

AU CAREER SATISFACTION AND ENGAGEMENT ACADEMIC YEAR 2020



INSTITUTE FOR RESEARCH AND ACADEMIC SERVICES

INSTITUTE FOR RESEARCH AND ACADEMIC SERVICES (IRAS)

**AU CAREER SATISFACTION AND
ENGAGEMENT**

ACADEMIC YEAR 2020

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Overall

Overall

AU Career Satisfaction/Engagement	Lecturers (n = 190)		Staff (n = 141)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.29	0.76	4.38	0.65
2. I am satisfied with the compensation I receive for my work.	4.10	0.88	4.31	0.69
3. I am satisfied with my present fringe benefits.	3.82	1.03	4.23	0.72
Total	4.07	0.79	4.31	0.62
4. AU is concerned about the physical and mental health of its members.	4.02	0.92	4.28	0.74
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.88	0.94	4.17	0.74
6. AU provides a healthy and hygienic work environment.	4.17	0.91	4.29	0.69
Total	4.02	0.79	4.25	0.64
7. AU encourages good moral conduct.	4.27	0.85	4.43	0.68
8. AU encourages its employees to provide service to society.	4.21	0.85	4.33	0.68
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.92	0.99	4.26	0.69
Total	4.13	0.80	4.34	0.62
10. AU has many channels to communicate information to all member.	4.10	0.88	4.26	0.71
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.12	0.83	4.13	0.73
12. I follow up the information updated by AU.	4.43	0.70	4.34	0.63
Total	4.22	0.70	4.24	0.59
13. I have good working relationship with my colleagues and management.	4.47	0.68	4.45	0.63
14. My job security at AU motivates my working.	4.26	0.82	4.38	0.61
15. I am happy working at AU.	4.42	0.75	4.60	0.56
Total	4.38	0.63	4.48	0.52
16. AU adopts performance-based evaluation.	3.95	0.96	4.16	0.70
17. AU enforces good governance in all schools and units.	4.08	0.88	4.28	0.69
18. AU supports all schools and units to provide innovate and effective services.	4.02	0.94	4.29	0.71
Total	4.02	0.84	4.25	0.64
Total all	4.14	0.67	4.31	0.54

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

Martin de Tours School of Management and Economics

AU Career Satisfaction/Engagement	Lecturers (n = 53)		Staff (n = 4)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.34	0.62	4.25	0.96
2. I am satisfied with the compensation I receive for my work.	4.02	0.77	4.25	0.96
3. I am satisfied with my present fringe benefits.	3.74	0.92	4.00	0.82
Total	4.03	0.66	4.17	0.88
4. AU is concerned about the physical and mental health of its members.	3.96	0.73	4.00	0.82
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.02	0.72	3.75	0.50
6. AU provides a healthy and hygienic work environment.	4.21	0.89	4.25	0.96
Total	4.06	0.64	4.00	0.72
7. AU encourages good moral conduct.	4.21	0.77	4.00	0.82
8. AU encourages its employees to provide service to society.	4.21	0.74	3.75	0.50
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.91	0.99	4.00	0.82
Total	4.11	0.72	3.92	0.69
10. AU has many channels to communicate information to all member.	4.04	0.88	4.25	0.50
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.13	0.79	3.75	0.50
12. I follow up the information updated by AU.	4.45	0.54	4.00	0.82
Total	4.21	0.61	4.00	0.54
13. I have good working relationship with my colleagues and management.	4.53	0.54	4.50	0.58
14. My job security at AU motivates my working.	4.23	0.70	4.00	0.82
15. I am happy working at AU.	4.38	0.69	4.25	0.50
Total	4.38	0.54	4.25	0.57
16. AU adopts performance-based evaluation.	4.00	0.83	3.75	0.50
17. AU enforces good governance in all schools and units.	4.21	0.63	3.75	0.50
18. AU supports all schools and units to provide innovate and effective services.	4.04	0.81	4.00	0.82
Total	4.08	0.67	3.83	0.58
Total all	4.14	0.54	4.03	0.65

Theodore Maria School of Arts

Theodore Maria School of Arts

AU Career Satisfaction/Engagement	Lecturers (n = 63)		Staff (n = 2)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.38	0.66	4.50	0.71
2. I am satisfied with the compensation I receive for my work.	4.14	0.76	4.00	0.00
3. I am satisfied with my present fringe benefits.	3.89	0.95	3.50	0.71
Total	4.14	0.70	4.00	0.47
4. AU is concerned about the physical and mental health of its members.	4.06	0.90	3.50	0.71
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.90	0.98	3.00	0.00
6. AU provides a healthy and hygienic work environment.	4.19	0.80	4.00	0.00
Total	4.05	0.76	3.50	0.24
7. AU encourages good moral conduct.	4.43	0.78	4.00	0.00
8. AU encourages its employees to provide service to society.	4.33	0.72	4.00	1.41
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.92	0.89	3.50	0.71
Total	4.23	0.73	3.83	0.24
10. AU has many channels to communicate information to all member.	4.19	0.90	4.00	1.41
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.19	0.88	2.50	0.71
12. I follow up the information updated by AU.	4.57	0.56	3.50	0.71
Total	4.32	0.67	3.33	0.00
13. I have good working relationship with my colleagues and management.	4.57	0.62	4.00	0.00
14. My job security at AU motivates my working.	4.38	0.71	4.00	0.00
15. I am happy working at AU.	4.48	0.72	4.00	0.00
Total	4.48	0.59	4.00	0.00
16. AU adopts performance-based evaluation.	4.14	0.88	3.50	0.71
17. AU enforces good governance in all schools and units.	4.11	0.88	3.50	0.71
18. AU supports all schools and units to provide innovate and effective services.	4.16	0.88	3.50	0.71
Total	4.14	0.83	3.50	0.24
Total all	4.22	0.64	3.69	0.04

Bernadette de Lourdes School of Nursing Science

Bernadette de Lourdes School of Nursing Science

AU Career Satisfaction/Engagement	Lecturers (n = 5)		Staff (n = 2)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.00	1.00	5.00	0.00
2. I am satisfied with the compensation I receive for my work.	4.20	1.30	4.00	0.00
3. I am satisfied with my present fringe benefits.	4.20	0.84	5.00	0.00
Total	4.13	0.90	4.67	0.00
4. AU is concerned about the physical and mental health of its members.	4.00	1.00	5.00	0.00
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.60	0.55	4.50	0.71
6. AU provides a healthy and hygienic work environment.	4.20	0.45	4.50	0.71
Total	4.27	0.55	4.67	0.47
7. AU encourages good moral conduct.	4.40	0.89	5.00	0.00
8. AU encourages its employees to provide service to society.	4.60	0.55	5.00	0.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.60	0.55	4.50	0.71
Total	4.53	0.56	4.83	0.24
10. AU has many channels to communicate information to all member.	4.40	0.89	4.50	0.71
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.40	0.55	4.50	0.71
12. I follow up the information updated by AU.	4.80	0.45	5.00	0.00
Total	4.53	0.45	4.67	0.47
13. I have good working relationship with my colleagues and management.	3.80	0.84	5.00	0.00
14. My job security at AU motivates my working.	4.20	0.84	4.50	0.71
15. I am happy working at AU.	4.60	0.55	5.00	0.00
Total	4.20	0.65	4.83	0.24
16. AU adopts performance-based evaluation.	3.80	0.84	4.50	0.71
17. AU enforces good governance in all schools and units.	3.80	0.84	4.50	0.71
18. AU supports all schools and units to provide innovate and effective services.	4.40	0.55	4.50	0.71
Total	4.00	0.62	4.50	0.71
Total all	4.28	0.47	4.69	0.35

Vincent Mary School of Science and Technology

Vincent Mary School of Science and Technology

AU Career Satisfaction/Engagement	Lecturers (n = 4)		Staff (n = 5)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.75	1.50	4.60	0.55
2. I am satisfied with the compensation I receive for my work.	3.50	1.29	4.60	0.55
3. I am satisfied with my present fringe benefits.	3.25	1.26	4.60	0.55
Total	3.50	1.29	4.60	0.55
4. AU is concerned about the physical and mental health of its members.	4.00	0.82	4.60	0.55
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.50	0.58	4.40	0.89
6. AU provides a healthy and hygienic work environment.	4.75	0.50	4.60	0.55
Total	4.08	0.57	4.53	0.65
7. AU encourages good moral conduct.	4.50	0.58	4.60	0.55
8. AU encourages its employees to provide service to society.	4.25	0.96	4.60	0.55
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.50	0.58	4.60	0.55
Total	4.42	0.69	4.60	0.55
10. AU has many channels to communicate information to all member.	3.75	0.50	4.80	0.45
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.75	0.50	4.80	0.45
12. I follow up the information updated by AU.	3.50	1.73	4.60	0.55
Total	3.67	0.90	4.73	0.44
13. I have good working relationship with my colleagues and management.	4.00	0.82	4.80	0.45
14. My job security at AU motivates my working.	5.00	0.00	4.60	0.55
15. I am happy working at AU.	4.00	1.41	4.80	0.45
Total	4.33	0.72	4.73	0.44
16. AU adopts performance-based evaluation.	3.50	1.73	4.60	0.55
17. AU enforces good governance in all schools and units.	4.50	0.58	4.60	0.55
18. AU supports all schools and units to provide innovate and effective services.	4.00	0.82	4.60	0.55
Total	4.00	0.98	4.60	0.55
Total all	4.00	0.75	4.63	0.51

Vincent Mary School of Engineering

Vincent Mary School of Engineering

AU Career Satisfaction/Engagement	Lecturers (n = 7)		Staff (n = 3)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.14	1.07	4.67	0.58
2. I am satisfied with the compensation I receive for my work.	3.86	1.46	5.00	0.00
3. I am satisfied with my present fringe benefits.	3.43	1.51	4.67	0.58
Total	3.81	1.26	4.78	0.39
4. AU is concerned about the physical and mental health of its members.	3.57	1.40	4.67	0.58
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.71	1.38	4.00	1.00
6. AU provides a healthy and hygienic work environment.	4.29	0.76	5.00	0.00
Total	3.86	1.10	4.56	0.39
7. AU encourages good moral conduct.	4.29	1.11	5.00	0.00
8. AU encourages its employees to provide service to society.	4.14	1.07	5.00	0.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.00	0.82	5.00	0.00
Total	4.14	0.94	5.00	0.00
10. AU has many channels to communicate information to all member.	4.14	0.90	5.00	0.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.29	0.76	4.33	0.58
12. I follow up the information updated by AU.	4.43	0.79	4.67	0.58
Total	4.29	0.78	4.67	0.33
13. I have good working relationship with my colleagues and management.	4.57	0.54	5.00	0.00
14. My job security at AU motivates my working.	3.86	1.07	5.00	0.00
15. I am happy working at AU.	4.29	0.76	5.00	0.00
Total	4.24	0.54	5.00	0.00
16. AU adopts performance-based evaluation.	3.57	1.13	5.00	0.00
17. AU enforces good governance in all schools and units.	3.71	1.11	5.00	0.00
18. AU supports all schools and units to provide innovate and effective services.	3.71	1.38	5.00	0.00
Total	3.67	1.11	5.00	0.00
Total all	4.00	0.90	4.83	0.15

School of Law

School of Law

AU Career Satisfaction/Engagement	Lecturers (n = 2)		Staff (n = -)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	2.50	0.71	-	-
2. I am satisfied with the compensation I receive for my work.	2.50	0.71	-	-
3. I am satisfied with my present fringe benefits.	1.50	0.71	-	-
Total	2.17	0.71	-	-
4. AU is concerned about the physical and mental health of its members.	2.50	2.12	-	-
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	2.50	0.71	-	-
6. AU provides a healthy and hygienic work environment.	1.50	0.71	-	-
Total	2.17	0.24	-	-
7. AU encourages good moral conduct.	3.00	1.41	-	-
8. AU encourages its employees to provide service to society.	2.00	0.00	-	-
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	1.50	0.71	-	-
Total	2.17	0.24	-	-
10. AU has many channels to communicate information to all member.	2.50	0.71	-	-
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	2.50	0.71	-	-
12. I follow up the information updated by AU.	4.50	0.71	-	-
Total	3.17	0.24	-	-
13. I have good working relationship with my colleagues and management.	4.00	1.41	-	-
14. My job security at AU motivates my working.	2.50	2.12	-	-
15. I am happy working at AU.	3.00	1.41	-	-
Total	3.17	1.65	-	-
16. AU adopts performance-based evaluation.	3.00	1.41	-	-
17. AU enforces good governance in all schools and units.	3.00	1.41	-	-
18. AU supports all schools and units to provide innovate and effective services.	2.00	1.41	-	-
Total	2.67	1.41	-	-
Total all	2.58	0.67	-	-

School of Biotechnology

School of Biotechnology

AU Career Satisfaction/Engagement	Lecturers (n = 3)		Staff (n = -)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.33	0.58	-	-
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	-	-
Total	4.11	0.19	-	-
4. AU is concerned about the physical and mental health of its members.	4.33	0.58	-	-
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.33	0.58	-	-
6. AU provides a healthy and hygienic work environment.	4.00	0.00	-	-
Total	4.22	0.19	-	-
7. AU encourages good moral conduct.	4.00	0.00	-	-
8. AU encourages its employees to provide service to society.	4.67	0.58	-	-
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.33	0.58	-	-
Total	4.33	0.33	-	-
10. AU has many channels to communicate information to all member.	4.00	0.00	-	-
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.67	0.58	-	-
12. I follow up the information updated by AU.	4.67	0.58	-	-
Total	4.11	0.19	-	-
13. I have good working relationship with my colleagues and management.	4.33	0.58	-	-
14. My job security at AU motivates my working.	4.33	0.58	-	-
15. I am happy working at AU.	4.67	0.58	-	-
Total	4.44	0.51	-	-
16. AU adopts performance-based evaluation.	4.00	0.00	-	-
17. AU enforces good governance in all schools and units.	4.33	0.58	-	-
18. AU supports all schools and units to provide innovate and effective services.	4.00	0.00	-	-
Total	4.11	0.19	-	-
Total all	4.22	0.15	-	-

Albert Laurence School of Communication Arts

Albert Laurence School of Communication Arts

AU Career Satisfaction/Engagement	Lecturers (n = 6)		Staff (n = 3)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.17	0.75	4.00	1.00
2. I am satisfied with the compensation I receive for my work.	3.67	0.82	4.33	0.58
3. I am satisfied with my present fringe benefits.	3.17	0.98	4.33	0.58
Total	3.67	0.70	4.22	0.69
4. AU is concerned about the physical and mental health of its members.	3.17	0.75	4.67	0.58
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.00	0.89	5.00	0.00
6. AU provides a healthy and hygienic work environment.	3.50	1.05	4.67	0.58
Total	3.22	0.86	4.78	0.39
7. AU encourages good moral conduct.	3.67	0.82	5.00	0.00
8. AU encourages its employees to provide service to society.	4.00	0.89	4.67	0.58
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.00	1.27	4.33	0.58
Total	3.56	0.94	4.67	0.33
10. AU has many channels to communicate information to all member.	4.00	0.63	4.67	0.58
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.00	0.63	4.67	0.58
12. I follow up the information updated by AU.	4.17	0.41	4.33	0.58
Total	4.06	0.44	4.56	0.51
13. I have good working relationship with my colleagues and management.	4.00	0.63	4.33	0.58
14. My job security at AU motivates my working.	4.00	0.89	5.00	0.00
15. I am happy working at AU.	4.33	0.82	5.00	0.00
Total	4.11	0.50	4.78	0.19
16. AU adopts performance-based evaluation.	3.67	1.03	4.33	1.16
17. AU enforces good governance in all schools and units.	4.00	0.89	4.67	0.58
18. AU supports all schools and units to provide innovate and effective services.	3.50	1.52	4.67	0.58
Total	3.72	1.06	4.56	0.77
Total all	3.72	0.68	4.59	0.45

School of Music

School of Music

AU Career Satisfaction/Engagement	Lecturers (n = 6)		Staff (n = -)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.83	0.98	-	-
2. I am satisfied with the compensation I receive for my work.	4.33	0.82	-	-
3. I am satisfied with my present fringe benefits.	3.83	0.75	-	-
Total	4.00	0.70	-	-
4. AU is concerned about the physical and mental health of its members.	3.33	0.52	-	-
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.33	0.82	-	-
6. AU provides a healthy and hygienic work environment.	4.50	0.84	-	-
Total	3.72	0.61	-	-
7. AU encourages good moral conduct.	3.50	0.55	-	-
8. AU encourages its employees to provide service to society.	3.33	1.21	-	-
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.00	0.63	-	-
Total	3.28	0.49	-	-
10. AU has many channels to communicate information to all member.	3.67	0.52	-	-
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.83	0.41	-	-
12. I follow up the information updated by AU.	4.17	0.98	-	-
Total	3.89	0.54	-	-
13. I have good working relationship with my colleagues and management.	4.33	0.82	-	-
14. My job security at AU motivates my working.	3.83	1.17	-	-
15. I am happy working at AU.	4.33	0.82	-	-
Total	4.17	0.72	-	-
16. AU adopts performance-based evaluation.	3.17	0.75	-	-
17. AU enforces good governance in all schools and units.	3.17	0.98	-	-
18. AU supports all schools and units to provide innovate and effective services.	3.33	0.82	-	-
Total	3.22	0.50	-	-
Total all	3.71	0.40	-	-

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

Montfort del Rosario School of Architecture and Design

AU Career Satisfaction/Engagement	Lecturers (n = 6)		Staff (n = 2)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.00	0.63	4.50	0.71
2. I am satisfied with the compensation I receive for my work.	3.67	1.03	4.50	0.71
3. I am satisfied with my present fringe benefits.	3.00	1.27	4.50	0.71
Total	3.56	0.62	4.50	0.71
4. AU is concerned about the physical and mental health of its members.	3.67	1.03	4.50	0.71
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.17	0.75	4.50	0.71
6. AU provides a healthy and hygienic work environment.	3.50	1.05	4.50	0.71
Total	3.44	0.58	4.50	0.71
7. AU encourages good moral conduct.	3.67	1.03	4.50	0.71
8. AU encourages its employees to provide service to society.	3.83	1.17	4.50	0.71
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.50	0.84	4.50	0.71
Total	3.67	0.87	4.50	0.71
10. AU has many channels to communicate information to all member.	3.50	0.55	4.00	0.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.50	0.55	4.00	0.00
12. I follow up the information updated by AU.	3.67	0.82	4.50	0.71
Total	3.56	0.62	4.17	0.24
13. I have good working relationship with my colleagues and management.	4.17	0.75	4.50	0.71
14. My job security at AU motivates my working.	4.00	0.63	4.50	0.71
15. I am happy working at AU.	4.17	0.75	4.50	0.71
Total	4.11	0.54	4.50	0.71
16. AU adopts performance-based evaluation.	3.50	0.84	4.50	0.71
17. AU enforces good governance in all schools and units.	3.67	1.21	4.50	0.71
18. AU supports all schools and units to provide innovate and effective services.	3.50	0.84	4.50	0.71
Total	3.56	0.83	4.50	0.71
Total all	3.65	0.59	4.44	0.63

Graduate Studies

Graduate School of Business

AU Career Satisfaction/Engagement	Lecturers (n = 22)		Staff (n = 6)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.50	0.80	4.17	0.41
2. I am satisfied with the compensation I receive for my work.	4.55	0.80	4.17	0.41
3. I am satisfied with my present fringe benefits.	4.23	0.92	4.00	0.63
Total	4.42	0.76	4.11	0.46
4. AU is concerned about the physical and mental health of its members.	4.45	1.01	4.00	0.89
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.00	1.02	4.00	0.63
6. AU provides a healthy and hygienic work environment.	4.32	0.89	4.50	0.55
Total	4.26	0.90	4.17	0.59
7. AU encourages good moral conduct.	4.45	1.01	4.33	0.52
8. AU encourages its employees to provide service to society.	4.27	0.99	4.17	0.75
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.36	0.85	3.67	0.82
Total	4.36	0.85	4.06	0.65
10. AU has many channels to communicate information to all member.	4.27	0.99	3.67	0.52
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.27	0.83	3.67	0.52
12. I follow up the information updated by AU.	4.45	0.67	4.17	0.41
Total	4.33	0.77	3.83	0.35
13. I have good working relationship with my colleagues and management.	4.55	0.96	4.50	0.55
14. My job security at AU motivates my working.	4.50	0.80	4.17	0.41
15. I am happy working at AU.	4.64	0.73	4.67	0.52
Total	4.56	0.77	4.44	0.34
16. AU adopts performance-based evaluation.	3.95	1.33	4.00	0.63
17. AU enforces good governance in all schools and units.	4.27	0.94	3.83	0.75
18. AU supports all schools and units to provide innovate and effective services.	4.18	0.91	4.17	0.41
Total	4.14	0.97	4.00	0.56
Total all	4.35	0.74	4.10	0.39

Offices

Offices

AU Career Satisfaction/Engagement	Lecturers (n = 13)		Staff (n = 114)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.31	0.86	4.38	0.66
2. I am satisfied with the compensation I receive for my work.	4.31	1.11	4.30	0.72
3. I am satisfied with my present fringe benefits.	4.31	1.18	4.22	0.74
Total	4.31	1.00	4.30	0.63
4. AU is concerned about the physical and mental health of its members.	4.54	0.66	4.27	0.74
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.08	1.12	4.18	0.73
6. AU provides a healthy and hygienic work environment.	4.38	1.19	4.24	0.71
Total	4.33	0.95	4.23	0.65
7. AU encourages good moral conduct.	4.54	0.78	4.40	0.70
8. AU encourages its employees to provide service to society.	4.23	0.73	4.32	0.68
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.08	1.19	4.27	0.68
Total	4.28	0.85	4.33	0.63
10. AU has many channels to communicate information to all member.	4.38	0.96	4.24	0.72
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.15	1.14	4.15	0.72
12. I follow up the information updated by AU.	4.31	1.11	4.34	0.64
Total	4.28	1.04	4.24	0.60
13. I have good working relationship with my colleagues and management.	4.46	0.66	4.42	0.65
14. My job security at AU motivates my working.	4.15	1.14	4.37	0.61
15. I am happy working at AU.	4.38	0.87	4.59	0.58
Total	4.33	0.71	4.46	0.53
16. AU adopts performance-based evaluation.	4.08	0.86	4.14	0.70
17. AU enforces good governance in all schools and units.	4.00	1.16	4.29	0.69
18. AU supports all schools and units to provide innovate and effective services.	4.15	1.14	4.27	0.73
Total	4.08	0.98	4.23	0.64
Total all	4.27	0.88	4.30	0.55