

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	94.1	2.0	3.9
My job gives me a sense of achievement	84.0	6.0	10.0
I am given the opportunity to make decisions about how to do my job	84.3	9.8	5.9
I am satisfied with the induction I received when I started my current job	50.0	34.0	16.0
I understand how my work fits into the overall aim of the university	80.4	13.7	5.9
I have the resources I need to do my job well	64.7	15.7	19.6
Considering everything, I am satisfied with my main job at the University	84.3	5.9	9.8

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	67.3	10.2	22.4
I am given realistic deadlines to work to	63.3	14.3	22.4
To keep up with my workload, I frequently work more than my contracted hours	69.4	14.3	16.3
I frequently work beyond contracted hours because I am expected to	33.3	37.5	29.2
I frequently choose to work more than my contracted hours because I enjoy my job	37.5	29.2	33.3
I am able to discuss any concerns relating to workload or stress with my line manager.	71.4	12.2	16.3
I have the opportunity to work flexibly in my job	70.8	16.7	12.5
I feel the level of pressure in my job has a negative impact on my work	31.3	27.1	41.7
If work gets difficult, my colleagues will help me	78.0	16.0	6.0
There is friction or anger between colleagues	26.5	26.5	46.9
I am unable to take sufficient breaks	32.7	24.5	42.9
At work I receive the respect I deserve from my colleagues	73.5	18.4	8.2
At work I receive the respect I deserve from my line manager	77.6	14.3	8.2
I have good mental wellbeing	77.6	10.2	12.2
Overall, my level of workload pressure is manageable	69.4	16.3	14.3

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	72.0	10.0	18.0
Within my team, there is a 'no blame culture'	58.3	29.2	12.5
If I had a complaint it would be taken seriously	76.0	10.0	14.0
I am subject to bullying at work	6.0	14.0	80.0
I am not discriminated against at work	76.0	16.0	8.0
Overall, I am satisfied with treatment of employees in the University	70.5	15.9	13.6

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	66.0	18.0	16.0
My line manager encourages two way communication	78.0	14.0	8.0
My line manager values my contribution to the team	84.0	10.0	6.0
I receive adequate support (from my line manager) to help me to do my job as best I can	82.0	10.0	8.0
I meet with my line manager (or appraiser) at least quarterly	76.0	8.0	16.0
I get feedback on performance from my line manager (or appraiser) at least once per year	79.6	12.2	8.2
Overall, I am satisfied with the way I am managed at the University	75.5	12.2	12.2

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	65.3	10.2	24.5
I am sufficiently well informed about what is happening in the University	67.3	18.4	14.3
I have the opportunity to provide upward feedback	65.3	12.2	22.4
I am trusted to make my own decisions	85.7	4.1	10.2
When changes are made at work, I am clear how they will work out in practice	42.9	30.6	26.5
Overall, I am satisfied with communication at the University	59.2	26.5	14.3

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	46.8	44.7	8.5
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	48.9	27.7	23.4
I have confidence in the leadership provided by the University's senior management	31.9	48.9	19.1
I have confidence in the leadership provided by my school or section management team	64.6	18.8	16.7
Overall, I am satisfied with leadership in the University	51.1	36.2	12.8

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to do my job	72.3	19.1	8.5
I am satisfied with opportunities for career development within the University	50.0	19.6	30.4
I am aware of and satisfied with the promotions and contributions awards exercise	44.7	25.5	29.8
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	85.4	8.3	6.3
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	72.3	17.0	10.6

I know who to approach within the University for advice on training and career development	70.2	17.0	12.8
Overall, I am satisfied with training and development in the University	54.3	32.6	13.0

Pay, Benefits & Working Conditions	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am satisfied with my terms and conditions of employment	76.6	17.0	6.4
My pay reflects the work that I do	40.4	27.7	31.9
My contribution to the University is recognised	53.3	26.7	20.0
I am satisfied with my physical working conditions	76.1	15.2	8.7
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	48.9	40.4	10.6
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	60.9	26.1	13.0
I can access information on the university policies and procedures	87.2	10.6	2.1
I would recommend the University as a place to work /study	85.1	8.5	6.4
I am proud to work at the University of Aberdeen	83.0	10.6	6.4