



Quality Enhancement Cell
GIK INSTITUTE OF ENGINEERING SCIENCES AND TECHNOLOGY

Ref. No. GIKI/QEC/2329/SUR/09

November 25, 2021

To: Pro-Rector (Academic)
GIK Institute, Topi.

Subject: Submission of Faculty Survey 2021 Analysis Report

Respected Sir,



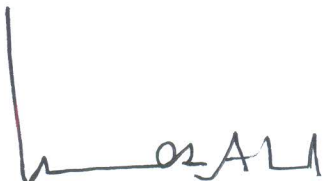
Please find attached the faculty survey 2021 analysis report. In total 69 faculty members participated in the survey. **The report highlights major findings of the survey along with giving the survey results as well as the comments from the faculty obtained in the survey.**

Management of the institute may use the survey results and the comments from the faculty members for CQI (Continuous Quality Improvement) purpose. **In particular, HEC requires action plan from the management based on survey results. In this regard, it is requested from the management to fill table 2 and table 3 in section 6 of the report and send it back to the QEC.**

Deadline to submit action plan to QEC is **30th December 2021.**

With profound regards,


Dr. Asad Mahmood
Coordinator QEC


Coordinator (QEC) 5/12/21
PS

Copy:

- Rector, GIK Institute
- Pro-Rector (A & F)
- Deans and HoDs

Faculty Survey 2021 Analysis Report



Prepared by:

QEC Department, GIK Institute

November, 2021

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1. Survey Parameters

- Total Questions: 40
- Total Responses: 69
- Total Number of faculty members = 142
- Margin of Error with 95% Confidence Interval = 8 %

Result metric:

- a. 100% = GPA of 4 = Very Satisfied,
- b. 75% = GPA of 3 = Satisfied,
- c. 50% = GPA of 2 = Uncertain,
- d. 25% = GPA of 1 = Dissatisfied,
- e. 0% = GPA of 0 = Very dissatisfied

2. Major Findings of the Survey

Considering 75% (=Satisfied) score as the desired objective, the survey finds that the desired objective has not been reached in a number of areas even if one takes into consideration the margin of error. The areas in which the faculty has reported below-satisfied mark have been marked as red in table 1.

a. Categories with relatively low score

Some of the categories in which the faculty has reported a relatively low score are

- 22. How satisfied are you with the medical facilities available to you (39.13%)
- 31. To what extent are you satisfied with the standard of maintenance available to you for your accommodation and also in the office/Labs (41.67%)
- 24. How much satisfied are you with the schooling available to your kids at the institute (42.75)
- 5. How satisfied are you with the quality of postgraduate students at GIK Institute. (46.01%)
- 11. To what extent are you satisfied with the current promotion and tenure process at the Institute (47.46%)
- 19. How satisfied are you with the resources (Printer, Scanner, Digital Library, Equipment, Graduate Students, etc.) available to you for supporting your research (48.55%)

b. Categories with relatively high score

Some of the categories in which the faculty has reported a relatively high score are

- 6. How satisfied are you with your interaction with the students. (77.17%)
- 7. How satisfied are you with the cooperation you receive from your colleagues in academics. (76.81%)
- 3. How satisfied are you with the type of teaching / research you currently do? (75.72%)

3. Recommendations from QEC

- The management can improve on the categories in which a low score has been reported by involving the concerned departments and can engage further with the faculty to have discussion around these points so as to develop a better mutual understanding around these.
- In addition, the management is recommended to go through the comments made by the faculty in questions 34-40 in section 5 of this report to be aware of the issues being faced by the faculty so as to take corresponding corrective measures.
- Lastly, HEC requires feedback from the management on such survey reports. In this regard, the management is requested to fill table 2 and table 3 in section 6 of this report and send it back to QEC.

4. Survey Result for Questions 1-33

Table 1: Average Score for Questions 1 to 33

Survey Questions: 1-33	(%)
1. How satisfied are you with the mix of research, teaching and service for the Institute/Faculty?	61.59
2. How satisfied are you with the intellectual stimulation of your work?	72.10
3. How satisfied are you with the type of teaching / research you currently do?	75.72
4. How satisfied are you with the quality of undergraduate students at GIK Institute?	52.17
5. How satisfied are you with the quality of postgraduate students at GIK Institute.	46.01
6. How satisfied are you with your interaction with the students.	77.17
7. How satisfied are you with the cooperation you receive from your colleagues in academics.	76.81
8. How satisfied are you with the cooperation you receive from your colleagues in administration	51.09
9. How satisfied are you with the mentoring available to you.	55.07
10. How satisfied are you with the administrative support within your faculty.	63.77
11. To what extent are you satisfied with the current promotion and tenure process at the Institute	47.46
12. How satisfied are you with your prospects for advancement and progress through the ranks	50.00
13. How satisfied are you with the salary and compensation package	60.14
14. How satisfied are you with job security and stability at the Institute	58.70
15. How satisfied are you with the amount of time you have for yourself and family	51.09
16. How satisfied are you with the overall environment at your faculty	71.74
17. How satisfied are you with the overall environment at the Institute	68.12
18. Whether the department is utilizing your experience and knowledge	70.65
19. How satisfied are you with the resources (Printer, Scanner, Digital Library, Equipment, Graduate Students, etc.) available to you for supporting your research	48.55
20. How satisfied are you with the resources (Class room equipment, lecture preparation stuff, etc.) that support your teaching	68.12
21. How satisfied are you with the TAs/GAs support provided to you in your course(s)	68.48
22. How satisfied are you with the medical facilities available to you	39.13
23. How satisfied are you with the opportunities for professional development	50.72
24. How much satisfied are you with the schooling available to your kids at the institute	42.75
25. Suppose the Institute decides to raise GIKI School's standard equivalent to any of the elite schooling system at Islamabad/Lahore and for this the school fee is increased, will you be satisfied wi...	64.49
26. How satisfied are you with the reputation of your department/discipline at national level	64.86
27. How satisfied are you with the reputation of the Institute at national level	67.39
28. How satisfied are you with the reputation of the Institute at international level	52.54
29. How satisfied are you with the effectiveness of leadership at your department	63.41
30. To what extent are you satisfied with the standard of living at the Institute	58.33
31. To what extent are you satisfied with the standard of maintenance available to you for your accommodation and also in the office/Labs	41.67
32. To what extent are you satisfied with the standard of sanitation at the Institute	63.04
33. Overall, are you satisfied with the university as a place to work	72.10
Average	59.85

Faculty Survey 2021 Score(%)



Figure 1: Average Score in Questions 1 to 33 in Bar chart form