

| Your Job | Agree/ Strongly Agree | Neutral | Disagree/ Strongly Disagree |
|--|-----------------------------|---------|-----------------------------------|
| I am clear what my duties and responsibilities are | 89.5 | 5.8 | 4.7 |
| My job gives me a sense of achievement | 86.2 | 6.9 | 6.9 |
| I am given the opportunity to make decisions about how to do my job | 87.4 | 6.9 | 5.7 |
| I am satisfied with the induction I received when I started my current job | 52.9 | 34.1 | 12.9 |
| I understand how my work fits into the overall aim of the university | 73.6 | 17.2 | 9.2 |
| I have the resources I need to do my job well | 59.8 | 19.5 | 20.7 |
| Considering everything, I am satisfied with my main job at the University | 70.1 | 21.8 | 8.0 |

| Workload, Pressure and Stress | Agree/ Strongly Agree | Neutral | Disagree/ Strongly Disagree |
|--|-----------------------------|---------|-----------------------------------|
| The amount of work I am expected to do is reasonable | 60.2 | 19.3 | 20.5 |
| I am given realistic deadlines to work to | 66.3 | 19.3 | 14.5 |
| To keep up with my workload, I frequently work more than my contracted hours | 70.2 | 8.3 | 21.4 |
| I frequently work beyond contracted hours because I am expected to | 29.8 | 28.6 | 41.7 |
| I frequently choose to work more than my contracted hours because I enjoy my job | 39.8 | 31.3 | 28.9 |
| I am able to discuss any concerns relating to workload or stress with my line manager. | 61.9 | 20.2 | 17.9 |
| I have the opportunity to work flexibly in my job | 79.8 | 14.3 | 6.0 |
| I feel the level of pressure in my job has a negative impact on my work | 33.7 | 36.1 | 30.1 |
| If work gets difficult, my colleagues will help me | 64.3 | 22.6 | 13.1 |
| There is friction or anger between colleagues | 20.5 | 20.5 | 59.0 |
| I am unable to take sufficient breaks | 23.8 | 13.1 | 63.1 |
| At work I receive the respect I deserve from my colleagues | 77.4 | 19.0 | 3.6 |
| At work I receive the respect I deserve from my line manager | 74.7 | 15.7 | 9.6 |
| I have good mental wellbeing | 71.1 | 16.9 | 12.0 |
| Overall, my level of workload pressure is manageable | 71.4 | 13.1 | 15.5 |

| 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 | 75.6 | 13.4 | 11.0 |
| Within my team, there is a 'no blame culture' | 64.6 | 22.0 | 13.4 |
| If I had a complaint it would be taken seriously | 64.2 | 24.7 | 11.1 |
| I am subject to bullying at work | 6.2 | 13.6 | 80.2 |
| I am not discriminated against at work | 84.1 | 11.0 | 4.9 |
| Overall, I am satisfied with treatment of employees in the University | 67.5 | 21.3 | 11.3 |

| Management of People | Agree/ Strongly Agree | Neutral | Disagree/ Strongly Disagree |
|--|-----------------------------|---------|-----------------------------------|
| The team I work in is effectively managed | 64.6 | 22.0 | 13.4 |
| My line manager encourages two way communication | 78.0 | 13.4 | 8.5 |
| My line manager values my contribution to the team | 75.6 | 17.1 | 7.3 |
| I receive adequate support (from my line manager) to help me to do my job as best I can | 59.8 | 28.0 | 12.2 |
| I meet with my line manager (or appraiser) at least quarterly | 62.2 | 15.9 | 22.0 |
| I get feedback on performance from my line manager (or appraiser) at least once per year | 85.4 | 7.3 | 7.3 |
| Overall, I am satisfied with the way I am managed at the University | 65.4 | 25.9 | 8.6 |

| Communication | Agree/ Strongly Agree | Neutral | Disagree/ Strongly Disagree |
|---|-----------------------------|---------|-----------------------------------|
| I am sufficiently well informed about what is happening in my immediate team/area | 73.2 | 19.5 | 7.3 |
| I am sufficiently well informed about what is happening in the University | 63.4 | 20.7 | 15.9 |
| I have the opportunity to provide upward feedback | 54.9 | 26.8 | 18.3 |
| I am trusted to make my own decisions | 84.1 | 11.0 | 4.9 |
| When changes are made at work, I am clear how they will work out in practice | 45.1 | 30.5 | 24.4 |
| Overall, I am satisfied with communication at the University | 61.0 | 20.7 | 18.3 |

| 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 | 50.0 | 39.0 | 11.0 |
| I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary) | 68.3 | 20.7 | 11.0 |
| I have confidence in the leadership provided by the University's senior management | 25.6 | 52.4 | 22.0 |
| I have confidence in the leadership provided by my school or section management team | 53.7 | 31.7 | 14.6 |
| Overall, I am satisfied with leadership in the University | 34.1 | 46.3 | 19.5 |

| Training and Career Development | Agree/ Strongly Agree | Neutral | Disagree/ Strongly Disagree |
|---|-----------------------------|---------|-----------------------------------|
| I receive the training I need to do my job | 73.2 | 24.4 | 2.4 |
| I am satisfied with opportunities for career development within the University | 47.6 | 32.9 | 19.5 |
| I am aware of and satisfied with the promotions and contributions awards exercise | 39.0 | 36.6 | 24.4 |
| My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year | 80.2 | 17.3 | 2.5 |
| My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year | 63.4 | 26.8 | 9.8 |

| | | | |
|--|------|------|------|
| I know who to approach within the University for advice on training and career development | 63.4 | 26.8 | 9.8 |
| Overall, I am satisfied with training and development in the University | 51.2 | 35.4 | 13.4 |

| Pay, Benefits & Working Conditions | Agree/ Strongly Agree | Neutral | Disagree/ Strongly Disagree |
|---|-----------------------------|---------|-----------------------------------|
| I am satisfied with my terms and conditions of employment | 75.6 | 13.4 | 11.0 |
| My pay reflects the work that I do | 50.6 | 18.5 | 30.9 |
| My contribution to the University is recognised | 51.9 | 29.6 | 18.5 |
| I am satisfied with my physical working conditions | 81.7 | 11.0 | 7.3 |
| The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff. | 55.7 | 43.0 | 1.3 |
| Considering everything, I am satisfied with my pay, benefits and working conditions at the University | 65.4 | 22.2 | 12.3 |
| I can access information on the university policies and procedures | 87.7 | 12.3 | 0.0 |
| I would recommend the University as a place to work /study | 70.0 | 17.5 | 12.5 |
| I am proud to work at the University of Aberdeen | 75.3 | 19.8 | 4.9 |