

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	94.9	0.0	5.1
My job gives me a sense of achievement	92.3	5.1	2.6
I am given the opportunity to make decisions about how to do my job	84.6	12.8	2.6
I am satisfied with the induction I received when I started my current job	43.6	25.6	30.8
I understand how my work fits into the overall aim of the university	79.5	10.3	10.3
I have the resources I need to do my job well	48.7	25.6	25.6
Considering everything, I am satisfied with my main job at the University	66.7	20.5	12.8

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	42.1	18.4	39.5
I am given realistic deadlines to work to	47.4	15.8	36.8
To keep up with my workload, I frequently work more than my contracted hours	81.6	7.9	10.5
I frequently work beyond contracted hours because I am expected to	52.6	21.1	26.3
I frequently choose to work more than my contracted hours because I enjoy my job	50.0	28.9	21.1
I am able to discuss any concerns relating to workload or stress with my line manager.	68.4	21.1	10.5
I have the opportunity to work flexibly in my job	73.7	13.2	13.2
I feel the level of pressure in my job has a negative impact on my work	51.4	21.6	27.0
If work gets difficult, my colleagues will help me	55.3	23.7	21.1
There is friction or anger between colleagues	28.9	18.4	52.6
I am unable to take sufficient breaks	42.1	2.6	55.3
At work I receive the respect I deserve from my colleagues	76.3	18.4	5.3
At work I receive the respect I deserve from my line manager	86.8	7.9	5.3
I have good mental wellbeing	57.9	23.7	18.4
Overall, my level of workload pressure is manageable	47.4	31.6	21.1

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	78.9	18.4	2.6
Within my team, there is a 'no blame culture'	52.6	34.2	13.2
If I had a complaint it would be taken seriously	71.1	18.4	10.5
I am subject to bullying at work	10.5	15.8	73.7
I am not discriminated against at work	73.7	23.7	2.6
Overall, I am satisfied with treatment of employees in the University	58.3	25.0	16.7

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	65.8	23.7	10.5
My line manager encourages two way communication	84.2	10.5	5.3
My line manager values my contribution to the team	81.6	13.2	5.3
I receive adequate support (from my line manager) to help me to do my job as best I can	68.4	18.4	13.2
I meet with my line manager (or appraiser) at least quarterly	57.9	10.5	31.6
I get feedback on performance from my line manager (or appraiser) at least once per year	71.1	15.8	13.2
Overall, I am satisfied with the way I am managed at the University	63.2	21.1	15.8

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	67.6	16.2	16.2
I am sufficiently well informed about what is happening in the University	43.2	21.6	35.1
I have the opportunity to provide upward feedback	56.8	16.2	27.0
I am trusted to make my own decisions	70.3	10.8	18.9
When changes are made at work, I am clear how they will work out in practice	24.3	40.5	35.1
Overall, I am satisfied with communication at the University	37.8	24.3	37.8

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	39.5	39.5	21.1
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	55.3	21.1	23.7
I have confidence in the leadership provided by the University's senior management	18.4	42.1	39.5
I have confidence in the leadership provided by my school or section management team	68.4	28.9	2.6
Overall, I am satisfied with leadership in the University	26.3	44.7	28.9

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to do my job	60.5	26.3	13.2
I am satisfied with opportunities for career development within the University	39.5	36.8	23.7
I am aware of and satisfied with the promotions and contributions awards exercise	28.9	36.8	34.2

My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	70.3	16.2	13.5
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	62.2	18.9	18.9
I know who to approach within the University for advice on training and career development	56.8	27.0	16.2
Overall, I am satisfied with training and development in the University	50.0	31.6	18.4

	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
Pay, Benefits & Working Conditions			
I am satisfied with my terms and conditions of employment	73.0	8.1	18.9
My pay reflects the work that I do	50.0	10.5	39.5
My contribution to the University is recognised	50.0	31.6	18.4
I am satisfied with my physical working conditions	81.6	5.3	13.2
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	81.1	16.2	2.7
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	54.1	27.0	18.9
I can access information on the university policies and procedures	80.0	14.3	5.7
I would recommend the University as a place to work /study	72.2	16.7	11.1
I am proud to work at the University of Aberdeen	83.3	11.1	5.6