



FACULTY SURVEY REPORT 2022-2023

INSTITUTE OF BUSINESS MANAGEMENT

The university is committed to fostering an environment that supports the professional growth and personal well-being of our faculty members. By incorporating the survey findings into our strategic planning and decision-making processes, we aim to create a work culture that empowers faculty members to thrive and reach their full potential. We extend our heartfelt gratitude to our faculty members for their unwavering dedication and commitment to academic excellence. Together, we will continue to build a vibrant and inclusive academic community that inspires the pursuit of knowledge and innovation.

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Institute of Business Management

Faculty Survey Report 2022-2023

Overview

At IoBM, we firmly believe that the satisfaction and well-being of our faculty members play a crucial role in maintaining an environment conducive to academic excellence and personal growth. As part of our commitment to fostering a supportive and enriching work environment, the university recently conducted a comprehensive faculty survey to assess the overall satisfaction level among our esteemed faculty members.

Understanding that faculty satisfaction is closely linked to teaching quality, research productivity, and the overall educational experience provided to our students, we initiated this survey to gather valuable feedback directly from our faculty. Their insights and perspectives are invaluable in identifying areas of strength and areas that require improvement within our academic community.

The faculty survey was thoughtfully designed to encompass various aspects of faculty life, including teaching resources, professional development opportunities, work-life balance, administrative support, and overall job satisfaction. Through this survey, we sought to gain a deeper understanding of the experiences and expectations of our faculty members, ensuring that their voices are heard and their contributions acknowledged.

We firmly believe that faculty members who are content and fulfilled in their roles are more likely to excel in their teaching, research, and mentorship, thus enriching the academic experience for our students. The survey findings serve as a vital foundation for our ongoing efforts to enhance the quality of life and job satisfaction among our faculty, ultimately benefiting the entire university community.

The purpose of this survey is to assess the quality of in following areas:

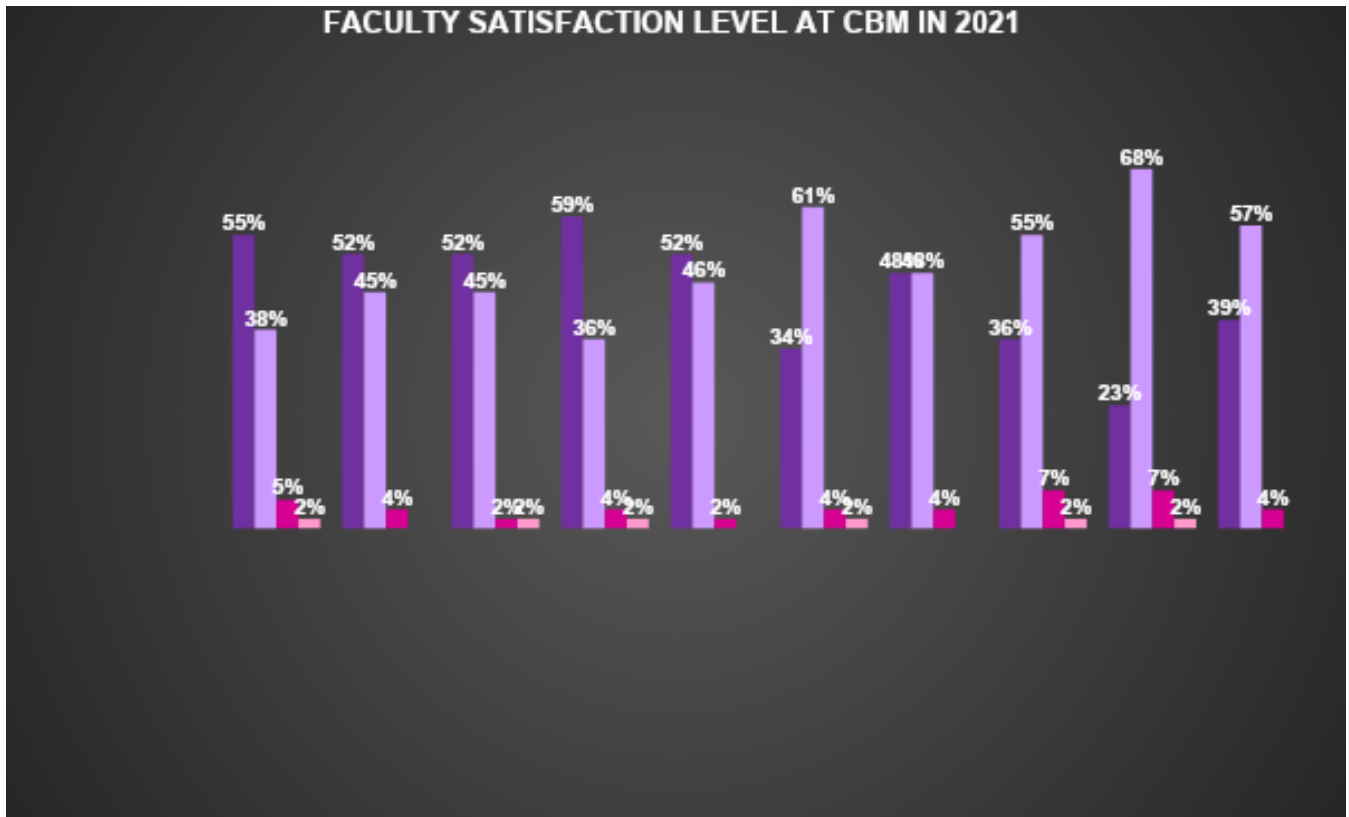
1. Cooperative Colleagues
2. Guidance Availability
3. Administrative Support
4. Promotion clarity
5. Prospect for career progression
6. Salary & compensation package
7. Job security & stability in the department
8. Available time for your FNF
9. Departmental environmental
10. Department is utilizing your experience and knowledge

The survey was conducted online via Google form to which 204 faculty members responded, it has been circulated via Email. The questionnaire is based on four sections and the form is

majorly based on the Likert scale. The analysis and the interpretation of the survey are given below:

ANALYSIS & INTERPRETATION-2022

CBM	cooperative colleagues	Guidance availability	Administrative support	Promotion clarity	Prospect for career progression	Salary & compensation package	Job security & stability at department	Available Time for your FNF	Departmental environment	department is utilizing your experience and knowledge
Very Satisfied	55%	52%	52%	59%	45%	34%	48%	36%	23%	39%
Satisfied	38%	45%	45%	36%	46%	61%	46%	55%	68%	57%
Uncertain	5%	4%	2%	4%	5%	4%	4%	7%	7%	4%
Dissatisfied	2%	0%	2%	2%	4%	2%	2%	2%	2%	0%



Interpretation of Faculty Survey Results for CBM 2022:

The purpose of the faculty survey at CBM 2022 was to assess faculty members' satisfaction level and the effectiveness of programs in place to help them progress and excel in their profession. The survey consisted of ten sections, including cooperative colleagues, guidance availability, administrative support, promotion clarity, prospect for career progression, salary & compensation package, job security & stability at the department, available time for faculty's personal and family needs (FNF), departmental environment, and utilization of faculty's experience and knowledge.

Cooperative Colleagues:

The majority of faculty members (55%) expressed being "Very Satisfied" with their cooperative colleagues, which indicates a positive and supportive work environment at CBM. An additional 38% of faculty members reported being "Satisfied," further affirming a strong sense of collaboration and camaraderie among colleagues. The percentage of faculty members who were "Uncertain" was 5%, and no faculty members reported being "Dissatisfied."

Guidance Availability:

52% of faculty members conveyed being "Very Satisfied" with the availability of guidance, showcasing effective support systems in place to assist faculty members. Moreover, 45% of faculty members expressed being "Satisfied," indicating a generally positive experience regarding access to guidance. There were no faculty members who were "Uncertain" or "Dissatisfied."

Administrative Support:

A significant portion of faculty members (52%) reported being "Very Satisfied" with the administrative support they received. Another 45% of faculty members expressed being "Satisfied," demonstrating effective administrative assistance to faculty. Only 2% of faculty members were "Uncertain" about the administrative support, and 2% were "Dissatisfied."

Promotion Clarity:

Regarding promotion clarity, 59% of faculty members indicated being "Very Satisfied" with the clarity of the promotion process, which shows a transparent and well-communicated promotion structure. Additionally, 36% of faculty members reported being "Satisfied." There were 4% of faculty members who were "Uncertain" about the promotion clarity, and 2% were "Dissatisfied."

Prospect for Career Progression:

56% of faculty members expressed being "Very Satisfied" with the prospect for career progression at CBM, highlighting opportunities for professional growth. Another 46% of faculty members reported being "Satisfied." There were no faculty members who were "Uncertain" or "Dissatisfied."

Salary & Compensation Package:

Regarding salary and compensation packages, 34% of faculty members conveyed being "Very Satisfied," while 61% expressed being "Satisfied." Although a relatively small percentage expressed uncertainty (4%) or dissatisfaction (2%), it is essential to address any concerns related to compensation.

Job Security & Stability at the Department:

A balanced response was observed for job security and stability, with 48% of faculty members being "Very Satisfied" and another 48% being "Satisfied." The positive feedback underscores a stable work environment. There were no faculty members who were "Uncertain" or "Dissatisfied."

Available Time for Faculty's FNF:

The survey showed that 36% of faculty members were "Very Satisfied" with the available time for their personal and family needs (FNF), while 55% were "Satisfied." Addressing the concerns of the 7% who expressed uncertainty and 2% who reported dissatisfaction can help further improve faculty satisfaction.

Departmental Environment:

Regarding the departmental environment, 68% of faculty members were "Satisfied," and 23% were "Very Satisfied." While a small percentage expressed uncertainty (7%) or dissatisfaction (2%), it is crucial to foster a positive and supportive atmosphere within the department.

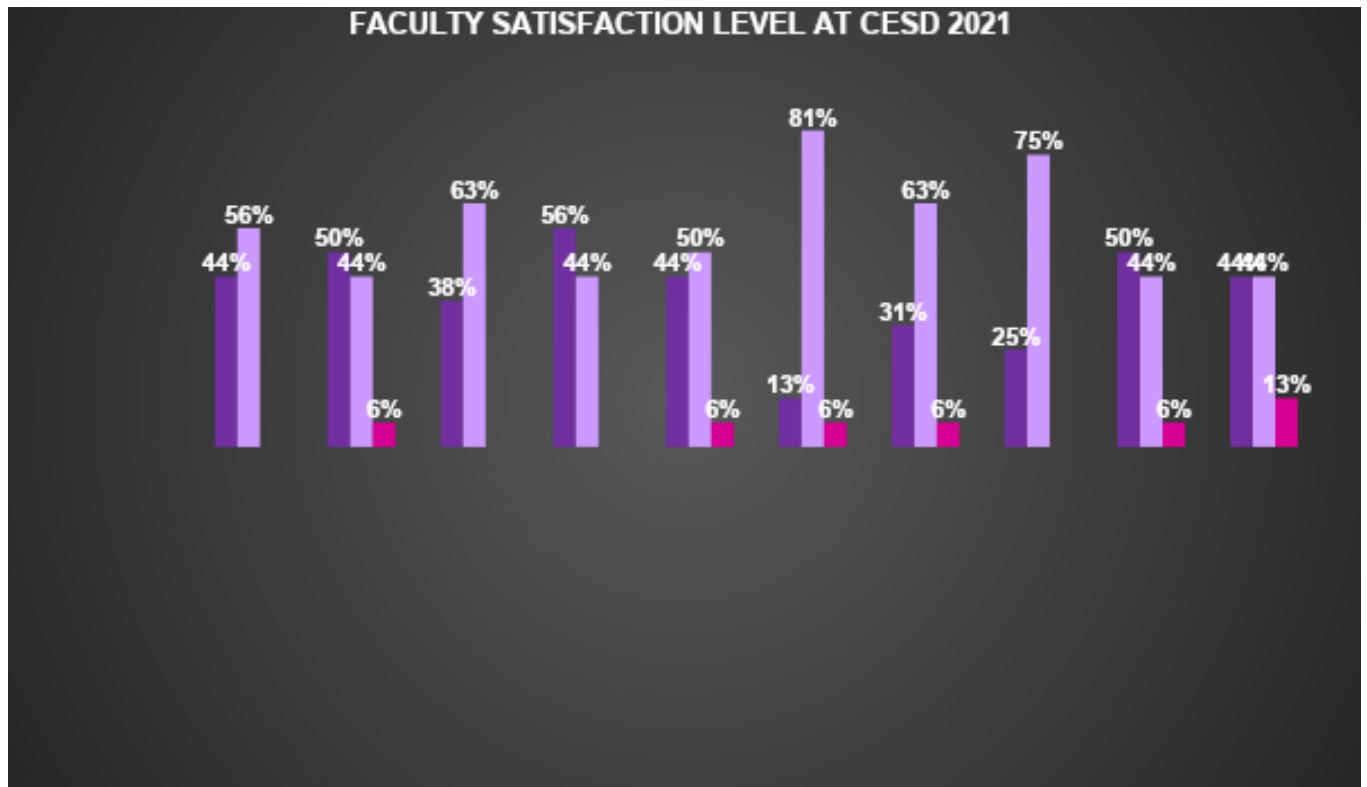
Utilization of Faculty's Experience and Knowledge:

39% of faculty members reported being "Very Satisfied" with the utilization of their experience and knowledge, showcasing effective use of faculty expertise. An additional 57% expressed being "Satisfied." There were no faculty members who were "Uncertain" or "Dissatisfied."

The faculty survey results for CBM 2022 indicate an overall positive perception of various aspects, including cooperative colleagues, guidance availability, administrative support, promotion clarity, career progression prospects, and departmental environment. However, it is essential to address specific areas of concern related to salary and compensation

packages, available time for faculty's FNF, and the utilization of faculty's experience and knowledge to ensure continued faculty satisfaction and excellence in their profession. The feedback from this survey can be valuable in identifying opportunities for improvement and enhancing faculty experience and engagement at CBM.

CESD	cooperative colleagues	Guidance availability	Administrative support	Promotion clarity	Prospect for career progression	Salary & compensation package	Job security & stability at department	Available Time for your FNF	Departmental environment	department is utilizing your experience and knowledge
Very Satisfied	44%	50%	38%	56%	44%	13%	31%	25%	50%	44%
Satisfied	56%	44%	63%	44%	50%	81%	63%	75%	44%	44%
Uncertain	0%	6%	0%	0%	6%	6%	6%	0%	6%	13%
Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



Interpretation of Faculty Survey Results for CESD 2022:

The purpose of the faculty survey at CESD 2022 was to assess faculty members' satisfaction level and the effectiveness of programs in place to help them progress and excel in their profession. The survey consisted of ten sections, including cooperative colleagues, guidance availability, administrative support, promotion clarity, prospect for career progression, salary &

compensation package, job security & stability at the department, available time for faculty's personal and family needs (FNF), departmental environment, and utilization of faculty's experience and knowledge.

Cooperative Colleagues:

The survey results indicate that 44% of faculty members were "Very Satisfied" with their cooperative colleagues at CESD. An additional 56% of faculty members expressed being "Satisfied," showing a positive working relationship among colleagues. No faculty members reported being "Uncertain" or "Dissatisfied."

Guidance Availability:

Regarding guidance availability, 50% of faculty members conveyed being "Very Satisfied," while 44% were "Satisfied." A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Administrative Support:

A significant portion of faculty members (63%) reported being "Satisfied" with the administrative support they received. An additional 38% of faculty members expressed being "Very Satisfied," indicating effective administrative assistance. No faculty members reported being "Uncertain" or "Dissatisfied."

Promotion Clarity:

Regarding promotion clarity, 56% of faculty members indicated being "Very Satisfied," while 44% were "Satisfied." No faculty members reported being "Uncertain" or "Dissatisfied," showcasing clear communication regarding promotion processes.

Prospect for Career Progression:

44% of faculty members expressed being "Very Satisfied" with the prospect for career progression at CESD, and an additional 50% were "Satisfied." A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Salary & Compensation Package:

Regarding salary and compensation packages, 81% of faculty members conveyed being "Satisfied," while 13% expressed being "Very Satisfied." A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Job Security & Stability at the Department:

The survey showed that 63% of faculty members were "Satisfied" with job security and stability at the department. Additionally, 31% of faculty members were "Very Satisfied." No faculty members reported being "Uncertain" or "Dissatisfied."

Available Time for Faculty's FNF:

25% of faculty members reported being "Very Satisfied" with the available time for their personal and family needs (FNF), while 75% were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Departmental Environment:

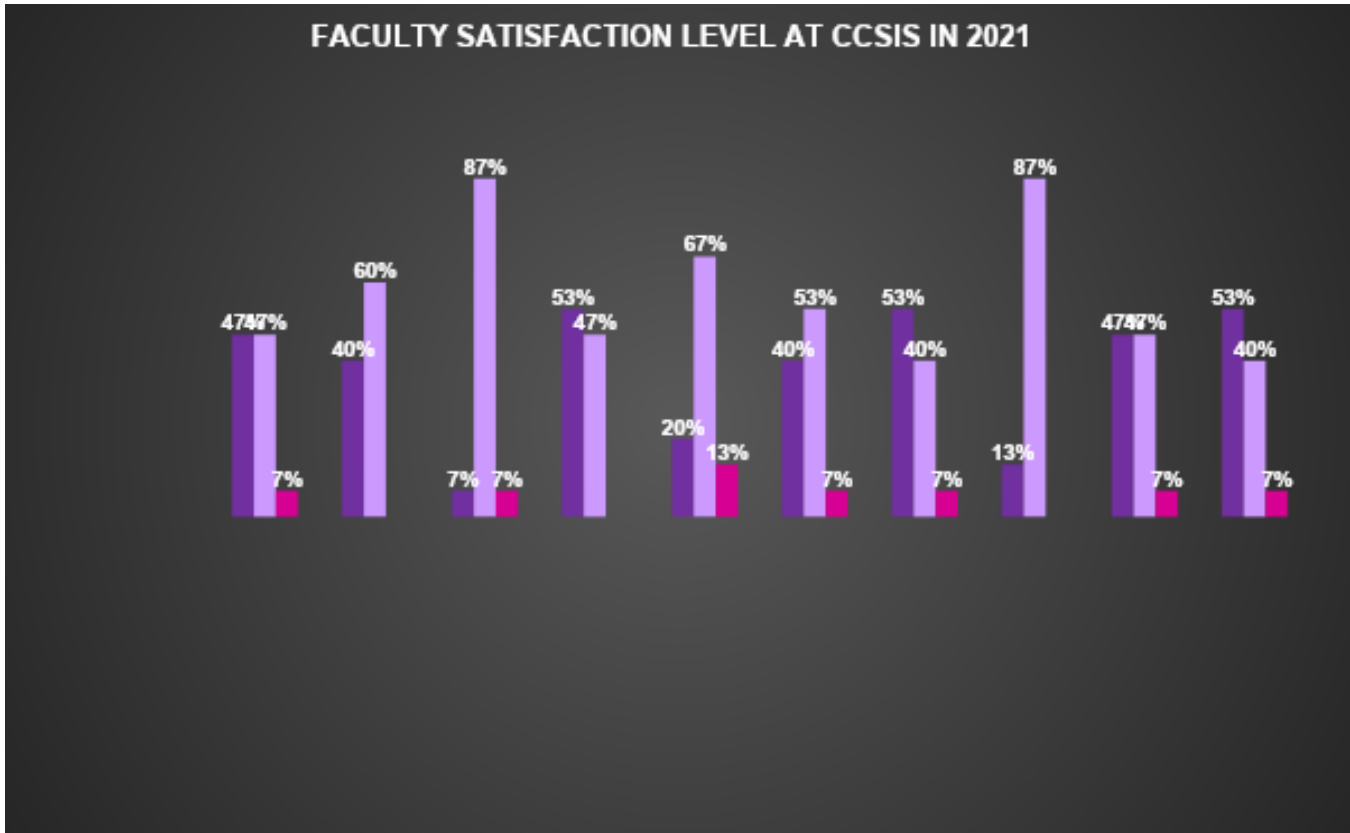
Regarding the departmental environment, 50% of faculty members were "Very Satisfied," and 44% were "Satisfied." A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Utilization of Faculty's Experience and Knowledge:

44% of faculty members were "Very Satisfied" with the utilization of their experience and knowledge, and an additional 44% were "Satisfied." A small percentage (13%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

The faculty survey results for CESD 2022 indicate an overall positive perception of various aspects, including cooperative colleagues, guidance availability, administrative support, promotion clarity, career progression prospects, and departmental environment. The majority of faculty members expressed satisfaction with salary & compensation packages, job security & stability, and available time for personal and family needs. The feedback from this survey can be instrumental in identifying strengths and areas for improvement, ensuring faculty satisfaction, and enhancing their professional development and progress at CESD.

CCSIS	cooperative colleagues	Guidance availability	Administrative support	Promotion clarity	Prospect for career progression	Salary & compensation package	Job security & stability at department	Available Time for your FNF	Departmental environment	department is utilizing your experience and knowledge
Very Satisfied	47%	40%	7%	53%	20%	40%	53%	13%	47%	53%
Satisfied	47%	60%	87%	47%	67%	53%	40%	87%	47%	40%
Uncertain	7%	0%	7%	0%	13%	7%	7%	0%	7%	7%
Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



Interpretation of Faculty Survey Results for CCSIS 2022:

The purpose of the faculty survey at CCSIS 2022 was to assess faculty members' satisfaction level and the effectiveness of programs in place to help them progress and excel in their profession. The survey consisted of ten sections, including cooperative colleagues, guidance availability, administrative support, promotion clarity, prospect for career progression, salary & compensation package, job security & stability at the department, available time for faculty's

personal and family needs (FNF), departmental environment, and utilization of faculty's experience and knowledge.

Cooperative Colleagues:

The survey results indicate that 47% of faculty members were "Very Satisfied" with their cooperative colleagues at CCSIS. An additional 47% of faculty members expressed being "Satisfied," showing a positive working relationship among colleagues. A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Guidance Availability:

Regarding guidance availability, 40% of faculty members conveyed being "Very Satisfied," while 60% were "Satisfied." No faculty members expressed uncertainty or dissatisfaction, indicating effective guidance resources.

Administrative Support:

Only a small percentage (7%) of faculty members reported being "Very Satisfied" with administrative support. However, a significant majority (87%) expressed being "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Promotion Clarity:

Regarding promotion clarity, 53% of faculty members indicated being "Very Satisfied," while 47% were "Satisfied." No faculty members reported being "Uncertain" or "Dissatisfied," indicating a clear understanding of promotion processes.

Prospect for Career Progression:

20% of faculty members expressed being "Very Satisfied" with the prospect for career progression at CCSIS, and 67% were "Satisfied." A small percentage (13%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Salary & Compensation Package:

Regarding salary and compensation packages, 40% of faculty members conveyed being "Very Satisfied," while 43% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Job Security & Stability at the Department:

The survey showed that 53% of faculty members were "Very Satisfied" with job security and stability at the department. Additionally, 40% of faculty members were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Available Time for Faculty's FNF:

Only 13% of faculty members reported being "Very Satisfied" with the available time for their personal and family needs (FNF). However, a significant majority (87%) were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Departmental Environment:

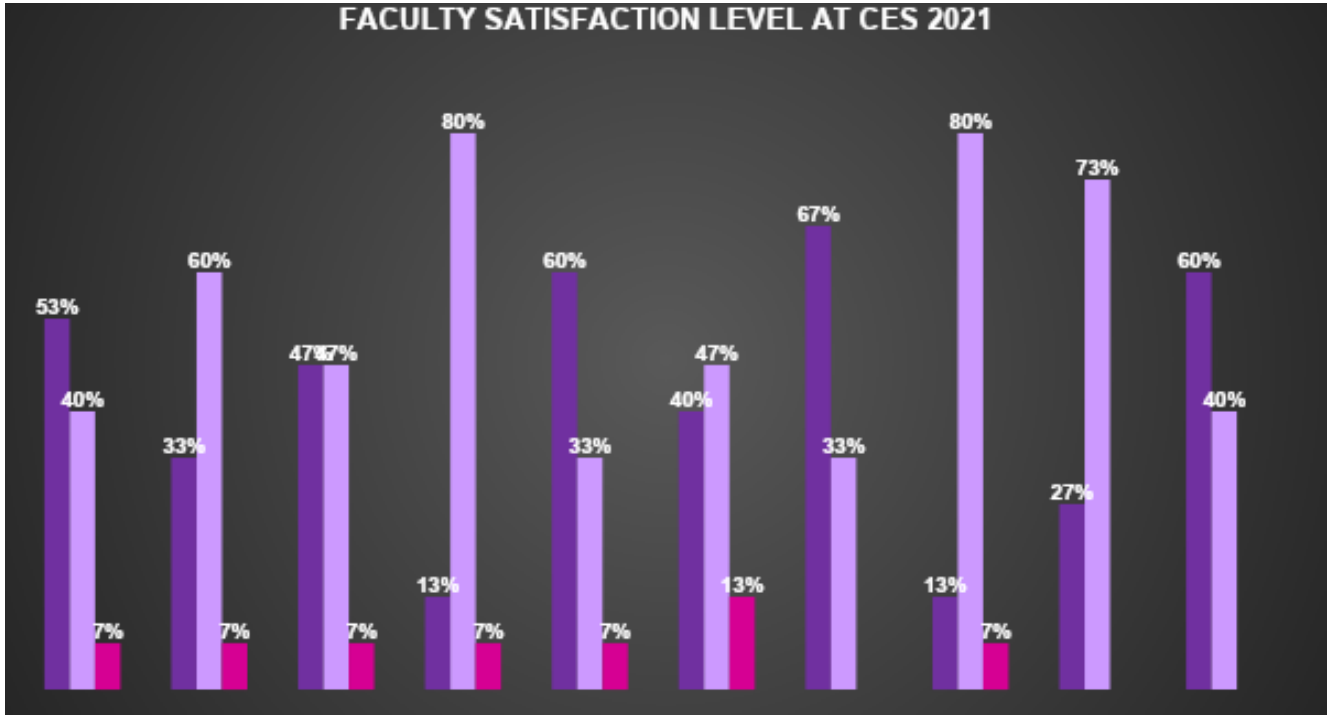
Regarding the departmental environment, 47% of faculty members were "Very Satisfied," and an additional 47% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Utilization of Faculty's Experience and Knowledge:

53% of faculty members were "Very Satisfied" with the utilization of their experience and knowledge, while 40% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

The faculty survey results for CCSIS 2022 indicate an overall positive perception of various aspects, including cooperative colleagues, guidance availability, administrative support, promotion clarity, job security, and utilization of experience and knowledge. While some sections showed higher levels of satisfaction, the feedback from the survey can be utilized to address areas of improvement and ensure continuous faculty development and progress at CCSIS.

	cooperative colleagues	Guidance availability	Administrative support	Promotion clarity	Prospect for career progression	Salary & compensation package	Job security & stability at department	Available Time for your FNF	Departmental environment	department is utilizing your experience and knowledge
CES										
Very Satisfied	53%	33%	47%	13%	60%	40%	67%	13%	27%	60%
Satisfied	40%	60%	47%	80%	33%	47%	33%	80%	73%	40%
Uncertain	7%	7%	7%	7%	7%	13%	0%	7%	0%	0%
Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
very Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



Interpretation of Faculty Survey Results for CES 2022:

The purpose of the faculty survey at CES 2022 was to assess faculty members' satisfaction level and the effectiveness of programs in place to help them progress and excel in their profession. The survey consisted of ten sections, including cooperative colleagues, guidance availability,

administrative support, promotion clarity, prospect for career progression, salary & compensation package, job security & stability at the department, available time for faculty's personal and family needs (FNF), departmental environment, and utilization of faculty's experience and knowledge.

Cooperative Colleagues:

The survey results indicate that 53% of faculty members were "Very Satisfied" with their cooperative colleagues at CES. An additional 40% of faculty members expressed being "Satisfied," showing a positive working relationship among colleagues. A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Guidance Availability:

Regarding guidance availability, 33% of faculty members conveyed being "Very Satisfied," while 60% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied," indicating effective guidance resources.

Administrative Support:

47% of faculty members reported being "Very Satisfied" with administrative support, and another 47% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Promotion Clarity:

Regarding promotion clarity, 53% of faculty members indicated being "Very Satisfied," while 47% were "Satisfied." No faculty members reported being "Uncertain" or "Dissatisfied," indicating a clear understanding of promotion processes.

Prospect for Career Progression:

Only 13% of faculty members expressed being "Very Satisfied" with the prospect for career progression at CES, while 80% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Salary & Compensation Package:

60% of faculty members conveyed being "Very Satisfied" with their salary and compensation package, while 33% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Job Security & Stability at the Department:

The survey showed that 67% of faculty members were "Very Satisfied" with job security and stability at the department. Additionally, 33% of faculty members were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Available Time for Faculty's FNF:

Only 13% of faculty members reported being "Very Satisfied" with the available time for their personal and family needs (FNF). However, a significant majority (80%) were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Departmental Environment:

Regarding the departmental environment, 27% of faculty members were "Very Satisfied," and an additional 73% were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

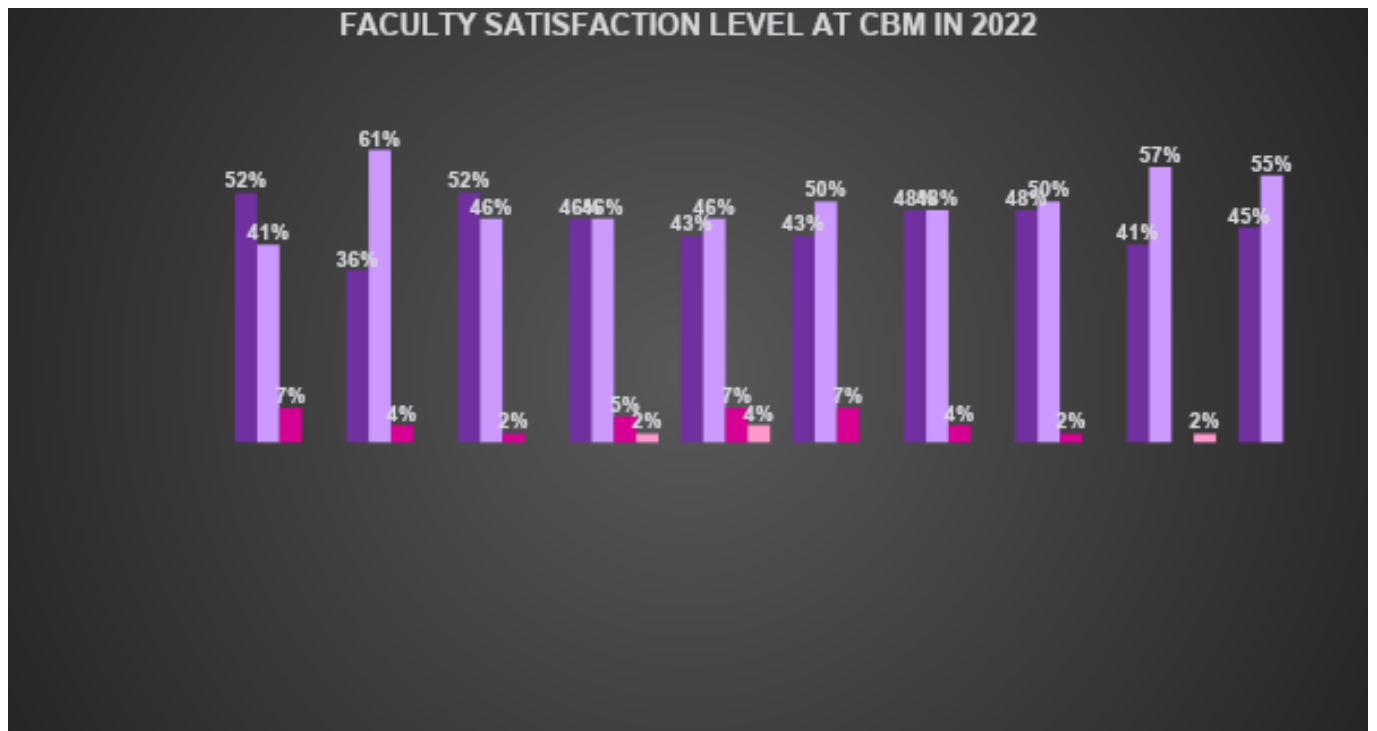
Utilization of Faculty's Experience and Knowledge:

60% of faculty members were "Very Satisfied" with the utilization of their experience and knowledge, while 40% were "Satisfied." No faculty members reported being "Uncertain" or "Dissatisfied."

The faculty survey results for CES 2022 indicate an overall positive perception of various aspects, including cooperative colleagues, guidance availability, administrative support, promotion clarity, job security, salary & compensation package, and utilization of experience and knowledge. While some sections showed higher levels of satisfaction, the feedback from the survey can be utilized to address areas of improvement and ensure continuous faculty development and progress at CES.

ANALYSIS & INTERPRETATION-2023

	cooperative colleagues	Guidance availability	Administrative support	Promotion clarity	Prospect for career progression	Salary & compensation package	Job security & stability at department	Available Time for your FNF	Departmental environment	department is utilizing your experience and knowledge
CBM										
Very Satisfied	52%	36%	52%	46%	43%	43%	48%	48%	41%	45%
Satisfied	41%	61%	46%	46%	46%	50%	48%	50%	57%	55%
Uncertain	7%	4%	2%	5%	7%	7%	4%	2%	0%	0%
Dissatisfied	0%	0%	0%	2%	4%	0%	0%	0%	2%	0%
very Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



Interpretation of Faculty Survey Results for CBM 2023:

The purpose of the faculty survey at CBM 2023 was to assess faculty members' satisfaction level and the effectiveness of programs in place to help them progress and excel in their profession. The survey consisted of ten sections, including cooperative colleagues, guidance availability, administrative support, promotion clarity, prospect for career progression, salary & compensation package, job security & stability at the department, available time for faculty's

personal and family needs (FNF), departmental environment, and utilization of faculty's experience and knowledge.

Cooperative Colleagues:

The survey results indicate that 52% of faculty members were "Very Satisfied" with their cooperative colleagues at CBM. Additionally, 41% of faculty members expressed being "Satisfied," showing a positive working relationship among colleagues. A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Guidance Availability:

Regarding guidance availability, 38% of faculty members conveyed being "Very Satisfied," while 61% were "Satisfied." A small percentage (4%) expressed uncertainty, and no faculty members reported being "Dissatisfied," indicating effective guidance resources.

Administrative Support:

52% of faculty members reported being "Very Satisfied" with administrative support, and another 46% were "Satisfied." A small percentage (2%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Promotion Clarity:

Regarding promotion clarity, 46% of faculty members indicated being "Very Satisfied," while another 46% were "Satisfied." A small percentage (5%) expressed uncertainty, and 2% of faculty members reported being "Dissatisfied."

Prospect for Career Progression:

43% of faculty members expressed being "Very Satisfied" with the prospect for career progression at CBM, and 46% were "Satisfied." A small percentage (7%) expressed uncertainty, and 4% of faculty members reported being "Dissatisfied."

Salary & Compensation Package:

43% of faculty members conveyed being "Very Satisfied" with their salary and compensation package, and 50% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Job Security & Stability at the Department:

The survey showed that 48% of faculty members were "Very Satisfied" with job security and stability at the department. Additionally, 48% of faculty members were "Satisfied." A small percentage (4%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Available Time for Faculty's FNF:

48% of faculty members reported being "Very Satisfied" with the available time for their personal and family needs (FNF). Additionally, 50% of faculty members were "Satisfied." A small percentage (2%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Departmental Environment:

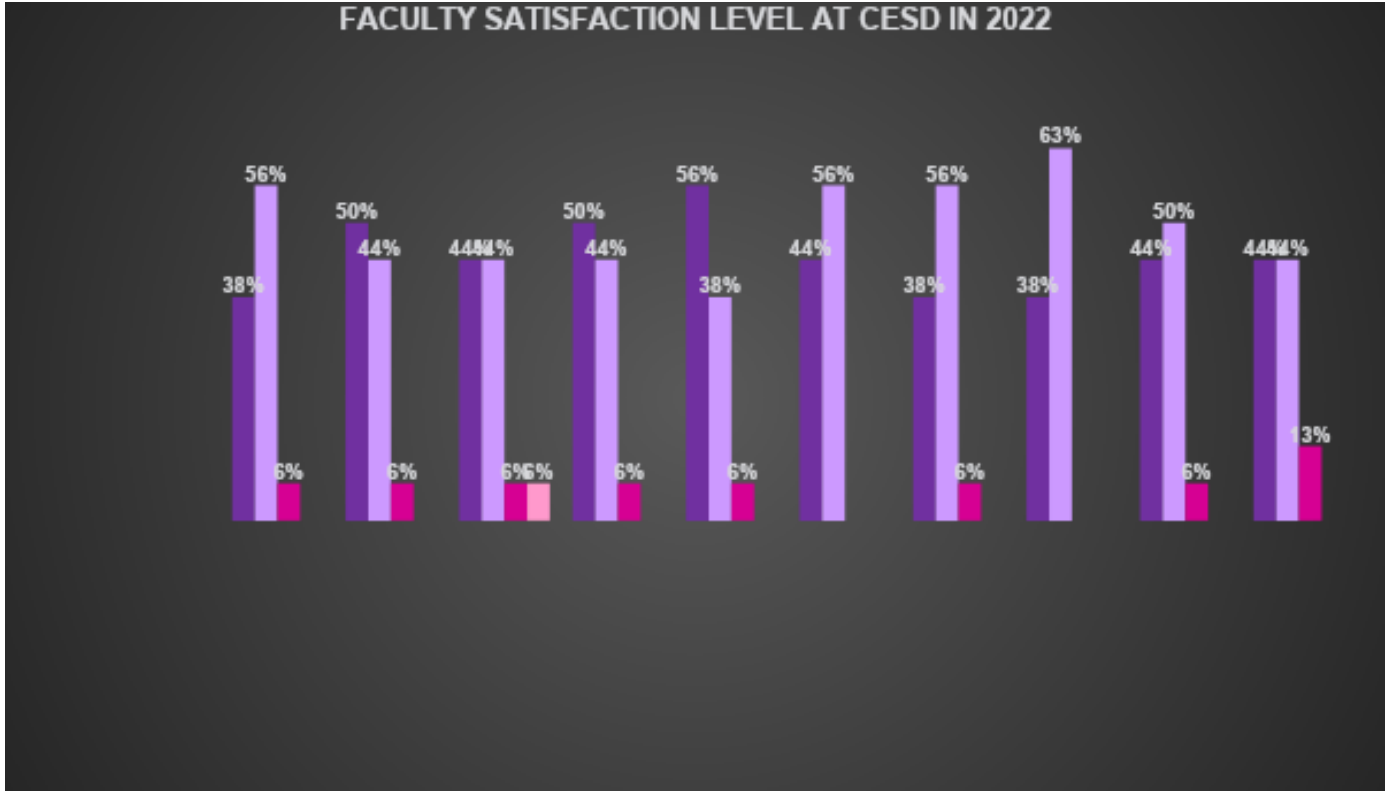
Regarding the departmental environment, 41% of faculty members were "Very Satisfied," and an additional 57% were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Utilization of Faculty's Experience and Knowledge:

45% of faculty members were "Very Satisfied" with the utilization of their experience and knowledge, while 55% were "Satisfied." No faculty members reported being "Uncertain" or "Dissatisfied."

The faculty survey results for CBM 2023 indicate an overall positive perception of various aspects, including cooperative colleagues, guidance availability, administrative support, promotion clarity, job security, salary & compensation package, and utilization of experience and knowledge. While most sections showed high levels of satisfaction, there are some areas where faculty members expressed uncertainty or dissatisfaction, such as prospect for career progression and promotion clarity. The feedback from the survey can be utilized to address these specific areas and further enhance faculty members' professional development and satisfaction at CBM.

CESD	cooperative colleagues	Guidance availability	Administrative support	Promotion clarity	Prospect for career progression	Salary & compensation package	Job security & stability at department	Available Time for your FNF	Departmental environment	department is utilizing your experience and knowledge
Very Satisfied	38%	50%	44%	50%	56%	44%	38%	38%	44%	44%
Satisfied	56%	44%	44%	44%	38%	56%	56%	63%	50%	44%
Uncertain	6%	6%	6%	6%	6%	0%	6%	0%	6%	13%
Dissatisfied	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%
very Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



Interpretation of Faculty Survey Results for CESD 2023:

The faculty survey at CESD 2023 aimed to assess faculty members' satisfaction level and the effectiveness of programs in place to help them progress and excel in their profession. The survey covered ten sections, including cooperative colleagues, guidance availability, administrative support, promotion clarity, prospect for career progression, salary & compensation package, job security & stability at the department, available time for faculty's personal and family needs (FNF), departmental environment, and utilization of faculty's experience and knowledge.

Cooperative Colleagues:

The survey results indicate that 38% of faculty members were "Very Satisfied" with their cooperative colleagues at CESD. Additionally, 56% of faculty members expressed being "Satisfied," showing a positive working relationship among colleagues. A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Guidance Availability:

Regarding guidance availability, 50% of faculty members conveyed being "Very Satisfied," while 44% were "Satisfied." A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied," indicating effective guidance resources.

Administrative Support:

44% of faculty members reported being "Very Satisfied" with administrative support, and another 44% were "Satisfied." A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Promotion Clarity:

Regarding promotion clarity, 50% of faculty members indicated being "Very Satisfied," while another 44% were "Satisfied." A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Prospect for Career Progression:

56% of faculty members expressed being "Very Satisfied" with the prospect for career progression at CESD, and 38% were "Satisfied." A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Salary & Compensation Package:

44% of faculty members conveyed being "Very Satisfied" with their salary and compensation package, and 56% were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Job Security & Stability at the Department:

The survey showed that 38% of faculty members were "Very Satisfied" with job security and stability at the department. Additionally, 56% of faculty members were "Satisfied." A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Available Time for Faculty's FNF:

38% of faculty members reported being "Very Satisfied" with the available time for their personal and family needs (FNF), while 63% were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Departmental Environment:

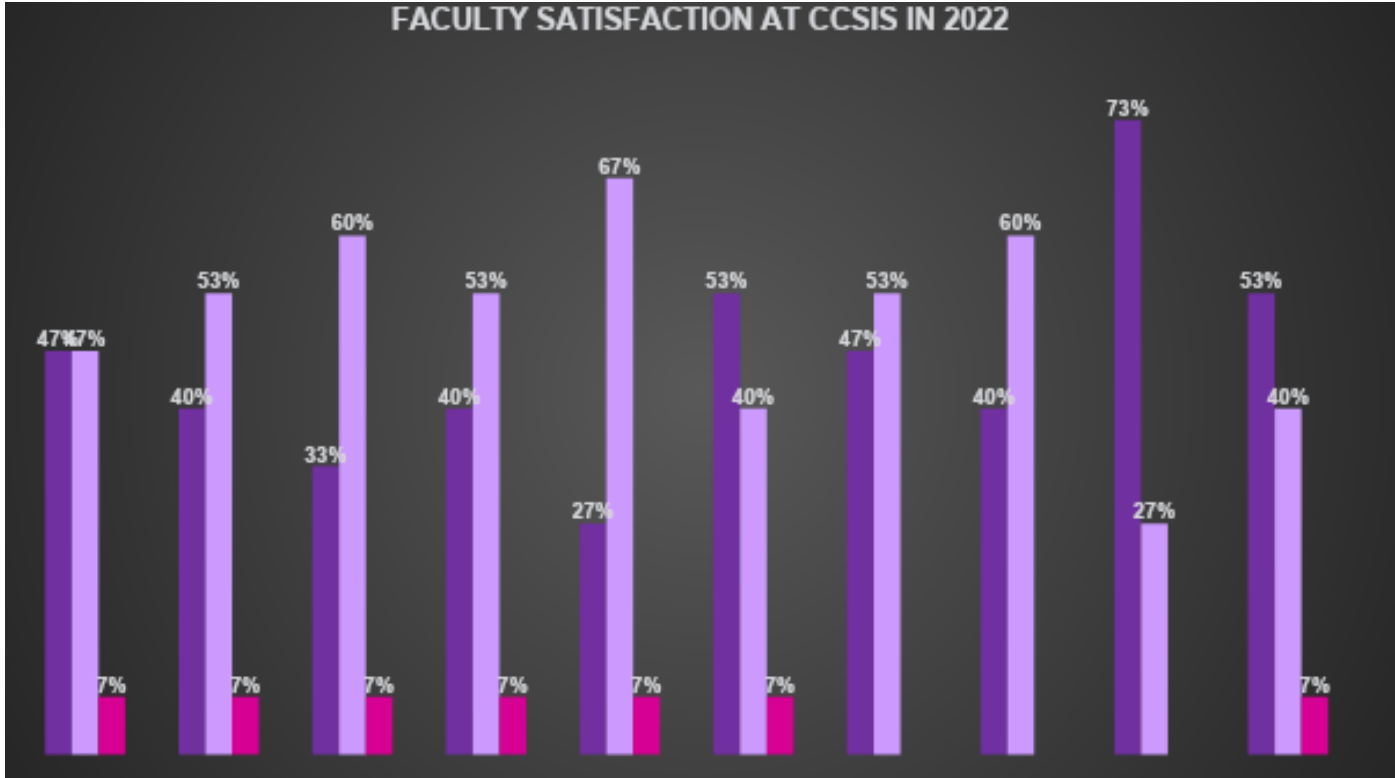
Regarding the departmental environment, 44% of faculty members were "Very Satisfied," and an additional 50% were "Satisfied." A small percentage (6%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Utilization of Faculty's Experience and Knowledge:

44% of faculty members were "Very Satisfied" with the utilization of their experience and knowledge, while another 44% were "Satisfied." A small percentage (13%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

The faculty survey results for CESD 2023 indicate an overall positive perception of various aspects, including cooperative colleagues, guidance availability, administrative support, promotion clarity, job security, salary & compensation package, and utilization of experience and knowledge. While most sections showed high levels of satisfaction, there are some areas where faculty members expressed uncertainty. The feedback from the survey can be utilized to address these specific areas and further enhance faculty members' professional development and satisfaction at CESD.

CCSIS	cooperative colleagues	Guidance availability	Administrative support	Promotion clarity	Prospect for career progression	Salary & compensation package	Job security & stability at department	Available Time for your FNF	Departmental environment	department is utilizing your experience and knowledge
Very Satisfied	47%	40%	33%	40%	27%	53%	47%	40%	73%	53%
Satisfied	47%	53%	60%	53%	67%	40%	53%	60%	27%	40%
Uncertain	7%	7%	7%	7%	7%	7%	0%	0%	0%	7%
Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
very Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



Interpretation of Faculty Survey Results for CCSIS 2023:

The faculty survey conducted at CCSIS 2023 aimed to assess faculty members' satisfaction level and the effectiveness of programs in place to help them progress and excel in their profession.

The survey covered ten sections, including cooperative colleagues, guidance availability, administrative support, promotion clarity, prospect for career progression, salary & compensation package, job security & stability at the department, available time for faculty's personal and family needs (FNF), departmental environment, and utilization of faculty's experience and knowledge.

Cooperative Colleagues:

The survey results indicate that 47% of faculty members were "Very Satisfied" with their cooperative colleagues at CCSIS. An additional 47% of faculty members expressed being "Satisfied," showing positive working relationships among colleagues. A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Guidance Availability:

Regarding guidance availability, 40% of faculty members conveyed being "Very Satisfied," while 43% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Administrative Support:

33% of faculty members reported being "Very Satisfied" with administrative support, and 60% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Promotion Clarity:

Regarding promotion clarity, 40% of faculty members indicated being "Very Satisfied," while another 53% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Prospect for Career Progression:

27% of faculty members expressed being "Very Satisfied" with the prospect for career progression at CCSIS, and 67% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Salary & Compensation Package:

53% of faculty members conveyed being "Very Satisfied" with their salary and compensation package, and 40% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Job Security & Stability at the Department:

The survey showed that 47% of faculty members were "Very Satisfied" with job security and stability at the department. Additionally, 53% of faculty members were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Available Time for Faculty's FNF:

40% of faculty members reported being "Very Satisfied" with the available time for their personal and family needs (FNF), while 60% were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Departmental Environment:

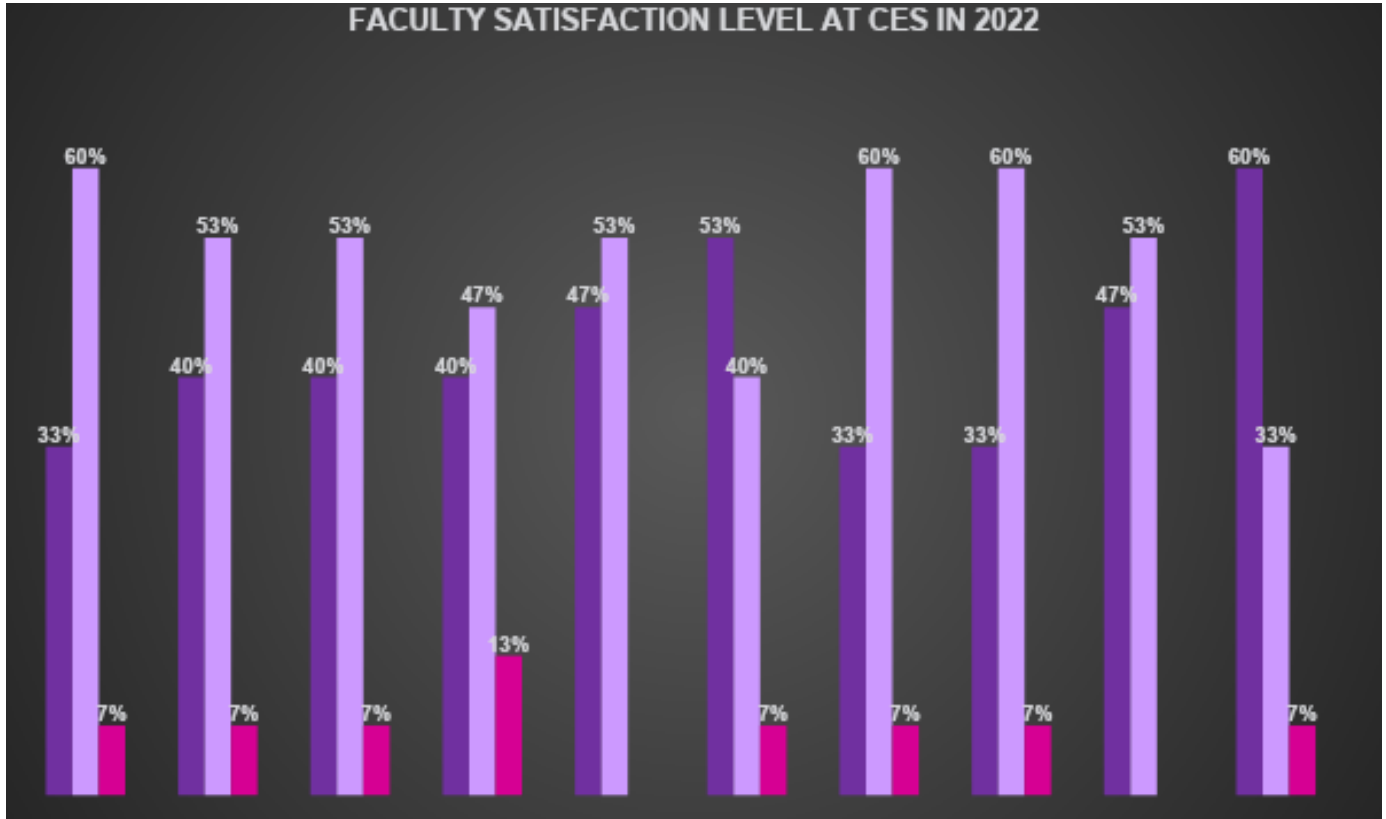
Regarding the departmental environment, 73% of faculty members were "Very Satisfied," and an additional 27% were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Utilization of Faculty's Experience and Knowledge:

53% of faculty members were "Very Satisfied" with the utilization of their experience and knowledge, while another 40% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

The faculty survey results for CCSIS 2023 indicate an overall positive perception of various aspects, including cooperative colleagues, guidance availability, administrative support, promotion clarity, job security, salary & compensation package, departmental environment, and utilization of experience and knowledge. While most sections showed high levels of satisfaction, there are some areas where faculty members expressed uncertainty. The feedback from the survey can be utilized to address these specific areas and further enhance faculty members' professional development and satisfaction at CCSIS.

CES	cooperative colleagues	Guidance availability	Administrative support	Promotion clarity	Prospect for career progression	Salary & compensation package	Job security & stability at department	Available Time for your FNF	Departmental environment	department is utilizing your experience and knowledge
Very Satisfied	33%	40%	40%	40%	47%	53%	33%	33%	47%	60%
Satisfied	60%	53%	53%	47%	53%	40%	60%	60%	53%	33%
Uncertain	7%	7%	7%	13%	0%	7%	7%	7%	0%	7%
Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
very Dissatisfied	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%



Interpretation of Faculty Survey Results for CES 2023:

The faculty survey conducted at CES 2023 aimed to assess faculty members' satisfaction level and the effectiveness of programs in place to help them progress and excel in their profession. The survey covered ten sections, including cooperative colleagues, guidance availability, administrative support, promotion clarity, prospect for career progression, salary & compensation package, job security & stability at the department, available time for faculty's personal and family needs (FNF), departmental environment, and utilization of faculty's experience and knowledge.

Cooperative Colleagues:

The survey results indicate that 33% of faculty members were "Very Satisfied" with their cooperative colleagues at CES. Additionally, 60% of faculty members expressed being "Satisfied," showing positive working relationships among colleagues. A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Guidance Availability:

Regarding guidance availability, 40% of faculty members conveyed being "Very Satisfied," while 53% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Administrative Support:

40% of faculty members reported being "Very Satisfied" with administrative support, and 47% were "Satisfied." A slightly higher percentage (13%) expressed uncertainty, but no faculty members reported being "Dissatisfied."

Promotion Clarity:

Regarding promotion clarity, 40% of faculty members indicated being "Very Satisfied," while another 53% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Prospect for Career Progression:

47% of faculty members expressed being "Very Satisfied" with the prospect for career progression at CES, and 53% were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Salary & Compensation Package:

53% of faculty members conveyed being "Very Satisfied" with their salary and compensation package, and 40% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Job Security & Stability at the Department:

The survey showed that 33% of faculty members were "Very Satisfied" with job security and stability at the department. Additionally, 60% of faculty members were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Available Time for Faculty's FNF:

33% of faculty members reported being "Very Satisfied" with the available time for their personal and family needs (FNF), while 60% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

Departmental Environment:

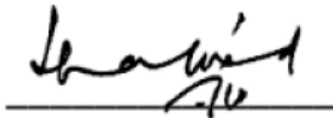
Regarding the departmental environment, 47% of faculty members were "Very Satisfied," and an additional 53% were "Satisfied." No faculty members expressed uncertainty or dissatisfaction.

Utilization of Faculty's Experience and Knowledge:

60% of faculty members were "Very Satisfied" with the utilization of their experience and knowledge, while another 33% were "Satisfied." A small percentage (7%) expressed uncertainty, and no faculty members reported being "Dissatisfied."

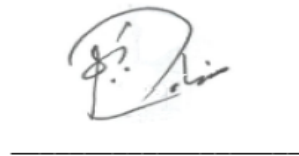
The faculty survey results for CES 2023 indicate an overall positive perception of various aspects, including cooperative colleagues, guidance availability, administrative support, promotion clarity, job security, salary & compensation package, departmental environment, and utilization of experience and knowledge. While most sections showed high levels of satisfaction, there are some areas where faculty members expressed uncertainty. The feedback from the survey can be utilized to address these specific areas and further enhance faculty members' professional development and satisfaction at CES

Approved By:



Dr. Shahid Amjad
Director QEC

Presented to:



Dr. Tariq R. Soomro
Rector, IoBM

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