

People at Work 'R We OK' survey summary 2023

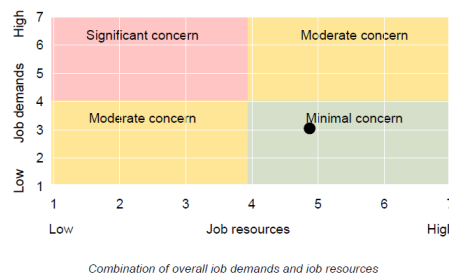
The People at Work (R we OK?) survey achieved a response rate of 23%, with 1,535 staff responses out of 6,648 continuing and fixed term staff.

Our overall results were **positive** as Griffith fell into the overall **minimal concern** category.

The data used to benchmark was from across seventy-nine different industries. Fifteen of the organisations were from the Education and Training sector.

Results were assessed against two key factors:

- Job demands—aspects of the job that require sustained psychological or physical effort.
- Job resources—aspects of the job that are helpful for workers in achieving work goals.



Workplaces should aim for job demands (role overload, emotional demand, group relationship conflict, group task conflict, role conflict and role ambiguity) to be in the **low** range and job resources (job control, supervisor support, co-worker support, praise and recognition, procedural justice, and change consultation) to be in the **higher** range.

Job Demands

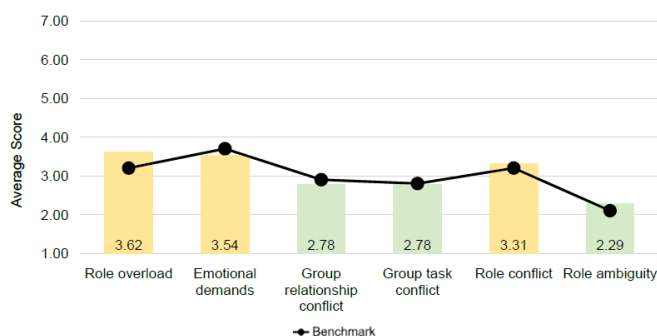
Griffith's scores across the Job Demands items with three items (green) lower than the benchmark data indicating low risk.

The green areas depict where we are doing well (low risk):

- Group relationship conflict (Griffith 2.78 is lower than the benchmark 2.9)
- Group task conflict (Griffith 2.78 is slightly lower than the benchmark 2.8)
- Role ambiguity (Griffith 2.29 is higher than the benchmark 2.10)

The yellow areas depict areas for improvement (moderate risk):

- Role overload (Griffith 3.62 is higher than benchmark 3.2)
- Emotional demands (Griffith 3.54 is lower than benchmark 3.7)
- Role conflict (Griffith 3.31 is higher than benchmark 3.2)



Score interpretation ↓ Lower is preferable			
Range	Low	Moderate	High
Scale values	1.00 - 3.00	3.01 - 4.99	5.00 - 7.00
Action	Good but monitor	Could be improved	Immediate action required

Overall average level of each job demand as compared to the benchmark

Job Resources

Griffith's scores across the Job Resources items align very closely. Three items (green) were ranked higher than the benchmark data indicating low risk.

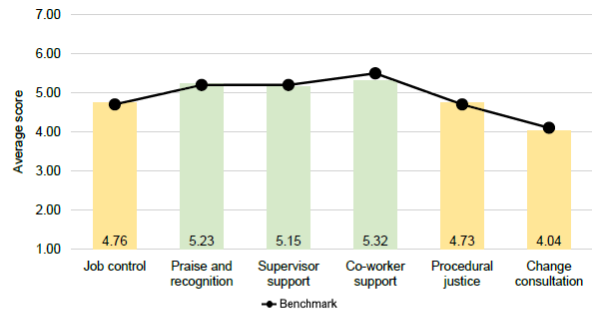
The green areas depict where we are doing well (low risk):

- Praise and recognition (Griffith 5.23 was slightly higher than the benchmark 5.20)

- Supervisor support (Griffith 5.15 was lower than the benchmark 5.20)
- Co-worker support (Griffith 5.32 was lower than the benchmark 5.50)

The yellow areas depict areas for improvement (moderate risk):

- Job control (Griffith 4.76 is higher than benchmark 4.70)
- Procedural justice (Griffith 4.73 is higher than benchmark 4.70)
- Change consultation (Griffith 4.04 is slightly lower than benchmark 4.10)



Score interpretation † Higher is preferable			
Range	Low	Moderate	High
Scale values	1.00 - 3.00	3.01 - 4.99	5.00 - 7.00
Action	Immediate action required	Could be improved	Good but monitor

Overall average level of each job resource as compared to the benchmark