



Full-Time Faculty Survey 2016

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.

N/A: Not Applicable VS: Very Satisfied S: Satisfied U: Uncertain D: Dissatisfied VD: Very Dissatisfied

		N/A	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, Academic, Examination, IT etc...						
3.	CSR Opportunities						
	i. Sufficient opportunities to perform at Individual and Department 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.	Facilities						
	i. Office Timings (sufficient time for self and family)						
	ii. Work Load (sufficient time for class preparation)						
	iii. Annual & 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						
	xiii. Transportation for official purpose						
6.	Compensation and Benefits						
	i. The eligibility criteria for availing benefits						
	ii. Market competitive salary package						
	iii. Bonus						
	iv. Medical benefits allowance						
	v. Car Loan						
	vi. Fee concession for employees' children						
	vii. Continuing education at SZABIST						
7.	University Leadership						
8.	Effectiveness of the Head of Department (HoD)						
	i. Mentoring & support provided by HoD						



		N/A	VS	S	U	D	VD
	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. Availability of office equipment						
	v. Job Security & Stability in the department						
11.	The availability of basic necessities (drinking water, washrooms, cafeteria or lunch/common room for faculty, prayer area, etc.)						

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:

18.	I earn more than people working on similar positions	Yes	No
19.	Are you satisfied with the personal office space for student dealing?	Yes	No
20.	Should SZABIST offer Medical Leaves?	Yes	No
21.	Should SZABIST have a Daycare facility?	Yes	No

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

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

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

25. Provide suggestions for questionnaire improvement.
