

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	97.0	3.0	0.0
My job gives me a sense of achievement	93.8	3.1	3.1
I am given the opportunity to make decisions about how to do my job	96.9	0.0	3.1
I am satisfied with the induction I received when I started my current job	54.5	30.3	15.2
I understand how my work fits into the overall aim of the university	90.6	3.1	6.3
I have the resources I need to do my job well	57.6	3.0	39.4
Considering everything, I am satisfied with my main job at the University	81.8	12.1	6.1

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	60.6	12.1	27.3
I am given realistic deadlines to work to	57.6	15.2	27.3
To keep up with my workload, I frequently work more than my contracted hours	81.8	6.1	12.1
I frequently work beyond contracted hours because I am expected to	57.6	15.2	27.3
I frequently choose to work more than my contracted hours because I enjoy my	75.8	9.1	15.2
I am able to discuss any concerns relating to workload or stress with my line	72.7	21.2	6.1
I have the opportunity to work flexibly in my job	81.8	9.1	9.1
I feel the level of pressure in my job has a negative impact on my work	33.3	27.3	39.4
If work gets difficult, my colleagues will help me	84.8	9.1	6.1
There is friction or anger between colleagues	18.2	18.2	63.6
I am unable to take sufficient breaks	18.2	21.2	60.6
At work I receive the respect I deserve from my colleagues	87.9	12.1	0.0
At work I receive the respect I deserve from my line manager	72.7	18.2	9.1
I have good mental wellbeing	78.8	9.1	12.1
Overall, my level of workload pressure is manageable	63.6	21.2	15.2

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	90.9	3.0	6.1
Within my team, there is a 'no blame culture'	54.5	18.2	27.3
If I had a complaint it would be taken seriously	72.7	15.2	12.1
I am subject to bullying at work	12.1	6.1	81.8
I am not discriminated against at work	78.8	21.2	0.0
Overall, I am satisfied with treatment of employees in the University	60.6	15.2	24.2

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	75.8	6.1	18.2
My line manager encourages two way communication	78.8	9.1	12.1
My line manager values my contribution to the team	78.8	12.1	9.1
I receive adequate support (from my line manager) to help me to do my job as best I can	72.7	18.2	9.1
I meet with my line manager (or appraiser) at least quarterly	81.8	3.0	15.2
I get feedback on performance from my line manager (or appraiser) at least once per year	93.9	0.0	6.1
Overall, I am satisfied with the way I am managed at the University	66.7	15.2	18.2

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	75.8	3.0	21.2
I am sufficiently well informed about what is happening in the University	51.5	12.1	36.4
I have the opportunity to provide upward feedback	60.6	21.2	18.2
I am trusted to make my own decisions	87.9	0.0	12.1
When changes are made at work, I am clear how they will work out in practice	42.4	24.2	33.3
Overall, I am satisfied with communication at the University	48.5	15.2	36.4

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	39.4	48.5	12.1
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	75.8	9.1	15.2
I have confidence in the leadership provided by the University's senior management	12.1	30.3	57.6
I have confidence in the leadership provided by my school or section management team	63.6	9.1	27.3
Overall, I am satisfied with leadership in the University	27.3	33.3	39.4

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to do my job	69.7	21.2	9.1
I am satisfied with opportunities for career development within the University	57.6	27.3	15.2
I am aware of and satisfied with the promotions and contributions awards exercise	51.5	33.3	15.2
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	81.8	6.1	12.1

My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	75.8	9.1	15.2
I know who to approach within the University for advice on training and career development	75.8	15.2	9.1
Overall, I am satisfied with training and development in the University	63.6	21.2	15.2

	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
Pay, Benefits & Working Conditions			
I am satisfied with my terms and conditions of employment	84.4	9.4	6.3
My pay reflects the work that I do	46.9	18.8	34.4
My contribution to the University is recognised	68.8	18.8	12.5
I am satisfied with my physical working conditions	68.8	21.9	9.4
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	78.1	18.8	3.1
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	75.0	15.6	9.4
I can access information on the university policies and procedures	87.1	12.9	0.0
I would recommend the University as a place to work /study	73.3	13.3	13.3
I am proud to work at the University of Aberdeen	71.0	19.4	9.7