

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 | | | | | |
| | ix. Transparency of Faculty Promotion Process | | | | | |
| | x. The opportunities for personal growth and development offered by SZABIST as an Employer | | | | | |
| | xi. Performance Appraisals & Feedback | | | | | |
| | xii. Workplace Harassment Policy | | | | | |
| 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 Head of Department (HoD) | | | | | |

Law

| | | VS | S | U | D | VD |
|-----|--|----|---|---|---|----|
| | 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 | | | | | |
| 9. | Effectiveness of Program Manager | | | | | |
| | i. Readiness of your supervisor to provide guidance | | | | | |
| | ii. Feedback, evaluation and recognition of accomplishments by your supervisor | | | | | |
| 10. | 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 | | | | | |
| 11. | The availability of basic necessities | | | | | |

Please indicate how motivated and satisfied you are with SZABIST:

| | | Always | Often | Sometimes | Rarely | Never |
|-----|--|--------|-------|-----------|--------|-------|
| 12. | I am motivated to work in this department | | | | | |
| 13. | I feel that I would continue to work at SZABIST | | | | | |
| 14. | I will recommend SZABIST to others to work as faculty | | | | | |
| 15. | I take pride in association with SZABIST | | | | | |
| 16. | I think about leaving this organization | | | | | |
| 17. | If I could choose again, I will choose to work for SZABIST | | | | | |

Please indicate the need of the following:

| | | Yes | No |
|-----|---|-----|----|
| 18. | Need of transforming the state of mental health at SZABIST and hiring Psychologists | | |
| 19. | Do you have a clear understanding of your career or promotion path | | |
| 20. | I earn less than people working on similar positions | | |
| 21. | Are you satisfied with personal office space for student dealing? | | |
| 22. | Should SZABIST offer Medical Leaves? | | |
| 23. | Should SZABIST have a Daycare facility? | | |

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

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

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

27. Provide suggestions for questionnaire improvement.
