

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	78.6	14.3	7.1
I am given the opportunity to make decisions about how to do my job	92.9	7.1	0.0
I am satisfied with the induction I received when I started my current job	50.0	35.7	14.3
I understand how my work fits into the overall aim of the university	100.0	0.0	0.0
I have the resources I need to do my job well	64.3	7.1	28.6
Considering everything, I am satisfied with my main job at the University	78.6	0.0	21.4

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	61.5	0.0	38.5
I am given realistic deadlines to work to	38.5	23.1	38.5
To keep up with my workload, I frequently work more than my contracted hours	76.9	7.7	15.4
I frequently work beyond contracted hours because I am expected to	38.5	30.8	30.8
I frequently choose to work more than my contracted hours because I enjoy my job	53.8	23.1	23.1
I am able to discuss any concerns relating to workload or stress with my line manager.	100.0	0.0	0.0
I have the opportunity to work flexibly in my job	76.9	7.7	15.4
I feel the level of pressure in my job has a negative impact on my work	23.1	38.5	38.5
If work gets difficult, my colleagues will help me	92.3	0.0	7.7
There is friction or anger between colleagues	46.2	30.8	23.1
I am unable to take sufficient breaks	46.2	7.7	46.2
At work I receive the respect I deserve from my colleagues	84.6	7.7	7.7
At work I receive the respect I deserve from my line manager	84.6	15.4	0.0
I have good mental wellbeing	69.2	15.4	15.4
Overall, my level of workload pressure is manageable	46.2	30.8	23.1

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	92.3	7.7	0.0
Within my team, there is a 'no blame culture'	69.2	30.8	0.0
If I had a complaint it would be taken seriously	76.9	23.1	0.0
I am subject to bullying at work	0.0	7.7	92.3
I am not discriminated against at work	92.3	7.7	0.0
Overall, I am satisfied with treatment of employees in the University	83.3	8.3	8.3

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	76.9	15.4	7.7
My line manager encourages two way communication	100.0	0.0	0.0
My line manager values my contribution to the team	84.6	15.4	0.0
I receive adequate support (from my line manager) to help me to do my job as best I can	69.2	23.1	7.7
I meet with my line manager (or appraiser) at least quarterly	84.6	15.4	0.0
I get feedback on performance from my line manager (or appraiser) at least once per year	61.5	23.1	15.4
Overall, I am satisfied with the way I am managed at the University	92.3	7.7	0.0

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	69.2	23.1	7.7
I am sufficiently well informed about what is happening in the University	84.6	7.7	7.7
I have the opportunity to provide upward feedback	84.6	15.4	0.0
I am trusted to make my own decisions	83.3	8.3	8.3
When changes are made at work, I am clear how they will work out in practice	38.5	38.5	23.1
Overall, I am satisfied with communication at the University	46.2	23.1	30.8

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	61.5	30.8	7.7
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	76.9	0.0	23.1
I have confidence in the leadership provided by the University's senior management	23.1	38.5	38.5
I have confidence in the leadership provided by my school or section management team	76.9	23.1	0.0
Overall, I am satisfied with leadership in the University	38.5	30.8	30.8

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to do my job	69.2	23.1	7.7
I am satisfied with opportunities for career development within the University	69.2	15.4	15.4
I am aware of and satisfied with the promotions and contributions awards exercise	61.5	23.1	15.4

My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	46.2	53.8	0.0
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	46.2	46.2	7.7
I know who to approach within the University for advice on training and career development	69.2	23.1	7.7
Overall, I am satisfied with training and development in the University	69.2	23.1	7.7

	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
Pay, Benefits & Working Conditions			
I am satisfied with my terms and conditions of employment	100.0	0.0	0.0
My pay reflects the work that I do	53.8	23.1	23.1
My contribution to the University is recognised	69.2	23.1	7.7
I am satisfied with my physical working conditions	92.3	0.0	7.7
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	92.3	0.0	7.7
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	92.3	0.0	7.7
I can access information on the university policies and procedures	92.3	7.7	0.0
I would recommend the University as a place to work /study	76.9	7.7	15.4
I am proud to work at the University of Aberdeen	76.9	15.4	7.7