

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	93.8	0.0	6.3
My job gives me a sense of achievement	81.3	12.5	6.3
I am given the opportunity to make decisions about how to do my job	93.8	0.0	6.3
I am satisfied with the induction I received when I started my current job	37.5	43.8	18.8
I understand how my work fits into the overall aim of the university	62.5	25.0	12.5
I have the resources I need to do my job well	56.3	12.5	31.3
Considering everything, I am satisfied with my main job at the University	62.5	12.5	25.0

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	46.7	0.0	53.3
I am given realistic deadlines to work to	40.0	20.0	40.0
To keep up with my workload, I frequently work more than my contracted hours	93.3	0.0	6.7
I frequently work beyond contracted hours because I am expected to	60.0	13.3	26.7
I frequently choose to work more than my contracted hours because I enjoy my job	46.7	26.7	26.7
I am able to discuss any concerns relating to workload or stress with my line manager.	80.0	13.3	6.7
I have the opportunity to work flexibly in my job	86.7	0.0	13.3
I feel the level of pressure in my job has a negative impact on my work	73.3	20.0	6.7
If work gets difficult, my colleagues will help me	66.7	26.7	6.7
There is friction or anger between colleagues	66.7	20.0	13.3
I am unable to take sufficient breaks	26.7	20.0	53.3
At work I receive the respect I deserve from my colleagues	73.3	6.7	20.0
At work I receive the respect I deserve from my line manager	73.3	20.0	6.7
I have good mental wellbeing	53.3	26.7	20.0
Overall, my level of workload pressure is manageable	46.7	20.0	33.3

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	86.7	0.0	13.3
Within my team, there is a 'no blame culture'	50.0	28.6	21.4
If I had a complaint it would be taken seriously	66.7	13.3	20.0
I am subject to bullying at work	13.3	26.7	60.0
I am not discriminated against at work	85.7	14.3	0.0
Overall, I am satisfied with treatment of employees in the University	50.0	14.3	35.7

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	73.3	13.3	13.3
My line manager encourages two way communication	66.7	20.0	13.3
My line manager values my contribution to the team	73.3	13.3	13.3
I receive adequate support (from my line manager) to help me to do my job as best I can	73.3	6.7	20.0
I meet with my line manager (or appraiser) at least quarterly	60.0	6.7	33.3
I get feedback on performance from my line manager (or appraiser) at least once per year	73.3	13.3	13.3
Overall, I am satisfied with the way I am managed at the University	60.0	6.7	33.3

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	53.3	20.0	26.7
I am sufficiently well informed about what is happening in the University	66.7	0.0	33.3
I have the opportunity to provide upward feedback	40.0	26.7	33.3
I am trusted to make my own decisions	60.0	33.3	6.7
When changes are made at work, I am clear how they will work out in practice	20.0	40.0	40.0
Overall, I am satisfied with communication at the University	26.7	33.3	40.0

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	40.0	33.3	26.7
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	86.7	0.0	13.3
I have confidence in the leadership provided by the University's senior management	6.7	6.7	86.7
I have confidence in the leadership provided by my school or section management team	66.7	20.0	13.3
Overall, I am satisfied with leadership in the University	6.7	20.0	73.3

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to to do my job	60.0	20.0	20.0
I am satisfied with opportunities for career development within the University	60.0	33.3	6.7
I am aware of and satisfied with the promotions and contributions awards exercise	46.7	26.7	26.7
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	60.0	26.7	13.3
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	46.7	26.7	26.7

I know who to approach within the University for advice on training and career development	73.3	13.3	13.3
Overall, I am satisfied with training and development in the University	42.9	28.6	28.6

Pay, Benefits & Working Conditions	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am satisfied with my terms and conditions of employment	40.0	20.0	40.0
My pay reflects the work that I do	46.7	6.7	46.7
My contribution to the University is recognised	20.0	26.7	53.3
I am satisfied with my physical working conditions	66.7	20.0	13.3
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	93.3	6.7	0.0
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	53.3	26.7	20.0
I can access information on the university policies and procedures	73.3	20.0	6.7
I would recommend the University as a place to work /study	53.3	26.7	20.0
I am proud to work at the University of Aberdeen	53.3	33.3	13.3