

**AU CAREER SATISFACTION AND  
ENGAGEMENT  
ACADEMIC YEAR 2019**



**INSTITUTE FOR RESEARCH AND ACADEMIC SERVICES (IRAS)**

**INSTITUTE FOR RESEARCH AND ACADEMIC SERVICES (IRAS)**



**AU CAREER SATISFACTION AND  
ENGAGEMENT**

**ACADEMIC YEAR 2019**

# Table of Contents

Overall	1
Martin de Tours School of Management and Economics	3
Theodore Maria School of Arts	5
Bernadette de Lourdes School of Nursing Science	7
Vincent Mary School of Science and Technology	9
Vincent Mary School of Engineering	11
School of Law	13
School of Biotechnology	15
Albert Laurence School of Communication Arts	17
School of Music	19
Montfort del Rosario School of Architecture and Design	21
Institute for English Language Education (IELE)	23
Graduate Studies	25
Offices	27





## Overall

AU Career Satisfaction/Engagement	Lecturers (n = 143)		Staff (n = 263)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.17	0.86	4.19	0.68
2. I am satisfied with the compensation I receive for my work.	3.93	0.98	4.16	0.73
3. I am satisfied with my present fringe benefits.	3.80	0.99	4.13	0.71
<b>Total</b>	<b>3.97</b>	<b>0.84</b>	<b>4.16</b>	<b>0.64</b>
4. AU is concerned about the physical and mental health of its members.	3.94	0.86	4.10	0.74
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.71	0.95	4.02	0.79
6. AU provides a healthy and hygienic work environment.	4.00	0.87	4.14	0.69
<b>Total</b>	<b>3.88</b>	<b>0.77</b>	<b>4.09</b>	<b>0.66</b>
7. AU encourages good moral conduct.	4.23	0.78	4.17	0.70
8. AU encourages its employees to provide service to society.	4.13	0.80	4.12	0.70
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.99	0.81	4.09	0.73
<b>Total</b>	<b>4.12</b>	<b>0.69</b>	<b>4.13</b>	<b>0.64</b>
10. AU has many channels to communicate information to all member.	3.99	0.86	4.10	0.77
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.89	0.89	4.05	0.73
12. I follow up the information updated by AU.	4.35	0.66	4.21	0.67
<b>Total</b>	<b>3.89</b>	<b>0.78</b>	<b>4.09</b>	<b>0.64</b>
13. I have good working relationship with my colleagues and management.	4.42	0.73	4.31	0.64
14. My job security at AU motivates my working.	4.08	0.90	4.21	0.68
15. I am happy working at AU.	4.38	0.73	4.47	0.69
<b>Total</b>	<b>4.30</b>	<b>0.66</b>	<b>4.33</b>	<b>0.57</b>
16. AU adopts performance-based evaluation.	3.97	0.88	4.11	0.70
17. AU enforces good governance in all schools and units.	4.01	0.88	4.15	0.67
18. AU supports all schools and units to provide innovate and effective services.	4.03	0.85	4.17	0.71
<b>Total</b>	<b>4.01</b>	<b>0.80</b>	<b>4.14</b>	<b>0.64</b>
<b>Total all</b>	<b>4.06</b>	<b>0.66</b>	<b>4.16</b>	<b>0.57</b>

**Martin de Tours School of Management  
and Economics**



Martin de Tours School of Management and Economics

AU Career Satisfaction/Engagement	Lecturers (n = 32)		Staff (n = 11)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.28	0.63	4.36	0.67
2. I am satisfied with the compensation I receive for my work.	3.84	1.14	4.18	0.60
3. I am satisfied with my present fringe benefits.	3.53	1.22	4.18	0.87
<b>Total</b>	<b>3.89</b>	<b>0.91</b>	<b>4.24</b>	<b>0.63</b>
4. AU is concerned about the physical and mental health of its members.	3.81	0.93	3.91	0.83
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.78	0.83	4.00	1.00
6. AU provides a healthy and hygienic work environment.	3.88	0.94	4.27	0.65
<b>Total</b>	<b>3.82</b>	<b>0.78</b>	<b>4.06</b>	<b>0.74</b>
7. AU encourages good moral conduct.	4.19	0.86	4.09	0.94
8. AU encourages its employees to provide service to society.	4.03	0.82	4.18	0.98
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.88	0.79	4.09	0.83
<b>Total</b>	<b>4.03</b>	<b>0.69</b>	<b>4.12</b>	<b>0.76</b>
10. AU has many channels to communicate information to all member.	4.03	0.65	4.18	0.75
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.88	0.79	4.18	0.87
12. I follow up the information updated by AU.	4.41	0.61	4.36	0.67
<b>Total</b>	<b>3.81</b>	<b>0.76</b>	<b>4.18</b>	<b>0.74</b>
13. I have good working relationship with my colleagues and management.	4.38	0.71	4.55	0.52
14. My job security at AU motivates my working.	4.13	0.75	4.00	0.89
15. I am happy working at AU.	4.34	0.70	4.45	0.93
<b>Total</b>	<b>4.28</b>	<b>0.63</b>	<b>4.33</b>	<b>0.67</b>
16. AU adopts performance-based evaluation.	4.09	0.78	4.18	0.60
17. AU enforces good governance in all schools and units.	4.06	0.88	4.36	0.50
18. AU supports all schools and units to provide innovate and effective services.	4.13	0.66	4.09	0.94
<b>Total</b>	<b>4.09</b>	<b>0.68</b>	<b>4.21</b>	<b>0.60</b>
<b>Total all</b>	<b>4.04</b>	<b>0.62</b>	<b>4.20</b>	<b>0.64</b>



**Theodore Maria School of Arts**

Theodore Maria School of Arts

AU Career Satisfaction/Engagement	Lecturers (n = 51)		Staff (n = 3)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.12	0.97	3.67	0.58
2. I am satisfied with the compensation I receive for my work.	3.96	0.77	3.67	0.58
3. I am satisfied with my present fringe benefits.	3.86	0.87	3.67	0.58
<b>Total</b>	<b>3.98</b>	<b>0.73</b>	<b>3.67</b>	<b>0.58</b>
4. AU is concerned about the physical and mental health of its members.	3.86	0.87	3.67	0.58
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.57	1.02	3.67	0.58
6. AU provides a healthy and hygienic work environment.	3.92	0.89	3.67	0.58
<b>Total</b>	<b>3.78</b>	<b>0.83</b>	<b>3.67</b>	<b>0.58</b>
7. AU encourages good moral conduct.	4.24	0.71	3.67	0.58
8. AU encourages its employees to provide service to society.	4.12	0.82	3.67	0.58
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.04	0.82	3.67	0.58
<b>Total</b>	<b>4.13</b>	<b>0.69</b>	<b>3.67</b>	<b>0.58</b>
10. AU has many channels to communicate information to all member.	3.94	0.97	3.67	0.58
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.90	0.92	3.67	0.58
12. I follow up the information updated by AU.	4.43	0.57	3.67	0.58
<b>Total</b>	<b>3.90</b>	<b>0.79</b>	<b>3.67</b>	<b>0.58</b>
13. I have good working relationship with my colleagues and management.	4.51	0.64	3.67	0.58
14. My job security at AU motivates my working.	4.08	0.93	3.67	0.58
15. I am happy working at AU.	4.55	0.54	3.67	0.58
<b>Total</b>	<b>4.38</b>	<b>0.54</b>	<b>3.67</b>	<b>0.58</b>
16. AU adopts performance-based evaluation.	4.02	0.91	3.67	0.58
17. AU enforces good governance in all schools and units.	4.02	0.86	3.67	0.58
18. AU supports all schools and units to provide innovate and effective services.	4.06	0.95	3.67	0.58
<b>Total</b>	<b>4.03</b>	<b>0.83</b>	<b>3.67</b>	<b>0.58</b>
<b>Total all</b>	<b>4.07</b>	<b>0.64</b>	<b>3.67</b>	<b>0.58</b>

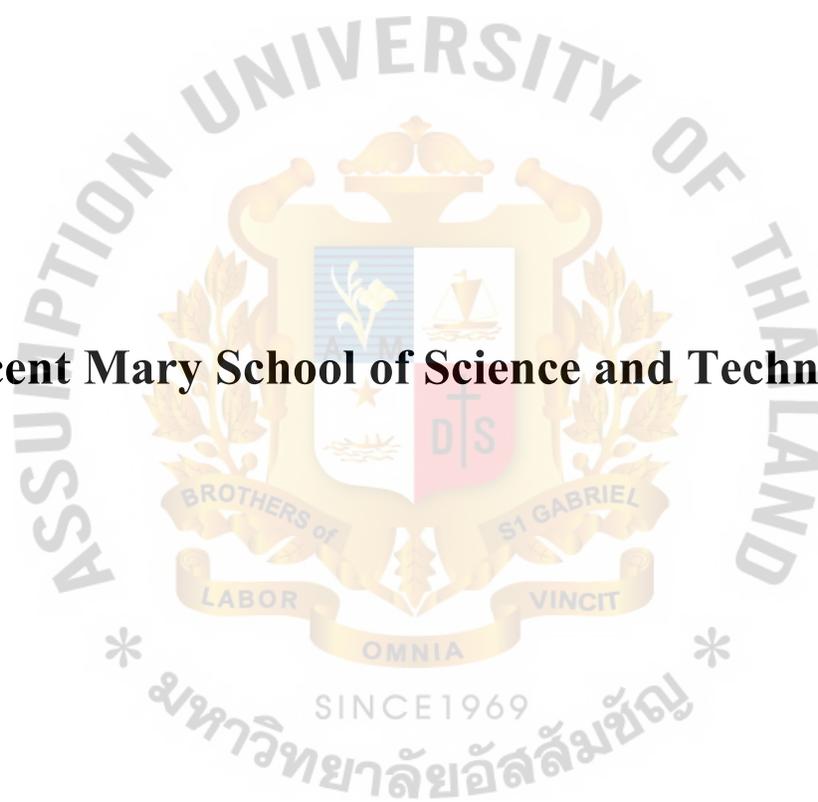
**Bernadette de Lourdes School of Nursing Science**



**Bernadette de Lourdes School of Nursing Science**

AU Career Satisfaction/Engagement	Lecturers (n = 4)		Staff (n = 2)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.75	0.50	4.50	0.71
2. I am satisfied with the compensation I receive for my work.	4.75	0.50	4.50	0.71
3. I am satisfied with my present fringe benefits.	4.75	0.50	4.50	0.71
<b>Total</b>	<b>4.75</b>	<b>0.50</b>	<b>4.50</b>	<b>0.71</b>
4. AU is concerned about the physical and mental health of its members.	4.75	0.50	4.50	0.71
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.75	0.50	4.50	0.71
6. AU provides a healthy and hygienic work environment.	4.75	0.50	4.50	0.71
<b>Total</b>	<b>4.75</b>	<b>0.50</b>	<b>4.50</b>	<b>0.71</b>
7. AU encourages good moral conduct.	5.00	0.00	4.50	0.71
8. AU encourages its employees to provide service to society.	5.00	0.00	4.50	0.71
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.75	0.50	4.50	0.71
<b>Total</b>	<b>4.92</b>	<b>0.17</b>	<b>4.50</b>	<b>0.71</b>
10. AU has many channels to communicate information to all member.	4.75	0.50	4.50	0.71
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	5.00	0.00	4.50	0.71
12. I follow up the information updated by AU.	5.00	0.00	4.50	0.71
<b>Total</b>	<b>4.83</b>	<b>0.33</b>	<b>4.50</b>	<b>0.71</b>
13. I have good working relationship with my colleagues and management.	4.75	0.50	4.50	0.71
14. My job security at AU motivates my working.	4.75	0.50	4.50	0.71
15. I am happy working at AU.	4.75	0.50	5.00	0.00
<b>Total</b>	<b>4.75</b>	<b>0.50</b>	<b>4.67</b>	<b>0.47</b>
16. AU adopts performance-based evaluation.	4.75	0.50	4.50	0.71
17. AU enforces good governance in all schools and units.	4.75	0.50	4.50	0.71
18. AU supports all schools and units to provide innovate and effective services.	5.00	0.00	4.50	0.71
<b>Total</b>	<b>4.83</b>	<b>0.33</b>	<b>4.50</b>	<b>0.71</b>
<b>Total all</b>	<b>4.82</b>	<b>0.36</b>	<b>4.53</b>	<b>0.67</b>

**Vincent Mary School of Science and Technology**



## Vincent Mary School of Science and Technology

AU Career Satisfaction/Engagement	Lecturers (n = 6)		Staff (n = 5)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.33	0.82	4.20	0.45
2. I am satisfied with the compensation I receive for my work.	4.00	1.26	4.20	0.45
3. I am satisfied with my present fringe benefits.	4.00	1.26	4.20	0.84
<b>Total</b>	<b>4.11</b>	<b>1.11</b>	<b>4.20</b>	<b>0.51</b>
4. AU is concerned about the physical and mental health of its members.	4.00	1.10	3.80	0.45
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.67	1.21	4.00	0.00
6. AU provides a healthy and hygienic work environment.	4.50	0.55	4.20	0.45
<b>Total</b>	<b>4.06</b>	<b>0.90</b>	<b>4.00</b>	<b>0.24</b>
7. AU encourages good moral conduct.	4.50	0.55	4.40	0.55
8. AU encourages its employees to provide service to society.	4.50	0.55	4.40	0.55
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.50	0.55	4.00	0.71
<b>Total</b>	<b>4.50</b>	<b>0.46</b>	<b>4.27</b>	<b>0.55</b>
10. AU has many channels to communicate information to all member.	4.33	0.82	4.40	0.55
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.00	0.89	4.00	0.71
12. I follow up the information updated by AU.	4.33	0.52	4.20	0.45
<b>Total</b>	<b>4.11</b>	<b>0.89</b>	<b>4.20</b>	<b>0.61</b>
13. I have good working relationship with my colleagues and management.	4.50	0.55	4.40	0.55
14. My job security at AU motivates my working.	4.33	1.21	4.40	0.55
15. I am happy working at AU.	4.17	1.17	4.40	0.55
<b>Total</b>	<b>4.33</b>	<b>0.87</b>	<b>4.40</b>	<b>0.43</b>
16. AU adopts performance-based evaluation.	3.83	1.17	4.40	0.55
17. AU enforces good governance in all schools and units.	4.00	0.89	4.40	0.55
18. AU supports all schools and units to provide innovate and effective services.	3.83	0.98	4.40	0.55
<b>Total</b>	<b>3.89</b>	<b>0.98</b>	<b>4.40</b>	<b>0.55</b>
<b>Total all</b>	<b>4.19</b>	<b>0.77</b>	<b>4.24</b>	<b>0.36</b>



**Vincent Mary School of Engineering**

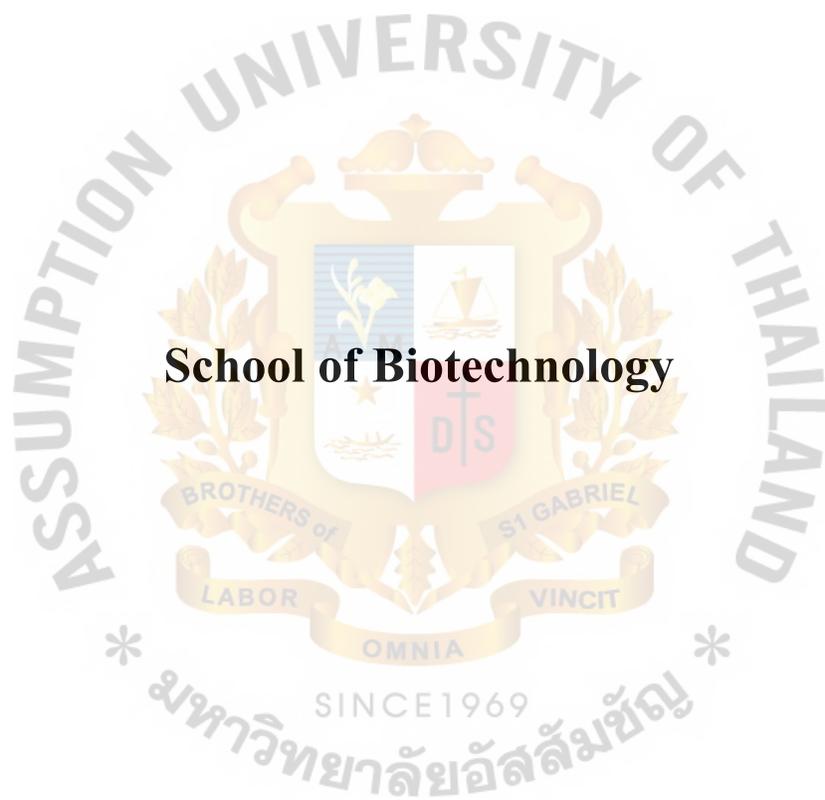
## Vincent Mary School of Engineering

AU Career Satisfaction/Engagement	Lecturers (n = 11)		Staff (n = 8)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.09	0.83	4.38	0.52
2. I am satisfied with the compensation I receive for my work.	3.73	1.49	4.50	0.53
3. I am satisfied with my present fringe benefits.	3.55	1.29	4.50	0.53
<b>Total</b>	<b>3.79</b>	<b>1.10</b>	<b>4.46</b>	<b>0.50</b>
4. AU is concerned about the physical and mental health of its members.	4.00	0.89	4.00	0.76
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.91	0.83	3.88	0.64
6. AU provides a healthy and hygienic work environment.	3.91	0.94	4.25	0.71
<b>Total</b>	<b>3.94</b>	<b>0.83</b>	<b>4.04</b>	<b>0.65</b>
7. AU encourages good moral conduct.	4.09	0.83	4.25	0.46
8. AU encourages its employees to provide service to society.	4.09	0.83	4.00	0.76
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.00	0.89	3.88	0.64
<b>Total</b>	<b>4.06</b>	<b>0.80</b>	<b>4.04</b>	<b>0.58</b>
10. AU has many channels to communicate information to all member.	4.09	0.70	3.88	0.83
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.91	0.83	4.00	0.53
12. I follow up the information updated by AU.	4.18	0.87	4.00	0.76
<b>Total</b>	<b>3.85</b>	<b>0.82</b>	<b>4.13</b>	<b>0.56</b>
13. I have good working relationship with my colleagues and management.	4.27	0.79	4.25	0.71
14. My job security at AU motivates my working.	3.64	1.21	4.38	0.74
15. I am happy working at AU.	4.00	0.89	4.75	0.46
<b>Total</b>	<b>3.97</b>	<b>0.74</b>	<b>4.46</b>	<b>0.40</b>
16. AU adopts performance-based evaluation.	3.73	0.90	3.88	0.64
17. AU enforces good governance in all schools and units.	4.00	0.89	4.13	0.83
18. AU supports all schools and units to provide innovate and effective services.	3.91	0.94	4.25	0.71
<b>Total</b>	<b>3.88</b>	<b>0.85</b>	<b>4.08</b>	<b>0.66</b>
<b>Total all</b>	<b>3.95</b>	<b>0.76</b>	<b>4.17</b>	<b>0.49</b>



School of Law

AU Career Satisfaction/Engagement	Lecturers (n = 3)		Staff (n = 1)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.00	1.00	3.00	0.00
2. I am satisfied with the compensation I receive for my work.	3.67	0.58	4.00	0.00
3. I am satisfied with my present fringe benefits.	3.67	0.58	4.00	0.00
<b>Total</b>	<b>3.78</b>	<b>0.51</b>	<b>3.67</b>	<b>0.00</b>
4. AU is concerned about the physical and mental health of its members.	4.00	1.00	4.00	0.00
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.00	1.00	5.00	0.00
6. AU provides a healthy and hygienic work environment.	3.33	1.15	4.00	0.00
<b>Total</b>	<b>3.78</b>	<b>1.02</b>	<b>4.33</b>	<b>0.00</b>
7. AU encourages good moral conduct.	5.00	0.00	4.00	0.00
8. AU encourages its employees to provide service to society.	4.33	1.15	4.00	0.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.33	1.15	5.00	0.00
<b>Total</b>	<b>4.22</b>	<b>0.77</b>	<b>4.33</b>	<b>0.00</b>
10. AU has many channels to communicate information to all member.	3.67	1.53	4.00	0.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.67	1.53	4.00	0.00
12. I follow up the information updated by AU.	4.00	1.00	4.00	0.00
<b>Total</b>	<b>3.67</b>	<b>1.20</b>	<b>4.00</b>	<b>0.00</b>
13. I have good working relationship with my colleagues and management.	4.67	0.58	4.00	0.00
14. My job security at AU motivates my working.	4.00	0.00	4.00	0.00
15. I am happy working at AU.	4.67	0.58	5.00	0.00
<b>Total</b>	<b>4.44</b>	<b>0.19</b>	<b>4.33</b>	<b>0.00</b>
16. AU adopts performance-based evaluation.	3.67	0.58	4.00	0.00
17. AU enforces good governance in all schools and units.	4.33	1.15	4.00	0.00
18. AU supports all schools and units to provide innovate and effective services.	3.33	0.58	4.00	0.00
<b>Total</b>	<b>3.78</b>	<b>0.69</b>	<b>4.00</b>	<b>0.00</b>
<b>Total all</b>	<b>3.96</b>	<b>0.70</b>	<b>4.11</b>	<b>0.00</b>



**School of Biotechnology**

## School of Biotechnology

AU Career Satisfaction/Engagement	Lecturers (n = 1)		Staff (n = 4)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.00	0.00	5.00	0.00
2. I am satisfied with the compensation I receive for my work.	5.00	0.00	5.00	0.00
3. I am satisfied with my present fringe benefits.	4.00	0.00	4.75	0.50
<b>Total</b>	<b>4.33</b>	<b>0.00</b>	<b>4.92</b>	<b>0.17</b>
4. AU is concerned about the physical and mental health of its members.	5.00	0.00	4.25	0.96
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.00	0.00	4.25	0.96
6. AU provides a healthy and hygienic work environment.	5.00	0.00	4.50	0.58
<b>Total</b>	<b>4.67</b>	<b>0.00</b>	<b>4.33</b>	<b>0.82</b>
7. AU encourages good moral conduct.	4.00	0.00	4.25	0.96
8. AU encourages its employees to provide service to society.	5.00	0.00	4.50	0.58
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	5.00	0.00	4.75	0.50
<b>Total</b>	<b>4.67</b>	<b>0.00</b>	<b>4.50</b>	<b>0.64</b>
10. AU has many channels to communicate information to all member.	5.00	0.00	4.50	1.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	5.00	0.00	4.50	0.58
12. I follow up the information updated by AU.	4.00	0.00	4.50	1.00
<b>Total</b>	<b>4.67</b>	<b>0.00</b>	<b>4.58</b>	<b>0.63</b>
13. I have good working relationship with my colleagues and management.	5.00	0.00	4.75	0.50
14. My job security at AU motivates my working.	5.00	0.00	4.25	0.96
15. I am happy working at AU.	5.00	0.00	5.00	0.00
<b>Total</b>	<b>5.00</b>	<b>0.00</b>	<b>4.67</b>	<b>0.47</b>
16. AU adopts performance-based evaluation.	4.00	0.00	4.50	0.58
17. AU enforces good governance in all schools and units.	4.00	0.00	4.50	0.58
18. AU supports all schools and units to provide innovate and effective services.	5.00	0.00	4.75	0.50
<b>Total</b>	<b>4.33</b>	<b>0.00</b>	<b>4.58</b>	<b>0.50</b>
<b>Total all</b>	<b>4.61</b>	<b>0.00</b>	<b>4.58</b>	<b>0.55</b>

**Albert Laurence School of Communication Arts**



**Albert Laurence School of Communication Arts**

AU Career Satisfaction/Engagement	Lecturers (n = 4)		Staff (n = 15)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.00	0.82	3.80	1.01
2. I am satisfied with the compensation I receive for my work.	3.75	0.96	4.00	1.07
3. I am satisfied with my present fringe benefits.	3.75	0.96	3.87	1.06
<b>Total</b>	<b>3.83</b>	<b>0.88</b>	<b>3.89</b>	<b>1.03</b>
4. AU is concerned about the physical and mental health of its members.	4.25	0.96	3.93	0.88
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.75	0.50	3.87	1.06
6. AU provides a healthy and hygienic work environment.	4.25	0.50	4.00	0.85
<b>Total</b>	<b>4.08</b>	<b>0.57</b>	<b>3.93</b>	<b>0.91</b>
7. AU encourages good moral conduct.	4.25	0.50	3.87	0.92
8. AU encourages its employees to provide service to society.	4.25	0.50	3.87	0.92
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.50	0.58	3.73	0.88
<b>Total</b>	<b>4.33</b>	<b>0.47</b>	<b>3.82</b>	<b>0.87</b>
10. AU has many channels to communicate information to all member.	4.25	0.50	3.93	0.88
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.25	0.50	3.80	0.86
12. I follow up the information updated by AU.	4.25	0.50	4.13	0.83
<b>Total</b>	<b>4.08</b>	<b>0.63</b>	<b>3.87</b>	<b>0.89</b>
13. I have good working relationship with my colleagues and management.	4.75	0.50	4.20	0.86
14. My job security at AU motivates my working.	4.50	0.58	4.00	1.07
15. I am happy working at AU.	4.50	0.58	4.33	1.11
<b>Total</b>	<b>4.58</b>	<b>0.32</b>	<b>4.18</b>	<b>0.97</b>
16. AU adopts performance-based evaluation.	4.00	0.82	3.93	0.88
17. AU enforces good governance in all schools and units.	4.00	0.82	4.07	0.96
18. AU supports all schools and units to provide innovate and effective services.	3.75	0.96	4.00	0.93
<b>Total</b>	<b>3.92</b>	<b>0.83</b>	<b>4.00</b>	<b>0.90</b>
<b>Total all</b>	<b>4.17</b>	<b>0.55</b>	<b>3.96</b>	<b>0.87</b>



**School of Music**

## School of Music

AU Career Satisfaction/Engagement	Lecturers (n = 2)		Staff (n = -)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.00	0.00	-	-
2. I am satisfied with the compensation I receive for my work.	4.00	0.00	-	-
3. I am satisfied with my present fringe benefits.	4.00	0.00	-	-
<b>Total</b>	<b>4.00</b>	<b>0.00</b>	-	-
4. AU is concerned about the physical and mental health of its members.	4.00	0.00	-	-
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.50	0.71	-	-
6. AU provides a healthy and hygienic work environment.	4.00	0.00	-	-
<b>Total</b>	<b>3.83</b>	<b>0.24</b>	-	-
7. AU encourages good moral conduct.	4.50	0.71	-	-
8. AU encourages its employees to provide service to society.	4.00	0.00	-	-
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	2.50	0.71	-	-
<b>Total</b>	<b>3.67</b>	<b>0.47</b>	-	-
10. AU has many channels to communicate information to all member.	2.00	1.41	-	-
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	2.50	2.12	-	-
12. I follow up the information updated by AU.	4.00	0.00	-	-
<b>Total</b>	<b>2.83</b>	<b>1.18</b>	-	-
13. I have good working relationship with my colleagues and management.	4.00	0.00	-	-
14. My job security at AU motivates my working.	3.50	0.71	-	-
15. I am happy working at AU.	3.50	0.71	-	-
<b>Total</b>	<b>3.67</b>	<b>0.47</b>	-	-
16. AU adopts performance-based evaluation.	3.50	0.71	-	-
17. AU enforces good governance in all schools and units.	3.00	0.00	-	-
18. AU supports all schools and units to provide innovate and effective services.	3.50	0.71	-	-
<b>Total</b>	<b>3.33</b>	<b>0.47</b>	-	-
<b>Total all</b>	<b>3.56</b>	<b>0.31</b>	-	-

**Monfort del Rosario School of Architecture  
and Design**



## Montfort del Rosario School of Architecture and Design

AU Career Satisfaction/Engagement	Lecturers (n = 3)		Staff (n = 5)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	3.67	0.58	4.60	0.55
2. I am satisfied with the compensation I receive for my work.	3.00	1.00	4.60	0.55
3. I am satisfied with my present fringe benefits.	3.00	1.00	4.40	0.89
<b>Total</b>	<b>3.22</b>	<b>0.84</b>	<b>4.53</b>	<b>0.65</b>
4. AU is concerned about the physical and mental health of its members.	4.00	1.00	4.60	0.55
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.00	0.00	4.40	0.89
6. AU provides a healthy and hygienic work environment.	3.33	1.15	4.40	0.89
<b>Total</b>	<b>3.44</b>	<b>0.69</b>	<b>4.47</b>	<b>0.77</b>
7. AU encourages good moral conduct.	3.67	0.58	4.60	0.55
8. AU encourages its employees to provide service to society.	3.33	1.15	4.60	0.55
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.67	0.58	4.40	0.89
<b>Total</b>	<b>3.56</b>	<b>0.77</b>	<b>4.53</b>	<b>0.65</b>
10. AU has many channels to communicate information to all member.	3.00	1.00	4.40	0.89
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.00	1.73	4.60	0.55
12. I follow up the information updated by AU.	3.33	0.58	4.20	1.10
<b>Total</b>	<b>3.00</b>	<b>1.20</b>	<b>4.47</b>	<b>0.77</b>
13. I have good working relationship with my colleagues and management.	4.33	0.58	4.40	0.89
14. My job security at AU motivates my working.	3.33	1.15	4.60	0.55
15. I am happy working at AU.	4.00	1.00	4.60	0.55
<b>Total</b>	<b>3.89</b>	<b>0.84</b>	<b>4.53</b>	<b>0.65</b>
16. AU adopts performance-based evaluation.	3.33	1.15	4.60	0.55
17. AU enforces good governance in all schools and units.	3.33	1.15	4.60	0.55
18. AU supports all schools and units to provide innovate and effective services.	3.33	1.15	4.60	0.55
<b>Total</b>	<b>3.33</b>	<b>1.15</b>	<b>4.60</b>	<b>0.55</b>
<b>Total all</b>	<b>3.43</b>	<b>0.87</b>	<b>4.51</b>	<b>0.68</b>

**Institute for English Language Education (IELE)**



**Institute for English Language Education (IELE)**

AU Career Satisfaction/Engagement	Lecturers (n = -)		Staff (n = 4)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	-	-	4.50	0.58
2. I am satisfied with the compensation I receive for my work.	-	-	4.50	0.58
3. I am satisfied with my present fringe benefits.	-	-	4.50	0.58
<b>Total</b>	-	-	<b>4.50</b>	<b>0.58</b>
4. AU is concerned about the physical and mental health of its members.	-	-	4.75	0.50
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	-	-	3.75	1.89
6. AU provides a healthy and hygienic work environment.	-	-	4.00	1.41
<b>Total</b>	-	-	<b>4.17</b>	<b>1.11</b>
7. AU encourages good moral conduct.	-	-	4.25	0.96
8. AU encourages its employees to provide service to society.	-	-	4.00	1.15
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	-	-	4.75	0.50
<b>Total</b>	-	-	<b>4.33</b>	<b>0.77</b>
10. AU has many channels to communicate information to all member.	-	-	4.25	0.96
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	-	-	4.00	1.15
12. I follow up the information updated by AU.	-	-	4.50	1.00
<b>Total</b>	-	-	<b>4.25</b>	<b>0.88</b>
13. I have good working relationship with my colleagues and management.	-	-	4.75	0.50
14. My job security at AU motivates my working.	-	-	4.50	0.58
15. I am happy working at AU.	-	-	5.00	0.00
<b>Total</b>	-	-	<b>4.75</b>	<b>0.32</b>
16. AU adopts performance-based evaluation.	-	-	4.50	0.58
17. AU enforces good governance in all schools and units.	-	-	4.50	0.58
18. AU supports all schools and units to provide innovate and effective services.	-	-	4.50	0.58
<b>Total</b>	-	-	<b>4.50</b>	<b>0.58</b>
<b>Total all</b>	-	-	<b>4.42</b>	<b>0.68</b>



**Graduate Studies**

## Graduate School of Business

AU Career Satisfaction/Engagement	Lecturers (n = 16)		Staff (n = 26)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.19	1.22	4.27	0.67
2. I am satisfied with the compensation I receive for my work.	4.06	1.12	4.27	0.72
3. I am satisfied with my present fringe benefits.	4.06	0.85	4.19	0.63
<b>Total</b>	<b>4.10</b>	<b>1.02</b>	<b>4.24</b>	<b>0.62</b>
4. AU is concerned about the physical and mental health of its members.	4.00	0.89	4.12	0.65
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.81	1.22	4.19	0.80
6. AU provides a healthy and hygienic work environment.	4.25	0.93	4.35	0.56
<b>Total</b>	<b>4.02</b>	<b>0.82</b>	<b>4.22</b>	<b>0.57</b>
7. AU encourages good moral conduct.	4.13	1.20	4.50	0.51
8. AU encourages its employees to provide service to society.	4.13	0.96	4.27	0.67
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.75	0.77	4.31	0.68
<b>Total</b>	<b>4.00</b>	<b>0.88</b>	<b>4.36</b>	<b>0.54</b>
10. AU has many channels to communicate information to all member.	4.00	0.82	4.23	0.82
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.81	0.75	4.15	0.83
12. I follow up the information updated by AU.	4.25	0.93	4.19	0.63
<b>Total</b>	<b>3.96</b>	<b>0.70</b>	<b>4.19</b>	<b>0.69</b>
13. I have good working relationship with my colleagues and management.	4.19	1.22	4.42	0.50
14. My job security at AU motivates my working.	4.19	1.05	4.35	0.63
15. I am happy working at AU.	4.25	1.06	4.50	0.51
<b>Total</b>	<b>4.21</b>	<b>1.07</b>	<b>4.42</b>	<b>0.41</b>
16. AU adopts performance-based evaluation.	3.88	1.09	4.27	0.72
17. AU enforces good governance in all schools and units.	3.94	1.18	4.38	0.57
18. AU supports all schools and units to provide innovate and effective services.	4.06	0.93	4.31	0.62
<b>Total</b>	<b>3.96</b>	<b>1.02</b>	<b>4.32</b>	<b>0.58</b>
<b>Total all</b>	<b>4.05</b>	<b>0.85</b>	<b>4.29</b>	<b>0.51</b>



## Offices

AU Career Satisfaction/Engagement	Lecturers (n = 10)		Staff (n = 179)	
	Mean	S.D.	Mean	S.D.
<b>Job Satisfaction</b>				
1. I am satisfied with my present work situation.	4.20	0.63	4.17	0.65
2. I am satisfied with the compensation I receive for my work.	4.00	0.67	4.11	0.73
3. I am satisfied with my present fringe benefits.	4.00	0.67	4.10	0.67
<b>Total</b>	<b>4.07</b>	<b>0.62</b>	<b>4.12</b>	<b>0.60</b>
4. AU is concerned about the physical and mental health of its members.	3.90	0.32	4.11	0.74
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.60	0.70	4.00	0.73
6. AU provides a healthy and hygienic work environment.	4.10	0.32	4.10	0.69
<b>Total</b>	<b>3.87</b>	<b>0.23</b>	<b>4.07</b>	<b>0.64</b>
7. AU encourages good moral conduct.	4.10	0.32	4.14	0.68
8. AU encourages its employees to provide service to society.	4.00	0.47	4.10	0.67
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.20	0.42	4.06	0.72
<b>Total</b>	<b>4.10</b>	<b>0.35</b>	<b>4.10</b>	<b>0.63</b>
10. AU has many channels to communicate information to all member.	4.00	0.47	4.07	0.75
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.80	0.42	4.03	0.70
12. I follow up the information updated by AU.	4.40	0.52	4.21	0.64
<b>Total</b>	<b>3.93</b>	<b>0.41</b>	<b>4.07</b>	<b>0.61</b>
13. I have good working relationship with my colleagues and management.	4.30	0.48	4.27	0.63
14. My job security at AU motivates my working.	4.00	0.47	4.20	0.64
15. I am happy working at AU.	4.40	0.52	4.44	0.67
<b>Total</b>	<b>4.23</b>	<b>0.35</b>	<b>4.31</b>	<b>0.55</b>
16. AU adopts performance-based evaluation.	3.90	0.74	4.07	0.70
17. AU enforces good governance in all schools and units.	4.00	0.47	4.08	0.65
18. AU supports all schools and units to provide innovate and effective services.	4.00	0.47	4.13	0.70
<b>Total</b>	<b>3.97</b>	<b>0.46</b>	<b>4.10</b>	<b>0.62</b>
<b>Total all</b>	<b>4.05</b>	<b>0.29</b>	<b>4.13</b>	<b>0.54</b>