SHAHEED ZULFIKAR ALI BHUTTO INSTITUTE OF SCIENCE AND TECHNOLOGY

Full-Time Faculty Survey 2018

The purpose of this survey is to assess faculty member's satisfaction level and the effectiveness of programs in place to help them progress and excel in their profession. We seek your help in completing this survey and the information provided will be kept completely confidential**.**

Indicate how satisfied you are with each of the following aspects of your work.

VS: Very Satisfied   S: Satisfied   U: Uncertain   D: Dissatisfied   VD: Very Dissatisfied

		VS	S	U	D	VD
1.	**Research**					
	i. Research opportunities at Individual level					
	ii. Research support at Department level (publications/conference papers)					
	iii. Access to research material, books, e-library, databases etc.					
	iv. Institutional support in gaining research exposure (seminars, conferences, workshops, representation of institute nationally and internationally)					
	v. Sufficient time to conduct research					
2.	**Academic & IT Support**					
	i. Teaching aids and IT support					
	ii. Academic department support					
	iii. Examination support					
3.	**CSR Opportunities**					
	i. Sufficient opportunities to perform at Individual and departmental level					
4.	**The quality of student intake in terms of:**					
	i. Communication skills					
	ii. Numerical skills					
	iii. Computer-related skills					
	iv. Background Knowledge					
	v. Attitude and Behavior					
5.	**Policies**					
	i. Office timings (sufficient time for self and family)					
	ii. Work load (sufficient time for class preparation)					
	iii. Annual and Casual Leave Policy					
	iv. Maternity Leave Policy					
	v. Official Leave Policy					
	vi. Study Leave Policy					
	vii. Recreational Leave Policy					
	viii. Promotion Policy and Practices					
	ii. Transparency of Faculty Promotion Process					
	ix. The opportunities for personal growth and development offered by SZABIST as an Employer					
	x. Performance Appraisals & Feedback					
	xi. Workplace Harassment Policy					
	xii. Transportation for official purpose					
6.	**Compensation and Benefits**					
	i. The eligibility criteria for availing benefits					
	ii. Market competitive salary package					
	iii. Bonus					
	iv. Medical allowance					
	v. Car loan					
	vi. Fee concession for employees' children					
	vii. Continuing education at SZABIST					
7.	**University Leadership**					
	i. Office of President					
	ii. Office of Vice-President Academics					
	iii. Office of Vice-President Admin & Finance					
8.	**Effectiveness of the Dean**					
	i. Mentoring & support provided by the Dean					

		VS	S	U	D	VD
9.	**Effectiveness of the Head of Department (HoD)**					
	i. Mentoring & support provided by HoD					
	ii. The equality maintained by HoD in dealing with subordinates					
	iii. Utilization of experience and knowledge by the department					
10.	**Effectiveness of Program Manager**					
	i. Readiness of your supervisor to provide guidance					
	ii. Feedback, evaluation and recognition of accomplishments by your supervisor					
11.	**Workplace Atmosphere**					
	i. Collegial work environment within department					
	ii. Collegial work environment within SZABIST					
	iii. Office structure and facilities at SZABIST					
	iv. State of mental health and stress level at SZABIST					
	v. Work-life balance					
	vi. Availability of office equipment					
	vii. Job Security & Stability in the department					
12.	The availability of basic necessities					

Please indicate how motivated and satisfied you are with SZABIST:

		Always	Often	Sometimes	Rarely	Never
13.	I am motivated to work in this department					
14.	I feel that I would continue to work at SZABIST					
15.	I will recommend SZABIST to others to work as faculty					
16.	I take pride in association with SZABIST					
17.	I think about leaving this organization					
18.	If I could choose again, I will choose to work for SZABIST					

Please indicate the need of the following:

19.	Need of transforming the state of mental health at SZABIST and hiring Psychologists	**Yes**	**No**
20.	Do you have a clear understanding of your career or promotion path	**Yes**	**No**
21.	I earn less than people working on similar positions	**Yes**	**No**
22.	Are you satisfied with personal office space for student dealing?	**Yes**	**No**
23.	Should SZABIST offer Medical Leaves?	**Yes**	**No**
24.	Should SZABIST have a Daycare facility?	**Yes**	**No**

25. State the best factors currently available in your department that enhance your motivation and job satisfaction.

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26. Suggest programs/factors that could improve your motivation and job satisfaction.

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27. How can SZABIST become a better and more effective educational institution?

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28. Provide suggestions for questionnaire improvement.

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