

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	100.0	0.0	0.0
My job gives me a sense of achievement	92.5	5.0	2.5
I am given the opportunity to make decisions about how to do my job	95.0	2.5	2.5
I am satisfied with the induction I received when I started my current job	52.5	37.5	10.0
I understand how my work fits into the overall aim of the university	85.0	10.0	5.0
I have the resources I need to do my job well	50.0	27.5	22.5
Considering everything, I am satisfied with my main job at the University	75.0	22.5	2.5

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	47.5	30.0	22.5
I am given realistic deadlines to work to	57.5	22.5	20.0
To keep up with my workload, I frequently work more than my contracted hours	67.5	15.0	17.5
I frequently work beyond contracted hours because I am expected to	25.6	38.5	35.9
I frequently choose to work more than my contracted hours because I enjoy my job	17.5	42.5	40.0
I am able to discuss any concerns relating to workload or stress with my line manager.	72.5	7.5	20.0
I have the opportunity to work flexibly in my job	77.5	10.0	12.5
I feel the level of pressure in my job has a negative impact on my work	17.5	37.5	45.0
If work gets difficult, my colleagues will help me	67.5	17.5	15.0
There is friction or anger between colleagues	15.0	20.0	65.0
I am unable to take sufficient breaks	25.0	20.0	55.0
At work I receive the respect I deserve from my colleagues	87.5	5.0	7.5
At work I receive the respect I deserve from my line manager	82.5	5.0	12.5
I have good mental wellbeing	82.5	7.5	10.0
Overall, my level of workload pressure is manageable	65.0	20.0	15.0

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	70.0	12.5	17.5
Within my team, there is a 'no blame culture'	71.8	15.4	12.8
If I had a complaint it would be taken seriously	60.0	20.0	20.0
I am subject to bullying at work	2.5	15.0	82.5
I am not discriminated against at work	80.0	17.5	2.5
Overall, I am satisfied with treatment of employees in the University	74.4	15.4	10.3

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	82.5	7.5	10.0
My line manager encourages two way communication	85.0	10.0	5.0
My line manager values my contribution to the team	87.2	5.1	7.7
I receive adequate support (from my line manager) to help me to do my job as best I can	82.5	12.5	5.0
I meet with my line manager (or appraiser) at least quarterly	75.0	15.0	10.0
I get feedback on performance from my line manager (or appraiser) at least once per year	79.5	10.3	10.3
Overall, I am satisfied with the way I am managed at the University	79.5	10.3	10.3

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	70.0	5.0	25.0
I am sufficiently well informed about what is happening in the University	57.5	15.0	27.5
I have the opportunity to provide upward feedback	70.0	20.0	10.0
I am trusted to make my own decisions	92.5	5.0	2.5
When changes are made at work, I am clear how they will work out in practice	47.5	30.0	22.5
Overall, I am satisfied with communication at the University	50.0	25.0	25.0

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	45.0	45.0	10.0
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	72.5	22.5	5.0
I have confidence in the leadership provided by the University's senior management	40.0	32.5	27.5
I have confidence in the leadership provided by my school or section management team	65.0	20.0	15.0
Overall, I am satisfied with leadership in the University	45.0	35.0	20.0

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to to do my job	67.5	17.5	15.0
I am satisfied with opportunities for career development within the University	41.0	20.5	38.5
I am aware of and satisfied with the promotions and contributions awards exercise	47.5	25.0	27.5
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	71.1	5.3	23.7
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	56.4	17.9	25.6

I know who to approach within the University for advice on training and career development	64.1	5.1	30.8
Overall, I am satisfied with training and development in the University	47.5	37.5	15.0

Pay, Benefits & Working Conditions	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am satisfied with my terms and conditions of employment	87.5	5.0	7.5
My pay reflects the work that I do	50.0	25.0	25.0
My contribution to the University is recognised	57.5	25.0	17.5
I am satisfied with my physical working conditions	66.7	17.9	15.4
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	62.5	35.0	2.5
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	65.0	30.0	5.0
I can access information on the university policies and procedures	92.1	5.3	2.6
I would recommend the University as a place to work /study	72.5	22.5	5.0
I am proud to work at the University of Aberdeen	70.0	27.5	2.5