

Your Job	Agree/ Strongly Agree	Neutral	Disagree / Strongly Disagree
I am clear what my duties and responsibilities are	88.0	8.0	4.0
My job gives me a sense of achievement	80.0	8.0	12.0
I am given the opportunity to make decisions about how to do my job	76.0	16.0	8.0
I am satisfied with the induction I received when I started my current job	52.0	24.0	24.0
I understand how my work fits into the overall aim of the university	68.0	20.0	12.0
I have the resources I need to do my job well	28.0	20.0	52.0
Considering everything, I am satisfied with my main job at the University	68.0	4.0	28.0

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree / Strongly Disagree
The amount of work I am expected to do is reasonable	44.0	20.0	36.0
I am given realistic deadlines to work to	52.0	24.0	24.0
To keep up with my workload, I frequently work more than my contracted	66.7	4.2	29.2
I frequently work beyond contracted hours because I am expected to	36.0	28.0	36.0
I frequently choose to work more than my contracted hours because I enjoy my job	56.0	24.0	20.0
I am able to discuss any concerns relating to workload or stress with my line manager.	87.5	4.2	8.3
I have the opportunity to work flexibly in my job	88.0	4.0	8.0
I feel the level of pressure in my job has a negative impact on my work	48.0	28.0	24.0
If work gets difficult, my colleagues will help me	80.0	20.0	0.0
There is friction or anger between colleagues	32.0	32.0	36.0
I am unable to take sufficient breaks	36.0	20.0	44.0
At work I receive the respect I deserve from my colleagues	68.0	24.0	8.0
At work I receive the respect I deserve from my line manager	76.0	16.0	8.0
I have good mental wellbeing	72.0	20.0	8.0
Overall, my level of workload pressure is manageable	60.0	16.0	24.0

Treatment of Employees	Agree/ Strongly Agree	Neutral	Disagree / Strongly Disagree
If I was treated unfairly there is someone in the University I could talk to in confidence	87.5	4.2	8.3
Within my team, there is a 'no blame culture'	66.7	12.5	20.8
If I had a complaint it would be taken seriously	70.8	20.8	8.3
I am subject to bullying at work	4.2	12.5	83.3
I am not discriminated against at work	79.2	8.3	12.5
Overall, I am satisfied with treatment of employees in the University	59.1	27.3	13.6

Management of People	Agree/ Strongly Agree	Neutral	Disagree / Strongly Disagree
The team I work in is effectively managed	65.2	13.0	21.7
My line manager encourages two way communication	87.0	4.3	8.7
My line manager values my contribution to the team	82.6	8.7	8.7
I receive adequate support (from my line manager) to help me to do my job as best I can	78.3	13.0	8.7
I meet with my line manager (or appraiser) at least quarterly	65.2	17.4	17.4
I get feedback on performance from my line manager (or appraiser) at least once per year	86.4	4.5	9.1
Overall, I am satisfied with the way I am managed at the University	65.2	17.4	17.4

Communication	Agree/ Strongly Agree	Neutral	Disagree / Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	69.6	13.0	17.4
I am sufficiently well informed about what is happening in the University	52.2	21.7	26.1
I have the opportunity to provide upward feedback	60.9	26.1	13.0
I am trusted to make my own decisions	87.0	8.7	4.3
When changes are made at work, I am clear how they will work out in practice	26.1	34.8	39.1
Overall, I am satisfied with communication at the University	43.5	30.4	26.1

Leadership and Direction	Agree/ Strongly Agree	Neutral	Disagree / Strongly Disagree
I identify with the goals and values set out in the University's Strategic Plan	34.8	47.8	17.4
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	73.9	13.0	13.0
I have confidence in the leadership provided by the University's senior management	17.4	26.1	56.5
I have confidence in the leadership provided by my school or section management team	56.5	30.4	13.0
Overall, I am satisfied with leadership in the University	21.7	34.8	43.5

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree / Strongly Disagree
I receive the training I need to to do my job	52.2	39.1	8.7
I am satisfied with opportunities for career development within the University	39.1	30.4	30.4
I am aware of and satisfied with the promotions and contributions awards exercise	31.8	27.3	40.9

My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	78.3	4.3	17.4
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	73.9	13.0	13.0
I know who to approach within the University for advice on training and career development	52.2	26.1	21.7
Overall, I am satisfied with training and development in the University	47.8	30.4	21.7

Pay, Benefits & Working Conditions	Agree/ Strongly Agree	Neutral	Disagree / Strongly Disagree
I am satisfied with my terms and conditions of employment	65.2	17.4	17.4
My pay reflects the work that I do	30.4	26.1	43.5
My contribution to the University is recognised	39.1	13.0	47.8
I am satisfied with my physical working conditions	65.2	8.7	26.1
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	60.9	34.8	4.3
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	43.5	34.8	21.7
I can access information on the university policies and procedures	73.9	17.4	8.7
I would recommend the University as a place to work /study	59.1	31.8	9.1
I am proud to work at the University of Aberdeen	65.2	30.4	4.3