

**Full-Time Faculty Survey 2019-20**

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.	<b>Research</b>					
	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.	<b>Academic &amp; IT Support</b>					
	i. Teaching aids and IT support					
	ii. Academic department support					
	iii. Examination support					
3.	<b>CSR Opportunities</b>					
	i. Sufficient opportunities to perform at Individual and departmental level					
4.	<b>The quality of student intake in terms of:</b>					
	i. Communication skills					
	ii. Numerical skills					
	iii. IT-related skills					
	iv. Subject Knowledge					
5.	<b>Policies</b>					
	i. Office timings (sufficient time for self and family)					
	ii. Work load (sufficient time for class preparation/Research activities)					
	iii. Annual and Casual Leave Policy					
	iv. Maternity/Paternity 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.	<b>Compensation and Benefits</b>					
	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					
viii. Increment Policy						
7.	<b>University Leadership</b>					
	i. Office of President (General Policies)					
	ii. Office of Vice-President (Academic Policies)					
	iii. Office of Vice-President (Admin and HR Policies)					

		VS	S	U	D	VD
	iv. Office of Vice-President (Development and Finance Policies)					
8.	<b>Effectiveness of the Dean</b>					
	i. Mentoring & support provided by the Dean					
9.	<b>Effectiveness of the Head of Department (HoD)</b>					
	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.	<b>Effectiveness of Program Manager</b>					
	i. Readiness of your supervisor to provide guidance					
	ii. Feedback, evaluation and recognition of accomplishments by your supervisor					
11.	<b>Workplace Atmosphere</b>					
	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:**

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

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.

---



---



---