

<b>Your Job</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	89.4	6.4	4.3
My job gives me a sense of achievement	78.7	17.0	4.3
I am given the opportunity to make decisions about how to do my job	78.7	14.9	6.4
I am satisfied with the induction I received when I started my current job	46.8	25.5	27.7
I understand how my work fits into the overall aim of the university	83.0	10.6	6.4
I have the resources I need to do my job well	66.0	21.3	12.8
Considering everything, I am satisfied with my main job at the University	83.0	10.6	6.4

<b>Workload, Pressure and Stress</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	60.0	17.8	22.2
I am given realistic deadlines to work to	62.2	15.6	22.2
To keep up with my workload, I frequently work more than my contracted hours	60.0	22.2	17.8
I frequently work beyond contracted hours because I am expected to	42.2	24.4	33.3
I frequently choose to work more than my contracted hours because I enjoy my job	40.9	31.8	27.3
I am able to discuss any concerns relating to workload or stress with my line manager.	68.2	11.4	20.5
I have the opportunity to work flexibly in my job	68.2	15.9	15.9
I feel the level of pressure in my job has a negative impact on my work	27.3	25.0	47.7
If work gets difficult, my colleagues will help me	61.4	22.7	15.9
There is friction or anger between colleagues	27.3	29.5	43.2
I am unable to take sufficient breaks	29.5	20.5	50.0
At work I receive the respect I deserve from my colleagues	72.1	16.3	11.6
At work I receive the respect I deserve from my line manager	79.5	11.4	9.1
I have good mental wellbeing	68.2	18.2	13.6
Overall, my level of workload pressure is manageable	70.5	15.9	13.6

<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	68.2	22.7	9.1
Within my team, there is a 'no blame culture'	56.8	27.3	15.9
If I had a complaint it would be taken seriously	65.9	18.2	15.9
I am subject to bullying at work	6.8	15.9	77.3
I am not discriminated against at work	76.7	16.3	7.0
Overall, I am satisfied with treatment of employees in the University	67.4	18.6	14.0

<b>Management of People</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	68.2	20.5	11.4
My line manager encourages two way communication	68.2	22.7	9.1
My line manager values my contribution to the team	75.0	18.2	6.8
I receive adequate support (from my line manager) to help me to do my job as best I can	72.7	18.2	9.1
I meet with my line manager (or appraiser) at least quarterly	63.6	4.5	31.8
I get feedback on performance from my line manager (or appraiser) at least once per year	72.7	13.6	13.6
Overall, I am satisfied with the way I am managed at the University	67.4	18.6	14.0

<b>Communication</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	67.4	16.3	16.3
I am sufficiently well informed about what is happening in the University	51.2	25.6	23.3
I have the opportunity to provide upward feedback	48.8	39.5	11.6
I am trusted to make my own decisions	76.7	20.9	2.3
When changes are made at work, I am clear how they will work out in practice	44.2	37.2	18.6
Overall, I am satisfied with communication at the University	46.5	34.9	18.6

<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	51.2	39.5	9.3
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	54.8	21.4	23.8
I have confidence in the leadership provided by the University's senior management	27.9	46.5	25.6
I have confidence in the leadership provided by my school or section management team	74.4	11.6	14.0
Overall, I am satisfied with leadership in the University	44.2	34.9	20.9

<b>Training and Career Development</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to do my job	74.4	14.0	11.6
I am satisfied with opportunities for career development within the University	41.9	30.2	27.9
I am aware of and satisfied with the promotions and contributions awards exercise	41.9	30.2	27.9

My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	67.4	18.6	14.0
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	69.0	19.0	11.9
I know who to approach within the University for advice on training and career development	62.8	14.0	23.3
Overall, I am satisfied with training and development in the University	60.5	16.3	23.3

<b>Pay, Benefits &amp; Working Conditions</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am satisfied with my terms and conditions of employment	72.1	14.0	14.0
My pay reflects the work that I do	34.9	18.6	46.5
My contribution to the University is recognised	51.2	25.6	23.3
I am satisfied with my physical working conditions	81.4	11.6	7.0
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	60.5	32.6	7.0
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	48.8	30.2	20.9
I can access information on the university policies and procedures	79.1	16.3	4.7
I would recommend the University as a place to work /study	83.3	9.5	7.1
I am proud to work at the University of Aberdeen	81.4	14.0	4.7