

### Staff Survey 2022 – External Benchmarking Summary

Q	2022 Questions	UoA	Scottish HEI A 2022	Scottish HEI B 2021	HEI Sector Benchmark	Russell Group Benchmark	Capita Benchmark 2020
4	I feel valued by the University	70%	60%	N/a	62%	N/a	59%
11	I find my current workload too much and I am struggling to cope (response for UoA shows 'Tend to Disagree' and 'Disagree' results to align with benchmarking)	55%	53%	N/a	54%	N/a	N/a
19	I feel proud to work for the University	91%	76%	74%	77%	79%	84%
20	I would recommend the University to a friend as a place to work	87%	62%	67%	64%	68%	79%
28	The University's Senior Management Team manage and lead the University well	86%	42%	N/a	46%	40%	60%
29	The University's Senior Management Team listen to and respond to the views of staff	74%	31%	N/a	48%	N/a	N/a
39	My team leader/line manager/immediate supervisor deals with poor performance effectively	75%	29%	N/a	37%	28%	N/a
40	My team leader/line manager/immediate supervisor involves me in decisions made that affect me in my own area of work	80%	50%	N/a	54%	55%	N/a
44	I feel the University cares for my health and wellbeing, including my mental health	73%	43%	52%	57%	56%	N/a
46	I have a good work life balance	71%	53%	52%	58%	N/a	N/a
50	Are you currently being harassed or bullied at work? (response shown for 'No')	97%	80%	N/a	N/a	N/a	95%
53	I believe the University is committed to equality of opportunity for all of its staff	86%	75%	53%	75%	N/a	N/a
58	On the whole, communication in the University is effective	77%	62%	50%	60%	N/a	50%

**UoA** = University of Aberdeen 2022 survey results for Agree and Tend to Agree

**Scottish HEI A** = research intensive Scottish university survey results from October 2022. Results for questions with exactly the same or very similar wording, and for Strongly Agree and Agree on a 5 point scale. The results are therefore not exactly comparable.

**Scottish HEI B** – research intensive Scottish university survey results from November 2021. Results for questions with exactly the same or very similar wording and for Strongly Agree and Agree on a 5 point scale. The results are therefore not exactly comparable.

**HEI & Russell Group (RG) Benchmarks** – sourced from a report of another HEI's 2022 survey results. These are based on an aggregation of available results from Higher Education Institutions (pre and post-92 institutions) and the Russell Group.