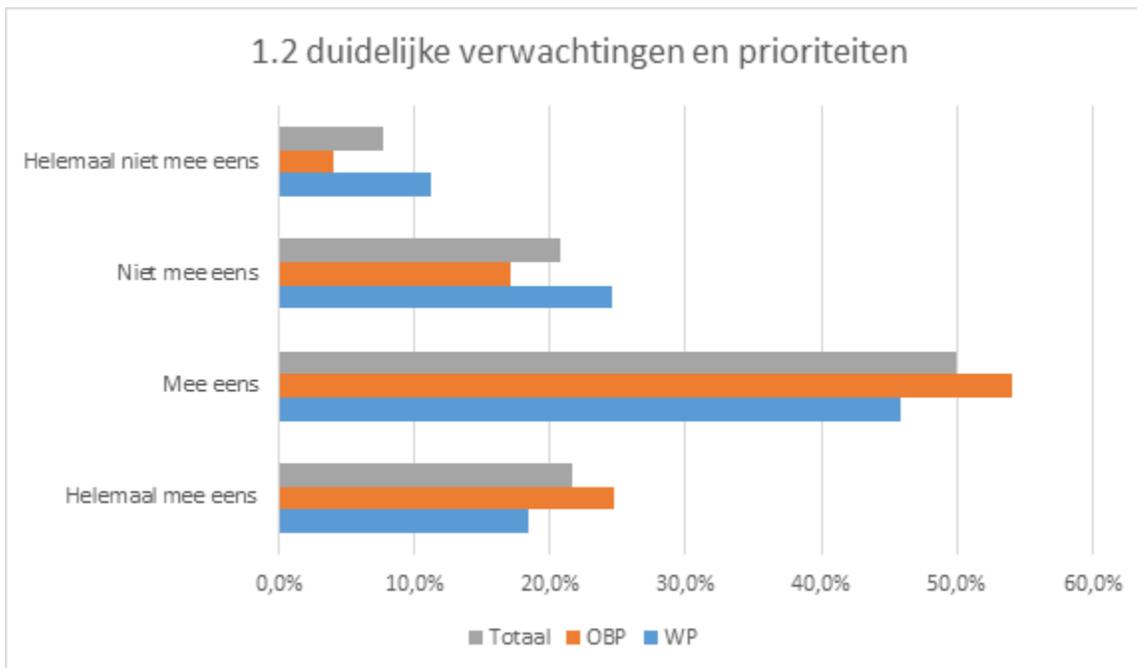
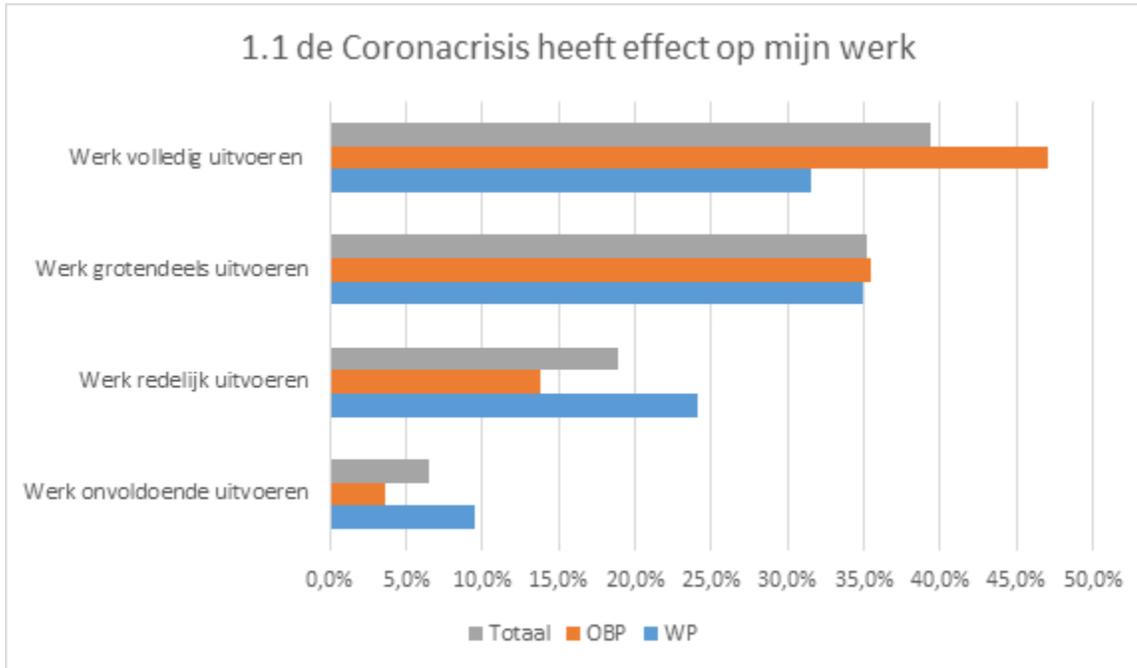
Having care responsibilities and doing home schooling is positively correlated to the effect of the coronavirus crisis on your job. This means that employees with care responsibilities or home schooling experience more effect of the coronavirus crisis on their jobs. Furthermore, the results show that this positive effect is stronger for scientific staff and staff with children than for support staff and staff without children.

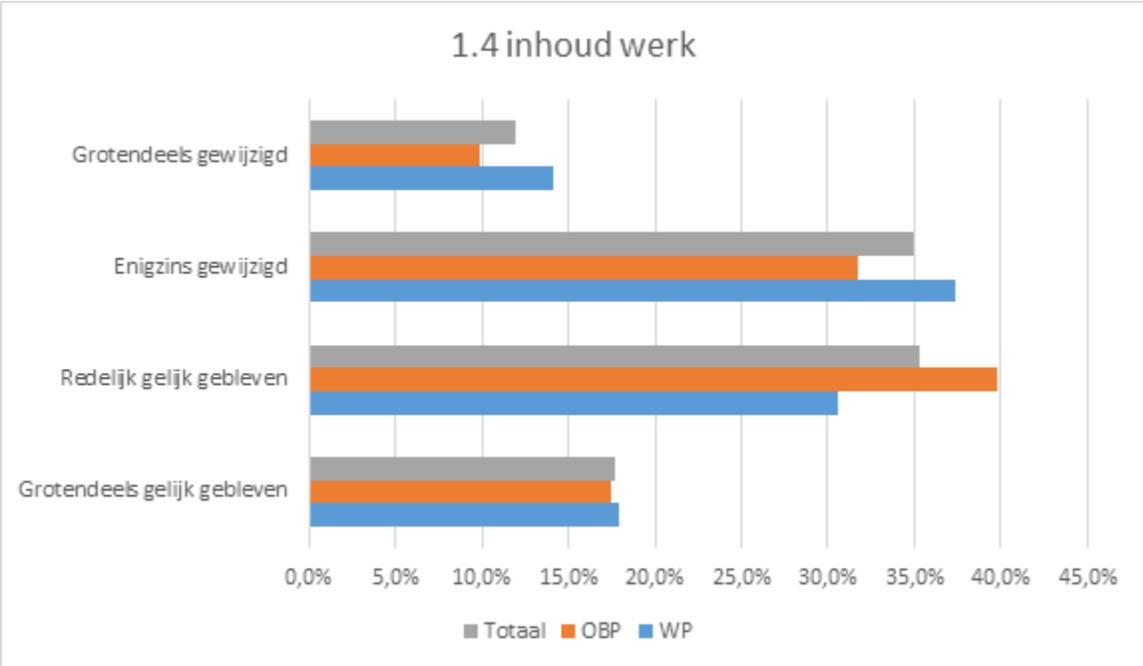
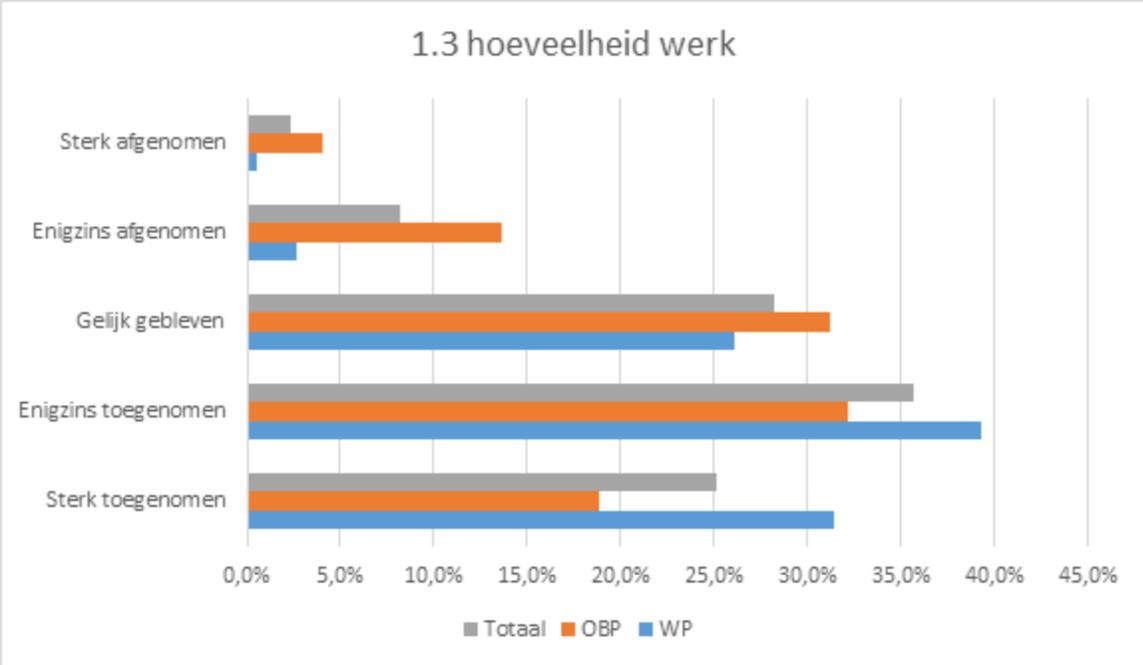
Appendices

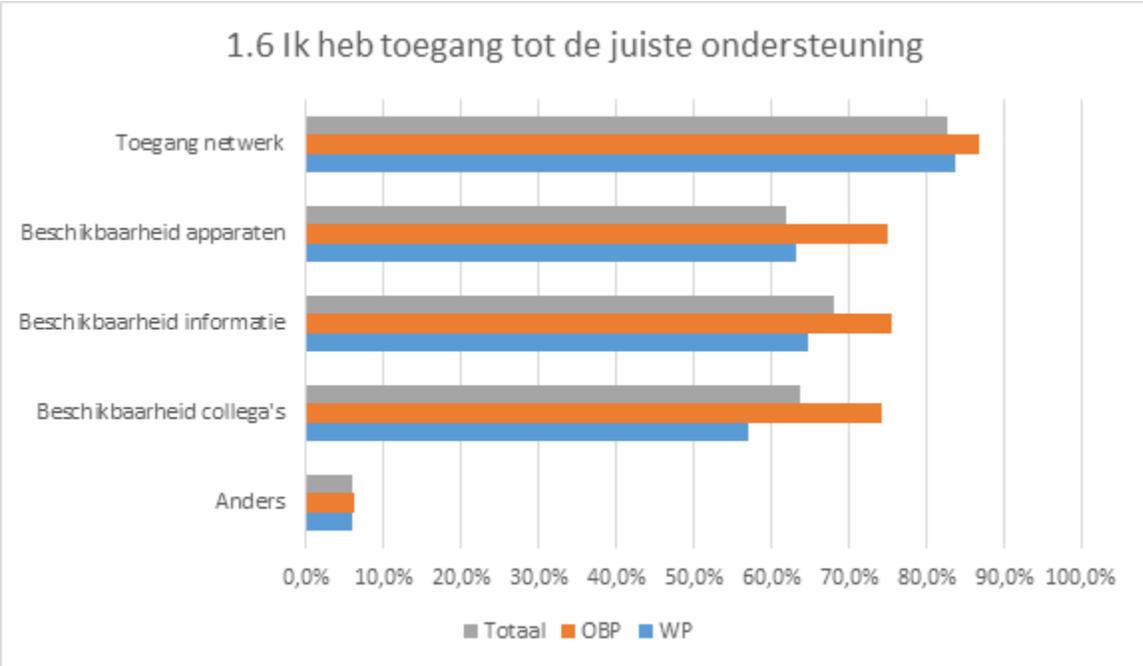
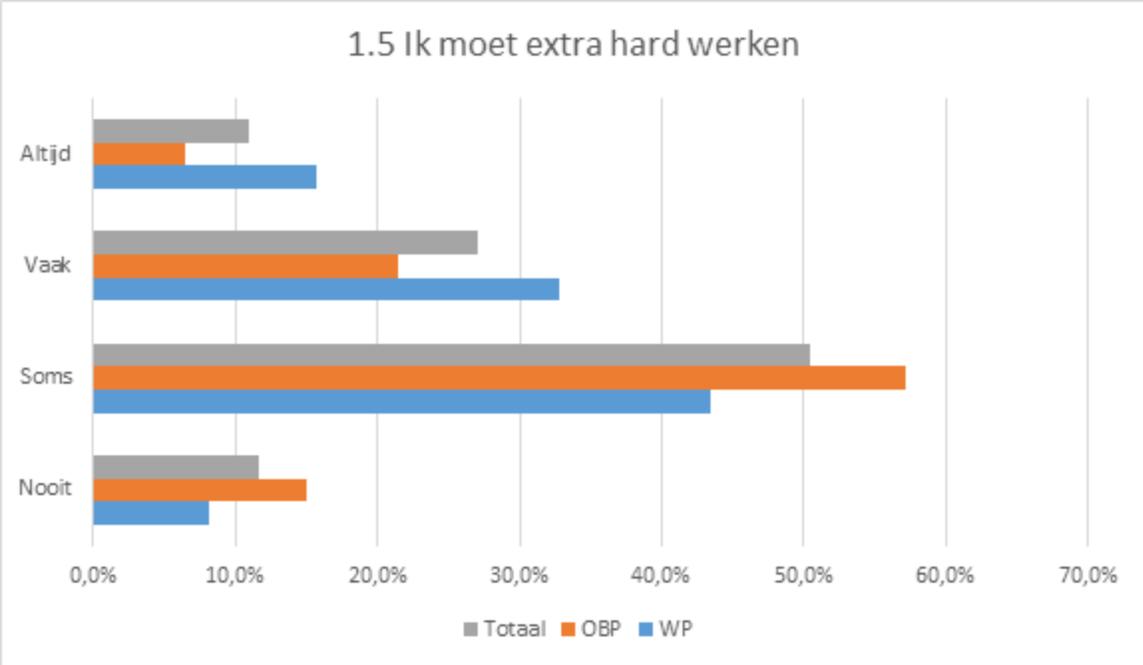
A. Response rates Schools and Divisions

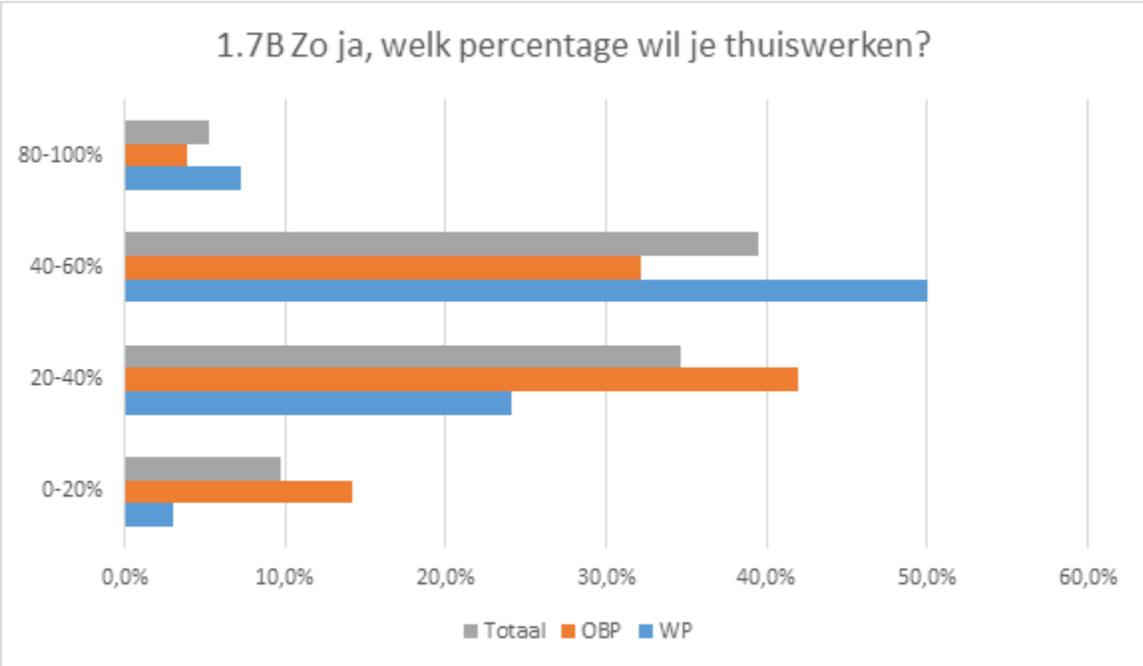
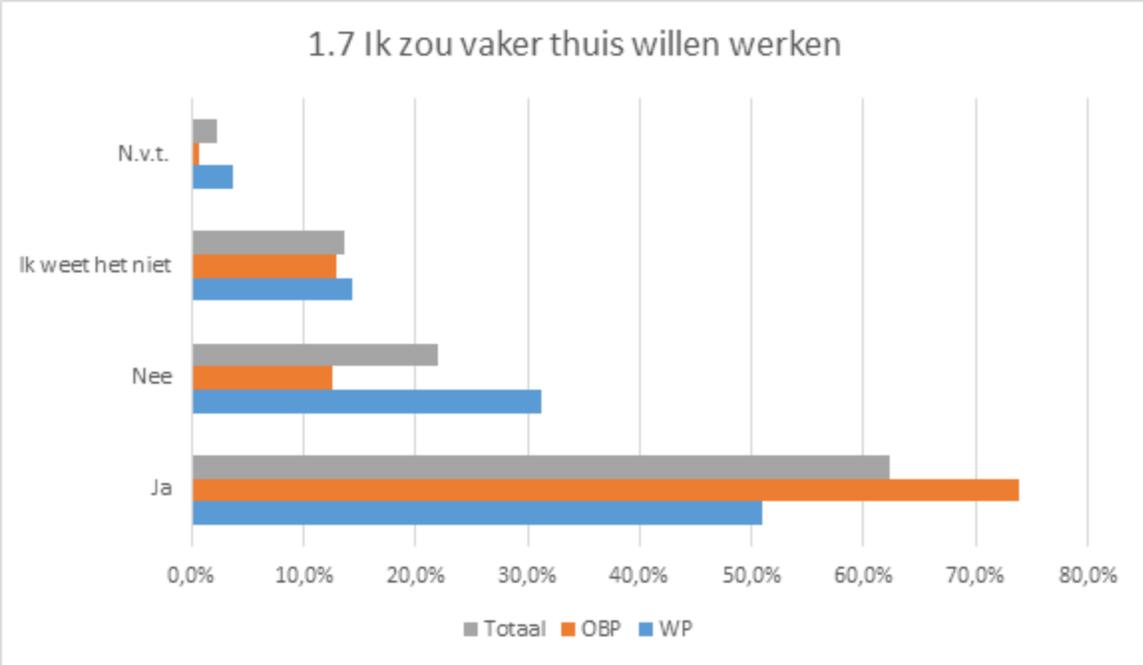
<u>Total Tilburg University</u>				61,6%
		<u>Scientific staff</u>	<u>Support staff</u>	<u>total</u>
TiSEM		46,8%	16,4%	63,2%
TLS		44,6%	13,6%	58,1%
TSB		58,0%	14,2%	72,2%
TSHD		66,3%	13,1%	79,4%
TST		33,9%	16,1%	50,0%
Netspar+ JADS		14,9%	25,5%	40,4%
AS		1,8%	58,1%	59,9%
ES		0,0%	84,0%	84,0%
FS		0,0%	31,8%	31,8%
F&C		0,0%	65,2%	65,2%
HR		0,0%	61,8%	61,8%
LIS		0,7%	63,6%	64,3%
M&C		0,0%	82,6%	82,6%

B. Graphs (only in Dutch)

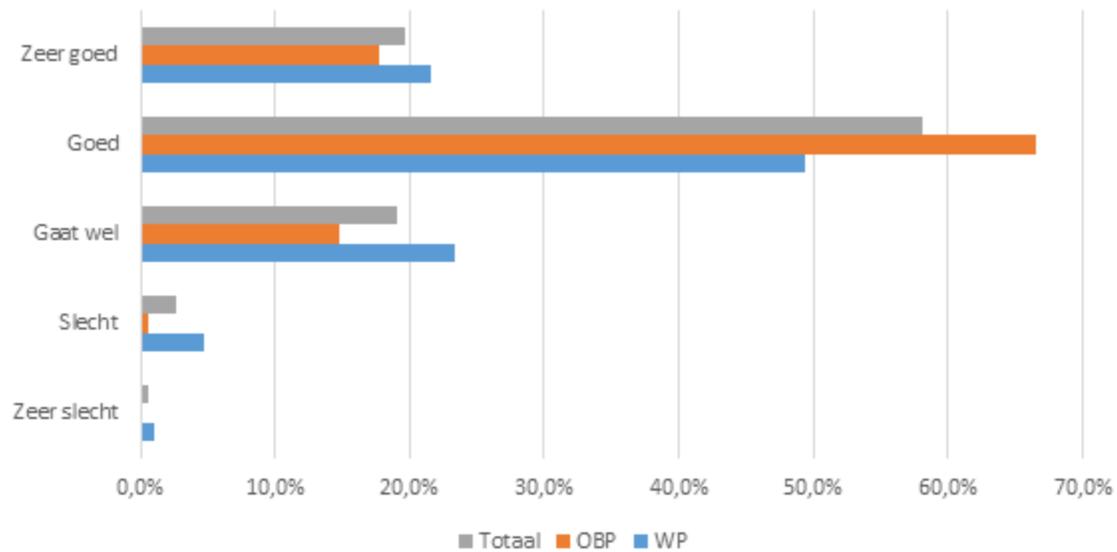




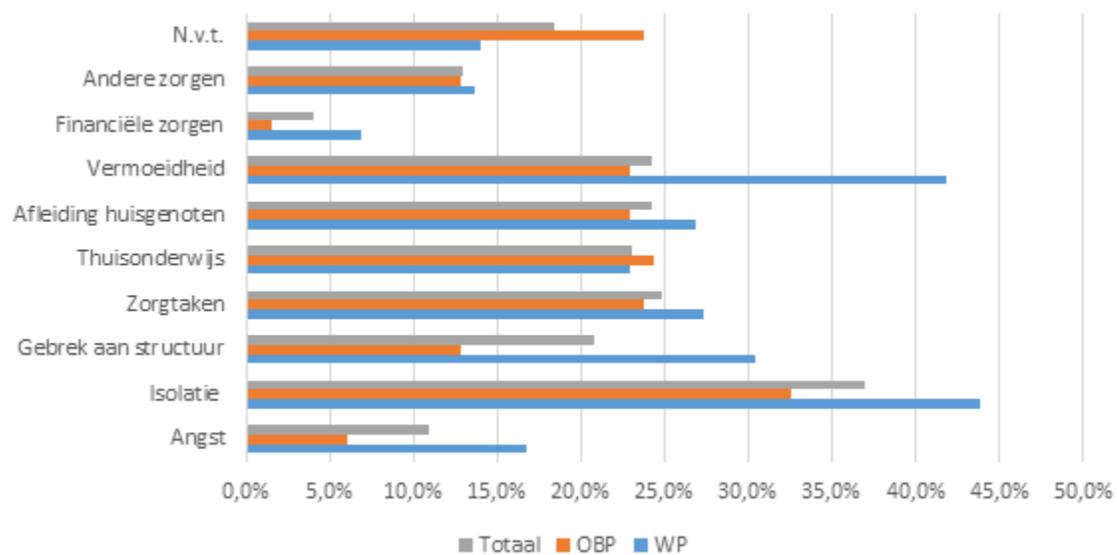




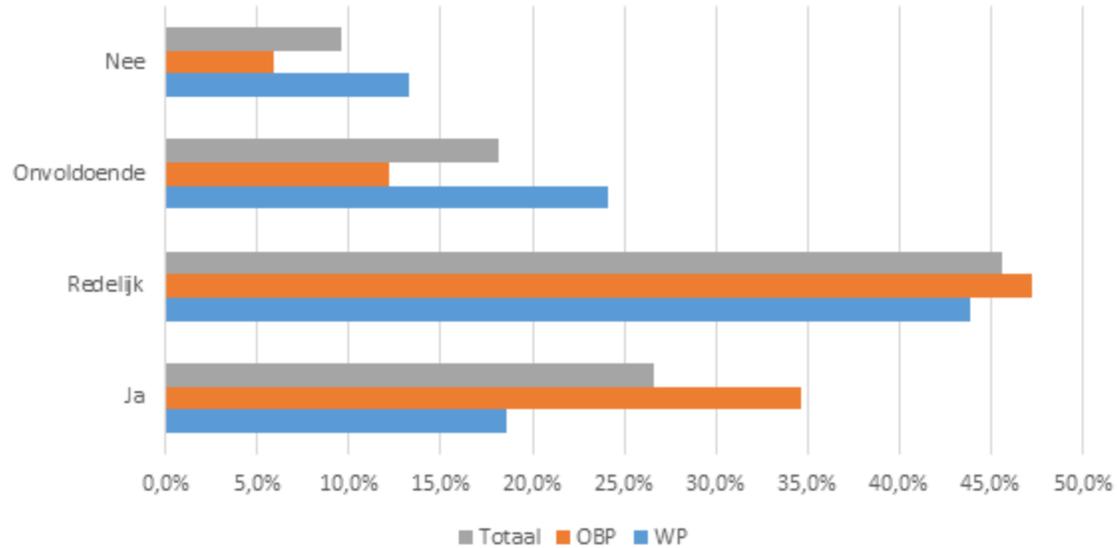
3.1 Hoe is over het algemeen je gezondheid?



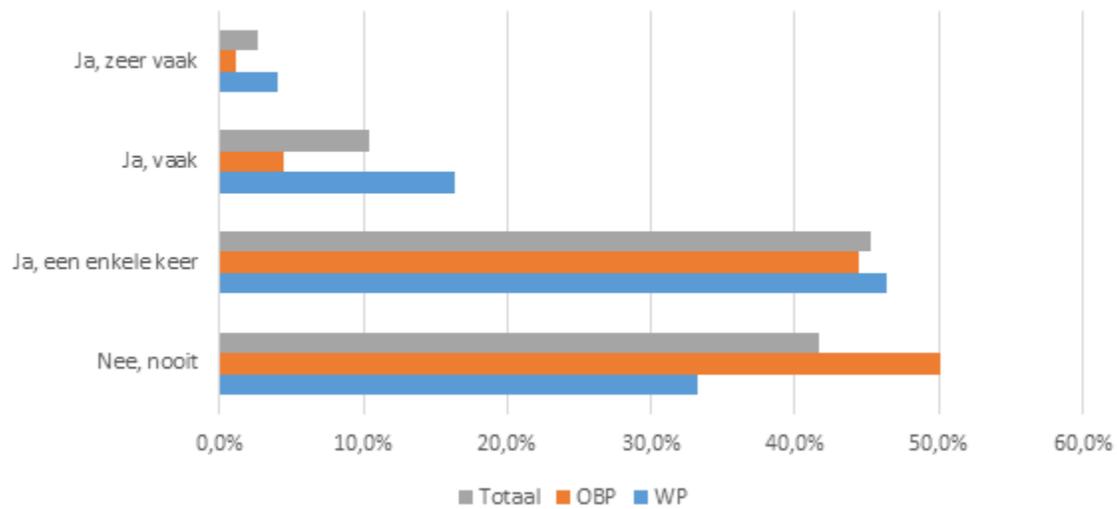
3.2 Welke factoren hebben invloed op je werk?



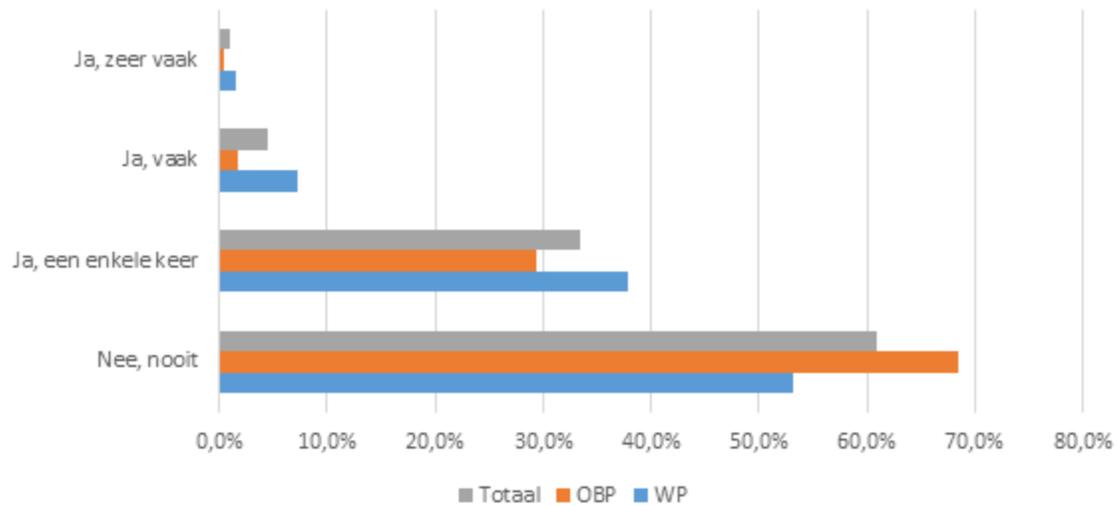
3.3 Werk en privé tijd scheiden



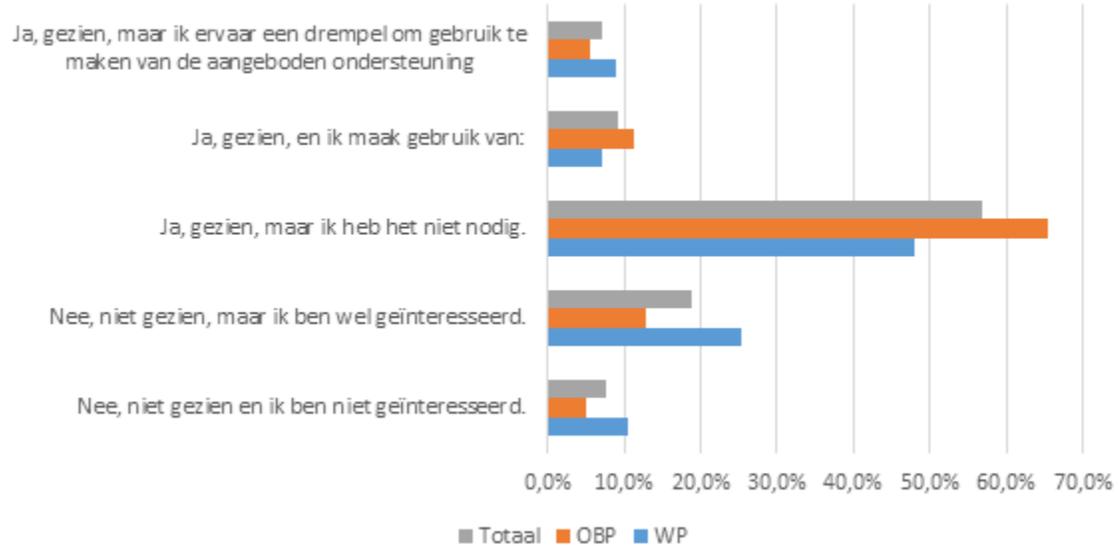
3.4 Het verwaarlozen van familie- of gezinactiviteiten door werk



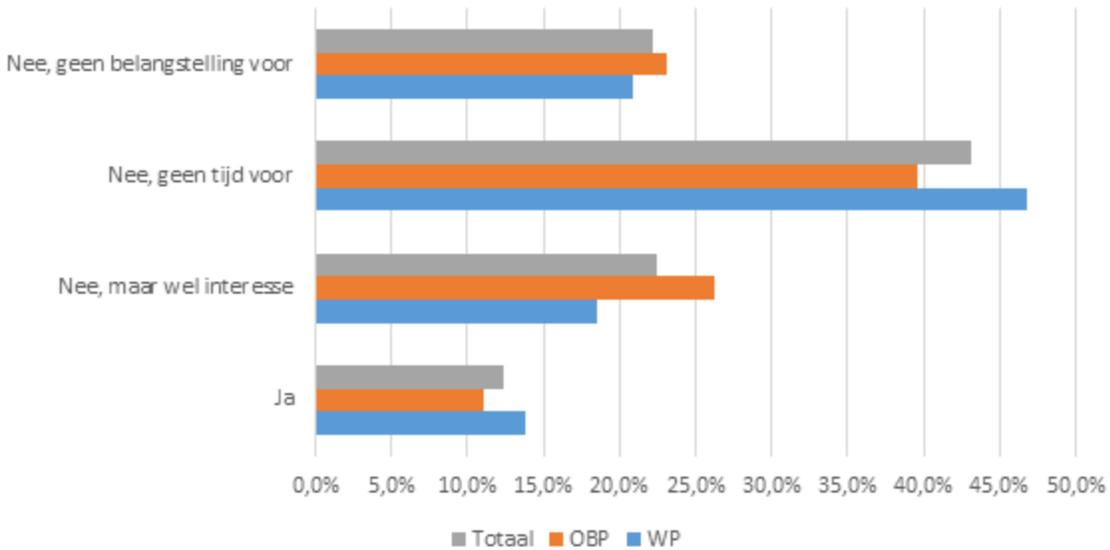
3.5 Het verwaarlozen van werkzaamheden door familie- of gezinactiviteiten



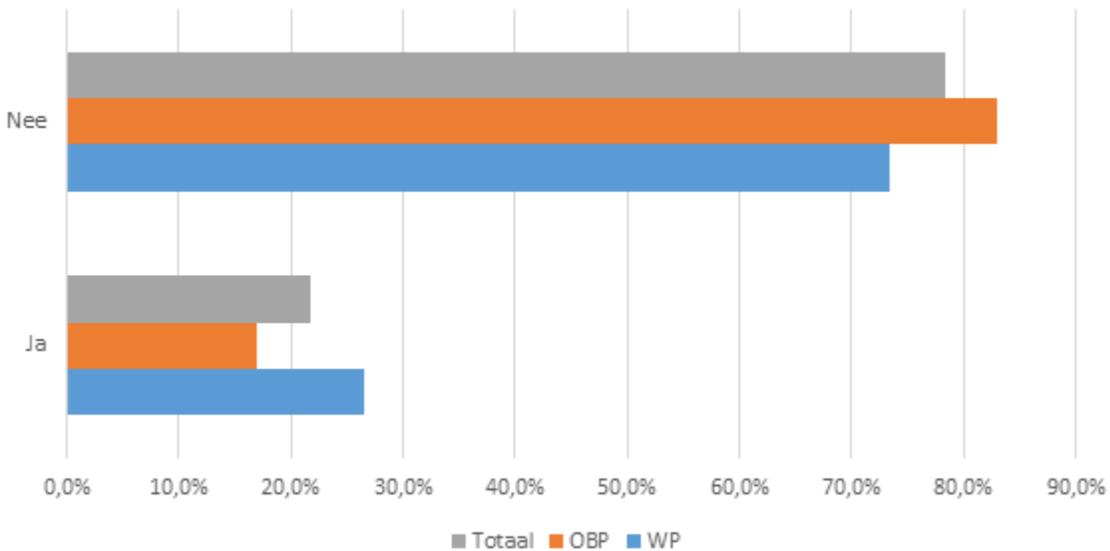
3.6 Bekendheid met informatie/maatregelen TiU



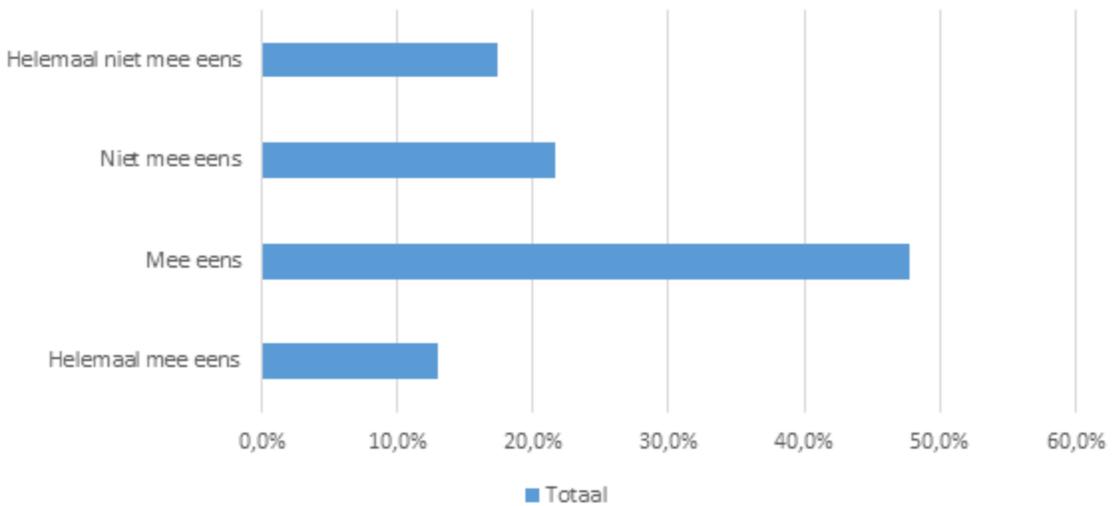
3.7 Ontwikkeling via aanbod trainingen TiU



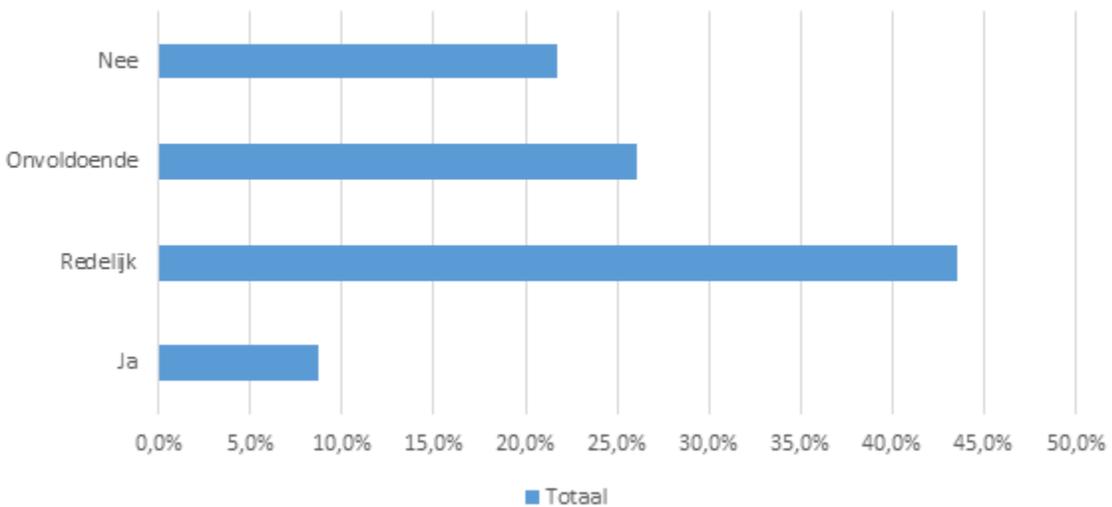
3.8 Maak je je zorgen om het behoud je baan?



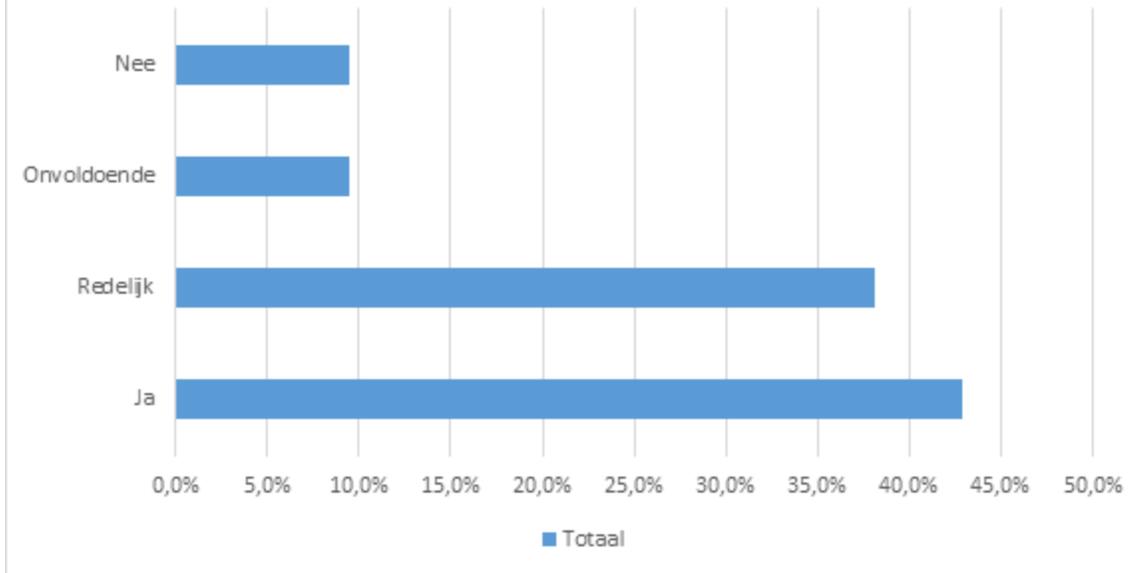
1.6 Ik kan mijn werk aan de universiteit veilig uitvoeren tijdens corona crisis



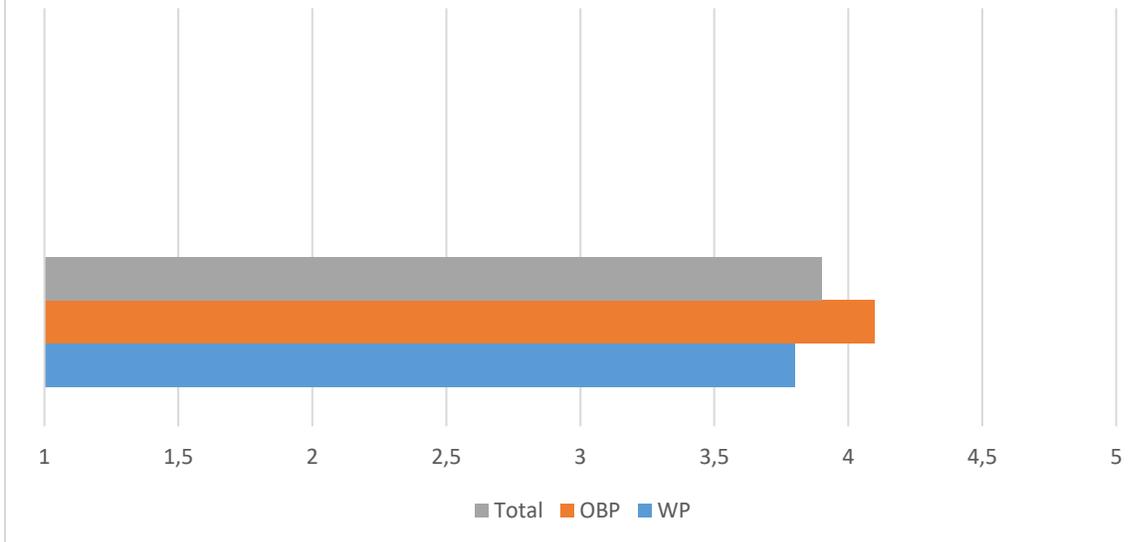
1.7 Tilburg University biedt goede ondersteuning om veilig te werken tijdens de coronacrisis



3.4 Thuis kan ik gedachten aan werk goed loslaten



Afrondende stelling: In hoeverre ben je, alles bij elkaar genomen, tevreden met je werk?



C. Survey “working from home”

Choose your language:

- Dutch
- English

Because of the corona crisis, I am working:

- from home
- partly from home, partly on campus
- on campus

Basic Questions

1. Are you scientific or support staff?
 - Scientific staff
 - Support and management staff
2. For which School do you work?
 - Tilburg School of Economics and Management (TiSEM)
 - Tilburg Law School (TLS)
 - Tilburg School of Social and Behavioral Sciences (TSB)
 - Tilburg School of Humanities and Digital Sciences (TSHD)
 - Tilburg School of Catholic Theology (TST)

For which Division do you work?

- Academic Services (AS)
 - Executive Services (ES)
 - Facility Services (FS)
 - Finance & Control (F&C)
 - Human Resources (HR)
 - Library & IT Services (LIS)
 - Marketing & Communication (M&C)
 - Other
3. Which age group do you belong to?
 - up to and including 34 years
 - 35 up to and including 44 years
 - 45 up to and including 54 years
 - 55 years or older
 4. What is your gender?
 - Man
 - Woman
 - Other, namely
 5. Do you have children up to and including 14 years old living at home?
 - Yes
 - No

Part I. How is your work going?

1. The corona crisis is affecting my work.

- I can still fully complete my work.
- I can do most of my work.
- I can do my job reasonably well.
- I cannot do my job properly.

2. In the current situation, priorities are set and choices made in my work in consultation with my direct supervisor, so that it is clear what results are expected of me.

- Totally agree
- Agree
- Don't agree
- Don't agree at all

3. Because of the corona crisis, the amount of work:

- strongly increased
- slightly increased
- stayed the same
- slightly decreased
- sharply decreased

4. Because of the corona crisis, the content of my work:

- remained the same
- remained largely the same
- changed slightly
- changed to a large extent

5. I have to work extra hard.

- Never
- Sometimes
- Often
- Always

6. I have the [right support](#) to do my job. You can opt for multiple answers.

- Access to the network and software
- Availability of devices ((for example pc, laptop, monitor, printer)
- Availability of information and data
- Availability of colleagues
- Otherwise, namely...

7. Due to your current experience regarding working from home, would you like to work from home more often?

- Yes
- No
- I do not know
- Not applicable

7.1 If you have answered the previous question with “yes,” what percentage of your appointment would you like to work from home?

- 0 – 20%
- 20 - 40%
- 40 – 60
- 60 – 80%
- 80 – 100%

8.To what extent do you agree or disagree that the following aspects have **positively influenced** working from home during the corona crisis?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
At home, I can concentrate.					
I get the opportunity to do work I normally do not have time for.					
I do not have to spend time on long meetings.					
I can take a break when it suits me.					
I appreciate being with household members/pets more.					
I save travel time to and from work.					
I get a chance to break my old habits and change routines.					
At the end of the working day, I feel fit.					

9.To what extent do you agree or disagree that the following aspects have **negatively influenced** working from home during the corona crisis?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I do not see my colleagues as much as I would like.					
Working is hard for me now that I cannot use my normal routines.					
I find it hard to stay focused when I am working from home.					
I do not get enough exercise when I am not at my workplace.					
The physical conditions in my house do not provide a good working environment. (e.g. adjustable chair and table, enough light, silence, good monitor, etc.)					
I am experiencing physical complaints because of the home office. (e.g. back, neck, shoulders, arms, wrists, hands)					
At home, I feel more "stuck to my computer" than at my workplace.					

Open question about this part of the survey: working (from home)

Do you still need things from Tilburg University to be able to do your job well? If so, what would that be?

No

Yes, namely.....

Part 2. How is working together proceeding?

To what extent do you agree with the following five statements?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
We make agreements with the organizational unit/Department about alternative ways of working.					
My colleagues give me personal attention.					
My direct supervisor pays attention to what I say.					
My direct supervisor has insight into the effect of the corona crisis on my work and output.					
My direct supervisor offers me freedom and flexibility.					

Open question about this part of the survey: collaboration

Do you still need things from your supervisor, organizational unit/Department, or Tilburg University? If so, what would that be?

No

Yes, namely....

Part 3. How is your well-being?

1. How is your health in general?
 - Very good
 - Good
 - Okay
 - Bad
 - Very bad

2. Since the corona crisis, the following factors have affected my work. You can opt for multiple answers.
 - Fear
 - Isolation and lack of social contact
 - Lack of structure in the day
 - Care responsibilities
 - Home schooling
 - Distractions by household members
 - Fatigue
 - Financial concerns
 - Other: ... input field
 - Not applicable

3. At home, I can easily separate work time and private time.
 - Yes
 - Reasonably
 - Insufficiently
 - No

4. Do you miss or neglect your family activities because of your work?
 - No, never
 - Yes, every now and again
 - Yes, often
 - Yes, very often

5. Do you miss or neglect your work because of family responsibilities?
 - No, never
 - Yes, every now and again
 - Yes, often
 - Yes, very often

14. I am familiar with the information and measures for health and well-being offered by Tilburg University on the [Intranet](#):

- No, I haven't seen it, and I'm not interested.
- No, I haven't, but I'm interested.
- Yes, I've seen it, but I don't need it.
- Yes, I've seen it, and I use: ...input field
- Yes, I've seen it, but I'm experiencing a threshold to take advantage of the support offered, namely... input field

Open question: Do you have other needs in relation to health and well-being?

Entry field

6. Also in this period, I undertake activities in the field of personal and career development by means of the [training courses](#) offered by Tilburg University.

- Yes
- No, but I am interested in this.
- No, because I do not have the time.
- No, because I am not interested.

7. I am worried about keeping my job.

- Yes
- No

Open question about this part of the survey: well-being

Are there things Tilburg University could still initiate? If so, what would that be?

No

Yes, namely.....

Concluding questions

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I am satisfied with how Tilburg University is coping with the corona crisis.					
Tilburg University focuses on the interests and safety of our people during the corona crisis.					
I am satisfied with the information provided by Tilburg University during the corona crisis.					

Final question

Overall, to what extent are you satisfied with your work?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

///

Many thanks for completing the employee survey.

If you have any questions or comments, please contact hrpolicy@tilburguniversity.edu.

D. Survey “working on campus”

Choose your language:

- Dutch
- English

Because of the corona crisis, I am working:

- from home
- partly from home, partly on campus
- on campus

Basic Questions

1. Are you scientific or support staff?
 - Scientific staff
 - Support and management staff

2. For which School or Division do you work?
 - Tilburg School of Economics and Management (TiSEM)
 - Tilburg Law School (TLS)
 - Tilburg School of Social and Behavioral Sciences (TSB)
 - Tilburg School of Humanities and Digital Sciences (TSHD)
 - Tilburg School of Catholic Theology (TST)

 - Academic Services (AS)
 - Executive Services (ES)
 - Facility Services (FS)
 - Finance & Control (F&C)
 - Human Resources (HR)
 - Library & IT Services (LIS)
 - Marketing & Communication (M&C)
 - Other

3. Which age group do you belong to?
 - up to and including 34 years
 - 35 up to and including 44 years
 - 45 up to and including 54 years
 - 55 years or older

4. What is your gender?
 - Man
 - Woman
 - Other, namely

5. Do you have children up to and including 14 years old living at home?
 - Yes
 - No

Part I. How is your work going?

The corona crisis is affecting my work.

- I can still fully complete my work.
- I can do most of my work.
- I can do my job reasonably well.
- I cannot do my job properly.

In the current situation, priorities are set and choices made in my work in consultation with my direct supervisor, so that it is clear what results are expected of me.

- Totally agree
- Agree
- Don't agree
- Don't agree at all

Because of the corona crisis, the amount of work:

- strongly increased
- slightly increased
- stayed the same
- slightly decreased
- sharply decreased

Because of the corona crisis, the content of my work:

- remained the same
- remained largely the same
- changed slightly
- changed to a large extent

I have to work extra hard.

- Never
- Sometimes
- Often
- Always

I can safely do my job at the university during the corona crisis.

- Totally agree
- Agree
- Don't agree
- Don't agree at all

Optional: explanatory note....

Tilburg University offers adequate support to work safely during the corona crisis.

- Yes
- Reasonably
- Insufficiently
- No

Optional: explanatory note....

8. What do you see as advantages and disadvantages of working on campus, at present?

Please fill in: ...

Open question about this part of the survey: working during the corona crisis

Do you still need things from Tilburg University to be able to do your job well? If so, what would that be?

No

Yes, namely

Part 2. How is working together proceeding?

To what extent do you agree with the following five statements?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
We make agreements with the organizational unit/Department about working during the corona crisis.					
My colleagues give me personal attention.					
My direct supervisor pays attention to what I say.					
My direct supervisor has insight into the effect of the corona crisis on my work and output.					
My direct supervisor offers me freedom and flexibility.					

Open question about this part of the survey: collaboration

Do you still need things from your supervisor, organizational unit/Department, or Tilburg University? If so, what would that be?

No

Yes, namely

Part 3. How is your well-being?

8. How is your health in general?
- Very good
 - Good
 - Okay
 - Bad
 - Very bad
9. Since the corona crisis, the following factors have affected my work. You can opt for multiple answers.
- Fear
 - Isolation and lack of social contact
 - Lack of structure in the day
 - Care responsibilities
 - Home schooling
 - Distractions by household members
 - Fatigue
 - Financial concerns
 - Other: ... input field
 - Not applicable

At home, I can let go of thinking about work.

- Yes
 - Reasonably
 - Insufficiently
 - No
10. Do you miss or neglect your family activities because of your work?
- No, never
 - Yes, every now and again
 - Yes, often
 - Yes, very often
11. Do you miss or neglect your work because of family responsibilities?
- No, never
 - Yes, every now and again
 - Yes, often
 - Yes, very often

I am familiar with the information and measures for health and well-being offered by Tilburg University on the [Intranet](#).

- No, I haven't seen it, and I'm not interested.
- No, I haven't, but I'm interested.
- Yes, I've seen it, but I don't need it.
- Yes, I've seen it, and I use: ...input field
- Yes, I've seen it, but I'm experiencing a threshold to take advantage of the support offered, namely ... inputfield

Open question: Do you have other needs in relation to health and well-being?

Entry field

12. Also in this period I undertake activities in the field of personal and career development by means of the [training courses](#) offered by Tilburg University.

- Yes
- No, but I am interested in this.
- No, because I do not have the time.
- No, because I am not interested.

13. I am worried about keeping my job.

- Yes
- No

Open question about this part of the survey: well-being

Are there things Tilburg University could still initiate? If so, what would that be?

No

Yes, namely

Concluding questions

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
I am satisfied with how Tilburg University is coping with the corona crisis					
Tilburg University focuses on the interests and safety of our people during the corona crisis.					
I am satisfied with the information provided by Tilburg University during the corona crisis.					

Final question

Overall, to what extent are you satisfied with your work?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

///

Many thanks for completing the employee survey.

If you have any questions or comments, please contact hrpolicy@tilburguniversity.edu.