CLS Research Technician

	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 9	Always 4
'	Tam dear what is expedied of the at work,	Never	Seldom	Sometimes	Often	Always
2	I can decide when to take a break;	0	0	0	5	9
3	Different groups at work demand things from me	Never 3	Seldom 6	Sometimes 4	Often 1	Always 0
O	that are hard to combine;	Ü	<u> </u>	<u> </u>		Ŭ
4	I know how to go about getting my job done;	Never 0	Seldom 0	Sometimes 1	Often 7	Always 6
7	Trillow flow to go about getting my job done,	Never	Seldom	Sometimes	Often	Always
5	I am subject to personal harassment in the form of unkind words or behaviour;	8	5	1	0	0
6	Lhave unachiquable deadlines	Never	Seldom	Sometimes	Often	Always
6	I have unachievable deadlines;	7	5	2	0	0
7	If work gets difficult, my colleagues will help me;	Never 0	Seldom 1	Sometimes 2	Often 6	Always 5
		Never	Seldom	Sometimes	Often	Always
8	I am given supportive feedback on the work I do;	1	0	4	8	1
9	I have to work very intensively;	Never 0	Seldom 2	Sometimes 8	Often 3	Always 1
		Never	Seldom	Sometimes	Often	Always
10	I have a say in my own work speed	1	0	3	5	5
11	I am clear what my duties and responsibilities are	Never 0	Seldom 0	Sometimes 2	Often 7	Always 5
	,	Never	Seldom	Sometimes	Often	Always
12	I have to neglect some tasks because I have too much to do	2	6	5	0	1
		Never	Seldom	Sometimes	Often	Always
13	I am clear about the goals and objectives for my department	0	0	3	9	2
14	There is friction or anger between colleagues	Never 4	Seldom 6	Sometimes 3	Often 0	Always 1
	3	Never	Seldom	Sometimes	Often	Always
15	I have a choice in deciding how I do my work	0	1	3	6	4
16 17	I am unable to take sufficient breaks	Never 5	Seldom 6	Sometimes 3	Often 0	Always 0
	Tant unable to take sufficient breaks	Never	Seldom	Sometimes	Often	
	I understand how my work fits into the overall aim	0	1	2	9	Always 2
	of the organisation	N.L.	Octob	Canadi	011	A.L
18	I am pressured to work long hours	Never 9	Seldom 4	Sometimes 1	Often 0	Always 0
		Never	Seldom	Sometimes	Often	Always
19	I have a choice in deciding what I do at work	2	2	6	3	1
20	I have to work very fast	Never 0	Seldom 5	Sometimes 6	Often 2	Always 1

1			Never	Seldom	Sometimes	Often	Always
22 I have unrealistic time pressures	21	I am subject to bullying at work					
22 I have unrealistic time pressures			Never	Seldom	Sometimes	Often	Always
24 I get help and support I need from colleagues Strongly disagree Disagree Neutral Agree agree 1 I have some say over the way I work Strongly disagree Disagree Neutral Agree agree 1 I have sufficient opportunities to question managers about change at work Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agr	22	I have unrealistic time pressures	,				
24 I get help and support I need from colleagues Strongly disagree Disagree Neutral Agree agree 1 I have some say over the way I work Strongly disagree Disagree Neutral Agree agree 1 I have sufficient opportunities to question managers about change at work Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agr			Never	Seldom	Sometimes	Often	ΔΙωανς
Strongly disagree	23	I can rely on my line manager to help me out with		1			
Strongly disagree Disagree Neutral Agree Agr		a work problem					
Strongly disagree Disagree Neutral Agree Agr			Stronaly				Stronaly
Strongly disagree Disagree Neutral Agree agree agree Disagree Neutral Agree Agree Neutral Agree Agree Neutral Agree Agree Disagree Neutral Agree Agree Neutral Agree Neutral Agree Agree Neutral Ag			disagree				agree
Strongly disagree Disagree Neutral Agree Agr	24	I get help and support I need from colleagues	0	0	3	8	3
Strongly disagree Disagree Neutral Agree Agr			Strongly				Strongly
Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree Disagree Disagree Neutral Agree agree Neutral Agree agree Neutral Agree agree Disagree Disagree Disagree Neutral Agree Agree agree Disagree Disagree Neutral Agree agree Disagree Disagree Neutral Agree Agree Agree Disagree Disagree Neutral Agree Agree Agree Disagree Disagree Neutral Agree Agree Agree Disagree Disagree Disagree Disagree Neutral Agree Agree Agree Disagree Neutral Agree Agree Agree Disagree Disagree Neutral Agree Agree Agree Agree Disagree Neutral Agree Agree Agree Agree Agree Agree Disagree Neutral Agree Agree Agree Agree Agree Agree Disagree Neutral Agree A				Disagree			• •
disagree Disagree Neutral Agree agree 1 have sufficient opportunities to question managers about change at work 27 I receive the respect at work I deserve from my colleagues 28 Staff are always consulted about change at work 29 I can talk to my line manager about something that has upset or annoyed me about work 29 I can talk to my line manager about something that has upset or annoyed me about work 29 I can talk to my line manager about something that has upset or annoyed me about work 20 I can talk to my line manager about something that has upset or annoyed me about work 20 I can talk to my line manager about something disagree Disagree Neutral Agree agree 20 I can talk to my line manager about something that has upset or annoyed me about work 20 I can talk to my line manager about something that has upset or annoyed me about work 21 Strongly disagree Disagree Neutral Agree agree 22 I can talk to my line manager about something that has upset or annoyed me about work 23 My working time can be flexible 34 My colleagues are willing to listen to my work related problems 35 Strongly disagree Disagree Neutral Agree agree 36 Disagree Neutral Agree agree 37 Strongly disagree Disagree Neutral Agree agree 38 Strongly disagree Disagree Neutral Agree agree 39 Strongly disagree Disagree Neutral Agree agree 30 O O O O O O O O O O O O O O O O O O O	25	I have some say over the way I work	0	0	3	10	1
disagree Disagree Neutral Agree agree 1 have sufficient opportunities to question managers about change at work 27 I receive the respect at work I deserve from my colleagues 28 Staff are always consulted about change at work 29 I can talk to my line manager about something that has upset or annoyed me about work 29 I can talk to my line manager about something that has upset or annoyed me about work 29 I can talk to my line manager about something that has upset or annoyed me about work 20 I can talk to my line manager about something that has upset or annoyed me about work 20 I can talk to my line manager about something disagree Disagree Neutral Agree agree 20 I can talk to my line manager about something that has upset or annoyed me about work 20 I can talk to my line manager about something that has upset or annoyed me about work 21 Strongly disagree Disagree Neutral Agree agree 22 I can talk to my line manager about something that has upset or annoyed me about work 23 My working time can be flexible 34 My colleagues are willing to listen to my work related problems 35 Strongly disagree Disagree Neutral Agree agree 36 Disagree Neutral Agree agree 37 Strongly disagree Disagree Neutral Agree agree 38 Strongly disagree Disagree Neutral Agree agree 39 Strongly disagree Disagree Neutral Agree agree 30 O O O O O O O O O O O O O O O O O O O			Strongly				Strongly
Strongly disagree Disagree Neutral Agree agree Disagree Neutral Agree agree Disagree				Disagree		Agree	• •
Strongly disagree Disagree Neutral Agree Agree Agree Agree Strongly Agree Disagree Neutral Agree Agr	26		0	0	6	7	1
Strongly disagree Disagree Neutral Agree agree		managers about change at work					
Strongly disagree Disagree Neutral Agree Agree			Strongly				Strongly
Strongly disagree Disagree Neutral Agree Neutral Neutral Agree Neutral Neutral Agree Neutral N	07	I was a time and a transmit at the same and a tr					
Strongly disagree Disagree Neutral Agree Strongly agree 28 Staff are always consulted about change at work Strongly disagree Disagree Neutral Agree Disagree Neutral Agree Agree 29 I can talk to my line manager about something that has upset or annoyed me about work Strongly disagree Disagree Neutral Agree Disagree Neutral Agree Disagree Neutral Agree 30 My working time can be flexible Strongly disagree Disagree Neutral Agree Strongly disagree Disagree Neutral Agree Disagree Neutral Agree Strongly disagree Disagree Neutral Agree Disagree Neutral Agree Disagree Neutral Agree Strongly disagree Disagree Neutral Agree Disagree Neutral Agree Strongly disagree Disagree Neutral Agree Agree Disagree Neutral Agree Strongly disagree Disagree Neutral Agree Strongly disagree Disagree Neutral Agree Agree Agree Disagree Neutral Agree Strongly disagree Disagree Neutral Agree Agree Agree Agree Disagree Neutral Agree Agree Agree Agree Agree Agree Agree Neutral Agree Ag	21	•	0	0	3	8	3
Strongly disagree Disagree Neutral Agree Agr		oonouguoo					
Strongly disagree Disagree Neutral Agree agree 30 My working time can be flexible Strongly disagree Disagree Neutral Agree agree				D:	Navitual	A	• •
Strongly disagree Disagree Neutral Agree agree 30 My working time can be flexible 31 My colleagues are willing to listen to my work related problems Strongly disagree Disagree Neutral Agree agree 32 When changes are made at work, I am clear how they will work out in practice 33 I am supported through emotionally demanding work Strongly disagree Disagree Neutral Agree agree	28	Staff are always consulted about change at work					
Control talk to my line manager about something that has upset or annoyed me about work	20	otali dio diwayo concultod about change at work					
29 I can talk to my line manager about something that has upset or annoyed me about work Strongly disagree Disagree Neutral Agree agree 30 My working time can be flexible Strongly disagree Disagree Neutral Agree agree 31 My colleagues are willing to listen to my work related problems Strongly disagree Disagree Neutral Agree agree 32 When changes are made at work, I am clear how they will work out in practice Strongly disagree Disagree Neutral Agree agree 33 I am supported through emotionally demanding work Strongly disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly disagree Disagree Neutral Agree agree 35 Strongly disagree Disagree Neutral Agree agree 36 Strongly disagree Disagree Neutral Agree agree 37 Strongly disagree Disagree Neutral Agree agree 38 Strongly disagree Disagree Neutral Agree agree 39 Strongly disagree Disagree Neutral Agree agree 30 Strongly disagree Disagree Neutral Agree agree 30 Strongly disagree Disagree Neutral Agree agree				D'	Nie teel	A	• •
that has upset or annoyed me about work Strongly disagree Disagree Neutral Agree agree 0 1 0 8 5 Strongly disagree Disagree Neutral Agree agree 31 My colleagues are willing to listen to my work related problems Strongly disagree Disagree Neutral Agree agree 32 When changes are made at work, I am clear how they will work out in practice Strongly disagree Disagree Neutral Agree agree 33 I am supported through emotionally demanding work Strongly disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly disagree Disagree Neutral Agree agree 35 Strongly disagree Disagree Neutral Agree agree 36 Strongly disagree Disagree Neutral Agree agree	29	I can talk to my line manager about something					
Strongly disagree Disagree Neutral Agree agree	_0						
Strongly disagree Disagree Neutral Agree agree			Otara a ada a				Otana a ada a
30 My working time can be flexible 31 My colleagues are willing to listen to my work related problems Strongly disagree Disagree Neutral Agree agree 32 When changes are made at work, I am clear how they will work out in practice 33 I am supported through emotionally demanding work Strongly disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly disagree Disagree Neutral Agree agree				Disagree	Neutral	Agree	• •
My colleagues are willing to listen to my work related problems O O 1 9 4	30	My working time can be flexible		1			
My colleagues are willing to listen to my work related problems O O 1 9 4			Ctrongly				Ctrongly
31 My colleagues are willing to listen to my work related problems Strongly disagree Disagree Neutral Agree agree 32 When changes are made at work, I am clear how they will work out in practice Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree 33 I am supported through emotionally demanding work Strongly disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly disagree Disagree Neutral Agree agree 35 Strongly disagree Disagree Neutral Agree agree 36 A D DISAGREE Neutral Agree agree 37 Strongly disagree Disagree Neutral Agree agree 38 Strongly disagree Disagree Neutral Agree agree 39 Strongly disagree Disagree Neutral Agree agree				Disagree	Neutral	Agree	
Strongly disagree Disagree Neutral Agree agree 32 When changes are made at work, I am clear how they will work out in practice Strongly disagree Disagree Neutral Agree agree 33 I am supported through emotionally demanding work Strongly disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly disagree Disagree Neutral Agree Agree Strongly disagree Disagree Neutral Agree agree 35 Strongly disagree Disagree Neutral Agree Agree Agree Strongly disagree Disagree Neutral Agree Agree Agree Strongly disagree Disagree Neutral Agree	31			_			
Strongly disagree Disagree Neutral Agree agree		related problems					_
Strongly disagree Disagree Neutral Agree agree			Stronalv				Stronalv
they will work out in practice Strongly disagree Disagree Neutral Agree agree 33 I am supported through emotionally demanding work Strongly disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly disagree Disagree Neutral Agree agree 35 Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree			0,				agree
Strongly disagree Disagree Neutral Agree agree 33 I am supported through emotionally demanding work Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree	32		0	0	8	6	0
33 I am supported through emotionally demanding work Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly disagree Disagree Neutral Agree agree 35 Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree Strongly disagree Disagree Neutral Agree agree		they will work out in practice	Stronalv				Stronalv
work Strongly disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly disagree Disagree Neutral Agree Strongly disagree Disagree Neutral Agree agree				Disagree	Neutral	Agree	
Strongly disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly disagree Disagree Neutral Agree Strongly disagree Disagree Neutral Agree agree	33		0	0	7	6	1
disagree Disagree Neutral Agree agree 34 Relationships at work are strained Strongly		WUIK					
34 Relationships at work are strained 3 6 4 0 1 Strongly disagree Disagree Neutral Agree agree			Strongly				Strongly
Strongly Strongly disagree Disagree Neutral Agree agree	0.4	Deletionabine at week and attacks.	_	_	7		
disagree Disagree Neutral Agree agree	34	Relationships at work are strained	3	6	4	U	1
disagree Disagree Neutral Agree agree			Strongly				Strongly
35 My line manager encourages me at work 0 2 3 6 3			disagree				agree
	35	My line manager encourages me at work	0	2	3	6	3

Part 2 - Results grouped by stressor

		Stressors						
	Percentage			Managers'	Peer			
	Returned	Demands	Control	Support	Support	Relationships	Role	Change
CLS Research Technician	N/A	76%	78%	75%	81%	84%	82%	68%
•		_		-	-			-
University Staff Overall (Jan/Feb 2005)	28%	64%	77%	70%	76%	80%	82%	63%
	_	_		-				
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.