



ASSUMPTION UNIVERSITY

AU CAREER SATISFACTION AND ENGAGEMENT



ACADEMIC YEAR 2025

INSTITUTE FOR RESEARCH AND ACADEMIC SERVICES (IRAS)

**AU CAREER SATISFACTION AND
ENGAGEMENT**

ACADEMIC YEAR 2025

INSTITUTE FOR RESEARCH AND ACADEMIC SERVICES (IRAS)

Table of Contents

| | |
|--|----|
| Overall: AU Satisfaction and Engagement | 2 |
| Martin de Tours School of Management and Economics | 4 |
| Theodore Maria School of Arts | 6 |
| Bernadette de Lourdes School of Nursing Science | 8 |
| Vincent Mary School of Engineering, Science and Technology | 10 |
| Thomas Aquinas School of Law | 12 |
| Theophane Venard School of Biotechnology | 14 |
| Albert Laurence School of Communication Arts | 16 |
| Louis Nobiron School of Music | 18 |
| Montfort del Rosario School of Architecture and Design | 20 |
| Graduate School of Business and Advanced Technology Management | 22 |
| Graduate School of Human Sciences | 24 |
| Support Unit | 27 |
| Questionnaire | 30 |

Overall: AU Satisfaction and Engagement

Overall: AU Satisfaction and Engagement

| AU Career Satisfaction & Engagement | Lecturers (n = 199) | | Staff (n = 146) | |
|---|------------------------|-------------|--------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.21 | 0.82 | 4.37 | 0.80 |
| 2. I am satisfied with the compensation I receive for my work. | 4.00 | 0.92 | 4.33 | 0.80 |
| 3. I am satisfied with my present fringe benefits. | 3.94 | 0.93 | 4.38 | 0.74 |
| Total | 4.05 | 0.80 | 4.36 | 0.69 |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 4.12 | 0.89 | 4.22 | 0.76 |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 4.02 | 0.90 | 4.06 | 0.82 |
| 6. AU provides a healthy and hygienic work environment. | 4.26 | 0.75 | 4.34 | 0.65 |
| Total | 4.13 | 0.75 | 4.21 | 0.65 |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 4.31 | 0.77 | 4.32 | 0.70 |
| 8. AU encourages its employees to provide service to society. | 4.32 | 0.73 | 4.29 | 0.70 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 4.19 | 0.84 | 4.21 | 0.81 |
| Total | 4.27 | 0.68 | 4.27 | 0.67 |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.25 | 0.75 | 4.18 | 0.77 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 4.13 | 0.87 | 4.11 | 0.80 |
| 12. I follow up the information updated by AU. | 4.37 | 0.66 | 4.25 | 0.73 |
| Total | 4.25 | 0.68 | 4.18 | 0.70 |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.40 | 0.69 | 4.48 | 0.69 |
| 14. My job security at AU motivates my working. | 4.26 | 0.86 | 4.41 | 0.72 |
| 15. I am happy working at AU. | 4.39 | 0.74 | 4.51 | 0.71 |
| Total | 4.35 | 0.68 | 4.47 | 0.63 |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 4.13 | 0.85 | 4.21 | 0.76 |
| 17. AU upholds good governance across all schools and units. | 4.13 | 0.87 | 4.24 | 0.73 |
| 18. AU supports all schools and units to provide innovate and effective services. | 4.18 | 0.82 | 4.40 | 0.65 |
| 19. AU effectively communicates its mission and values to the public | 4.14 | 0.78 | 4.24 | 0.74 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 4.07 | 0.93 | 4.09 | 0.83 |
| 21. AU efforts in promoting social responsibility. | 4.34 | 0.74 | 4.34 | 0.70 |
| Total | 4.16 | 0.75 | 4.25 | 0.65 |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 4.29 | 0.91 | 4.35 | 0.83 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 4.25 | 0.96 | 4.23 | 0.86 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.29 | 0.94 | 4.33 | 0.78 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 4.31 | 0.92 | 4.36 | 0.84 |
| Total | 4.28 | 0.89 | 4.32 | 0.77 |
| Overall AU Satisfaction Level | 4.25 | 0.84 | 4.39 | 0.72 |
| AU Personnel Satisfaction | 4.24 | | | 0.64 |

| | | | | |
|--|--------------|-------------|-------------|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.26 | 0.81 | 4.42 | 0.69 |
| 27. You accept the AU current goals and policies. | 4.40 | 0.70 | 4.51 | 0.65 |
| 28. The executive board demonstrates appropriate leadership. | 4.29 | 0.79 | 4.47 | 0.68 |
| 29. You feel recognized and valued by others in the AU. | 4.30 | 0.80 | 4.34 | 0.71 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.46 | 0.64 | 4.55 | 0.60 |
| 31. You frequently speak positively about the AU to others. | 4.48 | 0.69 | 4.62 | 0.59 |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.29 | 0.85 | 4.53 | 0.71 |
| 33. You are proud to work with AU. | 4.44 | 0.72 | 4.71 | 0.57 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.47 | 0.63 | 4.60 | 0.65 |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.48 | 0.65 | 4.67 | 0.56 |
| 36. You want to help solve problems when the AU faces challenges. | 4.47 | 0.71 | 4.58 | 0.63 |
| 37. You feel you are part of the AU success. | 4.40 | 0.67 | 4.51 | 0.68 |
| 38. You feel secure in your life while working here. | 4.21 | 0.85 | 4.62 | 0.62 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.45 | 0.72 | 4.56 | 0.73 |
| Overall, AU Engagement Level | 4.36 | 0.75 | 4.59 | 0.61 |
| AU Personnel Engagement | 4.44 | | | 0.59 |
| Net Promoter Score (NPS) | 44.64 | | | |

Martin de Tours School of Management and Economics

| AU Career Satisfaction & Engagement | Lecturers (n = 46) | | Staff (n = 2) | |
|---|-----------------------|-------------|------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.26 | 0.77 | 4.00 | 0.00 |
| 2. I am satisfied with the compensation I receive for my work. | 3.96 | 1.07 | 4.50 | 0.71 |
| 3. I am satisfied with my present fringe benefits. | 3.91 | 0.91 | 4.00 | 1.41 |
| Total | 4.04 | 0.85 | 4.17 | 0.71 |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 4.11 | 0.90 | 3.50 | 0.71 |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 4.15 | 0.79 | 3.50 | 0.71 |
| 6. AU provides a healthy and hygienic work environment. | 4.24 | 0.71 | 4.00 | 1.41 |
| Total | 4.17 | 0.71 | 3.67 | 0.94 |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 4.46 | 0.69 | 4.00 | 1.41 |
| 8. AU encourages its employees to provide service to society. | 4.57 | 0.62 | 4.00 | 0.00 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 4.20 | 0.78 | 3.50 | 0.71 |
| Total | 4.41 | 0.63 | 3.83 | 0.71 |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.35 | 0.64 | 4.00 | 0.00 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 4.39 | 0.61 | 4.00 | 0.00 |
| 12. I follow up the information updated by AU. | 4.41 | 0.58 | 3.50 | 0.71 |
| Total | 4.38 | 0.56 | 3.83 | 0.24 |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.54 | 0.66 | 4.50 | 0.71 |
| 14. My job security at AU motivates my working. | 4.37 | 0.77 | 4.00 | 0.00 |
| 15. I am happy working at AU. | 4.48 | 0.66 | 4.00 | 0.00 |
| Total | 4.46 | 0.62 | 4.17 | 0.24 |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 4.17 | 0.90 | 4.00 | 0.00 |
| 17. AU upholds good governance across all schools and units. | 4.26 | 0.77 | 3.50 | 0.71 |
| 18. AU supports all schools and units to provide innovate and effective services. | 4.33 | 0.70 | 4.00 | 0.00 |
| 19. AU effectively communicates its mission and values to the public | 4.24 | 0.71 | 4.00 | 0.00 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 4.20 | 0.81 | 3.50 | 0.71 |
| 21. AU efforts in promoting social responsibility. | 4.39 | 0.68 | 3.50 | 0.71 |
| Total | 4.26 | 0.68 | 3.75 | 0.35 |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 4.37 | 0.80 | 3.50 | 0.71 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 4.26 | 0.85 | 3.00 | 0.00 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.35 | 0.85 | 3.50 | 0.71 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 4.28 | 0.86 | 3.00 | 0.00 |
| Total | 4.32 | 0.80 | 3.25 | 0.00 |
| Overall AU Satisfaction Level | 4.35 | 0.77 | 4.00 | 0.00 |
| AU Personnel Satisfaction | 4.27 | | | 0.60 |

| | | | | |
|--|-------------|-------------|-------------|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.17 | 0.88 | 4.50 | 0.71 |
| 27. You accept the AU current goals and policies. | 4.41 | 0.69 | 4.50 | 0.71 |
| 28. The executive board demonstrates appropriate leadership. | 4.24 | 0.79 | 4.50 | 0.71 |
| 29. You feel recognized and valued by others in the AU. | 4.33 | 0.70 | 4.00 | 1.41 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.48 | 0.62 | 4.00 | 1.41 |
| 31. You frequently speak positively about the AU to others. | 4.46 | 0.66 | 3.50 | 0.71 |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.28 | 0.81 | 3.50 | 0.71 |
| 33. You are proud to work with AU. | 4.48 | 0.62 | 4.00 | 0.00 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.39 | 0.71 | 4.50 | 0.71 |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.41 | 0.69 | 4.50 | 0.71 |
| 36. You want to help solve problems when the AU faces challenges. | 4.46 | 0.66 | 3.50 | 0.71 |
| 37. You feel you are part of the AU success. | 4.33 | 0.67 | 3.50 | 0.71 |
| 38. You feel secure in your life while working here. | 4.24 | 0.77 | 4.50 | 0.71 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.41 | 0.78 | 4.00 | 1.41 |
| Overall, AU Engagement Level | 4.30 | 0.70 | 4.50 | 0.71 |
| AU Personnel Engagement | 4.34 | | | 0.62 |

Theodore Maria School of Arts

| AU Career Satisfaction & Engagement | Lecturers (n = 45) | | Staff (n = 2) | |
|---|-----------------------|-------------|------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.33 | 0.64 | 4.50 | 0.71 |
| 2. I am satisfied with the compensation I receive for my work. | 3.98 | 0.66 | 4.50 | 0.71 |
| 3. I am satisfied with my present fringe benefits. | 3.89 | 0.88 | 4.50 | 0.71 |
| Total | 4.07 | 0.61 | 4.50 | 0.71 |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 4.13 | 0.84 | 4.50 | 0.71 |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 3.87 | 0.92 | 4.50 | 0.71 |
| 6. AU provides a healthy and hygienic work environment. | 4.20 | 0.73 | 4.50 | 0.71 |
| Total | 4.07 | 0.74 | 4.50 | 0.71 |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 4.24 | 0.71 | 4.50 | 0.71 |
| 8. AU encourages its employees to provide service to society. | 4.13 | 0.69 | 4.50 | 0.71 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 4.09 | 0.82 | 4.50 | 0.71 |
| Total | 4.16 | 0.64 | 4.50 | 0.71 |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.09 | 0.82 | 4.50 | 0.71 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 4.02 | 0.99 | 4.50 | 0.71 |
| 12. I follow up the information updated by AU. | 4.24 | 0.77 | 4.50 | 0.71 |
| Total | 4.12 | 0.80 | 4.50 | 0.71 |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.44 | 0.59 | 4.00 | 1.41 |
| 14. My job security at AU motivates my working. | 4.20 | 0.87 | 4.50 | 0.71 |
| 15. I am happy working at AU. | 4.44 | 0.69 | 4.50 | 0.71 |
| Total | 4.36 | 0.62 | 4.33 | 0.94 |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 4.02 | 0.87 | 4.50 | 0.71 |
| 17. AU upholds good governance across all schools and units. | 4.13 | 0.76 | 4.50 | 0.71 |
| 18. AU supports all schools and units to provide innovate and effective services. | 4.13 | 0.73 | 4.50 | 0.71 |
| 19. AU effectively communicates its mission and values to the public | 4.11 | 0.75 | 4.50 | 0.71 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 4.02 | 0.89 | 4.50 | 0.71 |
| 21. AU efforts in promoting social responsibility. | 4.22 | 0.77 | 4.50 | 0.71 |
| Total | 4.11 | 0.75 | 4.50 | 0.71 |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 4.38 | 0.83 | 4.00 | 1.41 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 4.27 | 0.96 | 4.00 | 1.41 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.38 | 0.86 | 3.50 | 2.12 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 4.33 | 0.88 | 3.50 | 2.12 |
| Total | 4.34 | 0.85 | 3.75 | 1.77 |
| Overall AU Satisfaction Level | 4.18 | 0.86 | 4.50 | 0.71 |
| AU Personnel Satisfaction | 4.17 | | | 0.64 |

| | | | | |
|--|-------------|-------------|-------------|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.16 | 0.77 | 4.50 | 0.71 |
| 27. You accept the AU current goals and policies. | 4.31 | 0.67 | 5.00 | 0.00 |
| 28. The executive board demonstrates appropriate leadership. | 4.33 | 0.74 | 5.00 | 0.00 |
| 29. You feel recognized and valued by others in the AU. | 4.27 | 0.75 | 5.00 | 0.00 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.33 | 0.67 | 5.00 | 0.00 |
| 31. You frequently speak positively about the AU to others. | 4.42 | 0.62 | 5.00 | 0.00 |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.22 | 0.93 | 5.00 | 0.00 |
| 33. You are proud to work with AU. | 4.47 | 0.66 | 5.00 | 0.00 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.42 | 0.58 | 5.00 | 0.00 |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.44 | 0.62 | 5.00 | 0.00 |
| 36. You want to help solve problems when the AU faces challenges. | 4.38 | 0.61 | 5.00 | 0.00 |
| 37. You feel you are part of the AU success. | 4.44 | 0.59 | 5.00 | 0.00 |
| 38. You feel secure in your life while working here. | 4.22 | 0.79 | 5.00 | 0.00 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.51 | 0.59 | 5.00 | 0.00 |
| Overall, AU Engagement Level | 4.40 | 0.72 | 5.00 | 0.00 |
| AU Personnel Engagement | 4.36 | | | 0.60 |

Bernadette de Lourdes School of Nursing Science

| AU Career Satisfaction & Engagement | Lecturers (n = 11) | | Staff (n = 2) | |
|---|-----------------------|-------------|------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.27 | 0.79 | 4.50 | 0.71 |
| 2. I am satisfied with the compensation I receive for my work. | 3.73 | 1.10 | 4.50 | 0.71 |
| 3. I am satisfied with my present fringe benefits. | 4.00 | 1.00 | 4.50 | 0.71 |
| Total | 4.00 | 0.86 | 4.50 | 0.71 |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 4.09 | 1.04 | 4.50 | 0.71 |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 4.27 | 0.79 | 4.50 | 0.71 |
| 6. AU provides a healthy and hygienic work environment. | 4.45 | 0.69 | 4.50 | 0.71 |
| Total | 4.27 | 0.74 | 4.50 | 0.71 |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 4.09 | 0.94 | 4.50 | 0.71 |
| 8. AU encourages its employees to provide service to society. | 4.09 | 0.83 | 4.50 | 0.71 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 4.45 | 0.82 | 4.50 | 0.71 |
| Total | 4.21 | 0.78 | 4.50 | 0.71 |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.36 | 0.81 | 4.50 | 0.71 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 4.09 | 0.94 | 4.50 | 0.71 |
| 12. I follow up the information updated by AU. | 4.09 | 0.83 | 4.50 | 0.71 |
| Total | 4.18 | 0.82 | 4.50 | 0.71 |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.18 | 0.75 | 4.50 | 0.71 |
| 14. My job security at AU motivates my working. | 4.27 | 0.79 | 4.50 | 0.71 |
| 15. I am happy working at AU. | 4.09 | 0.83 | 4.50 | 0.71 |
| Total | 4.18 | 0.74 | 4.50 | 0.71 |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 4.27 | 0.79 | 4.50 | 0.71 |
| 17. AU upholds good governance across all schools and units. | 4.00 | 1.10 | 4.50 | 0.71 |
| 18. AU supports all schools and units to provide innovate and effective services. | 4.18 | 0.87 | 4.50 | 0.71 |
| 19. AU effectively communicates its mission and values to the public | 4.18 | 0.87 | 4.50 | 0.71 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 4.09 | 0.94 | 4.50 | 0.71 |
| 21. AU efforts in promoting social responsibility. | 4.18 | 0.87 | 4.50 | 0.71 |
| Total | 4.15 | 0.85 | 4.50 | 0.71 |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 3.91 | 1.22 | 4.50 | 0.71 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 3.91 | 1.04 | 4.50 | 0.71 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.18 | 0.98 | 4.50 | 0.71 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 3.91 | 1.22 | 4.50 | 0.71 |
| Total | 3.98 | 1.08 | 4.50 | 0.71 |
| Overall AU Satisfaction Level | 4.27 | 0.79 | 5.00 | 0.00 |
| AU Personnel Satisfaction | 4.20 | | | 0.76 |

| | | | | |
|--|-------------|-------------|-------------|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.45 | 0.69 | 4.50 | 0.71 |
| 27. You accept the AU current goals and policies. | 4.55 | 0.69 | 4.50 | 0.71 |
| 28. The executive board demonstrates appropriate leadership. | 4.18 | 0.87 | 4.50 | 0.71 |
| 29. You feel recognized and valued by others in the AU. | 4.27 | 0.65 | 4.50 | 0.71 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.27 | 0.79 | 4.50 | 0.71 |
| 31. You frequently speak positively about the AU to others. | 4.36 | 1.21 | 4.50 | 0.71 |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.27 | 0.79 | 4.50 | 0.71 |
| 33. You are proud to work with AU. | 4.45 | 0.52 | 4.50 | 0.71 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.45 | 0.52 | 4.50 | 0.71 |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.45 | 0.52 | 4.50 | 0.71 |
| 36. You want to help solve problems when the AU faces challenges. | 4.45 | 0.69 | 4.50 | 0.71 |
| 37. You feel you are part of the AU success. | 4.27 | 0.65 | 4.50 | 0.71 |
| 38. You feel secure in your life while working here. | 4.18 | 0.98 | 4.50 | 0.71 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.45 | 0.69 | 4.50 | 0.71 |
| Overall, AU Engagement Level | 4.36 | 0.67 | 5.00 | 0.00 |
| AU Personnel Engagement | 4.38 | | | 0.57 |

Vincent Mary School of Engineering, Science and Technology

| AU Career Satisfaction & Engagement | Lecturers (n = 17) | | Staff (n = 4) | |
|---|-----------------------|-------------|------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.06 | 1.09 | 4.50 | 1.00 |
| 2. I am satisfied with the compensation I receive for my work. | 4.18 | 0.81 | 4.75 | 0.50 |
| 3. I am satisfied with my present fringe benefits. | 4.06 | 0.90 | 4.75 | 0.50 |
| Total | 4.10 | 0.84 | 4.67 | 0.67 |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 4.12 | 1.05 | 4.75 | 0.50 |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 3.94 | 1.14 | 5.00 | 0.00 |
| 6. AU provides a healthy and hygienic work environment. | 4.18 | 0.81 | 5.00 | 0.00 |
| Total | 4.08 | 0.92 | 4.92 | 0.17 |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 4.35 | 0.93 | 5.00 | 0.00 |
| 8. AU encourages its employees to provide service to society. | 4.18 | 0.95 | 5.00 | 0.00 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 4.47 | 0.80 | 5.00 | 0.00 |
| Total | 4.33 | 0.82 | 5.00 | 0.00 |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.12 | 0.93 | 5.00 | 0.00 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 4.00 | 1.00 | 4.75 | 0.50 |
| 12. I follow up the information updated by AU. | 4.35 | 0.70 | 4.75 | 0.50 |
| Total | 4.16 | 0.80 | 4.83 | 0.33 |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.41 | 0.62 | 4.75 | 0.50 |
| 14. My job security at AU motivates my working. | 4.35 | 0.86 | 4.75 | 0.50 |
| 15. I am happy working at AU. | 4.24 | 0.83 | 5.00 | 0.00 |
| Total | 4.33 | 0.66 | 4.83 | 0.33 |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 4.18 | 0.88 | 4.75 | 0.50 |
| 17. AU upholds good governance across all schools and units. | 4.18 | 0.88 | 4.75 | 0.50 |
| 18. AU supports all schools and units to provide innovate and effective services. | 4.00 | 1.17 | 5.00 | 0.00 |
| 19. AU effectively communicates its mission and values to the public | 4.12 | 0.93 | 5.00 | 0.00 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 3.94 | 1.09 | 5.00 | 0.00 |
| 21. AU efforts in promoting social responsibility. | 4.29 | 0.77 | 5.00 | 0.00 |
| Total | 4.12 | 0.89 | 4.92 | 0.17 |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 4.35 | 0.86 | 4.75 | 0.50 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 4.47 | 0.72 | 4.50 | 0.58 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.29 | 0.99 | 5.00 | 0.00 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 4.53 | 0.72 | 4.75 | 0.50 |
| Total | 4.41 | 0.75 | 4.75 | 0.29 |
| Overall AU Satisfaction Level | 4.24 | 0.83 | 4.75 | 0.50 |
| AU Personnel Satisfaction | 4.33 | | | 0.72 |

| | | | | |
|--|-------------|-------------|-------------|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.47 | 0.80 | 5.00 | 0.00 |
| 27. You accept the AU current goals and policies. | 4.53 | 0.72 | 5.00 | 0.00 |
| 28. The executive board demonstrates appropriate leadership. | 4.35 | 0.79 | 5.00 | 0.00 |
| 29. You feel recognized and valued by others in the AU. | 4.35 | 0.86 | 4.75 | 0.50 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.29 | 0.77 | 4.75 | 0.50 |
| 31. You frequently speak positively about the AU to others. | 4.47 | 0.62 | 5.00 | 0.00 |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.29 | 0.77 | 4.75 | 0.50 |
| 33. You are proud to work with AU. | 4.18 | 1.07 | 5.00 | 0.00 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.41 | 0.71 | 5.00 | 0.00 |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.47 | 0.72 | 5.00 | 0.00 |
| 36. You want to help solve problems when the AU faces challenges. | 4.29 | 1.05 | 4.75 | 0.50 |
| 37. You feel you are part of the AU success. | 4.29 | 0.85 | 4.75 | 0.50 |
| 38. You feel secure in your life while working here. | 4.06 | 1.03 | 4.75 | 0.50 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.24 | 0.90 | 5.00 | 0.00 |
| Overall, AU Engagement Level | 4.12 | 1.05 | 4.75 | 0.50 |
| AU Personnel Engagement | 4.43 | | | 0.66 |

Thomas Aquinas School of Law

| AU Career Satisfaction | Lecturers (n = 13) | | Staff (n = 3) | |
|---|-----------------------|-------------|------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.23 | 0.60 | 4.67 | 0.58 |
| 2. I am satisfied with the compensation I receive for my work. | 4.00 | 0.71 | 4.67 | 0.58 |
| 3. I am satisfied with my present fringe benefits. | 4.00 | 0.58 | 4.67 | 0.58 |
| Total | 4.08 | 0.58 | 4.67 | 0.33 |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 4.15 | 0.55 | 5.00 | 0.00 |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 4.08 | 0.64 | 4.33 | 0.58 |
| 6. AU provides a healthy and hygienic work environment. | 4.00 | 0.71 | 4.33 | 0.58 |
| Total | 4.08 | 0.51 | 4.56 | 0.38 |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 4.15 | 0.69 | 4.67 | 0.58 |
| 8. AU encourages its employees to provide service to society. | 3.92 | 0.49 | 4.67 | 0.58 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 4.08 | 0.49 | 4.67 | 0.58 |
| Total | 4.05 | 0.47 | 4.67 | 0.58 |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.08 | 0.64 | 4.67 | 0.58 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 3.92 | 0.86 | 4.33 | 0.58 |
| 12. I follow up the information updated by AU. | 4.31 | 0.48 | 4.33 | 0.58 |
| Total | 4.10 | 0.52 | 4.44 | 0.51 |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.31 | 0.63 | 4.67 | 0.58 |
| 14. My job security at AU motivates my working. | 4.23 | 0.60 | 5.00 | 0.00 |
| 15. I am happy working at AU. | 4.62 | 0.51 | 5.00 | 0.00 |
| Total | 4.38 | 0.45 | 4.89 | 0.19 |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 4.15 | 0.69 | 4.33 | 0.58 |
| 17. AU upholds good governance across all schools and units. | 4.08 | 0.76 | 4.67 | 0.58 |
| 18. AU supports all schools and units to provide innovate and effective services. | 4.38 | 0.65 | 5.00 | 0.00 |
| 19. AU effectively communicates its mission and values to the public | 4.08 | 0.49 | 4.67 | 0.58 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 4.23 | 0.73 | 4.00 | 1.00 |
| 21. AU efforts in promoting social responsibility. | 4.46 | 0.66 | 4.67 | 0.58 |
| Total | 4.23 | 0.58 | 4.56 | 0.42 |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 4.54 | 0.52 | 4.67 | 0.58 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 4.54 | 0.66 | 4.67 | 0.58 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.54 | 0.52 | 5.00 | 0.00 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 4.69 | 0.48 | 5.00 | 0.00 |
| Total | 4.58 | 0.48 | 4.83 | 0.29 |
| Overall AU Satisfaction Level | 4.46 | 0.52 | 5.00 | 0.00 |
| AU Personnel Satisfaction | 4.30 | | 0.42 | |

| | | | | |
|--|-------------|-------------|-------------|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.23 | 0.60 | 4.67 | 0.58 |
| 27. You accept the AU current goals and policies. | 4.38 | 0.51 | 5.00 | 0.00 |
| 28. The executive board demonstrates appropriate leadership. | 4.23 | 0.60 | 5.00 | 0.00 |
| 29. You feel recognized and valued by others in the AU. | 4.23 | 0.60 | 4.67 | 0.58 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.69 | 0.48 | 5.00 | 0.00 |
| 31. You frequently speak positively about the AU to others. | 4.85 | 0.38 | 4.67 | 0.58 |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.62 | 0.51 | 5.00 | 0.00 |
| 33. You are proud to work with AU. | 4.62 | 0.65 | 5.00 | 0.00 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.54 | 0.52 | 5.00 | 0.00 |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.46 | 0.66 | 5.00 | 0.00 |
| 36. You want to help solve problems when the AU faces challenges. | 4.62 | 0.51 | 4.67 | 0.58 |
| 37. You feel you are part of the AU success. | 4.38 | 0.51 | 4.67 | 0.58 |
| 38. You feel secure in your life while working here. | 4.31 | 0.63 | 5.00 | 0.00 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.62 | 0.51 | 5.00 | 0.00 |
| Overall, AU Engagement Level | 4.69 | 0.48 | 4.67 | 0.58 |
| AU Personnel Engagement | 4.55 | | | 0.38 |

Theophane Venard School of Biotechnology

| AU Career Satisfaction | Lecturers (n = 2) | | Staff (n = 0) | |
|---|----------------------|-------------|------------------|------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.00 | 1.41 | - | - |
| 2. I am satisfied with the compensation I receive for my work. | 4.50 | 0.71 | - | - |
| 3. I am satisfied with my present fringe benefits. | 4.50 | 0.71 | - | - |
| Total | 4.33 | 0.94 | - | - |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 4.50 | 0.71 | - | - |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 4.00 | 0.00 | - | - |
| 6. AU provides a healthy and hygienic work environment. | 4.50 | 0.71 | - | - |
| Total | 4.33 | 0.47 | - | - |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 4.50 | 0.71 | - | - |
| 8. AU encourages its employees to provide service to society. | 4.50 | 0.71 | - | - |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 4.50 | 0.71 | - | - |
| Total | 4.50 | 0.71 | - | - |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.50 | 0.71 | - | - |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 4.50 | 0.71 | - | - |
| 12. I follow up the information updated by AU. | 4.50 | 0.71 | - | - |
| Total | 4.50 | 0.71 | - | - |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.50 | 0.71 | - | - |
| 14. My job security at AU motivates my working. | 4.50 | 0.71 | - | - |
| 15. I am happy working at AU. | 4.50 | 0.71 | - | - |
| Total | 4.50 | 0.71 | - | - |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 4.50 | 0.71 | - | - |
| 17. AU upholds good governance across all schools and units. | 4.50 | 0.71 | - | - |
| 18. AU supports all schools and units to provide innovate and effective services. | 4.50 | 0.71 | - | - |
| 19. AU effectively communicates its mission and values to the public | 4.50 | 0.71 | - | - |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 4.50 | 0.71 | - | - |
| 21. AU efforts in promoting social responsibility. | 4.50 | 0.71 | - | - |
| Total | 4.50 | 0.71 | - | - |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 4.50 | 0.71 | - | - |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 4.50 | 0.71 | - | - |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.50 | 0.71 | - | - |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 4.50 | 0.71 | - | - |
| Total | 4.50 | 0.71 | - | - |
| Overall AU Satisfaction Level | 4.50 | 0.71 | - | - |
| AU Personnel Satisfaction | 4.45 | | 0.71 | |

| | | | | |
|--|-------------|-------------|---|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.50 | 0.71 | - | - |
| 27. You accept the AU current goals and policies. | 4.50 | 0.71 | - | - |
| 28. The executive board demonstrates appropriate leadership. | 4.50 | 0.71 | - | - |
| 29. You feel recognized and valued by others in the AU. | 4.50 | 0.71 | - | - |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.50 | 0.71 | - | - |
| 31. You frequently speak positively about the AU to others. | 4.50 | 0.71 | - | - |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.50 | 0.71 | - | - |
| 33. You are proud to work with AU. | 4.50 | 0.71 | - | - |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.50 | 0.71 | - | - |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.50 | 0.71 | - | - |
| 36. You want to help solve problems when the AU faces challenges. | 4.50 | 0.71 | - | - |
| 37. You feel you are part of the AU success. | 4.50 | 0.71 | - | - |
| 38. You feel secure in your life while working here. | 4.50 | 0.71 | - | - |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.50 | 0.71 | - | - |
| Overall, AU Engagement Level | 4.50 | 0.71 | - | - |
| AU Personnel Engagement | 4.50 | | | 0.71 |

Albert Laurence School of Communication Arts

| AU Career Satisfaction | Lecturers (n = 10) | | Staff (n = 15) | |
|---|-----------------------|-------------|-------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 3.60 | 1.17 | 4.53 | 0.52 |
| 2. I am satisfied with the compensation I receive for my work. | 3.30 | 1.06 | 4.53 | 0.52 |
| 3. I am satisfied with my present fringe benefits. | 3.30 | 1.34 | 4.67 | 0.49 |
| Total | 3.40 | 1.05 | 4.58 | 0.41 |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 3.40 | 1.35 | 4.47 | 0.52 |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 3.20 | 0.92 | 4.07 | 0.80 |
| 6. AU provides a healthy and hygienic work environment. | 4.40 | 0.70 | 4.47 | 0.52 |
| Total | 3.67 | 0.86 | 4.33 | 0.52 |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 3.90 | 1.20 | 4.33 | 0.49 |
| 8. AU encourages its employees to provide service to society. | 4.20 | 0.79 | 4.27 | 0.46 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 3.80 | 1.14 | 4.27 | 0.46 |
| Total | 3.97 | 0.99 | 4.29 | 0.40 |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.20 | 0.79 | 4.07 | 0.46 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 3.90 | 0.99 | 4.20 | 0.68 |
| 12. I follow up the information updated by AU. | 4.40 | 0.70 | 4.40 | 0.51 |
| Total | 4.17 | 0.57 | 4.22 | 0.47 |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.20 | 1.23 | 4.53 | 0.52 |
| 14. My job security at AU motivates my working. | 3.60 | 1.17 | 4.53 | 0.52 |
| 15. I am happy working at AU. | 3.70 | 1.16 | 4.67 | 0.49 |
| Total | 3.83 | 1.10 | 4.58 | 0.46 |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 3.80 | 1.32 | 4.27 | 0.59 |
| 17. AU upholds good governance across all schools and units. | 3.70 | 1.34 | 4.27 | 0.46 |
| 18. AU supports all schools and units to provide innovate and effective services. | 3.90 | 0.99 | 4.33 | 0.62 |
| 19. AU effectively communicates its mission and values to the public | 3.90 | 0.88 | 4.20 | 0.68 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 3.70 | 1.25 | 4.07 | 0.59 |
| 21. AU efforts in promoting social responsibility. | 4.30 | 0.82 | 4.20 | 0.56 |
| Total | 3.88 | 1.04 | 4.22 | 0.48 |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 4.10 | 1.29 | 4.33 | 0.62 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 4.00 | 1.33 | 4.40 | 0.51 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.20 | 1.32 | 4.40 | 0.51 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 4.10 | 1.37 | 4.40 | 0.51 |
| Total | 4.10 | 1.31 | 4.38 | 0.45 |
| Overall AU Satisfaction Level | 3.70 | 1.06 | 4.40 | 0.51 |
| AU Personnel Satisfaction | 4.16 | | | 0.68 |

| | | | | |
|--|-------------|-------------|-------------|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.10 | 0.74 | 4.53 | 0.52 |
| 27. You accept the AU current goals and policies. | 4.20 | 0.63 | 4.53 | 0.52 |
| 28. The executive board demonstrates appropriate leadership. | 4.10 | 0.99 | 4.47 | 0.52 |
| 29. You feel recognized and valued by others in the AU. | 4.10 | 1.29 | 4.53 | 0.52 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.60 | 0.70 | 4.60 | 0.51 |
| 31. You frequently speak positively about the AU to others. | 4.40 | 0.84 | 4.53 | 0.52 |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 3.40 | 1.58 | 4.60 | 0.51 |
| 33. You are proud to work with AU. | 4.10 | 0.99 | 4.87 | 0.35 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.50 | 0.53 | 4.73 | 0.46 |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.60 | 0.52 | 4.80 | 0.41 |
| 36. You want to help solve problems when the AU faces challenges. | 4.20 | 1.23 | 4.67 | 0.49 |
| 37. You feel you are part of the AU success. | 4.50 | 0.53 | 4.53 | 0.52 |
| 38. You feel secure in your life while working here. | 3.50 | 1.27 | 4.67 | 0.49 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.30 | 0.82 | 4.80 | 0.41 |
| Overall, AU Engagement Level | 4.20 | 0.42 | 4.80 | 0.41 |
| AU Personnel Engagement | 4.43 | | | 0.59 |

Louis Nobiron School of Music

| AU Career Satisfaction | Lecturers (n = 5) | | Staff (n = 0) | |
|---|----------------------|-------------|------------------|------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.20 | 0.45 | - | - |
| 2. I am satisfied with the compensation I receive for my work. | 4.40 | 0.55 | - | - |
| 3. I am satisfied with my present fringe benefits. | 3.80 | 0.45 | - | - |
| Total | 4.13 | 0.38 | - | - |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 3.60 | 0.55 | - | - |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 3.40 | 0.55 | - | - |
| 6. AU provides a healthy and hygienic work environment. | 3.80 | 1.10 | - | - |
| Total | 3.60 | 0.64 | - | - |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 3.80 | 0.45 | - | - |
| 8. AU encourages its employees to provide service to society. | 3.80 | 0.84 | - | - |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 3.80 | 0.84 | - | - |
| Total | 3.80 | 0.30 | - | - |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.00 | 0.71 | - | - |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 3.80 | 0.84 | - | - |
| 12. I follow up the information updated by AU. | 4.40 | 0.55 | - | - |
| Total | 4.07 | 0.28 | - | - |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.00 | 0.00 | - | - |
| 14. My job security at AU motivates my working. | 4.00 | 0.71 | - | - |
| 15. I am happy working at AU. | 4.20 | 0.45 | - | - |
| Total | 4.07 | 0.37 | - | - |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 3.80 | 0.45 | - | - |
| 17. AU upholds good governance across all schools and units. | 3.40 | 0.89 | - | - |
| 18. AU supports all schools and units to provide innovate and effective services. | 3.80 | 0.45 | - | - |
| 19. AU effectively communicates its mission and values to the public | 3.80 | 0.45 | - | - |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 3.80 | 1.10 | - | - |
| 21. AU efforts in promoting social responsibility. | 4.20 | 0.84 | - | - |
| Total | 3.80 | 0.27 | - | - |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 3.20 | 1.30 | - | - |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 2.80 | 1.64 | - | - |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 2.60 | 1.52 | - | - |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 3.40 | 0.89 | - | - |
| Total | 3.00 | 1.29 | - | - |
| Overall AU Satisfaction Level | 4.20 | 0.45 | - | - |
| AU Personnel Satisfaction | 3.78 | | 0.18 | |

| | | | | |
|--|-------------|-------------|---|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.20 | 0.45 | - | - |
| 27. You accept the AU current goals and policies. | 4.20 | 0.45 | - | - |
| 28. The executive board demonstrates appropriate leadership. | 4.00 | 0.71 | - | - |
| 29. You feel recognized and valued by others in the AU. | 3.20 | 1.48 | - | - |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.80 | 0.45 | - | - |
| 31. You frequently speak positively about the AU to others. | 4.20 | 0.45 | - | - |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.20 | 0.45 | - | - |
| 33. You are proud to work with AU. | 4.20 | 0.45 | - | - |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.40 | 0.55 | - | - |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.40 | 0.55 | - | - |
| 36. You want to help solve problems when the AU faces challenges. | 4.80 | 0.45 | - | - |
| 37. You feel you are part of the AU success. | 4.00 | 0.00 | - | - |
| 38. You feel secure in your life while working here. | 4.00 | 0.71 | - | - |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.60 | 0.55 | - | - |
| Overall, AU Engagement Level | 4.20 | 0.45 | - | - |
| AU Personnel Engagement | 4.23 | | | 0.40 |

Montfort Del Rosario School of Architecture and Design

| AU Career Satisfaction & Engagement | Lecturers (n = 12) | | Staff (n = 3) | |
|---|-----------------------|-------------|------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 3.25 | 0.87 | 4.33 | 1.15 |
| 2. I am satisfied with the compensation I receive for my work. | 3.67 | 0.65 | 5.00 | 0.00 |
| 3. I am satisfied with my present fringe benefits. | 3.50 | 0.90 | 5.00 | 0.00 |
| Total | 3.47 | 0.70 | 4.78 | 0.38 |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 3.83 | 0.72 | 5.00 | 0.00 |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 3.58 | 0.90 | 4.67 | 0.58 |
| 6. AU provides a healthy and hygienic work environment. | 3.67 | 0.98 | 5.00 | 0.00 |
| Total | 3.69 | 0.74 | 4.89 | 0.19 |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 3.83 | 0.72 | 5.00 | 0.00 |
| 8. AU encourages its employees to provide service to society. | 4.17 | 0.94 | 5.00 | 0.00 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 3.67 | 0.89 | 5.00 | 0.00 |
| Total | 3.89 | 0.61 | 5.00 | 0.00 |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 3.92 | 0.67 | 5.00 | 0.00 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 3.50 | 0.80 | 5.00 | 0.00 |
| 12. I follow up the information updated by AU. | 4.25 | 0.62 | 5.00 | 0.00 |
| Total | 3.89 | 0.57 | 5.00 | 0.00 |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 3.58 | 0.67 | 5.00 | 0.00 |
| 14. My job security at AU motivates my working. | 3.58 | 1.24 | 5.00 | 0.00 |
| 15. I am happy working at AU. | 3.75 | 0.75 | 5.00 | 0.00 |
| Total | 3.64 | 0.73 | 5.00 | 0.00 |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 3.75 | 0.62 | 5.00 | 0.00 |
| 17. AU upholds good governance across all schools and units. | 3.42 | 1.00 | 5.00 | 0.00 |
| 18. AU supports all schools and units to provide innovate and effective services. | 3.58 | 0.90 | 5.00 | 0.00 |
| 19. AU effectively communicates its mission and values to the public | 3.58 | 1.00 | 5.00 | 0.00 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 3.17 | 0.94 | 5.00 | 0.00 |
| 21. AU efforts in promoting social responsibility. | 4.00 | 0.95 | 5.00 | 0.00 |
| Total | 3.58 | 0.76 | 5.00 | 0.00 |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 3.67 | 1.23 | 5.00 | 0.00 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 3.58 | 1.24 | 5.00 | 0.00 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 3.67 | 1.15 | 5.00 | 0.00 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 3.67 | 1.30 | 5.00 | 0.00 |
| Total | 3.65 | 1.19 | 5.00 | 0.00 |
| Overall AU Satisfaction Level | 3.33 | 0.98 | 5.00 | 0.00 |
| AU Personnel Satisfaction | 3.94 | | | 0.80 |

| | | | | |
|--|-------------|-------------|-------------|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 3.42 | 1.08 | 5.00 | 0.00 |
| 27. You accept the AU current goals and policies. | 3.75 | 1.14 | 5.00 | 0.00 |
| 28. The executive board demonstrates appropriate leadership. | 3.58 | 1.08 | 5.00 | 0.00 |
| 29. You feel recognized and valued by others in the AU. | 4.08 | 0.51 | 5.00 | 0.00 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.25 | 0.62 | 5.00 | 0.00 |
| 31. You frequently speak positively about the AU to others. | 4.08 | 0.90 | 5.00 | 0.00 |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.00 | 0.74 | 5.00 | 0.00 |
| 33. You are proud to work with AU. | 4.08 | 1.00 | 5.00 | 0.00 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.25 | 0.75 | 5.00 | 0.00 |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.17 | 0.83 | 5.00 | 0.00 |
| 36. You want to help solve problems when the AU faces challenges. | 4.42 | 0.79 | 5.00 | 0.00 |
| 37. You feel you are part of the AU success. | 4.08 | 1.00 | 5.00 | 0.00 |
| 38. You feel secure in your life while working here. | 3.92 | 0.90 | 5.00 | 0.00 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.00 | 0.85 | 5.00 | 0.00 |
| Overall, AU Engagement Level | 3.75 | 0.75 | 5.00 | 0.00 |
| AU Personnel Engagement | 4.20 | | | 0.72 |

Graduate School of Business and Advanced Technology Management

| AU Career Satisfaction & Engagement | Lecturers (n = 8) | | Staff (n = 0) | |
|---|----------------------|-------------|------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.75 | 0.46 | - | - |
| 2. I am satisfied with the compensation I receive for my work. | 4.38 | 1.19 | - | - |
| 3. I am satisfied with my present fringe benefits. | 4.50 | 0.93 | - | - |
| Total | 4.54 | 0.85 | - | - |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 4.63 | 0.74 | - | - |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 4.38 | 0.92 | - | - |
| 6. AU provides a healthy and hygienic work environment. | 4.88 | 0.35 | - | - |
| Total | 4.63 | 0.49 | - | - |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 4.88 | 0.35 | - | - |
| 8. AU encourages its employees to provide service to society. | 5.00 | 0.00 | - | - |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 4.75 | 0.71 | - | - |
| Total | 4.88 | 0.35 | - | - |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.50 | 0.93 | - | - |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 4.38 | 0.92 | - | - |
| 12. I follow up the information updated by AU. | 4.63 | 0.74 | - | - |
| Total | 4.50 | 0.84 | - | - |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.75 | 0.46 | - | - |
| 14. My job security at AU motivates my working. | 4.75 | 0.46 | - | - |
| 15. I am happy working at AU. | 4.88 | 0.35 | - | - |
| Total | 4.79 | 0.31 | - | - |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 4.50 | 0.93 | - | - |
| 17. AU upholds good governance across all schools and units. | 4.63 | 0.74 | - | - |
| 18. AU supports all schools and units to provide innovate and effective services. | 4.25 | 0.89 | - | - |
| 19. AU effectively communicates its mission and values to the public | 4.25 | 1.16 | - | - |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 4.50 | 0.93 | - | - |
| 21. AU efforts in promoting social responsibility. | 4.75 | 0.46 | - | - |
| Total | 4.48 | 0.82 | - | - |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 4.75 | 0.46 | - | - |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 4.88 | 0.35 | - | - |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.75 | 0.71 | - | - |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 4.75 | 0.46 | - | - |
| Total | 4.78 | 0.41 | - | - |
| Overall AU Satisfaction Level | 4.75 | 0.46 | - | - |
| AU Personnel Satisfaction | | 4.66 | | 0.54 |

| | | | | |
|--|-------------|-------------|---|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.88 | 0.35 | - | - |
| 27. You accept the AU current goals and policies. | 4.88 | 0.35 | - | - |
| 28. The executive board demonstrates appropriate leadership. | 4.75 | 0.46 | - | - |
| 29. You feel recognized and valued by others in the AU. | 4.50 | 0.76 | - | - |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.75 | 0.46 | - | - |
| 31. You frequently speak positively about the AU to others. | 5.00 | 0.00 | - | - |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 5.00 | 0.00 | - | - |
| 33. You are proud to work with AU. | 5.00 | 0.00 | - | - |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 5.00 | 0.00 | - | - |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 5.00 | 0.00 | - | - |
| 36. You want to help solve problems when the AU faces challenges. | 4.88 | 0.35 | - | - |
| 37. You feel you are part of the AU success. | 4.88 | 0.35 | - | - |
| 38. You feel secure in your life while working here. | 4.75 | 0.71 | - | - |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 5.00 | 0.00 | - | - |
| Overall, AU Engagement Level | 4.88 | 0.35 | - | - |
| AU Personnel Engagement | 4.88 | | | 0.22 |

Graduate School of Human Sciences

| AU Career Satisfaction & Engagement | Lecturers (n = 14) | | Staff (n = 2) | |
|---|-----------------------|-------------|------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.43 | 0.65 | 5.00 | 0.00 |
| 2. I am satisfied with the compensation I receive for my work. | 3.93 | 1.27 | 5.00 | 0.00 |
| 3. I am satisfied with my present fringe benefits. | 3.79 | 1.19 | 5.00 | 0.00 |
| Total | 4.05 | 1.00 | 5.00 | 0.00 |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 4.29 | 0.91 | 5.00 | 0.00 |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 4.43 | 0.76 | 5.00 | 0.00 |
| 6. AU provides a healthy and hygienic work environment. | 4.50 | 0.65 | 5.00 | 0.00 |
| Total | 4.40 | 0.72 | 5.00 | 0.00 |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 4.57 | 0.65 | 4.50 | 0.71 |
| 8. AU encourages its employees to provide service to society. | 4.57 | 0.51 | 4.50 | 0.71 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 4.14 | 1.10 | 5.00 | 0.00 |
| Total | 4.43 | 0.70 | 4.67 | 0.47 |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.64 | 0.63 | 5.00 | 0.00 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 4.57 | 0.65 | 4.50 | 0.71 |
| 12. I follow up the information updated by AU. | 4.57 | 0.51 | 4.50 | 0.71 |
| Total | 4.60 | 0.54 | 4.67 | 0.47 |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.57 | 0.51 | 5.00 | 0.00 |
| 14. My job security at AU motivates my working. | 4.36 | 0.84 | 5.00 | 0.00 |
| 15. I am happy working at AU. | 4.57 | 0.65 | 5.00 | 0.00 |
| Total | 4.50 | 0.64 | 5.00 | 0.00 |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 4.36 | 0.63 | 4.50 | 0.71 |
| 17. AU upholds good governance across all schools and units. | 4.29 | 0.83 | 4.50 | 0.71 |
| 18. AU supports all schools and units to provide innovate and effective services. | 4.29 | 0.99 | 4.50 | 0.71 |
| 19. AU effectively communicates its mission and values to the public | 4.36 | 0.63 | 4.50 | 0.71 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 4.36 | 0.93 | 4.50 | 0.71 |
| 21. AU efforts in promoting social responsibility. | 4.64 | 0.63 | 4.50 | 0.71 |
| Total | 4.38 | 0.69 | 4.50 | 0.71 |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 4.14 | 0.86 | 4.50 | 0.71 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 4.36 | 0.74 | 4.50 | 0.71 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.21 | 0.80 | 4.50 | 0.71 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 4.29 | 0.83 | 5.00 | 0.00 |
| Total | 4.25 | 0.76 | 4.63 | 0.53 |
| Overall AU Satisfaction Level | 4.57 | 0.65 | 5.00 | 0.00 |
| AU Personnel Satisfaction | 4.42 | | 0.63 | |

| | | | | |
|--|-------------|-------------|-------------|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.50 | 0.65 | 4.50 | 0.71 |
| 27. You accept the AU current goals and policies. | 4.50 | 0.65 | 5.00 | 0.00 |
| 28. The executive board demonstrates appropriate leadership. | 4.50 | 0.65 | 4.50 | 0.71 |
| 29. You feel recognized and valued by others in the AU. | 4.50 | 0.94 | 5.00 | 0.00 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.50 | 0.52 | 5.00 | 0.00 |
| 31. You frequently speak positively about the AU to others. | 4.50 | 0.65 | 5.00 | 0.00 |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.36 | 0.74 | 5.00 | 0.00 |
| 33. You are proud to work with AU. | 4.50 | 0.65 | 5.00 | 0.00 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.64 | 0.63 | 5.00 | 0.00 |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.50 | 0.76 | 5.00 | 0.00 |
| 36. You want to help solve problems when the AU faces challenges. | 4.57 | 0.65 | 5.00 | 0.00 |
| 37. You feel you are part of the AU success. | 4.57 | 0.65 | 5.00 | 0.00 |
| 38. You feel secure in your life while working here. | 4.29 | 0.91 | 5.00 | 0.00 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.43 | 0.94 | 5.00 | 0.00 |
| Overall, AU Engagement Level | 4.50 | 0.76 | 5.00 | 0.00 |
| AU Personnel Engagement | 4.54 | | | 0.62 |

Support Units

Support Units

| AU Career Satisfaction & Engagement | Lecturers (n =16) | | Staff (n = 113) | |
|---|-----------------------|-------------|--------------------|-------------|
| | Mean | S.D. | Mean | S.D. |
| Job Satisfaction | | | | |
| 1. I am satisfied with my present work situation. | 4.44 | 0.73 | 4.33 | 0.84 |
| 2. I am satisfied with the compensation I receive for my work. | 4.56 | 0.63 | 4.24 | 0.85 |
| 3. I am satisfied with my present fringe benefits. | 4.50 | 0.63 | 4.30 | 0.77 |
| Total | 4.50 | 0.61 | 4.29 | 0.73 |
| Health and Work Environment | | | | |
| 4. AU is concerned about the physical and mental health of its members. | 4.50 | 0.63 | 4.12 | 0.78 |
| 5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling. | 4.38 | 0.89 | 3.98 | 0.83 |
| 6. AU provides a healthy and hygienic work environment. | 4.56 | 0.63 | 4.27 | 0.66 |
| Total | 4.48 | 0.69 | 4.12 | 0.65 |
| Ethical and Work Life Balance | | | | |
| 7. AU encourages good moral conduct. | 4.56 | 0.63 | 4.26 | 0.73 |
| 8. AU encourages its employees to provide service to society. | 4.56 | 0.63 | 4.23 | 0.74 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. | 4.50 | 0.63 | 4.13 | 0.85 |
| Total | 4.54 | 0.59 | 4.21 | 0.70 |
| Information and Communication Channel | | | | |
| 10. AU has many channels to communicate information to all members. | 4.44 | 0.63 | 4.11 | 0.81 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. | 4.19 | 0.83 | 4.03 | 0.83 |
| 12. I follow up the information updated by AU. | 4.56 | 0.63 | 4.19 | 0.76 |
| Total | 4.40 | 0.66 | 4.11 | 0.73 |
| Job Security and Work Relationship | | | | |
| 13. I have a good working relationship with my colleagues and the management. | 4.63 | 0.62 | 4.44 | 0.72 |
| 14. My job security at AU motivates my working. | 4.63 | 0.62 | 4.35 | 0.76 |
| 15. I am happy working at AU. | 4.69 | 0.60 | 4.44 | 0.76 |
| Total | 4.65 | 0.56 | 4.41 | 0.67 |
| Good Governance and Social Responsibility | | | | |
| 16. AU adopts performance-based evaluation. | 4.31 | 0.79 | 4.14 | 0.80 |
| 17. AU upholds good governance across all schools and units. | 4.44 | 0.63 | 4.19 | 0.76 |
| 18. AU supports all schools and units to provide innovate and effective services. | 4.44 | 0.63 | 4.35 | 0.67 |
| 19. AU effectively communicates its mission and values to the public | 4.31 | 0.70 | 4.18 | 0.76 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. | 4.31 | 0.87 | 4.03 | 0.86 |
| 21. AU efforts in promoting social responsibility. | 4.38 | 0.72 | 4.32 | 0.72 |
| Total | 4.36 | 0.65 | 4.20 | 0.67 |
| Deans/Directors | | | | |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. | 4.63 | 0.62 | 4.33 | 0.87 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. | 4.56 | 0.63 | 4.19 | 0.91 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. | 4.63 | 0.62 | 4.28 | 0.80 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. | 4.69 | 0.60 | 4.33 | 0.86 |
| Total | 4.63 | 0.59 | 4.28 | 0.81 |
| Overall AU Satisfaction Level | 4.51 | 0.57 | 4.23 | 0.62 |
| AU Personnel Satisfaction | 4.33 | | | 0.76 |

| | | | | |
|--|-------------|-------------|-------------|-------------|
| 26. The AU regulations do not obstruct your ability and willingness to comply. | 4.69 | 0.60 | 4.36 | 0.73 |
| 27. You accept the AU current goals and policies. | 4.69 | 0.60 | 4.44 | 0.68 |
| 28. The executive board demonstrates appropriate leadership. | 4.69 | 0.60 | 4.41 | 0.72 |
| 29. You feel recognized and valued by others in the AU. | 4.63 | 0.62 | 4.26 | 0.73 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. | 4.63 | 0.62 | 4.51 | 0.61 |
| 31. You frequently speak positively about the AU to others. | 4.63 | 0.62 | 4.61 | 0.60 |
| 32. You would recommend the AU as a workplace to others if you had the chance. | 4.56 | 0.63 | 4.49 | 0.75 |
| 33. You are proud to work with AU. | 4.63 | 0.62 | 4.66 | 0.61 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. | 4.63 | 0.62 | 4.54 | 0.69 |
| 35. You dedicate yourself to your work to repay what you get from the AU. | 4.75 | 0.58 | 4.62 | 0.60 |
| 36. You want to help solve problems when the AU faces challenges. | 4.63 | 0.62 | 4.55 | 0.65 |
| 37. You feel you are part of the AU success. | 4.56 | 0.73 | 4.48 | 0.71 |
| 38. You feel secure in your life while working here. | 4.56 | 0.63 | 4.58 | 0.67 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. | 4.63 | 0.54 | 4.49 | 0.58 |
| Overall, AU Engagement Level | 4.63 | 0.62 | 4.49 | 0.78 |
| AU Personnel Engagement | 4.52 | | | 0.64 |

Questionnaire

AU Career Satisfaction and Engagement Survey

| AU Career Satisfaction and Engagement | Satisfaction & Engagement Levels | | | | |
|--|----------------------------------|---|---|---|---|
| AU Satisfaction | | | | | |
| Job Satisfaction | 5 | 4 | 3 | 2 | 1 |
| 1. I am satisfied with my present work situation. ข้าพเจ้าพึงพอใจต่อสถานการณ์การทำงานปัจจุบัน | 5 | 4 | 3 | 2 | 1 |
| 2. I am satisfied with the compensation I receive for my work. ข้าพเจ้าพอใจในค่าตอบแทนที่ได้รับ | 5 | 4 | 3 | 2 | 1 |
| 3. I am satisfied with my present fringe benefits. ข้าพเจ้าพอใจต่อสวัสดิการต่างๆ ของมหาวิทยาลัย | 5 | 4 | 3 | 2 | 1 |
| Health and Work Environment | 5 | 4 | 3 | 2 | 1 |
| 4. AU is concerned about the physical and mental health of its members. มหาวิทยาลัย ใส่ใจถึงสุขภาพทางกาย และจิตใจ | 5 | 4 | 3 | 2 | 1 |
| 5. AU has a medical clinic that provides personnel and students with nursing care services and medical counseling. มหาวิทยาลัยมีคลินิกที่ให้บริการดูแลพยาบาลผู้ป่วย และให้คำปรึกษาทางการแพทย์ | 5 | 4 | 3 | 2 | 1 |
| 6. AU provides a healthy and hygienic work environment. มหาวิทยาลัยมีสภาพแวดล้อมในการทำงานที่สะอาด ถูกสุขลักษณะ | 5 | 4 | 3 | 2 | 1 |
| Ethical and Work Life Balance | 5 | 4 | 3 | 2 | 1 |
| 7. AU encourages good moral conduct. มหาวิทยาลัยส่งเสริมการมีจริยธรรมที่ดีในการทำงาน | 5 | 4 | 3 | 2 | 1 |
| 8. AU encourages its employees to provide service to society. มหาวิทยาลัยส่งเสริมให้พนักงานให้บริการกับสังคม | 5 | 4 | 3 | 2 | 1 |
| 9. AU understands the importance of the balance between the working lives and the personal lives of its personnel. มหาวิทยาลัยให้ความสำคัญกับความสมดุลในชีวิตการทำงานและชีวิตส่วนตัวของพนักงาน | 5 | 4 | 3 | 2 | 1 |
| Information and Communication Channel | 5 | 4 | 3 | 2 | 1 |
| 10. AU has many channels to communicate information to all members. มหาวิทยาลัยมีช่องทางหลายรูปแบบในการสื่อสารข้อมูลกับพนักงานทุกคน | 5 | 4 | 3 | 2 | 1 |
| 11. AU has a digital communication channel for its members' enquiries, appeals, and comments. มหาวิทยาลัยมีช่องทางการสื่อสารดิจิทัลสำหรับการสอบถาม ร้องเรียน และความคิดเห็น | 5 | 4 | 3 | 2 | 1 |
| 12. I follow up the information updated by AU. ข้าพเจ้าติดตามข้อมูลที่มีการอัปเดตจากมหาวิทยาลัย | 5 | 4 | 3 | 2 | 1 |
| Job Security and Work Relationship | 5 | 4 | 3 | 2 | 1 |
| 13. I have a good working relationship with my colleagues and management. ข้าพเจ้ามีความสัมพันธ์ในการทำงานที่ดีกับเพื่อนร่วมงานและผู้บริหาร | 5 | 4 | 3 | 2 | 1 |
| 14. My job security at AU motivates my working. ความมั่นคงในงานของข้าพเจ้า ทำให้ข้าพเจ้ามีแรงจูงใจในการทำงาน | 5 | 4 | 3 | 2 | 1 |
| 15. I am happy working at AU. ข้าพเจ้ามีความสุขที่ได้ทำงานกับมหาวิทยาลัย | 5 | 4 | 3 | 2 | 1 |
| Good Governance | 5 | 4 | 3 | 2 | 1 |
| 16. AU adopts performance-based evaluation. มหาวิทยาลัยมีการนำรูปแบบการประเมินผลการทำงาน มาประยุกต์ใช้ | 5 | 4 | 3 | 2 | 1 |
| 17. AU enforces good governance in all schools and units. มหาวิทยาลัยปฏิบัติตามหลักธรรมาภิบาลในการปกครองทุกภาคส่วน | 5 | 4 | 3 | 2 | 1 |
| 18. AU supports all schools and units to provide innovative and effective services. มหาวิทยาลัยสนับสนุนให้ทุกหน่วยงานให้บริการอย่างสร้างสรรค์ และมีประสิทธิภาพ | 5 | 4 | 3 | 2 | 1 |
| 19. AU effectively communicates its mission and values to the public. มหาวิทยาลัยมีการสื่อสารภารกิจและค่านิยมสู่สาธารณะอย่างมีประสิทธิภาพ | 5 | 4 | 3 | 2 | 1 |
| 20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct. มหาวิทยาลัยมีช่องทางร้องเรียนที่ชัดเจน ในการรายงานพฤติกรรมที่ไม่ถูกต้อง หรือผิดจรรยาบรรณตามกฎหมายข้อบังคับของมหาวิทยาลัย | 5 | 4 | 3 | 2 | 1 |

| | | | | | |
|--|---|---|---|---|---|
| 21. AU efforts in promoting social responsibility. มหาวิทยาลัยส่งเสริมให้มีความรับผิดชอบต่อสังคม | 5 | 4 | 3 | 2 | 1 |
| Deans/Directors *(ตำแหน่งสูงสุดในคณะ หรือ สำนักงาน) | 5 | 4 | 3 | 2 | 1 |
| 22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc. คณบดี/ผู้อำนวยการ เป็นตัวอย่างที่ดีในการปฏิบัติหน้าที่ เช่น มีความมุ่งมั่น ทุ่มเท สร้างสรรค์ เป็นต้น | 5 | 4 | 3 | 2 | 1 |
| 23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development. คณบดี/ผู้อำนวยการ มีความเป็นธรรมและไม่เลือกปฏิบัติ เช่น ในการประเมินผลงาน หรือการพัฒนาตนเอง | 5 | 4 | 3 | 2 | 1 |
| 24. Dean/Director encourages members to express their opinions and listens to all members. คณบดี/ผู้อำนวยการ ส่งเสริมให้แสดงความคิดเห็น และฟังคำแนะนำจากทุกคน | 5 | 4 | 3 | 2 | 1 |
| 25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work. คณบดี/ผู้อำนวยการ ให้ความช่วยเหลือ คิดหาทางแก้ปัญหา เมื่อเกิดปัญหา หรืออุปสรรคในการทำงาน | 5 | 4 | 3 | 2 | 1 |
| Overall, AU Satisfaction Level ความพึงพอใจโดยรวม | 5 | 4 | 3 | 2 | 1 |
| AU Engagement | | | | | |
| 26. The AU regulations do not obstruct your ability and willingness to comply. กฎระเบียบของมหาวิทยาลัย ไม่เป็นอุปสรรคในการทำงาน ท่านพร้อมที่จะปฏิบัติตาม | 5 | 4 | 3 | 2 | 1 |
| 27. You accept the AU current goals and policies. ท่านยอมรับในเป้าหมาย นโยบาย ของมหาวิทยาลัย ที่เป็นอยู่ปัจจุบัน | 5 | 4 | 3 | 2 | 1 |
| 28. The executive board demonstrates appropriate leadership. ผู้บริหารระดับสูงของมหาวิทยาลัย มีการบริหารงานที่เหมาะสมแล้ว | 5 | 4 | 3 | 2 | 1 |
| 29. You feel acknowledged by others in the AU. ท่านรู้สึกได้รับการยอมรับจากคนในมหาวิทยาลัย/หน่วยงาน | 5 | 4 | 3 | 2 | 1 |
| 30. You actively provide clarifications and information to others when misunderstandings about the AU arise. ท่านมักชี้แจง พร้อมให้ข้อมูลกับผู้อื่นอยู่เสมอ เมื่อเกิดความเข้าใจผิดเกี่ยวกับมหาวิทยาลัยฯ | 5 | 4 | 3 | 2 | 1 |
| 31. You frequently speak positively about the AU to others. ท่านมักจะพูดด้านดีของมหาวิทยาลัยฯ ให้ผู้อื่นฟังเสมอ | 5 | 4 | 3 | 2 | 1 |
| 32. You would recommend the AU as a workplace to others if you had the chance. หากมีโอกาส ท่านจะแนะนำให้คนที่รู้จักมาทำงานกับมหาวิทยาลัยฯ นี้ | 5 | 4 | 3 | 2 | 1 |
| 33. You are proud to work with AU. ท่านรู้สึกภูมิใจที่ได้ทำงานกับมหาวิทยาลัยฯ สัมผัส | 5 | 4 | 3 | 2 | 1 |
| 34. You are willing to go beyond your job responsibilities to deliver the best for the AU. ท่านยินดีที่จะทำงานเกินกว่าขอบเขตงานที่รับผิดชอบอย่างเต็มที่ เพื่อให้สิ่งที่ดีที่สุดต่อมหาวิทยาลัยฯ | 5 | 4 | 3 | 2 | 1 |
| 35. You dedicate yourself to your work to repay what you get from the AU. ท่านทุ่มเท ตั้งใจทำงาน เพื่อตอบแทนสิ่งที่ได้รับจากมหาวิทยาลัยฯ | 5 | 4 | 3 | 2 | 1 |
| 36. You want to help solve problems when the AU faces challenges ท่านอยากมีส่วนร่วมแก้ไข เมื่อมหาวิทยาลัยฯ ประสบปัญหา | 5 | 4 | 3 | 2 | 1 |
| 37. You feel you are part of the AU success. ท่านรู้สึกเป็นส่วนหนึ่งที่ทำให้มหาวิทยาลัยฯ ประสบผลสำเร็จ | 5 | 4 | 3 | 2 | 1 |
| 38. You feel secure in your life while working here. ท่านรู้สึกมั่นคงในชีวิตที่ได้ทำงานอยู่ที่นี่ | 5 | 4 | 3 | 2 | 1 |
| 39. You plan to stay with the AU until retirement and do not plan to resign. ท่านวางแผนที่จะทำงานอยู่ที่มหาวิทยาลัยฯ นี้ จนเกษียณอายุ/โดยไม่คิดลาออก | 5 | 4 | 3 | 2 | 1 |
| Overall, AU Engagement Level ความผูกพันโดยภาพรวม | 5 | 4 | 3 | 2 | 1 |