

Comparison of Staff Survey 2018 and 2020

Table 1: Comparison of 2018 v 2020 Staff Survey - Identical Questions

Question	2018* Strongly Agree/Agree	2020 Agree/ Tend to Agree	Diff
I am given the opportunity to make decisions about how I do my job	85	87	2
I am given realistic deadlines to work to	60	79	19
To keep up with my workload, I frequently work more than my contracted hours	59	64	5
My team leader/line manager/immediate supervisor respects and values me	76	90	14
If I had to make a complaint or report an issue which had arisen at work, it would be taken seriously	65	83	18
Are you currently being harassed or bullied at work (Yes/No)	6	3	-3
Have you felt discriminated against at work (in the last 12 months)	5	11	6
My team leader/line manager/immediate supervisor manages my team effectively	65	82	17
My team leader/line manager/immediate supervisor respects and values me	78	90	12
My team leader/line manager/immediate supervisor provides me with feedback about my performance	75	79	4
There are opportunities for me to feed my views upwards in the University	58	76	18
I have received sufficient training to enable me to do my job well	68	82	14
I feel fairly paid for the work I do	52	69	17
Overall, I feel the University offers a good pay and reward package	63	79	16
I feel proud to work for the University	74	94	20

Table 2: Comparison of 2018 v 2020 Staff Survey Similar Questions

Question	2018* Strongly Agree/Agree	2020 Agree/ Tend to Agree	Diff
2018 – Considering everything, I am satisfied with my main job at the University 2020 - Generally, I enjoy my work	72	94	22
2018 – The amount of work I am expected to do is reasonable 2020 - I find my current workload too much and I am struggling to cope	26**	42	16
2018 – The amount of work I am expected to do is reasonable 2020 - I found my pre-Covid workload too much and was struggling to cope	26**	29	3
2018 – I am able to discuss any concerns relating to workload or stress with my line manager 2020 - My team leader/line manager/immediate supervisor is approachable	70	94	24
2018 – If work gets difficult, my colleagues will help me 2020 - I am satisfied with the support I get from my work colleagues	71	92	21
2018 – I have good mental wellbeing 2020 - I feel the University cares for my health and wellbeing, including my mental health	69	80	11
2018 – Overall, my level of workload pressure is manageable 2020 - I have a good work life balance	66	71	5

Question	2018* Strongly Agree/Agree	2020 Agree/ Tend to Agree	Diff
2018 – My line manager encourages two-way communication 2020 - I am confident that my ideas or suggestions will be listened to	76	67	-9
2018 – I receive adequate support (from my line manager) to help me do my job as best I can 2020 - I am satisfied with the support I get from my team leader/line manager/immediate supervisor	69	85	16
2018 – I am sufficiently well informed about what is happening in my immediate team/area 2020 - My team leader/line manager/immediate supervisor keeps me informed about things I should know about	67	85	18
2018 – When changes are made at work, I am clear how they will work out in practice 2020 - Generally, change within the University is managed well	42	81	39
2018 – Overall, I am satisfied with communication at the University 2020 - On the whole, communication in the University is effective	49	85	36
2018 – I identify with the goals and values set out in the University's Strategic Plan 2020 - I identify with the commitments set out in Aberdeen 2040	47	91	44
2018 – I have confidence in the leadership provided by the University's Senior Management 2020 - The University's SMT listen to and respond to the views of staff	28	83	55
2018 – I have confidence in the leadership provided by the University's Senior Management 2020 - The University's SMT are focused on meeting the needs of the students/service users/customers	28	94	66
2018 – I have confidence in the leadership provided by my school or section management team 2020 - My Head of School/Professional Services Director manages and leads my School/Directorate effectively	61	87	26
2018 – Overall, I am satisfied with leadership and direction in the University 2020 - The University's SMT set out a clear vision on where the University is headed	38	92	54
2018 – Overall, I am satisfied with training and development in the University 2020 - I am satisfied with my current level of learning and development	52	79	27
2018 – My contribution to the University is recognised 2020 - I feel valued by the University	47	74	27
2018 - I would recommend the University as a place to work/study 2020 - I would recommend the University to a friend as a place to work	74	90	16
2018 - I would recommend the University as a place to work/study 2020 - I would recommend the University to a friend as a place to study	74	95	21

Note all results are rounded to the nearest whole number

*Note that the 2018 survey used a five point scale, with a midpoint of neither (agree or disagree), so the 2018 and 2020 results are not absolutely comparable

** The response quoted here is 'Disagree or Strongly Disagree'