UNIVERSITY OF INFORMATION TECHNOLOGY
**OFFICE OF INSPECTION – LEGAL AFFAIRS
AND QUALITY ASSURANCE**

THE SURVEY OF STAFFS AND LECTURERS ON WORKING ENVIRONMENT AND CONDITIONS AT UIT 2015
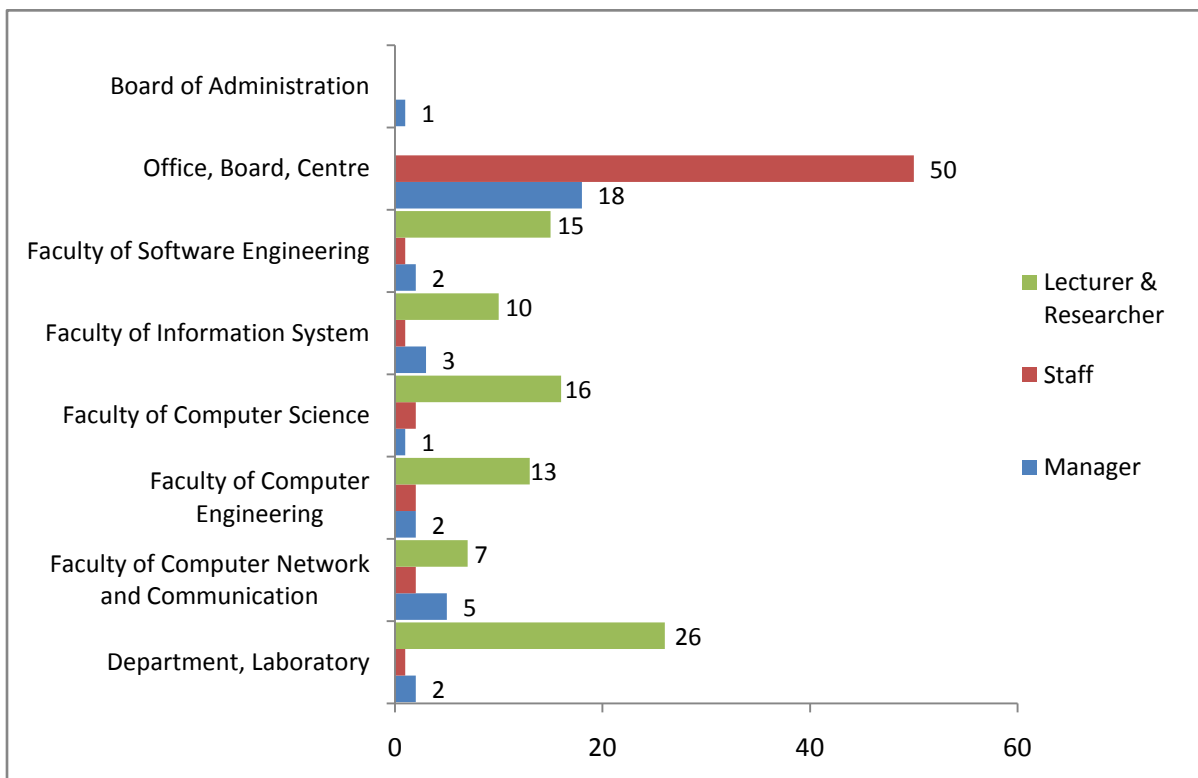
1. Introduction

- The purpose of the survey has been to assist the University to have an effective information on management, training, retraining and building staffs, so as to have specific orientation on solutions in order to promote the satisfaction from staffs, lecturers
- The survey was conducted from December 31, 2015 to January 15, 2016.
- The survey respondents are all staffs and lecturers who are currently working at the UIT
- Staffs and lecturers complete the online questionnaire at http://survey.uit.edu.vn.
- The survey was 34 questions in length, including 18 questions for all, 6 questions for managers at the level of university, offices, faculties, departments, 10 questions for lecturers and researchers, and open-ended comments.

  The questionnaire used five-point Likert scales with responses ranging: 1- *Strongly disagree*, 2- *Disagree*, 3- *Neutral*, 4- *Agree*, 5- *Strongly agree*, and No comment.

2. Results

2.1. Number of Respondents

There were 180/273 participants (65.9%) in the survey which included:

2.2. Genaral Questions
- *Understanding of common issues at the UIT*

Questions		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
You clearly understand the university's mission and vision	Manager				8.8	91.2
	Lecturer			11.5	34.5	48.3
	Staff				33.9	47.5
You clearly understand the university's educational goals	Manager			11.8		79.4
	Lecturer				42.5	46
	Staff			15.3	32.2	44.1
Land use planning, facilities meet the development's requirement of the university	Manager			23.5	41.2	35.3
	Lecturer			34.9	40.7	12.8
	Staff			31.6	40.4	15.8
You participate in providing suggestion to annual plans, and strategy planning of the university and your department/faculty	Manager			11.8	44.1	44.1
	Lecturer			36.5	41.2	11.8
	Staff			17.5	54.4	14

- *Organization of work*

Questions		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
You are assigned duties that are appropriate and fit your competency and skills	Manager				20.6	76.5
	Lecturer			8.5	45.8	39
	Staff			14.9	36.8	43.7
You are given opportunities to join in training, and retraining activities	Manager			5.9	38.2	55.9
	Lecturer			25.3	40.2	28.7
	Staff			10.2	49.2	30.5
Your managers listen to your suggestions	Manager				55.9	44.1
	Lecturer			23.3	48.8	20.9
	Staff			15.3	47.5	27.1

Questions		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
You receive essential coordination/support from departments, faculties, individuals in your job	Manager			17.6	55.9	26.5
	Lecturer			19.8	55.8	19.8
	Staff			13.6	61	16.9
Your abilities are evaluated and assessed correctly	Manager			11.8	38.2	47.1
	Lecturer			27.6	46	21.8
	Staff			6.9	60.3	22.4

- *Organization of work*

Questions		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The university cares for your physical health	Manager			8.8	35.3	55.9
	Lecturer			26.4	43.7	23
	Staff			8.6	56.9	25.9
Grounds serving entertainment and exercises' practices meet your requirements	Manager			26.5	38.2	29.4
	Lecturer			32.2	33.3	20.7
	Staff			30.5	42.4	13.6
The university has different channels (manager's office hour, forum, suggesion mail box, email, etc.) to hear your suggestions	Manager			5.9	29.4	64.7
	Lecturer			33.3	40.2	20.7
	Staff			13.6	50.8	27.1
Your workplace, equipments meet the requirements of your working, teaching, and scientific researching	Manager			8.8	47.1	44.1
	Lecturer			19.5	49.4	17.2
	Staff			10.5	59.6	19.3
The internet system, and softwares serving education (such as daa, scientific research, survey, website, etc.) meet the requirements of your jobs, teaching, scientific research	Manager			8.8	50	38.2
	Lecturer			24.1	49.4	14.9
	Staff			13.8	48.3	27.6

- *Satisfaction with UIT*

Questions		Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Your income is reasonable to your job and responsibility	Manager			23.5	47.1	17.6
	Lecturer		20.7	34.5	31	5.7
	Staff	8.5		37.3	42.4	8.5
You are satisfied with the attitude of staffs at the offices/library	Manager	8.8			76.5	14.7
	Lecturer		24.1		49.4	21.8
	Staff	8.5			62.7	20.3
You are satisfied with your current job	Manager	8.8		50		41.2
	Lecturer		33.3		40.2	20.7
	Staff	10.3		56.9		24.1
You intend to continue your job for a long term at the UIT	Manager	2.9	23.5		73.5	
	Lecturer	14.9		46		34.5
	Staff	5.1		35.6		50.8

2.3. Management Job *(Applying to managers at the level of university, offices, faculties, departments)*

Questions	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The current organization structure meets the requirements of training and scientific research at the university			14.7	58.8	26.5
Related management documents and procedures are relevant and complete to your job			11.8	73.5	14.7
You frequently do a think-tank job, and suggest to the university on related jobs	2.9			50	41.2
You encourage your staffs and give opportunities so that they can join in training and retraining activities	2.9		26.5		70.6
You conduct democratic regulations, respect staffs' suggestions		5.9	11.8		82.4
You are satisfied with the planning, management, and financial allocation at the university			32.4	47.1	17.6

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2.4. Teaching and Scientific Researching *(Applying to lecturers and researchers)*

Questions	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
You are allowed to join in procedures of building and editting the curriculum at faculties/departments			14.1	52.9	21.2
Faculties/deparments frequently hold seminars for you			28.2	43.5	20
University/Faculty/Department gives you opportunities to participate in projects, and research on scientific technology			20	44.7	25.9
You are encouraged and give opportunities to renewal teaching methodology			14.1	49.4	23.5
You are assigned to conducting activities: academic advisors, and activities at the university			17.6	31.8	32.9
Reference books in the library meet your requirements of teaching and scientific research			37.6	28.2	1
You are satisfied with teaching quality at your faculty			28.2	47.1	12.9
You are encouraged to join in or organize scientific seminars and academic activities			15.3	49.4	25.9
You receive supports with resources to ensure your research's duty on time and effectively			34.1	34.1	10.6
You are satisfied with research's performance			35.3	37.6	10.6

3. Additional Comments

- Suggest to increase income: 27 comments
- Comment on teaching and scientific research activities: 24 comments
- Comment on facilities: 20 comments
- Comment on the organization of UIT: 19 comments
- Comment on the mass organizations: 5 comments.

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