

To compile the inaugural *Times Higher Education Best University Workplace Survey*, we canvassed the opinions of 4,584 higher education employees from across the UK between July and September 2013.

Of those, 2,081 (45 per cent) describe themselves as “academics”, with the other 2,503 (55 per cent) saying that they work in “professional and support” roles.

Each respondent was given 29 statements about their institution, such as “I would recommend working at my university to others”. They were then asked to indicate the extent to which they agreed or disagreed with the statement on a five-point Likert scale: strongly disagree, disagree, neither agree nor disagree, agree, or strongly agree.

The survey also allowed those taking part to make written comments about their institution in three categories: things my university does well; areas in which my university could improve; and an open box for any further comments.

To ensure respondents did not complete the survey multiple times, and were affiliated to a university, only people with a working “.ac.uk” email address could take part. The owner of each email address could complete the survey only once.

The independent online survey was developed by *THE* in consultation with Rob Briner and Yiannis Gabriel, professors at the University of Bath School of Management, and after a discussion held with individuals from professional bodies and trade unions including the University and College Union, the Association of University Administrators and Universities UK.

Survey respondents came from 150 UK higher education institutions. When compiling the “top five” tables, *THE* included only universities where at least 25 staff had completed the survey. A total of 52 institutions met this benchmark, and the approval rating for each category was derived from the number of people indicating that they “agreed” or “strongly agreed” with the given statements.



Results of the *Times Higher Education Best University Workplace Survey 2014*

	% Strongly disagree		Total	% Disagree		Total	% Neither agree nor disagree			Total	% Agree		Total	% Strongly agree		Total
	Academics	Professional & support		Academics	Professional & support		Academics	Professional & support	Academics		Professional & support	Academics		Professional & support		
Personal																
My work is a source of satisfaction to me	3.4	3.5	3.5	5.2	10.2	7.9	6.2	8.3	7.4	38.0	47.0	42.9	47.3	31.1	38.4	
My teaching is a source of satisfaction to me	2.5	0.9	1.6	5.1	0.8	2.7	14.0	84.0	52.2	40.3	8.5	22.9	38.2	6.0	20.6	
I am proud to work in my current university	10.8	5.6	8.0	11.1	9.5	10.3	18.0	14.6	16.1	28.4	33.4	31.1	31.6	37.0	34.5	
My subject area is valued by my university	14.9	7.1	10.7	17.5	10.8	13.8	14.8	44.9	31.2	29.6	23.0	26.0	23.3	14.2	18.4	
I find my job rewarding	5.4	5.7	5.6	8.3	12.3	10.5	11.7	11.3	11.5	38.7	43.0	41.0	36.0	27.8	31.5	
My research is a source of satisfaction to me	2.8	1.0	1.8	4.7	0.9	2.6	12.1	85.9	52.4	32.1	7.1	18.4	48.3	5.3	24.8	
I am happy about the opportunities for personal growth and development offered to me by my employer	18.3	14.9	16.4	21.7	20.4	21.0	19.3	13.9	16.3	26.3	33.8	30.4	14.5	17.1	15.9	
I generally experience high levels of well-being in relation to my work and job	13.9	8.3	10.8	21.3	20.5	20.9	23.4	22.2	22.7	28.5	35.3	32.2	12.9	13.8	13.4	
Sometimes I feel the university takes advantage of me	9.1	13.8	11.7	14.4	28.3	22.0	14.6	16.2	15.5	33.9	28.2	30.8	28.0	13.5	20.1	
I am looking to leave my current job	26.9	29.1	28.1	20.9	24.6	22.9	21.2	18.8	19.9	18.0	16.9	17.4	13.0	10.5	11.7	
I feel my job has a negative impact on my health	16.5	25.0	21.2	24.8	32.4	29.0	20.1	16.8	18.3	25.0	19.0	21.7	13.6	6.8	9.9	
Pay and conditions																
My university offers a fair deal to its employees, in terms of pay	8.8	6.4	7.4	17.6	14.7	16.0	19.2	13.1	15.9	37.2	40.4	39.0	17.4	25.5	21.8	
My university has a fair and effective equal opportunities policy	6.2	3.4	4.7	12.2	7.4	9.6	28.2	18.2	22.7	31.6	42.7	37.7	21.8	28.4	25.4	
The workload assigned to me by my employer is reasonable	15.0	6.1	10.1	22.8	16.6	19.4	16.4	13.6	14.8	31.7	46.8	39.9	14.0	17.1	15.7	
My university offers a fair deal to its employees in terms of working conditions and benefits	12.4	6.6	9.2	18.0	11.8	14.6	20.3	11.6	15.6	31.2	40.5	36.2	18.2	29.6	24.4	
I spend too much time working	3.4	8.0	5.9	13.8	33.7	24.7	20.2	25.0	22.8	35.3	24.4	29.4	27.2	8.9	17.2	
My employer cares for the well-being of its staff	23.2	11.3	16.7	20.1	16.2	18.0	22.5	16.4	19.2	23.6	37.5	31.2	10.5	18.6	14.9	
I often work more than my contracted hours	1.3	5.9	3.8	4.0	19.1	12.3	8.5	13.3	11.1	28.0	35.9	32.3	58.2	25.7	40.5	
If I work extra hours, it is acknowledged by my manager	32.7	10.8	20.7	26.7	21.5	23.8	18.5	17.6	18.0	16.2	34.4	26.1	6.0	15.8	11.4	
My work responsibilities allow for a healthy work-life balance	20.4	5.6	12.3	28.3	16.7	22.0	19.2	17.3	18.2	25.0	44.3	35.5	7.1	16.1	12.0	
Politics and policy																
I am happy about the contribution made by my university to the community and to society at large	8.9	4.1	6.3	13.6	9.2	11.2	22.7	17.3	19.8	30.6	38.3	34.8	24.2	31.1	28.0	
The leadership of my department is performing well	21.6	13.5	17.2	15.8	17.7	16.8	16.1	15.6	15.8	25.8	32.8	29.6	21.0	20.4	20.6	
My university's response to the REF has had a negative impact on my work	16.5	11.2	13.6	18.0	11.2	14.3	30.2	70.1	52.0	18.6	4.5	10.9	16.7	3.1	9.3	
The leadership of my university is performing well	27.3	15.6	20.9	18.3	14.3	16.1	20.1	21.5	20.9	23.4	31.8	28.0	11.0	16.8	14.2	
I am excited about the university's future plans	18.5	9.5	13.6	19.3	14.2	16.5	29.8	25.4	27.4	19.7	30.0	25.3	12.7	20.9	17.2	
Workplace atmosphere																
I enjoy working with my immediate team of colleagues (the 5-10 colleagues I work most closely with)	2.6	1.3	1.9	5.0	4.3	4.6	9.0	6.2	7.5	37.3	40.6	39.1	46.1	47.7	47.0	
I can make my voice heard within my university	22.5	13.1	17.4	23.5	21.3	22.3	15.7	19.0	17.5	23.3	31.0	27.5	15.0	15.7	15.4	
My job feels secure	16.4	12.9	14.5	17.7	16.7	17.1	17.5	13.1	15.1	31.9	39.9	36.3	16.5	17.5	17.0	
I would recommend working at my university to others	15.6	8.2	11.5	14.5	11.3	12.8	20.3	14.6	17.2	28.2	34.6	31.7	21.4	31.4	26.9	

Total number of academics responding: 2,081 (male: 1,173; female: 907; unknown: 1). Total number of professional and support staff responding: 2,503 (male: 822; female: 1,681). Total number of respondents: 4,584 (male: 1,995; female: 2,588; unknown: 1).