CLS Research Academic

The results are grouped by stressor, and the average score is shown for each question associated with that stressor

Demands	Question	Average	Question Average Key Doing very well - need to maintain performance Relationships Represents those at, above or close to the 80th percentile.
Demanus	3 Different groups at work demand things from me that are hard to combine	2.75	Relationships 5 I am subject to personal harassment in the form of unkind words or behaviour 4.64 Good, but need for improvement. Represents those better than average but not at, above or close to the 80th percentile [†]
	6 I have unachievable deadlines	3.36	14 There is friction or anger between colleagues 3,86 Clear need for improvement. Represents those likely to be below
	g I have to work very intensively	1.61	21 I am subject to bullying at work 4.82 * average but not at, below or close to the 20th percentile Urgent action needed. Represents those at, below or close to the 20th percentile 20th p
	12 I have to neglect some tasks because I	2.75	34 Relationships at work are strained 3.93
	have too much to do 16 I am unable to take sufficient breaks 18 I am pressured to work long hours	3.29 2.96	Overall 1 (3.0%) or the starr included in this query and who responded
	20 I have to work very fast 22 I have unrealistic time pressures Overall	2.29 3.11 2.76	report that they are always, often or sometimes bullied. Role 1 I am clear what is expected of me at work 4 I know how to go about getting my job done 11 I am clear what my duties and responsibilities are 13 I am clear about the goals and objectives for 4.14 Data Set: Psychosocial Working Conditions in Britain in 2004 Category Filter: Role=Research Academic (n=28, 12.2%)
Control	2 I can decide when to take a break	4.46	my department 17 I understand how my work fits into the overall 4.32
	10 I have a say in my own work speed 15 I have a choice in deciding how I do my	4.11 4.29	aim of the organisation Overall 4.39
	work 19 I have a choice in deciding what I do at	4.00	Change
	work 25 I have some say over the way I work	4.46	26 I have sufficient opportunities to question managers about change at work 3.57
	30 My working time can be flexible	4.21	28 Staff are always consulted about change at work 3.04
	Overall	4.26	32 When changes are made at work, I am clear how they will work out in practice 3.29
Managers'	Support		Overall 3.30
	8 I am given supportive feedback on the work I do	3.04	
	23 I can rely on my line manager to help me out with a work problem	3.21	5.00
	29 I can talk to my line manager about something that has upset or annoyed me about work	3.79	4.50
	33 I am supported through emotionally demanding work	3.39	3.50 Your Results
	35 My line manager encourages me at work	3.71	3.00 □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □ □
Overall		3.43	2.50 - La suggested Longer Term Target
Peer Supp	7 If work gets difficult, my colleagues will help me	3.50	1.50
	1 get help and support I need from colleagues I receive the respect at work I deserve	3.96	Therefore Control Resident Assessment Assess
	from my colleagues 31 My colleagues are willing to listen to my	3.89	de d
	work-related problems Overall	3.86	Mr.

[†] Compared with results from 'Psychosocial Working Conditions in Britain in 2004' (see the HSE MS Analysis Tool User Manual for more information and for caveats regarding interpretation of results)

	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 1	Often 10	Always 17		
		Never	Seldom	Sometimes	Often	Always		
2	I can decide when to take a break;	0	0	2	11	15		
3	Different groups at work demand things from me	Never 1	Seldom 4	Sometimes 12	Often 9	Always 2		
	that are hard to combine;	Nover	Soldom	Sometimes	Often	ΔΙνκονία		
4	I know how to go about getting my job done;	Never 0	Seldom 0	1	15	Always 12		
5	I am subject to personal harassment in the form of unkind words or behaviour;	Never 20	Seldom 6	Sometimes 2	Often 0	Always 0		
6	Lhava unaghiayahla daadlinaa	Never	Seldom	Sometimes	Often	Always		
6	I have unachievable deadlines;	3	8	14	2	1		
7	If work gets difficult, my colleagues will help me;	Never 1	Seldom 3	Sometimes 9	Often 11	Always 4		
8	I am given supportive feedback on the work I do;	Never 2	Seldom 5	Sometimes 13	Often 6	Always 2		
Ü	Tam given eapperare recassion and work rac,	Never	Seldom	Sometimes	Often	Always		
9	I have to work very intensively;	0	0	2	13	13		
10	I have a say in my own work speed	Never 0	Seldom 0	Sometimes 8	Often 9	Always 11		
11	I am clear what my duties and responsibilities are	Never 0	Seldom 0	Sometimes 1	Often 12	Always 15		
12	I have to neglect some tasks because I have too	Never 1	Seldom 5	Sometimes 11	Often 8	Always 3		
	much to do	NI.	Oaldan	0	011	A.		
13	I am clear about the goals and objectives for my department	Never 0	Seldom 1	Sometimes 5	Often 11	Always 11		
1/	There is friction or anger between colleagues	Never 5	Seldom 14	Sometimes 9	Often 0	Always 0		
1-	There is metion of anger between concagues			•				
15	I have a choice in deciding how I do my work	Never 0	Seldom 0	Sometimes 2	Often 16	Always 10		
16	I am unable to take sufficient breaks	Never 7	Seldom 6	Sometimes 6	Often 6	Always 3		
		Never	Seldom	Sometimes	Often	Always		
17	I understand how my work fits into the overall aim of the organisation	0	1	1	14	12		
18	I am pressured to work long hours	Never 7	Seldom 3	Sometimes 4	Often 10	Always 4		
.0	process of norwing nodio	Never	Seldom	Sometimes	Often	Always		
19	I have a choice in deciding what I do at work	0	1	6	13	8		
20	I have to work very fast	Never 0	Seldom 2	Sometimes 9	Often 12	Always 5		

	Never	Seldom	Sometimes	Often	Always
21 I am subject to bullying at work	24	3	1	0	0
	Never	Seldom	Sometimes	Often	Always
22 I have unrealistic time pressures	4	6	10	5	3
	Never	Seldom	Sometimes	Often	Always
23 I can rely on my line manager to help me out wi		7	8	5	6
a work problem					
	Strongly				Strongly
	disagree	Disagree	Neutral	Agree	agree
24 I get help and support I need from colleagues	0	1	6	14	7
	Strongly				Strongly
OF the consequence of the consequence	disagree	Disagree	Neutral	Agree	agree
25 I have some say over the way I work	0	0	0	15	13
	Strongly			_	Strongly
26. I have sufficient apportunities to question	disagree	Disagree	Neutral	Agree 7	agree
26 I have sufficient opportunities to question managers about change at work		3	10		7
	•				
	Strongly disagree	Disagree	Neutral	Agree	Strongly
27 I receive the respect at work I deserve from my	0	1	5	13	agree 9
colleagues	<u> </u>				
	Strongly				Strongly
	disagree	Disagree	Neutral	Agree	agree
28 Staff are always consulted about change at wor	k 2	10	4	9	3
	Strongly				Strongly
	disagree	Disagree	Neutral	Agree	agree
29 I can talk to my line manager about something that has upset or annoyed me about work	0	4	5	12	7
that has upset of annoyed the about work					
	Strongly	D'	NI - to -1	A	Strongly
30 My working time can be flexible	disagree 0	Disagree 2	Neutral 3	Agree 10	agree 13
oo my woming amo can so nomble					
	Strongly	Diagona	Novitral	A ======	Strongly
31 My colleagues are willing to listen to my work	disagree 0	Disagree 4	Neutral 4	Agree 11	agree 9
related problems		I	<u> </u>		
	Strongly				Strongly
	disagree	Disagree	Neutral	Agree	agree
32 When changes are made at work, I am clear ho		6	8	10	3
they will work out in practice	Strongly				Strongly
	disagree	Disagree	Neutral	Agree	agree
33 I am supported through emotionally demanding	0	4	12	9	3
work					
	Strongly				Strongly
34 Relationships at work are strained	disagree 7	Disagree 15	Neutral 3	Agree 3	agree 0
or izeialioniships at work are strained	/	15	J	J	U
	Strongly			_	Strongly
25. My line manager analyzages me at work	disagree	Disagree	Neutral	Agree	agree
35 My line manager encourages me at work	0	3	7	13	5

Part 2 - Results grouped by stressor

		Stressors						
	Percentage			Managers'	Peer			
	Returned	Demands	Control	Support	Support	Relationships	Role	Change
CLS Research Academic	N/A	55%	85%	69%	77%	86%	88%	66%
•				-	-			-
University Staff Overall (Jan/Feb 2005)	28%	64%	77%	70%	76%	80%	82%	63%
	-1			-	•			
Safety Services prop	80%	80%	80%	80%	80%	80%	80%	

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