

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	86.8	4.4	8.8
My job gives me a sense of achievement	61.2	19.4	19.4
I am given the opportunity to make decisions about how to do my job	69.1	13.2	17.6
I am satisfied with the induction I received when I started my current job	58.8	19.1	22.1
I understand how my work fits into the overall aim of the university	75.0	10.3	14.7
I have the resources I need to do my job well	44.1	25.0	30.9
Considering everything, I am satisfied with my main job at the University	67.2	10.4	22.4

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	56.9	15.4	27.7
I am given realistic deadlines to work to	56.9	15.4	27.7
To keep up with my workload, I frequently work more than my contracted hours	34.4	29.7	35.9
I frequently work beyond contracted hours because I am expected to	23.1	26.2	50.8
I frequently choose to work more than my contracted hours because I enjoy my job	20.0	35.4	44.6
I am able to discuss any concerns relating to workload or stress with my line manager.	58.5	15.4	26.2
I have the opportunity to work flexibly in my job	44.6	21.5	33.8
I feel the level of pressure in my job has a negative impact on my work	26.6	34.4	39.1
If work gets difficult, my colleagues will help me	64.6	15.4	20.0
There is friction or anger between colleagues	42.2	20.3	37.5
I am unable to take sufficient breaks	21.5	16.9	61.5
At work I receive the respect I deserve from my colleagues	60.0	21.5	18.5
At work I receive the respect I deserve from my line manager	65.6	15.6	18.8
I have good mental wellbeing	66.2	16.9	16.9
Overall, my level of workload pressure is manageable	63.1	18.5	18.5

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	61.5	15.4	23.1
Within my team, there is a 'no blame culture'	40.0	12.3	47.7
If I had a complaint it would be taken seriously	47.7	23.1	29.2
I am subject to bullying at work	7.7	26.2	66.2
I am not discriminated against at work	71.9	23.4	4.7
Overall, I am satisfied with treatment of employees in the University	50.0	22.6	27.4

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	55.6	15.9	28.6
My line manager encourages two way communication	69.8	15.9	14.3
My line manager values my contribution to the team	68.3	20.6	11.1
I receive adequate support (from my line manager) to help me to do my job as best I can	61.9	25.4	12.7
I meet with my line manager (or appraiser) at least quarterly	69.8	7.9	22.2
I get feedback on performance from my line manager (or appraiser) at least once per year	58.7	9.5	31.7
Overall, I am satisfied with the way I am managed at the University	63.5	12.7	23.8

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	62.5	12.5	25.0
I am sufficiently well informed about what is happening in the University	60.9	14.1	25.0
I have the opportunity to provide upward feedback	53.1	20.3	26.6
I am trusted to make my own decisions	76.6	9.4	14.1
When changes are made at work, I am clear how they will work out in practice	42.2	18.8	39.1
Overall, I am satisfied with communication at the University	42.2	23.4	34.4

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	49.2	36.5	14.3
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	61.9	12.7	25.4
I have confidence in the leadership provided by the University's senior management	31.7	41.3	27.0
I have confidence in the leadership provided by my school or section management team	50.8	22.2	27.0
Overall, I am satisfied with leadership in the University	42.9	34.9	22.2

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to do my job	70.3	15.6	14.1
I am satisfied with opportunities for career development within the University	46.9	21.9	31.3
I am aware of and satisfied with the promotions and contributions awards exercise	48.4	21.9	29.7

My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	57.8	9.4	32.8
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	51.6	15.6	32.8
I know who to approach within the University for advice on training and career development	64.1	15.6	20.3
Overall, I am satisfied with training and development in the University	59.4	21.9	18.8

	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
Pay, Benefits & Working Conditions			
I am satisfied with my terms and conditions of employment	78.1	10.9	10.9
My pay reflects the work that I do	40.6	20.3	39.1
My contribution to the University is recognised	34.4	34.4	31.3
I am satisfied with my physical working conditions	68.8	17.2	14.1
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	59.4	35.9	4.7
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	65.6	15.6	18.8
I can access information on the university policies and procedures	85.9	9.4	4.7
I would recommend the University as a place to work /study	75.0	15.6	9.4
I am proud to work at the University of Aberdeen	74.2	16.1	9.7