### Your Job

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

### Workload, Pressure and Stress

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

### Treatment of Employees

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

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

### Communication

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

### Leadership and Direction

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

### Training and Career Development

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree/Strongly Agree</th>
<th>Neutral</th>
<th>Disagree/Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I receive the training I need to do my job</td>
<td>79.1</td>
<td>18.6</td>
<td>2.3</td>
</tr>
<tr>
<td>I am satisfied with opportunities for career development within the University</td>
<td>33.3</td>
<td>40.5</td>
<td>26.2</td>
</tr>
<tr>
<td>I am aware of and satisfied with the promotions and contributions awards exercise</td>
<td>39.5</td>
<td>32.6</td>
<td>27.9</td>
</tr>
<tr>
<td>My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year</td>
<td>72.1</td>
<td>14.0</td>
<td>14.0</td>
</tr>
<tr>
<td>My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year</td>
<td>62.8</td>
<td>20.9</td>
<td>16.3</td>
</tr>
<tr>
<td>I know who to approach within the University for advice on training and career development</td>
<td>55.8</td>
<td>25.6</td>
<td>18.6</td>
</tr>
<tr>
<td>Overall, I am satisfied with training and development in the University</td>
<td>55.8</td>
<td>30.2</td>
<td>14.0</td>
</tr>
</tbody>
</table>

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