

# Research Academic

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

Question	Average
<b>Demands</b>	
3 Different groups at work demand things from me that are hard to combine	2.89
6 I have unachievable deadlines	3.52
9 I have to work very intensively	2.00
12 I have to neglect some tasks because I have too much to do	2.76
16 I am unable to take sufficient breaks	3.54
18 I am pressured to work long hours	3.13
20 I have to work very fast	2.41
22 I have unrealistic time pressures	3.35
<b>Overall</b>	<b>2.95</b>

Question	Average
<b>Control</b>	
2 I can decide when to take a break	4.46
10 I have a say in my own work speed	4.13
15 I have a choice in deciding how I do my work	4.33
19 I have a choice in deciding what I do at work	4.04
25 I have some say over the way I work	4.57
30 My working time can be flexible	4.24
<b>Overall</b>	<b>4.29</b>

Question	Average
<b>Managers' Support</b>	
8 I am given supportive feedback on the work I do	3.20
23 I can rely on my line manager to help me out with a work problem	3.30
29 I can talk to my line manager about something that has upset or annoyed me about work	3.74
33 I am supported through emotionally demanding work	3.28
35 My line manager encourages me at work	3.76
<b>Overall</b>	<b>3.46</b>

Question	Average
<b>Peer Support</b>	
7 If work gets difficult, my colleagues will help me	3.67
24 I get help and support I need from colleagues	4.02
27 I receive the respect at work I deserve from my colleagues	3.83
31 My colleagues are willing to listen to my work-related problems	3.89
<b>Overall</b>	<b>3.85</b>

Question	Average
<b>Relationships</b>	
5 I am subject to personal harassment in the form of unkind words or behaviour	4.70
14 There is friction or anger between colleagues	3.91
21 I am subject to bullying at work	4.76
34 Relationships at work are strained	3.93
<b>Overall</b>	<b>4.33</b>

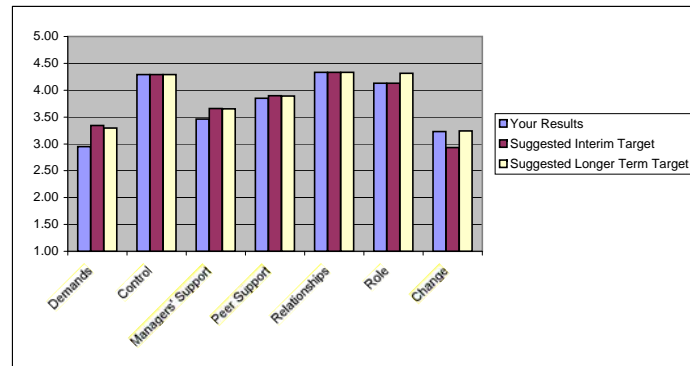
\* 4 (8.7%) of the staff included in this query and who responded report that they are always, often or sometimes bullied.

Question	Average
<b>Role</b>	
1 I am clear what is expected of me at work	4.20
4 I know how to go about getting my job done	4.37
11 I am clear what my duties and responsibilities are	4.26
13 I am clear about the goals and objectives for my department	3.78
17 I understand how my work fits into the overall aim of the organisation	4.02
<b>Overall</b>	<b>4.13</b>

Question	Average
<b>Change</b>	
26 I have sufficient opportunities to question managers about change at work	3.46
28 Staff are always consulted about change at work	3.07
32 When changes are made at work, I am clear how they will work out in practice	3.17
<b>Overall</b>	<b>3.23</b>

- Key**
- Doing very well - need to maintain performance. Represents those at, above or close to the 80th percentile<sup>†</sup>
  - 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<sup>†</sup>

Data Set: Organisational Averages



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

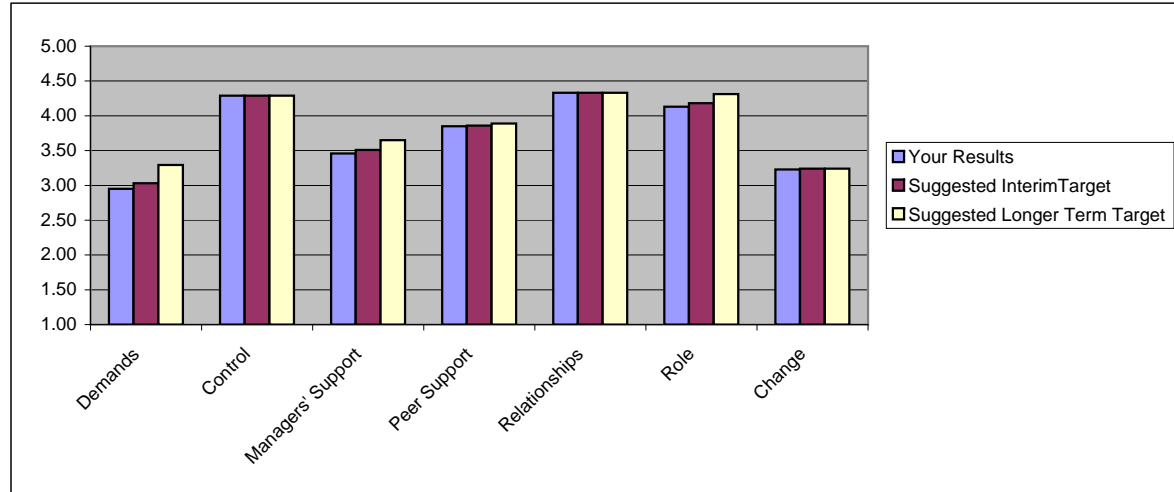
## Summary of Results Research Academic

	Your Results	Suggested Interim Target	Suggested Longer Term Target
Demands	2.95	3.03	3.29
Control	4.29	4.29	4.29 *
Managers' Support	3.46	3.51	3.65
Peer Support	3.85	3.86	3.89
Relationships	4.33	4.33	4.33 *
Role	4.13	4.18	4.31
Change	3.23	3.24	3.24

Data Set: Organisational Averages

<b>Key</b>	<span style="display: inline-block; width: 15px; height: 15px; background-color: #00FF00; border: 1px solid black;"></span> Doing very well - need to maintain performance Represents those at, above or close to the 80th percentile <sup>†</sup>
	<span style="display: inline-block; width: 15px; height: 15px; background-color: #00FFFF; border: 1px solid black;"></span> Good, but need for improvement Represents those better than average but not yet at, above or close to the 80th percentile <sup>†</sup>
	<span style="display: inline-block; width: 15px; height: 15px; background-color: #FFD700; border: 1px solid black;"></span> Clear need for improvement Represents those likely to be below average but not below the 20th percentile <sup>†</sup>
	<span style="display: inline-block; width: 15px; height: 15px; background-color: #FF0000; border: 1px solid black;"></span> Urgent action needed Represents those below the 20th percentile <sup>†</sup>

\*You are doing very well on the following stress factors: Control, Relationships (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.



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