

<b>Your Job</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	94.6	0.0	5.4
My job gives me a sense of achievement	73.0	10.8	16.2
I am given the opportunity to make decisions about how to do my job	83.8	10.8	5.4
I am satisfied with the induction I received when I started my current job	61.1	27.8	11.1
I understand how my work fits into the overall aim of the university	75.7	10.8	13.5
I have the resources I need to do my job well	51.4	24.3	24.3
Considering everything, I am satisfied with my main job at the University	73.0	8.1	18.9

<b>Workload, Pressure and Stress</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	54.1	24.3	21.6
I am given realistic deadlines to work to	59.5	24.3	16.2
To keep up with my workload, I frequently work more than my contracted hours	56.8	24.3	18.9
I frequently work beyond contracted hours because I am expected to	21.6	35.1	43.2
I frequently choose to work more than my contracted hours because I enjoy my job	37.8	32.4	29.7
I am able to discuss any concerns relating to workload or stress with my line manager.	64.9	18.9	16.2
I have the opportunity to work flexibly in my job	78.4	10.8	10.8
I feel the level of pressure in my job has a negative impact on my work	29.7	35.1	35.1
If work gets difficult, my colleagues will help me	59.5	32.4	8.1
There is friction or anger between colleagues	24.3	24.3	51.4
I am unable to take sufficient breaks	21.6	13.5	64.9
At work I receive the respect I deserve from my colleagues	67.6	18.9	13.5
At work I receive the respect I deserve from my line manager	78.4	13.5	8.1
I have good mental wellbeing	67.6	21.6	10.8
Overall, my level of workload pressure is manageable	64.9	27.0	8.1

<b>Treatment of Employees</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
If I was treated unfairly there is someone in the University I could talk to in confidence	75.0	16.7	8.3
Within my team, there is a 'no blame culture'	61.1	30.6	8.3
If I had a complaint it would be taken seriously	58.3	30.6	11.1
I am subject to bullying at work	2.8	8.3	88.9
I am not discriminated against at work	80.6	16.7	2.8
Overall, I am satisfied with treatment of employees in the University	65.6	28.1	6.3

<b>Management of People</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	66.7	19.4	13.9
My line manager encourages two way communication	77.8	13.9	8.3
My line manager values my contribution to the team	71.4	20.0	8.6
I receive adequate support (from my line manager) to help me to do my job as best I can	75.0	13.9	11.1
I meet with my line manager (or appraiser) at least quarterly	69.4	11.1	19.4
I get feedback on performance from my line manager (or appraiser) at least once per year	86.1	5.6	8.3
Overall, I am satisfied with the way I am managed at the University	69.4	11.1	19.4

<b>Communication</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	69.4	11.1	19.4
I am sufficiently well informed about what is happening in the University	55.6	16.7	27.8
I have the opportunity to provide upward feedback	61.1	22.2	16.7
I am trusted to make my own decisions	88.9	5.6	5.6
When changes are made at work, I am clear how they will work out in practice	38.9	41.7	19.4
Overall, I am satisfied with communication at the University	55.6	27.8	16.7

<b>Leadership and Direction</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I identify with the goals and values set out in the University's Strategic Plan	44.4	38.9	16.7
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	69.4	19.4	11.1
I have confidence in the leadership provided by the University's senior management	20.0	51.4	28.6
I have confidence in the leadership provided by my school or section management team	42.9	28.6	28.6
Overall, I am satisfied with leadership in the University	28.6	48.6	22.9

<b>Training and Career Development</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to to do my job	80.6	8.3	11.1
I am satisfied with opportunities for career development within the University	44.4	33.3	22.2
I am aware of and satisfied with the promotions and contributions awards exercise	52.8	27.8	19.4
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	72.2	19.4	8.3
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	61.1	25.0	13.9

I know who to approach within the University for advice on training and career development	55.6	22.2	22.2
Overall, I am satisfied with training and development in the University	52.8	36.1	11.1

<b>Pay, Benefits &amp; Working Conditions</b>	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am satisfied with my terms and conditions of employment	71.4	17.1	11.4
My pay reflects the work that I do	58.3	22.2	19.4
My contribution to the University is recognised	41.7	38.9	19.4
I am satisfied with my physical working conditions	83.3	5.6	11.1
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	55.6	41.7	2.8
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	57.1	28.6	14.3
I can access information on the university policies and procedures	88.9	11.1	0.0
I would recommend the University as a place to work /study	62.9	25.7	11.4
I am proud to work at the University of Aberdeen	60.0	28.6	11.4