

Learning & Teaching Academic

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

Question	Average
Demands	
3 Different groups at work demand things from me that are hard to combine	3.05
6 I have unachievable deadlines	3.75
9 I have to work very intensively	2.10
12 I have to neglect some tasks because I have too much to do	3.30
16 I am unable to take sufficient breaks	3.40
18 I am pressured to work long hours	3.45
20 I have to work very fast	2.75
22 I have unrealistic time pressures	3.45
Overall	3.16

Question	Average
Control	
2 I can decide when to take a break	4.20
10 I have a say in my own work speed	3.75
15 I have a choice in deciding how I do my work	4.10
19 I have a choice in deciding what I do at work	3.60
25 I have some say over the way I work	4.30
30 My working time can be flexible	3.95
Overall	3.98

Question	Average
Managers' Support	
8 I am given supportive feedback on the work I do	3.10
23 I can rely on my line manager to help me out with a work problem	3.80
29 I can talk to my line manager about something that has upset or annoyed me about work	3.95
33 I am supported through emotionally demanding work	3.20
35 My line manager encourages me at work	3.65
Overall	3.54

Question	Average
Peer Support	
7 If work gets difficult, my colleagues will help me	3.90
24 I get help and support I need from colleagues	4.10
27 I receive the respect at work I deserve from my colleagues	3.80
31 My colleagues are willing to listen to my work-related problems	3.85
Overall	3.91

Question	Average
Relationships	
5 I am subject to personal harassment in the form of unkind words or behaviour	4.40
14 There is friction or anger between colleagues	3.90
21 I am subject to bullying at work	4.70
34 Relationships at work are strained	3.90
Overall	4.22

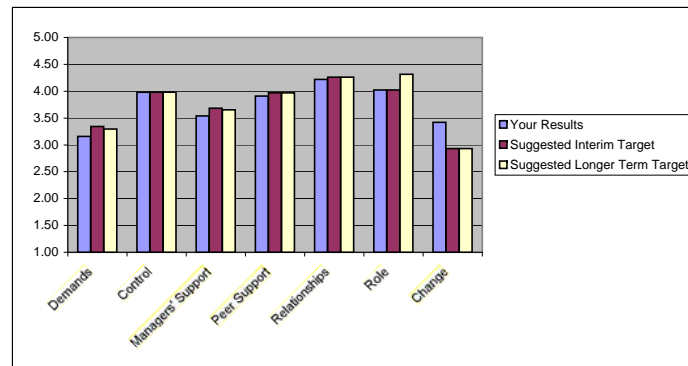
* 2 (10%) of the staff included in this query and who responded report that they are always, often or sometimes bullied.

Question	Average
Role	
1 I am clear what is expected of me at work	4.15
4 I know how to go about getting my job done	4.35
11 I am clear what my duties and responsibilities are	4.20
13 I am clear about the goals and objectives for my department	3.45
17 I understand how my work fits into the overall aim of the organisation	3.95
Overall	4.02

Question	Average
Change	
26 I have sufficient opportunities to question managers about change at work	3.65
28 Staff are always consulted about change at work	3.35
32 When changes are made at work, I am clear how they will work out in practice	3.25
Overall	3.42

- Key**
- Doing very well - need to maintain performance. Represents those at, above or close to the 80th percentile
 - Good, but need for improvement. Represents those better than average but not at, above or close to the 80th percentile
 - Clear need for improvement. Represents those likely to be below average but not at, below or close to the 20th percentile
 - Urgent action needed. Represents those at, below or close to the 20th percentile

Data Set: Organisational Averages



[†] Compared with results from 'Organisational Averages' (see the HSE MS Analysis Tool User Manual for more information and for caveats regarding interpretation of results)

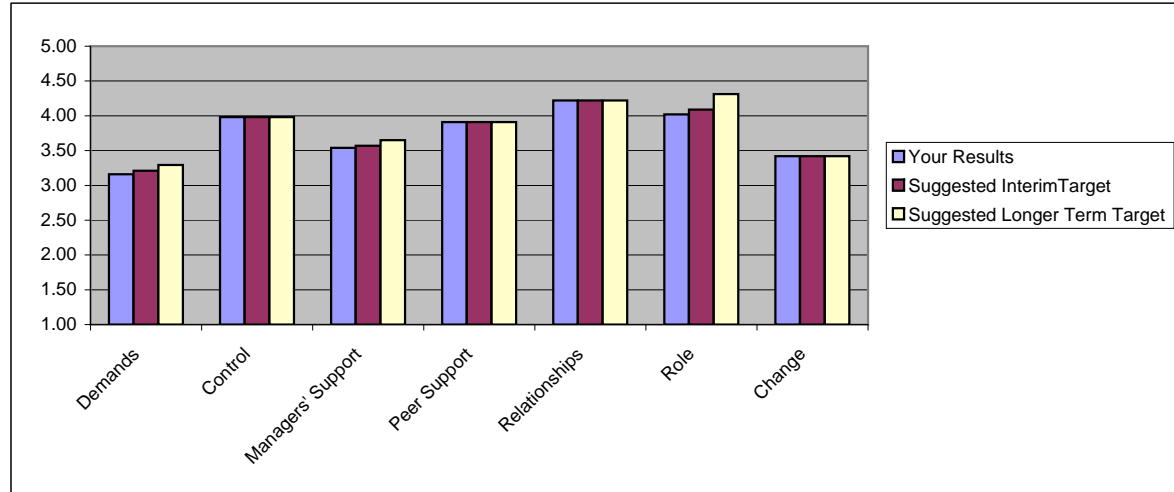
Summary of Results Learning & Teaching Academic

	Your Results	Suggested Interim Target	Suggested Longer Term Target
Demands	3.16	3.21	3.29
Control	3.98	3.98	3.98 *
Managers' Support	3.54	3.57	3.65 *
Peer Support	3.91	3.91	3.91 *
Relationships	4.22	4.22	4.22 *
Role	4.02	4.09	4.31 *
Change	3.42	3.42	3.42 *

Data Set: Organisational Averages

Key	
■	Doing very well - need to maintain performance Represents those at, above or close to the 80th percentile [†]
■	Good, but need for improvement Represents those better than average but not yet at, above or close to the 80th percentile [†]
■	Clear need for improvement Represents those likely to be below average but not below the 20th percentile [†]
■	Urgent action needed Represents those below the 20th percentile [†]

*You are doing very well on the following stress factors: Control, Peer Support, Relationships, Change (you are above the 80th percentile for these stress factors). We suggest that you set your own interim and longer-term targets for continuous improvement.



[†] Compared with results from 'Organisational Averages' (see the HSE MS Analysis Tool User Manual for more information and for caveats regarding interpretation of results)