

<b>Your Job</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	93.0	7.0	0.0
My job gives me a sense of achievement	79.1	18.6	2.3
I am given the opportunity to make decisions about how to do my job	88.1	7.1	4.8
I am satisfied with the induction I received when I started my current job	53.5	34.9	11.6
I understand how my work fits into the overall aim of the university	95.3	4.7	0.0
I have the resources I need to do my job well	83.7	7.0	9.3
Considering everything, I am satisfied with my main job at the University	85.7	7.1	7.1

<b>Workload, Pressure and Stress</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	83.7	11.6	4.7
I am given realistic deadlines to work to	83.7	14.0	2.3
To keep up with my workload, I frequently work more than my contracted hours	30.2	30.2	39.5
I frequently work beyond contracted hours because I am expected to	14.0	20.9	65.1
I frequently choose to work more than my contracted hours because I enjoy my job	14.3	45.2	40.5
I am able to discuss any concerns relating to workload or stress with my line manager.	74.4	14.0	11.6
I have the opportunity to work flexibly in my job	76.7	14.0	9.3
I feel the level of pressure in my job has a negative impact on my work	7.0	32.6	60.5
If work gets difficult, my colleagues will help me	90.7	4.7	4.7
There is friction or anger between colleagues	21.4	14.3	64.3
I am unable to take sufficient breaks	18.6	14.0	67.4
At work I receive the respect I deserve from my colleagues	76.2	21.4	2.4
At work I receive the respect I deserve from my line manager	83.7	11.6	4.7
I have good mental wellbeing	65.1	27.9	7.0
Overall, my level of workload pressure is manageable	76.7	16.3	7.0

<b>Treatment of Employees</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
If I was treated unfairly there is someone in the University I could talk to in confidence	81.4	4.7	14.0
Within my team, there is a 'no blame culture'	65.1	32.6	2.3
If I had a complaint it would be taken seriously	72.1	23.3	4.7
I am subject to bullying at work	0.0	11.6	88.4
I am not discriminated against at work	83.7	14.0	2.3
Overall, I am satisfied with treatment of employees in the University	80.5	17.1	2.4

<b>Management of People</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	83.7	11.6	4.7
My line manager encourages two way communication	83.7	11.6	4.7
My line manager values my contribution to the team	88.4	9.3	2.3
I receive adequate support (from my line manager) to help me to do my job as best I can	83.7	14.0	2.3
I meet with my line manager (or appraiser) at least quarterly	81.4	9.3	9.3
I get feedback on performance from my line manager (or appraiser) at least once per year	79.1	11.6	9.3
Overall, I am satisfied with the way I am managed at the University	83.7	9.3	7.0

<b>Communication</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	79.1	9.3	11.6
I am sufficiently well informed about what is happening in the University	72.1	20.9	7.0
I have the opportunity to provide upward feedback	76.7	14.0	9.3
I am trusted to make my own decisions	88.4	9.3	2.3
When changes are made at work, I am clear how they will work out in practice	61.9	26.2	11.9
Overall, I am satisfied with communication at the University	67.4	25.6	7.0

<b>Leadership and Direction</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I identify with the goals and values set out in the University's Strategic Plan	44.2	53.5	2.3
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	81.4	14.0	4.7
I have confidence in the leadership provided by the University's senior management	48.8	39.5	11.6
I have confidence in the leadership provided by my school or section management team	83.7	14.0	2.3
Overall, I am satisfied with leadership in the University	65.1	32.6	2.3

<b>Training and Career Development</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to do my job	79.1	18.6	2.3
I am satisfied with opportunities for career development within the University	33.3	40.5	26.2
I am aware of and satisfied with the promotions and contributions awards exercise	39.5	32.6	27.9
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	72.1	14.0	14.0

My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	62.8	20.9	16.3
I know who to approach within the University for advice on training and career development	55.8	25.6	18.6
Overall, I am satisfied with training and development in the University	55.8	30.2	14.0

	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
<b>Pay, Benefits &amp; Working Conditions</b>			
I am satisfied with my terms and conditions of employment	90.7	9.3	0.0
My pay reflects the work that I do	67.4	16.3	16.3
My contribution to the University is recognised	46.5	41.9	11.6
I am satisfied with my physical working conditions	72.1	20.9	7.0
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	65.1	27.9	7.0
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	79.1	18.6	2.3
I can access information on the university policies and procedures	95.2	2.4	2.4
I would recommend the University as a place to work /study	92.9	7.1	0.0
I am proud to work at the University of Aberdeen	83.3	14.3	2.4