### Scale Scores

#### PASSION / ENGAGEMENT
- Organisational Commitment: 4% 76%
- Job Satisfaction: 3% 87%
- Intention To Stay: 6% 62%

#### PROGRESS
- Organisation Objectives: 9% 52%
- Change & Innovation: 12% 41%
- Student Satisfaction: 10% 52%

#### Other Categories
- Teaching: 20% 73%
- Workload: 9% 70%
- Marking & Assessment: 24% 61%
- Training & Induction: 7% 50%
- Role Clarity: 1% 81%
- Rewards & Recognition: 3% 48%
- Resources: 3% 59%
- Facilities & Technology: 13% 67%
- Individual Work Planning & Review: 9% 47%
- Career Opportunities: 14% 16%
- Job Security: 7% 38%
- Involvement: 5% 44%
- Leadership & Supervision: 10% 60%
- Communication: 15% 62%
- Teamwork: 10% 60%
- Flexibility: 9% 73%
- Work/Life Balance: 6% 70%

### High, Med, Low Distribution

<table>
<thead>
<tr>
<th>Category</th>
<th>2012</th>
<th>2010</th>
<th>Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>% N/A</td>
<td>% Fav</td>
<td>% Diff</td>
<td></td>
</tr>
<tr>
<td>Number of responses: 546</td>
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</tbody>
</table>
Item Scores

Teaching
1. The units I teach are well-organised 20% 75%
2. Expectations about unit delivery are clearly set out in the unit guidelines 20% 78%
3. I am given enough support to achieve my teaching goals 20% 65% +9%

Workload
4. I am given enough time to perform my duties 4% 66%
5. Work is allocated fairly amongst sessional staff 19% 69%
6. I am able to keep my job stress at an acceptable level 4% 75% +2%

Marking & Assessment
7. I am recognised for the marking I do 22% 60%
8. I receive adequate support for assessment design 27% 58%
9. There is efficient co-ordination around marking 23% 64%
<table>
<thead>
<tr>
<th>Training &amp; Induction</th>
<th>% N/A</th>
<th>% Fav</th>
<th>% Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 I have been provided with a comprehensive induction to my work area/school</td>
<td>3%</td>
<td>56%</td>
<td></td>
</tr>
<tr>
<td>11 The training provided is relevant for my role</td>
<td>10%</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>12 I am encouraged to take on professional development opportunities</td>
<td>7%</td>
<td>36%</td>
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<table>
<thead>
<tr>
<th>Role Clarity</th>
<th>% N/A</th>
<th>% Fav</th>
<th>% Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>13 I understand my goals and objectives and what is required of me in my job</td>
<td>0%</td>
<td>82%</td>
<td>0%</td>
</tr>
<tr>
<td>14 I understand how my job contributes to the overall success of RMIT University</td>
<td>1%</td>
<td>81%</td>
<td>+1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Rewards &amp; Recognition</th>
<th>% N/A</th>
<th>% Fav</th>
<th>% Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 I feel valued by RMIT University</td>
<td>0%</td>
<td>48%</td>
<td></td>
</tr>
<tr>
<td>16 My pay reflects the amount of work I carry out</td>
<td>1%</td>
<td>48%</td>
<td></td>
</tr>
<tr>
<td>17 I am compensated for performing additional tasks beyond my role</td>
<td>9%</td>
<td>35%</td>
<td></td>
</tr>
<tr>
<td>18 The payroll system is effective in administering my pay</td>
<td>0%</td>
<td>61%</td>
<td></td>
</tr>
</tbody>
</table>
### Whole of RMIT University (Casual / Sessional Staff)

**Number of responses:** 546

<table>
<thead>
<tr>
<th>% N/A</th>
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<th>% Diff</th>
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<td>%</td>
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</table>

#### Resources

- **19. We can get access to additional resources when we need to**
  - 2012: 4%
  - 2010: 56%
  - % Diff: +6%

- **20. I have access to resources necessary to do my job well**
  - 2012: 2%
  - 2010: 62%
  - % Diff: +9%

#### Facilities & Technology

- **21. The campus facilities are easy to access (e.g., library)**
  - 2012: 5%
  - 2010: 84%
  - % Diff: -9%

- **22. I have access to technology to aid my teaching**
  - 2012: 18%
  - 2010: 74%
  - % Diff: -9%

- **23. My school has good sessional staff working areas**
  - 2012: 17%
  - 2010: 42%

#### Individual Work Planning & Review

- **24. My performance is reviewed and evaluated often enough**
  - 2012: 9%
  - 2010: 47%
  - % Diff: -38%

#### Career Opportunities

- **25. There are enough opportunities for a permanent role at RMIT University**
  - 2012: 13%
  - 2010: 12%

- **26. RMIT University recognises the contribution of long-term sessional staff**
  - 2012: 16%
  - 2010: 20%

#### Job Security

- **27. I am confident that I will be offered ongoing sessional work at RMIT University**
  - 2012: 7%
  - 2010: 38%

#### Involvement

- **28. I am consulted before decisions that affect me are made**
  - 2012: 5%
  - 2010: 44%
  - % Diff: +12%
### Whole of RMIT University (Casual / Sessional Staff)
#### Number of responses: 546

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<tbody>
<tr>
<td><strong>Leadership &amp; Supervision</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29 The sessional staff voice is heard by senior management</td>
<td>11%</td>
<td>34%</td>
<td>D</td>
</tr>
<tr>
<td>30 I am given enough support in my role</td>
<td>3%</td>
<td>62%</td>
<td>SD</td>
</tr>
<tr>
<td>31 My unit-coordinator keeps me informed about what's going on</td>
<td>7%</td>
<td>72%</td>
<td>M</td>
</tr>
<tr>
<td>32 The student feedback I receive is valuable</td>
<td>19%</td>
<td>73%</td>
<td>A</td>
</tr>
<tr>
<td><strong>Communication</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>33 Unit co-ordinators provide timely feedback</td>
<td>13%</td>
<td>64%</td>
<td>A</td>
</tr>
<tr>
<td>34 I am given sufficient notice regarding changes to my unit structure</td>
<td>17%</td>
<td>59%</td>
<td>SA</td>
</tr>
<tr>
<td><strong>Teamwork</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>35 Sessional staff are respected by other staff at RMIT University</td>
<td>10%</td>
<td>62%</td>
<td>M</td>
</tr>
<tr>
<td>36 There is sufficient contact between sessional staff and permanent staff</td>
<td>9%</td>
<td>58%</td>
<td>SD</td>
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<tr>
<td><strong>Flexibility</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>37 RMIT University has enough flexible working arrangements to meet my needs</td>
<td>9%</td>
<td>73%</td>
<td>M</td>
</tr>
<tr>
<td><strong>Work/Life Balance</strong></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>38 I maintain a good balance between work and other aspects of my life</td>
<td>4%</td>
<td>73%</td>
<td>SD</td>
</tr>
<tr>
<td>39 I enjoy the lifestyle afforded by being a sessional staff member</td>
<td>9%</td>
<td>67%</td>
<td>M</td>
</tr>
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</table>

Number of responses: Low <50%
Whole of RMIT University High ≥80% ≥+10% ≥+10% ≥+10% ≥10% ≥-10% SD D M A SA ≤-10% ≤-10% ≤-10% Med 50<80% -10<+10% -10<+10% -10<+10% -10<+10% Low <50% ≤-10% ≤-10% ≤-10% ≤-10% ≤-10% ≥-10% ≥-10% ≥-10% ≤-10% ≤-10% ≤-10% High Med Low

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### Organisation Objectives

40. The future for RMIT University is positive

- 6% -63% -5% -6% -11%

### Change & Innovation

41. RMIT University is good at learning from its mistakes and successes

- 12% 41% +5% +2% -16%

### Student Satisfaction

42. RMIT University understands the needs of its students

- 10% 52% -3% -11% -23%

### Organisational Commitment

43. I feel a sense of loyalty and commitment to RMIT University

- 4% 76% +3% -1% +6%

44. I am willing to put in extra effort for RMIT University

- 4% 82% +2% +2% +10%

### Job Satisfaction

45. I like the kind of work I do

- 3% 95% +6% +9% +23%

46. Overall, I am satisfied with my job

- 3% 80% +6% +5% +10%

### Intention To Stay

47. I am likely to still be working at RMIT University in two years time

- 6% 67% +5% -6% +7%

48. I can see a future for me in RMIT University

- 7% 58% +7% +1% +10%