Detailed Group Tables

Faculty

November 2013

Edinburgh Napier Employee Engagement Survey 2013

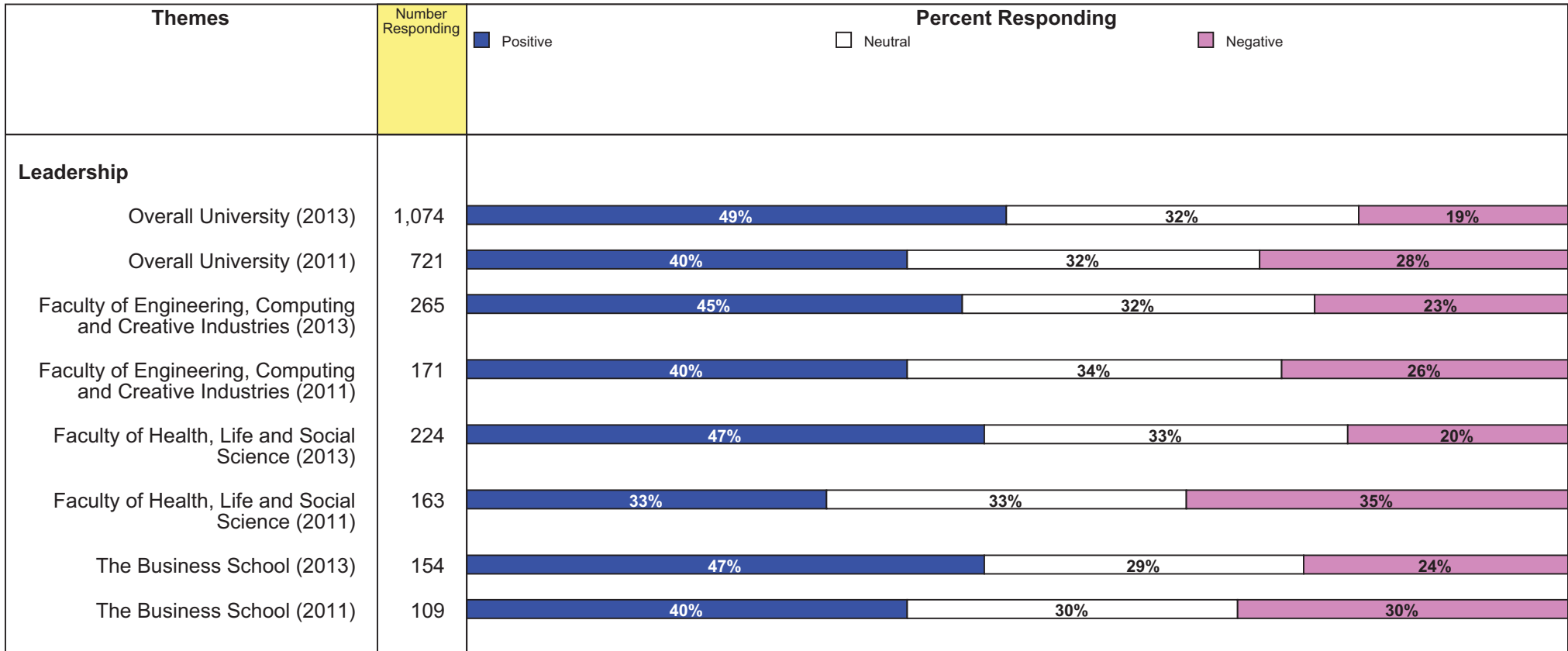|	Number Responding
Overall University (2013)	1,273
Overall University (2011)	824
Faculty of Engineering, Computing and Creative Industries (2013)	321
Faculty of Engineering, Computing and Creative Industries (2011)	197
Faculty of Health, Life and Social Science (2013)	267
Faculty of Health, Life and Social Science (2011)	183
The Business School (2013)	185
The Business School (2011)	124

Themes	Number Responding	Percent Responding		
		Positive	Neutral	Negative
Atmosphere of Cooperation				
Overall University (2013)	1,162	59%	24%	17%
Overall University (2011)	773	53%	25%	22%
Faculty of Engineering, Computing and Creative Industries (2013)	292	57%	24%	18%
Faculty of Engineering, Computing and Creative Industries (2011)	184	58%	23%	20%
Faculty of Health, Life and Social Science (2013)	243	50%	27%	23%
Faculty of Health, Life and Social Science (2011)	172	41%	28%	31%
The Business School (2013)	166	60%	23%	18%
The Business School (2011)	116	53%	23%	24%

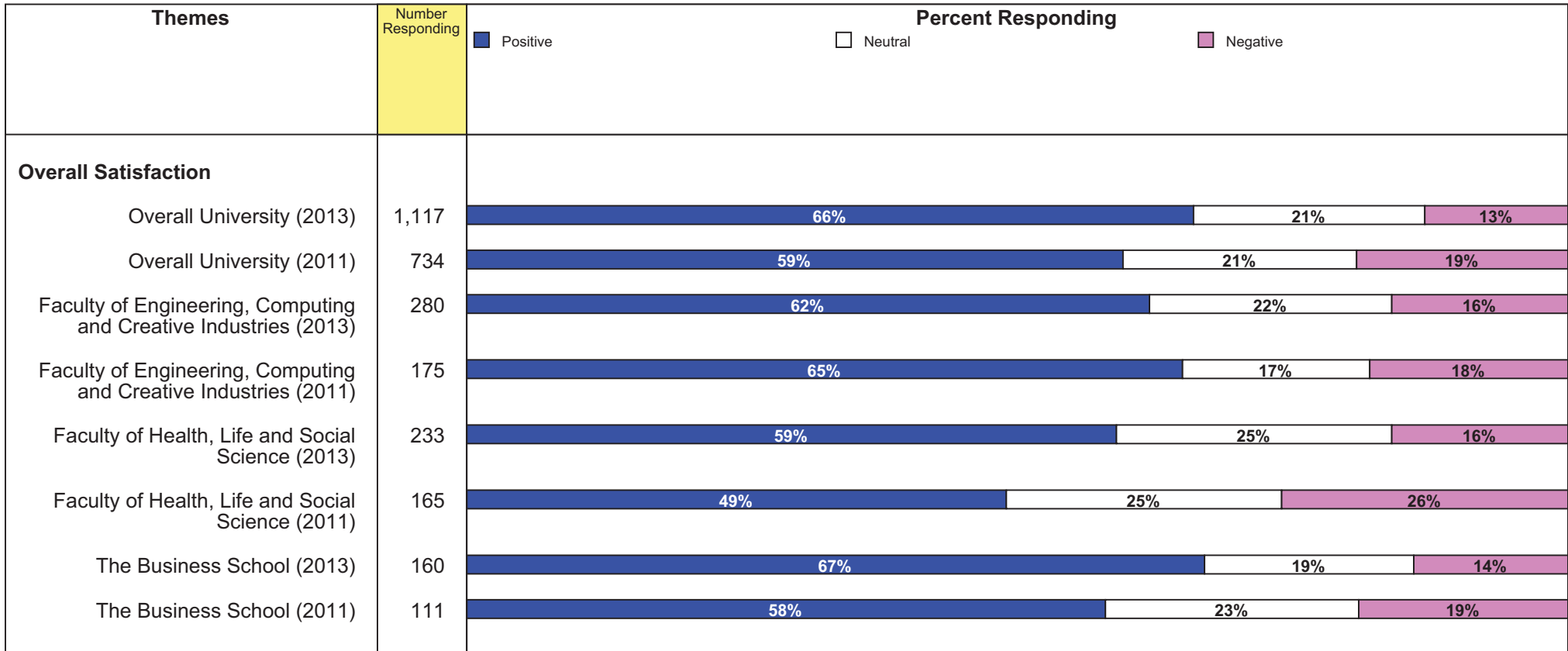| Themes	Number Responding	Percent Responding		
		■ Positive	□ Neutral	■ Negative
Equity				
Overall University (2013)	1,106	59%	22%	19%
Faculty of Engineering, Computing and Creative Industries (2013)	276	57%	22%	21%
Faculty of Health, Life and Social Science (2013)	231	52%	23%	24%
The Business School (2013)	157	56%	23%	21%

Themes	Number Responding	Percent Responding		
		■ Positive	□ Neutral	■ Negative
Leadership				
Overall University (2013)	1,074	49%	32%	19%
Overall University (2011)	721	40%	32%	28%
Faculty of Engineering, Computing and Creative Industries (2013)	265	45%	32%	23%
Faculty of Engineering, Computing and Creative Industries (2011)	171	40%	34%	26%
Faculty of Health, Life and Social Science (2013)	224	47%	33%	20%
Faculty of Health, Life and Social Science (2011)	163	33%	33%	35%
The Business School (2013)	154	47%	29%	24%
The Business School (2011)	109	40%	30%	30%

Themes	Number Responding	Percent Responding		
		■ Positive	□ Neutral	■ Negative
Personal Development				
Overall University (2013)	1,100	55%	25%	20%
Overall University (2011)	732	50%	27%	23%
Faculty of Engineering, Computing and Creative Industries (2013)	272	53%	25%	22%
Faculty of Engineering, Computing and Creative Industries (2011)	175	54%	24%	22%
Faculty of Health, Life and Social Science (2013)	232	50%	26%	24%
Faculty of Health, Life and Social Science (2011)	165	44%	29%	28%
The Business School (2013)	158	58%	23%	19%
The Business School (2011)	111	51%	27%	22%

Themes	Number Responding	Percent Responding		
		■ Positive	☐ Neutral	■ Negative
Overall Satisfaction				
Overall University (2013)	1,117	66%	21%	13%
Overall University (2011)	734	59%	21%	19%
Faculty of Engineering, Computing and Creative Industries (2013)	280	62%	22%	16%
Faculty of Engineering, Computing and Creative Industries (2011)	175	65%	17%	18%
Faculty of Health, Life and Social Science (2013)	233	59%	25%	16%
Faculty of Health, Life and Social Science (2011)	165	49%	25%	26%
The Business School (2013)	160	67%	19%	14%
The Business School (2011)	111	58%	23%	19%

Themes	Number Responding	Percent Responding		
		■ Positive	□ Neutral	■ Negative
Overall Employee Engagement				
Overall University (2013)	1,087	73%	18%	9%
Faculty of Engineering, Computing and Creative Industries (2013)	271	71%	18%	10%
Faculty of Health, Life and Social Science (2013)	224	71%	19%	10%
The Business School (2013)	156	72%	17%	11%

Survey Questions	Number Responding	Academic	Support	Technical	Research	Senior Management (e.g., Deans, Heads of School, Directors of Service and members of the University
Choose your role:						
Overall University (2013)	1,273	35%	51%	7%	6%	2%
Overall University (2011)	824	35%	49%	8%	5%	3%
Faculty of Engineering, Computing and Creative Industries (2013)	321	49%	24%	8%	17%	2%
Faculty of Engineering, Computing and Creative Industries (2011)	197	48%	19%	16%	13%	4%
Faculty of Health, Life and Social Science (2013)	267	61%	28%	6%	4%	1%
Faculty of Health, Life and Social Science (2011)	183	63%	26%	5%	4%	1%
The Business School (2013)	185	59%	35%	1%	3%	3%
The Business School (2011)	124	61%	29%	1%	3%	6%

Survey Questions	Number Responding	Female	Male	Transgender
What is your gender?				
Overall University (2013)	1,273	58%	42%	0%
Overall University (2011)	824	57%	43%	0%
Faculty of Engineering, Computing and Creative Industries (2013)	321	42%	58%	1%
Faculty of Engineering, Computing and Creative Industries (2011)	197	34%	66%	0%
Faculty of Health, Life and Social Science (2013)	267	72%	28%	0%
Faculty of Health, Life and Social Science (2011)	183	71%	29%	0%
The Business School (2013)	185	57%	43%	0%
The Business School (2011)	124	58%	42%	0%

Survey Questions	Number Responding	Business School Research Institutes	Faculty Administration of the Business School	Faculty Administration of the Faculty of Engineering, Computing and Creative	Faculty Administration of the Faculty of Health, Life and Social Sciences Faculty	FECCI Research Institutes	FHLSS Research Institutes	Finance, Planning and Commercial Services	Human Resources & Development	Information Services	International, Development and External Affairs	Office of the Vice Principal (Academic)	Principal's Office
Choose your school/service:													
Overall University (2013)	1,273	1%	4%	5%	4%	4%	0%	5%	3%	9%	3%	1%	0%
Overall University (2011)	824	2%	3%	5%	3%	2%	1%	5%	3%	10%	3%	1%	0%
Faculty of Engineering, Computing and Creative Industries (2013)	321	0%	0%	17%	0%	15%	0%	0%	0%	1%	0%	0%	0%
Faculty of Engineering, Computing and Creative Industries (2011)	197	0%	0%	19%	0%	10%	0%	0%	0%	1%	0%	0%	0%
Faculty of Health, Life and Social Science (2013)	267	0%	0%	0%	20%	0%	1%	0%	0%	4%	0%	0%	0%
Faculty of Health, Life and Social Science (2011)	183	1%	0%	1%	15%	0%	3%	1%	0%	2%	0%	0%	0%
The Business School (2013)	185	6%	26%	0%	0%	0%	0%	1%	1%	3%	0%	0%	0%
The Business School (2011)	124	9%	22%	0%	0%	0%	0%	1%	1%	2%	1%	0%	0%

Survey Questions	Property & Facilities	School of Accounting, Financial Services and Law	School of Arts & Creative Industries	School of Computing	School of Engineering & the Built Environment	School of Life, Sport & Social Sciences	School of Management	School of Marketing Tourism & Languages	School of Nursing, Midwifery & Social Care	Student & Academic Services	University Secretary's Office
Choose your school/service:											
Overall University (2013)	8%	3%	6%	4%	6%	8%	3%	3%	7%	10%	1%
Overall University (2011)	7%	3%	5%	5%	7%	9%	3%	4%	8%	9%	1%
Faculty of Engineering, Computing and Creative Industries (2013)	0%	0%	25%	16%	25%	0%	0%	0%	0%	1%	0%
Faculty of Engineering, Computing and Creative Industries (2011)	0%	0%	21%	20%	28%	0%	0%	0%	0%	1%	0%
Faculty of Health, Life and Social Science (2013)	1%	0%	0%	0%	0%	37%	0%	0%	35%	1%	0%
Faculty of Health, Life and Social Science (2011)	0%	0%	1%	1%	0%	42%	0%	0%	35%	1%	0%
The Business School (2013)	0%	18%	0%	0%	0%	0%	19%	24%	0%	1%	0%
The Business School (2011)	0%	18%	0%	0%	0%	0%	21%	27%	0%	0%	0%

Survey Questions	Number Responding	Faculty of Health, Life and Social Science	Faculty of Engineering, Computing and Creative Industries	Business School	Not Applicable
Choose your faculty:					
Overall University (2013)	1,273	21%	25%	15%	39%
Overall University (2011)	824	22%	24%	15%	39%
Faculty of Engineering, Computing and Creative Industries (2013)	321	0%	100%	0%	0%
Faculty of Engineering, Computing and Creative Industries (2011)	197	0%	100%	0%	0%
Faculty of Health, Life and Social Science (2013)	267	100%	0%	0%	0%
Faculty of Health, Life and Social Science (2011)	183	100%	0%	0%	0%
The Business School (2013)	185	0%	0%	100%	0%
The Business School (2011)	124	0%	0%	100%	0%

Survey Questions	Number Responding	Percent Responding		Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive	Neutral	Negative					
1. I have a clear understanding of my school/service's priorities.									
Overall University (2013)	1,168	71%	19%	10%	21%	51%	19%	7%	3%
Overall University (2011)	773	68%	20%	12%	19%	48%	20%	8%	4%
Faculty of Engineering, Computing and Creative Industries (2013)	293	62%	23%	15%	18%	44%	23%	10%	5%
Faculty of Engineering, Computing and Creative Industries (2011)	184	68%	21%	11%	17%	51%	21%	8%	3%
Faculty of Health, Life and Social Science (2013)	244	63%	25%	12%	10%	52%	25%	8%	5%
Faculty of Health, Life and Social Science (2011)	172	56%	24%	20%	9%	47%	24%	12%	8%
The Business School (2013)	167	72%	17%	11%	20%	53%	17%	9%	2%
The Business School (2011)	116	66%	19%	16%	24%	41%	19%	10%	5%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive ☐ Neutral ■ Negative							
2. I understand how my work supports the school/service's goals.									
Overall University (2013)	1,167	81% 13% 6%			28%	53%	13%	4%	2%
Overall University (2011)	775	77% 15% 8%			25%	53%	15%	5%	3%
Faculty of Engineering, Computing and Creative Industries (2013)	292	76% 16% 8%			25%	51%	16%	5%	3%
Faculty of Engineering, Computing and Creative Industries (2011)	183	78% 16%			26%	52%	16%	4%	1%
Faculty of Health, Life and Social Science (2013)	245	72% 20% 8%			20%	52%	20%	6%	2%
Faculty of Health, Life and Social Science (2011)	174	70% 15% 16%			14%	56%	15%	9%	6%
The Business School (2013)	166	83% 10% 7%			27%	56%	10%	6%	1%
The Business School (2011)	116	76% 13% 11%			29%	47%	13%	6%	5%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
3. In my section/department, we work effectively as a team.									
Overall University (2013)	1,169	63%	21%	16%	26%	37%	21%	8%	8%
Overall University (2011)	776	59%	20%	21%	21%	38%	20%	12%	9%
Faculty of Engineering, Computing and Creative Industries (2013)	294	65%	19%	16%	26%	39%	19%	6%	10%
Faculty of Engineering, Computing and Creative Industries (2011)	185	65%	18%	17%	23%	42%	18%	8%	9%
Faculty of Health, Life and Social Science (2013)	244	55%	23%	22%	18%	38%	23%	11%	10%
Faculty of Health, Life and Social Science (2011)	173	42%	22%	36%	12%	31%	22%	19%	17%
The Business School (2013)	167	69%	17%	14%	29%	40%	17%	9%	5%
The Business School (2011)	117	63%	19%	18%	26%	37%	19%	10%	8%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
4. In my part of the University, there are well defined processes and standards for how work is done.									
Overall University (2013)	1,165	54%	28%	18%	15%	39%	28%	11%	6%
Overall University (2011)	777	50%	29%	20%	11%	40%	29%	13%	7%
Faculty of Engineering, Computing and Creative Industries (2013)	292	54%	26%	20%	15%	39%	26%	13%	8%
Faculty of Engineering, Computing and Creative Industries (2011)	185	51%	28%	21%	12%	39%	28%	14%	7%
Faculty of Health, Life and Social Science (2013)	244	40%	33%	27%	7%	33%	33%	18%	9%
Faculty of Health, Life and Social Science (2011)	174	34%	36%	30%	2%	32%	36%	19%	11%
The Business School (2013)	167	51%	31%	18%	14%	37%	31%	10%	8%
The Business School (2011)	116	53%	20%	28%	9%	44%	20%	17%	10%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive	Neutral	Negative					
5. In this organisation people treat one another with trust and mutual respect.									
Overall University (2013)	1,167	45%	33%	22%	10%	35%	33%	13%	9%
Overall University (2011)	780	36%	33%	31%	8%	28%	33%	16%	14%
Faculty of Engineering, Computing and Creative Industries (2013)	293	53%	27%	19%	14%	40%	27%	11%	9%
Faculty of Engineering, Computing and Creative Industries (2011)	187	47%	30%	24%	12%	35%	30%	13%	11%
Faculty of Health, Life and Social Science (2013)	245	31%	34%	35%	5%	26%	34%	20%	15%
Faculty of Health, Life and Social Science (2011)	174	24%	26%	51%	4%	20%	26%	22%	28%
The Business School (2013)	168	50%	30%	20%	11%	39%	30%	11%	9%
The Business School (2011)	117	34%	33%	32%	6%	28%	33%	16%	16%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
6. I feel encouraged to come up with new and better ways of doing things.									
Overall University (2013)	1,167	57%	23%	20%	20%	37%	23%	12%	8%
Overall University (2011)	777	50%	25%	25%	15%	35%	25%	15%	10%
Faculty of Engineering, Computing and Creative Industries (2013)	295	52%	28%	20%	20%	32%	28%	10%	10%
Faculty of Engineering, Computing and Creative Industries (2011)	186	54%	23%	23%	17%	38%	23%	14%	9%
Faculty of Health, Life and Social Science (2013)	244	49%	20%	31%	12%	36%	20%	22%	9%
Faculty of Health, Life and Social Science (2011)	173	39%	29%	32%	8%	31%	29%	17%	14%
The Business School (2013)	166	60%	20%	20%	20%	40%	20%	11%	8%
The Business School (2011)	117	44%	26%	29%	15%	29%	26%	18%	11%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ▦ Negative							
7. Overall, there is a free exchange of opinions and ideas in this organisation; people are not afraid to say what they really think.									
Overall University (2013)	1,167	41%	32%	28%	10%	30%	32%	16%	12%
Overall University (2011)	778	35%	28%	37%	8%	27%	28%	19%	18%
Faculty of Engineering, Computing and Creative Industries (2013)	294	47%	29%	24%	13%	34%	29%	12%	12%
Faculty of Engineering, Computing and Creative Industries (2011)	187	46%	24%	30%	15%	31%	24%	13%	17%
Faculty of Health, Life and Social Science (2013)	246	35%	28%	37%	9%	26%	28%	22%	15%
Faculty of Health, Life and Social Science (2011)	173	19%	29%	51%	2%	17%	29%	23%	28%
The Business School (2013)	168	35%	35%	30%	8%	27%	35%	16%	14%
The Business School (2011)	117	35%	24%	41%	9%	26%	24%	19%	22%

Survey Questions	Number Responding	Percent Responding			Very Satisfied	Satisfied	Neither Satisfied or Dissatisfied	Dissatisfied	Very Dissatisfied
		■ Positive □ Neutral ■ Negative							
8. How satisfied are you with your involvement in decisions that affect your work?									
Overall University (2013)	1,163	53%	21%	26%	12%	41%	21%	18%	8%
Overall University (2011)	774	44%	23%	34%	8%	35%	23%	21%	13%
Faculty of Engineering, Computing and Creative Industries (2013)	292	49%	22%	29%	13%	35%	22%	19%	10%
Faculty of Engineering, Computing and Creative Industries (2011)	185	46%	20%	34%	11%	35%	20%	21%	14%
Faculty of Health, Life and Social Science (2013)	245	45%	26%	29%	6%	40%	26%	18%	11%
Faculty of Health, Life and Social Science (2011)	173	28%	27%	45%	2%	26%	27%	24%	21%
The Business School (2013)	166	51%	19%	30%	9%	42%	19%	21%	9%
The Business School (2011)	116	41%	22%	37%	11%	29%	22%	23%	14%

Survey Questions	Number Responding	Percent Responding			Very Satisfied	Satisfied	Neither Satisfied or Dissatisfied	Dissatisfied	Very Dissatisfied
		■ Positive	□ Neutral	■ Negative					
9. How satisfied are you with the degree of cooperation between your department and other departments?									
Overall University (2013)	1,119	42%	34%	23%	4%	38%	34%	17%	7%
Overall University (2011)	748	38%	35%	27%	4%	34%	35%	19%	9%
Faculty of Engineering, Computing and Creative Industries (2013)	279	34%	38%	28%	4%	31%	38%	18%	10%
Faculty of Engineering, Computing and Creative Industries (2011)	177	36%	35%	29%	3%	32%	35%	20%	9%
Faculty of Health, Life and Social Science (2013)	224	33%	41%	26%	3%	30%	41%	18%	8%
Faculty of Health, Life and Social Science (2011)	162	24%	44%	31%	2%	22%	44%	19%	12%
The Business School (2013)	161	39%	34%	28%	4%	35%	34%	20%	7%
The Business School (2011)	111	42%	27%	31%	4%	39%	27%	22%	9%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
10. I am proud of my team's accomplishments.									
Overall University (2013)	1,158	78%	16%	6%	33%	45%	16%	5%	1%
Overall University (2011)	772	73%	21%	7%	28%	44%	21%	4%	2%
Faculty of Engineering, Computing and Creative Industries (2013)	290	76%	18%	7%	34%	41%	18%	3%	3%
Faculty of Engineering, Computing and Creative Industries (2011)	185	76%	17%	6%	32%	44%	17%	5%	2%
Faculty of Health, Life and Social Science (2013)	243	71%	20%	9%	26%	45%	20%	8%	1%
Faculty of Health, Life and Social Science (2011)	173	66%	25%	9%	21%	45%	25%	5%	3%
The Business School (2013)	163	79%	15%	6%	31%	48%	15%	6%	1%
The Business School (2011)	116	74%	18%	8%	32%	42%	18%	4%	3%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
11. I am proud to work here.									
Overall University (2013)	1,168	65%	24%	11%	24%	40%	24%	8%	3%
Overall University (2011)	772	56%	28%	16%	18%	38%	28%	11%	5%
Faculty of Engineering, Computing and Creative Industries (2013)	295	61%	24%	14%	29%	32%	24%	10%	4%
Faculty of Engineering, Computing and Creative Industries (2011)	185	65%	18%	16%	27%	38%	18%	12%	4%
Faculty of Health, Life and Social Science (2013)	245	55%	28%	17%	16%	40%	28%	12%	5%
Faculty of Health, Life and Social Science (2011)	171	47%	33%	20%	12%	35%	33%	15%	5%
The Business School (2013)	166	66%	23%	11%	26%	40%	23%	8%	2%
The Business School (2011)	116	53%	31%	16%	15%	39%	31%	9%	6%

Survey Questions	Number Responding	Percent Responding	Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
12. My immediate line manager is considerate of my need to balance work and personal life.							
Overall University (2013)	1,134	83% / 10% / 7%	42%	41%	10%	4%	3%
Overall University (2011)	757	77% / 14% / 9%	34%	42%	14%	6%	3%
Faculty of Engineering, Computing and Creative Industries (2013)	284	85% / 9% / 6%	42%	43%	9%	2%	4%
Faculty of Engineering, Computing and Creative Industries (2011)	179	75% / 16% / 8%	37%	39%	16%	4%	4%
Faculty of Health, Life and Social Science (2013)	235	78% / 13% / 9%	33%	45%	13%	4%	4%
Faculty of Health, Life and Social Science (2011)	172	72% / 13% / 16%	27%	45%	13%	10%	6%
The Business School (2013)	162	80% / 12% / 7%	41%	39%	12%	4%	3%
The Business School (2011)	115	76% / 17% / 7%	32%	43%	17%	4%	3%

Percent Responding legend: ■ Positive, □ Neutral, ▉ Negative

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive ☐ Neutral ■ Negative							
13. I am confident that my immediate line manager treats me fairly.									
Overall University (2013)	1,141	80%	12%	8%	41%	39%	12%	5%	3%
Overall University (2011)	754	37%	30%	33%	8%	29%	30%	20%	13%
Faculty of Engineering, Computing and Creative Industries (2013)	283	79%	13%	8%	42%	37%	13%	5%	3%
Faculty of Engineering, Computing and Creative Industries (2011)	179	45%	30%	26%	11%	34%	30%	13%	12%
Faculty of Health, Life and Social Science (2013)	239	76%	14%	10%	31%	45%	14%	5%	5%
Faculty of Health, Life and Social Science (2011)	170	28%	25%	48%	5%	23%	25%	28%	19%
The Business School (2013)	163	82%	9%	9%	44%	39%	9%	4%	5%
The Business School (2011)	114	31%	31%	39%	6%	25%	31%	20%	18%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive	Neutral	Negative					
14. I understand how my performance is evaluated.									
Overall University (2013)	1,116	63%	20%	16%	21%	42%	20%	11%	5%
Overall University (2011)	744	51%	22%	27%	10%	41%	22%	18%	9%
Faculty of Engineering, Computing and Creative Industries (2013)	275	56%	25%	19%	21%	35%	25%	12%	7%
Faculty of Engineering, Computing and Creative Industries (2011)	175	51%	22%	27%	9%	43%	22%	14%	13%
Faculty of Health, Life and Social Science (2013)	235	53%	23%	23%	17%	36%	23%	14%	10%
Faculty of Health, Life and Social Science (2011)	168	41%	20%	39%	6%	35%	20%	27%	13%
The Business School (2013)	161	61%	21%	17%	16%	45%	21%	12%	6%
The Business School (2011)	114	53%	21%	26%	11%	41%	21%	18%	9%

Survey Questions	Number Responding	Percent Responding	Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive ■ Neutral □ Negative ■					
15. The overall evaluation of my performance is fair.							
Overall University (2013)	1,045	69% / 20% / 11%	23%	46%	20%	7%	4%
Overall University (2011)	683	57% / 26% / 17%	11%	46%	26%	11%	6%
Faculty of Engineering, Computing and Creative Industries (2013)	254	65% / 22% / 13%	24%	42%	22%	9%	4%
Faculty of Engineering, Computing and Creative Industries (2011)	159	62% / 23% / 16%	10%	52%	23%	11%	5%
Faculty of Health, Life and Social Science (2013)	212	62% / 23% / 16%	19%	42%	23%	9%	7%
Faculty of Health, Life and Social Science (2011)	144	42% / 33% / 25%	6%	35%	33%	16%	9%
The Business School (2013)	149	72% / 19% / 9%	19%	53%	19%	5%	5%
The Business School (2011)	107	59% / 24% / 17%	13%	46%	24%	9%	7%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
16. My immediate line manager deals effectively with poor performers.									
Overall University (2013)	953	40%	29%	31%	12%	28%	29%	17%	14%
Overall University (2011)	643	33%	29%	37%	8%	25%	29%	23%	15%
Faculty of Engineering, Computing and Creative Industries (2013)	232	35%	29%	36%	16%	19%	29%	19%	17%
Faculty of Engineering, Computing and Creative Industries (2011)	157	31%	32%	37%	7%	24%	32%	20%	17%
Faculty of Health, Life and Social Science (2013)	200	29%	30%	42%	5%	25%	30%	21%	21%
Faculty of Health, Life and Social Science (2011)	140	20%	31%	49%	4%	16%	31%	31%	18%
The Business School (2013)	132	32%	39%	30%	9%	23%	39%	17%	12%
The Business School (2011)	94	32%	32%	36%	5%	27%	32%	23%	13%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
17. My immediate line manager recognises quality work.									
Overall University (2013)	1,104	72%	16%	12%	29%	43%	16%	7%	5%
Overall University (2011)	743	64%	20%	16%	21%	44%	20%	9%	6%
Faculty of Engineering, Computing and Creative Industries (2013)	274	73%	15%	12%	31%	42%	15%	7%	6%
Faculty of Engineering, Computing and Creative Industries (2011)	176	70%	20%	10%	25%	45%	20%	4%	6%
Faculty of Health, Life and Social Science (2013)	229	62%	21%	18%	17%	44%	21%	9%	9%
Faculty of Health, Life and Social Science (2011)	168	52%	23%	26%	12%	40%	23%	17%	9%
The Business School (2013)	155	72%	17%	12%	28%	44%	17%	6%	6%
The Business School (2011)	110	69%	16%	15%	20%	49%	16%	8%	6%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive	Neutral	Negative					
18. My immediate line manager gives me feedback that helps me improve my performance.									
Overall University (2013)	1,121	60%	21%	19%	22%	38%	21%	13%	6%
Overall University (2011)	748	53%	22%	25%	16%	36%	22%	15%	10%
Faculty of Engineering, Computing and Creative Industries (2013)	281	54%	23%	23%	20%	33%	23%	14%	9%
Faculty of Engineering, Computing and Creative Industries (2011)	175	55%	22%	23%	18%	38%	22%	11%	11%
Faculty of Health, Life and Social Science (2013)	234	50%	23%	27%	14%	37%	23%	17%	10%
Faculty of Health, Life and Social Science (2011)	171	41%	23%	36%	11%	30%	23%	20%	15%
The Business School (2013)	157	59%	23%	18%	22%	36%	23%	15%	4%
The Business School (2011)	111	53%	25%	22%	15%	38%	25%	14%	7%

Survey Questions	Number Responding	Percent Responding			Very Satisfied	Satisfied	Neither Satisfied or Dissatisfied	Dissatisfied	Very Dissatisfied
		■ Positive □ Neutral ■ Negative							
19. How satisfied are you with the recognition you receive for doing a good job?									
Overall University (2013)	1,138	52%	24%	24%	15%	37%	24%	16%	8%
Overall University (2011)	756	44%	26%	29%	10%	34%	26%	18%	12%
Faculty of Engineering, Computing and Creative Industries (2013)	287	48%	26%	26%	16%	32%	26%	17%	9%
Faculty of Engineering, Computing and Creative Industries (2011)	179	51%	22%	26%	11%	41%	22%	17%	9%
Faculty of Health, Life and Social Science (2013)	237	36%	29%	35%	10%	26%	29%	23%	13%
Faculty of Health, Life and Social Science (2011)	171	31%	31%	38%	4%	27%	31%	20%	18%
The Business School (2013)	162	52%	24%	23%	10%	42%	24%	14%	10%
The Business School (2011)	115	43%	24%	33%	11%	31%	24%	21%	12%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive	□ Neutral	▨ Negative					
20. I feel valued as an employee of the University.									
Overall University (2013)	1,144	47%	28%	24%	12%	35%	28%	15%	9%
Overall University (2011)	759	39%	25%	35%	8%	31%	25%	21%	15%
Faculty of Engineering, Computing and Creative Industries (2013)	288	48%	24%	28%	14%	34%	24%	17%	11%
Faculty of Engineering, Computing and Creative Industries (2011)	179	49%	22%	29%	12%	36%	22%	18%	11%
Faculty of Health, Life and Social Science (2013)	240	34%	33%	33%	8%	26%	33%	20%	13%
Faculty of Health, Life and Social Science (2011)	173	28%	21%	50%	5%	23%	21%	28%	23%
The Business School (2013)	163	47%	29%	24%	9%	38%	29%	14%	10%
The Business School (2011)	116	37%	27%	36%	7%	30%	27%	15%	22%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
21. I am paid fairly for my work.									
Overall University (2013)	1,147	54%	24%	23%	11%	43%	24%	14%	9%
Overall University (2011)	759	56%	23%	21%	9%	46%	23%	16%	6%
Faculty of Engineering, Computing and Creative Industries (2013)	290	50%	24%	26%	11%	39%	24%	16%	10%
Faculty of Engineering, Computing and Creative Industries (2011)	180	59%	19%	22%	14%	46%	19%	17%	4%
Faculty of Health, Life and Social Science (2013)	239	59%	19%	22%	11%	47%	19%	15%	7%
Faculty of Health, Life and Social Science (2011)	171	56%	25%	20%	7%	49%	25%	14%	6%
The Business School (2013)	164	43%	26%	31%	10%	34%	26%	19%	12%
The Business School (2011)	116	45%	27%	28%	5%	40%	27%	20%	9%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
22. The better my performance, the better my career prospects at the University will be.									
Overall University (2013)	1,100	29%	25%	46%	8%	21%	25%	25%	21%
Faculty of Engineering, Computing and Creative Industries (2013)	281	31%	22%	46%	10%	21%	22%	24%	22%
Faculty of Health, Life and Social Science (2013)	230	24%	24%	51%	7%	17%	24%	25%	27%
The Business School (2013)	156	25%	24%	51%	5%	20%	24%	24%	27%

Survey Questions	Number Responding	Percent Responding			Very Good	Good	Average	Poor	Very Poor
		■ Positive ☐ Neutral ■ Negative							
23. How do you rate your total benefits package including salary, pension, leave entitlements, flexible working & family friendly policies and discount and tax benefit schemes?									
Overall University (2013)	1,128	59%	31%	10%	16%	42%	31%	7%	3%
Overall University (2011)	749	56%	35%	9%	14%	42%	35%	8%	1%
Faculty of Engineering, Computing and Creative Industries (2013)	285	54%	33%	12%	14%	41%	33%	8%	4%
Faculty of Engineering, Computing and Creative Industries (2011)	177	56%	34%	10%	13%	44%	34%	6%	3%
Faculty of Health, Life and Social Science (2013)	236	58%	31%	10%	15%	43%	31%	8%	2%
Faculty of Health, Life and Social Science (2011)	169	51%	41%	8%	12%	38%	41%	7%	1%
The Business School (2013)	162	46%	36%	17%	10%	36%	36%	12%	5%
The Business School (2011)	112	49%	35%	16%	10%	39%	35%	15%	1%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive	Neutral	Negative					
24. I understand the University's strategy.									
Overall University (2013)	1,102	64%	26%	11%	12%	51%	26%	8%	3%
Overall University (2011)	734	61%	27%	11%	9%	52%	27%	8%	3%
Faculty of Engineering, Computing and Creative Industries (2013)	275	55%	30%	16%	9%	45%	30%	12%	4%
Faculty of Engineering, Computing and Creative Industries (2011)	175	54%	30%	17%	6%	47%	30%	14%	3%
Faculty of Health, Life and Social Science (2013)	231	59%	28%	13%	11%	48%	28%	11%	3%
Faculty of Health, Life and Social Science (2011)	168	52%	32%	15%	7%	46%	32%	11%	4%
The Business School (2013)	158	61%	22%	16%	8%	53%	22%	11%	6%
The Business School (2011)	107	61%	29%	10%	11%	50%	29%	6%	5%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
25. I am confident that the University's strategy will succeed.									
Overall University (2013)	1,015	44%	45%	11%	5%	38%	45%	8%	3%
Overall University (2011)	681	39%	43%	18%	5%	35%	43%	13%	5%
Faculty of Engineering, Computing and Creative Industries (2013)	247	35%	48%	17%	4%	31%	48%	13%	5%
Faculty of Engineering, Computing and Creative Industries (2011)	159	37%	43%	20%	5%	32%	43%	14%	6%
Faculty of Health, Life and Social Science (2013)	205	39%	47%	14%	6%	33%	47%	11%	2%
Faculty of Health, Life and Social Science (2011)	155	31%	44%	25%	4%	27%	44%	18%	7%
The Business School (2013)	146	47%	40%	12%	4%	43%	40%	6%	6%
The Business School (2011)	105	43%	39%	18%	5%	38%	39%	10%	8%

Survey Questions	Number Responding	Percent Responding		Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive Neutral Negative						
26. The University is making the changes necessary to succeed in the marketplace.								
Overall University (2013)	1,003	52%	37%	11%	7%	45%	37%	8%	3%
Overall University (2011)	696	44%	39%	17%	6%	38%	39%	12%	5%
Faculty of Engineering, Computing and Creative Industries (2013)	244	45%	37%	18%	5%	40%	37%	13%	5%
Faculty of Engineering, Computing and Creative Industries (2011)	165	38%	44%	18%	5%	33%	44%	12%	6%
Faculty of Health, Life and Social Science (2013)	208	52%	36%	12%	7%	46%	36%	10%	2%
Faculty of Health, Life and Social Science (2011)	160	39%	38%	23%	6%	33%	38%	16%	8%
The Business School (2013)	146	53%	34%	14%	5%	48%	34%	7%	7%
The Business School (2011)	105	47%	35%	18%	3%	44%	35%	13%	5%

Note: the Percent Responding bar chart columns (Positive / Neutral / Negative) and the category columns are combined. The bar chart shows three segments: Positive, Neutral, Negative.

Survey Questions	Number Responding	Percent Responding	Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
27. I understand what is expected of me in my job.							
Overall University (2013)	1,139	81% / 14% / 6%	21%	60%	14%	4%	1%
Overall University (2011)	753	76% / 16% / 8%	17%	59%	16%	6%	2%
Faculty of Engineering, Computing and Creative Industries (2013)	284	79% / 14% / 7%	23%	56%	14%	5%	2%
Faculty of Engineering, Computing and Creative Industries (2011)	178	79% / 14% / 7%	20%	59%	14%	6%	1%
Faculty of Health, Life and Social Science (2013)	238	75% / 19% / 6%	14%	61%	19%	4%	2%
Faculty of Health, Life and Social Science (2011)	169	65% / 24% / 11%	9%	56%	24%	7%	4%
The Business School (2013)	163	79% / 11% / 10%	14%	64%	11%	7%	4%
The Business School (2011)	114	77% / 13% / 10%	18%	60%	13%	7%	3%

Legend: Positive / Neutral / Negative

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
28. Senior management effectively communicates what the University is trying to accomplish.									
Overall University (2013)	1,106	43%	35%	22%	5%	38%	35%	14%	8%
Overall University (2011)	744	34%	34%	32%	5%	29%	34%	19%	13%
Faculty of Engineering, Computing and Creative Industries (2013)	278	39%	31%	29%	4%	35%	31%	18%	12%
Faculty of Engineering, Computing and Creative Industries (2011)	175	35%	37%	28%	5%	31%	37%	13%	15%
Faculty of Health, Life and Social Science (2013)	231	40%	39%	22%	4%	35%	39%	13%	8%
Faculty of Health, Life and Social Science (2011)	167	26%	35%	39%	4%	22%	35%	23%	16%
The Business School (2013)	157	41%	31%	27%	5%	36%	31%	18%	9%
The Business School (2011)	112	32%	38%	30%	2%	30%	38%	19%	12%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive / Neutral / Negative							
29. I am confident in the ability of senior management to make the decisions necessary to ensure the future success of the University.									
Overall University (2013)	1,067	44%	34%	22%	6%	39%	34%	13%	8%
Overall University (2011)	725	32%	36%	32%	5%	27%	36%	18%	14%
Faculty of Engineering, Computing and Creative Industries (2013)	264	38%	34%	28%	5%	32%	34%	17%	11%
Faculty of Engineering, Computing and Creative Industries (2011)	173	29%	39%	32%	5%	24%	39%	18%	14%
Faculty of Health, Life and Social Science (2013)	222	38%	38%	23%	5%	33%	38%	13%	10%
Faculty of Health, Life and Social Science (2011)	165	26%	33%	41%	4%	22%	33%	22%	18%
The Business School (2013)	152	39%	34%	27%	5%	34%	34%	16%	11%
The Business School (2011)	108	31%	36%	32%	4%	28%	36%	15%	18%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
30. Sufficient effort is made to get the opinions and ideas of people who work here.									
Overall University (2013)	1,113	41%	33%	26%	7%	33%	33%	18%	9%
Overall University (2011)	739	28%	32%	40%	4%	24%	32%	21%	19%
Faculty of Engineering, Computing and Creative Industries (2013)	275	35%	37%	28%	6%	29%	37%	16%	12%
Faculty of Engineering, Computing and Creative Industries (2011)	177	31%	32%	37%	5%	26%	32%	16%	21%
Faculty of Health, Life and Social Science (2013)	238	38%	34%	28%	6%	32%	34%	18%	11%
Faculty of Health, Life and Social Science (2011)	167	21%	26%	53%	2%	19%	26%	23%	30%
The Business School (2013)	159	39%	29%	32%	6%	33%	29%	22%	10%
The Business School (2011)	109	27%	28%	45%	4%	23%	28%	23%	22%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive	□ Neutral	■ Negative					
31. Senior management understands the issues faced at my level in the organisation.									
Overall University (2013)	1,080	22%	32%	46%	4%	18%	32%	29%	17%
Overall University (2011)	729	17%	27%	55%	3%	14%	27%	27%	28%
Faculty of Engineering, Computing and Creative Industries (2013)	267	21%	30%	49%	5%	16%	30%	27%	22%
Faculty of Engineering, Computing and Creative Industries (2011)	175	24%	28%	48%	4%	20%	28%	23%	25%
Faculty of Health, Life and Social Science (2013)	229	20%	30%	50%	3%	17%	30%	30%	21%
Faculty of Health, Life and Social Science (2011)	161	9%	24%	66%	2%	7%	24%	29%	38%
The Business School (2013)	156	21%	26%	54%	4%	17%	26%	31%	23%
The Business School (2011)	110	16%	20%	64%	3%	14%	20%	28%	35%

Survey Questions	Number Responding	Percent Responding			Very Satisfied	Satisfied	Neither Satisfied or Dissatisfied	Dissatisfied	Very Dissatisfied
		Positive	Neutral	Negative					
32. How satisfied are you with the information you receive from senior management on what's going on in the organisation?									
Overall University (2013)	1,118	43%	36%	21%	5%	38%	36%	14%	7%
Overall University (2011)	741	32%	36%	32%	4%	28%	36%	21%	11%
Faculty of Engineering, Computing and Creative Industries (2013)	279	37%	39%	24%	5%	32%	39%	15%	9%
Faculty of Engineering, Computing and Creative Industries (2011)	176	35%	35%	30%	3%	31%	35%	19%	11%
Faculty of Health, Life and Social Science (2013)	232	39%	37%	24%	4%	35%	37%	15%	9%
Faculty of Health, Life and Social Science (2011)	167	26%	39%	35%	4%	23%	39%	19%	16%
The Business School (2013)	159	41%	33%	26%	3%	38%	33%	16%	10%
The Business School (2011)	111	31%	34%	35%	5%	25%	34%	22%	14%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive	□ Neutral	▨ Negative					
33. The actions of senior management are consistent with their stated values.									
Overall University (2013)	962	38%	39%	23%	4%	34%	39%	15%	7%
Overall University (2011)	660	30%	36%	34%	3%	27%	36%	21%	13%
Faculty of Engineering, Computing and Creative Industries (2013)	225	38%	39%	24%	4%	34%	39%	16%	8%
Faculty of Engineering, Computing and Creative Industries (2011)	154	36%	36%	28%	3%	34%	36%	16%	12%
Faculty of Health, Life and Social Science (2013)	196	38%	36%	26%	6%	32%	36%	18%	8%
Faculty of Health, Life and Social Science (2011)	150	23%	35%	43%	1%	22%	35%	25%	17%
The Business School (2013)	141	35%	33%	33%	4%	31%	33%	23%	9%
The Business School (2011)	103	28%	33%	39%	5%	23%	33%	22%	17%

Survey Questions	Number Responding	Percent Responding			Very Good	Good	Average	Poor	Very Poor
		■ Positive	□ Neutral	■ Negative					
34. How do you rate the University in providing job security, provided you do a good job?									
Overall University (2013)	1,105	68%	23%	10%	18%	50%	23%	6%	4%
Overall University (2011)	731	44%	32%	24%	8%	35%	32%	14%	10%
Faculty of Engineering, Computing and Creative Industries (2013)	277	64%	22%	14%	20%	44%	22%	8%	6%
Faculty of Engineering, Computing and Creative Industries (2011)	173	45%	34%	21%	10%	34%	34%	13%	9%
Faculty of Health, Life and Social Science (2013)	230	71%	22%	7%	18%	53%	22%	6%	0%
Faculty of Health, Life and Social Science (2011)	163	39%	31%	31%	6%	33%	31%	19%	12%
The Business School (2013)	158	58%	30%	12%	16%	42%	30%	6%	6%
The Business School (2011)	111	42%	27%	31%	10%	32%	27%	15%	15%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
35. My job is challenging and fulfilling.									
Overall University (2013)	1,133	72%	20%	8%	28%	44%	20%	6%	2%
Overall University (2011)	748	71%	20%	9%	21%	50%	20%	7%	2%
Faculty of Engineering, Computing and Creative Industries (2013)	284	77%	16%	7%	34%	43%	16%	6%	1%
Faculty of Engineering, Computing and Creative Industries (2011)	178	79%	13%	8%	28%	51%	13%	6%	2%
Faculty of Health, Life and Social Science (2013)	236	71%	17%	11%	24%	47%	17%	9%	3%
Faculty of Health, Life and Social Science (2011)	168	71%	21%	8%	20%	51%	21%	6%	2%
The Business School (2013)	162	73%	21%	6%	27%	46%	21%	4%	2%
The Business School (2011)	114	72%	19%	9%	22%	50%	19%	8%	1%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
36. My job makes good use of my skills and abilities.									
Overall University (2013)	1,135	66%	20%	14%	23%	42%	20%	11%	4%
Overall University (2011)	748	66%	21%	13%	19%	46%	21%	10%	3%
Faculty of Engineering, Computing and Creative Industries (2013)	283	67%	20%	13%	31%	36%	20%	11%	2%
Faculty of Engineering, Computing and Creative Industries (2011)	178	72%	20%	8%	30%	42%	20%	5%	3%
Faculty of Health, Life and Social Science (2013)	239	59%	24%	17%	18%	41%	24%	11%	6%
Faculty of Health, Life and Social Science (2011)	168	60%	27%	14%	14%	45%	27%	13%	1%
The Business School (2013)	162	74%	15%	10%	21%	53%	15%	7%	3%
The Business School (2011)	114	67%	19%	14%	18%	49%	19%	10%	4%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
37. I have enough information to succeed in my job.									
Overall University (2013)	1,133	68%	24%	9%	16%	52%	24%	7%	2%
Overall University (2011)	747	64%	25%	11%	12%	52%	25%	9%	2%
Faculty of Engineering, Computing and Creative Industries (2013)	283	69%	21%	10%	21%	48%	21%	7%	2%
Faculty of Engineering, Computing and Creative Industries (2011)	178	71%	20%	9%	17%	53%	20%	7%	2%
Faculty of Health, Life and Social Science (2013)	237	62%	26%	12%	11%	52%	26%	9%	3%
Faculty of Health, Life and Social Science (2011)	167	53%	31%	16%	7%	46%	31%	13%	2%
The Business School (2013)	162	70%	25%	6%	19%	51%	25%	3%	2%
The Business School (2011)	114	59%	32%	10%	10%	49%	32%	8%	2%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive ☐ Neutral ■ Negative							
38. My department has the resources (finances, equipment, etc.) necessary to achieve its objectives.									
Overall University (2013)	1,094	41%	33%	27%	7%	34%	33%	18%	9%
Overall University (2011)	727	35%	35%	30%	4%	31%	35%	21%	9%
Faculty of Engineering, Computing and Creative Industries (2013)	275	36%	29%	35%	7%	29%	29%	20%	15%
Faculty of Engineering, Computing and Creative Industries (2011)	174	33%	37%	29%	7%	26%	37%	20%	9%
Faculty of Health, Life and Social Science (2013)	228	29%	38%	34%	3%	25%	38%	21%	12%
Faculty of Health, Life and Social Science (2011)	159	31%	36%	32%	3%	28%	36%	21%	11%
The Business School (2013)	154	44%	29%	27%	8%	36%	29%	23%	4%
The Business School (2011)	111	41%	30%	30%	5%	36%	30%	21%	9%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive	Neutral	Negative					
39. I receive the training and development I need to do my job.									
Overall University (2013)	1,115	61%	25%	14%	15%	46%	25%	10%	5%
Overall University (2011)	737	55%	29%	16%	11%	44%	29%	13%	3%
Faculty of Engineering, Computing and Creative Industries (2013)	273	53%	28%	19%	15%	38%	28%	12%	7%
Faculty of Engineering, Computing and Creative Industries (2011)	174	61%	22%	17%	11%	50%	22%	14%	3%
Faculty of Health, Life and Social Science (2013)	237	56%	25%	19%	8%	47%	25%	14%	5%
Faculty of Health, Life and Social Science (2011)	166	45%	39%	16%	6%	39%	39%	11%	4%
The Business School (2013)	161	69%	19%	12%	17%	52%	19%	11%	2%
The Business School (2011)	113	59%	30%	11%	11%	49%	30%	9%	2%

Survey Questions	Number Responding	Percent Responding	Very Satisfied	Satisfied	Neither Satisfied or Dissatisfied	Dissatisfied	Very Dissatisfied
40. How satisfied are you with your physical working conditions?							
Overall University (2013)	1,133	62% / 19% / 19%	13%	49%	19%	14%	6%
Overall University (2011)	746	61% / 20% / 19%	13%	48%	20%	14%	5%
Faculty of Engineering, Computing and Creative Industries (2013)	283	58% / 22% / 20%	12%	46%	22%	12%	8%
Faculty of Engineering, Computing and Creative Industries (2011)	178	62% / 19% / 19%	15%	47%	19%	14%	5%
Faculty of Health, Life and Social Science (2013)	238	55% / 21% / 24%	10%	45%	21%	16%	8%
Faculty of Health, Life and Social Science (2011)	168	56% / 21% / 23%	11%	45%	21%	14%	9%
The Business School (2013)	162	65% / 19% / 17%	18%	47%	19%	14%	2%
The Business School (2011)	112	69% / 18% / 13%	17%	52%	18%	13%	1%

Legend: Positive / Neutral / Negative

Survey Questions	Number Responding	Percent Responding	Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative					
41. I know what skills I will need in the future to be a valuable contributor to the University.							
Overall University (2013)	1,100	70% / 21% / 9%	14%	56%	21%	7%	2%
Overall University (2011)	740	58% / 28% / 14%	10%	48%	28%	11%	3%
Faculty of Engineering, Computing and Creative Industries (2013)	275	69% / 22% / 9%	19%	49%	22%	7%	2%
Faculty of Engineering, Computing and Creative Industries (2011)	176	67% / 22% / 11%	13%	55%	22%	8%	3%
Faculty of Health, Life and Social Science (2013)	230	65% / 21% / 13%	8%	57%	21%	10%	3%
Faculty of Health, Life and Social Science (2011)	167	44% / 36% / 20%	8%	35%	36%	16%	4%
The Business School (2013)	157	71% / 19% / 10%	13%	59%	19%	6%	4%
The Business School (2011)	114	56% / 33% / 11%	11%	46%	33%	9%	2%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive　□ Neutral　■ Negative							
42. I am given opportunities to improve my skills at the University.									
Overall University (2013)	1,116	67%	22%	11%	15%	52%	22%	7%	4%
Overall University (2011)	746	60%	26%	14%	13%	47%	26%	11%	4%
Faculty of Engineering, Computing and Creative Industries (2013)	277	60%	26%	13%	16%	44%	26%	7%	6%
Faculty of Engineering, Computing and Creative Industries (2011)	178	63%	20%	17%	13%	49%	20%	13%	4%
Faculty of Health, Life and Social Science (2013)	234	65%	21%	15%	11%	54%	21%	9%	5%
Faculty of Health, Life and Social Science (2011)	167	51%	32%	16%	10%	42%	32%	11%	5%
The Business School (2013)	161	78%	16%	7%	18%	60%	16%	4%	2%
The Business School (2011)	113	67%	25%	8%	15%	52%	25%	7%	1%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
43. My immediate line manager takes an active interest in my growth and development.									
Overall University (2013)	1,105	62%	22%	16%	21%	41%	22%	10%	7%
Overall University (2011)	743	54%	24%	22%	16%	38%	24%	13%	9%
Faculty of Engineering, Computing and Creative Industries (2013)	267	59%	18%	22%	21%	39%	18%	12%	10%
Faculty of Engineering, Computing and Creative Industries (2011)	177	58%	20%	22%	20%	38%	20%	13%	9%
Faculty of Health, Life and Social Science (2013)	233	56%	24%	21%	14%	42%	24%	11%	9%
Faculty of Health, Life and Social Science (2011)	168	48%	25%	27%	10%	38%	25%	13%	14%
The Business School (2013)	159	64%	20%	16%	26%	38%	20%	14%	3%
The Business School (2011)	111	54%	24%	22%	17%	37%	24%	11%	11%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
44. I am satisfied with my opportunities for growth and development.									
Overall University (2013)	1,110	53%	26%	21%	13%	40%	26%	14%	7%
Overall University (2011)	743	46%	27%	27%	11%	35%	27%	17%	9%
Faculty of Engineering, Computing and Creative Industries (2013)	277	48%	26%	27%	13%	34%	26%	18%	9%
Faculty of Engineering, Computing and Creative Industries (2011)	177	47%	23%	30%	12%	35%	23%	20%	10%
Faculty of Health, Life and Social Science (2013)	234	47%	29%	24%	9%	38%	29%	16%	8%
Faculty of Health, Life and Social Science (2011)	168	41%	24%	35%	7%	35%	24%	20%	14%
The Business School (2013)	157	59%	18%	22%	15%	45%	18%	14%	8%
The Business School (2011)	113	49%	28%	23%	12%	37%	28%	16%	7%

Survey Questions	Number Responding	Percent Responding			Very Satisfied	Satisfied	Neither Satisfied or Dissatisfied	Dissatisfied	Very Dissatisfied
		Positive	Neutral	Negative					
45. How satisfied are you with your opportunities to advance at the University?									
Overall University (2013)	1,079	31%	33%	36%	4%	27%	33%	21%	15%
Overall University (2011)	720	26%	33%	41%	4%	22%	33%	23%	18%
Faculty of Engineering, Computing and Creative Industries (2013)	269	30%	30%	39%	4%	26%	30%	24%	16%
Faculty of Engineering, Computing and Creative Industries (2011)	172	31%	31%	37%	6%	25%	31%	20%	17%
Faculty of Health, Life and Social Science (2013)	229	32%	30%	38%	4%	28%	30%	20%	18%
Faculty of Health, Life and Social Science (2011)	160	24%	31%	46%	3%	21%	31%	22%	24%
The Business School (2013)	152	27%	33%	40%	5%	22%	33%	21%	19%
The Business School (2011)	107	22%	34%	44%	6%	17%	34%	25%	19%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive	☐ Neutral	■ Negative					
46. The University is successful in developing and promoting employees from within.									
Overall University (2013)	1,042	36%	32%	31%	6%	30%	32%	20%	12%
Overall University (2011)	696	30%	33%	37%	5%	25%	33%	23%	14%
Faculty of Engineering, Computing and Creative Industries (2013)	255	36%	32%	32%	6%	30%	32%	18%	14%
Faculty of Engineering, Computing and Creative Industries (2011)	167	34%	38%	29%	6%	28%	38%	16%	13%
Faculty of Health, Life and Social Science (2013)	224	34%	32%	34%	6%	28%	32%	21%	13%
Faculty of Health, Life and Social Science (2011)	160	26%	28%	46%	4%	22%	28%	28%	18%
The Business School (2013)	151	32%	28%	39%	6%	26%	28%	25%	15%
The Business School (2011)	105	27%	32%	41%	5%	22%	32%	27%	14%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive	Neutral	Negative					
47. The University is doing what is necessary to keep its most talented employees.									
Overall University (2013)	1,004	22%	33%	45%	4%	18%	33%	26%	19%
Overall University (2011)	680	16%	29%	54%	3%	14%	29%	30%	24%
Faculty of Engineering, Computing and Creative Industries (2013)	240	23%	33%	45%	5%	18%	33%	19%	25%
Faculty of Engineering, Computing and Creative Industries (2011)	165	19%	32%	49%	4%	15%	32%	31%	18%
Faculty of Health, Life and Social Science (2013)	222	21%	27%	52%	2%	18%	27%	34%	18%
Faculty of Health, Life and Social Science (2011)	154	14%	21%	66%	1%	12%	21%	31%	34%
The Business School (2013)	150	19%	37%	44%	5%	15%	37%	25%	19%
The Business School (2011)	102	13%	27%	60%	2%	11%	27%	32%	27%

Survey Questions	Number Responding	Percent Responding			Very Good	Good	Average	Poor	Very Poor
		Positive	Neutral	Negative					
48. Overall, how good a job do you feel is being done by your immediate line manager?									
Overall University (2013)	1,116	66%	21%	13%	31%	35%	21%	9%	4%
Overall University (2011)	733	62%	21%	17%	27%	35%	21%	10%	7%
Faculty of Engineering, Computing and Creative Industries (2013)	275	62%	23%	15%	35%	27%	23%	10%	5%
Faculty of Engineering, Computing and Creative Industries (2011)	173	68%	18%	14%	31%	37%	18%	9%	5%
Faculty of Health, Life and Social Science (2013)	235	54%	28%	18%	21%	33%	28%	11%	7%
Faculty of Health, Life and Social Science (2011)	165	52%	23%	25%	15%	37%	23%	14%	11%
The Business School (2013)	161	69%	18%	13%	34%	35%	18%	11%	2%
The Business School (2011)	112	63%	25%	13%	32%	30%	25%	7%	5%

Survey Questions	Number Responding	Percent Responding			Very Satisfied	Satisfied	Neither Satisfied or Dissatisfied	Dissatisfied	Very Dissatisfied
		■ Positive	□ Neutral	▨ Negative					
49. Considering everything, how satisfied are you with your job?									
Overall University (2013)	1,130	66%	20%	14%	17%	50%	20%	11%	2%
Overall University (2011)	743	60%	21%	19%	12%	48%	21%	15%	4%
Faculty of Engineering, Computing and Creative Industries (2013)	283	61%	22%	17%	17%	44%	22%	14%	3%
Faculty of Engineering, Computing and Creative Industries (2011)	178	65%	17%	18%	15%	49%	17%	15%	3%
Faculty of Health, Life and Social Science (2013)	236	61%	22%	17%	10%	51%	22%	14%	3%
Faculty of Health, Life and Social Science (2011)	167	49%	25%	26%	7%	41%	25%	18%	8%
The Business School (2013)	162	72%	13%	15%	18%	54%	13%	14%	2%
The Business School (2011)	111	60%	23%	16%	11%	50%	23%	12%	5%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
50. I would recommend the University to others as a place to work.									
Overall University (2013)	1,121	61%	26%	13%	17%	44%	26%	9%	4%
Overall University (2011)	735	51%	28%	21%	13%	38%	28%	14%	7%
Faculty of Engineering, Computing and Creative Industries (2013)	282	56%	27%	17%	17%	39%	27%	12%	5%
Faculty of Engineering, Computing and Creative Industries (2011)	176	56%	22%	22%	16%	40%	22%	16%	6%
Faculty of Health, Life and Social Science (2013)	231	54%	31%	15%	12%	42%	31%	10%	4%
Faculty of Health, Life and Social Science (2011)	163	43%	31%	26%	9%	34%	31%	16%	10%
The Business School (2013)	162	62%	25%	14%	16%	46%	25%	10%	4%
The Business School (2011)	111	49%	29%	23%	14%	35%	29%	15%	7%

Survey Questions	Number Responding	Percent Responding			Certainly	Probably	Not Sure	Probably Not	Certainly Not
		■ Positive	□ Neutral	■ Negative					
51. If you have your own way, will you still be working for the University 12 months from now? (If you will be retiring within the next 12 months, select "Don't Know/Not Applicable").									
Overall University (2013)	1,088	73%	15%	12%	40%	33%	15%	9%	3%
Overall University (2011)	713	69%	16%	15%	36%	32%	16%	10%	5%
Faculty of Engineering, Computing and Creative Industries (2013)	275	72%	16%	13%	39%	33%	16%	10%	3%
Faculty of Engineering, Computing and Creative Industries (2011)	170	74%	13%	13%	43%	31%	13%	9%	4%
Faculty of Health, Life and Social Science (2013)	226	69%	17%	14%	36%	33%	17%	11%	3%
Faculty of Health, Life and Social Science (2011)	161	61%	19%	20%	32%	30%	19%	11%	9%
The Business School (2013)	155	74%	14%	12%	38%	36%	14%	10%	2%
The Business School (2011)	109	64%	19%	17%	36%	28%	19%	12%	5%

Survey Questions	Number Responding	Percent Responding			Very Satisfied	Satisfied	Neither Satisfied or Dissatisfied	Dissatisfied	Very Dissatisfied
		■ Positive □ Neutral ■ Negative							
52. Considering everything, how would you rate your overall satisfaction with the University?									
Overall University (2013)	1,130	64%	23%	13%	13%	51%	23%	10%	3%
Overall University (2011)	744	54%	21%	24%	11%	43%	21%	18%	7%
Faculty of Engineering, Computing and Creative Industries (2013)	283	59%	24%	17%	14%	44%	24%	13%	4%
Faculty of Engineering, Computing and Creative Industries (2011)	178	64%	15%	21%	12%	52%	15%	16%	5%
Faculty of Health, Life and Social Science (2013)	235	54%	29%	16%	9%	46%	29%	13%	3%
Faculty of Health, Life and Social Science (2011)	167	39%	28%	34%	7%	32%	28%	22%	12%
The Business School (2013)	162	61%	25%	14%	13%	48%	25%	10%	4%
The Business School (2011)	112	53%	18%	29%	13%	39%	18%	22%	7%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
53. I believe that the University's vision and strategic aims are effectively communicated.									
Overall University (2013)	1,058	52%	32%	16%	6%	46%	32%	12%	3%
Faculty of Engineering, Computing and Creative Industries (2013)	265	44%	34%	22%	4%	40%	34%	17%	5%
Faculty of Health, Life and Social Science (2013)	218	49%	35%	16%	3%	45%	35%	13%	3%
The Business School (2013)	152	47%	31%	22%	6%	41%	31%	15%	7%
54. I understand what I need to achieve to help meet the overall strategic objectives.									
Overall University (2013)	1,058	55%	29%	16%	7%	48%	29%	13%	2%
Faculty of Engineering, Computing and Creative Industries (2013)	262	50%	30%	20%	5%	45%	30%	18%	3%
Faculty of Health, Life and Social Science (2013)	220	45%	37%	18%	4%	41%	37%	15%	3%
The Business School (2013)	154	51%	25%	23%	8%	44%	25%	17%	6%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
55. I believe my immediate line manager trusts the decisions I make within the scope of my role.									
Overall University (2013)	1,099	82%	12%	7%	31%	50%	12%	4%	3%
Faculty of Engineering, Computing and Creative Industries (2013)	271	80%	11%	8%	35%	45%	11%	5%	3%
Faculty of Health, Life and Social Science (2013)	226	78%	12%	9%	23%	55%	12%	5%	4%
The Business School (2013)	157	87%	7%	6%	38%	49%	7%	4%	2%
56. I believe I act with integrity.									
Overall University (2013)	1,119	97%			58%	39%	2%	0%	0%
Faculty of Engineering, Computing and Creative Industries (2013)	281	98%			64%	34%	1%	0%	0%
Faculty of Health, Life and Social Science (2013)	230	97%			59%	38%	3%	0%	0%
The Business School (2013)	161	97%			60%	37%	1%	0%	2%

Survey Questions	Number Responding	Percent Responding	Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative					
57. I believe my views are welcomed, encouraged and also challenged where appropriate.							
Overall University (2013)	1,107	64% 23% 13%	21%	43%	23%	9%	4%
Faculty of Engineering, Computing and Creative Industries (2013)	277	60% 26% 14%	22%	38%	26%	8%	6%
Faculty of Health, Life and Social Science (2013)	227	56% 28% 16%	17%	39%	28%	11%	6%
The Business School (2013)	158	59% 25% 16%	19%	41%	25%	13%	3%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive	☐ Neutral	■ Negative					
58. My knowledge and experience is valued by students and colleagues.									
Overall University (2013)	1,094	76%	19%	6%	24%	52%	19%	4%	2%
Faculty of Engineering, Computing and Creative Industries (2013)	274	79%	16%		31%	49%	16%	3%	1%
Faculty of Health, Life and Social Science (2013)	227	75%	19%		20%	56%	19%	4%	1%
The Business School (2013)	157	78%	17%	6%	22%	55%	17%	4%	2%
59. My motivation at work is generally high.									
Overall University (2013)	1,118	76%	15%	8%	29%	48%	15%	6%	2%
Faculty of Engineering, Computing and Creative Industries (2013)	281	77%	15%	9%	35%	42%	15%	7%	1%
Faculty of Health, Life and Social Science (2013)	229	78%	12%	10%	28%	50%	12%	8%	2%
The Business School (2013)	160	77%	16%	7%	29%	48%	16%	3%	4%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive □ Neutral ■ Negative							
60. I am committed to always doing the best that I can.									
Overall University (2013)	1,118	96%			57%	39%	3%	0%	0%
Faculty of Engineering, Computing and Creative Industries (2013)	281	98%			64%	34%	2%	0%	0%
Faculty of Health, Life and Social Science (2013)	229	97%			60%	37%	3%	0%	0%
The Business School (2013)	161	94%			53%	41%	4%	1%	1%
61. The student experience is central to my work.									
Overall University (2013)	1,036	83%	12%		48%	36%	12%	3%	1%
Faculty of Engineering, Computing and Creative Industries (2013)	248	84%	11%		58%	26%	11%	3%	2%
Faculty of Health, Life and Social Science (2013)	225	91%	7%		57%	34%	7%	2%	0%
The Business School (2013)	155	88%	9%		47%	41%	9%	1%	2%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive ☐ Neutral ■ Negative							
62. I am encouraged to contribute ideas and suggestions to enable continuous development.									
Overall University (2013)	1,096	63%	24%	12%	20%	43%	24%	8%	4%
Faculty of Engineering, Computing and Creative Industries (2013)	271	58%	25%	16%	20%	38%	25%	10%	6%
Faculty of Health, Life and Social Science (2013)	224	63%	25%	12%	18%	45%	25%	8%	4%
The Business School (2013)	157	61%	25%	14%	16%	45%	25%	10%	4%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive ☐ Neutral ■ Negative							
63. I have been personally involved (directly or indirectly) in activities which make a positive difference to people at the University.									
Overall University (2013)	1,041	80%	14%	6%	35%	45%	14%	5%	1%
Faculty of Engineering, Computing and Creative Industries (2013)	261	78%	15%	7%	38%	41%	15%	6%	0%
Faculty of Health, Life and Social Science (2013)	211	79%	14%	8%	35%	44%	14%	6%	1%
The Business School (2013)	148	82%	10%	7%	34%	48%	10%	5%	3%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive	□ Neutral	■ Negative					
64. I could explain to someone who didn't work here what the University is trying to achieve.									
Overall University (2013)	1,080	54%	31%	16%	12%	42%	31%	12%	3%
Faculty of Engineering, Computing and Creative Industries (2013)	272	47%	32%	21%	12%	35%	32%	16%	5%
Faculty of Health, Life and Social Science (2013)	227	53%	27%	19%	11%	43%	27%	16%	4%
The Business School (2013)	154	55%	28%	18%	10%	45%	28%	10%	7%

Survey Questions	Number Responding	Percent Responding			Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		■ Positive	□ Neutral	■ Negative					
65. I believe the University is committed to equality of opportunity for all its staff.									
Overall University (2013)	1,073	61%	22%	17%	17%	44%	22%	11%	6%
Faculty of Engineering, Computing and Creative Industries (2013)	268	60%	24%	16%	19%	41%	24%	10%	6%
Faculty of Health, Life and Social Science (2013)	221	55%	24%	21%	15%	40%	24%	12%	9%
The Business School (2013)	154	59%	17%	24%	11%	48%	17%	14%	10%

Survey Questions	Number Responding	Percent Responding	Strongly Agree	Agree	Partly Agree/Partly Disagree	Disagree	Strongly Disagree
		Positive ▪ Neutral ☐ Negative ▪					
66. In the last 12 months I have not suffered any detriment because of my Age, Disability, Gender Reassignment, Marriage and Civil Partnership status, Pregnancy or Maternity status, Race, Religion and Belief (or none), Sex or Sexual Orientation at the University.							
Overall University (2013)	1,089	89% 6%	53%	36%	6%	3%	2%
Overall University (2011)	717	91%	44%	46%	5%	2%	2%
Faculty of Engineering, Computing and Creative Industries (2013)	273	88% 6% 6%	57%	31%	6%	5%	1%
Faculty of Engineering, Computing and Creative Industries (2011)	175	91% 6%	54%	37%	6%	1%	2%
Faculty of Health, Life and Social Science (2013)	224	87% 8%	55%	32%	8%	3%	2%
Faculty of Health, Life and Social Science (2011)	160	89% 6%	39%	50%	5%	3%	3%
The Business School (2013)	154	86% 7% 6%	51%	36%	7%	4%	3%
The Business School (2011)	108	89% 6%	41%	48%	6%	2%	3%

Survey Questions	Number Responding	Percent Responding			Very Good	Good	Average	Poor	Very Poor
		■ Positive □ Neutral ■ Negative							
67. Considering everything how would you rate your overall engagement with the University?									
Overall University (2013)	1,114	66%	26%	7%	20%	46%	26%	5%	2%
Faculty of Engineering, Computing and Creative Industries (2013)	280	64%	28%	8%	20%	44%	28%	6%	2%
Faculty of Health, Life and Social Science (2013)	227	67%	26%	7%	18%	49%	26%	4%	4%
The Business School (2013)	161	57%	32%	11%	18%	39%	32%	7%	4%

	Survey Questions	Page	Survey Dimension
	Choose your role:	8	
	What is your gender?	9	
	Choose your school/service:	10	
	Choose your faculty:	12	
1.	I have a clear understanding of my school/service's priorities.	13	Atmosphere of Cooperation
2.	I understand how my work supports the school/service's goals.	14	Atmosphere of Cooperation
3.	In my section/department, we work effectively as a team.	15	Atmosphere of Cooperation
4.	In my part of the University, there are well defined processes and standards for how work is done.	16	Atmosphere of Cooperation
5.	In this organisation people treat one another with trust and mutual respect.	17	Atmosphere of Cooperation
6.	I feel encouraged to come up with new and better ways of doing things.	18	Atmosphere of Cooperation
7.	Overall, there is a free exchange of opinions and ideas in this organisation; people are not afraid to say what they really think.	19	Atmosphere of Cooperation
8.	How satisfied are you with your involvement in decisions that affect your work?	20	Atmosphere of Cooperation
9.	How satisfied are you with the degree of cooperation between your department and other departments?	21	Atmosphere of Cooperation
10.	I am proud of my team's accomplishments.	22	Atmosphere of Cooperation
11.	I am proud to work here.	23	Atmosphere of Cooperation
12.	My immediate line manager is considerate of my need to balance work and personal life.	24	Equity
13.	I am confident that my immediate line manager treats me fairly.	25	Equity
14.	I understand how my performance is evaluated.	26	Equity
15.	The overall evaluation of my performance is fair.	27	Equity
16.	My immediate line manager deals effectively with poor performers.	28	Equity
17.	My immediate line manager recognises quality work.	29	Equity
18.	My immediate line manager gives me feedback that helps me improve my performance.	30	Equity
19.	How satisfied are you with the recognition you receive for doing a good job?	31	Equity
20.	I feel valued as an employee of the University.	32	Equity
21.	I am paid fairly for my work.	33	Equity
22.	The better my performance, the better my career prospects at the University will be.	34	Equity

Survey Questions	Page	Survey Dimension
23. How do you rate your total benefits package including salary, pension, leave entitlements, flexible working & family friendly policies and discount and tax benefit schemes?	35	Equity
24. I understand the University's strategy.	36	Leadership
25. I am confident that the University's strategy will succeed.	37	Leadership
26. The University is making the changes necessary to succeed in the marketplace.	38	Leadership
27. I understand what is expected of me in my job.	39	Leadership
28. Senior management effectively communicates what the University is trying to accomplish.	40	Leadership
29. I am confident in the ability of senior management to make the decisions necessary to ensure the future success of the University.	41	Leadership
30. Sufficient effort is made to get the opinions and ideas of people who work here.	42	Leadership
31. Senior management understands the issues faced at my level in the organisation.	43	Leadership
32. How satisfied are you with the information you receive from senior management on what's going on in the organisation?	44	Leadership
33. The actions of senior management are consistent with their stated values.	45	Leadership
34. How do you rate the University in providing job security, provided you do a good job?	46	Leadership
35. My job is challenging and fulfilling.	47	Personal Development
36. My job makes good use of my skills and abilities.	48	Personal Development
37. I have enough information to succeed in my job.	49	Personal Development
38. My department has the resources (finances, equipment, etc.) necessary to achieve its objectives.	50	Personal Development
39. I receive the training and development I need to do my job.	51	Personal Development
40. How satisfied are you with your physical working conditions?	52	Personal Development
41. I know what skills I will need in the future to be a valuable contributor to the University.	53	Personal Development
42. I am given opportunities to improve my skills at the University.	54	Personal Development
43. My immediate line manager takes an active interest in my growth and development.	55	Personal Development
44. I am satisfied with my opportunities for growth and development.	56	Personal Development
45. How satisfied are you with your opportunities to advance at the University?	57	Personal Development
46. The University is successful in developing and promoting employees from within.	58	Personal Development
47. The University is doing what is necessary to keep its most talented employees.	59	Personal Development
48. Overall, how good a job do you feel is being done by your immediate line manager?	60	Overall Satisfaction

Survey Questions	Page	Survey Dimension
49. Considering everything, how satisfied are you with your job?	61	Overall Satisfaction
50. I would recommend the University to others as a place to work.	62	Overall Satisfaction
51. If you have your own way, will you still be working for the University 12 months from now? (If you will be retiring within the next 12 months, select "Don't Know/Not Applicable").	63	Overall Satisfaction
52. Considering everything, how would you rate your overall satisfaction with the University?	64	Overall Satisfaction
53. I believe that the University's vision and strategic aims are effectively communicated.	65	Overall Employee Engagement
54. I understand what I need to achieve to help meet the overall strategic objectives.	65	Overall Employee Engagement
55. I believe my immediate line manager trusts the decisions I make within the scope of my role.	66	Overall Employee Engagement
56. I believe I act with integrity.	66	Overall Employee Engagement
57. I believe my views are welcomed, encouraged and also challenged where appropriate.	67	Overall Employee Engagement
58. My knowledge and experience is valued by students and colleagues.	68	Overall Employee Engagement
59. My motivation at work is generally high.	68	Overall Employee Engagement
60. I am committed to always doing the best that I can.	69	Overall Employee Engagement
61. The student experience is central to my work.	69	Overall Employee Engagement
62. I am encouraged to contribute ideas and suggestions to enable continuous development.	70	Overall Employee Engagement
63. I have been personally involved (directly or indirectly) in activities which make a positive difference to people at the University.	71	Overall Employee Engagement
64. I could explain to someone who didn't work here what the University is trying to achieve.	72	Overall Employee Engagement
65. I believe the University is committed to equality of opportunity for all its staff.	73	Overall Employee Engagement
66. In the last 12 months I have not suffered any detriment because of my Age, Disability, Gender Reassignment, Marriage and Civil Partnership status, Pregnancy or Maternity status, Race, Religion and Belief (or none), Sex or Sexual Orientation at the University.	74	Overall Employee Engagement
67. Considering everything how would you rate your overall engagement with the University?	75	Overall Employee Engagement