

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	81.1	10.8	8.1
My job gives me a sense of achievement	70.3	10.8	18.9
I am given the opportunity to make decisions about how to do my job	80.6	11.1	8.3
I am satisfied with the induction I received when I started my current job	41.7	30.6	27.8
I understand how my work fits into the overall aim of the university	73.0	18.9	8.1
I have the resources I need to do my job well	40.5	18.9	40.5
Considering everything, I am satisfied with my main job at the University	54.1	16.2	29.7

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	33.3	25.0	41.7
I am given realistic deadlines to work to	38.9	41.7	19.4
To keep up with my workload, I frequently work more than my contracted hours	80.6	13.9	5.6
I frequently work beyond contracted hours because I am expected to	52.8	25.0	22.2
I frequently choose to work more than my contracted hours because I enjoy my job	41.7	36.1	22.2
I am able to discuss any concerns relating to workload or stress with my line manager.	58.3	22.2	19.4
I have the opportunity to work flexibly in my job	83.3	5.6	11.1
I feel the level of pressure in my job has a negative impact on my work	40.0	34.3	25.7
If work gets difficult, my colleagues will help me	52.8	16.7	30.6
There is friction or anger between colleagues	38.9	19.4	41.7
I am unable to take sufficient breaks	30.6	27.8	41.7
At work I receive the respect I deserve from my colleagues	61.1	22.2	16.7
At work I receive the respect I deserve from my line manager	80.6	11.1	8.3
I have good mental wellbeing	61.1	19.4	19.4
Overall, my level of workload pressure is manageable	44.4	25.0	30.6

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	61.1	16.7	22.2
Within my team, there is a 'no blame culture'	55.6	30.6	13.9
If I had a complaint it would be taken seriously	55.6	19.4	25.0
I am subject to bullying at work	8.6	20.0	71.4
I am not discriminated against at work	63.9	22.2	13.9
Overall, I am satisfied with treatment of employees in the University	40.0	28.6	31.4

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	52.8	27.8	19.4
My line manager encourages two way communication	61.1	22.2	16.7
My line manager values my contribution to the team	75.0	13.9	11.1
I receive adequate support (from my line manager) to help me to do my job as best I can	55.6	22.2	22.2
I meet with my line manager (or appraiser) at least quarterly	52.8	19.4	27.8
I get feedback on performance from my line manager (or appraiser) at least once per year	61.1	19.4	19.4
Overall, I am satisfied with the way I am managed at the University	55.6	13.9	30.6

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	51.4	22.9	25.7
I am sufficiently well informed about what is happening in the University	45.7	25.7	28.6
I have the opportunity to provide upward feedback	41.2	20.6	38.2
I am trusted to make my own decisions	91.4	2.9	5.7
When changes are made at work, I am clear how they will work out in practice	34.3	31.4	34.3
Overall, I am satisfied with communication at the University	34.3	17.1	48.6

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	34.3	37.1	28.6
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	65.7	14.3	20.0
I have confidence in the leadership provided by the University's senior management	14.3	28.6	57.1
I have confidence in the leadership provided by my school or section management team	54.3	25.7	20.0
Overall, I am satisfied with leadership in the University	17.1	42.9	40.0

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to do my job	48.6	40.0	11.4
I am satisfied with opportunities for career development within the University	40.0	34.3	25.7
I am aware of and satisfied with the promotions and contributions awards exercise	34.3	37.1	28.6
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	57.1	22.9	20.0

My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	48.6	20.0	31.4
I know who to approach within the University for advice on training and career development	57.1	22.9	20.0
Overall, I am satisfied with training and development in the University	37.1	42.9	20.0

	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
Pay, Benefits & Working Conditions			
I am satisfied with my terms and conditions of employment	68.6	20.0	11.4
My pay reflects the work that I do	42.9	22.9	34.3
My contribution to the University is recognised	34.3	31.4	34.3
I am satisfied with my physical working conditions	45.7	28.6	25.7
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	82.4	11.8	5.9
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	37.1	42.9	20.0
I can access information on the university policies and procedures	80.0	17.1	2.9
I would recommend the University as a place to work /study	48.6	25.7	25.7
I am proud to work at the University of Aberdeen	54.3	28.6	17.1