

SURVEY OF STAFFS AND LECTURERS ON WORKING ENVIRONMENT AND CONDITIONS AT UIT 2017

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 January 31 to April 19, 2018.
- 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 31 questions in length, including 22 questions for all, 9 questions for lecturers and researchers, and open-ended comments.
- The questionnaire used five-point Likert scales with responses ranging: 1- *Completely disagree*, 2- *Basically Disagree*, 3- *Basically Agree*, 4- *Completely agree*, and No comment.

2. Results

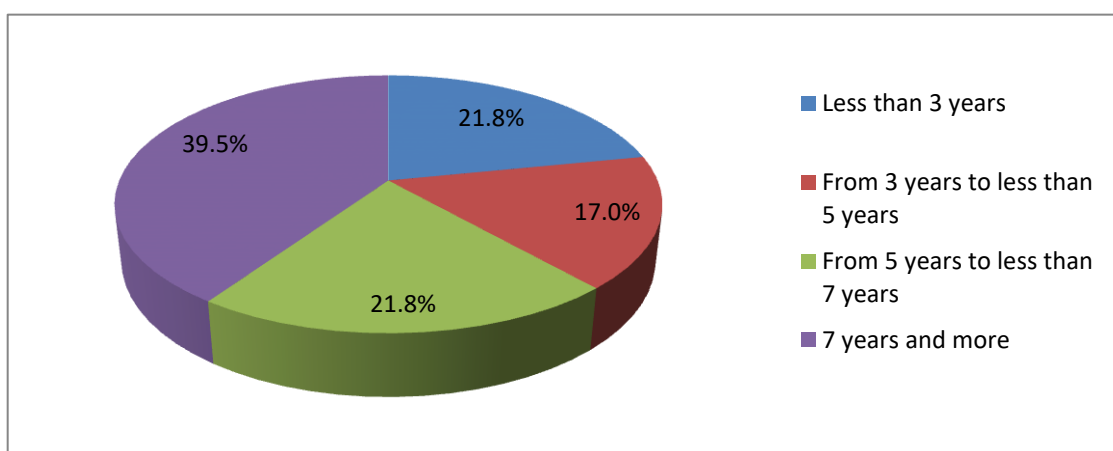
2.1. Number of Respondents

There were 151/260 participants (58.1% (of 2016: 65.9%) in the survey which included:

No.	Units	Participants	Total	Number of responses	%
1	Administrative Offices, Unions	Manager	25	19	76.0
		Staff	84	41	48.8
2	Faculty of Software Engineering	Manager	4	4	100.0
		Staff	1	1	100.0
		Lecturer	17	14	82.4
3	Faculty of Information System	Manager	4	3	75.0
		Staff	1	1	100.0
		Lecturer	16	9	56.3
4	Faculty of Computer Science	Manager	3	1	33.3
		Staff	2	2	100.0
		Lecturer	15	9	60.0
5	Faculty of Computer	Manager	3	1	33.3

	Engineering	Staff	2	2	100.0
		Lecturer	18	8	44.4
6	Faculty of Computer Network and Communication	Manager	5	1	20.0
		Staff	2	2	100.0
		Lecturer	15	6	40.0
7	Departments, Centers, Laboratories	Manager	5	4	80.0
		Staff	2	2	100.0
		Lecturer	36	21	58.3
Total			260	151	58.1

- **The seniority of respondents in UIT**



2.2. Genaral Questions

- *Understanding of common issues at the UIT*

No.	Questions		1	2	3	4
1	You clearly understand the university's mission and vision	Manager	14.7		85.3	
		Staff	17.6		78.4	
		Lecturer		42.4		54.5
2	You clearly understand the university's educational goals	Manager		23.5	73.5	
		Staff		25.5	66.7	
		Lecturer		51.5	47.0	
3	The current organizational structure meets the training	Manager		61.8	38.2	

	and research requirements of UIT	Staff	
		Lecturer	
4	Land use planning, facilities meet the development's requirement of the university	Manager	
		Staff	
		Lecturer	
5	You participate in providing suggestion to annual plans, and strategy planning of the university and your department/faculty	Manager	
		Staff	
		Lecturer	

- Organization of work

No.	Questions		1	2	3	4
6	You are assigned duties that are appropriate and fit your competency and skills	Manager				
		Staff				
		Lecturer				
7	You are given opportunities to join in training, and retraining activities	Manager				
		Staff				
		Lecturer				
8	Your managers listen to your suggestions	Manager				
		Staff				
		Lecturer				
9	Your abilities are evaluated and assessed correctly	Manager				

		Staff	
		Lecturer	
10	You receive essential coordination/support from departments, faculties, individuals in your job	Manager	
		Staff	
		Lecturer	
11	You are satisfied with the capacity, qualifications and professionalism of your direct manager	Manager	
		Staff	
		Lecturer	

- Support activities

No.	Questions		1	2	3	4
12	The university has different channels (manager's office hour, forum, suggestion mail box, email, etc.) to hear your suggestions	Manager				
		Staff				
		Lecturer				
13	System of documents and processes at UIT supports your job efficiency	Manager				
		Staff				
		Lecturer				
14	The university cares for your physical health	Manager				
		Staff				
		Lecturer				
15	Grounds serving entertainment, exercises'	Manager				

	practices and organization of picnic activities meet your requirements	Staff	
		Lecturer	
16	Your workplace, equipments meet the requirements of your working, teaching, and scientific researching	Manager	
		Staff	
		Lecturer	
17	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	
		Staff	
		Lecturer	

- *Satisfaction with UIT*

No.	Questions		1	2	3	4
18	You are satisfied with the planning, management and allocation of finance at UIT	Manager				
		Staff				
		Lecturer				
19	You are satisfied with the allowances at UIT (for teaching, research, training, attending seminars, conferences...)	Manager				
		Staff				
		Lecturer				
20	Your income is reasonable to your job and responsibility	Manager				
		Staff				
		Lecturer				
21	You are satisfied with your	Manager				

	current job	Staff	
		Lecturer	
22	You intend to continue your job for a long term at the university	Manager	
		Staff	
		Lecturer	

2.3. Teaching and Scientific Researching (Applying to lecturers and researchers)

No.	Questions	1	2	3	4
1	You are allowed to join in procedures of building and editing the curriculum at faculties/departments				
2	You are assigned to teach fairly, appropriately				
3	Faculties/departments frequently hold seminars for you				
4	You are encouraged and give opportunities to renewal teaching methodology				
5	Reference books of UIT meet your requirements of teaching and scientific research				
6	You are satisfied with curriculum at your faculty				
7	You are encouraged to join in topics or projects on science and technology				
8	You are encouraged to join in seminars, conferences domestically and internationally				
9	You are supported the resources (<i>funds, facilities, equipment, machinery</i>) to ensure that the research is on schedule, effectively				

3. Additional Comments

With the question “What are the things you mostly want the university to change first?”, there were 30 staffs and lecturer answering with following contents:

- About income increases: 10 comments
- About teaching and scientific research activities: 21 comments
- About facilities: 10 comments
- About academic and student affairs: 7 comments
- About support activities to join in seminars, conferences domestically and internationally: 7 comments.