

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	91.9	3.2	4.8
My job gives me a sense of achievement	85.7	7.9	6.3
I am given the opportunity to make decisions about how to do my job	90.5	7.9	1.6
I am satisfied with the induction I received when I started my current job	66.7	11.1	22.2
I understand how my work fits into the overall aim of the university	73.0	12.7	14.3
I have the resources I need to do my job well	57.1	19.0	23.8
Considering everything, I am satisfied with my main job at the University	69.8	19.0	11.1

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	54.8	6.5	38.7
I am given realistic deadlines to work to	50.0	27.4	22.6
To keep up with my workload, I frequently work more than my contracted hours	72.6	14.5	12.9
I frequently work beyond contracted hours because I am expected to	27.4	35.5	37.1
I frequently choose to work more than my contracted hours because I enjoy my job	46.8	24.2	29.0
I am able to discuss any concerns relating to workload or stress with my line manager.	67.2	19.7	13.1
I have the opportunity to work flexibly in my job	85.5	8.1	6.5
I feel the level of pressure in my job has a negative impact on my work	37.1	33.9	29.0
If work gets difficult, my colleagues will help me	69.4	19.4	11.3
There is friction or anger between colleagues	36.1	24.6	39.3
I am unable to take sufficient breaks	24.2	24.2	51.6
At work I receive the respect I deserve from my colleagues	73.8	16.4	9.8
At work I receive the respect I deserve from my line manager	74.2	16.1	9.7
I have good mental wellbeing	67.7	12.9	19.4
Overall, my level of workload pressure is manageable	61.3	19.4	19.4

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	75.8	12.9	11.3
Within my team, there is a 'no blame culture'	62.9	17.7	19.4
If I had a complaint it would be taken seriously	69.4	16.1	14.5
I am subject to bullying at work	8.1	8.1	83.9
I am not discriminated against at work	80.6	14.5	4.8
Overall, I am satisfied with treatment of employees in the University	67.7	16.1	16.1

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	52.5	26.2	21.3
My line manager encourages two way communication	70.5	18.0	11.5
My line manager values my contribution to the team	77.0	13.1	9.8
I receive adequate support (from my line manager) to help me to do my job as best I can	67.2	23.0	9.8
I meet with my line manager (or appraiser) at least quarterly	62.3	4.9	32.8
I get feedback on performance from my line manager (or appraiser) at least once per year	82.0	8.2	9.8
Overall, I am satisfied with the way I am managed at the University	62.3	18.0	19.7

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	60.7	16.4	23.0
I am sufficiently well informed about what is happening in the University	49.2	24.6	26.2
I have the opportunity to provide upward feedback	59.0	27.9	13.1
I am trusted to make my own decisions	86.9	8.2	4.9
When changes are made at work, I am clear how they will work out in practice	49.2	23.0	27.9
Overall, I am satisfied with communication at the University	42.6	24.6	32.8

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	45.9	44.3	9.8
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	49.2	23.0	27.9
I have confidence in the leadership provided by the University's senior management	16.4	49.2	34.4
I have confidence in the leadership provided by my school or section management team	65.6	13.1	21.3
Overall, I am satisfied with leadership in the University	23.0	49.2	27.9

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to to do my job	65.6	23.0	11.5
I am satisfied with opportunities for career development within the University	41.0	19.7	39.3
I am aware of and satisfied with the promotions and contributions awards exercise	47.5	18.0	34.4
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	70.0	11.7	18.3
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	62.3	18.0	19.7

I know who to approach within the University for advice on training and career development	57.4	16.4	26.2
Overall, I am satisfied with training and development in the University	54.1	23.0	23.0

	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
Pay, Benefits & Working Conditions			
I am satisfied with my terms and conditions of employment	75.4	18.0	6.6
My pay reflects the work that I do	60.7	14.8	24.6
My contribution to the University is recognised	41.0	37.7	21.3
I am satisfied with my physical working conditions	77.0	11.5	11.5
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	63.3	31.7	5.0
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	53.3	33.3	13.3
I can access information on the university policies and procedures	82.0	16.4	1.6
I would recommend the University as a place to work /study	67.2	26.2	6.6
I am proud to work at the University of Aberdeen	75.0	20.0	5.0