

Staff Survey 2020 – High Level Summary of Results

Q. No	Question	Agree/Tend to Agree		Tend to Disagree/Disagree	
Section 1 – Job Satisfaction					
1-1	The University is a good place to work	96%		4%	
1-2	Generally, I enjoy my work	94%		6%	
1-3	I feel part of my School/Directorate	82%		18%	
1-4	I feel valued by the University	74%		26%	
1-5	I feel valued by students and others that I provide a service to	90%		10%	
Section 2 – Working at the University					
2-1	I am satisfied with the support I get from my work colleagues	92%		8%	
2-2	I am satisfied with the support I get from my immediate manager/team leader/supervisor	85%		15%	
2-3	I feel able to voice my opinions	85%		15%	
2-4	I am given the opportunity to make decisions about how I do my job	87%		13%	
2-5	I am given realistic deadlines to work to	79%		21%	
2-6	I find my current workload too much and I am struggling to cope	42%		58%	
2-7	I found my pre-Covid workload too much and was struggling to cope	29%		71%	
2-8	To keep up with my workload, I frequently work more than my contracted hours	64%		36%	
2-9	If you frequently have to work additional hours to keep up with your workload, how many additional hours do you work on average per week (based on Agree or Tend to Agree in Q2-8)	0-5hrs 40%	6-10hrs 35%	11-20hr 20%	21+hrs 5%
Section 3 – Development and Review					
3-1	I am satisfied with my current role and level of responsibility	81%		19%	
3-2	I am satisfied with my current level of learning and development	79%		21%	
3-3	I have received sufficient training to enable me to do my job well	82%		18%	
3-4	In the past 12 months, have you taken part in any type of training, learning or development paid for or provided by the University	Yes 63%	No 37%		
3-5	If you have been employed for over a year, have you had an individual annual review in the last 12 months?	Yes 65%	No 35%		
3-6	Was your review useful to you (based on respondents answering Yes to Q3-5)	Yes 70%	No 30%		
Section 4 – Culture, Values and Aberdeen 2040					
4-1	I feel proud to work for the University	94%		6%	
4-2	I would recommend the University to a friend as a place to work	90%		10%	
4-3	I would recommend the University to a friend as a place to study	95%		5%	
4-4	I identify with the commitments set out in Aberdeen 2040	91%		9%	
4-5	Our physical spaces enable interdisciplinary exchange and innovation (Aberdeen 2040 – Commitment 10)	67%		33%	

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4-6	Our virtual spaces enable interdisciplinary exchange and innovation (Aberdeen 2040 – Commitment 10)	80%	20%
4-7	Our campuses create a caring environment which is alert to cultural differences (Aberdeen 2040 – Commitment 15)	87%	13%
4-8	Our process create a caring environment that is alert to cultural differences (Aberdeen 2040 – Commitment 6)	86%	14%
4-9	The University's culture enables the exchange of ideas across intellectual areas and organisational structures (Aberdeen 2040 – Commitment 6)	79%	21%
	Section 5 - Leadership		
5-1	The University's Senior Management Team manage and lead the University well	92%	8%
5-2	The University's Senior Management Team listen and respond to the views of staff	83%	17%
5-3	The University's Senior Management Team are focused on meeting the needs of students/service users/customers	94%	6%
5-4	The University's Senior Management Team set out a clear vision of where the University is headed	92%	8%
	Section 6 – School/Directorate Leadership & My Manager/Supervisor		
6-1	My Head of School/Professional Services Director manages and leads my School/Directorate effectively	87%	13%
6-2	My team leader/line manager/immediate supervisor is approachable	94%	6%
6-3	My team leader/line manager/immediate supervisor would be supportive in a personal crisis	94%	6%
6-4	My team leader/line manager/immediate supervisor respects and values me	90%	10%
6-5	My team leader/line manager/immediate supervisor gives me recognition and praise for work done well	85%	15%
6-6	My team leader/line manager/immediate supervisor provides me with feedback about my performance	79%	21%
6-7	My team leader/line manager/immediate supervisor keeps me informed about things I should know about	84%	16%
6-8	My team leader/line manager/immediate supervisor deals with poor performance effectively	76%	24%
6-9	My team leader/line manager/immediate supervisor involves me in decisions made that affect me in my own area of work	82%	18%
6-10	My team leader/line manager/immediate supervisor manages my team effectively	82%	18%
	Section 7 – Pay and Benefits		
7-1	I feel fairly paid for the work I do	69%	31%
7-2	Overall, I feel the University offers a good pay and reward package	79%	21%

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	Section 8 – Health and Wellbeing				
8-1	I feel the University cares for my health and wellbeing, including my mental health (Aberdeen 2040 – Commitment 1)	80%		20%	
8-2	I feel physically safe in my working environment on campus	93%		7%	
8-3	I have a good work life balance	71%		29%	
8-4	If I had to make a complaint or report an issue which had arisen at work, it would be taken seriously	83%		17%	
8-5	Do you feel stressed at work	Always 6%	Frequent 29%	Occasions 56%	Never 9%
8-6	<i>DETAILED BREAKDOWN OF REASONS FOR STRESS TO FOLLOW</i>				
8-7	Are you currently being harassed or bullied at work?	Yes 3%		No 97%	
8-8	Have you felt discriminated against at work in the last 12 months	Yes 11%		No 89%	
8-9	<i>DETAILED BREAKDOWN OF GROUNDS FOR BULLYING, HARASSMENT OR DISCRIMINATION TO FOLLOW</i>				
	Section 9 – Equality, Diversity and Inclusion				
9-1	I believe the University is committed to equality of opportunity for all its staff	90%		10%	
9-2	I am aware of the University’s Equality, Diversity and Inclusion Policy	97%		3%	
	Section 10 – Managing Change				
10-1	Generally, change within the University is managed well	81%		19%	
10-2	I have seen some positive changes within the University in the last 12 months	87%		13%	
10-3	I think things will improve within the University in the next 12 months	82%		18%	
	Section 11 – Communication and Staff Involvement				
11-1	On the whole, communication within the University is effective	85%		15%	
11-2	On the whole, I believe the during a consultation period feedback is listened to and acted upon	80%		20%	
11-3	On the whole, the different parts of the University communicate effectively with each other	57%		43%	
11-4	If I want to put forward new ideas or suggestions for improvement, I know how to do so	73%		27%	
11-5	I am confident my ideas or suggestions will be listened to	67%		33%	
11-6	I am confident I will get feedback on my ideas or suggestions	68%		32%	
11-7	There are opportunities for me to feed my views upwards in the University	76%		24%	
11-8	I feel there is good co-operation between teams in my School/Directorate	76%		24%	
11-9	I feel there is good co-operation between different Schools/Directorates	62%		38%	