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Faculty Satisfaction Survey

Publications

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Faculty Satisfaction Survey Report: 2020-21

Gift University, Gujranwala

As part of Institutional Research for Improving Teaching Quality and Services

Quality Enhancement Cell (QEC)

[qec@gift.edu.pk](mailto:qec@gift.edu.pk)

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Quality Enhancement Cell Secretariat, GIFT University, Gujranwala

Near GIFT University Chowk, Sialkot Bypass, Lohian Wala, Gujranwala, Punjab 52250

Contact: 03008117146 or email: [ad.qec@gift.edu.pk](mailto:ad.qec@gift.edu.pk)

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In the name of ALLAH, the Entirely Merciful, the Especially Merciful

# ACKNOWLEDGEMENT

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Muhammad Umair Danish  
May, 2021

## GIFT UNIVERSITY AT A GLANCE

GIFT University established in 2002 [1] with the vision to bring about a visible change in the society by offering quality education to the youth of the Gujranwala division and also to become a leading educational institute of the region. Looking back at the year 2002 we see no university between Lahore and Islamabad region which can educate the young souls and prepare them to play their meaningful role in the development and progress of the industry. GIFT university takes pride to be the first university in the region and is now the BEST University of this region with W4 ranking and recognition from HEC. GIFT University also takes pride to be the only chartered university of Gujranwala.

Gujranwala division is one of the major industrial hubs of Pakistan which requires talented and professionally trained human resource to meet the challenges and expectations of modern world consumers. GIFT University maintains a close liaison with the industry including the Gujranwala Chamber of Commerce and Industry, Gujranwala Business Center, Federation of Pakistan Chambers of Commerce and Industry, SMEDA, NPO and a number of other organizations. By actively engaging with the industry, GIFT University CRD (Corporate Relations Department) aids students in enlisting for internships or getting job placements to get practical experience.

GIFT University with a mission to provide international standard education to the youth of this region has provided modern world facilities, internationally experienced faculty, and best infrastructure to ensure the quality of education for the youth and young professionals of this region.

# VISION AND MISSION OF UNIVERSITY

## Vision

To bring about a change in society by becoming a leading educational and research institution that utilizes the latest technology and provides intellectually stimulating, professionally relevant and progressive and innovative education that is consistent with our national values and is accessible to all.

## Mission

- Employ highly qualified faculty with established research credentials
- Hire competent and professional administrative staff
- Ensure quality intake of students
- Utilize the latest technology in teaching, research and administration
- Provide adequate infrastructure and facilities for teaching and learning
- Establish linkages with industry and collaborate with national and international institutions
- Provide state of the art library, computer laboratories and other research resources
- Develop professionally relevant and updated curricula recognized at national and international levels

- Create conducive research environment
- Set up mechanisms and policies to ensure sustainable growth
- Reinforce ethical and national values
- Provide scholarships and financial assistance based on need and merit
- Adopt established and innovative pedagogical practices leading to independent and life-long learning
- Produce graduates with strong analytical skills
- Establish support systems for job placement of graduates

## EXECUTIVE SUMMARY

### Purpose:

Opinion of the faculty members has particular importance to the accurate mapping of GIFT University's future development in the academics, services and informed decision making. The Faculty Satisfaction Survey (FSS) was conducted in accordance with the guidelines given by the Higher Education Commission (HEC) to understand and measure quality of services for the GIFT University's faculty. [2] FSS aims to measure the level of faculty satisfaction with cooperation received from colleagues, working conditions, professional development opportunities, quality of services available for instructional process, and quality of management at GIFT University Gujranwala in order to support decisions for making university a better place to work.

The Faculty Satisfaction Survey (FSS) form has been developed by the Higher Education Commission (HEC) and procedural details are provided in Self-Assessment Manual already published by the HEC. [3, 4] This type of survey provides invaluable feedback to senior leadership, giving University's faculty an opportunity to voice their opinions in an efficient and anonymous way.

### Methodology:

Faculty Satisfaction Survey contains twenty-six questions, including six questions are based on comments and suggestions for university leadership. The survey was carried out during April 26 – May 21 according to the standard procedure: internet-based mode, voluntary approach and in conditions of strict confidentiality. The Human Resource Department has contacted the faculty members through their valid emails and phone numbers. Out of 128 (n=128) faculty members records, the survey was delivered to all faculty members on their valid official emails. When the survey closed on May 21, 2021, a total of 103 responses had been received, yielding an overall response rate of 80%, details are available in Table 2.

All inputs are systematically keyed in comma separated values (csv). Data from numerical questions are processed with powerful data analysis packages that include pandas, plotly, seaborn, chart studio [5], and Microsoft Excel 2019. [4] Written comments are separately analyzed following the standard approach: faculty's comments/suggestions are decomposed into a number of opinions/messages, which are then compiled up separately for concerned leadership.



## Results:

Response rate; About 80% of GIFT University's faculty members answered the questionnaire: 103 out of 128 targeted (table 1). Over 79% of them - 103 out of 128 - provided comments. Very Impressively, 100pc of faculty in the Computer Science Department has provided their feedback. On the other side, only 55pc of Islamic Studies faculty were able to submit the survey. Faculty Satisfaction rate is throughout impressive in all areas except salary and compensations. Mostly, Faculties expressed a great level of satisfaction expect there is slight dissatisfaction expressed by the faculty of electrical engineering. The details of insights are given in later tables and figures.

## Conclusion:

The faculty feedback processes have shown a positive impact on their overall performance and are an effective mechanism for keeping the university leadership to work for the collective objective towards their achieving objectives. The reasons for the slight decline in the one section have remained unearthed in the current study and need to be explored through qualitative studies.

## Key Words:

Faculty Satisfaction Survey, Quality Enhancement Cell, Pandas, Plotly, Bokeh, Higher Education Commission

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# 1. Introduction

## 1.1 Background

Faculty Satisfaction survey (FSS) is one of the feedback mechanisms devised to improve the services for faculty members in a higher education institution. It is a statistical survey of faculty from academic departments of the University. [3] The survey attempts to contact all recipients of full-time faculty members of the University. It aims to gather statistics on services useful for teaching, cooperation received from HoD and Management, salary and academic ranks, quality of instructional process. The survey is delivered by Higher Education Commission of Pakistan to help universities and degree awarding institutes to fulfill their requirement to report on the outcomes of higher education to the regulatory bodies.

## 1.2 Motivation

Taking part in the Faculty Satisfaction Survey is an essential part of self-assessment and internal reporting. As the one of the leading general University of Pakistan, Internal Quality Assurance is the important need for improving education and services, the collective faculty voice is powerful and will directly impact the future of instructional services. This survey is unique because it takes opinion of faculty member who actually govern and run system of education. This survey will help university leadership in future informed decision making.



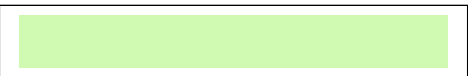

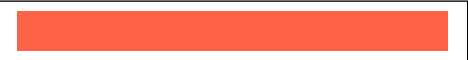

## 1.3 Scale

A Likert Scale is used to take input from faculty members. A Likert item is simply a statement that the respondent is asked to evaluate by giving it a quantitative value on any kind of subjective or objective dimension, with level of agreement/disagreement being the dimension most commonly used. Well-designed Likert items exhibit both "symmetry" and "balance". Symmetry means that they contain equal numbers of positive and negative positions whose respective distances apart are bilaterally symmetric about the "neutral"/three value. [7]

Balance means that the distance between each candidate value is the same, allowing for quantitative comparisons such as averaging to be valid across items containing more than two candidate values.

A Likert scale is the sum of responses on several Likert items which are given below along with respective colors.

*Table 1 Likert Scale along with Color Information*

Category	Coded Value	Color used in Survey	Color Description /Scientific Color Name
Strongly Agree	5		limegreen
Agree	4		#96D38C
Neutral	3	 	#D0F9B1, and, Black Color is also used in line plots for better visualization
Disagree	2		tomato
Strongly Disagree	1		orangered

## 2. DEPARTMENT WISE RESPONSES

In the table given below, it is clear that most faculties took part in the conduct of faculty satisfaction surveys. There is a lot of improvement in this area. However, it is quite challenging to engage faculty of social science (Islamic studies) to participate in the survey.

Department	No. of Respondents	No. of Faculty Contacted	Response Rate
Computer Science	23	23	100%
English	19	23	83%
Humanities and Social Sciences	14	18	78%
Business and Commerce	10	13	77%
Management Science	10	13	77%
Fashion, Arts, Design and Architecture	8	8	100%
Electrical Engineering	7	12	58%
Mass Communication and Media Studies	6	7	86%
Islamic Studies	6	11	55%
	103	128	80%

*Table 2 Showing impressive response rate*

## Department Wise Respondents

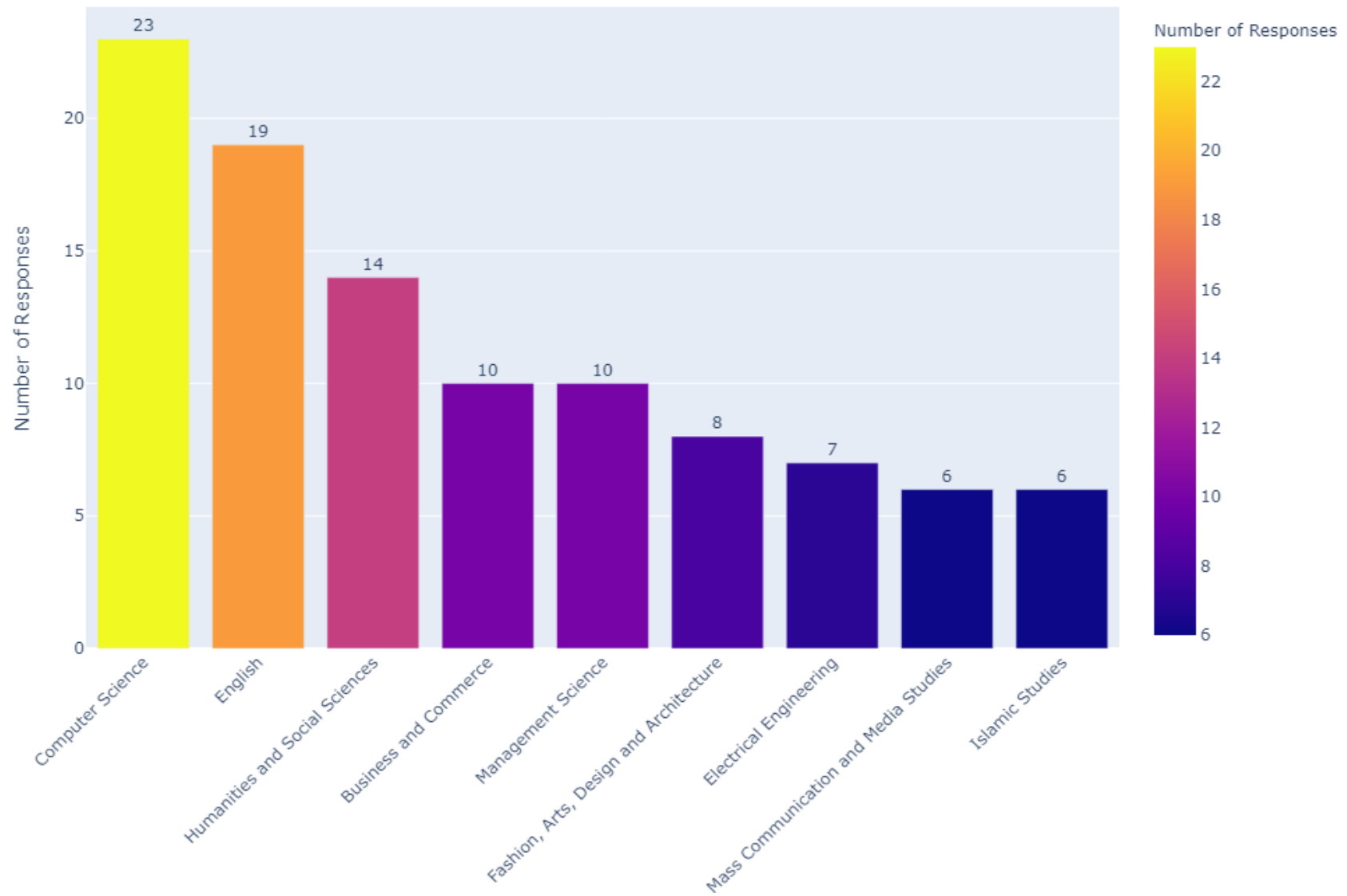


Figure 1 Bar Chart (Department Wise Respondents)

### 3. SATISFACTION LEVEL (OVERALL)

#### 3.1 Strongly Agree

An average of 32pc of total faculty expressed confidence in the questions asked in the survey. About 57pc of faculty respondents are satisfied with the amount of interaction with the HOD. Whereas, only 6pc faculty members said that their salary is compatible with other universities. The overall mean is 3.95. Further details are available in the table given below;

#### 3.2 Agree

An average of 41pc of the total faculty expressed confidence in the questions asked in the survey. About 53pc of faculty respondents considered that University administration is helpful in the execution of my teaching responsibilities. Whereas, only 18pc faculty members said that their salary is compatible with other universities. The overall mean is 3.95. Further details are available in the table given below;

#### 3.3 Neutral

An average of 18pc of total faculty remains neutral on the questions asked in the survey. Overall mean is 3.95. Further details are available in the table given below;

#### 3.4 Disagree

Only 6pc of total faculty expressed dissatisfaction. About 27pc of faculty respondents states that salary is not compatible with other universities. Overall mean is 3.95. Further details are available in the table given below;

#### 3.5 Strongly Disagree

Only 2pc of total faculty expressed dissatisfaction. About 12pc of faculty respondents states that salary is not compatible with other universities. Overall mean is 3.95. Further details are available in the table given below;



Table 3 Faculty Satisfaction at University Level

Question Text	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean
	Count, Percentage	5	%	4	%	3	%	2	%	1	
I- I am satisfied with the availability of research opportunities in the University	14	14%	46	45%	30	29%	10	10%	3	3%	3.56
II- I am satisfied with the teaching opportunities in the University	49	48%	48	47%	3	3%	2	2%	1	1%	4.38
III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.	55	53%	40	39%	6	6%	1	1%	1	1%	4.43
IV- I am kept well informed of matters important to faculty and staff related to academics.	45	44%	44	43%	10	10%	2	2%	2	2%	4.24
V- I am satisfied with the cooperation I receive from my colleagues and other team worker	44	43%	49	48%	6	6%	2	2%	2	2%	4.27
VI- I am satisfied with the amount of interaction with the HOD.	59	57%	35	34%	8	8%	0	0%	1	1%	4.47
VII- I am satisfied with the amount of interaction with the top management.	27	26%	45	44%	23	22%	7	7%	1	1%	3.87
VIII- Department does have good mentoring process for faculty members	39	38%	44	43%	15	15%	4	4%	1	1%	4.13
IX- Receiving feedback from HOD helps me to improve my academic professional performance	52	50%	37	36%	11	11%	2	2%	1	1%	4.33
X- I am satisfied with my prospects for advancement and progress through academic ranks.	22	21%	52	50%	18	17%	10	10%	1	1%	3.82
XI- University administration is helpful in the execution of my teaching responsibilities.	35	34%	55	53%	11	11%	1	1%	1	1%	4.18
XII- The University faculty promotion policy/process is clear and understandable	16	16%	35	34%	35	34%	13	13%	4	4%	3.45
XIII- My salary is compatible with other universities?	6	6%	19	18%	38	37%	28	27%	12	12%	2.80
XIV- The University deals fairly in promotion and salary increase based on performance.	8	8%	29	28%	42	41%	19	18%	5	5%	3.16
XV- I feel comfortable with employment security at university.	32	31%	47	46%	20	19%	3	3%	1	1%	4.03
XIV- I consider GIFT University as an ideal place to work.	36	35%	44	43%	16	16%	6	6%	1	1%	4.05
XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.	38	37%	52	50%	9	9%	1	1%	3	3%	4.17
XIIV- Do you feel comfortable to discuss job related issues with your HOD?	48	47%	39	38%	10	10%	3	3%	3	3%	4.22
XIX- University offers me sufficient training and development opportunities.	21	20%	46	45%	26	25%	6	6%	4	4%	3.72
XX- University offers me sufficient opportunities for further education.	22	21%	35	34%	38	37%	6	6%	2	2%	3.67
<i>Max</i>	59	57%	55	53%	42	41%	28	27%	12	12%	4.47
<i>Min</i>	6	6%	19	18%	3	3%	0	0%	1	1%	2.80
<i>Median</i>	35.5	34%	44	43%	15.5	15%	3.5	3%	1.5	1%	4.09
<i>Arithmetic Mean</i>	33.4	32%	42.1	41%	18.8	18%	6.3	6%	2.5	2%	3.95
<i>Standard Deviation</i>	15.8		8.6		12.2		7.0		2.6		

### 3.6 Questions Text and ID

Each Question (excluding comments) has classified with a unique ID. The ID will be used in the upcoming graphs and tables throughout the report.

ID	Text
Q1	I- I am satisfied with the availability of research opportunities in the University
Q2	II- I am satisfied with the teaching opportunities in the University
Q3	III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.
Q4	IV- I am kept well informed of matters important to faculty and staff related to academics.
Q5	V- I am satisfied with the cooperation I receive from my colleagues and other team worker
Q6	VI- I am satisfied with the amount of interaction with the HOD.
Q7	VII- I am satisfied with the amount of interaction with the top management.
Q8	VIII- Department does have good mentoring process for faculty members
Q9	IX- Receiving feedback from HOD helps me to improve my academic professional performance
Q10	X- I am satisfied with my prospects for advancement and progress through academic ranks.
Q11	XI- University administration is helpful in the execution of my teaching responsibilities.
Q12	XII- The University faculty promotion policy/process is clear and understandable
Q13	XIII- My salary is compatible with other universities?
Q14	XIV- The University deals fairly in promotion and salary increase based on performance.
Q15	XV- I feel comfortable with employment security at university
Q16	XIV- I consider GIFT University as an ideal place to work.
Q17	XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.
Q18	XIIV- Do you feel comfortable to discuss job related issues with your HOD?
Q19	XIX- University offers me sufficient training and development opportunities.
Q20	XX- University offers me sufficient opportunities for further education.

*Table 4 Showing Question with ID (Questions relating with comments are not included)*

### 3.7 Faculty Satisfaction [(A Bar Chart View) (Overall)]

A bar chart is illustrating that green section is taking most areas of chart studio. Which is showing great level of satisfaction by most of faculty members working in the GIFT University. Just One Section which is Q13, has a slight increase towards dissatisfaction. Which can help University leadership in decision making process.

Faculty Satisfactory Survey (GIFT University, Gujranwala)

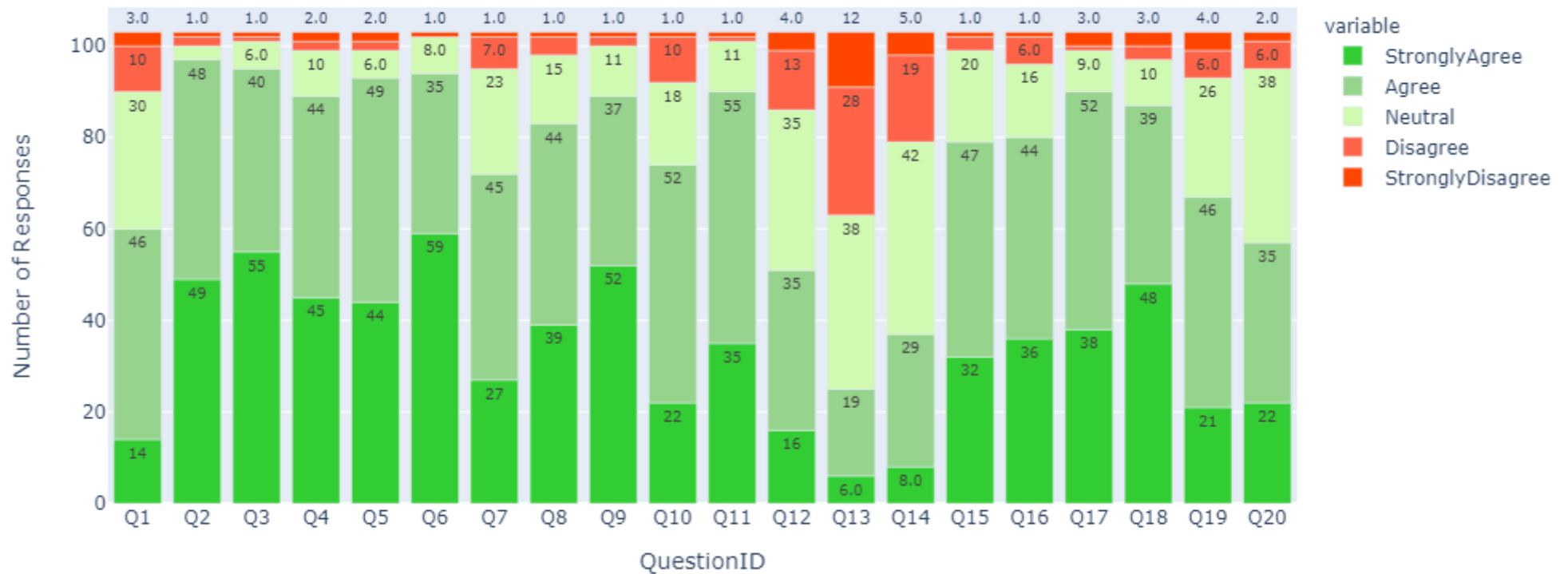


Figure 2 Bar Chart Showing overall results of Faculty Satisfactory Survey (GIFT University Gujranwala)

## 4. SATISFACTION LEVEL (MASS COMMUNICATION AND MEDIA STUDIES)

### 4.1 Strongly Agree

An average of 38pc of total faculty expressed confidence on the questions asked in the survey. About 83pc of respondents are satisfied with the amount of interaction with the HOD. Whereas, only 0pc faculty members said that their salary is compatible with other universities. Overall mean is 4.11. Further details are available in the table given below;

### 4.2 Agree

An average of 43pc of total faculty expressed confidence on the questions asked in the survey. About 83pc of faculty considered that GIFT University as an ideal place to work. Whereas, only 17pc faculty members said that the University deals fairly in promotion and salary increase based on performance. Overall mean is 4.11. Further details are available in the table given below;

### 4.3 Neutral

An average of 16pc of total faculty remains neutral on the questions asked in the survey. Overall mean is 4.11. Further details are available in the table given below;

### 4.4 Disagree

Only 2pc of total faculty members has expressed dissatisfaction. About 33pc of respondents expressed dissatisfaction over question that University deals fairly in promotion and salary increase based on performance. Overall mean is 4.11. Further details are available in the table given below;

### 4.5 Strongly Disagree

Only 3pc of total faculty members has expressed dissatisfaction. About 33pc of respondents states that salary is not compatible with other universities. Overall mean is 4.11. Further details are available in the table given below;

Table 5 Faculty Satisfaction (Mass Communication and Media Studies)

Question Text	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean
	Count, Percentage	5	%	4	%	3	%	2	%	1	%
I- I am satisfied with the availability of research opportunities in the University	1	17%	2	33%	3	50%	0	0%	0	0%	3.67
II- I am satisfied with the teaching opportunities in the University	3	50%	3	50%	0	0%	0	0%	0	0%	4.50
III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.	4	67%	2	33%	0	0%	0	0%	0	0%	4.67
IV- I am kept well informed of matters important to faculty and staff related to academics.	4	67%	2	33%	0	0%	0	0%	0	0%	4.67
V- I am satisfied with the cooperation I receive from my colleagues and other team worker	3	50%	3	50%	0	0%	0	0%	0	0%	4.50
VI- I am satisfied with the amount of interaction with the HOD.	5	83%	1	17%	0	0%	0	0%	0	0%	4.83
VII- I am satisfied with the amount of interaction with the top management.	3	50%	1	17%	2	33%	0	0%	0	0%	4.17
VIII- Department does have good mentoring process for faculty members	3	50%	3	50%	0	0%	0	0%	0	0%	4.50
IX- Receiving feedback from HOD helps me to improve my academic professional performance	4	67%	2	33%	0	0%	0	0%	0	0%	4.67
X- I am satisfied with my prospects for advancement and progress through academic ranks.	2	33%	4	67%	0	0%	0	0%	0	0%	4.33
XI- University administration is helpful in the execution of my teaching responsibilities.	1	17%	5	83%	0	0%	0	0%	0	0%	4.17
XII- The University faculty promotion policy/process is clear and understandable	1	17%	1	17%	4	67%	0	0%	0	0%	3.50
XIII- My salary is compatible with other universities?	0	0%	1	17%	3	50%	0	0%	2	33%	2.50
XIV- The University deals fairly in promotion and salary increase based on performance.	1	17%	1	17%	1	17%	2	33%	1	17%	2.83
XV- I feel comfortable with employment security at university	1	17%	4	67%	1	17%	0	0%	0	0%	4.00
XIV- I consider GIFT University as an ideal place to work.	1	17%	5	83%	0	0%	0	0%	0	0%	4.17
XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.	3	50%	3	50%	0	0%	0	0%	0	0%	4.50
XIIV- Do you feel comfortable to discuss job related issues with your HOD?	3	50%	3	50%	0	0%	0	0%	0	0%	4.50
XIX- University offers me sufficient training and development opportunities.	1	17%	3	50%	2	33%	0	0%	0	0%	3.83
XX- University offers me sufficient opportunities for further education.	1	17%	2	33%	3	50%	0	0%	0	0%	3.67
<i>Max</i>	5	83%	5	83%	4	67%	2	33%	2	33%	4.83
<i>Min</i>	0	0%	1	17%	0	0%	0	0%	0	0%	2.50
<i>Median</i>	2.5	42%	2.5	42%	0	0%	0	0%	0	0%	4.25
<i>Arithmetic Mean</i>	2.25	38%	2.6	43%	0.95	16%	0.1	2%	0.15	3%	4.11
<i>Standard Deviation</i>	1.4		1.3		1.4		0.4		0.5		

#### 4.6 Faculty Satisfaction [(A Bar Chart View) (Mass Communication and Media Studies)]

A bar chart is illustrating that green section is taking most areas of chart studio. Which is showing great level of satisfaction by most of faculty members working in the Mass Communication and Media Studies Department of the GIFT University. Just One Section which is Q14, has a slight increase towards dissatisfaction. Which can help University leadership in decision making process.

Faculty Satisfactory Survey (Mass Communication and Media Studies)

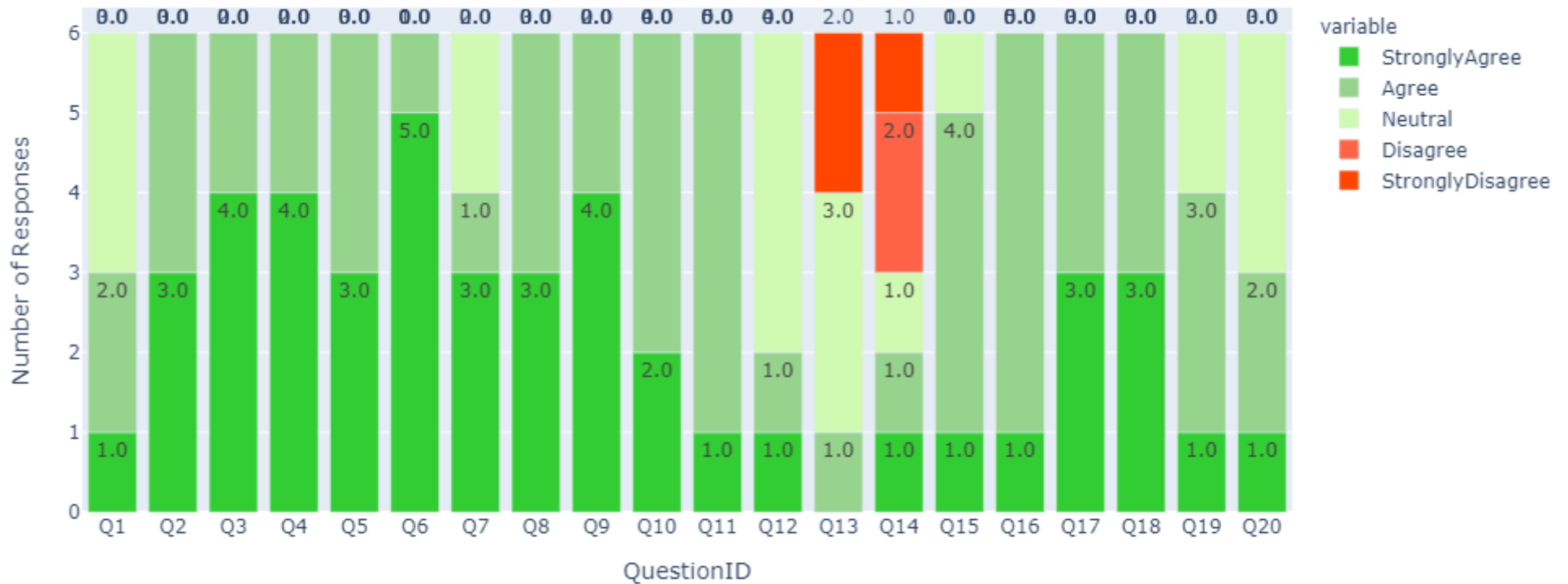


Figure 3 Bar Chart Showing results of Faculty Satisfactory Survey (Mass Communication and Media Studies)

## 5. SATISFACTION LEVEL (MANAGEMENT SCIENCES)

### 5.1 Strongly Agree

An average of 15pc of total faculty expressed confidence on the questions asked in the survey. About 30pc faculty members considered GIFT University as an ideal place to work. Whereas, only 0pc faculty members said that University faculty promotion policy/process is clear and understandable and they are also satisfied with the availability of research opportunities in the University. Overall mean is 3.63. Further details are available in the table given below;

### 5.2 Agree

An average of 45pc of total faculty expressed confidence on the questions asked in the survey. Overall mean is 3.63. Further details are available in the table given below;

### 5.3 Neutral

An average of 31pc of total faculty remains neutral on the questions asked in the survey. Overall mean is 3.63. Further details are available in the table given below;

### 5.4 Disagree

Only 8pc of total faculty expressed dissatisfaction. About 40pc expressed dissatisfaction that salary is not compatible with other universities. Overall mean is 3.63. Further details are available in the table given below;

### 5.5 Strongly Disagree

Only 2pc of total faculty expressed dissatisfaction. Overall mean is 3.63. Further details are available in the table given below;

Table 6 Faculty Satisfaction (Management Science)

Question Text	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean
	Count, Percentage	5	%	4	%	3	%	2	%	1	%
I- I am satisfied with the availability of research opportunities in the University	0	0%	5	50%	4	40%	1	10%	0	0%	3.40
II- I am satisfied with the teaching opportunities in the University	2	20%	7	70%	1	10%	0	0%	0	0%	4.10
III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.	2	20%	7	70%	1	10%	0	0%	0	0%	4.10
IV- I am kept well informed of matters important to faculty and staff related to academics.	1	10%	7	70%	2	20%	0	0%	0	0%	3.90
V- I am satisfied with the cooperation I receive from my colleagues and other team worker	3	30%	6	60%	1	10%	0	0%	0	0%	4.20
VI- I am satisfied with the amount of interaction with the HOD.	3	30%	5	50%	2	20%	0	0%	0	0%	4.10
VII- I am satisfied with the amount of interaction with the top management.	1	10%	4	40%	5	50%	0	0%	0	0%	3.60
VIII- Department does have good mentoring process for faculty members	1	10%	4	40%	5	50%	0	0%	0	0%	3.60
IX- Receiving feedback from HOD helps me to improve my academic professional performance	1	10%	7	70%	2	20%	0	0%	0	0%	3.90
X- I am satisfied with my prospects for advancement and progress through academic ranks.	1	10%	3	30%	5	50%	1	10%	0	0%	3.40
XI- University administration is helpful in the execution of my teaching responsibilities.	2	20%	4	40%	4	40%	0	0%	0	0%	3.80
XII- The University faculty promotion policy/process is clear and understandable	0	0%	3	30%	4	40%	2	20%	1	10%	2.90
XIII- My salary is compatible with other universities?	1	10%	1	10%	3	30%	4	40%	1	10%	2.70
XIV- The University deals fairly in promotion and salary increase based on performance.	0	0%	1	10%	6	60%	3	30%	0	0%	2.80
XV- I feel comfortable with employment security at university	3	30%	4	40%	3	30%	0	0%	0	0%	4.00
XIV- I consider GIFT University as an ideal place to work.	3	30%	2	20%	3	30%	2	20%	0	0%	3.60
XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.	1	10%	6	60%	3	30%	0	0%	0	0%	3.80
XIIV- Do you feel comfortable to discuss job related issues with your HOD?	3	30%	5	50%	1	10%	1	10%	0	0%	4.00
XIX- University offers me sufficient training and development opportunities.	1	10%	5	50%	3	30%	0	0%	1	10%	3.50
XX- University offers me sufficient opportunities for further education.	0	0%	4	40%	4	40%	2	20%	0	0%	3.20
<i>Max</i>	3	30%	7	70%	6	60%	4	40%	1	10%	4.20
<i>Min</i>	0	0%	1	10%	1	10%	0	0%	0	0%	2.70
<i>Median</i>	1	10%	4.5	45%	3	30%	0	0%	0	0%	3.70
<i>Arithmetic Mean</i>	1.45	15%	4.5	45%	3.1	31%	0.8	8%	0.15	2%	3.63
<i>Standard Deviation</i>	1.1		1.9		1.5		1.2		0.4		



## 5.6 Faculty Satisfaction [(A Bar Chart View) (Management Science)]

A bar chart is illustrating that green section is taking most areas of chart studio. Which is showing great level of satisfaction by most of faculty members working in the Management Science Department of the GIFT University. Just One Section which is Q13, has a slight increase towards dissatisfaction. Which can help University leadership in decision making process.

Faculty Satisfactory Survey (Management Sciences)

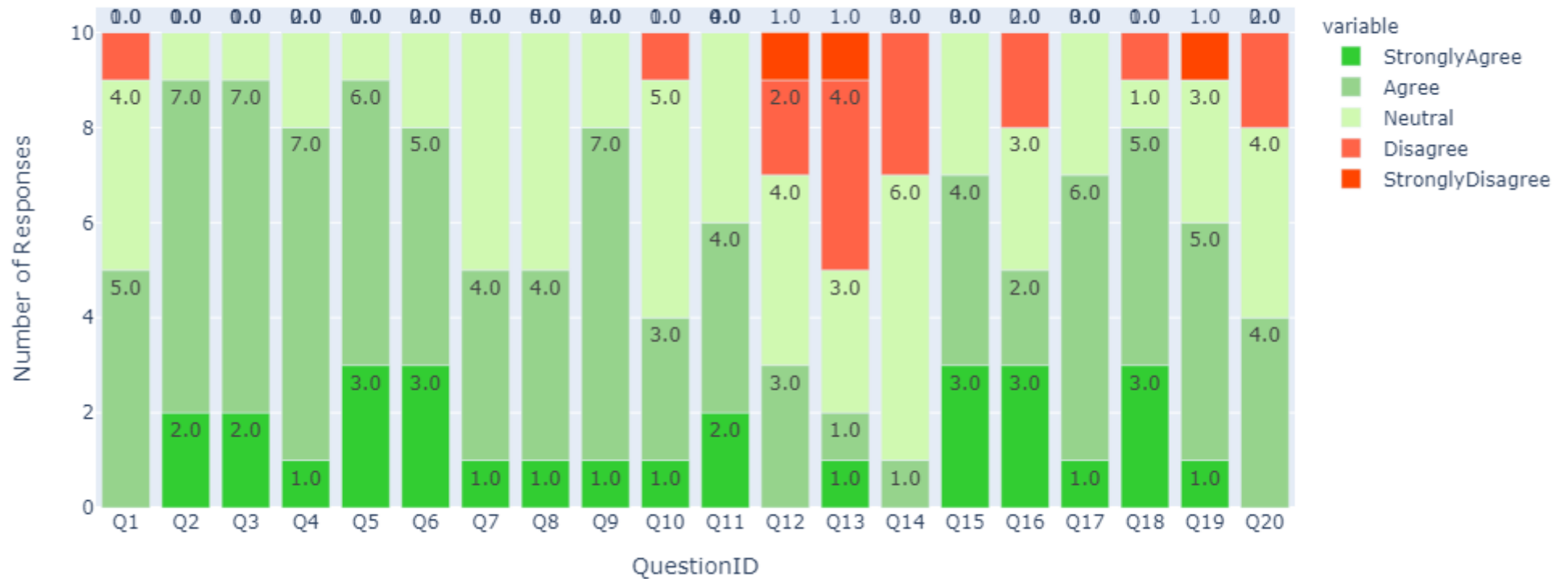


Figure 4 Bar Chart Showing results of Faculty Satisfaction Survey (Management Sciences)

## 6. SATISFACTION LEVEL (ISLAMIC STUDIES)

### 6.1 Strongly Agree

An average of 37pc of total faculty expressed confidence on the questions asked in the survey. About 67pc faculty members expressed satisfaction with the teaching opportunities in the University and they are also satisfied with the facilities available in the class room for delivery of teaching instructions. Whereas, only 0pc faculty members said that salary is compatible with other universities. Overall mean is 4.14. Further details are available in the table given below;

### 6.2 Agree

An average of 42pc of total faculty expressed confidence on the questions asked in the survey. About 83pc of faculty members considered I am kept well informed of matters important to faculty and staff related to academics and also satisfied with the amount of interaction with the top management. Overall mean is 4.14. Further details are available in the table given below;

### 6.3 Neutral

An average of 21pc of total faculty remains neutral on the questions asked in the survey. Overall mean is 4.14. Further details are available in the table given below;

### 6.4 Disagree

Only 1pc of total faculty expressed dissatisfaction. Overall mean is 4.14. Further details are available in the table given below;

### 6.5 Strongly Disagree

Very Impressively, only 0pc of total faculty expressed dissatisfaction. Overall mean is 4.14. Further details are available in the table given below;

Table 7 Faculty Satisfaction (Islamic Studies)

Question Text	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean
	Count, Percentage	5	%	4	%	3	%	2	%	1	%
I- I am satisfied with the availability of research opportunities in the University	1	17%	3	50%	1	17%	1	17%	0	0%	3.67
II- I am satisfied with the teaching opportunities in the University	4	67%	2	33%	0	0%	0	0%	0	0%	4.67
III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.	4	67%	2	33%	0	0%	0	0%	0	0%	4.67
IV- I am kept well informed of matters important to faculty and staff related to academics.	1	17%	5	83%	0	0%	0	0%	0	0%	4.17
V- I am satisfied with the cooperation I receive from my colleagues and other team worker	3	50%	3	50%	0	0%	0	0%	0	0%	4.50
VI- I am satisfied with the amount of interaction with the HOD.	1	17%	4	67%	1	17%	0	0%	0	0%	4.00
VII- I am satisfied with the amount of interaction with the top management.	1	17%	5	83%	0	0%	0	0%	0	0%	4.17
VIII- Department does have good mentoring process for faculty members	3	50%	2	33%	1	17%	0	0%	0	0%	4.33
IX- Receiving feedback from HOD helps me to improve my academic professional performance	3	50%	1	17%	2	33%	0	0%	0	0%	4.17
X- I am satisfied with my prospects for advancement and progress through academic ranks.	2	33%	3	50%	1	17%	0	0%	0	0%	4.17
XI- University administration is helpful in the execution of my teaching responsibilities.	3	50%	3	50%	0	0%	0	0%	0	0%	4.50
XII- The University faculty promotion policy/process is clear and understandable	2	33%	1	17%	3	50%	0	0%	0	0%	3.83
XIII- My salary is compatible with other universities?	0	0%	2	33%	4	67%	0	0%	0	0%	3.33
XIV- The University deals fairly in promotion and salary increase based on performance.	3	50%	1	17%	2	33%	0	0%	0	0%	4.17
XV- I feel comfortable with employment security at university	2	33%	3	50%	1	17%	0	0%	0	0%	4.17
XIV- I consider GIFT University as an ideal place to work.	3	50%	1	17%	2	33%	0	0%	0	0%	4.17
XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.	2	33%	3	50%	1	17%	0	0%	0	0%	4.17
XIIV- Do you feel comfortable to discuss job related issues with your HOD?	2	33%	2	33%	2	33%	0	0%	0	0%	4.00
XIX- University offers me sufficient training and development opportunities.	1	17%	3	50%	2	33%	0	0%	0	0%	3.83
XX- University offers me sufficient opportunities for further education.	3	50%	1	17%	2	33%	0	0%	0	0%	4.17
<i>Max</i>	4	67%	5	83%	4	67%	1	17%	0	0%	4.67
<i>Min</i>	0	0%	1	17%	0	0%	0	0%	0	0%	3.33
<i>Median</i>	2	33%	2.5	42%	1	17%	0	0%	0	0%	4.17
<i>Arithmetic Mean</i>	2.2	37%	2.5	42%	1.25	21%	0.1	1%	0	0%	4.14
<i>Standard Deviation</i>	1.1		1.2		1.1		0.2		0.0		

## 6.6 Faculty Satisfaction [(A Bar Chart View) (Islamic Studies)]

A bar chart is illustrating that green section is taking most areas of chart studio. Which is showing great level of satisfaction by most of faculty members working in the Islamic Studies Department of the GIFT University.

Faculty Satisfactory Survey (Islamic Studies)

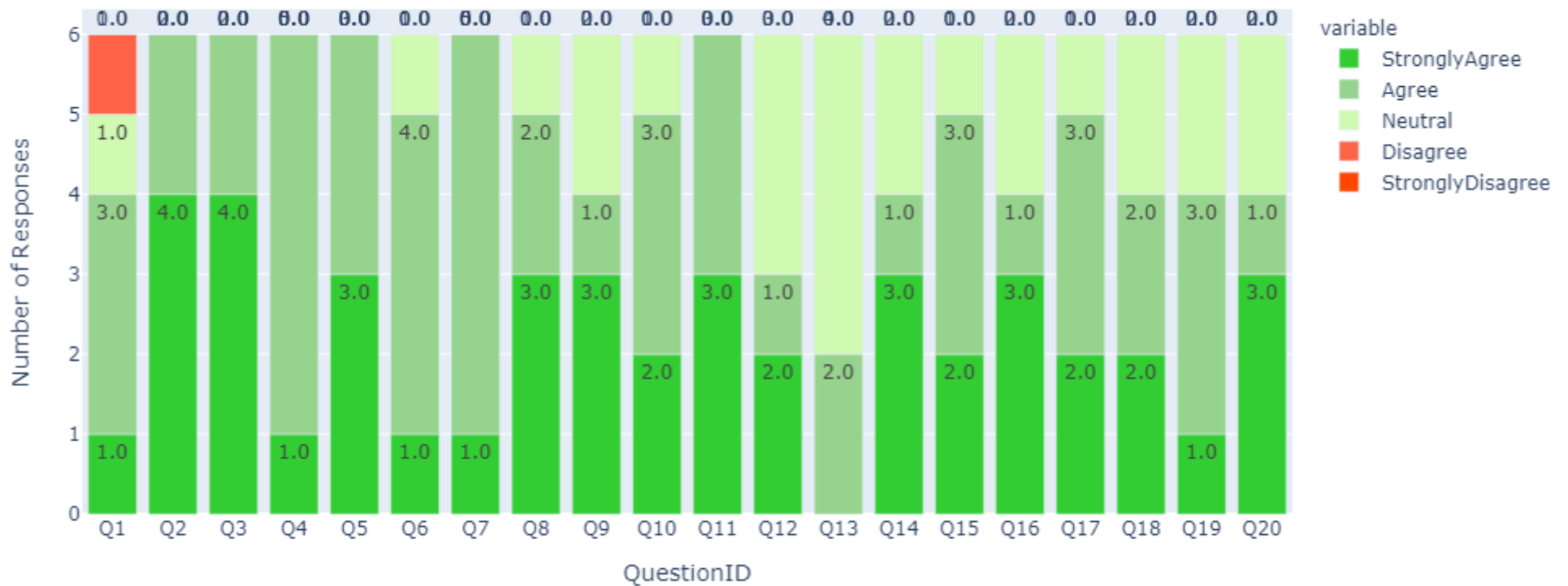


Figure 5 Bar Chart Showing results of Faculty Satisfactory Survey (Islamic Studies)

## **7. SATISFACTION LEVEL (HUMANITIES AND SOCIAL SCIENCES)**

### **7.1 Strongly Agree**

An average of 50pc of total faculty expressed confidence on the questions asked in the survey. About 79pc faculty expressed satisfaction with the facilities available in the class room for delivery of teaching instructions. Whereas, only 14pc faculty members said that salary is compatible with other universities. Overall mean is 4.35. Further details are available in the table given below;

### **7.2 Agree**

An average of 37pc of total faculty expressed confidence on the questions asked in the survey. About 57pc of faculty members considered that University offers them sufficient training and development opportunities. Whereas, only 14pc faculty members are satisfied with the facilities available in the class room for delivery of teaching instructions Overall mean is 4.35. Further details are available in the table given below;

### **7.3 Neutral**

An average of 10pc of total faculty remains neutral on the questions asked in the survey. Overall mean is 4.35. Further details are available in the table given below;

### **7.4 Disagree**

Only 2pc of total faculty expressed dissatisfaction. Overall mean is 4.35. Further details are available in the table given below;

### **7.5 Strongly Disagree**

Very Impressively, only 0pc of total faculty expressed dissatisfaction. Overall mean is 4.35. Further details are available in the table given below;

Table 8 Faculty Satisfaction (Humanities and Social Sciences)

Question Text	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean
	Count, Percentage	5	%	4	%	3	%	2	%	1	%
I- I am satisfied with the availability of research opportunities in the University	5	36%	6	43%	3	21%	0	0%	0	0%	4.14
II- I am satisfied with the teaching opportunities in the University	9	64%	5	36%	0	0%	0	0%	0	0%	4.64
III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.	11	79%	2	14%	1	7%	0	0%	0	0%	4.71
IV- I am kept well informed of matters important to faculty and staff related to academics.	10	71%	3	21%	1	7%	0	0%	0	0%	4.64
V- I am satisfied with the cooperation I receive from my colleagues and other team worker	7	50%	7	50%	0	0%	0	0%	0	0%	4.50
VI- I am satisfied with the amount of interaction with the HOD.	9	64%	5	36%	0	0%	0	0%	0	0%	4.64
VII- I am satisfied with the amount of interaction with the top management.	7	50%	5	36%	1	7%	1	7%	0	0%	4.29
VIII- Department does have good mentoring process for faculty members	9	64%	3	21%	2	14%	0	0%	0	0%	4.50
IX- Receiving feedback from HOD helps me to improve my academic professional performance	10	71%	4	29%	0	0%	0	0%	0	0%	4.71
X- I am satisfied with my prospects for advancement and progress through academic ranks.	5	36%	7	50%	2	14%	0	0%	0	0%	4.21
XI- University administration is helpful in the execution of my teaching responsibilities.	8	57%	5	36%	1	7%	0	0%	0	0%	4.50
XII- The University faculty promotion policy/process is clear and understandable	4	29%	6	43%	3	21%	1	7%	0	0%	3.93
XIII- My salary is compatible with other universities?	2	14%	4	29%	5	36%	2	14%	1	7%	3.29
XIV- The University deals fairly in promotion and salary increase based on performance.	2	14%	6	43%	5	36%	1	7%	0	0%	3.64
XV- I feel comfortable with employment security at university	8	57%	6	43%	0	0%	0	0%	0	0%	4.57
XIV- I consider GIFT University as an ideal place to work.	10	71%	4	29%	0	0%	0	0%	0	0%	4.71
XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.	8	57%	6	43%	0	0%	0	0%	0	0%	4.57
XIIV- Do you feel comfortable to discuss job related issues with your HOD?	7	50%	7	50%	0	0%	0	0%	0	0%	4.50
XIX- University offers me sufficient training and development opportunities.	5	36%	8	57%	1	7%	0	0%	0	0%	4.29
XX- University offers me sufficient opportunities for further education.	5	36%	5	36%	4	29%	0	0%	0	0%	4.07
<i>Max</i>	11	79%	8	57%	5	36%	2	14%	1	7%	4.71
<i>Min</i>	2	14%	2	14%	0	0%	0	0%	0	0%	3.29
<i>Median</i>	7.5	54%	5	36%	1	7%	0	0%	0	0%	4.50
<i>Arithmetic Mean</i>	7.05	50%	5.2	37%	1.45	10%	0.3	2%	0.05	0%	4.35
<i>Standard Deviation</i>	2.6		1.5		1.7		0.6		0.2		

## 7.6 Faculty Satisfaction [(A Bar Chart View) (Humanities and Social Sciences)]

A bar chart is illustrating that green section is taking most areas of chart studio. Which is showing great level of satisfaction by most of faculty members working in the Humanities and Social Sciences Department of the GIFT University.

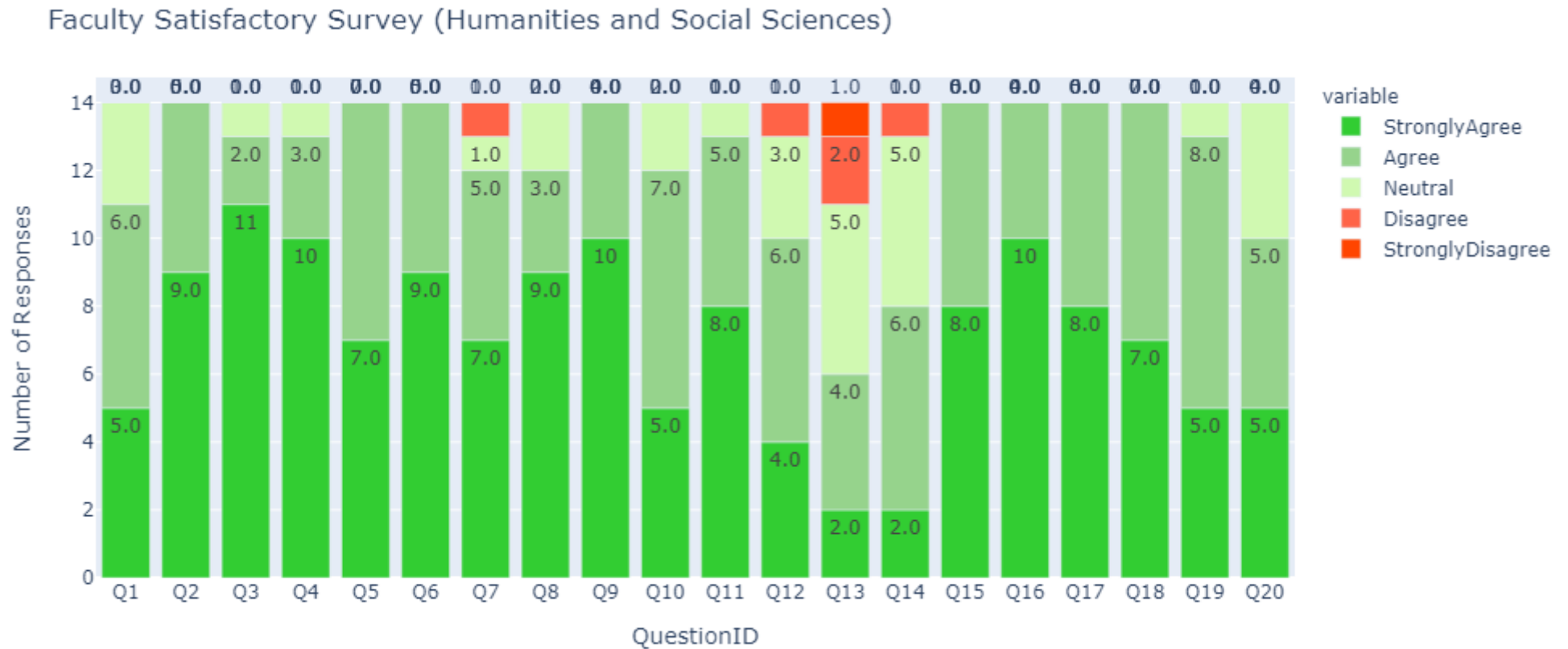


Figure 6 Bar Chart Showing results of Faculty Satisfaction Survey (Humanities and Social Sciences)

## 8. SATISFACTION LEVEL (FINE ARTS, DESIGN AND ARCHITECTURE)

### 8.1 Strongly Agree

An average of 23pc of total faculty expressed confidence on the questions asked in the survey. About 50pc faculty considered that receiving feedback from HOD helps me to improve my academic professional performance. Overall mean is 3.67. Further details are available in the table given below;

### 8.2 Agree

An average of 37pc of total faculty expressed confidence on the questions asked in the survey. About 75pc of faculty members satisfied with the amount of interaction with the top management. Overall mean is 3.67. Further details are available in the table given below;

### 8.3 Neutral

An average of 28pc of total faculty remains neutral on the questions asked in the survey. Overall mean is 3.67. Further details are available in the table given below;

### 8.4 Disagree

Only 10pc of total faculty expressed dissatisfaction. About 38pc expressed dissatisfaction that salary is not compatible with other universities. Overall mean is 3.67. Further details are available in the table given below;

### 8.5 Strongly Disagree

Very Impressively, only 3pc of total faculty expressed dissatisfaction. Overall mean is 3.67. Further details are available in the table given below;



Table 9 Faculty Satisfaction (Fine Arts, Design and Architecture)

Question Text	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean
	Count, Percentage	5	%	4	%	3	%	2	%	1	%
I- I am satisfied with the availability of research opportunities in the University	0	0%	3	38%	5	63%	0	0%	0	0%	3.38
II- I am satisfied with the teaching opportunities in the University	2	25%	6	75%	0	0%	0	0%	0	0%	4.25
III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.	3	38%	3	38%	2	25%	0	0%	0	0%	4.13
IV- I am kept well informed of matters important to faculty and staff related to academics.	2	25%	3	38%	3	38%	0	0%	0	0%	3.88
V- I am satisfied with the cooperation I receive from my colleagues and other team worker	2	25%	3	38%	2	25%	1	13%	0	0%	3.75
VI- I am satisfied with the amount of interaction with the HOD.	3	38%	3	38%	2	25%	0	0%	0	0%	4.13
VII- I am satisfied with the amount of interaction with the top management.	0	0%	6	75%	2	25%	0	0%	0	0%	3.75
VIII- Department does have good mentoring process for faculty members	2	25%	3	38%	2	25%	1	13%	0	0%	3.75
IX- Receiving feedback from HOD helps me to improve my academic professional performance	4	50%	1	13%	2	25%	1	13%	0	0%	4.00
X- I am satisfied with my prospects for advancement and progress through academic ranks.	2	25%	4	50%	2	25%	0	0%	0	0%	4.00
XI- University administration is helpful in the execution of my teaching responsibilities.	1	13%	5	63%	2	25%	0	0%	0	0%	3.88
XII- The University faculty promotion policy/process is clear and understandable	0	0%	2	25%	4	50%	2	25%	0	0%	3.00
XIII- My salary is compatible with other universities?	0	0%	0	0%	3	38%	3	38%	2	25%	2.13
XIV- The University deals fairly in promotion and salary increase based on performance.	0	0%	0	0%	4	50%	3	38%	1	13%	2.38
XV- I feel comfortable with employment security at university	3	38%	4	50%	1	13%	0	0%	0	0%	4.25
XIV- I consider GIFT University as an ideal place to work.	2	25%	3	38%	2	25%	1	13%	0	0%	3.75
XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.	3	38%	3	38%	0	0%	1	13%	1	13%	3.75
XIIV- Do you feel comfortable to discuss job related issues with your HOD?	3	38%	1	13%	3	38%	1	13%	0	0%	3.75
XIX- University offers me sufficient training and development opportunities.	2	25%	4	50%	1	13%	1	13%	0	0%	3.88
XX- University offers me sufficient opportunities for further education.	2	25%	2	25%	3	38%	1	13%	0	0%	3.63
<i>Max</i>	4	50%	6	75%	5	63%	3	38%	2	25%	4.25
<i>Min</i>	0	0%	0	0%	0	0%	0	0%	0	0%	2.13
<i>Median</i>	2	25%	3	38%	2	25%	1	13%	0	0%	3.75
<i>Arithmetic Mean</i>	1.8	23%	3.0	37%	2.25	28%	0.8	10%	0.2	3%	3.67
<i>Standard Deviation</i>	1.2		1.7		1.3		1.0		0.5		

## 8.6 Faculty Satisfaction [(A Bar Chart View) (Humanities and Social Sciences)]

A bar chart is illustrating that green section is taking most areas of chart studio. Which is showing great level of satisfaction by most of faculty members working in the Humanities and Social Sciences Department of the GIFT University. However, mostly areas are covered with red on Q13 and Q14, which can help university leadership in making future decisions.

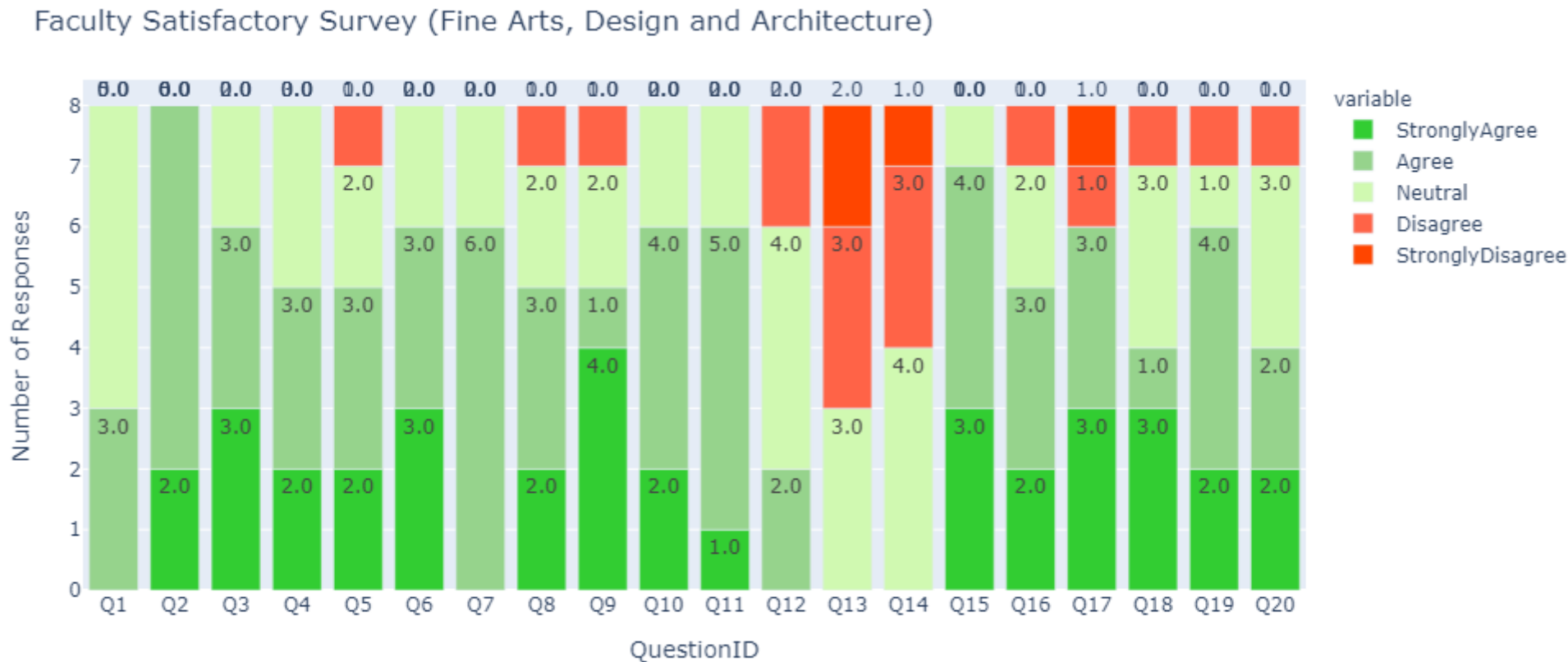


Figure 7 Bar Chart Showing results of Faculty Satisfaction Survey (Fine Arts, Design and Architecture)

## 9. SATISFACTION LEVEL (ENGLISH)

### 9.1 Strongly Agree

An average of 37pc of total faculty expressed confidence on the questions asked in the survey. About 63pc faculty members are satisfied with the facilities available in the class room for delivery of teaching instructions. Overall mean is 4.11. Further details are available in the table given below;

### 9.2 Agree

An average of 45pc of total faculty expressed confidence on the questions asked in the survey. About 63pc of faculty members satisfied with my prospects for advancement and progress through academic ranks. Whereas, only 21pc faculty members said that salary is compatible with other universities. Overall mean is 4.11. Further details are available in the table given below;

### 9.3 Neutral

An average of 13pc of total faculty remains neutral on the questions asked in the survey. Overall mean is 4.11. Further details are available in the table given below;

### 9.4 Disagree

Only 5pc of total faculty expressed dissatisfaction. About 37pc expressed dissatisfaction that salary is not compatible with other universities. Overall mean is 4.11. Further details are available in the table given below;

### 9.5 Strongly Disagree

Very Impressively, only 1pc of total faculty expressed dissatisfaction. Overall mean is 4.11. Further details are available in the table given below;

Table 10 Faculty Satisfaction (English)

Question Text	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean
	Count, Percentage	5	%	4	%	3	%	2	%	1	%
I- I am satisfied with the availability of research opportunities in the University	4	21%	11	58%	2	11%	2	11%	0	0%	3.89
II- I am satisfied with the teaching opportunities in the University	10	53%	9	47%	0	0%	0	0%	0	0%	4.53
III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.	12	63%	6	32%	1	5%	0	0%	0	0%	4.58
IV- I am kept well informed of matters important to faculty and staff related to academics.	9	47%	9	47%	0	0%	1	5%	0	0%	4.37
V- I am satisfied with the cooperation I receive from my colleagues and other team worker	11	58%	7	37%	0	0%	0	0%	1	5%	4.42
VI- I am satisfied with the amount of interaction with the HOD.	12	63%	5	26%	2	11%	0	0%	0	0%	4.53
VII- I am satisfied with the amount of interaction with the top management.	6	32%	10	53%	2	11%	1	5%	0	0%	4.11
VIII- Department does have good mentoring process for faculty members	7	37%	10	53%	2	11%	0	0%	0	0%	4.26
IX- Receiving feedback from HOD helps me to improve my academic professional performance	10	53%	7	37%	2	11%	0	0%	0	0%	4.42
X- I am satisfied with my prospects for advancement and progress through academic ranks.	5	26%	12	63%	2	11%	0	0%	0	0%	4.16
XI- University administration is helpful in the execution of my teaching responsibilities.	6	32%	12	63%	1	5%	0	0%	0	0%	4.26
XII- The University faculty promotion policy/process is clear and understandable	6	32%	6	32%	6	32%	1	5%	0	0%	3.89
XIII- My salary is compatible with other universities?	1	5%	4	21%	5	26%	7	37%	2	11%	2.74
XIV- The University deals fairly in promotion and salary increase based on performance.	1	5%	9	47%	5	26%	4	21%	0	0%	3.37
XV- I feel comfortable with employment security at university	4	21%	9	47%	5	26%	1	5%	0	0%	3.84
XIV- I consider GIFT University as an ideal place to work.	7	37%	8	42%	4	21%	0	0%	0	0%	4.16
XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.	6	32%	11	58%	2	11%	0	0%	0	0%	4.21
XIIV- Do you feel comfortable to discuss job related issues with your HOD?	12	63%	7	37%	0	0%	0	0%	0	0%	4.63
XIX- University offers me sufficient training and development opportunities.	6	32%	8	42%	4	21%	1	5%	0	0%	4.00
XX- University offers me sufficient opportunities for further education.	4	21%	10	53%	4	21%	1	5%	0	0%	3.89
<i>Max</i>	12	63%	12	63%	6	32%	7	37%	2	11%	4.63
<i>Min</i>	1	5%	4	21%	0	0%	0	0%	0	0%	2.74
<i>Median</i>	6	32%	9	47%	2	11%	0	0%	0	0%	4.18
<i>Arithmetic Mean</i>	6.95	37%	8.5	45%	2.45	13%	1.0	5%	0.15	1%	4.11
<i>Standard Deviation</i>	3.4		2.3		1.9		1.7		0.5		

## 9.6 Faculty Satisfaction [(A Bar Chart View) (English)]

A bar chart is illustrating that green section is taking most areas of chart studio. Which is showing great level of satisfaction by most of faculty members working in the English Department of the GIFT University.

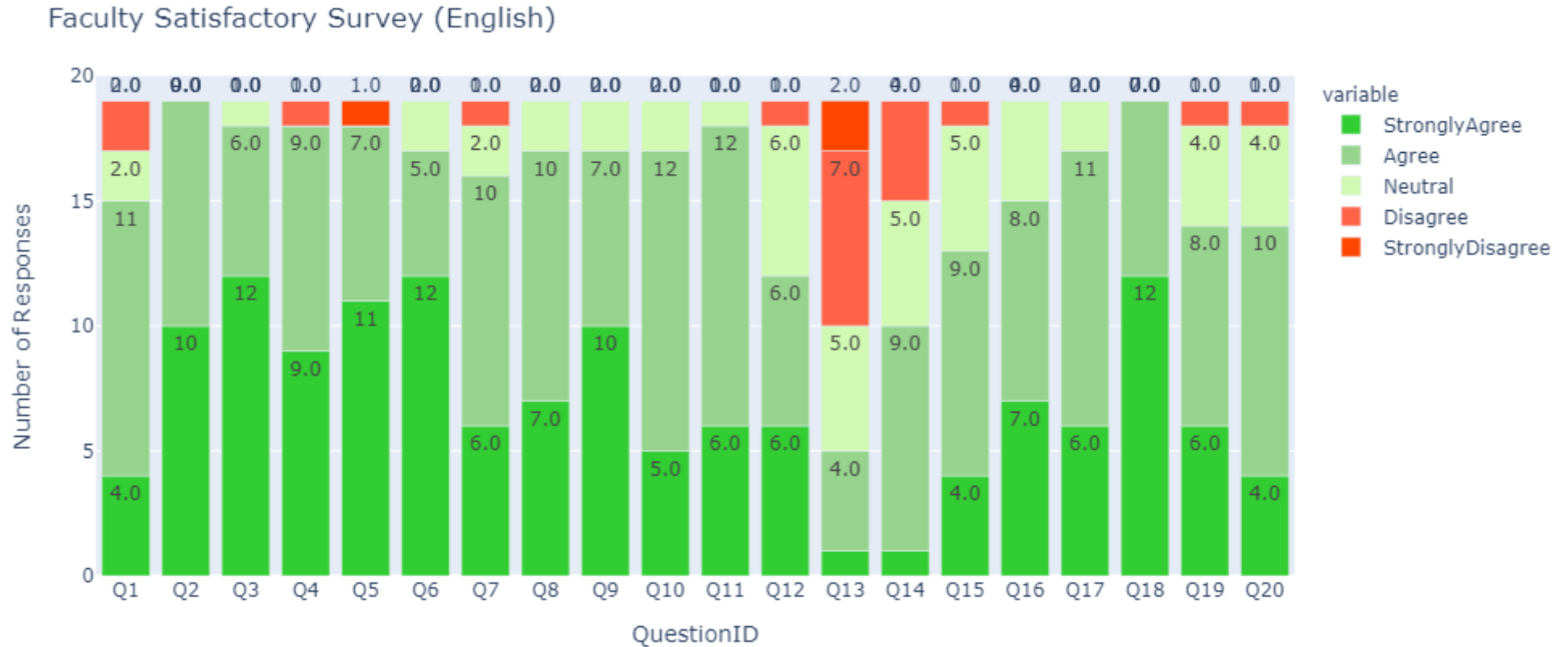


Figure 8 Bar Chart Showing results of Faculty Satisfaction Survey (English)

## 10. SATISFACTION LEVEL (ELECTRICAL ENGINEERING)

### 10.1 Strongly Agree

An average of 16pc of total faculty expressed confidence on the questions asked in the survey. About 57pc faculty members are satisfied with the facilities available in the class room for delivery of teaching instructions. Whereas, only 0pc faculty members said that their salary is compatible with other universities. Overall mean is 3.19. Further details are available in the table given below;

### 10.2 Agree

An average of 28pc of total faculty expressed confidence on the questions asked in the survey. About 71pc of faculty members are satisfied with the amount of interaction with the HOD. Whereas, only 0pc faculty members said that their salary is compatible with other universities. Overall mean is 3.19. Further details are available in the table given below;

### 10.3 Neutral

An average of 24pc of total faculty remains neutral on the questions asked in the survey. Overall mean is 3.19. Further details are available in the table given below;

### 10.4 Disagree

Only 23pc of total faculty expressed dissatisfaction. About 71pc faculty members are not satisfied with the prospects for advancement and progress through academic ranks. Overall mean is 3.19. Further details are available in the table given below;

### 10.5 Strongly Disagree

Only 9pc of total faculty expressed dissatisfaction. However, 43pc faculty members said that their salary is not compatible with other universities. Overall mean is 3.19. Further details are available in the table given below;

Table 11 Faculty Satisfaction (Electrical Engineering)

Question Text	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean
	Count, Percentage	5	%	4	%	3	%	2	%	1	%
I- I am satisfied with the availability of research opportunities in the University	0	0%	1	14%	2	29%	3	43%	1	14%	2.43
II- I am satisfied with the teaching opportunities in the University	2	29%	2	29%	2	29%	1	14%	0	0%	3.71
III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.	4	57%	2	29%	1	14%	0	0%	0	0%	4.43
IV- I am kept well informed of matters important to faculty and staff related to academics.	3	43%	1	14%	1	14%	1	14%	1	14%	3.57
V- I am satisfied with the cooperation I receive from my colleagues and other team worker	3	43%	2	29%	1	14%	1	14%	0	0%	4.00
VI- I am satisfied with the amount of interaction with the HOD.	2	29%	5	71%	0	0%	0	0%	0	0%	4.29
VII- I am satisfied with the amount of interaction with the top management.	1	14%	1	14%	2	29%	3	43%	0	0%	3.00
VIII- Department does have good mentoring process for faculty members	1	14%	4	57%	0	0%	2	29%	0	0%	3.57
IX- Receiving feedback from HOD helps me to improve my academic professional performance	2	29%	2	29%	2	29%	1	14%	0	0%	3.71
X- I am satisfied with my prospects for advancement and progress through academic ranks.	0	0%	1	14%	1	14%	5	71%	0	0%	2.43
XI- University administration is helpful in the execution of my teaching responsibilities.	2	29%	2	29%	2	29%	1	14%	0	0%	3.71
XII- The University faculty promotion policy/process is clear and understandable	0	0%	1	14%	3	43%	2	29%	1	14%	2.57
XIII- My salary is compatible with other universities?	0	0%	0	0%	1	14%	3	43%	3	43%	1.71
XIV- The University deals fairly in promotion and salary increase based on performance.	0	0%	1	14%	2	29%	2	29%	2	29%	2.29
XV- I feel comfortable with employment security at university	2	29%	1	14%	3	43%	1	14%	0	0%	3.57
XIV- I consider GIFT University as an ideal place to work.	0	0%	2	29%	3	43%	2	29%	0	0%	3.00
XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.	1	14%	4	57%	1	14%	0	0%	1	14%	3.57
XIIV- Do you feel comfortable to discuss job related issues with your HOD?	0	0%	3	43%	1	14%	1	14%	2	29%	2.71
XIX- University offers me sufficient training and development opportunities.	0	0%	2	29%	2	29%	2	29%	1	14%	2.71
XX- University offers me sufficient opportunities for further education.	0	0%	2	29%	3	43%	1	14%	1	14%	2.86
<i>Max</i>	4	57%	5	71%	3	43%	5	71%	3	43%	4.43
<i>Min</i>	0	0%	0	0%	0	0%	0	0%	0	0%	1.71
<i>Median</i>	1	14%	2	29%	2	29%	1	14%	0	0%	3.29
<i>Arithmetic Mean</i>	1.15	16%	2.0	28%	1.65	24%	1.6	23%	0.65	9%	3.19
<i>Standard Deviation</i>	1.3		1.2		0.9		1.2		0.9		

## 10.6 Faculty Satisfaction [(A Bar Chart View) (Electrical Engineering)]

A bar chart is illustrating that red section is taking most areas of chart studio. Which can help a lot for working towards improvement for services for the instructional process. A state-of-the-art bar chart is presented below for further details.

Faculty Satisfactory Survey (Electrical Engineering)

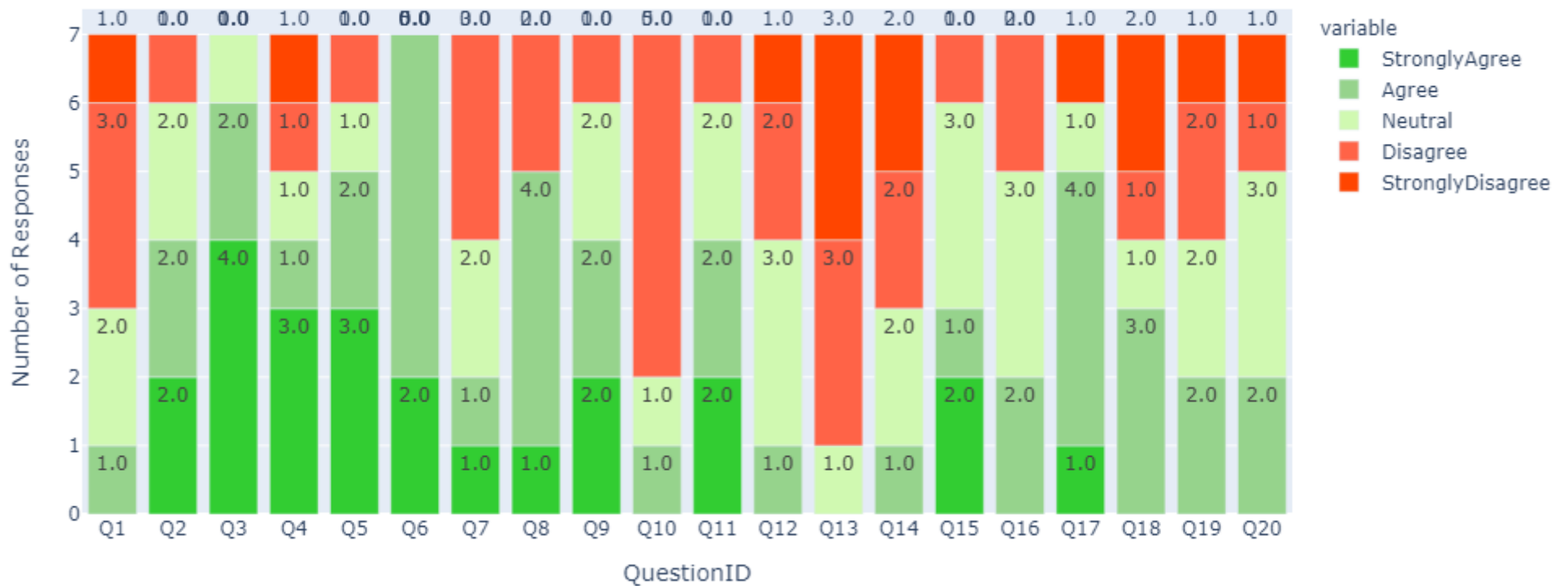


Figure 9 Bar Chart Showing results of Faculty Satisfaction Survey (Electrical Engineering)



## 11. SATISFACTION LEVEL (COMPUTER SCIENCE)

### 11.1 Strongly Agree

An average of 32pc of total faculty expressed confidence on the questions asked in the survey. About 78pc faculty members are satisfied with the amount of interaction with the HOD. Overall mean is 4.02 Further details are available in the table given below;

### 11.2 Agree

An average of 44pc of total faculty expressed confidence on the questions asked in the survey. About 65pc of faculty members are satisfied that University administration is helpful in the execution of my teaching responsibilities. Overall mean is 4.02. Further details are available in the table given below;

### 11.3 Neutral

An average of 17pc of total faculty remains neutral on the questions asked in the survey. Overall mean is 4.02. Further details are available in the table given below;

### 11.4 Disagree

Only 6pc of total faculty expressed dissatisfaction. About 35pc faculty members expressed that salary is not compatible with other universities. Overall mean is 4.02. Further details are available in the table given below;

### 11.5 Strongly Disagree

Only 0pc of total faculty expressed dissatisfaction. Overall mean is 4.02. Further details are available in the table given below;

Table 12 Faculty Satisfaction (Computer Science)

Question Text	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean
	Count, Percentage	5	%	4	%	3	%	2	%	1	%
I- I am satisfied with the availability of research opportunities in the University	0	0%	11	48%	10	43%	1	4%	1	4%	3.35
II- I am satisfied with the teaching opportunities in the University	12	52%	10	43%	0	0%	1	4%	0	0%	4.43
III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.	9	39%	13	57%	0	0%	1	4%	0	0%	4.30
IV- I am kept well informed of matters important to faculty and staff related to academics.	11	48%	10	43%	2	9%	0	0%	0	0%	4.39
V- I am satisfied with the cooperation I receive from my colleagues and other team worker	10	43%	11	48%	2	9%	0	0%	0	0%	4.35
VI- I am satisfied with the amount of interaction with the HOD.	18	78%	4	17%	1	4%	0	0%	0	0%	4.74
VII- I am satisfied with the amount of interaction with the top management.	6	26%	10	43%	6	26%	1	4%	0	0%	3.91
VIII- Department does have good mentoring process for faculty members	8	35%	12	52%	2	9%	1	4%	0	0%	4.17
IX- Receiving feedback from HOD helps me to improve my academic professional performance	15	65%	8	35%	0	0%	0	0%	0	0%	4.65
X- I am satisfied with my prospects for advancement and progress through academic ranks.	3	13%	14	61%	4	17%	2	9%	0	0%	3.78
XI- University administration is helpful in the execution of my teaching responsibilities.	7	30%	15	65%	1	4%	0	0%	0	0%	4.26
XII- The University faculty promotion policy/process is clear and understandable	1	4%	12	52%	5	22%	5	22%	0	0%	3.39
XIII- My salary is compatible with other universities?	1	4%	5	22%	9	39%	8	35%	0	0%	2.96
XIV- The University deals fairly in promotion and salary increase based on performance.	0	0%	8	35%	11	48%	4	17%	0	0%	3.17
XV- I feel comfortable with employment security at university	6	26%	12	52%	4	17%	1	4%	0	0%	4.00
XIV- I consider GIFT University as an ideal place to work.	7	30%	14	61%	2	9%	0	0%	0	0%	4.22
XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.	10	43%	11	48%	2	9%	0	0%	0	0%	4.35
XIIV- Do you feel comfortable to discuss job related issues with your HOD?	15	65%	6	26%	2	9%	0	0%	0	0%	4.57
XIX- University offers me sufficient training and development opportunities.	4	17%	10	43%	7	30%	2	9%	0	0%	3.70
XX- University offers me sufficient opportunities for further education.	5	22%	8	35%	9	39%	1	4%	0	0%	3.74
<i>Max</i>	18	78%	15	65%	11	48%	8	35%	1	4%	4.74
<i>Min</i>	0	0%	4	17%	0	0%	0	0%	0	0%	2.96
<i>Median</i>	7	30%	10.5	46%	2	9%	1	4%	0	0%	4.20
<i>Arithmetic Mean</i>	7.4	32%	10.2	44%	3.95	17%	1.4	6%	0.05	0%	4.02
<i>Standard Deviation</i>	5.2		3.0		3.5		2.1		0.2		

### 11.6 Faculty Satisfaction [(A Bar Chart View) (Computer Science)]

A bar chart is illustrating that green section is taking most areas of chart studio. Which is showing great level of satisfaction by most of faculty members working in the Computer Science Department of the GIFT University. Just One Section which is Q13, has a slight increase towards dissatisfaction. Which can help University leadership in decision making process.

Faculty Satisfactory Survey (Computer Science)

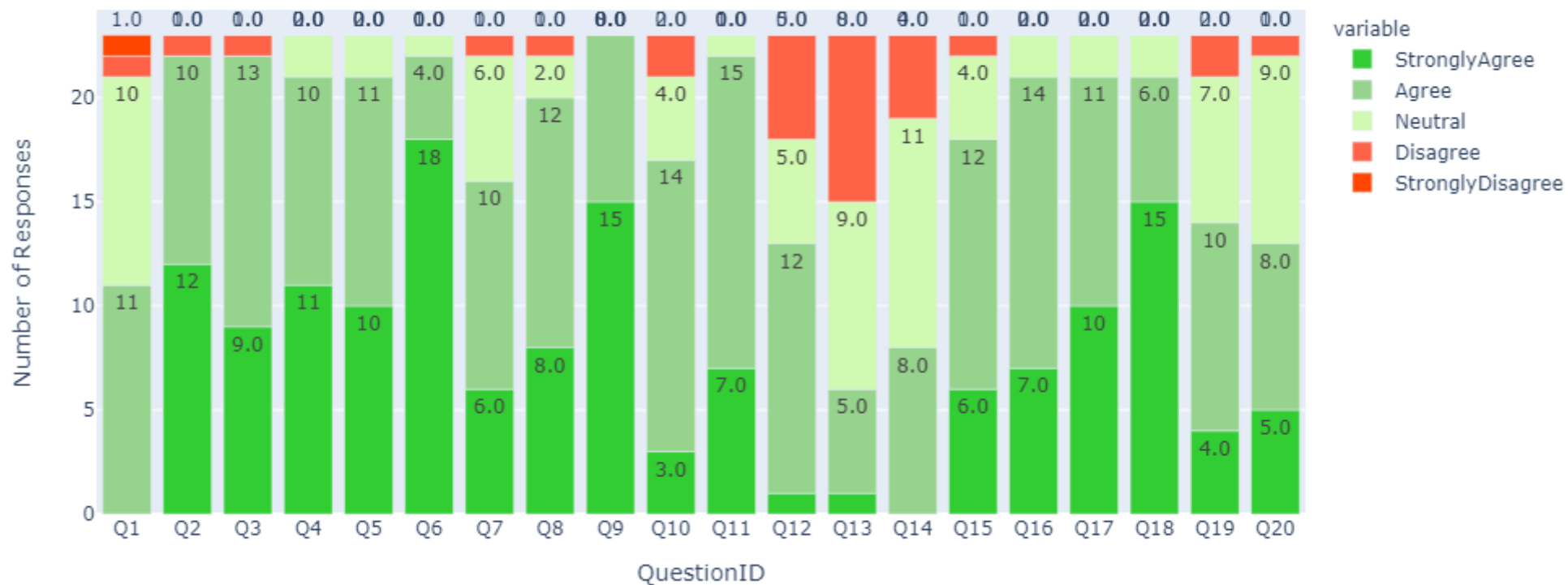


Figure 10 Bar Chart Showing results of Faculty Satisfaction Survey (Computer Science)

## 12. SATISFACTION LEVEL (BUSINESS AND COMMERCE)

### 12.1 Strongly Agree

An average of 32pc of total faculty expressed confidence on the questions asked in the survey. About 60pc faculty members are satisfied with the amount of interaction with the HOD. Overall mean is 3.75. Further details are available in the table given below;

### 12.2 Agree

An average of 37pc of total faculty expressed confidence on the questions asked in the survey. About 70pc of faculty members satisfied with the cooperation I receive from my colleagues and other team worker. Overall mean is 3.75. Further details are available in the table given below;

### 12.3 Neutral

An average of 17pc of total faculty remains neutral on the questions asked in the survey. Overall mean is 3.75. Further details are available in the table given below;

### 12.4 Disagree

Only 4pc of total faculty expressed dissatisfaction. Overall mean is 3.75. Further details are available in the table given below;

### 12.5 Strongly Disagree

Only 11pc of total faculty expressed dissatisfaction. Overall mean is 3.75. Further details are available in the table given below;

Table 13 Faculty Satisfaction (Business and Commerce)

Question Text	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean
	Count, Percentage	5	%	4	%	3	%	2	%	1	%
I- I am satisfied with the availability of research opportunities in the University	3	30%	4	40%	0	0%	2	20%	1	10%	3.60
II- I am satisfied with the teaching opportunities in the University	5	50%	4	40%	0	0%	0	0%	1	10%	4.20
III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.	6	60%	3	30%	0	0%	0	0%	1	10%	4.30
IV- I am kept well informed of matters important to faculty and staff related to academics.	4	40%	4	40%	1	10%	0	0%	1	10%	4.00
V- I am satisfied with the cooperation I receive from my colleagues and other team worker	2	20%	7	70%	0	0%	0	0%	1	10%	3.90
VI- I am satisfied with the amount of interaction with the HOD.	6	60%	3	30%	0	0%	0	0%	1	10%	4.30
VII- I am satisfied with the amount of interaction with the top management.	2	20%	3	30%	3	30%	1	10%	1	10%	3.40
VIII- Department does have good mentoring process for faculty members	5	50%	3	30%	1	10%	0	0%	1	10%	4.10
IX- Receiving feedback from HOD helps me to improve my academic professional performance	3	30%	5	50%	1	10%	0	0%	1	10%	3.90
X- I am satisfied with my prospects for advancement and progress through academic ranks.	2	20%	4	40%	1	10%	2	20%	1	10%	3.40
XI- University administration is helpful in the execution of my teaching responsibilities.	5	50%	4	40%	0	0%	0	0%	1	10%	4.20
XII- The University faculty promotion policy/process is clear and understandable	2	20%	3	30%	3	30%	0	0%	2	20%	3.30
XIII- My salary is compatible with other universities?	1	10%	2	20%	5	50%	1	10%	1	10%	3.10
XIV- The University deals fairly in promotion and salary increase based on performance.	1	10%	2	20%	6	60%	0	0%	1	10%	3.20
XV- I feel comfortable with employment security at university	3	30%	4	40%	2	20%	0	0%	1	10%	3.80
XIV- I consider GIFT University as an ideal place to work.	3	30%	5	50%	0	0%	1	10%	1	10%	3.80
XIIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.	4	40%	5	50%	0	0%	0	0%	1	10%	4.10
XIIV- Do you feel comfortable to discuss job related issues with your HOD?	3	30%	5	50%	1	10%	0	0%	1	10%	3.90
XIX- University offers me sufficient training and development opportunities.	1	10%	3	30%	4	40%	0	0%	2	20%	3.10
XX- University offers me sufficient opportunities for further education.	2	20%	1	10%	6	60%	0	0%	1	10%	3.30
<i>Max</i>	6	60%	7	70%	6	60%	2	20%	2	20%	4.30
<i>Min</i>	1	10%	1	10%	0	0%	0	0%	1	10%	3.10
<i>Median</i>	3	30%	4	40%	1	10%	0	0%	1	10%	3.85
<i>Arithmetic Mean</i>	3.15	32%	3.7	37%	1.7	17%	0.4	4%	1.1	11%	3.75
<i>Standard Deviation</i>	1.6		1.3		2.1		0.7		0.3		

## 12.6 Faculty Satisfaction [(A Bar Chart View) (Business and Commerce)]

A bar chart is illustrating that green section is taking most areas of chart studio. Which is showing great level of satisfaction by most of faculty members working in the Business and Commerce Department of the GIFT University. Some Areas are also showing in red section.

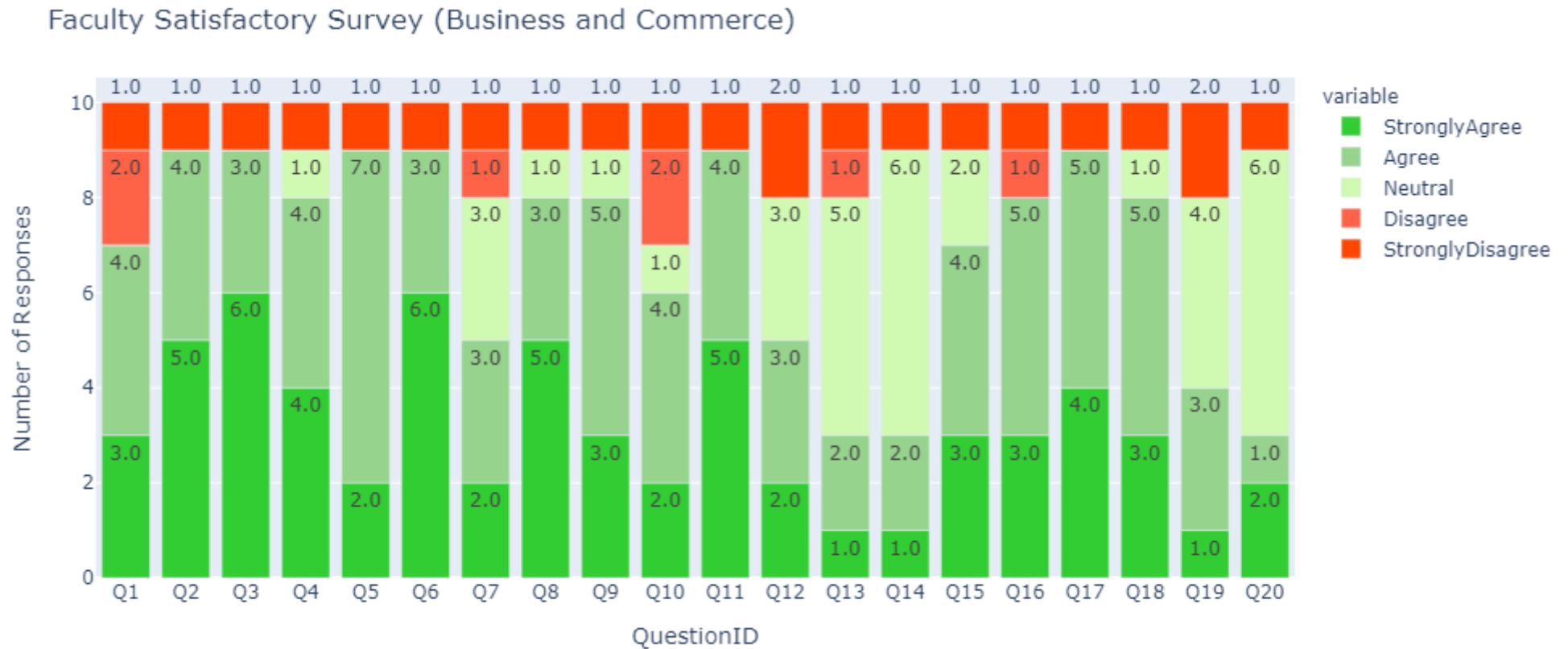


Figure 11 Bar Chart Showing results of Faculty Satisfaction Survey (Business and Commerce)

## 13. QUESTION WISE STATS

### 13.1 Satisfaction with the availability of research opportunities

A Table is showing survey results (department-wise) of the Q1. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 14 Faculty Satisfaction (Q1)

Question Text	I- I am satisfied with the availability of research opportunities in the University											
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	3	30%	4	40%	0	0%	2	20%	1	10%	3.60	10
Mass Communication and Media Studies	1	17%	2	33%	3	50%	0	0%	0	0%	3.67	6
Management Science	0	0%	5	50%	4	40%	1	10%	0	0%	3.40	10
Computer Science	0	0%	11	48%	10	43%	1	4%	1	4%	3.35	23
Humanities and Social Sciences	5	36%	6	43%	3	21%	0	0%	0	0%	4.14	14
English	4	21%	11	58%	2	11%	2	11%	0	0%	3.89	19
Electrical Engineering	0	0%	1	14%	2	29%	3	43%	1	14%	2.43	7
Islamic Studies	1	17%	3	50%	1	17%	1	17%	0	0%	3.67	6
Fashion, Arts, Design and Architecture	0	0%	3	38%	5	63%	0	0%	0	0%	3.38	8
<b>Sum()</b>	14	14%	46	45%	30	29%	10	10%	3	3%	3.56	103
<b>Max()</b>	5	36%	11	58%	10	63%	3	43%	1	14%	4.14	23
<b>Min()</b>	0	0%	1	14%	0	0%	0	0%	0	0%	2.4	6
<b>Median()</b>	1	-	4	-	3	-	1	-	0	-	-	10
<b>Arithmetic Mean()</b>	1.56	-	5.11	-	3.33	-	1.11	-	0.33	-	-	11.4
<b>Variance()</b>	3.8	-	13.4	-	8.5	-	1.1	-	0.3	-	-	-
<b>Standard Deviation()</b>	1.9	-	3.7	-	2.9	-	1.1	-	0.5	-	-	-

I am satisfied with the availability of research opportunities in the University

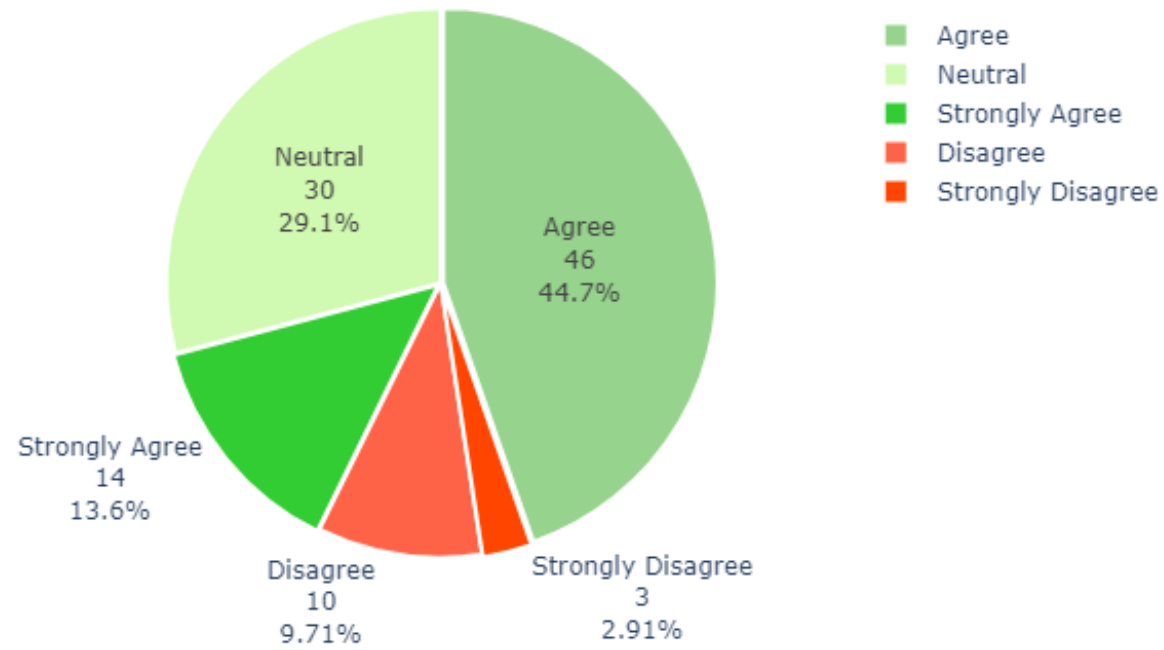


Figure 12 Pie Chart Illustrating Faculty Satisfaction Survey results (Q1)



I am satisfied with the availability of research opportunities in the University

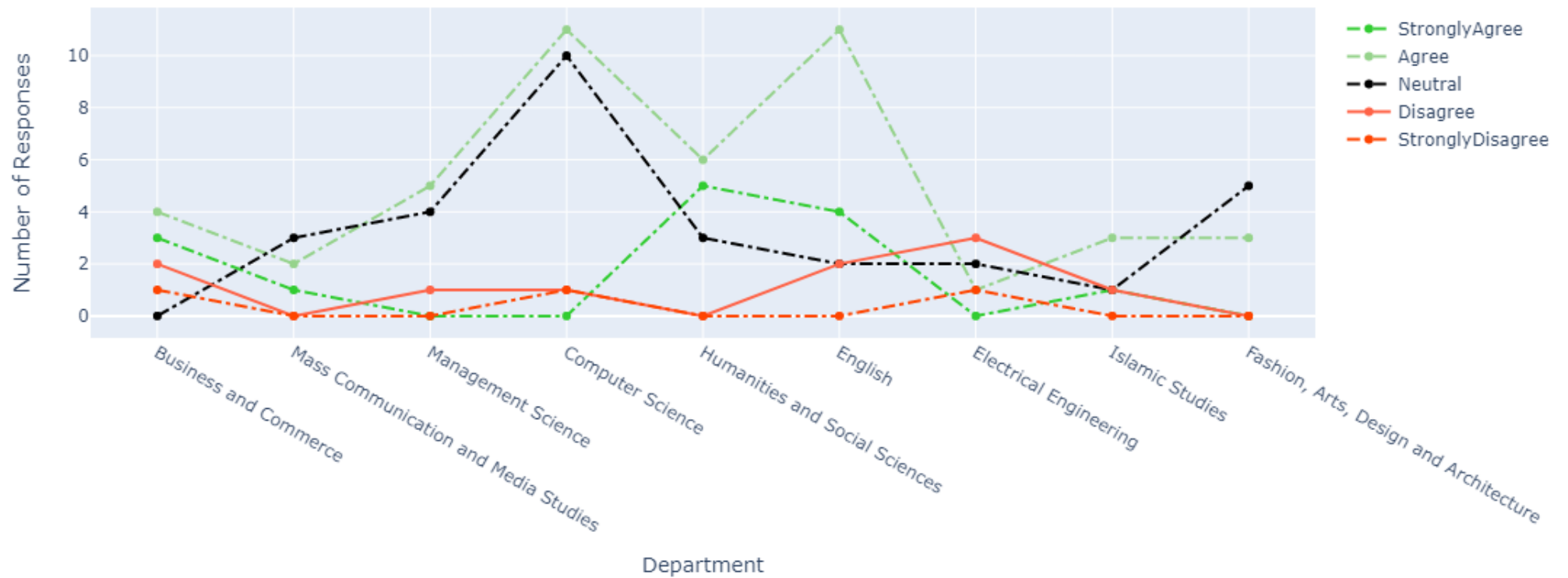


Figure 13 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q1)

## 13.2 Satisfaction with the teaching opportunities

A Table is showing survey results (department-wise) of the Q2. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 15 Faculty Satisfaction (Q2)

Question Text	II- I am satisfied with the teaching opportunities in the University											
Department	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	5	50%	4	40%	0	0%	0	0%	1	10%	4.20	10
Mass Communication and Media Studies	3	50%	3	50%	0	0%	0	0%	0	0%	4.50	6
Management Science	2	20%	7	70%	1	10%	0	0%	0	0%	4.10	10
Computer Science	12	52%	10	43%	0	0%	1	4%	0	0%	4.43	23
Humanities and Social Sciences	9	64%	5	36%	0	0%	0	0%	0	0%	4.64	14
English	10	53%	9	47%	0	0%	0	0%	0	0%	4.53	19
Electrical Engineering	2	29%	2	29%	2	29%	1	14%	0	0%	3.71	7
Islamic Studies	4	67%	2	33%	0	0%	0	0%	0	0%	4.67	6
Fashion, Arts, Design and Architecture	2	25%	6	75%	0	0%	0	0%	0	0%	4.25	8
<b>Sum()</b>	49	48%	48	47%	3	3%	2	2%	1	1%	4.38	103
<b>Max()</b>	12	67%	10	75%	2	29%	1	14%	1	10%	4.67	23
<b>Min()</b>	2	20%	2	29%	0	0%	0	0%	0	0%	3.71	6
<b>Median()</b>	4	-	5	-	0	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	5.44	-	5.33	-	0.33	-	0.22	-	0.11	-	-	11.44
<b>Variance()</b>	15.0	-	8.5	-	0.5	-	0.2	-	0.1	-	-	-
<b>Standard Deviation()</b>	3.9	-	2.9	-	0.7	-	0.4	-	0.3	-	-	-

I am satisfied with the teaching opportunities in the University

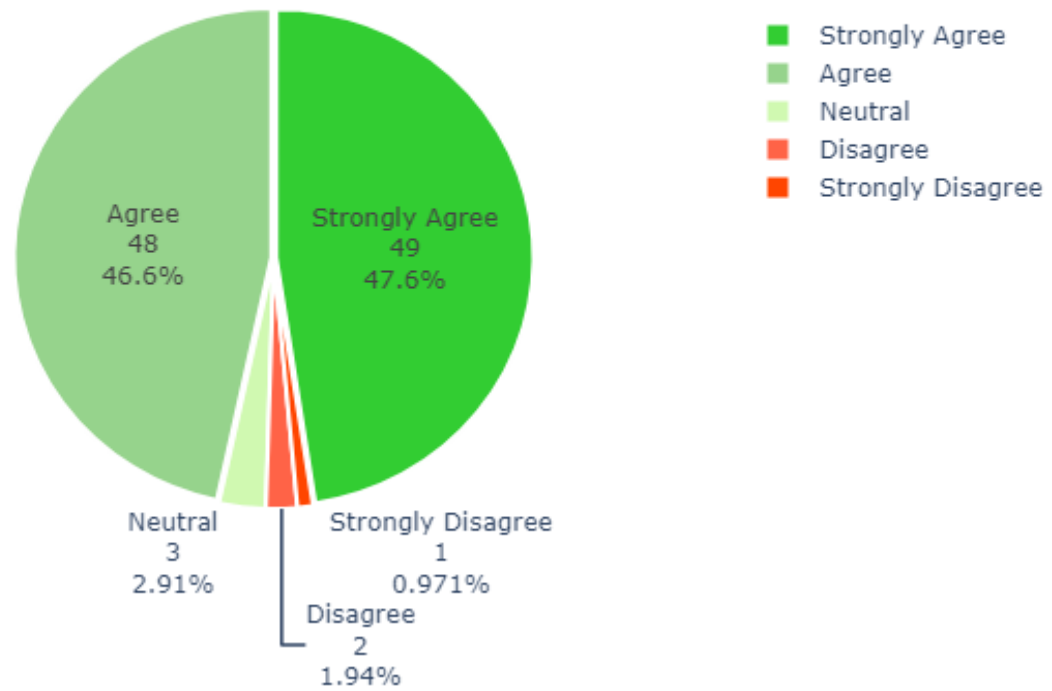


Figure 14 Pie Chart Illustrating Faculty Satisfaction Survey results (Q2)

I am satisfied with the teaching opportunities in the University

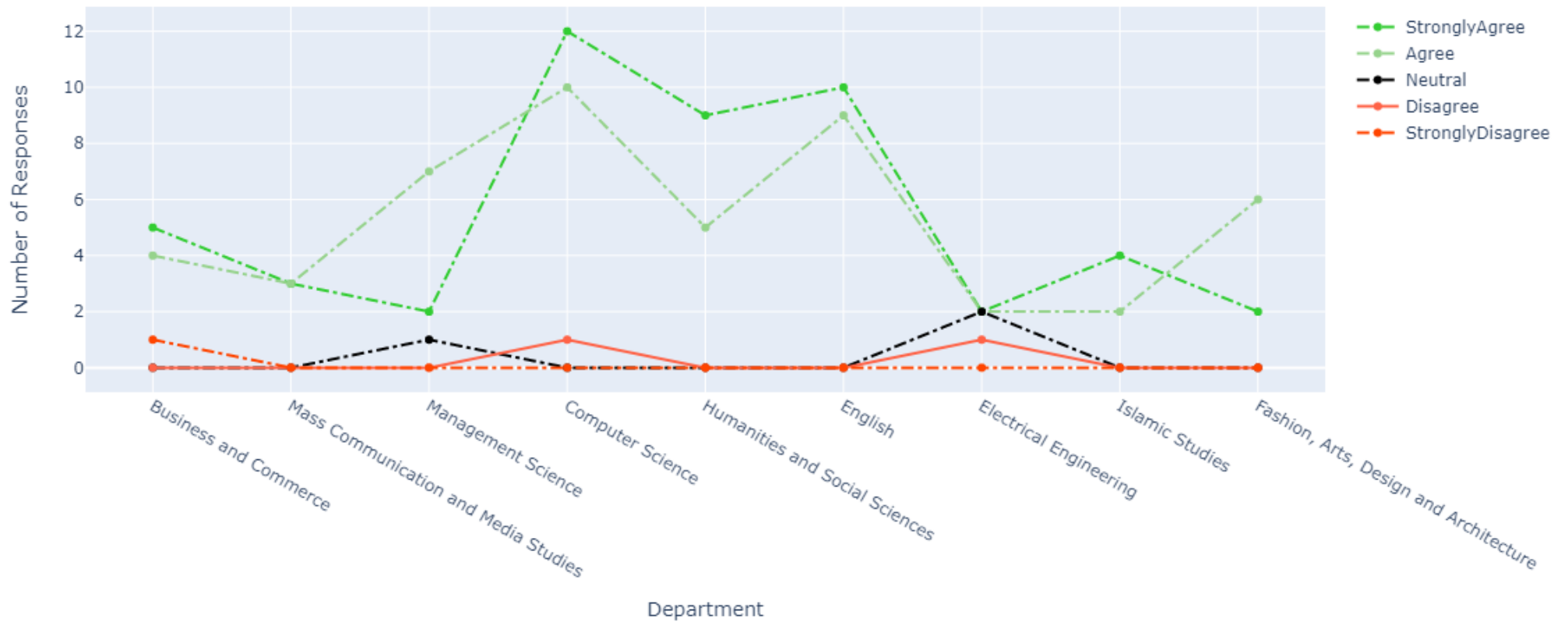


Figure 15 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q2)

### 13.3 Satisfaction with the facilities available in the classroom for delivery of teaching instructions

A Table is showing survey results (department-wise) of the Q3. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 16 Faculty Satisfaction (Q3)

Question Text	III- I am satisfied with the facilities available in the class room for delivery of teaching instructions.											
Department	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	6	60%	3	30%	0	0%	0	0%	1	10%	4.30	10
Mass Communication and Media Studies	4	67%	2	33%	0	0%	0	0%	0	0%	4.67	6
Management Science	2	20%	7	70%	1	10%	0	0%	0	0%	4.10	10
Computer Science	9	39%	13	57%	0	0%	1	4%	0	0%	4.30	23
Humanities and Social Sciences	11	79%	2	14%	1	7%	0	0%	0	0%	4.71	14
English	12	63%	6	32%	1	5%	0	0%	0	0%	4.58	19
Electrical Engineering	4	57%	2	29%	1	14%	0	0%	0	0%	4.43	7
Islamic Studies	4	67%	2	33%	0	0%	0	0%	0	0%	4.67	6
Fashion, Arts, Design and Architecture	3	38%	3	38%	2	25%	0	0%	0	0%	4.13	8
<b>Sum()</b>	55	53%	40	39%	6	6%	1	1%	1	1%	4.43	103
<b>Max()</b>	12	79%	13	70%	2	25%	1	4%	1	10%	4.71	23
<b>Min()</b>	2	20%	2	14%	0	0%	0	0%	0	0%	4.1	6
<b>Median()</b>	4	-	3	-	1	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	6.11	-	4.44	-	0.67	-	0.11	-	0.11	-	-	11.44
<b>Variance()</b>	13.4	-	13.8	-	0.5	-	0.1	-	0.1	-	-	-
<b>Standard Deviation()</b>	3.7	-	3.7	-	0.7	-	0.3	-	0.3	-	-	-

I am satisfied with the facilities available in the class room

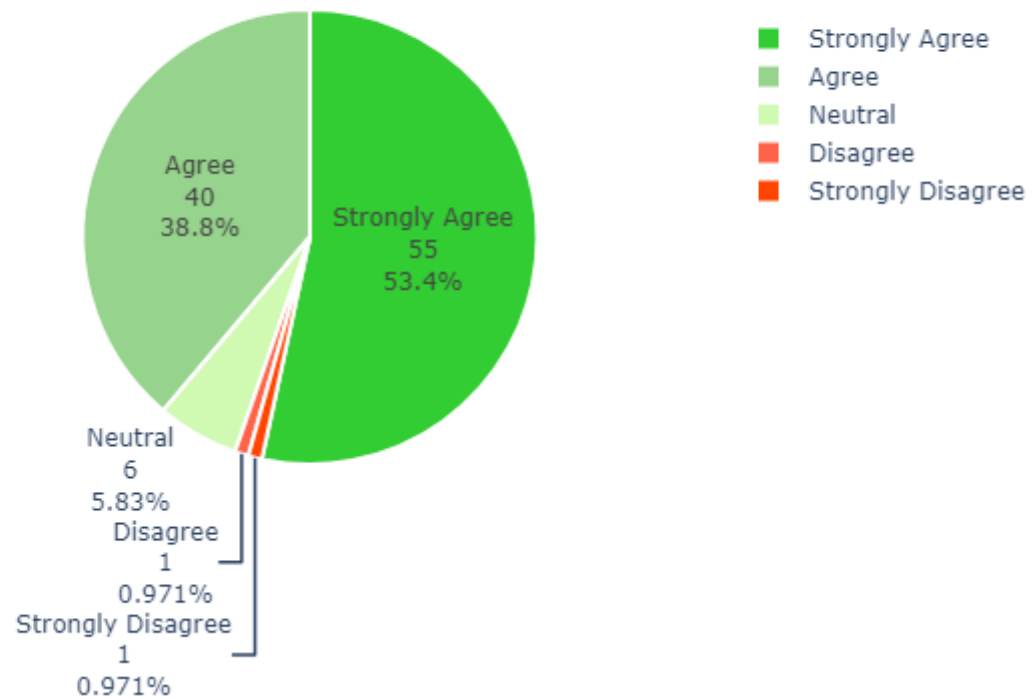


Figure 16 Pie Chart Illustrating Faculty Satisfaction Survey results (Q3)

I am satisfied with the facilities available in the class room for delivery of teaching instructions

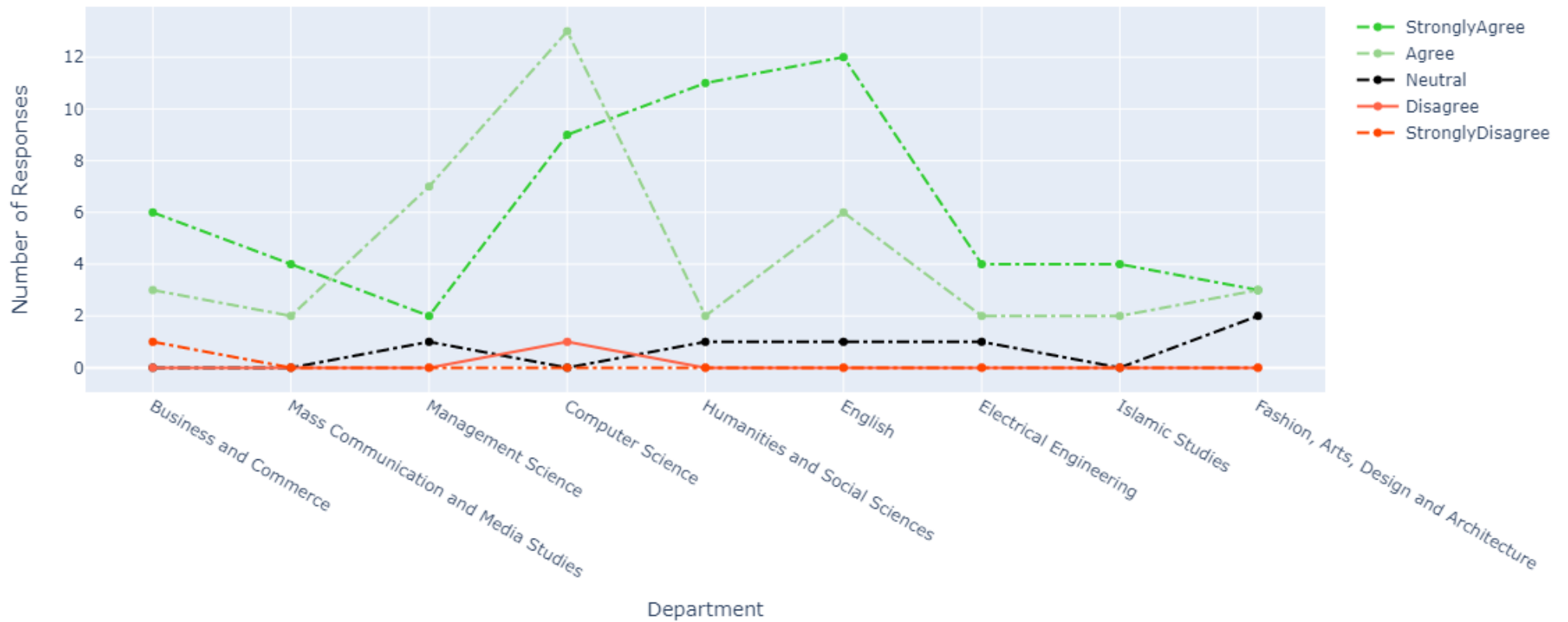


Figure 17 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q3)

### 13.4 Kept well informed of matters important to faculty and staff related to academics

A Table is showing survey results (department-wise) of the Q4. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 17 Faculty Satisfaction (Q4)

Question Text	IV- I am kept well informed of matters important to faculty and staff related to academics.											
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	4	40%	4	40%	1	10%	0	0%	1	10%	4.00	10
Mass Communication and Media Studies	4	67%	2	33%	0	0%	0	0%	0	0%	4.67	6
Management Science	1	10%	7	70%	2	20%	0	0%	0	0%	3.90	10
Computer Science	11	48%	10	43%	2	9%	0	0%	0	0%	4.39	23
Humanities and Social Sciences	10	71%	3	21%	1	7%	0	0%	0	0%	4.64	14
English	9	47%	9	47%	0	0%	1	5%	0	0%	4.37	19
Electrical Engineering	3	43%	1	14%	1	14%	1	14%	1	14%	3.57	7
Islamic Studies	1	17%	5	83%	0	0%	0	0%	0	0%	4.17	6
Fashion, Arts, Design and Architecture	2	25%	3	38%	3	38%	0	0%	0	0%	3.88	8
<b>Sum()</b>	45	44%	44	43%	10	10%	2	2%	2	2%	4.24	103
<b>Max()</b>	11	71%	10	83%	3	38%	1	14%	1	14%	4.67	23
<b>Min()</b>	1	10%	1	14%	0	0%	0	0%	0	0%	3.57	6
<b>Median()</b>	4	-	4	-	1	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	5.00	-	4.89	-	1.11	-	0.22	-	0.22	-	-	11.44
<b>Variance()</b>	15.5	-	9.9	-	1.1	-	0.2	-	0.2	-	-	-
<b>Standard Deviation()</b>	3.9	-	3.1	-	1.1	-	0.4	-	0.4	-	-	-



I am kept well informed of matters related to academics

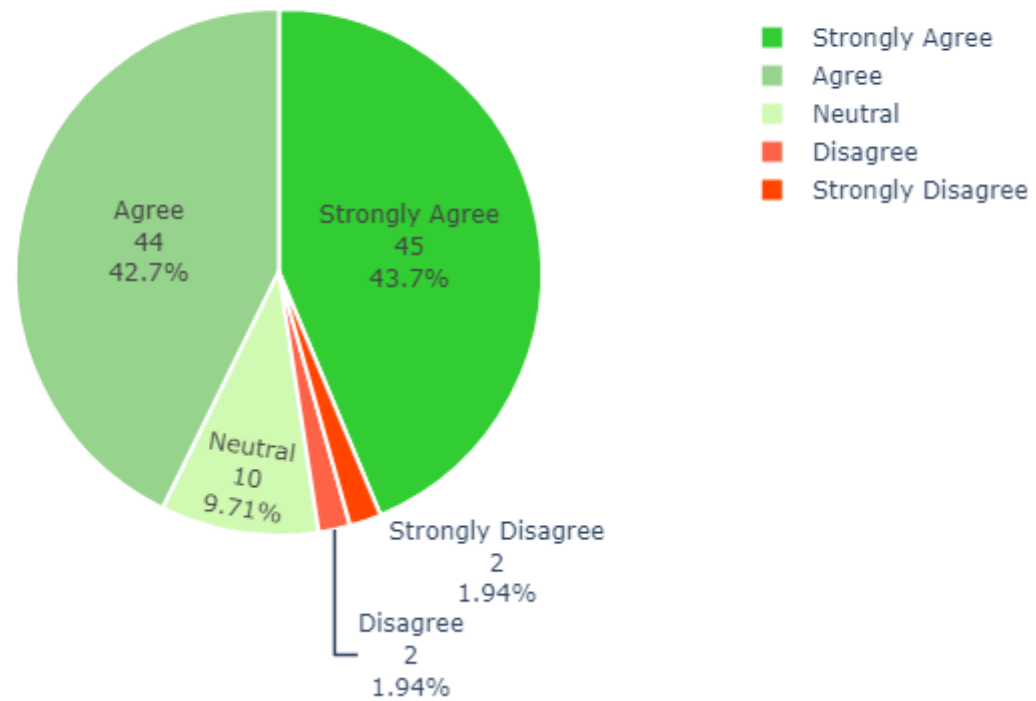


Figure 18 Pie Chart Illustrating Faculty Satisfaction Survey results (Q4)

I am kept well informed of matters important to faculty and staff related to academics

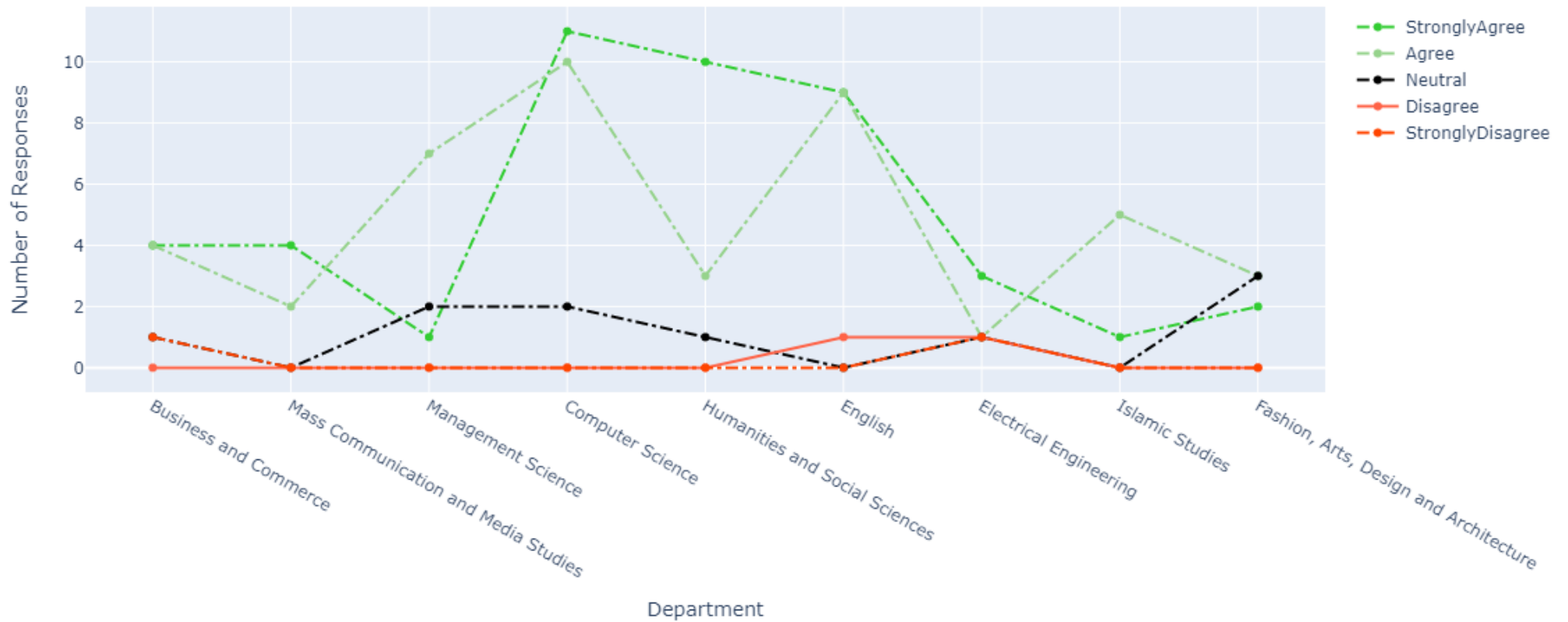


Figure 19 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q4)

### 13.5 Satisfaction with the cooperation received from colleagues

A Table is showing survey results (department-wise) of the Q5. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 18 Faculty Satisfaction (Q5)

Question Text	V- I am satisfied with the cooperation I receive from my colleagues and other team workers at the University											
Department	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	2	20%	7	70%	0	0%	0	0%	1	10%	3.90	10
Mass Communication and Media Studies	3	50%	3	50%	0	0%	0	0%	0	0%	4.50	6
Management Science	3	30%	6	60%	1	10%	0	0%	0	0%	4.20	10
Computer Science	10	43%	11	48%	2	9%	0	0%	0	0%	4.35	23
Humanities and Social Sciences	7	50%	7	50%	0	0%	0	0%	0	0%	4.50	14
English	11	58%	7	37%	0	0%	0	0%	1	5%	4.42	19
Electrical Engineering	3	43%	2	29%	1	14%	1	14%	0	0%	4.00	7
Islamic Studies	3	50%	3	50%	0	0%	0	0%	0	0%	4.50	6
Fashion, Arts, Design and Architecture	2	25%	3	38%	2	25%	1	13%	0	0%	3.75	8
<b>Sum()</b>	44	43%	49	48%	6	6%	2	2%	2	2%	4.27	103
<b>Max()</b>	11	58%	11	70%	2	25%	1	14%	1	10%	4.50	23
<b>Min()</b>	2	20%	2	29%	0	0%	0	0%	0	0%	3.75	6
<b>Median()</b>	3	-	6	-	0	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	4.89	-	5.44	-	0.67	-	0.22	-	0.22	-	-	11.44
<b>Variance()</b>	12.4	-	8.5	-	0.8	-	0.2	-	0.2	-	-	-
<b>Standard Deviation()</b>	3.5	-	2.9	-	0.9	-	0.4	-	0.4	-	-	-

I am satisfied with the cooperation I receive from my colleagues

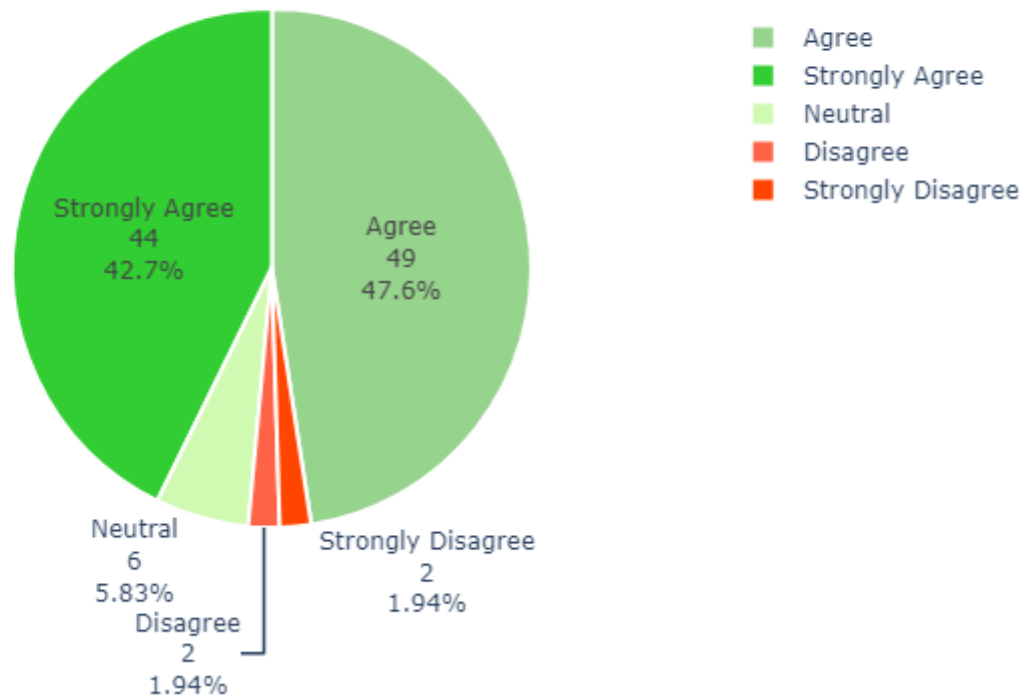


Figure 20 Pie Chart Illustrating Faculty Satisfaction Survey results (Q5)

I am satisfied with the cooperation I receive from my colleagues and other team workers at the University

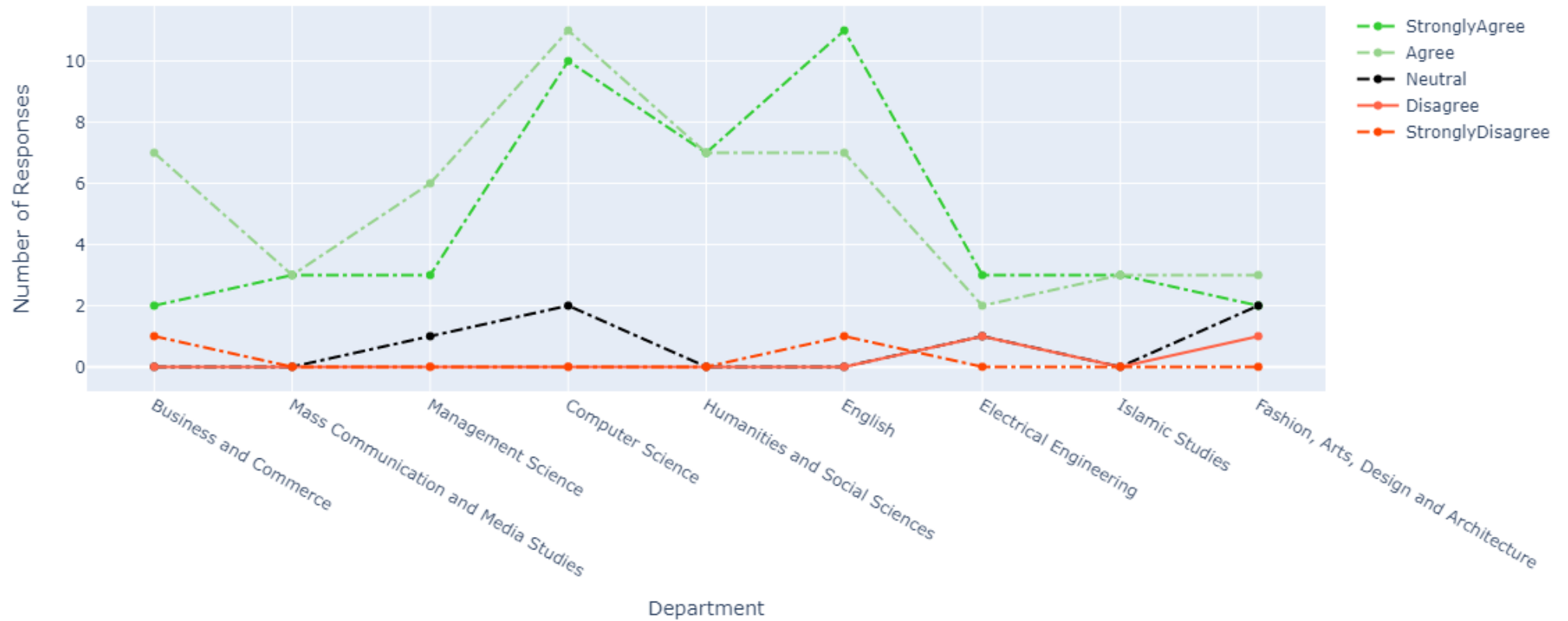


Figure 21 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q5)

### 13.6 Satisfaction with amount of interaction with the HoD

A Table is showing survey results (department-wise) of the Q6. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 19 Faculty Satisfaction (Q6)

Question Text	VI- I am satisfied with the amount of interaction with the HOD.											
Department	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	6	60%	3	30%	0	0%	0	0%	1	10%	4.30	10
Mass Communication and Media Studies	5	83%	1	17%	0	0%	0	0%	0	0%	4.83	6
Management Science	3	30%	5	50%	2	20%	0	0%	0	0%	4.10	10
Computer Science	18	78%	4	17%	1	4%	0	0%	0	0%	4.74	23
Humanities and Social Sciences	9	64%	5	36%	0	0%	0	0%	0	0%	4.64	14
English	12	63%	5	26%	2	11%	0	0%	0	0%	4.53	19
Electrical Engineering	2	29%	5	71%	0	0%	0	0%	0	0%	4.29	7
Islamic Studies	1	17%	4	67%	1	17%	0	0%	0	0%	4.00	6
Fashion, Arts, Design and Architecture	3	38%	3	38%	2	25%	0	0%	0	0%	4.13	8
<b>Sum()</b>	59	57%	35	34%	8	8%	0	0%	1	1%	4.47	103
<b>Max()</b>	18	83%	5	71%	2	25%	0	0%	1	10%	4.83	23
<b>Min()</b>	1	17%	1	17%	0	0%	0	0%	0	0%	4.00	6
<b>Median()</b>	5	-	4	-	1	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	6.56	-	3.89	-	0.89	-	0.00	-	0.11	-	-	11.44
<b>Variance()</b>	30.8	-	1.9	-	0.9	-	0.0	-	0.1	-	-	-
<b>Standard Deviation()</b>	5.5	-	1.4	-	0.9	-	0.0	-	0.3	-	-	-

I am satisfied with the amount of interaction with the HOD

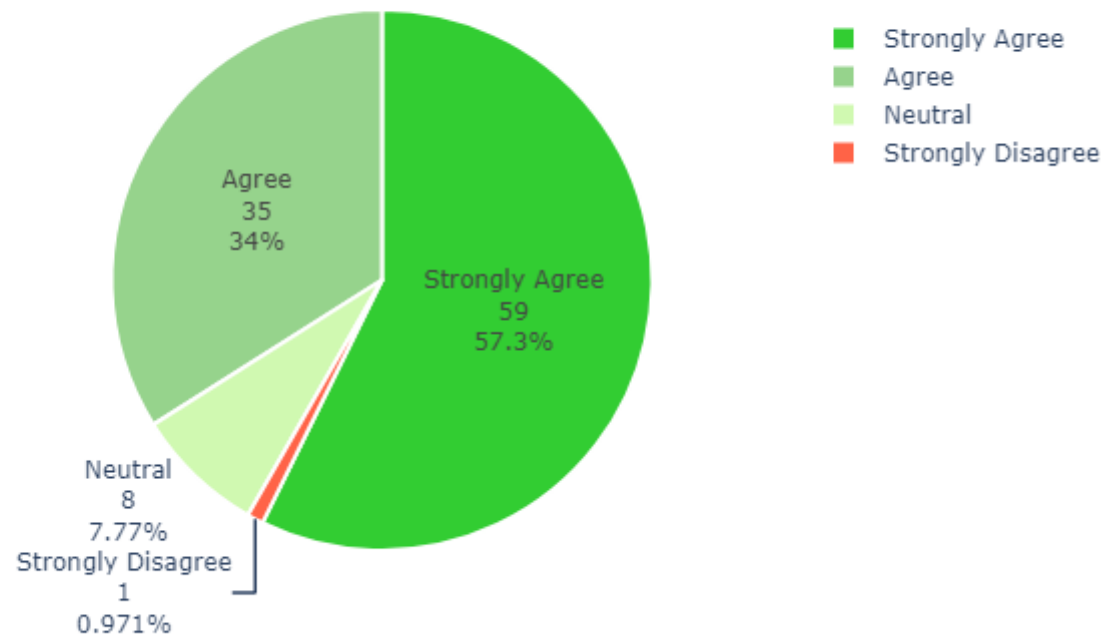


Figure 22 Pie Chart Illustrating Faculty Satisfaction Survey results (Q6)

I am satisfied with the amount of interaction with the HOD

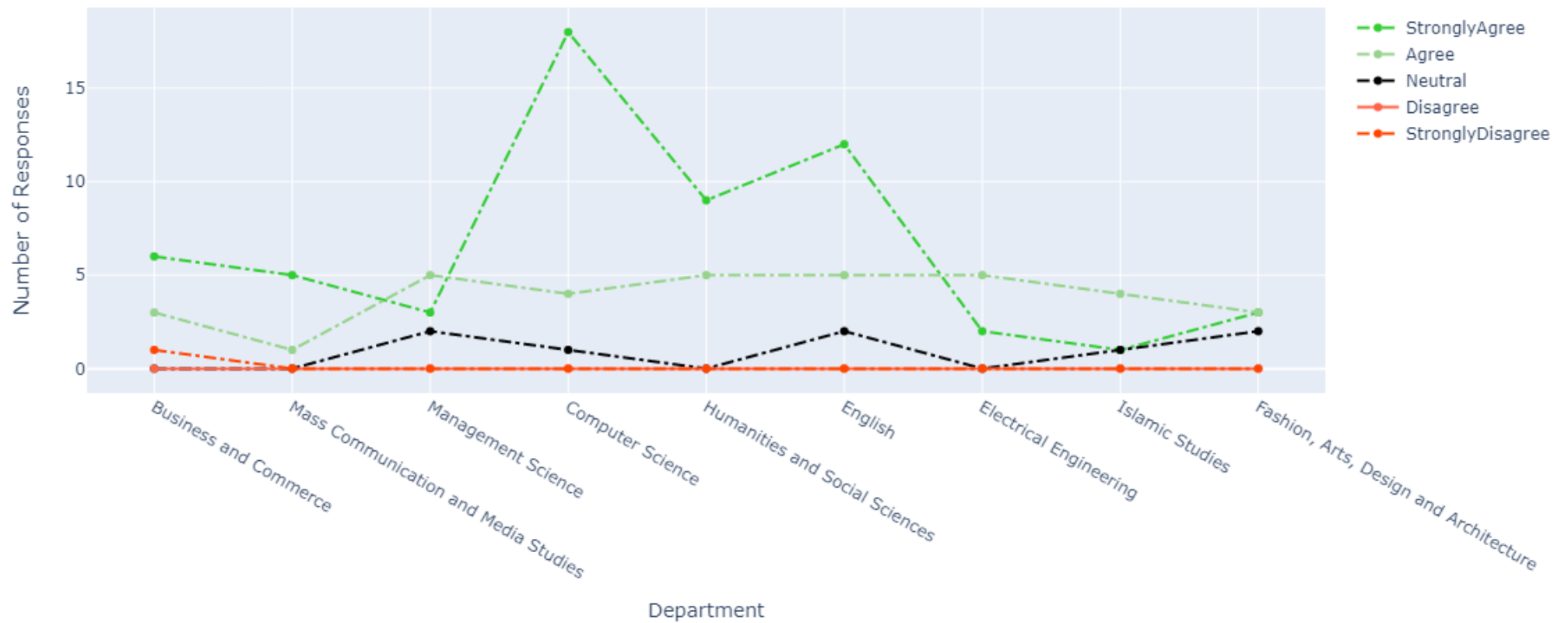


Figure 23 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q6)



### 13.7 Satisfaction with the amount of interaction the top management

A Table is showing survey results (department-wise) of the Q7. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 20 Faculty Satisfaction (Q7)

Question Text	VII- I am satisfied with the amount of interaction with the top management.											
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	2	20%	3	30%	3	30%	1	10%	1	10%	3.40	10
Mass Communication and Media Studies	3	50%	1	17%	2	33%	0	0%	0	0%	4.17	6
Management Science	1	10%	4	40%	5	50%	0	0%	0	0%	3.60	10
Computer Science	6	26%	10	43%	6	26%	1	4%	0	0%	3.91	23
Humanities and Social Sciences	7	50%	5	36%	1	7%	1	7%	0	0%	4.29	14
English	6	32%	10	53%	2	11%	1	5%	0	0%	4.11	19
Electrical Engineering	1	14%	1	14%	2	29%	3	43%	0	0%	3.00	7
Islamic Studies	1	17%	5	83%	0	0%	0	0%	0	0%	4.17	6
Fashion, Arts, Design and Architecture	0	0%	6	75%	2	25%	0	0%	0	0%	3.75	8
<b>Sum()</b>	27	26%	45	44%	23	22%	7	7%	1	1%	3.87	103
<b>Max()</b>	7	50%	10	83%	6	50%	3	43%	1	10%	4.29	23
<b>Min()</b>	0	0%	1	14%	0	0%	0	0%	0	0%	3.00	6
<b>Median()</b>	2	-	5	-	2	-	1	-	0	-	-	10
<b>Arithmetic Mean()</b>	3.00	-	5.00	-	2.56	-	0.78	-	0.11	-	-	11.44
<b>Variance()</b>	7.0	-	11.0	-	3.5	-	0.9	-	0.1	-	-	-
<b>Standard Deviation()</b>	2.6	-	3.3	-	1.9	-	1.0	-	0.3	-	-	-

I am satisfied with the amount of interaction with the top management

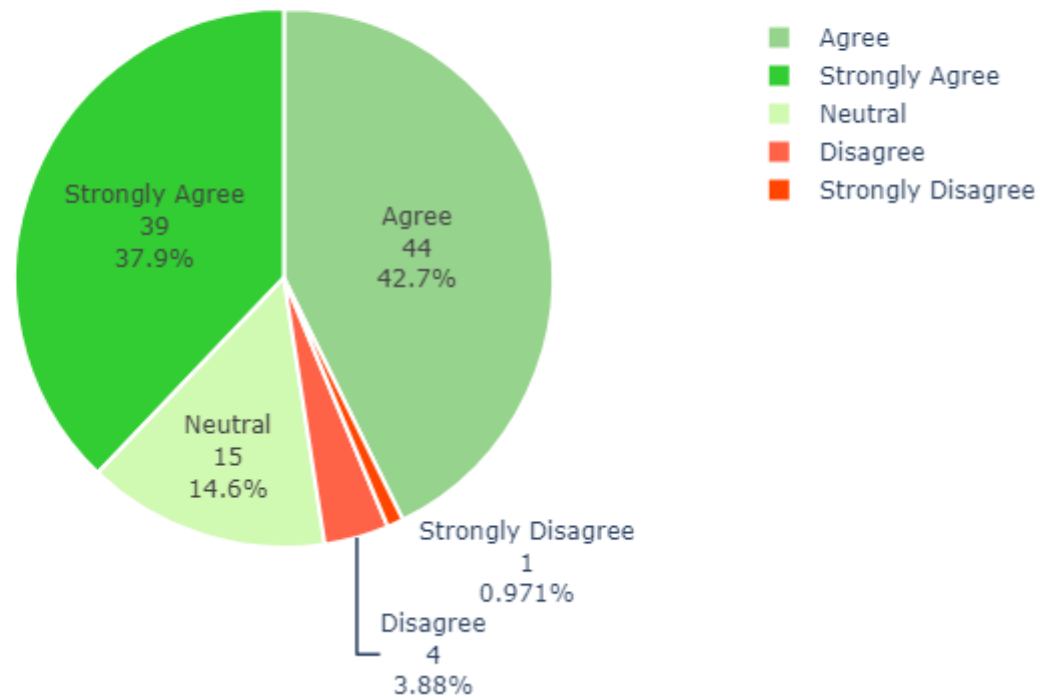


Figure 24 Pie Chart Illustrating Faculty Satisfaction Survey results (Q7)

I am satisfied with the amount of interaction with the top management

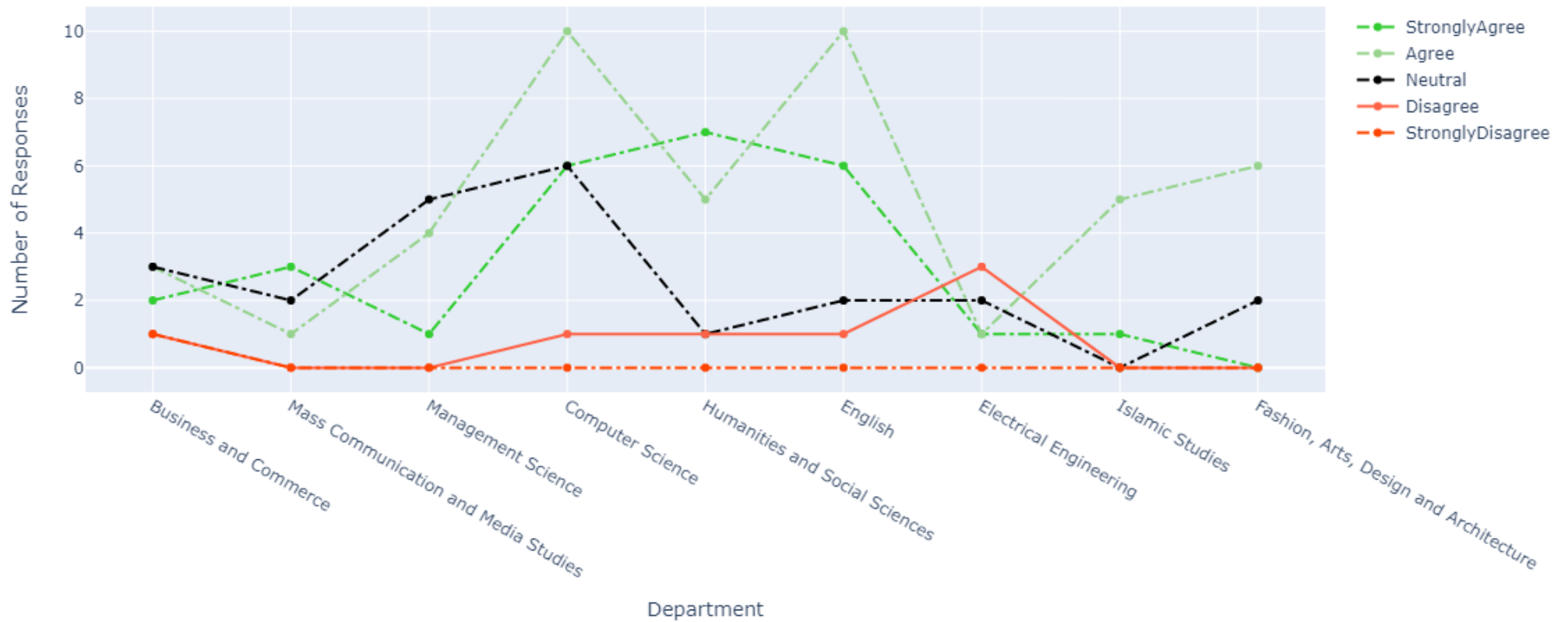


Figure 25 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q7)

### 13.8 Department does have good mentoring process for faculty members

A Table is showing survey results (department-wise) of the Q8. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 21 Faculty Satisfaction (Q8)

Question Text	VIII- Department does have good mentoring process for faculty members											
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	5	50%	3	30%	1	10%	0	0%	1	10%	4.10	10
Mass Communication and Media Studies	3	50%	3	50%	0	0%	0	0%	0	0%	4.50	6
Management Science	1	10%	4	40%	5	50%	0	0%	0	0%	3.60	10
Computer Science	8	35%	12	52%	2	9%	1	4%	0	0%	4.17	23
Humanities and Social Sciences	9	64%	3	21%	2	14%	0	0%	0	0%	4.50	14
English	7	37%	10	53%	2	11%	0	0%	0	0%	4.26	19
Electrical Engineering	1	14%	4	57%	0	0%	2	29%	0	0%	3.57	7
Islamic Studies	3	50%	2	33%	1	17%	0	0%	0	0%	4.33	6
Fashion, Arts, Design and Architecture	2	25%	3	38%	2	25%	1	13%	0	0%	3.75	8
<b>Sum()</b>	39	38%	44	43%	15	15%	4	4%	1	1%	4.13	103
<b>Max()</b>	9	64%	12	57%	5	50%	2	29%	1	10%	4.50	23
<b>Min()</b>	1	10%	2	21%	0	0%	0	0%	0	0%	3.6	6
<b>Median()</b>	3	-	3	-	2	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	4.33	-	4.89	-	1.67	-	0.44	-	0.11	-	-	11.44
<b>Variance()</b>	9.3	-	12.6	-	2.3	-	0.5	-	0.1	-	-	-
<b>Standard Deviation()</b>	3.0	-	3.6	-	1.5	-	0.7	-	0.3	-	-	-

Department does have good mentoring process for faculty members

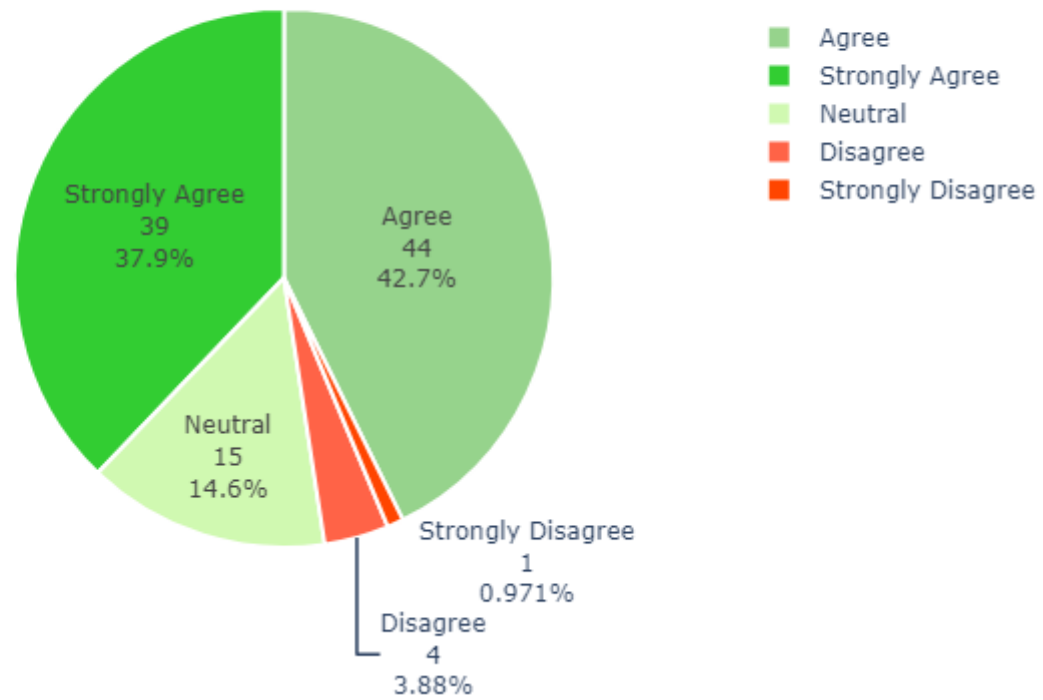


Figure 26 Pie Chart Illustrating Faculty Satisfaction Survey results (Q8)

Department does have good mentoring process for faculty members

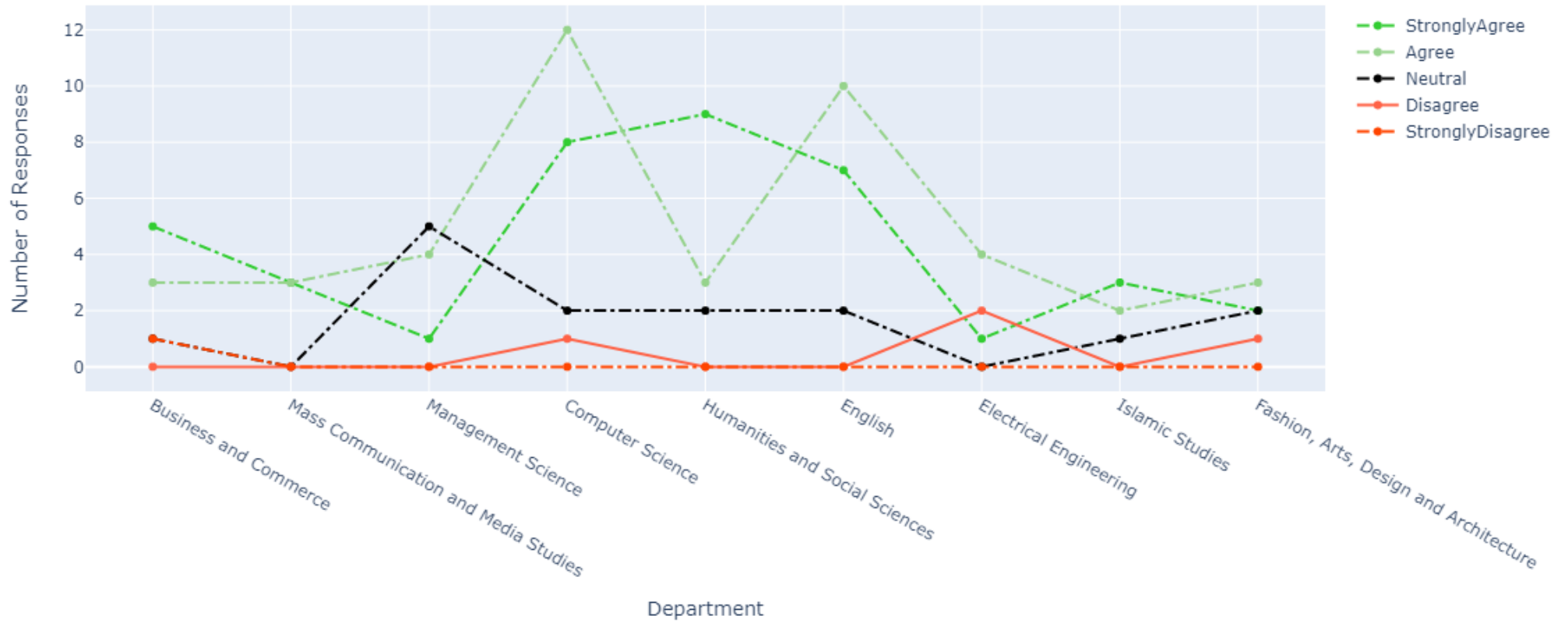


Figure 27 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q8)

### 13.9 Receiving feedback from HOD helps faculty members to improve academic professional performance

A Table is showing survey results (department-wise) of the Q9. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 22 Faculty Satisfaction (Q9)

Question Text	IX- Receiving feedback from HOD helps me to improve my academic professional performance											
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	3	30%	5	50%	1	10%	0	0%	1	10%	3.90	10
Mass Communication and Media Studies	4	67%	2	33%	0	0%	0	0%	0	0%	4.67	6
Management Science	1	10%	7	70%	2	20%	0	0%	0	0%	3.90	10
Computer Science	15	65%	8	35%	0	0%	0	0%	0	0%	4.65	23
Humanities and Social Sciences	10	71%	4	29%	0	0%	0	0%	0	0%	4.71	14
English	10	53%	7	37%	2	11%	0	0%	0	0%	4.42	19
Electrical Engineering	2	29%	2	29%	2	29%	1	14%	0	0%	3.71	7
Islamic Studies	3	50%	1	17%	2	33%	0	0%	0	0%	4.17	6
Fashion, Arts, Design and Architecture	4	50%	1	13%	2	25%	1	13%	0	0%	4.00	8
<b>Sum()</b>	52	50%	37	36%	11	11%	2	2%	1	1%	4.33	103
<b>Max()</b>	15	71%	8	70%	2	33%	1	14%	1	10%	4.71	23
<b>Min()</b>	1	10%	1	13%	0	0%	0	0%	0	0%	3.71	6
<b>Median()</b>	4	-	4	-	2	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	5.78	-	4.11	-	1.22	-	0.22	-	0.11	-	-	11.44
<b>Variance()</b>	22.4	-	7.6	-	0.9	-	0.2	-	0.1	-	-	-
<b>Standard Deviation()</b>	4.7	-	2.8	-	1.0	-	0.4	-	0.3	-	-	-

Receiving feedback from HOD helps me to improve my academic professional performance

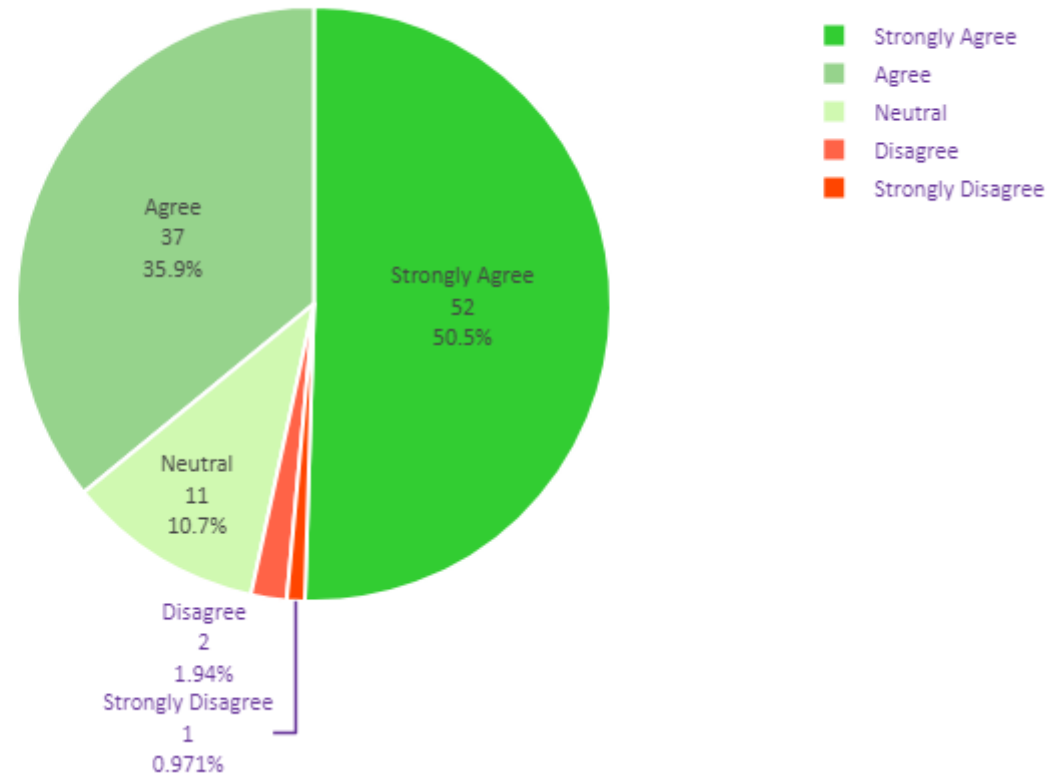


Figure 28 Pie Chart Illustrating Faculty Satisfaction Survey results (Q9)



Receiving feedback from HOD helps me to improve my academic professional performance

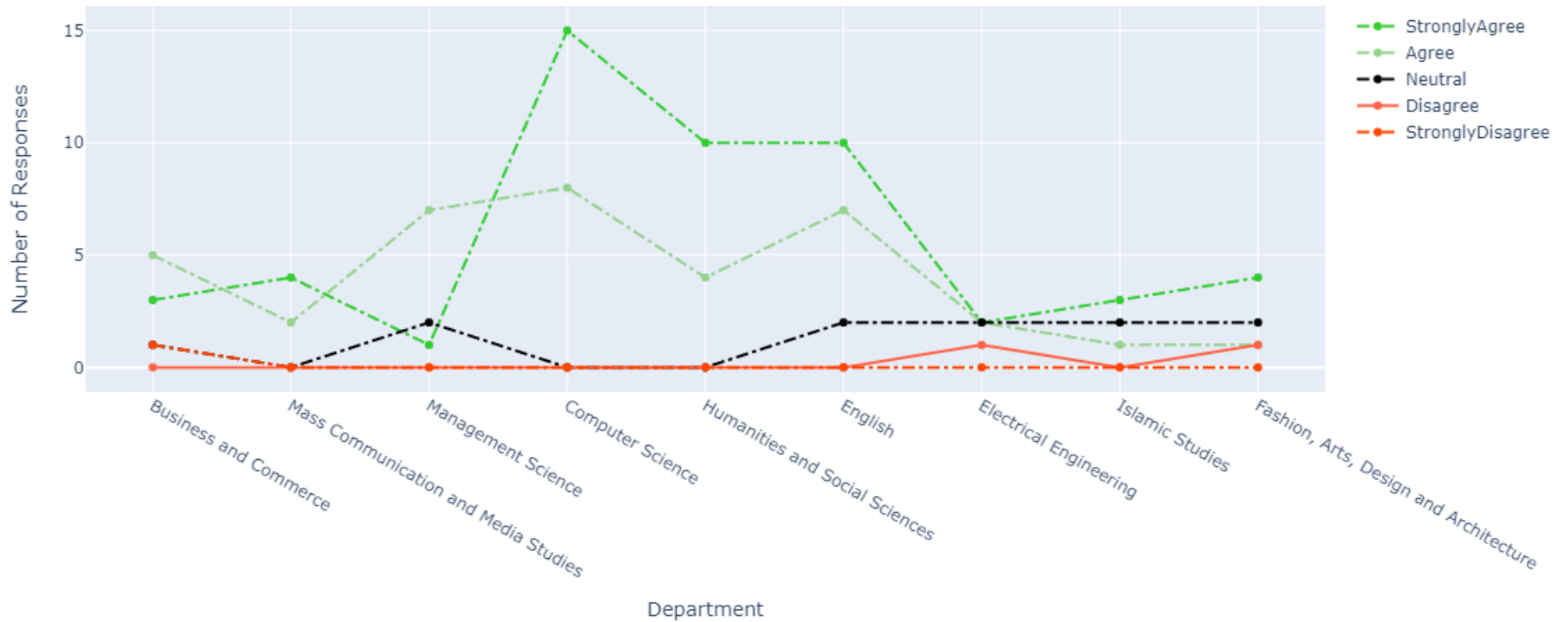


Figure 29 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q9)

### 13.10 Satisfaction with prospects for advancement and progress through academic ranks

A Table is showing survey results (department-wise) of the Q10. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 23 Faculty Satisfaction (Q10)

Question Text	X- I am satisfied with my prospects for advancement and progress through academic ranks.											
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	2	20%	4	40%	1	10%	2	20%	1	10%	3.40	10
Mass Communication and Media Studies	2	33%	4	67%	0	0%	0	0%	0	0%	4.33	6
Management Science	1	10%	3	30%	5	50%	1	10%	0	0%	3.40	10
Computer Science	3	13%	14	61%	4	17%	2	9%	0	0%	3.78	23
Humanities and Social Sciences	5	36%	7	50%	2	14%	0	0%	0	0%	4.21	14
English	5	26%	12	63%	2	11%	0	0%	0	0%	4.16	19
Electrical Engineering	0	0%	1	14%	1	14%	5	71%	0	0%	2.43	7
Islamic Studies	2	33%	3	50%	1	17%	0	0%	0	0%	4.17	6
Fashion, Arts, Design and Architecture	2	25%	4	50%	2	25%	0	0%	0	0%	4.00	8
<b>Sum()</b>	22	21%	52	50%	18	17%	10	10%	1	1%	3.82	103
<b>Max()</b>	5	36%	14	67%	5	50%	5	71%	1	10%	4.33	23
<b>Min()</b>	0	0%	1	14%	0	0%	0	0%	0	0%	2.43	6
<b>Median()</b>	2	-	4	-	2	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	2.44	-	5.78	-	2.00	-	1.11	-	0.11	-	-	11.44
<b>Variance()</b>	2.8	-	19.4	-	2.5	-	2.9	-	0.1	-	-	-
<b>Standard Deviation()</b>	1.7	-	4.4	-	1.6	-	1.7	-	0.3	-	-	-

I am satisfied with my prospects for advancement and progress through academic ranks

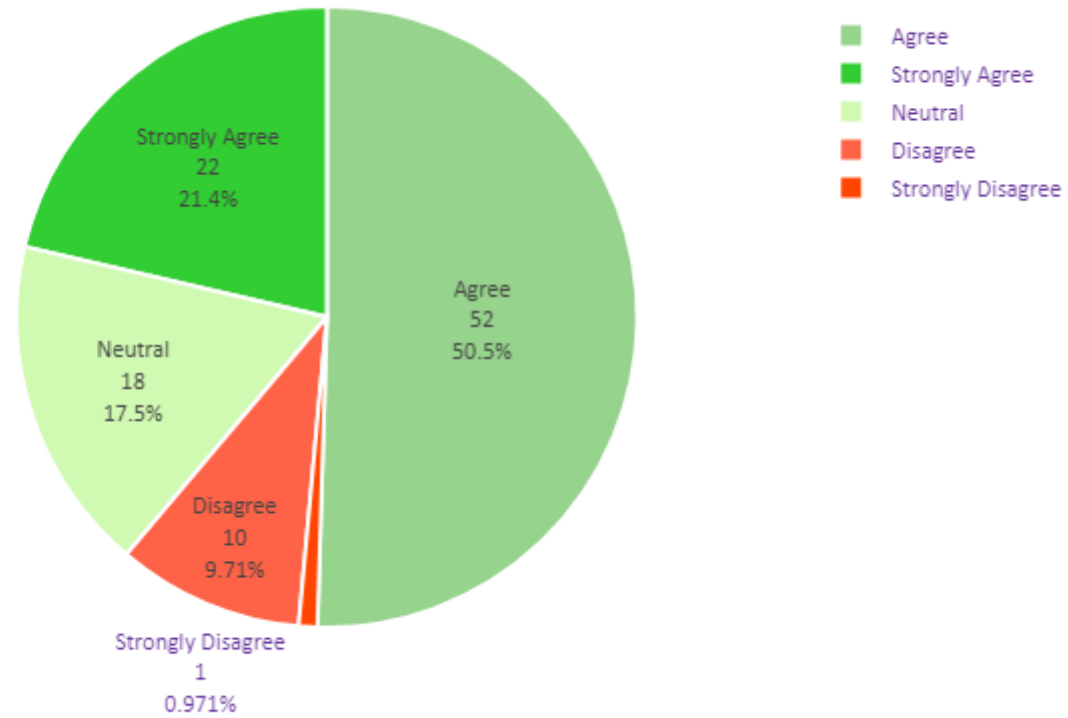


Figure 30 Pie Chart Illustrating Faculty Satisfaction Survey results (Q10)

I am satisfied with my prospects for advancement and progress through academic ranks

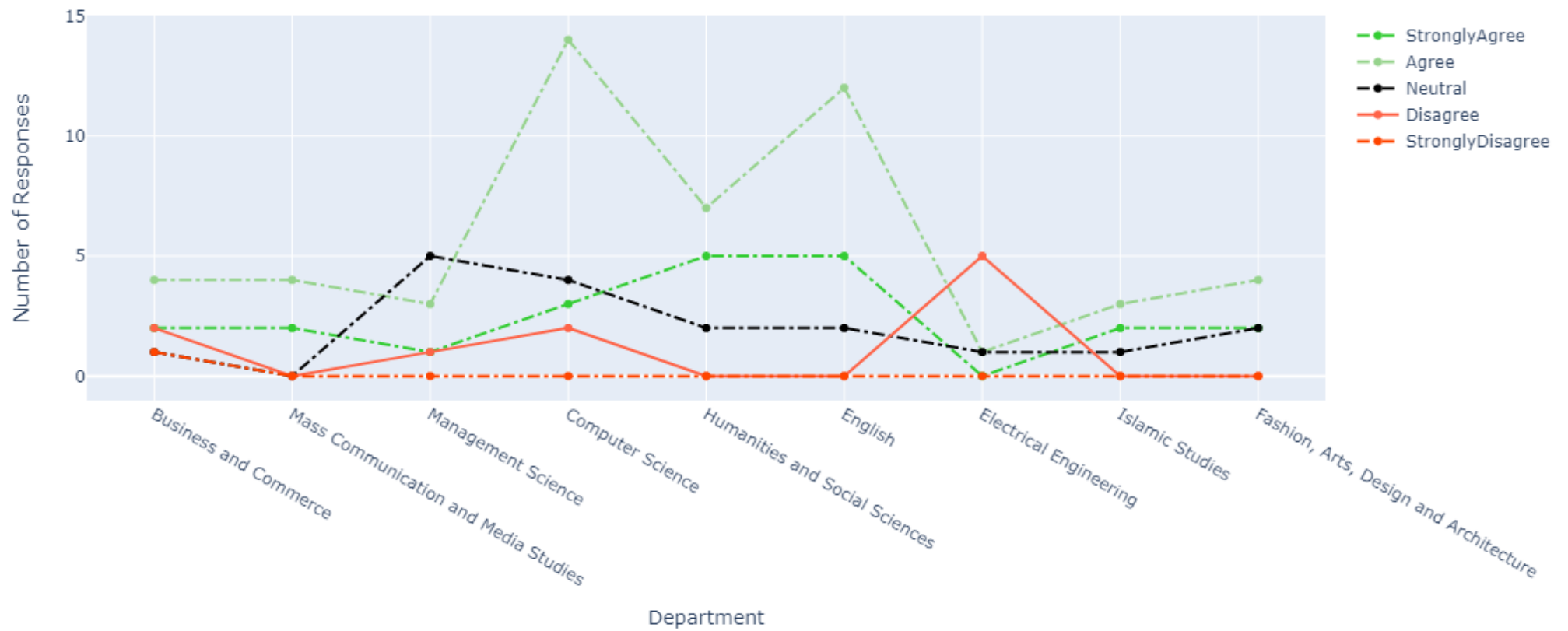


Figure 31 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q10)

### 13.11 University Administration is helpful in the execution of teaching responsibilities

A Table is showing survey results (department-wise) of the Q11. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 24 Faculty Satisfaction (Q11)

Question Text	XI- University administration is helpful in the execution of my teaching responsibilities.											
Department	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	5	50%	4	40%	0	0%	0	0%	1	10%	4.20	10
Mass Communication and Media Studies	1	17%	5	83%	0	0%	0	0%	0	0%	4.17	6
Management Science	2	20%	4	40%	4	40%	0	0%	0	0%	3.80	10
Computer Science	7	30%	15	65%	1	4%	0	0%	0	0%	4.26	23
Humanities and Social Sciences	8	57%	5	36%	1	7%	0	0%	0	0%	4.50	14
English	6	32%	12	63%	1	5%	0	0%	0	0%	4.26	19
Electrical Engineering	2	29%	2	29%	2	29%	1	14%	0	0%	3.71	7
Islamic Studies	3	50%	3	50%	0	0%	0	0%	0	0%	4.50	6
Fashion, Arts, Design and Architecture	1	13%	5	63%	2	25%	0	0%	0	0%	3.88	8
<b>Sum()</b>	35	34%	55	53%	11	11%	1	1%	1	1%	4.18	103
<b>Max()</b>	8	57%	15	83%	4	40%	1	14%	1	10%	4.50	23
<b>Min()</b>	1	13%	2	29%	0	0%	0	0%	0	0%	3.71	6
<b>Median()</b>	3	-	5	-	1	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	3.89	-	6.11	-	1.22	-	0.11	-	0.11	-	-	11.44
<b>Variance()</b>	7.1	-	19.1	-	1.7	-	0.1	-	0.1	-	-	-
<b>Standard Deviation()</b>	2.7	-	4.4	-	1.3	-	0.3	-	0.3	-	-	-

University administration is helpful in the execution of my teaching responsibilities

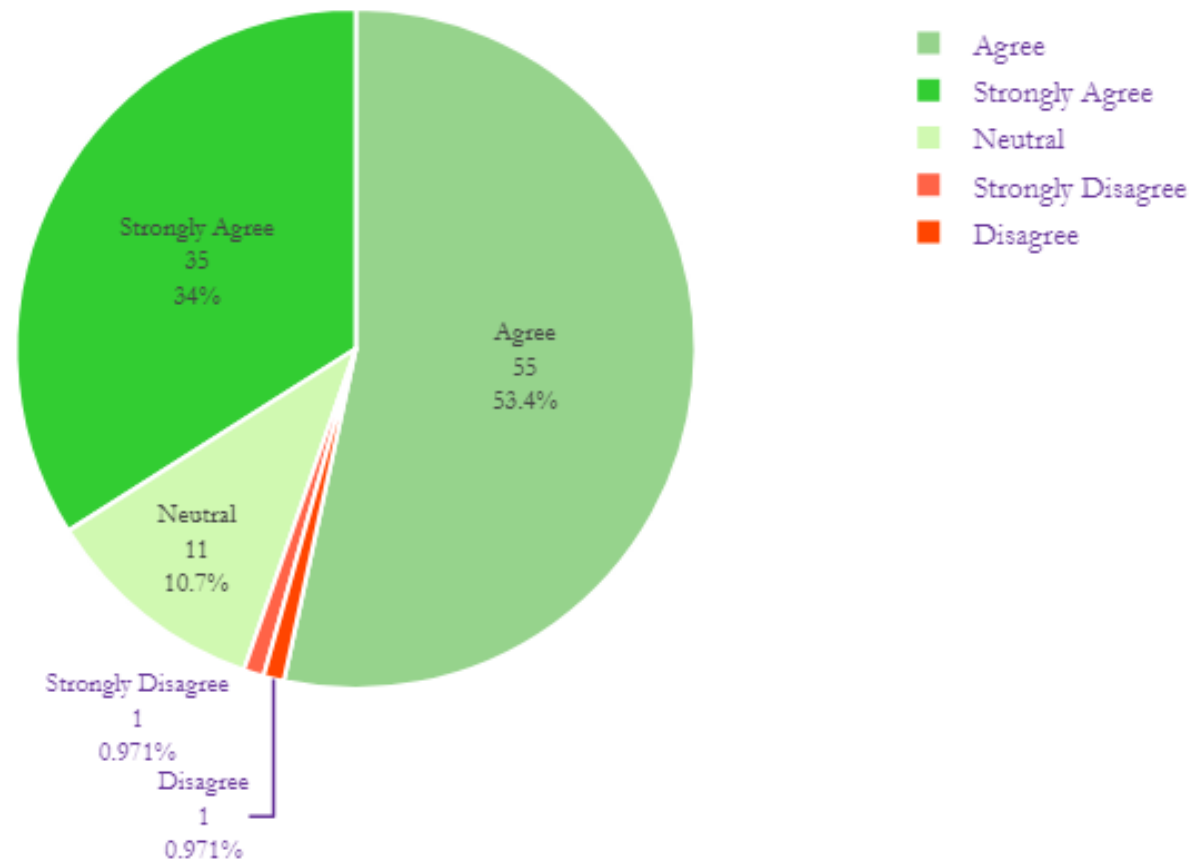


Figure 32 Pie Chart Illustrating Faculty Satisfaction Survey results (Q11)

University administration is helpful in the execution of my teaching responsibilities

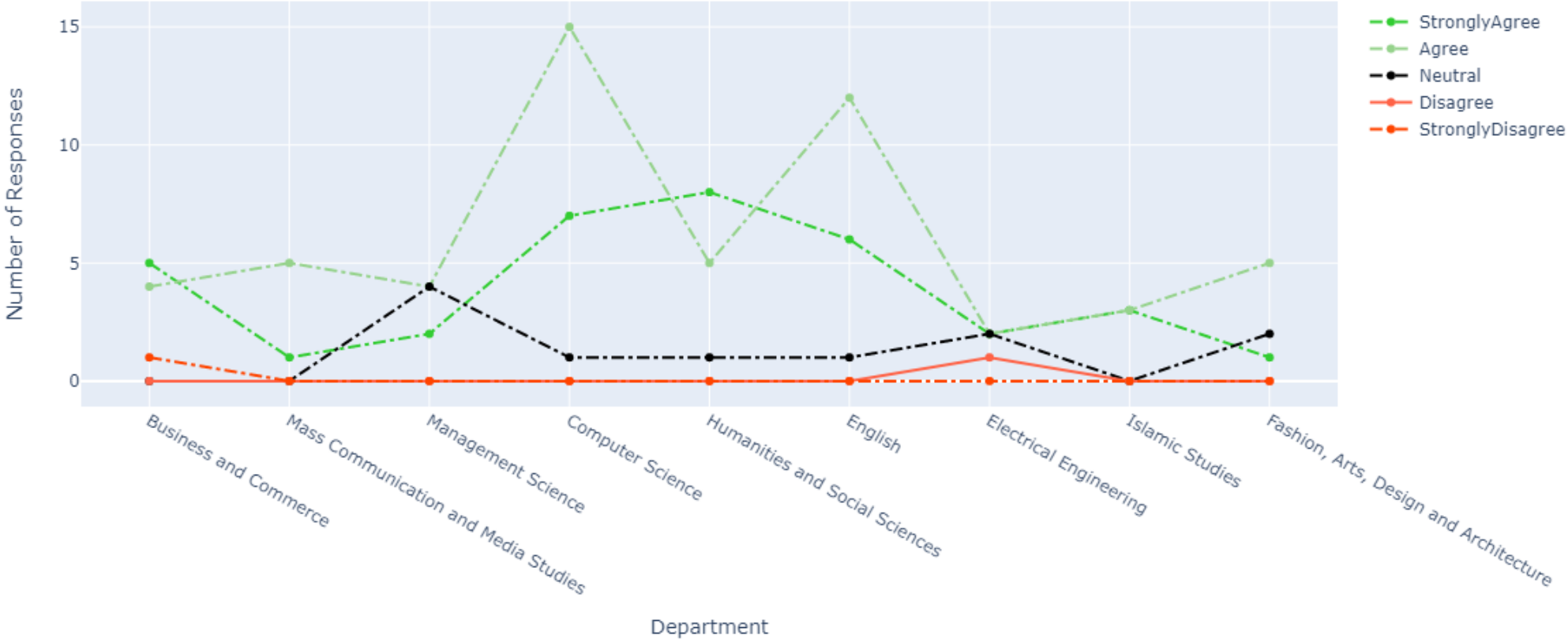


Figure 33 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q11)

### 13.12 University faculty promotion policy/process is clear and understandable

A Table is showing survey results (department-wise) of the Q12. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 25 Faculty Satisfaction (Q12)

Question Text	XII- The University faculty promotion policy/process is clear and understandable											
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	2	20%	3	30%	3	30%	0	0%	2	20%	3.30	10
Mass Communication and Media Studies	1	17%	1	17%	4	67%	0	0%	0	0%	3.50	6
Management Science	0	0%	3	30%	4	40%	2	20%	1	10%	2.90	10
Computer Science	1	4%	12	52%	5	22%	5	22%	0	0%	3.39	23
Humanities and Social Sciences	4	29%	6	43%	3	21%	1	7%	0	0%	3.93	14
English	6	32%	6	32%	6	32%	1	5%	0	0%	3.89	19
Electrical Engineering	0	0%	1	14%	3	43%	2	29%	1	14%	2.57	7
Islamic Studies	2	33%	1	17%	3	50%	0	0%	0	0%	3.83	6
Fashion, Arts, Design and Architecture	0	0%	2	25%	4	50%	2	25%	0	0%	3.00	8
<b>Sum()</b>	16	16%	35	34%	35	34%	13	13%	4	4%	3.45	103
<b>Max()</b>	6	33%	12	52%	6	67%	5	29%	2	20%	3.93	23
<b>Min()</b>	0	0%	1	14%	3	21%	0	0%	0	0%	2.57	6
<b>Median()</b>	1	-	3	-	4	-	1	-	0	-	-	10
<b>Arithmetic Mean()</b>	1.78	-	3.89	-	3.89	-	1.44	-	0.44	-	-	11.44
<b>Variance()</b>	4.2	-	13.1	-	1.1	-	2.5	-	0.5	-	-	-
<b>Standard Deviation()</b>	2.0	-	3.6	-	1.1	-	1.6	-	0.7	-	-	-



University faculty promotion policy/process is clear and understandable

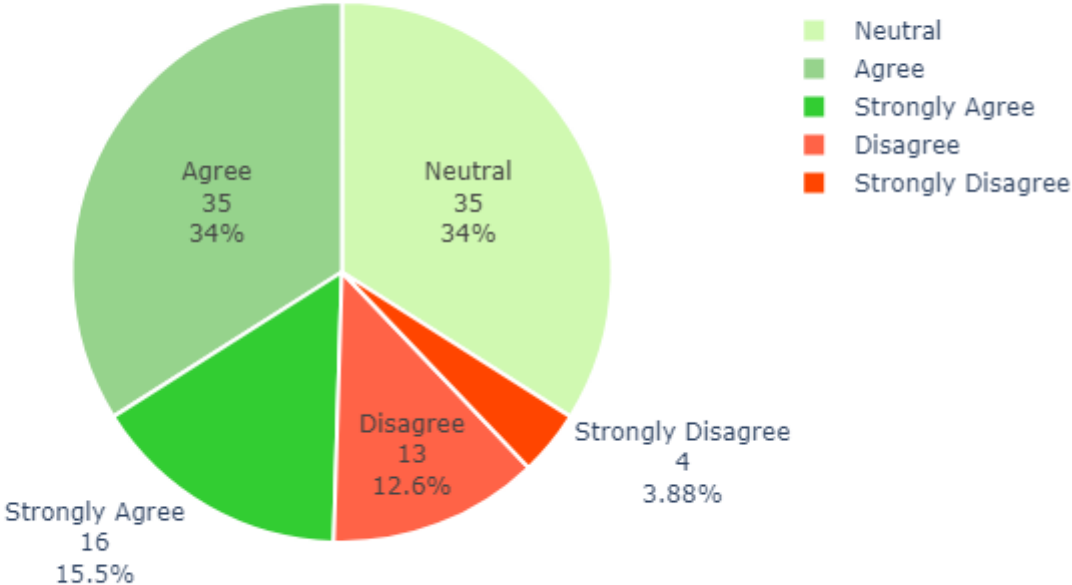


Figure 34 Pie Chart Illustrating Faculty Satisfaction Survey results (Q12)

University administration is helpful in the execution of my teaching responsibilities

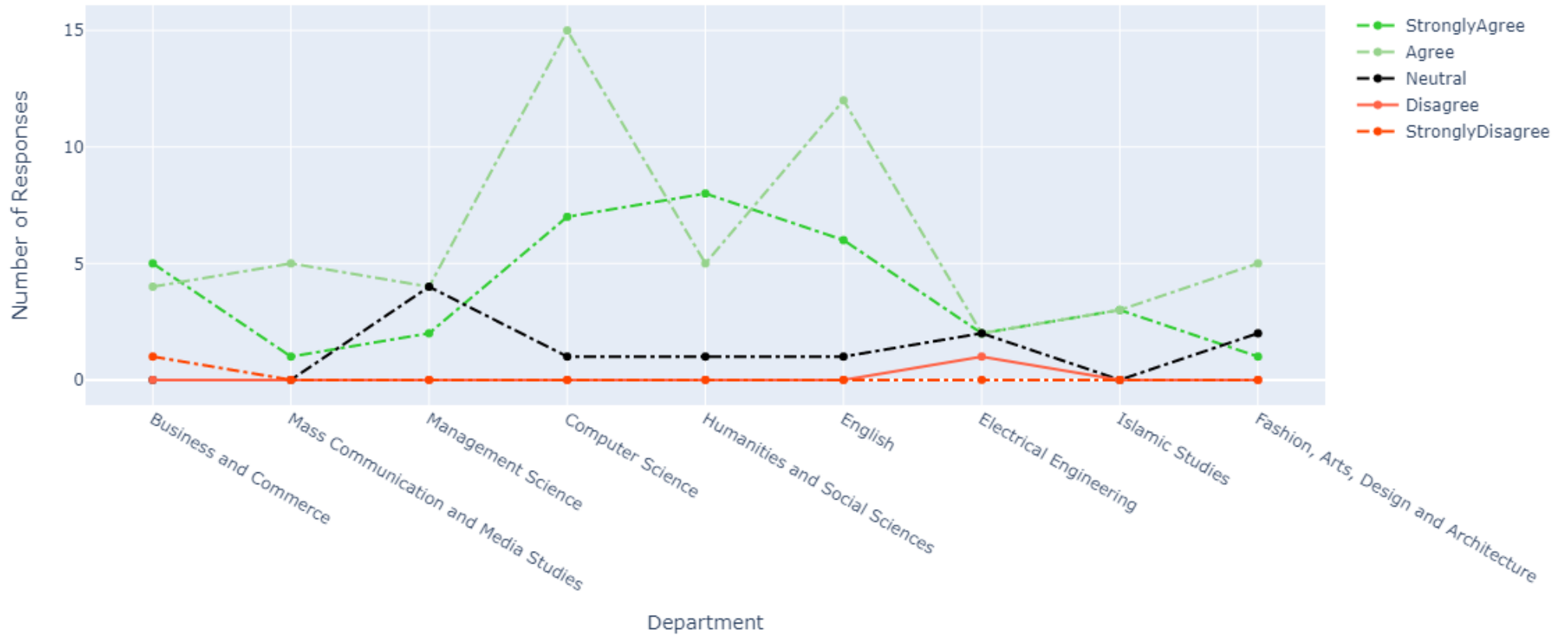


Figure 35 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q12)

### 13.13 University Salary is compatible with other universities

A Table is showing survey results (department-wise) of the Q13. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 26 Faculty Satisfaction (Q13)

Question Text	XIII- My salary is compatible with other universities?											
Department	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	1	10%	2	20%	5	50%	1	10%	1	10%	3.10	10
Mass Communication and Media Studies	0	0%	1	17%	3	50%	0	0%	2	33%	2.50	6
Management Science	1	10%	1	10%	3	30%	4	40%	1	10%	2.70	10
Computer Science	1	4%	5	22%	9	39%	8	35%	0	0%	2.96	23
Humanities and Social Sciences	2	14%	4	29%	5	36%	2	14%	1	7%	3.29	14
English	1	5%	4	21%	5	26%	7	37%	2	11%	2.74	19
Electrical Engineering	0	0%	0	0%	1	14%	3	43%	3	43%	1.71	7
Islamic Studies	0	0%	2	33%	4	67%	0	0%	0	0%	3.33	6
Fashion, Arts, Design and Architecture	0	0%	0	0%	3	38%	3	38%	2	25%	2.13	8
<b>Sum()</b>	6	6%	19	18%	38	37%	28	27%	12	12%	2.80	103
<b>Max()</b>	2	14%	5	33%	9	67%	8	43%	3	43%	3.33	23
<b>Min()</b>	0	0%	0	0%	1	14%	0	0%	0	0%	1.71	6
<b>Median()</b>	1	-	2	-	4	-	3	-	1	-	-	10
<b>Arithmetic Mean()</b>	0.67	-	2.11	-	4.22	-	3.11	-	1.33	-	-	11.44
<b>Variance()</b>	0.5	-	3.4	-	4.9	-	8.1	-	1.0	-	-	-
<b>Standard Deviation()</b>	0.7	-	1.8	-	2.2	-	2.8	-	1.0	-	-	-

### My Salary is compatible with other universities

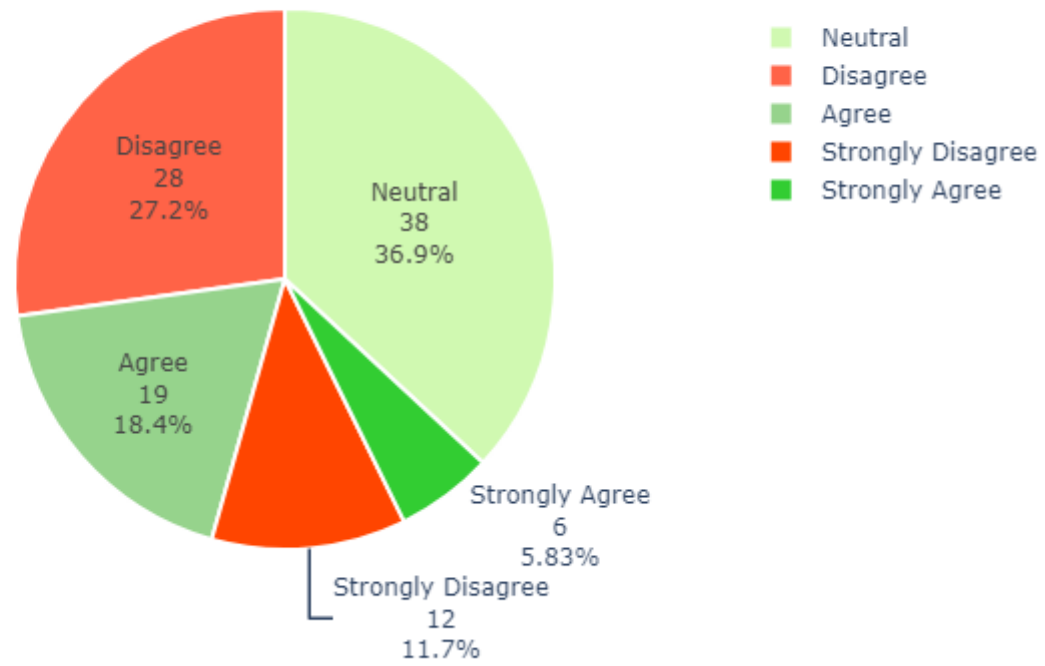


Figure 36 Pie Chart Illustrating Faculty Satisfaction Survey results (Q13)

My salary is compatible with other universities?

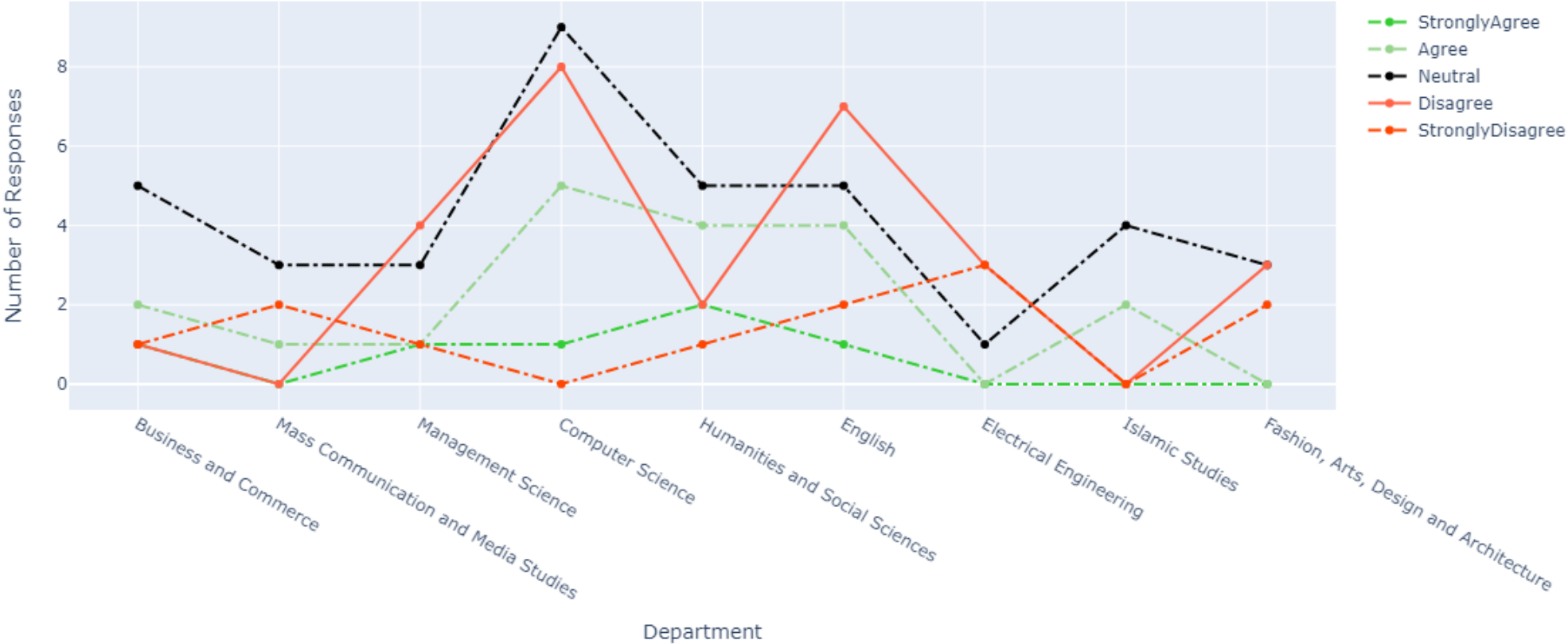


Figure 37 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q13)

### 13.14 University deals fairly in promotion and salary increase based on performance

A Table is showing survey results (department-wise) of the Q14. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 27 Faculty Satisfaction (Q14)

Question Text	XIV- The University deals fairly in promotion and salary increase based on performance.											
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	1	10%	2	20%	6	60%	0	0%	1	10%	3.20	10
Mass Communication and Media Studies	1	17%	1	17%	1	17%	2	33%	1	17%	2.83	6
Management Science	0	0%	1	10%	6	60%	3	30%	0	0%	2.80	10
Computer Science	0	0%	8	35%	11	48%	4	17%	0	0%	3.17	23
Humanities and Social Sciences	2	14%	6	43%	5	36%	1	7%	0	0%	3.64	14
English	1	5%	9	47%	5	26%	4	21%	0	0%	3.37	19
Electrical Engineering	0	0%	1	14%	2	29%	2	29%	2	29%	2.29	7
Islamic Studies	3	50%	1	17%	2	33%	0	0%	0	0%	4.17	6
Fashion, Arts, Design and Architecture	0	0%	0	0%	4	50%	3	38%	1	13%	2.38	8
<b>Sum()</b>	8	8%	29	28%	42	41%	19	18%	5	5%	3.16	103
<b>Max()</b>	3	50%	9	47%	11	60%	4	38%	2	29%	4.17	23
<b>Min()</b>	0	0%	0	0%	1	17%	0	0%	0	0%	2.29	6
<b>Median()</b>	1	-	1	-	5	-	2	-	0	-	-	10
<b>Arithmetic Mean()</b>	0.89	-	3.22	-	4.67	-	2.11	-	0.56	-	-	11.44
<b>Variance()</b>	1.1	-	11.9	-	9.0	-	2.4	-	0.5	-	-	-
<b>Standard Deviation()</b>	1.1	-	3.5	-	3.0	-	1.5	-	0.7	-	-	-

University deals fairly in promotion/salary increase based on performance

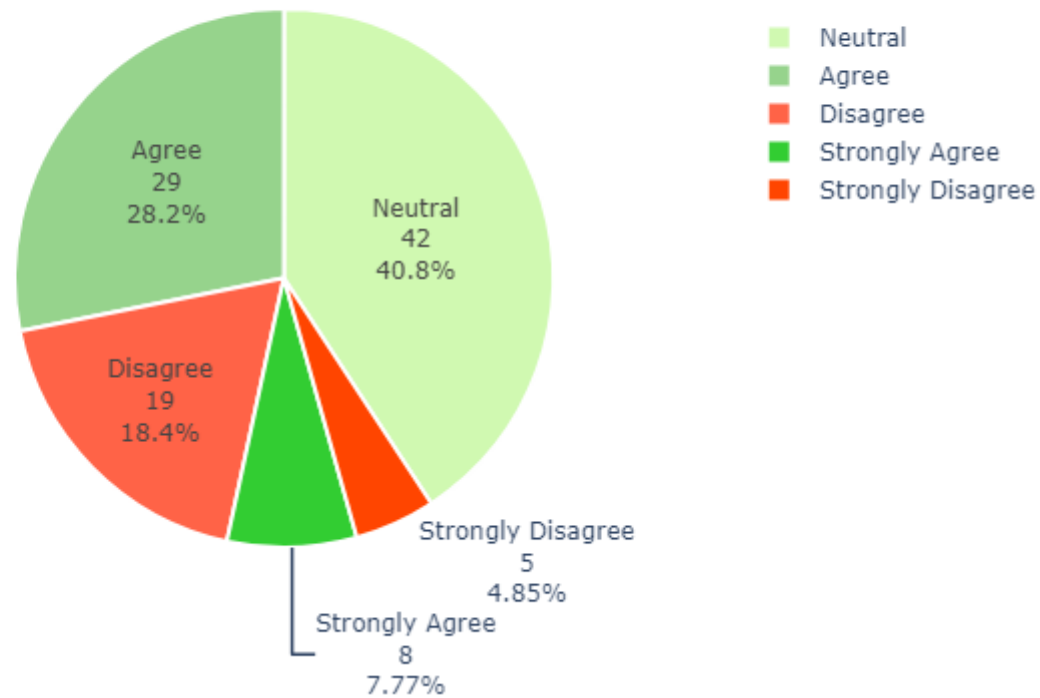


Figure 38 Pie Chart Illustrating Faculty Satisfaction Survey results (Q14)

The University deals fairly in promotion and salary increase based on performance

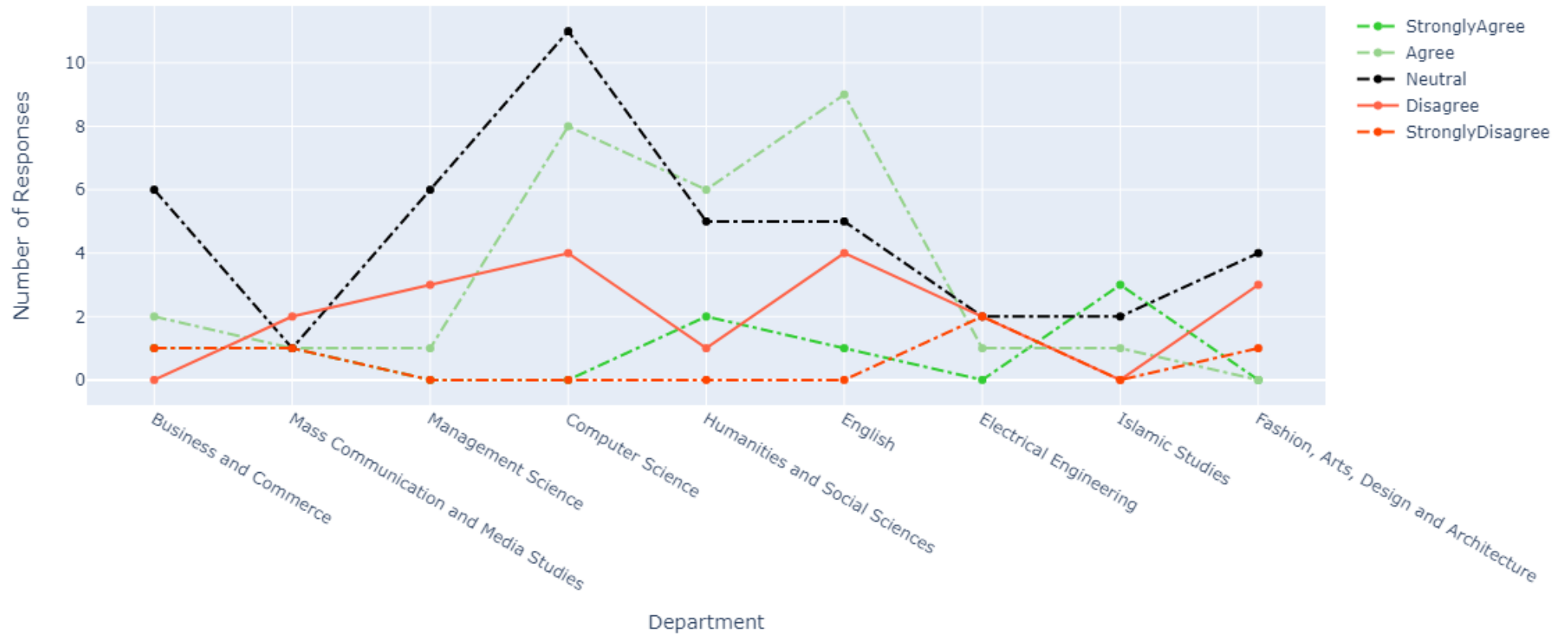


Figure 39 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q14)



### 13.15 Faculty Members feel comfortable with employment security at university

A Table is showing survey results (department-wise) of the Q15. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 28 Faculty Satisfaction (Q15)

Question Text	XV- I feel comfortable with employment security at University											
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	3	30%	4	40%	2	20%	0	0%	1	10%	3.80	10
Mass Communication and Media Studies	1	17%	4	67%	1	17%	0	0%	0	0%	4.00	6
Management Science	3	30%	4	40%	3	30%	0	0%	0	0%	4.00	10
Computer Science	6	26%	12	52%	4	17%	1	4%	0	0%	4.00	23
Humanities and Social Sciences	8	57%	6	43%	0	0%	0	0%	0	0%	4.57	14
English	4	21%	9	47%	5	26%	1	5%	0	0%	3.84	19
Electrical Engineering	2	29%	1	14%	3	43%	1	14%	0	0%	3.57	7
Islamic Studies	2	33%	3	50%	1	17%	0	0%	0	0%	4.17	6
Fashion, Arts, Design and Architecture	3	38%	4	50%	1	13%	0	0%	0	0%	4.25	8
<b>Sum()</b>	32	31%	47	46%	20	19%	3	3%	1	1%	4.03	103
<b>Max()</b>	8	57%	12	67%	5	43%	1	14%	1	10%	4.57	23
<b>Min()</b>	1	17%	1	14%	0	0%	0	0%	0	0%	3.57	6
<b>Median()</b>	3	-	4	-	2	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	3.56	-	5.22	-	2.22	-	0.33	-	0.11	-	-	11.44
<b>Variance()</b>	4.8	-	11.2	-	2.7	-	0.3	-	0.1	-	-	-
<b>Standard Deviation()</b>	2.2	-	3.3	-	1.6	-	0.5	-	0.3	-	-	-

I feel comfortable with employment security at University

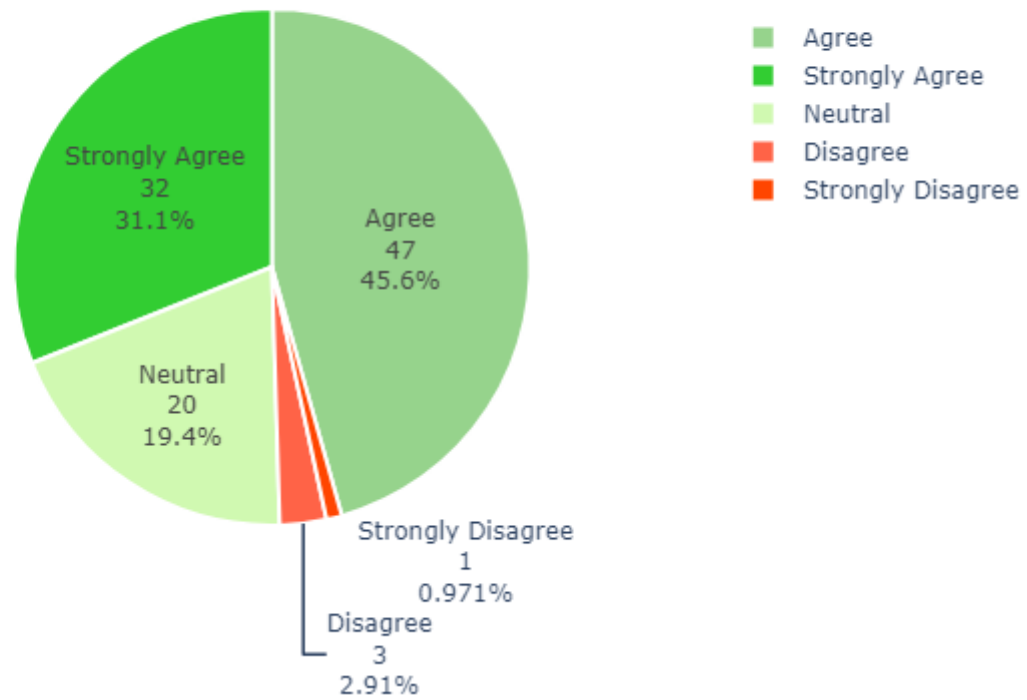


Figure 40 Pie Chart Illustrating Faculty Satisfaction Survey results (Q15)

I feel comfortable with employment security at University

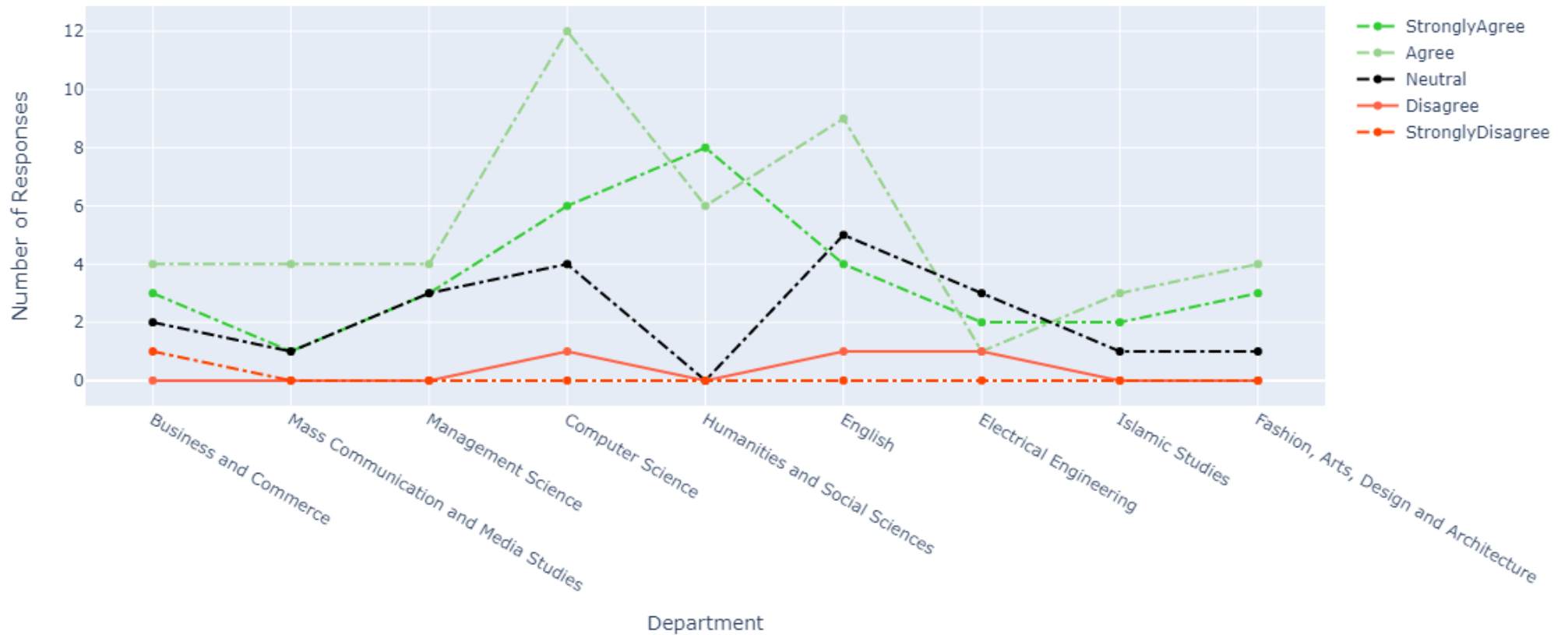


Figure 41 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q15)

### 13.16 Faculty Members considered GIFT University as an ideal place to work

A Table is showing survey results (department-wise) of the Q16. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 29 Faculty Satisfaction (Q16)

Question Text	XIV- I consider GIFT University as an ideal place to work.											
Department	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	3	30%	5	50%	0	0%	1	10%	1	10%	3.80	10
Mass Communication and Media Studies	1	17%	5	83%	0	0%	0	0%	0	0%	4.17	6
Management Science	3	30%	2	20%	3	30%	2	20%	0	0%	3.60	10
Computer Science	7	30%	14	61%	2	9%	0	0%	0	0%	4.22	23
Humanities and Social Sciences	10	71%	4	29%	0	0%	0	0%	0	0%	4.71	14
English	7	37%	8	42%	4	21%	0	0%	0	0%	4.16	19
Electrical Engineering	0	0%	2	29%	3	43%	2	29%	0	0%	3.00	7
Islamic Studies	3	50%	1	17%	2	33%	0	0%	0	0%	4.17	6
Fashion, Arts, Design and Architecture	2	25%	3	38%	2	25%	1	13%	0	0%	3.75	8
<b>Sum()</b>	36	35%	44	43%	16	16%	6	6%	1	1%	4.05	103
<b>Max()</b>	10	71%	14	83%	4	43%	2	29%	1	10%	4.71	23
<b>Min()</b>	0	0%	1	17%	0	0%	0	0%	0	0%	3.00	6
<b>Median()</b>	3	-	4	-	2	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	4.00	-	4.89	-	1.78	-	0.67	-	0.11	-	-	11.44
<b>Variance()</b>	10.8	-	16.1	-	2.2	-	0.8	-	0.1	-	-	-
<b>Standard Deviation()</b>	3.3	-	4.0	-	1.5	-	0.9	-	0.3	-	-	-

I consider GIFT University as an ideal place to work

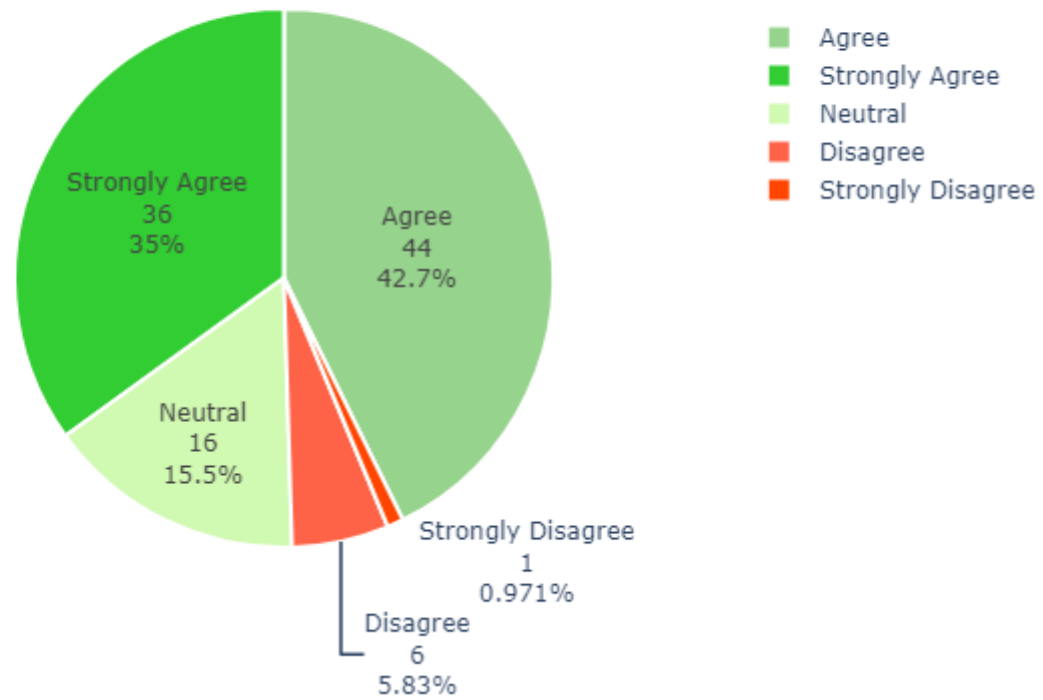


Figure 42 Pie Chart Illustrating Faculty Satisfaction Survey results (Q16)

I consider GIFT University as an ideal place to work

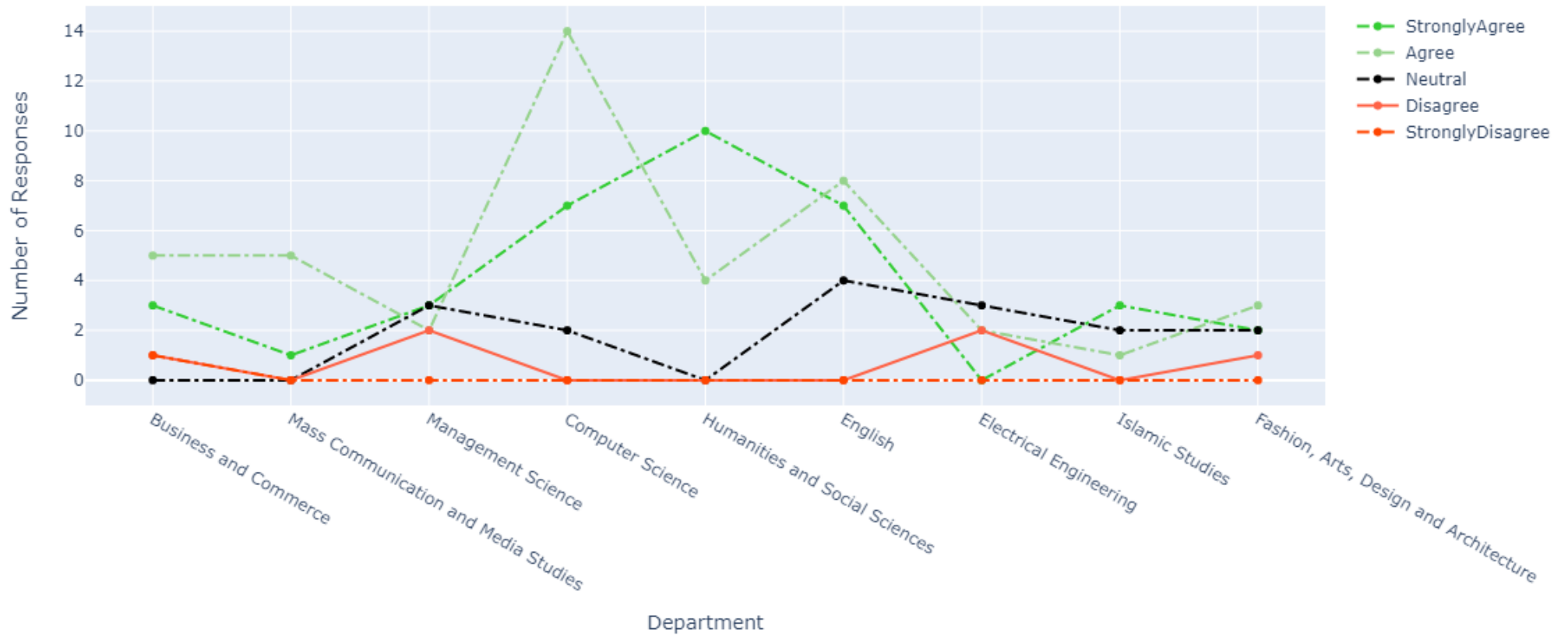


Figure 43 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q16)

### 13.17 The Department is utilizing experience, skills and knowledge that is beneficial for organization

A Table is showing survey results (department-wise) of the Q17. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 30 Faculty Satisfaction (Q17)

Question Text	XIV- The department is utilizing my experience, skills and knowledge that is beneficial for the organization.											
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	4	40%	5	50%	0	0%	0	0%	1	10%	4.10	10
Mass Communication and Media Studies	3	50%	3	50%	0	0%	0	0%	0	0%	4.50	6
Management Science	1	10%	6	60%	3	30%	0	0%	0	0%	3.80	10
Computer Science	10	43%	11	48%	2	9%	0	0%	0	0%	4.35	23
Humanities and Social Sciences	8	57%	6	43%	0	0%	0	0%	0	0%	4.57	14
English	6	32%	11	58%	2	11%	0	0%	0	0%	4.21	19
Electrical Engineering	1	14%	4	57%	1	14%	0	0%	1	14%	3.57	7
Islamic Studies	2	33%	3	50%	1	17%	0	0%	0	0%	4.17	6
Fashion, Arts, Design and Architecture	3	38%	3	38%	0	0%	1	13%	1	13%	3.75	8
<b>Sum()</b>	38	37%	52	50%	9	9%	1	1%	3	3%	4.17	103
<b>Max()</b>	10	57%	11	60%	3	30%	1	13%	1	14%	4.57	23
<b>Min()</b>	1	10%	3	38%	0	0%	0	0%	0	0%	3.57	6
<b>Median()</b>	3	-	5	-	1	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	4.22	-	5.78	-	1.00	-	0.11	-	0.33	-	-	11.44
<b>Variance()</b>	9.9	-	10.2	-	1.3	-	0.1	-	0.3	-	-	-
<b>Standard Deviation()</b>	3.2	-	3.2	-	1.1	-	0.3	-	0.5	-	-	-

Department is utilizing my experience, skills and knowledge that is beneficial for the organization

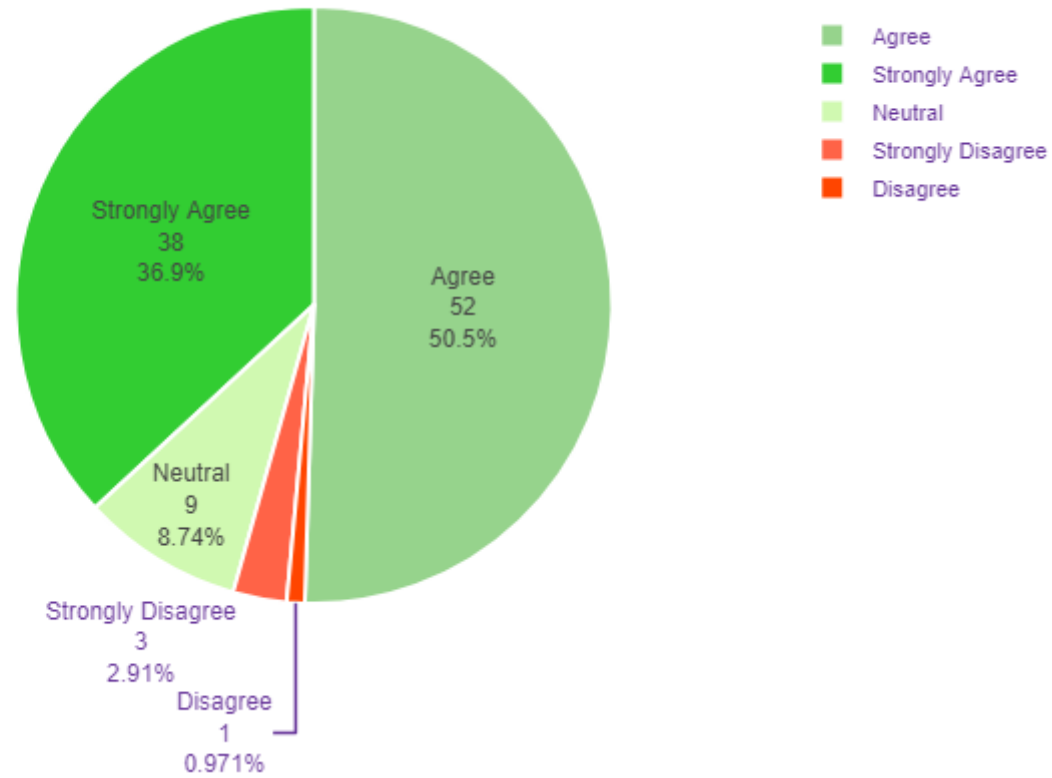


Figure 44 Pie Chart Illustrating Faculty Satisfaction Survey results (Q17)



The department is utilizing my experience, skills and knowledge that is beneficial for the organization

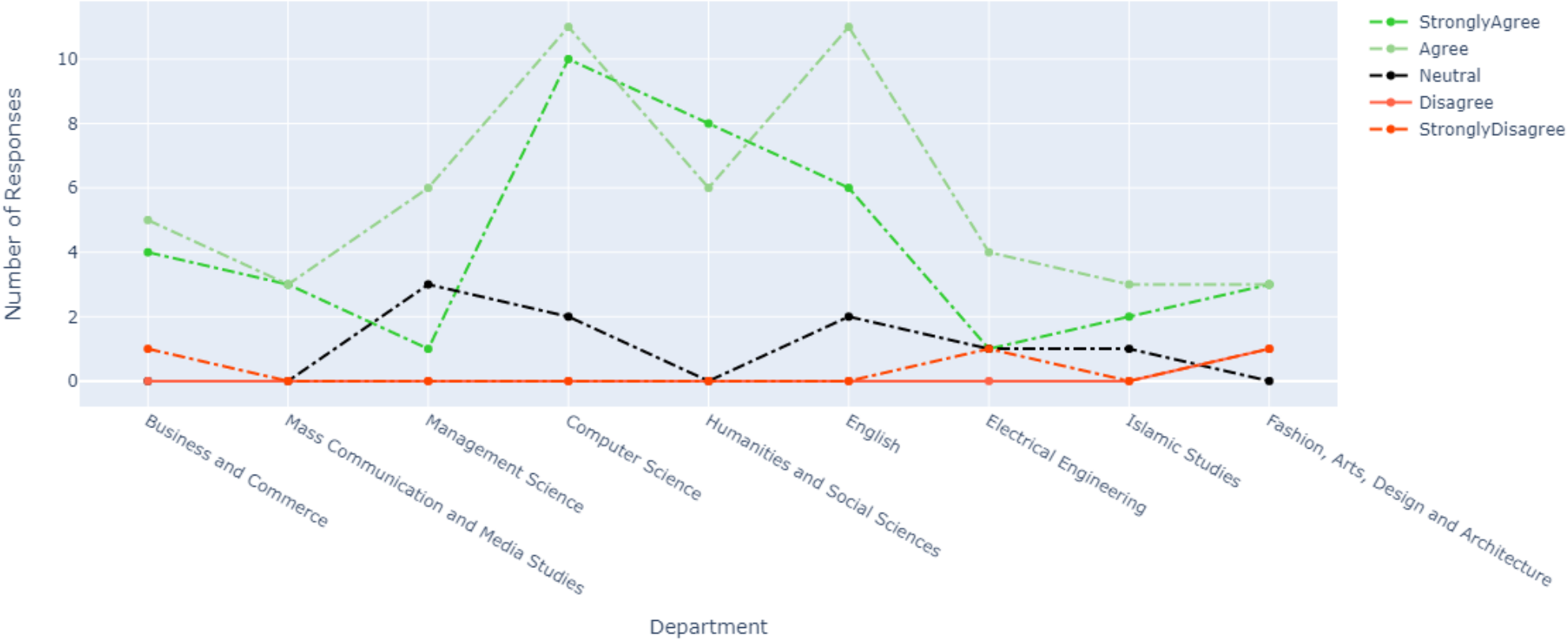


Figure 45 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q17)

### 13.18 Do you feel comfortable to discuss job related issues with your HOD?

A Table is showing survey results (department-wise) of the Q18. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 31 Faculty Satisfaction (Q18)

Question Text	XIIIV- Do you feel comfortable to discuss job related issues with your HOD?											Total
	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	
Department	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	3	30%	5	50%	1	10%	0	0%	1	10%	3.90	10
Mass Communication and Media Studies	3	50%	3	50%	0	0%	0	0%	0	0%	4.50	6
Management Science	3	30%	5	50%	1	10%	1	10%	0	0%	4.00	10
Computer Science	15	65%	6	26%	2	9%	0	0%	0	0%	4.57	23
Humanities and Social Sciences	7	50%	7	50%	0	0%	0	0%	0	0%	4.50	14
English	12	63%	7	37%	0	0%	0	0%	0	0%	4.63	19
Electrical Engineering	0	0%	3	43%	1	14%	1	14%	2	29%	2.71	7
Islamic Studies	2	33%	2	33%	2	33%	0	0%	0	0%	4.00	6
Fashion, Arts, Design and Architecture	3	38%	1	13%	3	38%	1	13%	0	0%	3.75	8
<b>Sum()</b>	48	47%	39	38%	10	10%	3	3%	3	3%	4.22	103
<b>Max()</b>	15	65%	7	50%	3	38%	1	14%	2	29%	4.63	23
<b>Min()</b>	0	0%	1	13%	0	0%	0	0%	0	0%	2.71	6
<b>Median()</b>	3	-	5	-	1	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	5.33	-	4.33	-	1.11	-	0.33	-	0.33	-	-	11.44
<b>Variance()</b>	25.3	-	4.8	-	1.1	-	0.3	-	0.5	-	-	-
<b>Standard Deviation()</b>	5.0	-	2.2	-	1.1	-	0.5	-	0.7	-	-	-

Do you feel comfortable to discuss job related issues with your HOD?

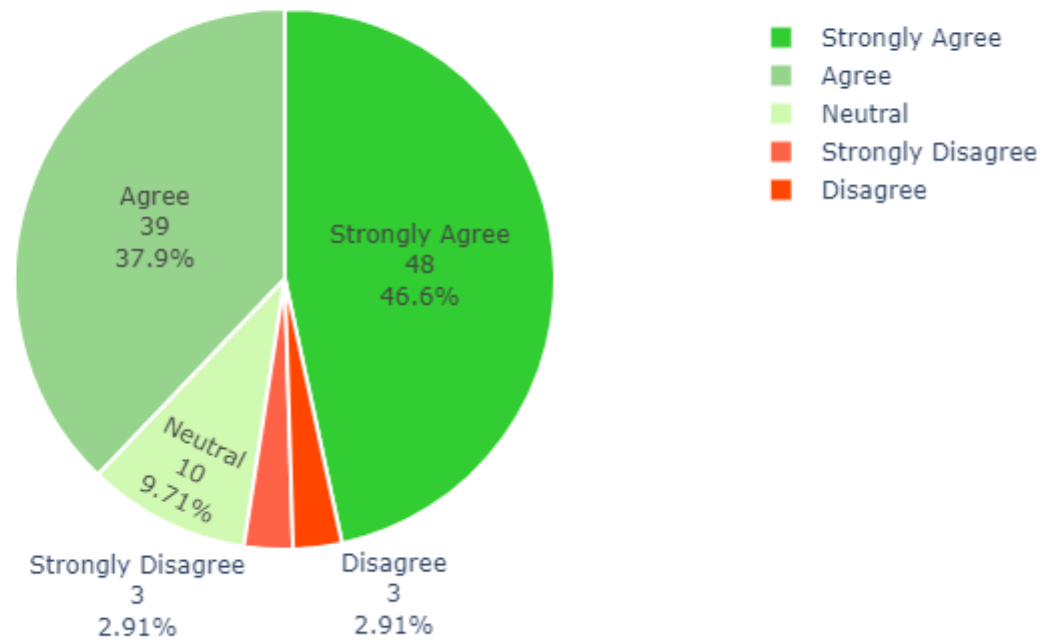


Figure 46 Pie Chart Illustrating Faculty Satisfaction Survey results (Q18)

Do you feel comfortable to discuss job related issues with your HOD?

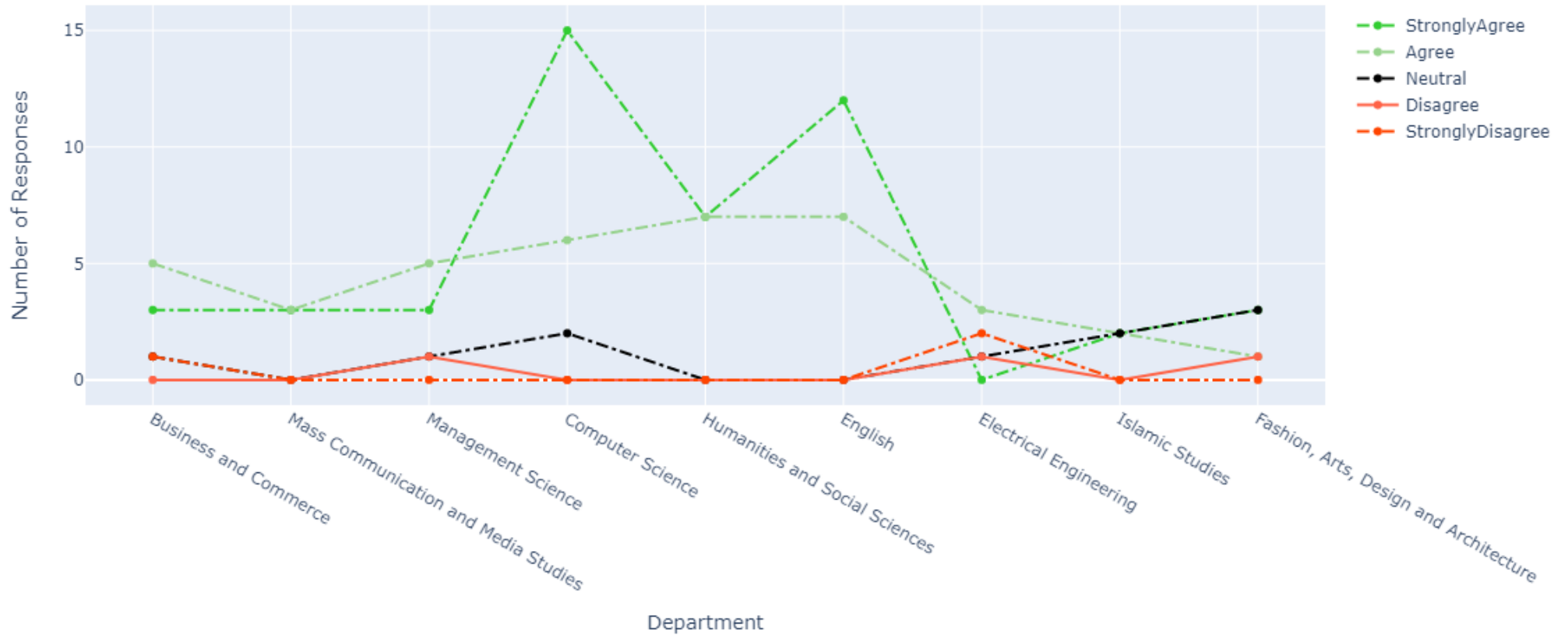


Figure 47 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q18)

### 13.19 University offers me sufficient training and development opportunities

A Table is showing survey results (department-wise) of the Q19. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 32 Faculty Satisfaction (Q19)

Question Text	XIX- University offers me sufficient training and development opportunities.											
Department	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	1	10%	3	30%	4	40%	0	0%	2	20%	3.10	10
Mass Communication and Media Studies	1	17%	3	50%	2	33%	0	0%	0	0%	3.83	6
Management Science	1	10%	5	50%	3	30%	0	0%	1	10%	3.50	10
Computer Science	4	17%	10	43%	7	30%	2	9%	0	0%	3.70	23
Humanities and Social Sciences	5	36%	8	57%	1	7%	0	0%	0	0%	4.29	14
English	6	32%	8	42%	4	21%	1	5%	0	0%	4.00	19
Electrical Engineering	0	0%	2	29%	2	29%	2	29%	1	14%	2.71	7
Islamic Studies	1	17%	3	50%	2	33%	0	0%	0	0%	3.83	6
Fashion, Arts, Design and Architecture	2	25%	4	50%	1	13%	1	13%	0	0%	3.88	8
<b>Sum()</b>	21	20%	46	45%	26	25%	6	6%	4	4%	3.72	103
<b>Max()</b>	6	36%	10	57%	7	40%	2	29%	2	20%	4.29	23
<b>Min()</b>	0	0%	2	29%	1	7%	0	0%	0	0%	2.71	6
<b>Median()</b>	1	-	4	-	2	-	0	-	0	-	-	10
<b>Arithmetic Mean()</b>	2.33	-	5.11	-	2.89	-	0.67	-	0.44	-	-	11.44
<b>Variance()</b>	4.5	-	8.1	-	3.6	-	0.8	-	0.5	-	-	-
<b>Standard Deviation()</b>	2.1	-	2.8	-	1.9	-	0.9	-	0.7	-	-	-

University offers me sufficient training and development opportunities

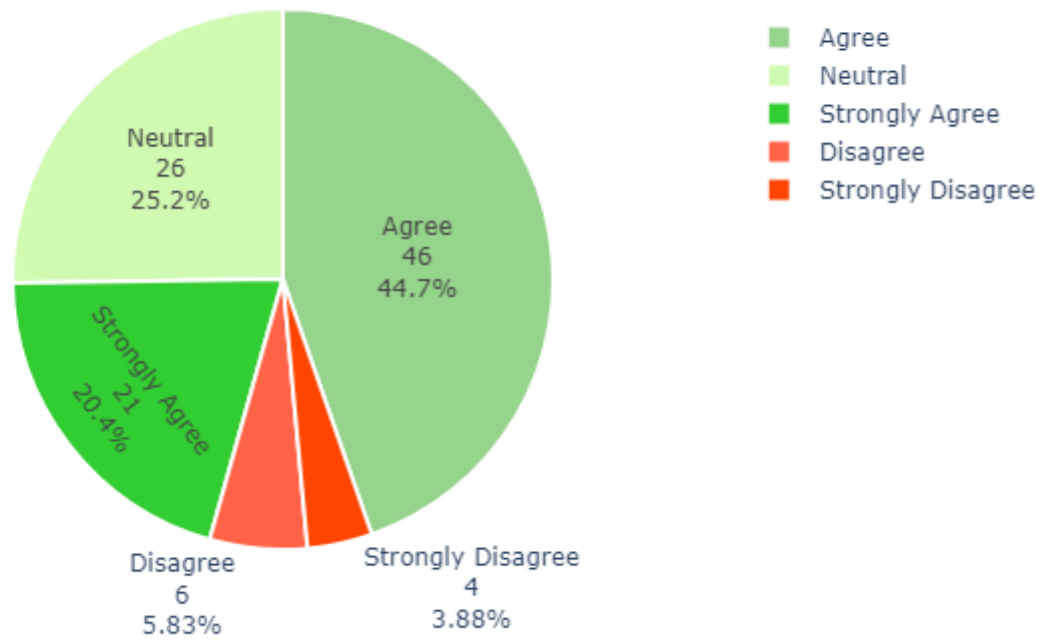


Figure 48 Pie Chart Illustrating Faculty Satisfaction Survey results (Q19)

University offers me sufficient training and development opportunities

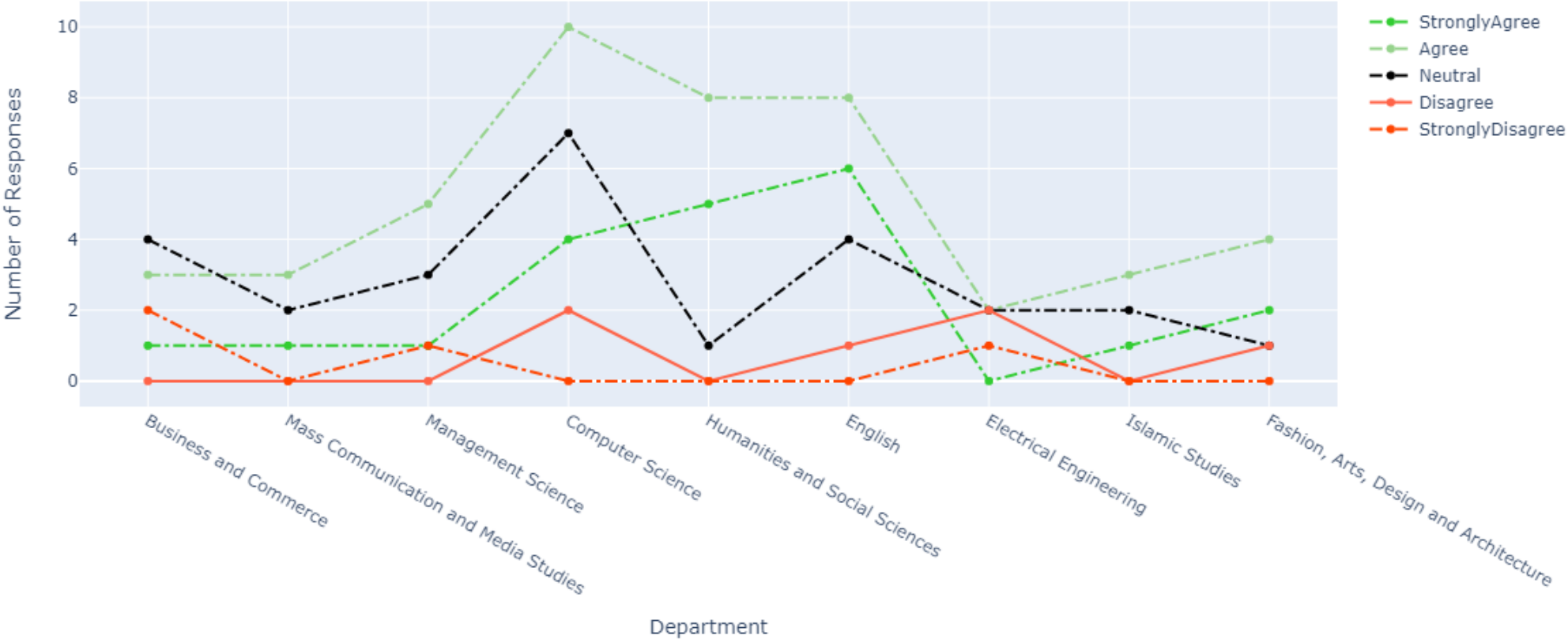


Figure 49 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q19)

### 13.20 University offers faculty member sufficient opportunities for further education

A Table is showing survey results (department-wise) of the Q20. Some Basic descriptive statistics (summation, max, min, arithmetic mean, median, variance, and standard deviation) are also given in the table for ease of understanding. A state-of-the-art pie chart and line plot are also given for graphical illustration.

Table 33 Faculty Satisfaction (Q20)

Question Text	XX- University offers me sufficient opportunities for further education.											
Department	Strongly Agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	Total
	Count	%	Count	%	Count	%	Count	%	Count	%		
Business and Commerce	2	20%	1	10%	6	60%	0	0%	1	10%	3.30	10
Mass Communication and Media Studies	1	17%	2	33%	3	50%	0	0%	0	0%	3.67	6
Management Science	0	0%	4	40%	4	40%	2	20%	0	0%	3.20	10
Computer Science	5	22%	8	35%	9	39%	1	4%	0	0%	3.74	23
Humanities and Social Sciences	5	36%	5	36%	4	29%	0	0%	0	0%	4.07	14
English	4	21%	10	53%	4	21%	1	5%	0	0%	3.89	19
Electrical Engineering	0	0%	2	29%	3	43%	1	14%	1	14%	2.86	7
Islamic Studies	3	50%	1	17%	2	33%	0	0%	0	0%	4.17	6
Fashion, Arts, Design and Architecture	2	25%	2	25%	3	38%	1	13%	0	0%	3.63	8
<b>Sum()</b>	22	21%	35	34%	38	37%	6	6%	2	2%	3.67	103
<b>Max()</b>	5	50%	10	53%	9	60%	2	20%	1	14%	4.17	23
<b>Min()</b>	0	0%	1	10%	2	21%	0	0%	0	0%	2.86	6
<b>Median()</b>	2	-	2	-	4	-	1	-	0	-	-	10
<b>Arithmetic Mean()</b>	2.44	-	3.89	-	4.22	-	0.67	-	0.22	-	-	11.44
<b>Variance()</b>	3.8	-	10.4	-	4.4	-	0.5	-	0.2	-	-	-
<b>Standard Deviation()</b>	1.9	-	3.2	-	2.1	-	0.7	-	0.4	-	-	-



University offers me sufficient opportunities for further education

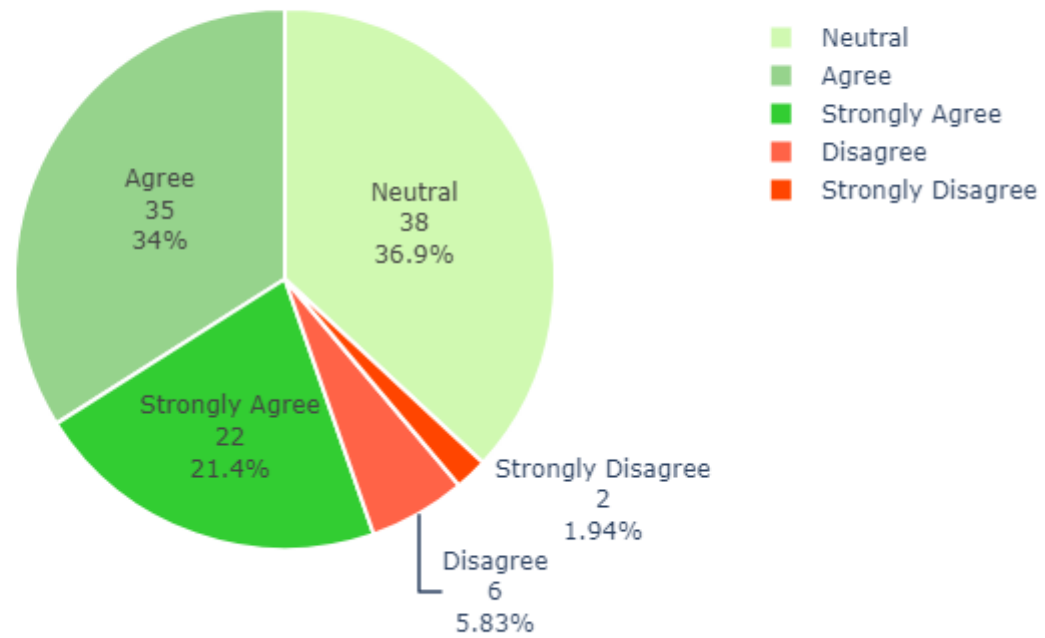


Figure 50 Pie Chart Illustrating Faculty Satisfaction Survey results (Q20)

University offers me sufficient opportunities for further education

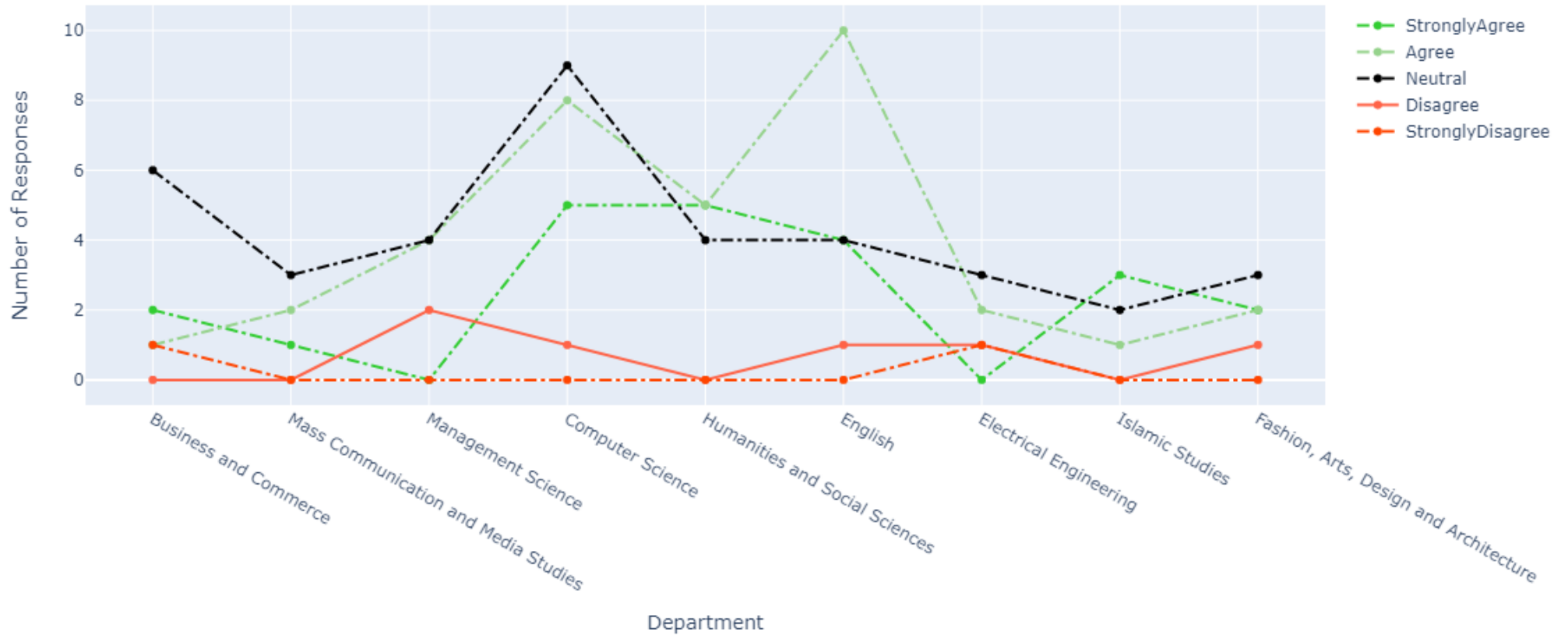


Figure 51 Line Plot Illustrating Department Wise Faculty Satisfaction Survey (Q20)

## 14. COMMENTS

14.1 List any two best qualities of your HOD which you like the most

14.2 List two things which you suggest HoD Should do

14.3 List any two suggestions to improve the quality of education of GIFT University

14.4 List any two suggestions to improve the quality of management of GIFT University

14.5 Any other comment that you would like to share for the betterment of GIFT University

14.6 Any suggestion to improve this questionnaire

Mostly Comments are based on suggestions, which are classified (department wise) for your convenience.

Department	Comments /Suggestions
Computer Science	<a href="https://drive.google.com/drive/folders/1fROpTRkfMTbuv2mzEO0mK1nZOu8V4BZa?usp=sharing">https://drive.google.com/drive/folders/1fROpTRkfMTbuv2mzEO0mK1nZOu8V4BZa?usp=sharing</a>
Electrical Engineering	<a href="https://drive.google.com/drive/folders/1GVJ1mGOWu2TgsRSImZIUxAefhLSAMh40?usp=sharing">https://drive.google.com/drive/folders/1GVJ1mGOWu2TgsRSImZIUxAefhLSAMh40?usp=sharing</a>
English	<a href="https://drive.google.com/drive/folders/17VCUzoag5PBIMUWb_e1ZUdJdJ3ukJn7i?usp=sharing">https://drive.google.com/drive/folders/17VCUzoag5PBIMUWb_e1ZUdJdJ3ukJn7i?usp=sharing</a>
SFADA	<a href="https://drive.google.com/drive/folders/1-2scaBVIfQPf4EUAVT50ajqWazoVBn6H?usp=sharing">https://drive.google.com/drive/folders/1-2scaBVIfQPf4EUAVT50ajqWazoVBn6H?usp=sharing</a>
Humanities and Social Sciences	<a href="https://drive.google.com/drive/folders/1yCSdlJmVKadzUFg4fJABkJbCDrO0Zqrn?usp=sharing">https://drive.google.com/drive/folders/1yCSdlJmVKadzUFg4fJABkJbCDrO0Zqrn?usp=sharing</a>
Islamic Studies	<a href="https://drive.google.com/drive/folders/1B6xtU3mEKj-PyusYSqgb595rXUb_LISE?usp=sharing">https://drive.google.com/drive/folders/1B6xtU3mEKj-PyusYSqgb595rXUb_LISE?usp=sharing</a>
Management Science	<a href="https://drive.google.com/drive/folders/14lwuApm3p6o1P9_K9wV-0oRmlp_ApSQG?usp=sharing">https://drive.google.com/drive/folders/14lwuApm3p6o1P9_K9wV-0oRmlp_ApSQG?usp=sharing</a>
Mass Communication and Media Studies	<a href="https://drive.google.com/drive/folders/1N8GEbTffQ9MI9B3BR_Q7yMFVwHr6YgHV?usp=sharing">https://drive.google.com/drive/folders/1N8GEbTffQ9MI9B3BR_Q7yMFVwHr6YgHV?usp=sharing</a>
Business and Commerce	<a href="https://drive.google.com/drive/folders/1Ja0R1T9rGy5Fn9QoxZNSss8beA8Z5ZQ6?usp=sharing">https://drive.google.com/drive/folders/1Ja0R1T9rGy5Fn9QoxZNSss8beA8Z5ZQ6?usp=sharing</a>

# THE QUALITY ENHANCEMENT CELL (QEC)

## Introduction:

To uphold the quality of higher education, GIFT University instituted The Quality Enhancement Cell (QEC) in 2012 as per orders from Higher Education Commission (HEC). This cell at GIFT University is accountable to develop a methodical and efficient approach to monitor and report the quality of the University's academia. The operational function of this particular cell is to enhance, evaluate and augment the quality of academic core curriculum and learning; research and examination; management and departmental execution. To confront the rising global academic change, QEC aims at adopting the best strategies to convene the international academic standards of higher education. Moreover, it is designed to reinforce the research trends, ethical research module, and internal managerial goals.

## Responsibilities of Quality Enhancement Cell (QEC):

- Ensuring improved and safeguarded standards of awarded degrees.
- Reviewing the quality of coaching, teaching, and learning in each subject area.
- To set policy standards to be carried out by each department as a point of reference.
- Setting out the qualification framework (attributes and abilities of students) and curriculum roadmaps for offered programs.

## Accreditations & Affiliations

- Higher Education Commission (HEC)
- Punjab Higher Education Commission (PHEC)
- Higher Education Department (HED), Government of the Punjab
- Pakistan Engineering Council (PEC)
- National Computing Education Accreditation Council (NCEAC)

## QEC Staff Profiles:

**Mr. Nadeem Mustafa (Director QEC)** is a graduate from Cardiff Business School, University of Wales UK, where he obtained a Master's in Business Administration with concentration in Marketing. He is an accomplished Marketing and Management professional with over 29 years of experience in leading and managing the organizations; developing and implementing strategic marketing plans; creating, strengthening & revitalizing bands; planning and executing marketing communication campaigns; and growing & managing sales.



**Mr. Muhammad Umair Danish (Assistant Director QEC)** has earned MS degree by Research in Software Engineering from University of Lahore, and BS degree in Software Engineering from COMSATS University Islamabad, Pakistan. He has been previously working in medical image processing, deep learning, data science and image restoration projects, especially in domain of image classification by using convolutional neural networks. He has more than seven years of experience of working in higher education. Out of this, he has purely four years of experience of working in Quality Enhancement Cell.



**Mr. Mubeen Anwar (Assistant Manager)** is the graduate of GIFT University Gujranwala and has earned a M. Phil Degree in Economics with Research work. He has over ten years' experience of working in education, administration, warehouse management and student counseling. He is currently associated with QEC as an Assistant Manager.



**Mr. Haroon Pervaiz (Office Assistant)** have Bachelor's Degree in Arts from AIOU Islamabad and he is associated with QEC as an Admin Assistant.



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