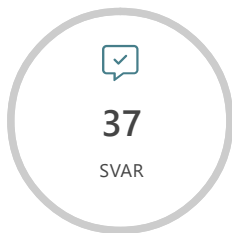




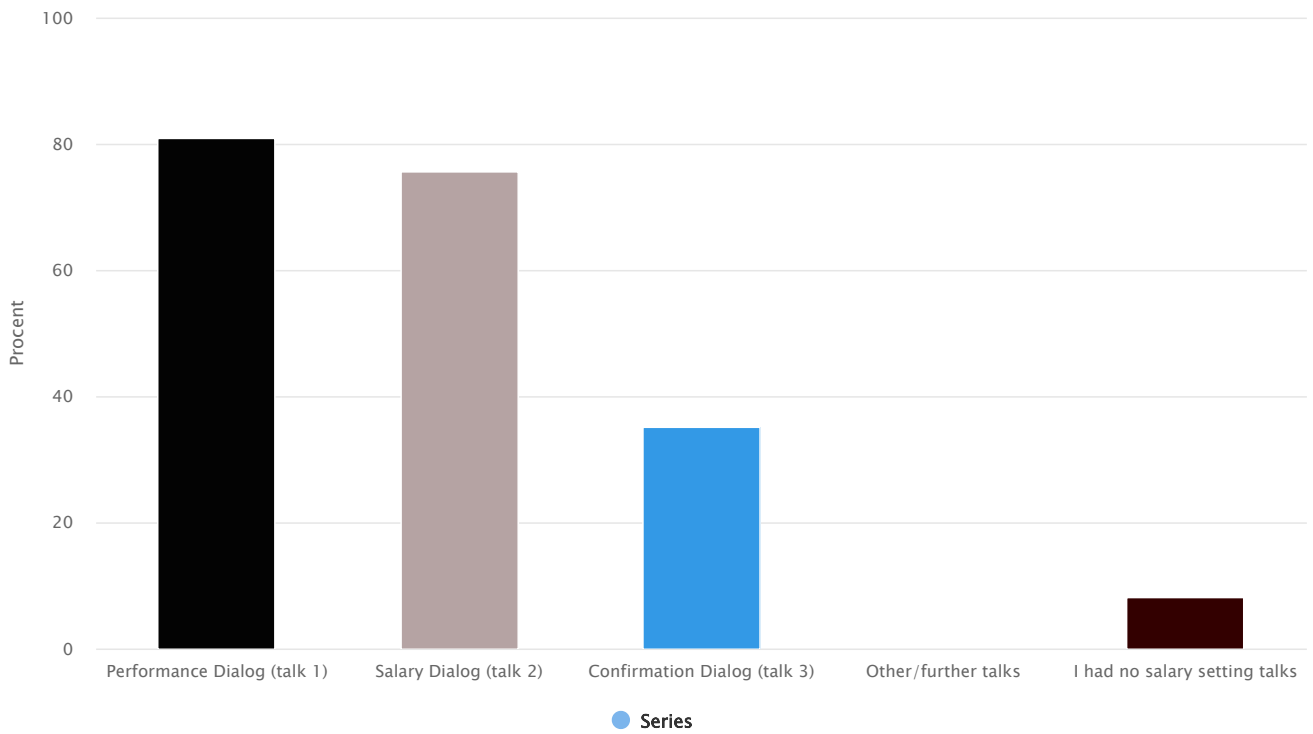
Saco-S lönenekät (EN) (Kopiera)

Undersökningsinformation



1. Which of the following conversations took place during the salary review? You can choose several options.

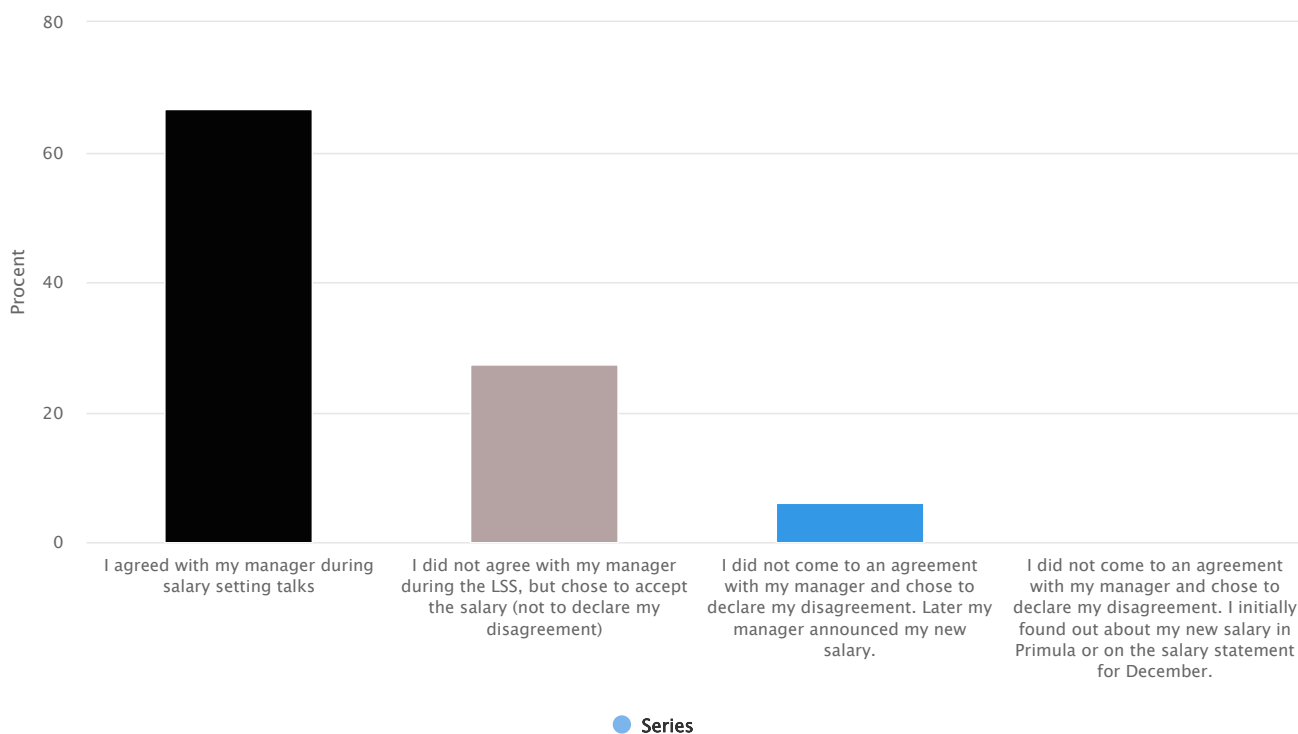
Sida 2 - Fråga 1



1 Performance Dialog (talk 1)	30 (81%)
2 Salary Dialog (talk 2)	28 (76%)
3 Confirmation Dialog (talk 3)	13 (35%)
4 Other/further talks	0 (0%)
5 I had no salary setting talks	3 (8%)
Svar	37

How was your new salary decided/how did you find out your new salary?

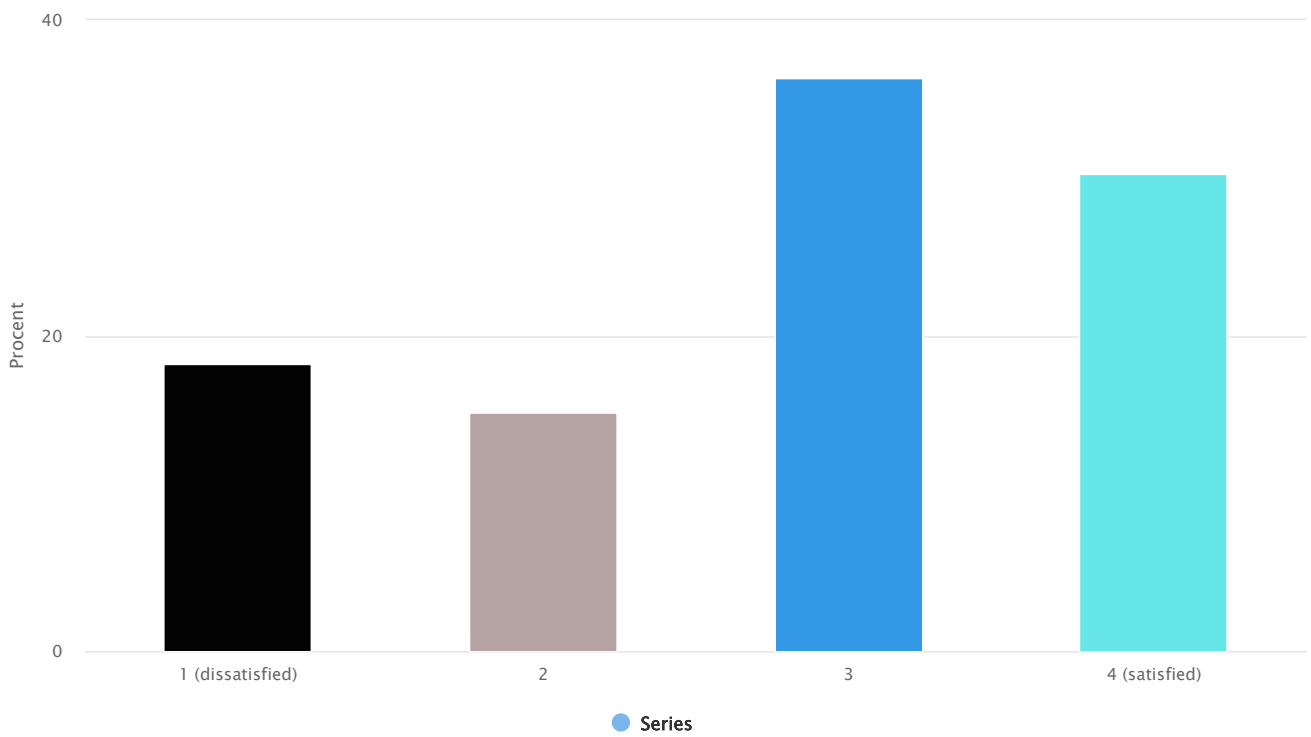
Sida 3 - Fråga 1



1 I agreed with my manager during salary setting talks	22 (67%)
2 I did not agree with my manager during the LSS, but chose to accept the salary (<u>not</u> to declare my disagreement)	9 (27%)
3 I did not come to an agreement with my manager and chose to declare my disagreement. Later my manager announced my new salary.	2 (6%)
4 I did not come to an agreement with my manager and chose to declare my disagreement. I initially found out about my new salary in Primula or on the salary statement for December.	0 (0%)
Svar	33

How did you experience the salary revision as a whole?

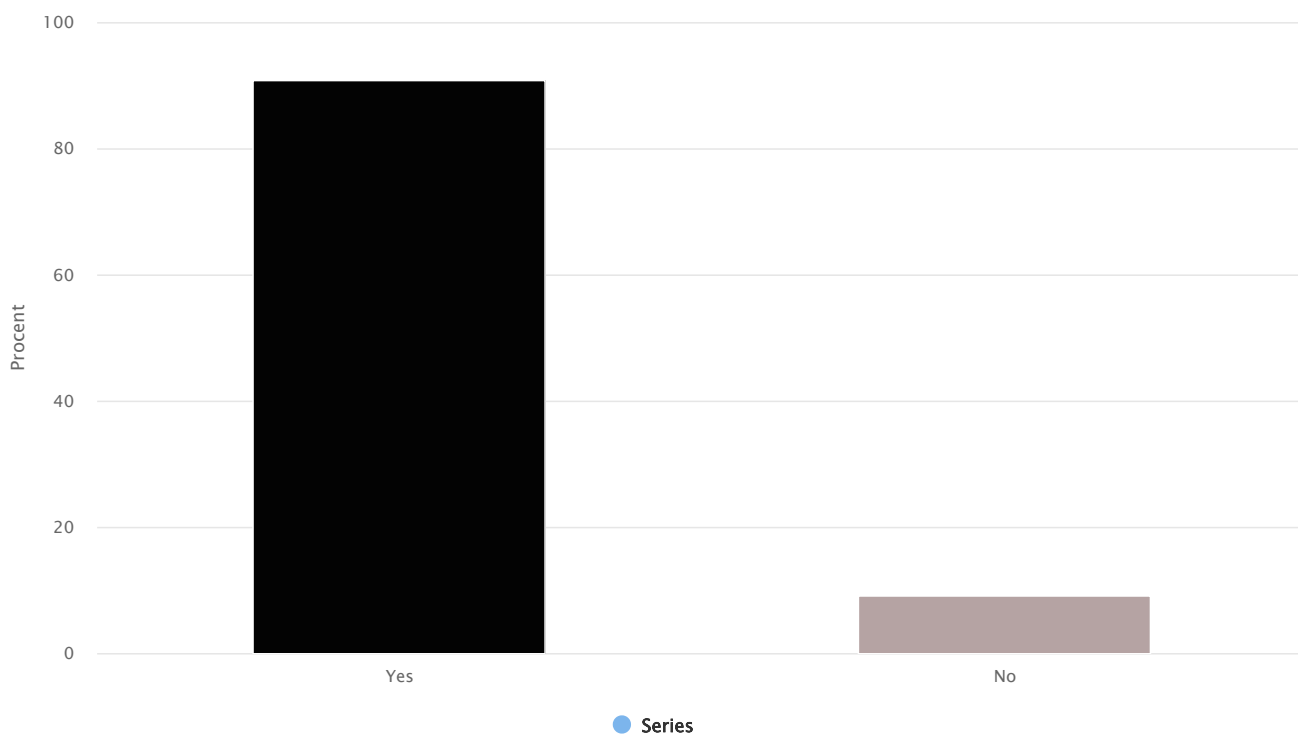
Sida 4 - Fråga 1



1 (dissatisfied)	6 (18%)
2	5 (15%)
3	12 (36%)
4 (satisfied)	10 (30%)
Svar	33

Was there a dialog about your performance the past year?

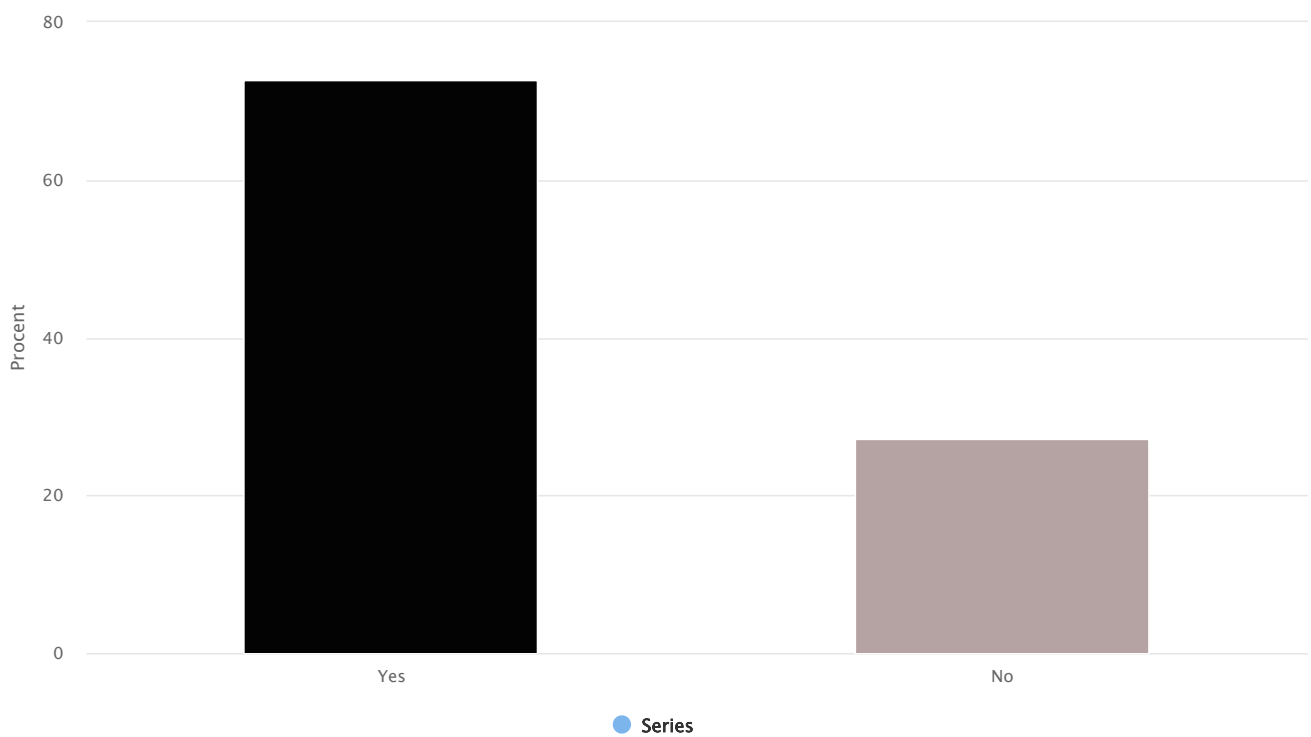
Sida 5 - Fråga 1



1 Yes	30 (91%)
2 No	3 (9%)
Svar	33

Was there a discussion between you and your manager, based on SLU's salary criteria?

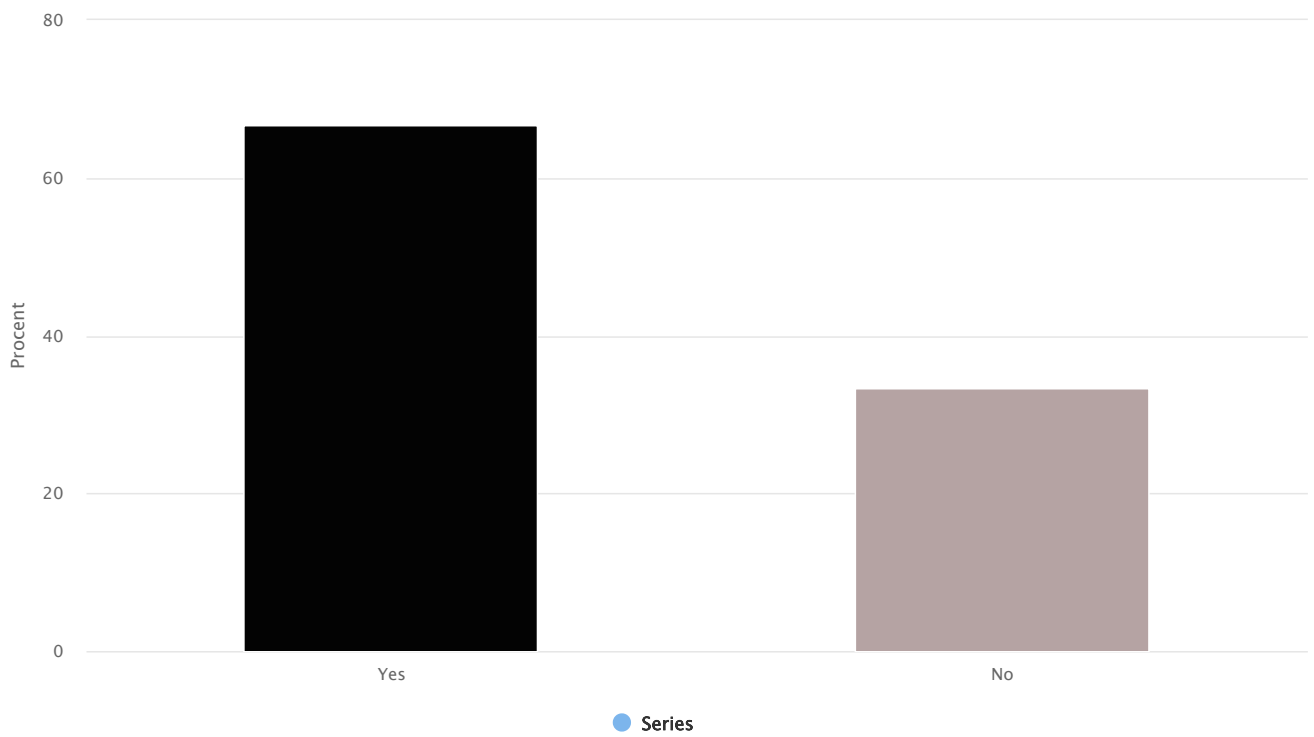
Sida 6 - Fråga 1



1 Yes	24 (73%)
2 No	9 (27%)
Svar	33

Did you have the opportunity to present your own arguments for an accurate salary?

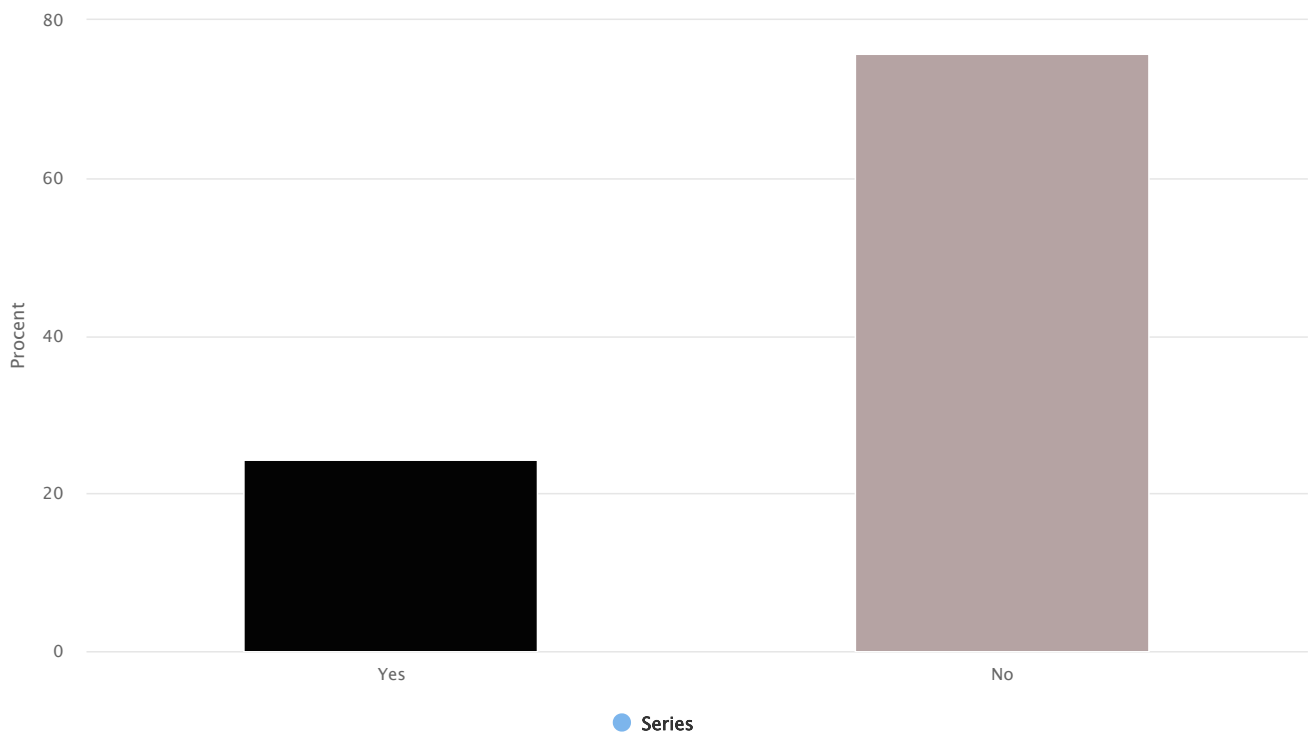
Sida 7 - Fråga 1



1 Yes	22 (67%)
2 No	11 (33%)
Svar	33

Did you state your salary proposal?

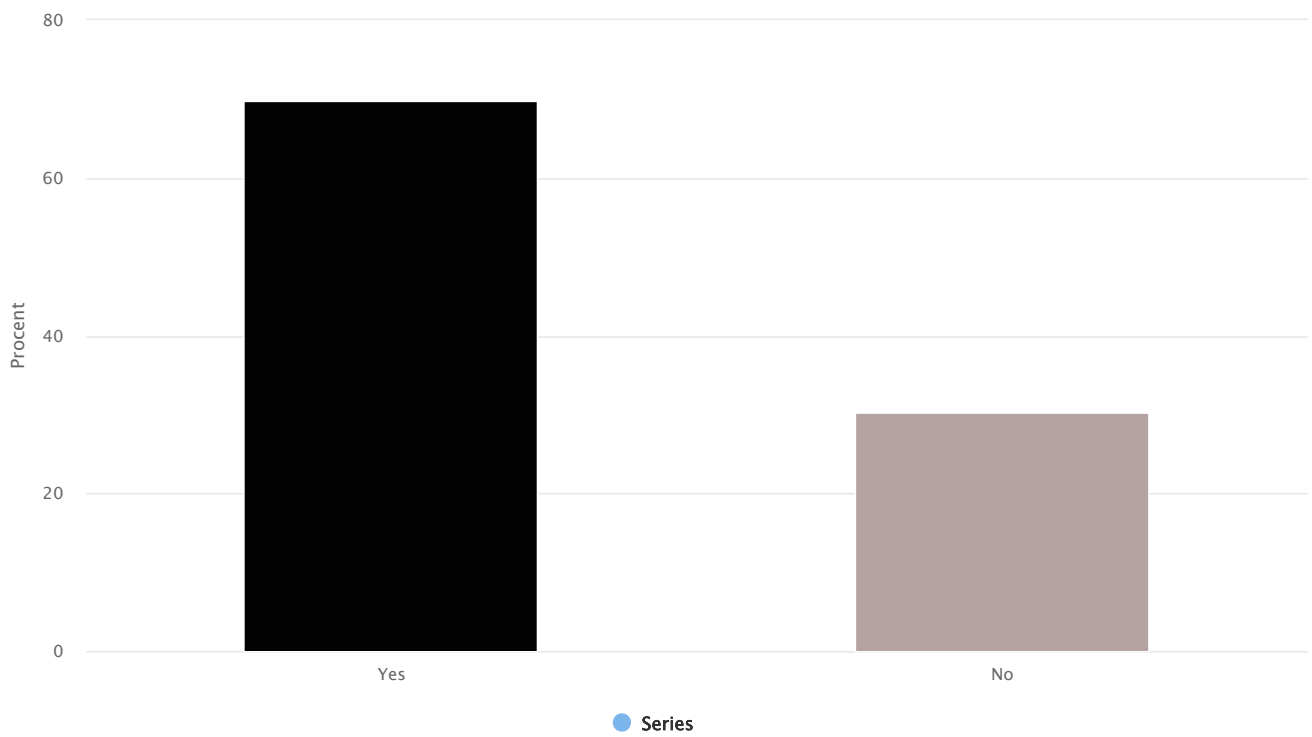
Sida 8 - Fråga 1



1 Yes	8 (24%)
2 No	25 (76%)
Svar	33

Have you received an explanation of the salary your manager suggested?

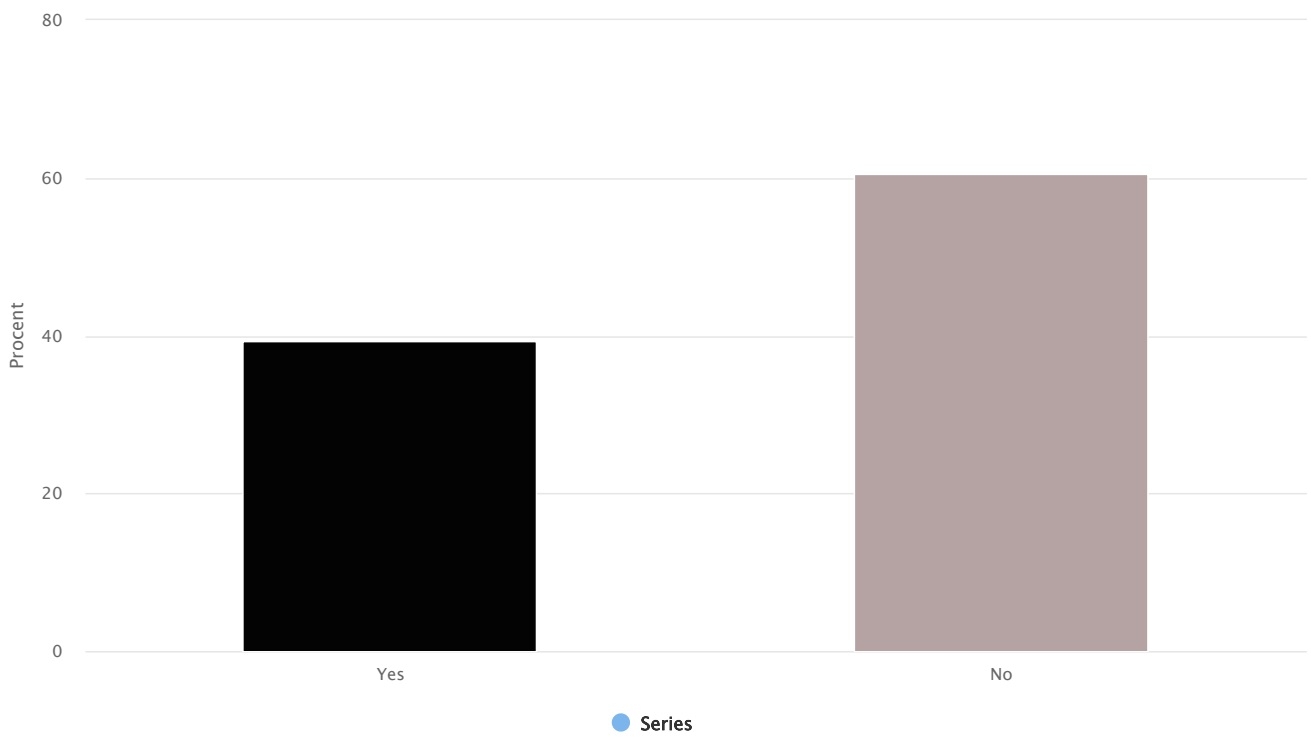
Sida 9 - Fråga 1



1 Yes	23 (70%)
2 No	10 (30%)
Svar	33

Did you discuss how you can improve, in order to affect your salary in the future?

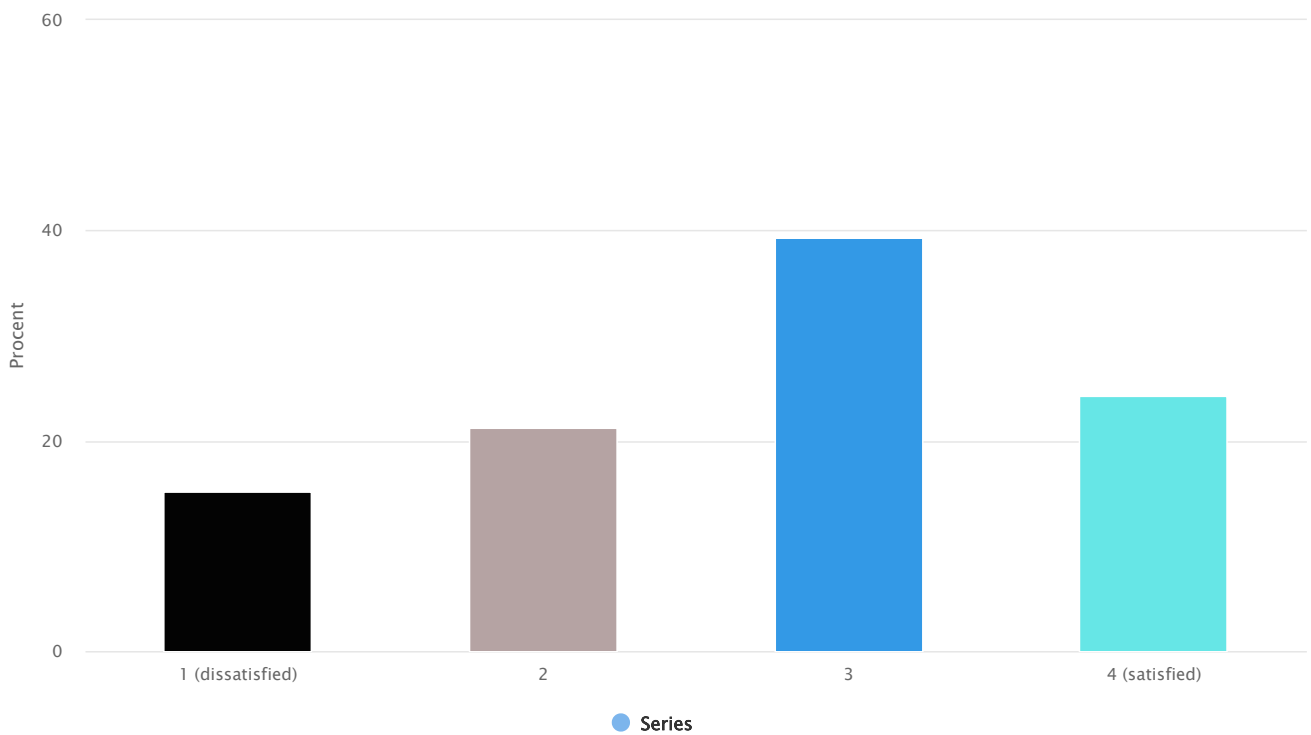
Sida 10 - Fråga 1



1 Yes	13 (39%)
2 No	20 (61%)
Svar	33

How do you rate the salary setting talks?

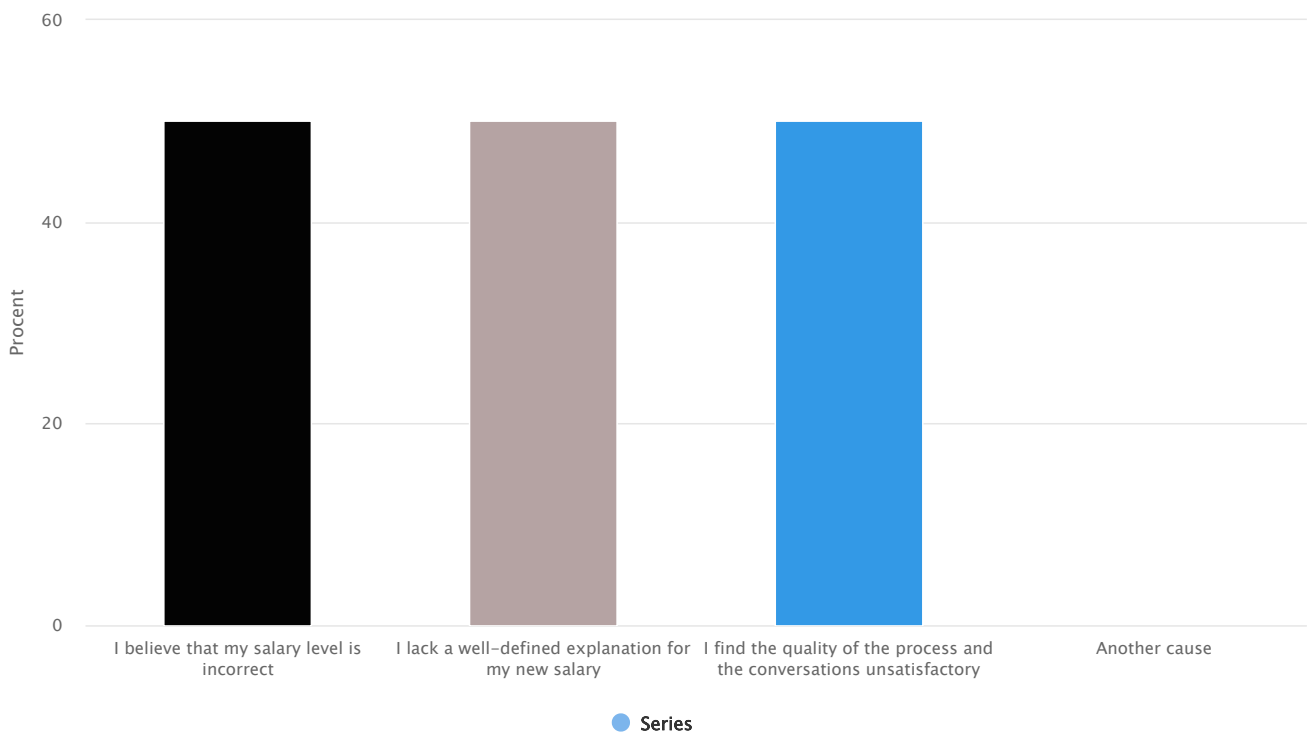
Sida 11 - Fråga 1



1 (dissatisfied)	5 (15%)
2	7 (21%)
3	13 (39%)
4 (satisfied)	8 (24%)
Svar	33

Why have you declared your disagreement?

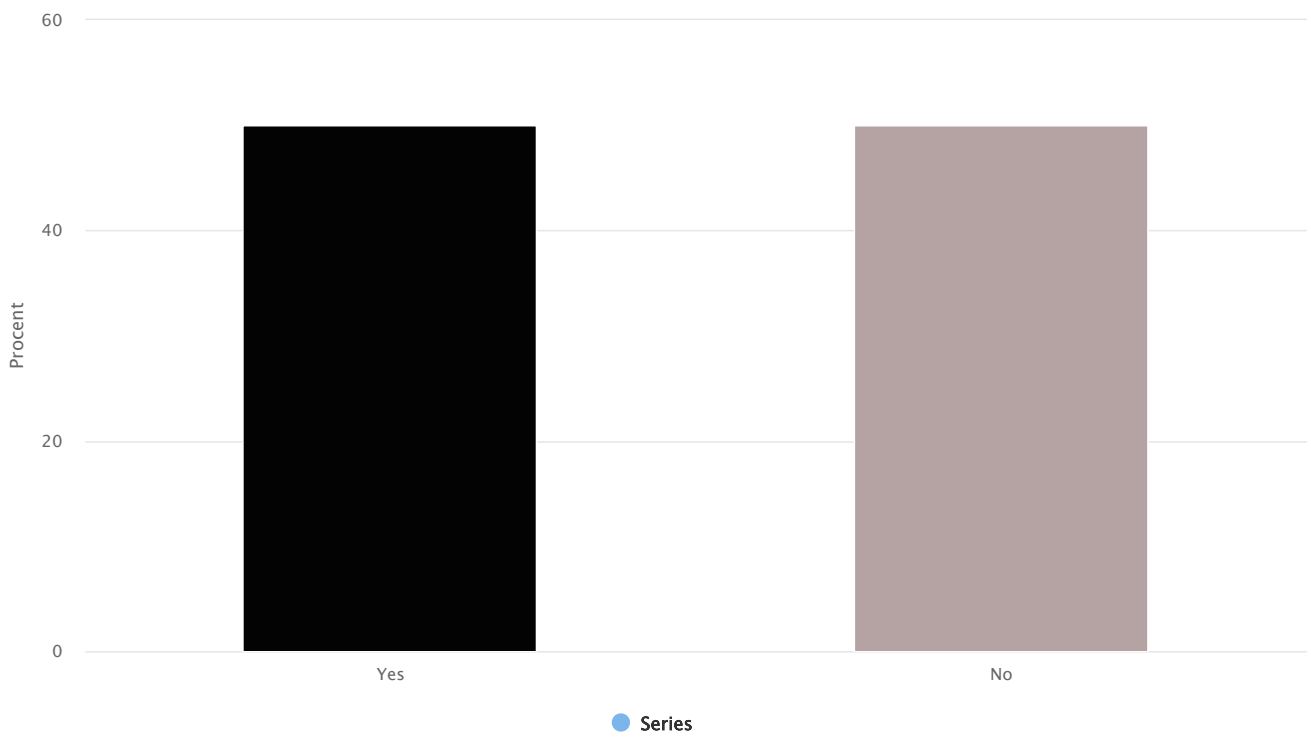
Sida 12 - Fråga 1



1 I believe that my salary level is incorrect	1 (50%)
2 I lack a well-defined explanation for my new salary	1 (50%)
3 I find the quality of the process and the conversations unsatisfactory	1 (50%)
4 Another cause	0 (0%)
Svar	2

Have you received feedback from your manager after the disagreement negotiation?

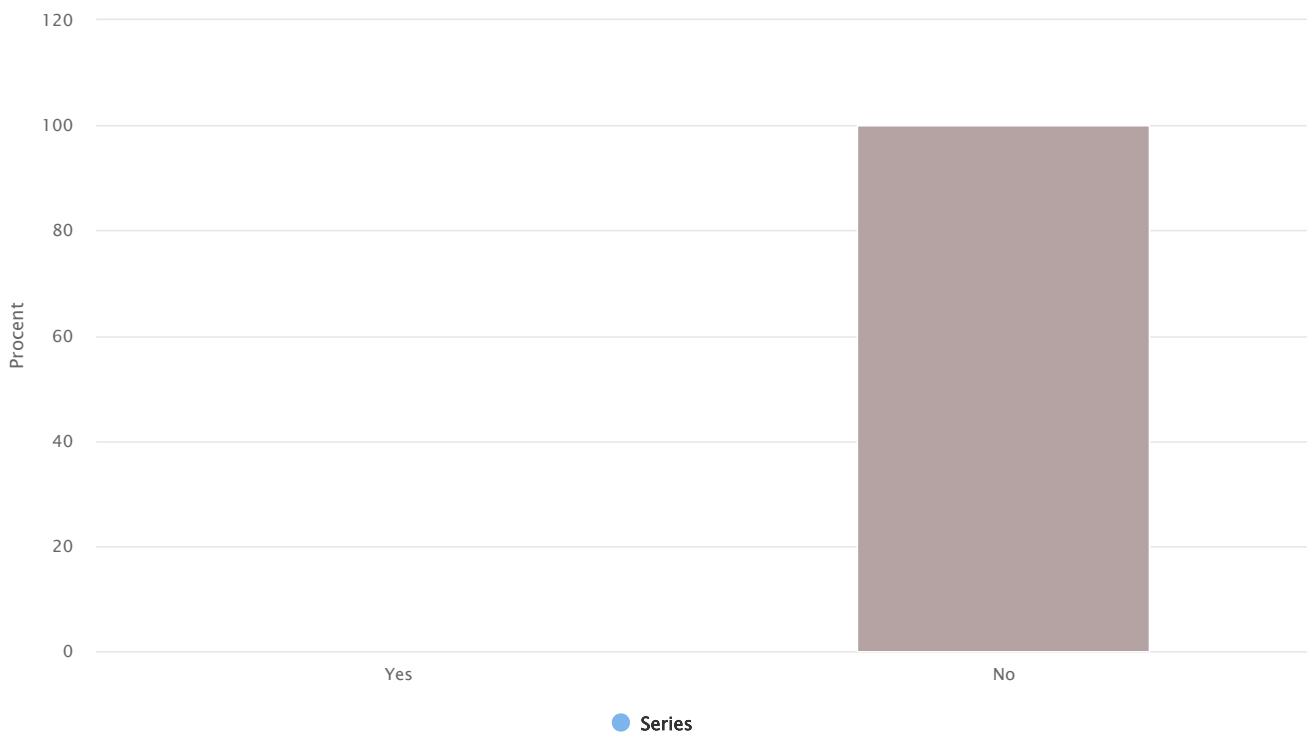
Sida 13 - Fråga 1



1 Yes	1 (50%)
2 No	1 (50%)
Svar	2

Have you received an explanation from your manager of your new salary?

Sida 14 - Fråga 1



1 Yes	0 (0%)
2 No	2 (100%)
Svar	2