

<b>Your Job</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	83.3	10.4	6.3
My job gives me a sense of achievement	85.1	6.4	8.5
I am given the opportunity to make decisions about how to do my job	87.5	8.3	4.2
I am satisfied with the induction I received when I started my current job	60.4	16.7	22.9
I understand how my work fits into the overall aim of the university	85.4	6.3	8.3
I have the resources I need to do my job well	64.6	10.4	25.0
Considering everything, I am satisfied with my main job at the University	83.0	8.5	8.5

<b>Workload, Pressure and Stress</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	68.1	10.6	21.3
I am given realistic deadlines to work to	76.6	14.9	8.5
To keep up with my workload, I frequently work more than my contracted hours	44.7	12.8	42.6
I frequently work beyond contracted hours because I am expected to	13.0	26.1	60.9
I frequently choose to work more than my contracted hours because I enjoy my job	17.0	36.2	46.8
I am able to discuss any concerns relating to workload or stress with my line manager.	76.6	14.9	8.5
I have the opportunity to work flexibly in my job	74.5	10.6	14.9
I feel the level of pressure in my job has a negative impact on my work	23.4	21.3	55.3
If work gets difficult, my colleagues will help me	87.2	4.3	8.5
There is friction or anger between colleagues	27.7	17.0	55.3
I am unable to take sufficient breaks	14.9	17.0	68.1
At work I receive the respect I deserve from my colleagues	83.0	8.5	8.5
At work I receive the respect I deserve from my line manager	87.2	10.6	2.1
I have good mental wellbeing	80.9	12.8	6.4
Overall, my level of workload pressure is manageable	70.2	21.3	8.5

<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	87.2	4.3	8.5
Within my team, there is a 'no blame culture'	73.9	15.2	10.9
If I had a complaint it would be taken seriously	70.2	19.1	10.6
I am subject to bullying at work	4.3	6.4	89.4
I am not discriminated against at work	89.4	10.6	0.0
Overall, I am satisfied with treatment of employees in the University	80.4	8.7	10.9

<b>Management of People</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	70.2	19.1	10.6
My line manager encourages two way communication	93.6	2.1	4.3
My line manager values my contribution to the team	85.1	10.6	4.3
I receive adequate support (from my line manager) to help me to do my job as best I can	85.1	10.6	4.3
I meet with my line manager (or appraiser) at least quarterly	74.5	10.6	14.9
I get feedback on performance from my line manager (or appraiser) at least once per year	63.0	21.7	15.2
Overall, I am satisfied with the way I am managed at the University	76.6	10.6	12.8

<b>Communication</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	80.0	8.9	11.1
I am sufficiently well informed about what is happening in the University	66.7	17.8	15.6
I have the opportunity to provide upward feedback	66.7	17.8	15.6
I am trusted to make my own decisions	91.1	6.7	2.2
When changes are made at work, I am clear how they will work out in practice	42.2	35.6	22.2
Overall, I am satisfied with communication at the University	66.7	11.1	22.2

<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	62.2	28.9	8.9
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	71.1	11.1	17.8
I have confidence in the leadership provided by the University's senior management	25.0	27.3	47.7
I have confidence in the leadership provided by my school or section management team	68.2	22.7	9.1
Overall, I am satisfied with leadership in the University	34.9	34.9	30.2

<b>Training and Career Development</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to to do my job	75.0	20.5	4.5
I am satisfied with opportunities for career development within the University	45.5	22.7	31.8
I am aware of and satisfied with the promotions and contributions awards exercise	34.1	29.5	36.4
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	52.3	29.5	18.2

My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	52.3	31.8	15.9
I know who to approach within the University for advice on training and career development	63.6	13.6	22.7
Overall, I am satisfied with training and development in the University	45.5	27.3	27.3

<b>Pay, Benefits &amp; Working Conditions</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am satisfied with my terms and conditions of employment	93.2	2.3	4.5
My pay reflects the work that I do	61.4	9.1	29.5
My contribution to the University is recognised	52.3	22.7	25.0
I am satisfied with my physical working conditions	70.5	9.1	20.5
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	65.9	31.7	2.4
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	77.3	20.5	2.3
I can access information on the university policies and procedures	95.5	4.5	0.0
I would recommend the University as a place to work /study	86.4	13.6	0.0
I am proud to work at the University of Aberdeen	81.8	15.9	2.3