

Your Job	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am clear what my duties and responsibilities are	87.8	7.3	4.9
My job gives me a sense of achievement	80.5	7.3	12.2
I am given the opportunity to make decisions about how to do my job	75.6	17.1	7.3
I am satisfied with the induction I received when I started my current job	53.7	17.1	29.3
I understand how my work fits into the overall aim of the university	92.7	4.9	2.4
I have the resources I need to do my job well	50.0	22.5	27.5
Considering everything, I am satisfied with my main job at the University	68.3	14.6	17.1

Workload, Pressure and Stress	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The amount of work I am expected to do is reasonable	68.4	5.3	26.3
I am given realistic deadlines to work to	68.4	15.8	15.8
To keep up with my workload, I frequently work more than my contracted hours	36.8	5.3	57.9
I frequently work beyond contracted hours because I am expected to	15.8	15.8	68.4
I frequently choose to work more than my contracted hours because I enjoy my job	13.9	36.1	50.0
I am able to discuss any concerns relating to workload or stress with my line manager.	65.8	13.2	21.1
I have the opportunity to work flexibly in my job	55.3	28.9	15.8
I feel the level of pressure in my job has a negative impact on my work	23.7	21.1	55.3
If work gets difficult, my colleagues will help me	78.9	13.2	7.9
There is friction or anger between colleagues	27.0	24.3	48.6
I am unable to take sufficient breaks	23.7	13.2	63.2
At work I receive the respect I deserve from my colleagues	78.9	13.2	7.9
At work I receive the respect I deserve from my line manager	73.7	10.5	15.8
I have good mental wellbeing	73.7	18.4	7.9
Overall, my level of workload pressure is manageable	78.9	10.5	10.5

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	75.7	13.5	10.8
Within my team, there is a 'no blame culture'	63.2	18.4	18.4
If I had a complaint it would be taken seriously	68.4	13.2	18.4
I am subject to bullying at work	2.6	18.4	78.9
I am not discriminated against at work	86.8	10.5	2.6
Overall, I am satisfied with treatment of employees in the University	64.9	27.0	8.1

Management of People	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
The team I work in is effectively managed	51.4	14.3	34.3
My line manager encourages two way communication	69.4	13.9	16.7
My line manager values my contribution to the team	77.1	11.4	11.4
I receive adequate support (from my line manager) to help me to do my job as best I can	68.6	14.3	17.1
I meet with my line manager (or appraiser) at least quarterly	66.7	8.3	25.0
I get feedback on performance from my line manager (or appraiser) at least once per year	74.3	5.7	20.0
Overall, I am satisfied with the way I am managed at the University	65.7	14.3	20.0

Communication	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am sufficiently well informed about what is happening in my immediate team/area	61.1	30.6	8.3
I am sufficiently well informed about what is happening in the University	61.1	27.8	11.1
I have the opportunity to provide upward feedback	50.0	27.8	22.2
I am trusted to make my own decisions	72.2	19.4	8.3
When changes are made at work, I am clear how they will work out in practice	34.3	34.3	31.4
Overall, I am satisfied with communication at the University	48.6	34.3	17.1

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	45.7	48.6	5.7
I know who the members of the University's senior management group are (Principal, Senior Vice-Principal, Vice-Principals, Secretary)	63.9	16.7	19.4
I have confidence in the leadership provided by the University's senior management	27.8	52.8	19.4
I have confidence in the leadership provided by my school or section management team	54.3	28.6	17.1
Overall, I am satisfied with leadership in the University	40.0	42.9	17.1

Training and Career Development	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I receive the training I need to to do my job	66.7	16.7	16.7
I am satisfied with opportunities for career development within the University	44.4	19.4	36.1
I am aware of and satisfied with the promotions and contributions awards exercise	34.3	28.6	37.1
My line manager (or appraiser) and I discuss my training needs and career development requirements at least once per year	55.6	22.2	22.2
My line manager (or appraiser) and I evaluate the impact of my training and development at least once per year	47.2	27.8	25.0

I know who to approach within the University for advice on training and career development	55.6	19.4	25.0
Overall, I am satisfied with training and development in the University	52.8	27.8	19.4

Pay, Benefits & Working Conditions	Agree/ Strongly Agree	Neutral	Disagree/ Strongly Disagree
I am satisfied with my terms and conditions of employment	72.2	25.0	2.8
My pay reflects the work that I do	44.4	13.9	41.7
My contribution to the University is recognised	47.2	33.3	19.4
I am satisfied with my physical working conditions	77.8	8.3	13.9
The provision of the Rocking Horse nursery is an important part of the institutional support mechanisms available to staff.	77.1	20.0	2.9
Considering everything, I am satisfied with my pay, benefits and working conditions at the University	72.2	22.2	5.6
I can access information on the university policies and procedures	75.0	13.9	11.1
I would recommend the University as a place to work /study	74.3	22.9	2.9
I am proud to work at the University of Aberdeen	79.4	20.6	0.0