

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	92.7	2.1	5.2
My job gives me a sense of achievement	79.2	15.6	5.2
I am given the opportunity to make decisions about how to do my job	91.7	2.1	6.3
I am satisfied with the induction I received when I started my current job	60.0	23.2	16.8
I understand how my work fits into the overall aim of the university	82.3	9.4	8.3
I have the resources I need to do my job well	62.5	11.5	26.0
Considering everything, I am satisfied with my main job at the University	77.1	10.4	12.5

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	71.3	11.7	17.0
I am given realistic deadlines to work to	68.1	18.1	13.8
To keep up with my workload, I frequently work more than my contracted hours	52.7	22.6	24.7
I frequently work beyond contracted hours because I am expected to	20.2	28.7	51.1
I frequently choose to work more than my contracted hours because I enjoy my	29.8	30.9	39.4
I am able to discuss any concerns relating to workload or stress with my line	69.1	14.9	16.0
I have the opportunity to work flexibly in my job	78.7	8.5	12.8
I feel the level of pressure in my job has a negative impact on my work	21.3	26.6	52.1
If work gets difficult, my colleagues will help me	75.3	15.1	9.7
There is friction or anger between colleagues	17.0	23.4	59.6
I am unable to take sufficient breaks	21.5	12.9	65.6
At work I receive the respect I deserve from my colleagues	76.6	12.8	10.6
At work I receive the respect I deserve from my line manager	72.3	17.0	10.6
I have good mental wellbeing	67.0	21.3	11.7
Overall, my level of workload pressure is manageable	74.5	14.9	10.6

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	64.9	22.3	12.8
Within my team, there is a 'no blame culture'	61.7	30.9	7.4
If I had a complaint it would be taken seriously	66.0	27.7	6.4
I am subject to bullying at work	4.3	5.3	90.4
I am not discriminated against at work	80.9	13.8	5.3
Overall, I am satisfied with treatment of employees in the University	68.5	20.2	11.2

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	63.4	22.6	14.0
My line manager encourages two way communication	73.9	9.8	16.3
My line manager values my contribution to the team	77.4	14.0	8.6
I receive adequate support (from my line manager) to help me to do my job as best I can	66.3	19.6	14.1
I meet with my line manager (or appraiser) at least quarterly	78.5	4.3	17.2
I get feedback on performance from my line manager (or appraiser) at least once per year	86.0	9.7	4.3
Overall, I am satisfied with the way I am managed at the University	67.7	19.4	12.9

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	77.7	9.6	12.8
I am sufficiently well informed about what is happening in the University	57.4	19.1	23.4
I have the opportunity to provide upward feedback	58.7	19.6	21.7
I am trusted to make my own decisions	85.1	10.6	4.3
When changes are made at work, I am clear how they will work out in practice	50.5	28.0	21.5
Overall, I am satisfied with communication at the University	64.9	21.3	13.8

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	35.6	50.0	14.4
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	56.7	21.1	22.2
I have confidence in the leadership provided by the University's senior management	33.3	45.6	21.1
I have confidence in the leadership provided by my school or section management team	60.0	24.4	15.6
Overall, I am satisfied with leadership in the University	42.7	39.3	18.0

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to do my job	73.9	18.5	7.6
I am satisfied with opportunities for career development within the University	39.8	28.0	32.3
I am aware of and satisfied with the promotions and contributions awards exercise	31.5	34.8	33.7
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	80.6	15.1	4.3
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	68.8	23.7	7.5

I know who to approach within the University for advice on training and career development	60.2	19.4	20.4
Overall, I am satisfied with training and development in the University	53.8	32.3	14.0

	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
Pay, Benefits & Working Conditions			
I am satisfied with my terms and conditions of employment	71.7	13.0	15.2
My pay reflects the work that I do	57.6	10.9	31.5
My contribution to the University is recognised	47.3	28.0	24.7
I am satisfied with my physical working conditions	69.9	14.0	16.1
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	57.8	38.9	3.3
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	64.1	16.3	19.6
I can access information on the university policies and procedures	82.2	8.9	8.9
I would recommend the University as a place to work /study	78.9	11.1	10.0
I am proud to work at the University of Aberdeen	68.9	27.8	3.3