



Employee/Staff Survey 2016

Instructions: The purpose of this survey is to assess employee satisfaction level and the effectiveness of policies and practices applied at SZABIST. *Please answer each question accurately* as this survey will be used *to improve our workforce practices*. Your answers will be kept *highly confidential* and will *not affect your status* as an employee at SZABIST.

1.	Gender: <input type="checkbox"/> Male <input type="checkbox"/> Female
2.	Age: <input type="checkbox"/> Less than 30 years <input type="checkbox"/> 30 - 39 years <input type="checkbox"/> 40 - 49 years <input type="checkbox"/> 50 - 59 years <input type="checkbox"/> Over 59 years
3.	Duration at SZABIST: <input type="checkbox"/> Less than 1 year <input type="checkbox"/> 1 - 3 years <input type="checkbox"/> 3 - 5 years <input type="checkbox"/> 5 - 7 years <input type="checkbox"/> 7 - 9 years <input type="checkbox"/> 9 - 11 years <input type="checkbox"/> 11 or more years
4.	Qualification: <input type="checkbox"/> Matriculate <input type="checkbox"/> Intermediate <input type="checkbox"/> Bachelors <input type="checkbox"/> Masters <input type="checkbox"/> Doctorate
5.	Professional Level: <input type="checkbox"/> Director or above <input type="checkbox"/> Snr. Controller/Snr. Manager <input type="checkbox"/> Controller/Manager <input type="checkbox"/> Asst. Controller/Asst. Manager/ Res. Associate <input type="checkbox"/> Officer Level <input type="checkbox"/> Asst. Officer/Associate <input type="checkbox"/> Assistant
6.	Income (In PKR): <input type="checkbox"/> Less than 15,999 <input type="checkbox"/> 16,000-30,999 <input type="checkbox"/> 31,000-45,999 <input type="checkbox"/> 46,000-60,999 <input type="checkbox"/> 61,000-75,999 <input type="checkbox"/> 76,000-90,999 <input type="checkbox"/> 91,000-105,999 <input type="checkbox"/> 106,000-130,999 <input type="checkbox"/> 131,000-155,999 <input type="checkbox"/> 156,000-180,999 <input type="checkbox"/> 181,000-205,999 <input type="checkbox"/> 206,000 or more

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

A: Very Satisfied B: Satisfied C: Uncertain D: Dissatisfied E: Very Dissatisfied

Q. no	Questions	A	B	C	D	E
7.	The opportunities for personal growth and development offered by SZABIST as an Employer					
8.	HR Policies:					
	i. Lunch hour					
	ii. Office timings					
	iii. Leave policy (annual, casual, maternity, recreational)					
	iv. The eligibility criteria for availing benefits					
	v. Promotion policy and practices					
	vi. Performance appraisals and feedback on evaluation					
	vii. Training, development and learning opportunities					
9.	Compensation and Benefits:					
	i. Market competitive salary package					
	ii. Bonus					
	iii. Medical benefits					
	iv. Car loan					
	v. Fee concession for employees' children					
	vi. Continuing education at SZABIST					
vii. Retirement plan						
10.	Effectiveness of University Leadership					

