

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	86.7	8.9	4.4
My job gives me a sense of achievement	75.6	17.8	6.7
I am given the opportunity to make decisions about how to do my job	88.9	8.9	2.2
I am satisfied with the induction I received when I started my current job	42.2	33.3	24.4
I understand how my work fits into the overall aim of the university	71.1	20.0	8.9
I have the resources I need to do my job well	51.1	20.0	28.9
Considering everything, I am satisfied with my main job at the University	66.7	24.4	8.9

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	56.8	15.9	27.3
I am given realistic deadlines to work to	45.5	20.5	34.1
To keep up with my workload, I frequently work more than my contracted hours	65.9	15.9	18.2
I frequently work beyond contracted hours because I am expected to	38.6	29.5	31.8
I frequently choose to work more than my contracted hours because I enjoy my job	27.3	40.9	31.8
I am able to discuss any concerns relating to workload or stress with my line manager.	59.1	27.3	13.6
I have the opportunity to work flexibly in my job	72.7	11.4	15.9
I feel the level of pressure in my job has a negative impact on my work	34.1	36.4	29.5
If work gets difficult, my colleagues will help me	54.5	31.8	13.6
There is friction or anger between colleagues	52.3	18.2	29.5
I am unable to take sufficient breaks	22.7	25.0	52.3
At work I receive the respect I deserve from my colleagues	50.0	38.6	11.4
At work I receive the respect I deserve from my line manager	70.5	22.7	6.8
I have good mental wellbeing	61.4	22.7	15.9
Overall, my level of workload pressure is manageable	56.8	22.7	20.5

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	70.5	15.9	13.6
Within my team, there is a 'no blame culture'	50.0	18.2	31.8
If I had a complaint it would be taken seriously	56.8	31.8	11.4
I am subject to bullying at work	4.5	6.8	88.6
I am not discriminated against at work	88.6	9.1	2.3
Overall, I am satisfied with treatment of employees in the University	57.5	30.0	12.5

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	47.7	22.7	29.5
My line manager encourages two way communication	63.6	22.7	13.6
My line manager values my contribution to the team	79.5	15.9	4.5
I receive adequate support (from my line manager) to help me to do my job as best I can	47.7	38.6	13.6
I meet with my line manager (or appraiser) at least quarterly	63.6	6.8	29.5
I get feedback on performance from my line manager (or appraiser) at least once per year	68.2	15.9	15.9
Overall, I am satisfied with the way I am managed at the University	54.5	36.4	9.1

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	56.8	20.5	22.7
I am sufficiently well informed about what is happening in the University	38.6	25.0	36.4
I have the opportunity to provide upward feedback	43.2	29.5	27.3
I am trusted to make my own decisions	81.8	15.9	2.3
When changes are made at work, I am clear how they will work out in practice	27.3	31.8	40.9
Overall, I am satisfied with communication at the University	34.1	34.1	31.8

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	38.6	31.8	29.5
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	54.5	13.6	31.8
I have confidence in the leadership provided by the University's senior management	13.6	43.2	43.2
I have confidence in the leadership provided by my school or section management team	56.8	38.6	4.5
Overall, I am satisfied with leadership in the University	18.2	50.0	31.8

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to do my job	61.4	27.3	11.4
I am satisfied with opportunities for career development within the University	45.5	38.6	15.9
I am aware of and satisfied with the promotions and contributions awards exercise	61.4	15.9	22.7
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	61.4	20.5	18.2
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	52.3	22.7	25.0

I know who to approach within the University for advice on training and career development	54.5	27.3	18.2
Overall, I am satisfied with training and development in the University	47.7	40.9	11.4

Pay, Benefits & Working Conditions	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am satisfied with my terms and conditions of employment	65.9	20.5	13.6
My pay reflects the work that I do	52.3	25.0	22.7
My contribution to the University is recognised	38.6	31.8	29.5
I am satisfied with my physical working conditions	50.0	25.0	25.0
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	76.7	20.9	2.3
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	50.0	31.8	18.2
I can access information on the university policies and procedures	77.3	20.5	2.3
I would recommend the University as a place to work /study	56.8	34.1	9.1
I am proud to work at the University of Aberdeen	59.1	31.8	9.1