SURVEY METHODOLOGY

Results of the *Times Higher Education* Best University Workplace Survey 2014

	% Strongly disagree			% Disagree			% Neither agree nor disagree			% Agree			% Strongly agree		
	Academics	Professional & support	Total	Academics	Professional & support	Total	Academics	Professional & support	Total	Academics	Professional & support	Total	Academics	Professional & support	Total
Personal															
My work is a source of satisfaction to me	3.4	3.5	3.5	5.2	10.2	7.9	6.2	8.3	7.4	38.0	47.0	42.9	47.3	31.1	38.4
My teaching is a source of satisfaction to me	2.5	0.9	1.6	5.1	0.8	2.7	14.0	84.0	52.2	40.3	8.5	22.9	38.2	6.0	20.6
I am proud to work in my current university	10.8	5.6	8.0	11.1	9.5	10.3	18.0	14.6	16.1	28.4	33.4	31.1	31.6	37.0	34.5
My subject area is valued by my university	14.9	7.1	10.7	17.5	10.8	13.8	14.8	44.9	31.2	29.6	23.0	26.0	23.3	14.2	18.4
I find my job rewarding	5.4	5.7	5.6	8.3	12.3	10.5	11.7	11.3	11.5	38.7	43.0	41.0	36.0	27.8	31.5
My research is a source of satisfaction to me	2.8	1.0	1.8	4.7	0.9	2.6	12.1	85.9	52.4	32.1	7.1	18.4	48.3	5.3	24.8
I am happy about the opportunities for personal growth and development offered to me by my employer	18.3	14.9	16.4	21.7	20.4	21.0	19.3	13.9	16.3	26.3	33.8	30.4	14.5	17.1	15.9
I generally experience high levels of well-being in relation to my work and job	13.9	8.3	10.8	21.3	20.5	20.9	23.4	22.2	22.7	28.5	35.3	32.2	12.9	13.8	13.4
Sometimes I feel the university takes advantage of me	9.1	13.8	11.7	14.4	28.3	22.0	14.6	16.2	15.5	33.9	28.2	30.8	28.0	13.5	20.1
I am looking to leave my current job	26.9	29.1	28.1	20.9	24.6	22.9	21.2	18.8	19.9	18.0	16.9	17.4	13.0	10.5	11.7
I feel my job has a negative impact on my health	16.5	25.0	21.2	24.8	32.4	29.0	20.1	16.8	18.3	25.0	19.0	21.7	13.6	6.8	9.9
Pay and conditions															
My university offers a fair deal to its employees, in terms of pay	8.8	6.4	7.4	17.6	14.7	16.0	19.2	13.1	15.9	37.2	40.4	39.0	17.4	25.5	21.8
My university has a fair and effective equal opportunities policy	6.2	3.4	4.7	12.2	7.4	9.6	28.2	18.2	22.7	31.6	42.7	37.7	21.8	28.4	25.4
The workload assigned to me by my employer is reasonable	15.0	6.1	10.1	22.8	16.6	19.4	16.4	13.6	14.8	31.7	46.8	39.9	14.0	17.1	15.7
My university offers a fair deal to its employees in terms of working conditions and benefits	12.4	6.6	9.2	18.0	11.8	14.6	20.3	11.6	15.6	31.2	40.5	36.2	18.2	29.6	24.4
I spend too much time working	3.4	8.0	5.9	13.8	33.7	24.7	20.2	25.0	22.8	35.3	24.4	29.4	27.2	8.9	17.2
My employer cares for the well-being of its staff	23.2	11.3	16.7	20.1	16.2	18.0	22.5	16.4	19.2	23.6	37.5	31.2	10.5	18.6	14.9
I often work more than my contracted hours	1.3	5.9	3.8	4.0	19.1	12.3	8.5	13.3	11.1	28.0	35.9	32.3	58.2	25.7	40.5
If I work extra hours, it is acknowledged by my manager	32.7	10.8	20.7	26.7	21.5	23.8	18.5	17.6	18.0	16.2	34.4	26.1	6.0	15.8	11.4
My work responsibilities allow for a healthy work-life balance	20.4	5.6	12.3	28.3	16.7	22.0	19.2	17.3	18.2	25.0	44.3	35.5	7.1	16.1	12.0
Politics and policy															
I am happy about the contribution made by my university to the community and to society at large	8.9	4.1	6.3	13.6	9.2	11.2	22.7	17.3	19.8	30.6	38.3	34.8	24.2	31.1	28.0
The leadership of my department is performing well	21.6	13.5	17.2	15.8	17.7	16.8	16.1	15.6	15.8	25.8	32.8	29.6	21.0	20.4	20.6
My university's response to the REF has had a negative impact on my work	16.5	11.2	13.6	18.0	11.2	14.3	30.2	70.1	52.0	18.6	4.5	10.9	16.7	3.1	9.3
The leadership of my university is performing well	27.3	15.6	20.9	18.3	14.3	16.1	20.1	21.5	20.9	23.4	31.8	28.0	11.0	16.8	14.2
I am excited about the university's future plans	18.5	9.5	13.6	19.3	14.2	16.5	29.8	25.4	27.4	19.7	30.0	25.3	12.7	20.9	17.2
Workplace atmosphere															
I enjoy working with my immediate team of colleagues (the 5–10 colleagues I work most closely with)	2.6	1.3	1.9	5.0	4.3	4.6	9.0	6.2	7.5	37.3	40.6	39.1	46.1	47.7	47.0
I can make my voice heard within my university	22.5	13.1	17.4	23.5	21.3	22.3	15.7	19.0	17.5	23.3	31.0	27.5	15.0	15.7	15.4
My job feels secure	16.4	12.9	14.5	17.7	16.7	17.1	17.5	13.1	15.1	31.9	39.9	36.3	16.5	17.5	17.0
I would recommend working at my university to others	15.6	8.2	11.5	14.5	11.3	12.8	20.3	14.6	17.2	28.2	34.6	31.7	21.4	31.4	26.9

Total number of academics responding: 2,081 (male: 1,173; female: 907; unknown: 1). Total number of professional and support staff responding: 2,503 (male: 822; female: 1,681). Total number of respondents: 4,584 (male: 1,995; female: 2,588; unknown: 1).

THE BEST UNIVERSITY WORKPLACE