



**care4you** by FlyIT  
Because how you feel at work matters.  
TAX ID: HU27839294 Web: [flyit.hu/eng/wellbeing](https://flyit.hu/eng/wellbeing)

**Organisational unit report: GROUP**  
**Date: 2025-06-22**

**Company name:** FlyIT Kft.

**Company ID:** 913eb72a3763

**Department(s):** PowerPlatform dev team

**Fillings:** 3 people

**Period:** 2024.05.01-2024.08.23

## Psychosocial risks questionnaire

Organisational functioning		
0-35%	36-65%	66-100%
66%		

Org collective		
0-35%	36-65%	66-100%
68%		

Satisfaction		
0-35%	36-65%	66-100%
53%		

## Demographic data

How long have you been working at your present company?	people	%
More than 15 years	0 people	0%
10-15 years	0 people	0%
5-10 years	0 people	0%
2-5 years	1 people	33%
1-2 years	1 people	33%
Less than a year	1 people	33%
Less than half a year	0 people	0%
How long have you been working in your current position?	people	%
More than 15 years	0 people	0%
10-15 years	0 people	0%
5-10 years	0 people	0%
2-5 years	2 people	67%
1-2 years	1 people	33%
Less than a year	0 people	0%
Less than half a year	0 people	0%
What type of work do you do?	people	%
Intellectual leisure activities	1 people	33%
Contractor	1 people	33%
Middle manager	0 people	0%
Top management	0 people	0%
Engineer	1 people	33%
Employee/job title	0 people	0%
Skilled work	0 people	0%
Unskilled work	0 people	0%
Student	0 people	0%
Unemployed	0 people	0%
Homemaker	0 people	0%
Please indicate your employment status!	people	%
Employee (beyond probationary period)	0 people	0%
Employee (probationary)	1 people	33%
Temporary employee	1 people	33%
Disabled employee	0 people	0%
Disabled temporary employee	0 people	0%
Self-employment	1 people	33%
How do your working hours look like?	people	%
Part-time	0 people	0%
Unbound working time	1 people	33%

Traditional working hours (Monday to Friday)	2 people	67%
Fixed 1 shift (for example always in the afternoon, morning or evening)	0 people	0%
2 shifts	0 people	0%
3 shifts	0 people	0%
On a rota basis, with variable working hours	0 people	0%
Highest education level:	people	%
College / University	2 people	67%
Higher level OKJ	1 people	33%
Secondary school	0 people	0%
Vocational school	0 people	0%
Elementary school	0 people	0%
Gender	people	%
Male	3 people	100%
Female	0 people	0%
Other	0 people	0%
Age?	people	%
65+	0 people	0%
56-65 years	0 people	0%
47-55 years	0 people	0%
40-46 years	0 people	0%
33-39 years	1 people	33%
26-32 years	2 people	67%
under 25	0 people	0%
Marital status:	people	%
Married	1 people	33%
Living together	1 people	33%
Divorced	0 people	0%
Widow	0 people	0%
Single	1 people	33%
Living in a relationship:	people	%
Yes	2 people	67%
Yes, but we are not currently living together	0 people	0%
No	1 people	33%

## Group level stress report

### Health condition

### Body-mass index

### Dimension total score

**Problem**  
**1**

**To be developed**  
**2**

**Correct**  
**0**

### Physical symptoms

<b>Dimension total score</b>	<b>69%</b>
How many times did you wake up and find it difficult to go back to sleep during the last month?	<b>85%</b>
Is the following statement typical of you? I have problems eating, compared to the past I eat too much or too little.	<b>73%</b>
I often have physical symptoms, such as: headache and / or back ache, or high blood?	<b>80%</b>
I often feel exhausted and tired.	<b>43%</b>

**Problem**  
**0**

**To be developed**  
**1**

**Correct**  
**2**

### Emotional symptoms

<b>Dimension total score</b>	<b>82%</b>
How often do you feel that tense, irritable or nervous?	<b>53%</b>
When you feel tense, irritable or nervous, how intensely are you experiencing these feelings?	<b>87%</b>
How often do you feel anxious? Are these typical of you: fearful expectation of future events, thinking about events that can not be predicted, nervousness, tremors, stomach problems, excessive sweating?	<b>93%</b>
When you feel anxious, how intensely are you experiencing this feeling?	<b>93%</b>

**Problem**  
**0**

**To be developed**  
**1**

**Correct**  
**2**

### Use of medicines

<b>Dimension total score</b>	<b>91%</b>
Over the past year, have you used any sedatives/sleeping pills that DO NOT QUALIFY AS MEDICINE? If yes, how often?	<b>87%</b>

Over the past year, have you used any sedatives/sleeping pills that qualify as MEDICAL? If yes, how often?	77%
Do you take any medications regularly?	100%

**Problem**

**0**

**To be developed**

**0**

**Correct**

**3**

## Habits / characteristics

### Smoking

<b>Dimension total score</b>	<b>85%</b>
Do you smoke?	85%

**Problem**

**0**

**To be developed**

**1**

**Correct**

**2**

### Sleep

<b>Dimension total score</b>	<b>78%</b>
On average, how many hours do you sleep a night?	87%
Is this amount enough for you?	60%
How many times did you wake up and find it difficult to go back to sleep during the last month?	85%

**Problem**

**0**

**To be developed**

**1**

**Correct**

**2**

### Knowledge and use of stress management techniques

<b>Dimension total score</b>	<b>60%</b>
Do you know and/or regularly use any stress management techniques? (yoga, relaxation, meditation, etc..)	60%

**Problem**

**0**

**To be developed**

**2**

**Correct**

**1**

## Movement, sport, daily activity

Dimension total score	70%
How much attention do you pay to performing daily physical activity?	70%

Problem  
0

To be developed  
1

Correct  
2

## Alcohol consumption

Dimension total score	78%
How often do you drink alcohol?	90%
How much alcohol do you usually consume at one time?	67%

Problem  
0

To be developed  
1

Correct  
2

## Conscious stress management

Dimension total score	72%
How do you cope with stress? Please select a minimum of one to a maximum of three options.	84%
How do you try to relax after work? Please select a minimum of one to a maximum of three options:	72%
How much attention do you pay to performing daily physical activity?	70%
Do you know and/or regularly use any stress management techniques? (yoga, relaxation, meditation, etc..)	60%

Problem  
0

To be developed  
1

Correct  
2

## Coping

### Ability to control

Dimension total score	53%
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I feel like I have enough experience and knowledge to successfully solve my problems in my private life and work.	67%
I can foresee and control the majority of things that are important for me.	67%
I often feel overloaded because of the many tasks and deadlines.	33%

**Problem**  
**0**

**To be developed**  
**2**

**Correct**  
**1**

## Flexibility

<b>Dimension total score</b>	<b>75%</b>
I am able to find multiple solutions to a given problem.	80%
I see unexpected situations as an exciting challenge, a task to be solved.	80%
Do you feel any internal tension when you think about the standard decision-making / problem-solving procedures?	53%
We can work together easily and effectively with other departments.	87%

**Problem**  
**0**

**To be developed**  
**0**

**Correct**  
**3**

## Optimism

<b>Dimension total score</b>	<b>69%</b>
I am convinced that most of the bad things around me will turn out to be better.	67%
I see myself as someone who has serious internal resources to be successful.	73%
My colleagues are generally benign and have the ability to work together effectively in their daily work.	67%

**Problem**  
**1**

**To be developed**  
**0**

**Correct**  
**2**

## Perseverance

<b>Dimension total score</b>	<b>84%</b>
When I was in difficulty, I ultimately found the person or the solution that could help.	80%
What I start I usually finish.	80%
If I can find a solution to a given problem, I'm sure that I can do what I need.	93%

Problem
0

To be developed
0

Correct
3

Stress effects

Satisfaction

Job function / skill / fit

	<b>Objective</b>	<b>Subjective</b>
<b>Dimension total score</b>	<b>77%</b>	<b>80%</b>

If you think about your personal goals and on the other hand the tasks and goals associated with your job, how do you feel?	80%
I do a job where I can use my best skills and which inspires me.	73%
At my workplace, they set goals that inspire us.	80%

Objective - Problem

Objective - To be developed

Objective - Correct

0

0

3

Subjective - Problem

Subjective - To be developed

Subjective - Correct

0

1

2

Career / promotion opportunities

	<b>Objective</b>	<b>Subjective</b>
<b>Dimension total score</b>	<b>73%</b>	<b>93%</b>

I am satisfied with my current position, career and circumstances.	73%
There are opportunities for professional development within the company.	73%



If you think about your current position within the company, how do you feel?	93%
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Objective - Problem  
0

Objective - To be developed  
2

Objective - Correct  
1

Subjective - Problem  
0

Subjective - To be developed  
0

Subjective - Correct  
3

### Satisfaction with benefits

	Objective	Subjective
Dimension total score	77%	80%

I feel that my contributions to achieving our goals are recognized and appreciated.	73%
I am satisfied with the material benefits I receive for my work.	80%
If you think about the material benefits and recognition you receive in your job, how do you feel?	80%

Objective - Problem  
0

Objective - To be developed  
0

Objective - Correct  
3

Subjective - Problem  
0

Subjective - To be developed  
1

Subjective - Correct  
2

### Satisfaction with working environment, tools

	Objective	Subjective
Dimension total score	80%	73%

My workplace conditions (air, noise level, lights, colours, quality of furniture, temperature) are acceptable for me.	80%
Are you satisfied with the quality of equipment/tools your company provides for your work?	80%
If you think about your current working conditions and equipment/tools, how do you feel?	73%

Objective - Problem  
0

Objective - To be developed  
0

Objective - Correct  
3

Subjective - Problem  
**0**

Subjective - To be developed  
**1**

Subjective - Correct  
**2**

## Workplace collective Community, collegial relations

	Objective	Subjective
Dimension total score	61%	47%

I feel welcomed as part of a group.	87%
We can talk candidly with each other, even about tough issues. kérdésekről is.	67%
How typical is it at your workplace that people are deliberately undermining or embarrassing each other?	20%
If you think about working in the group, how do you feel in your present situation?	47%

Objective - Problem  
**0**

Objective - To be developed  
**2**

Objective - Correct  
**1**

Subjective - Problem  
**1**

Subjective - To be developed  
**2**

Subjective - Correct  
**0**

## Being available, helping each other, sticking together

	Objective	Subjective
Dimension total score	67%	87%

We hold ourselves responsible for both good results and mistakes.	67%
If we need help in our work, we have support.	73%
We hold ourselves accountable for delivering our commitments on time.	60%
If you think about the availability and support in your group, how do you feel?	87%

Objective - Problem  
**0**

Objective - To be developed  
**2**

Objective - Correct  
**1**

Subjective - Problem

0

Subjective - To be developed

0

Subjective - Correct

3

### Internal conflicts / conflict management

Objective

Subjective

Dimension total score

56%

73%

People usually blame others when things go wrong.	53%
We often face situations which are emotionally disturbing or upsetting.	60%
We actively seek out differing viewpoints and opinions.	53%
If you think about the conflicts within the group and their resolution, how do you feel?	73%

Objective - Problem

0

Objective - To be developed

2

Objective - Correct

1

Subjective - Problem

0

Subjective - To be developed

1

Subjective - Correct

2

### Problem solving / problem management

Objective

Subjective

Dimension total score

69%

63%

We actively seek out differing viewpoints and opinions.	53%
We work together to identify and solve problems.	73%
We make decisions based on the best ideas and information.	80%
Do you feel any internal tension when you think about the standard decision-making / problem-solving procedures?	53%
If you think about the conflicts within the group and their resolution, how do you feel?	73%

Objective - Problem

0

Objective - To be developed

1

Objective - Correct

2

Subjective - Problem

0

Subjective - To be developed

1

Subjective - Correct

2

## Bullying / workplace violence

	Objective	Subjective
Dimension total score	65%	82%

Have you been the target of violence or mobbing at your workplace in the last 12 months?	83%
During the last 12 months, have you been in an uncomfortable or humiliating situation at work, or were you forced to do something, where it was difficult or impossible to defend yourself?	47%
I feel safe in expressing my opinions openly without fear of retribution.	80%
If you think about violence/mobbing at your workplace, how do you feel?	83%

Objective - Problem

1

Objective - To be developed

1

Objective - Correct

1

Subjective - Problem

0

Subjective - To be developed

1

Subjective - Correct

2

## Sexual harassment

	Objective	Subjective
Dimension total score	83%	57%

Have you received unwanted attention in your workplace within the last 12 months? (Sexual harassment)	83%
If you think about unwanted attention at your workplace, how do you feel?	57%

Objective - Problem

0

Objective - To be developed

1

Objective - Correct

2

Subjective - Problem

1

Subjective - To be developed

1

Subjective - Correct

1

Organisational level

Organisational atmosphere

Objective

Subjective

Dimension total score

79%

73%

I feel that my company has long-term plans with me.	87%
At my workplace, they set goals that inspire us.	80%
I do a job where I can use my best skills and which inspires me.	73%
If you think about your company and its values (human and organizational values, important and not important things, priorities), how do you feel?	73%

Objective - Problem

0

Objective - To be developed

0

Objective - Correct

3

Subjective - Problem

0

Subjective - To be developed

1

Subjective - Correct

2

Uncontrollable, unpredictable events

Objective

Subjective

Dimension total score

55%

53%

How successfully can you complete your planned assignments?	73%
I often feel overloaded because of the many tasks and deadlines.	33%
How often do you think about losing your job?	67%
If you think about the uncontrollable/unpredictable events within the company, how do you feel?	53%

Objective - Problem

0

Objective - To be developed

2

Objective - Correct

1

Subjective - Problem

1

Subjective - To be developed

1

Subjective - Correct

1

## Amount of overtime, impact on the worker

	Objective	Subjective
Dimension total score	55%	47%

How many hours do you work on an average weekday?	77%
The amount of work is acceptable for me.	47%
The amount of overwork in my job is acceptable for me.	53%
Does the amount of mandatory overwork cause you any internal tension or problems?	47%

Objective - Problem

0

Objective - To be developed

3

Objective - Correct

0

Subjective - Problem

0

Subjective - To be developed

3

Subjective - Correct

0

## Regularity, clear goals, frameworks

	Objective	Subjective
Dimension total score	67%	40%

We work according to clearly defined processes.	67%
We have the freedom we need from our managers to do our jobs well.	87%
At your workplace, how often do you review your tasks and report to each other on your progress toward goals?	49%
Does the current set of (existing or missing) rules/regulations cause you any internal tension or problems?	40%

Objective - Problem

0

Objective - To be developed

1

Objective - Correct

2

Subjective - Problem

1

Subjective - To be developed

2

Subjective - Correct

0

## Leadership / management style

	Objective	Subjective
<b>Dimension total score</b>	<b>59%</b>	<b>78%</b>

I have a good relationship with my manager.	67%
My manager has a clear understanding about my roles and responsibilities.	73%
My manager gives me enough support in my work.	40%
I feel that my contributions to achieving our goals are recognized and appreciated by the company's executives.	73%
If you think about meetings and cooperation with your manager, how do you feel?	80%

Objective - Problem

0

Objective - To be developed

2

Objective - Correct

1

Subjective - Problem

0

Subjective - To be developed

1

Subjective - Correct

2

### Management feedback method, frequency

	Objective	Subjective
<b>Dimension total score</b>	<b>78%</b>	<b>67%</b>

How often do you receive feedback from your manager on your work?	83%
How satisfied are you with the frequency of feedback?	60%
How satisfied are you with the method of feedback?	87%
If you think about personal feedback from your manager, how do you feel?	67%

Objective - Problem

0

Objective - To be developed

0

Objective - Correct

3

Subjective - Problem

0

Subjective - To be developed

2

Subjective - Correct

1

## Cooperation with other departments

	Objective	Subjective
Dimension total score	77%	80%

We can work together easily and effectively with other departments.	87%
My colleagues are generally benign and have the ability to work together effectively in their daily work.	67%
If you think about the cooperation with other departments, how do you feel?	80%

Objective - Problem

0

Objective - To be developed

1

Objective - Correct

2

Subjective - Problem

0

Subjective - To be developed

1

Subjective - Correct

2

## Ability to achieve goals, goal achievement

	Objective	Subjective
Dimension total score	93%	47%

I am satisfied with my company's ability to execute.	93%
Does the achievement of personal goals or work goals cause you any internal tension or problems?	47%

Objective - Problem

0

Objective - To be developed

0

Objective - Correct

3

Subjective - Problem

1

Subjective - To be developed

1

Subjective - Correct

1

## Work-life balance

	Objective	Subjective
Dimension total score	63%	80%

At our company we can balance our personal and work life. If I want to attend a training or need to arrange something during working hours, they will look for a solution	73%
I plan my daily activities carefully so that my personal and work life are in balance.	67%



My personal and work life are in balance.	53%
If you think about your current work-life balance, how do you feel?	80%

Objective - Problem

0

Objective - To be developed

2

Objective - Correct

1

Subjective - Problem

0

Subjective - To be developed

0

Subjective - Correct

3

## Individual stress effects

### Family relations, relationship

	Objective	Subjective
<b>Dimension total score</b>	<b>80%</b>	<b>83%</b>

My family life is satisfying and I live in a well-functioning relationship.	87%
If you think about your current relationship, how do you feel? If you do not currently live in a relationship, how you feel about this?	73%
	87%
I am completely satisfied with the level of respect, attention, love and acceptance in my relationship.	80%

Objective - Problem

0

Objective - To be developed

1

Objective - Correct

2

Subjective - Problem

0

Subjective - To be developed

0

Subjective - Correct

3

### Financial status, financial situation

	Objective	Subjective
<b>Dimension total score</b>	<b>73%</b>	<b>93%</b>

I am satisfied with my income and current financial situation.	60%
I am satisfied with my current financial position. (real estate, car, savings)	87%

If you think about your bills to pay and other financial obligations, how do you feel?	93%
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Objective - Problem

0

Objective - To be developed

1

Objective - Correct

2

Subjective - Problem

0

Subjective - To be developed

0

Subjective - Correct

3

## Stress effects during transport

	Objective	Subjective
<b>Dimension total score</b>	<b>64%</b>	<b>47%</b>

How long does it usually take to travel to your workplace and then back home?	80%
How stressful is commuting for you?	47%
If you think about the stress occurring during commuting to work, how do you feel?	47%

Objective - Problem

0

Objective - To be developed

2

Objective - Correct

1

Subjective - Problem

1

Subjective - To be developed

1

Subjective - Correct

1

## Leadership report

Please tick minimum ONE and maximum THREE areas to be developed for your working group / department.

Relationship problems between colleagues (e.g. power struggles, rivalries, favouritism, personality clashes)	<b>33%</b>
The relationship with your line manager.	<b>67%</b>
Unclear or changing priorities, conflicting instructions at work (e.g. other people's urgent matters, crises, conflicting demands, unexpected tasks).	<b>33%</b>
Jurisdictional issues (e.g. lack of authority to make decisions and take action, unclear decision-making prerogatives).	<b>0%</b>
Disorganised workflows (e.g.: unclear work phases, poorly handed over work between groups, few common procedures)	<b>0%</b>
Too much information (e.g. unnecessarily many emails, voice messages, reports, briefings)	<b>67%</b>
Work overload (e.g. too many tasks, no time for important priorities) Exhaustion.	<b>0%</b>
Mediocre meetings (e.g. too many meetings, unclear objectives, delay in starting and finishing)	<b>0%</b>
Bureaucracy (e.g. unnecessary, cumbersome rules, unnecessarily long approval processes).	<b>0%</b>
Lack of resources (e.g.: low budget, lack of staff, lack of tools or funding)	<b>0%</b>
Lack of recognition and rewards (e.g. lack of recognition of effort, unfair pay, non-performance-based rewards).	<b>0%</b>

## What's the ONE thing that most disturbs you in your workplace?

Relationship problems between colleagues (e.g. power struggles, rivalries, favouritism, personality clashes)	<b>33%</b>
The relationship with your line manager.	<b>0%</b>
Unclear or changing priorities, conflicting instructions at work (e.g. other people's urgent matters, crises, conflicting demands, unexpected tasks).	<b>33%</b>
Jurisdictional issues (e.g. lack of authority to make decisions and take action, unclear decision-making prerogatives).	<b>0%</b>
Disorganised workflows (e.g.: unclear work phases, poorly handed over work between groups, few common procedures)	<b>0%</b>
Too much information (e.g. unnecessarily many emails, voice messages, reports, briefings)	<b>0%</b>
Work overload (e.g. too many tasks, no time for important priorities) Exhaustion.	<b>33%</b>

Mediocre meetings (e.g. too many meetings, unclear objectives, delay in starting and finishing)	0%
Bureaucracy (e.g. unnecessary, cumbersome rules, unnecessarily long approval processes).	0%
Lack of resources (e.g.: low budget, lack of staff, lack of tools or funding)	0%
Lack of recognition and rewards (e.g. lack of recognition of effort, unfair pay, non-performance-based rewards).	0%

**Can you propose any ideas how to solve this problem? (Managers will see this.)**

-

Townhall meetingek

Szolgáltatói kedvezmények

**If you have any additional ideas or suggestions you would like to tell your employer, you can describe them here (the manager will see this, without your name):**

-

HO

Szolgáltatói kedvezmények pl GYM

**Would you recommend your company to a friend?**

**93%**

**Please tick minimum ONE and maximum THREE positive things about your employer which are important to you.**

Predictability / security / long-term employment	33%
The relationship with your line manager.	33%
Company image (good career prospects, reference)	67%
Learning, career/promotional opportunities	33%
Additional benefits (e.g. cafeteria, sports, medical services)	0%

Basic benefits (e.g. salary, bonuses, company car)	0%
Quality of the tools provided for the job	0%
The working conditions provided	0%
The importance of work	0%
The meaning of work	0%
The workplace collective	0%

**Please tick minimum ONE and maximum THREE activities that you think your manager is doing very well. (This response will be displayed in an aggregated form in the Company reports)**

Selection / appointment of colleagues	33%
Motivating staff	67%
Proper allocation, distribution and delegation of tasks	33%
Checking tasks assigned	67%
Meeting deadlines on your part	0%
Meeting deadlines with colleagues and external partners	0%
Liaising (with colleagues, partner departments, partners)	0%
Development and mentoring of staff	0%
Handling conflicts and conflict situations	0%
Communicating difficult situations and changes	0%
Managing changes, problems	0%

**Please tick minimum ONE and maximum THREE activities in which you think your manager should develop. (This response will be displayed in an aggregated form in the Company reports)**

Selection / appointment of colleagues	<b>67%</b>
Motivating staff	<b>100%</b>
Proper allocation, distribution and delegation of tasks	<b>33%</b>
Checking tasks assigned	<b>0%</b>
Meeting deadlines on your part	<b>0%</b>
Meeting deadlines with colleagues and external partners	<b>0%</b>
Liaising (with colleagues, partner departments, partners)	<b>0%</b>
Development and mentoring of staff	<b>0%</b>
Handling conflicts and conflict situations	<b>0%</b>
Communicating difficult situations and changes	<b>0%</b>
Managing changes, problems	<b>0%</b>

**How satisfied are you with the frequency of feedback?**

I am very satisfied	<b>33%</b>
I am satisfied	<b>67%</b>
I am partly satisfied	<b>0%</b>
I am mostly NOT satisfied	<b>0%</b>
I am not satisfied	<b>0%</b>

I am not satisfied at all

0%

The system was developed by **FlyIT Kft.** You imagine, we make it fly! In more than 19 countries, our solutions make everyday work easier!

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