CLS Other Research Role

	Part 1 - Number of staff who selected each response							
1	I am clear what is expected of me at work;	Never 0	Seldom 0	Sometimes 0	Often 4	Always 3		
•	Tam oldar what is expected of the at work,	Never	Seldom	Sometimes	Often	Always		
2	I can decide when to take a break;	1	0	1	2	3		
3	Different groups at work demand things from me	Never 3	Seldom 0	Sometimes 4	Often 0	Always 0		
3	that are hard to combine;	3						
4	I know how to go about getting my job done;	Never 0	Seldom 0	Sometimes 1	Often 2	Always 4		
-	The second of the second general second for the second for the second general general second general genera	Never	Seldom	Sometimes	Often	Always		
5	I am subject to personal harassment in the form of unkind words or behaviour;	3	3	0	0	1		
•		Never	Seldom	Sometimes	Often	Always		
6	I have unachievable deadlines;	3	2	0	2	0		
7	If work gets difficult, my colleagues will help me;	Never 0	Seldom 2	Sometimes 2	Often 1	Always 2		
		Never	Seldom	Sometimes	Often	Always		
8	I am given supportive feedback on the work I do;	1	1	4	1	0		
9	I have to work very intensively;	Never 0	Seldom 0	Sometimes 1	Often 6	Always 0		
		Never	Seldom	Sometimes	Often	Always		
10	I have a say in my own work speed	0	1	1 1	5	0		
11	I am clear what my duties and responsibilities are	Never 0	Seldom 1	Sometimes 0	Often 1	Always 5		
		Never	Seldom	Sometimes	Often	Always		
12	I have to neglect some tasks because I have too much to do	2	2	2	0	1		
		Never	Seldom	Sometimes	Often	Always		
13	I am clear about the goals and objectives for my department	1	0	1 1	2	3		
14	There is friction or anger between colleagues	Never 0	Seldom 5	Sometimes 2	Often 0	Always 0		
		Never	Seldom	Sometimes	Often	Always		
15	I have a choice in deciding how I do my work	0	0	2	3	2		
16	I am unable to take sufficient breaks	Never 3	Seldom 1	Sometimes	Often 0	Always		
16	I alli ullable to take sullicient bleaks	<u> </u>	•	2 Compating a c		· .		
17	I understand how my work fits into the overall aim	Never 1	Seldom 0	Sometimes 1	Often 2	Always 3		
	of the organisation		• • •		.			
18	I am pressured to work long hours	Never 3	Seldom 2	Sometimes 2	Often 0	Always 0		
		Never	Seldom	Sometimes	Often	Always		
19	I have a choice in deciding what I do at work	0	1	2	3	1		
20	I have to work very fast	Never 0	Seldom 1	Sometimes 4	Often 1	Always 1		
_0		·	· · · · · · · · · · · · · · · · · · ·		•	· · · · · ·		

		Never	Seldom	Sometimes	Often	Always
21	I am subject to bullying at work	5	1	0	1	0
		Never	Seldom	Sometimes	Often	Always
22	I have unrealistic time pressures	3	1	1	2	0
		Never	Seldom	Sometimes	Often	Always
23	I can rely on my line manager to help me out with	1	1	2	0	3
	a work problem					
		Strongly				Strongly
24	Last halp and aupport Lagad from collegation	disagree	Disagree	Neutral	Agree	agree
24	I get help and support I need from colleagues	0	0	3	2	2
		Strongly	D'	NI- (I	Δ	Strongly
25	I have some say over the way I work	disagree 0	Disagree 0	Neutral 1 1	Agree 2	agree 4
_0	That's some say ever the may thronk					•
		Strongly disagree	Disagrae	Neutral	Agree	Strongly
26	I have sufficient opportunities to question	1	Disagree 0	3	Agree 2	agree 1
	managers about change at work					
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
27	I receive the respect at work I deserve from my colleagues	1	1	0	5	0
	Colleagues					
		Strongly	Diagona	Moutral	Λ αννα α	Strongly
28	Staff are always consulted about change at work	disagree 0	Disagree 4	Neutral 2	Agree 1	agree 0
			<u> </u>		i	
		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
29	I can talk to my line manager about something	1	0	0	4	2
	that has upset or annoyed me about work					
		Strongly				Strongly
20	Managadina dina ang kadharibla	disagree	Disagree	Neutral	Agree	agree
30	My working time can be flexible	0	1	0	2	4
		Strongly			_	Strongly
31	My colleagues are willing to listen to my work	disagree 0	Disagree 0	Neutral 2	Agree 3	agree 2
31	related problems	0	0	2		2
		Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
32	When changes are made at work, I am clear how	0	0	2	4	1
	they will work out in practice	Strongly				Strongly
		disagree	Disagree	Neutral	Agree	agree
33	I am supported through emotionally demanding	1	0	3	3	0
	work					
		Strongly	Б.	NI (Δ.	Strongly
34	Relationships at work are strained	disagree 1	Disagree 3	Neutral 2	Agree 0	agree 1
04						
		Strongly	Disser	Manteel	۸ میسو -	Strongly
35	My line manager encourages me at work	disagree 1	Disagree 0	Neutral 3	Agree 2	agree 1
00	,o managor onoodiagoo mo at work	· ·	<u>. </u>			

Part 2 - Results grouped by stressor

		Stressors						
	Percentage			Managers'	Peer			
	Returned	Demands	Control	Support	Support	Relationships	Role	Change
CLS Other Research Role	N/A	69%	79%	66%	73%	78%	84%	65%
•				-	-	-		-
University Staff Overall (Jan/Feb 2005)	28%	64%	77%	70%	76%	80%	82%	63%
	•			-	•	•		
Safety Services prop	80%	80%	80%	80%	80%	80%	80%	

- staff report that they are always or often bullied.
- 17 staff report that they are always or often bullied.