

AU CAREER SATISFACTION AND ENGAGEMENT ACADEMIC YEAR 2016



INSTITUTE FOR RESEARCH
AND ACADEMIC SERVICES (IRAS)

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**AU CAREER SATISFACTION AND
ENGAGEMENT**

ACADEMIC YEAR 2016

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Overall

Overall

AU Career Satisfaction/Engagement	Lecturers (n = 381)		Staff (n = 351)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.00	0.93	3.99	0.72
2. I am satisfied with the compensation I receive for my work.	3.58	1.10	3.90	0.80
3. I am satisfied with my present fringe benefits.	3.49	1.13	3.85	0.77
Total	3.69	0.95	3.91	0.70
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.50	1.06	3.79	0.78
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.49	1.06	3.75	0.83
6. AU provides a healthy and hygienic work environment.	3.86	0.95	3.87	0.79
Total	3.62	0.90	3.80	0.71
Moral Development				
7. AU encourages good moral conduct.	3.97	0.95	3.94	0.72
8. AU encourages its employees to provide service to society.	3.88	0.91	3.88	0.75
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.67	1.04	3.85	0.75
Total	3.84	0.87	3.89	0.67
Engagement				
10. I have good working relationship with my colleagues and management.	4.30	0.79	4.06	0.69
11. My job security at AU increases my work motivation.	3.94	1.00	3.97	0.71
12. I am happy working at AU.	4.10	0.91	4.18	0.75
Total	4.12	0.80	4.07	0.65
Total all	3.82	0.79	3.92	0.63

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

AU Career Satisfaction/Engagement	Lecturers (n = 98)		Staff (n = 13)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.93	0.94	3.69	0.63
2. I am satisfied with the compensation I receive for my work.	3.38	1.24	3.54	0.88
3. I am satisfied with my present fringe benefits.	3.25	1.26	3.54	0.52
Total	3.53	1.04	3.59	0.63
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.36	1.07	3.62	0.51
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.47	1.09	3.85	0.69
6. AU provides a healthy and hygienic work environment.	3.89	0.95	3.77	0.73
Total	3.57	0.92	3.74	0.58
Moral Development				
7. AU encourages good moral conduct.	3.88	0.92	3.85	0.55
8. AU encourages its employees to provide service to society.	3.85	0.91	3.77	0.44
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.58	1.02	3.62	0.65
Total	3.77	0.83	3.74	0.47
Engagement				
10. I have good working relationship with my colleagues and management.	4.28	0.86	4.00	0.58
11. My job security at AU increases my work motivation.	3.82	1.12	4.00	0.82
12. I am happy working at AU.	3.92	0.99	4.00	0.82
Total	4.00	0.87	4.00	0.62
Total all	3.72	0.82	3.77	0.51

Theodore Maria School of Arts

Theodore Maria School of Arts

AU Career Satisfaction/Engagement	Lecturers (n = 55)		Staff (n = 5)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.04	0.95	4.20	0.84
2. I am satisfied with the compensation I receive for my work.	3.82	1.02	4.00	0.00
3. I am satisfied with my present fringe benefits.	3.73	1.01	3.20	0.45
Total	3.85	0.92	3.80	0.18
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.62	1.03	3.80	0.45
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.56	1.13	3.80	0.45
6. AU provides a healthy and hygienic work environment.	3.85	0.89	3.80	0.45
Total	3.67	0.92	3.80	0.30
Moral Development				
7. AU encourages good moral conduct.	3.98	0.94	4.00	0.00
8. AU encourages its employees to provide service to society.	3.96	0.84	4.00	0.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.73	0.99	3.60	0.55
Total	3.88	0.86	3.87	0.18
Engagement				
10. I have good working relationship with my colleagues and management.	4.47	0.63	4.60	0.55
11. My job security at AU increases my work motivation.	4.02	0.91	4.00	0.00
12. I am happy working at AU.	4.20	0.85	4.00	0.00
Total	4.23	0.73	4.20	0.18
Total all	3.91	0.77	3.92	0.14

Bernadette de Lourdes School of Nursing Science

Bernadette de Lourdes School of Nursing Science

AU Career Satisfaction/Engagement	Lecturers (n = 10)		Staff (n = 2)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.80	0.63	4.50	0.71
2. I am satisfied with the compensation I receive for my work.	3.40	0.97	4.50	0.71
3. I am satisfied with my present fringe benefits.	3.70	0.67	4.50	0.71
Total	3.63	0.71	4.50	0.71
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.40	0.70	4.50	0.71
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.60	0.97	4.50	0.71
6. AU provides a healthy and hygienic work environment.	3.60	0.84	4.50	0.71
Total	3.53	0.77	4.50	0.71
Moral Development				
7. AU encourages good moral conduct.	4.30	0.67	4.50	0.71
8. AU encourages its employees to provide service to society.	4.20	0.63	4.50	0.71
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.20	1.23	4.50	0.71
Total	3.90	0.63	4.50	0.71
Engagement				
10. I have good working relationship with my colleagues and management.	4.00	0.82	4.50	0.71
11. My job security at AU increases my work motivation.	3.80	0.63	4.50	0.71
12. I am happy working at AU.	3.90	0.74	4.50	0.71
Total	3.90	0.63	4.50	0.71
Total all	3.74	0.61	4.50	0.71

Vincent Mary School of Science and Technology

Vincent Mary School of Science and Technology

AU Career Satisfaction/Engagement	Lecturers (n = 18)		Staff (n = 5)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.33	0.59	4.20	0.45
2. I am satisfied with the compensation I receive for my work.	4.28	0.75	4.20	0.45
3. I am satisfied with my present fringe benefits.	4.17	0.71	4.00	0.71
Total	4.26	0.60	4.13	0.51
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.89	0.76	4.20	0.45
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.67	0.77	3.60	0.89
6. AU provides a healthy and hygienic work environment.	4.06	0.87	4.20	0.84
Total	3.87	0.72	4.00	0.62
Moral Development				
7. AU encourages good moral conduct.	4.33	0.91	4.20	0.45
8. AU encourages its employees to provide service to society.	4.06	0.87	4.20	0.45
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.89	0.83	4.00	0.71
Total	4.09	0.77	4.13	0.51
Engagement				
10. I have good working relationship with my colleagues and management.	4.39	0.70	4.40	0.55
11. My job security at AU increases my work motivation.	4.33	0.77	4.40	0.55
12. I am happy working at AU.	4.39	0.61	4.40	0.55
Total	4.37	0.60	4.40	0.55
Total all	4.15	0.63	4.17	0.50

Vincent Mary School of Engineering

Vincent Mary School of Engineering

AU Career Satisfaction/Engagement	Lecturers (n = 15)		Staff (n = 11)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.80	1.01	4.18	0.87
2. I am satisfied with the compensation I receive for my work.	3.27	1.10	4.09	0.83
3. I am satisfied with my present fringe benefits.	3.13	0.92	4.18	0.75
Total	3.40	0.85	4.15	0.79
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.53	0.83	4.18	0.60
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.40	0.91	4.09	0.70
6. AU provides a healthy and hygienic work environment.	4.07	0.88	4.00	0.77
Total	3.67	0.67	4.09	0.58
Moral Development				
7. AU encourages good moral conduct.	4.07	0.59	3.82	0.60
8. AU encourages its employees to provide service to society.	4.07	0.59	4.09	0.83
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.80	0.68	4.00	0.45
Total	3.98	0.57	3.97	0.57
Engagement				
10. I have good working relationship with my colleagues and management.	4.21	0.70	4.00	0.77
11. My job security at AU increases my work motivation.	4.00	0.88	4.00	0.63
12. I am happy working at AU.	4.27	0.70	4.18	0.75
Total	4.20	0.72	4.06	0.65
Total all	3.81	0.60	4.07	0.61

School of Law

School of Law

AU Career Satisfaction/Engagement	Lecturers (n = 3)		Staff (n = 4)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.67	1.15	4.25	0.50
2. I am satisfied with the compensation I receive for my work.	3.67	1.15	4.50	0.58
3. I am satisfied with my present fringe benefits.	3.33	1.53	4.00	0.82
Total	3.56	1.26	4.25	0.57
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.33	1.53	3.75	0.50
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.00	1.73	4.00	0.82
6. AU provides a healthy and hygienic work environment.	4.00	1.00	3.75	0.50
Total	3.44	1.35	3.83	0.58
Moral Development				
7. AU encourages good moral conduct.	3.67	1.15	4.00	0.82
8. AU encourages its employees to provide service to society.	3.67	1.15	4.00	0.82
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.67	1.15	4.00	0.82
Total	3.67	1.15	4.00	0.82
Engagement				
10. I have good working relationship with my colleagues and management.	5.00	0.00	4.25	0.96
11. My job security at AU increases my work motivation.	3.33	1.53	4.50	0.58
12. I am happy working at AU.	3.67	1.15	4.75	0.50
Total	4.00	0.88	4.50	0.64
Total all	3.67	1.16	4.15	0.56

School of Biotechnology

School of Biotechnology

AU Career Satisfaction/Engagement	Lecturers (n = 11)		Staff (n = 3)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.82	0.87	4.00	0.00
2. I am satisfied with the compensation I receive for my work.	3.73	0.65	4.00	0.00
3. I am satisfied with my present fringe benefits.	3.73	0.90	4.00	1.00
Total	3.76	0.73	4.00	0.33
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.55	0.82	4.00	0.00
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.73	0.79	4.33	0.58
6. AU provides a healthy and hygienic work environment.	3.36	0.92	4.00	1.00
Total	3.55	0.72	4.11	0.51
Moral Development				
7. AU encourages good moral conduct.	3.91	0.94	4.00	0.00
8. AU encourages its employees to provide service to society.	3.82	0.75	4.00	0.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.73	0.65	4.33	0.58
Total	3.82	0.72	4.11	0.19
Engagement				
10. I have good working relationship with my colleagues and management.	3.91	0.83	3.67	0.58
11. My job security at AU increases my work motivation.	4.00	0.89	4.33	0.58
12. I am happy working at AU.	4.09	0.94	4.33	0.58
Total	4.00	0.87	4.11	0.51
Total all	3.78	0.69	4.08	0.38

Albert Laurence School of Communication Arts

Albert Laurence School of Communication Arts

AU Career Satisfaction/Engagement	Lecturers (n = 30)		Staff (n = 15)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.90	0.82	3.87	0.64
2. I am satisfied with the compensation I receive for my work.	3.33	1.06	3.87	0.52
3. I am satisfied with my present fringe benefits.	3.20	1.21	3.60	0.91
Total	3.46	0.95	3.78	0.54
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.23	1.22	3.87	0.83
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	2.87	0.94	3.40	0.83
6. AU provides a healthy and hygienic work environment.	4.00	0.79	3.87	0.83
Total	3.37	0.77	3.71	0.73
Moral Development				
7. AU encourages good moral conduct.	3.80	0.76	3.67	0.90
8. AU encourages its employees to provide service to society.	3.70	0.79	3.40	0.91
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.47	1.04	3.60	0.63
Total	3.66	0.70	3.56	0.74
Engagement				
10. I have good working relationship with my colleagues and management.	4.33	0.71	3.93	0.59
11. My job security at AU increases my work motivation.	3.73	0.94	3.93	0.80
12. I am happy working at AU.	3.90	0.80	4.13	0.83
Total	3.99	0.69	4.00	0.64
Total all	3.62	0.66	3.76	0.62

School of Music

School of Music

AU Career Satisfaction/Engagement	Lecturers (n = 5)		Staff (n = 5)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.40	0.89	4.20	0.84
2. I am satisfied with the compensation I receive for my work.	4.20	0.84	4.40	0.89
3. I am satisfied with my present fringe benefits.	4.00	1.00	4.20	1.10
Total	4.20	0.84	4.27	0.89
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	4.20	0.84	4.20	0.84
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.00	1.00	4.40	0.55
6. AU provides a healthy and hygienic work environment.	4.20	0.84	4.60	0.55
Total	4.13	0.87	4.40	0.60
Moral Development				
7. AU encourages good moral conduct.	4.40	0.55	4.60	0.55
8. AU encourages its employees to provide service to society.	4.40	0.55	4.60	0.55
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.00	1.22	4.40	0.55
Total	4.27	0.72	4.53	0.51
Engagement				
10. I have good working relationship with my colleagues and management.	4.60	0.55	4.20	0.84
11. My job security at AU increases my work motivation.	4.00	0.71	4.40	0.89
12. I am happy working at AU.	4.20	0.84	4.40	0.89
Total	4.27	0.55	4.33	0.78
Total all	4.22	0.73	4.38	0.69

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

Montfort del Rosario School of Architecture and Design

AU Career Satisfaction/Engagement	Lecturers (n = 8)		Staff (n = 3)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.88	0.83	3.67	0.58
2. I am satisfied with the compensation I receive for my work.	2.88	1.13	3.67	0.58
3. I am satisfied with my present fringe benefits.	3.00	1.07	3.67	0.58
Total	3.25	0.90	3.67	0.58
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.38	1.41	3.67	0.58
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.63	0.92	3.33	1.15
6. AU provides a healthy and hygienic work environment.	4.13	0.35	3.33	1.15
Total	3.71	0.79	3.44	0.96
Moral Development				
7. AU encourages good moral conduct.	4.13	0.83	3.67	0.58
8. AU encourages its employees to provide service to society.	3.86	0.90	3.33	0.58
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.38	1.30	3.67	1.15
Total	3.73	0.90	3.56	0.51
Engagement				
10. I have good working relationship with my colleagues and management.	4.13	0.64	3.67	0.58
11. My job security at AU increases my work motivation.	3.63	1.41	3.67	0.58
12. I am happy working at AU.	3.88	0.99	4.00	1.00
Total	3.88	0.80	3.78	0.69
Total all	3.64	0.76	3.61	0.68

Institute for English Language Education (IELE)

Institute for English Language Education (IELE)

AU Career Satisfaction/Engagement	Lecturers (n = 57)		Staff (n = 5)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.25	0.93	4.40	0.89
2. I am satisfied with the compensation I receive for my work.	3.80	1.10	3.60	1.14
3. I am satisfied with my present fringe benefits.	3.68	1.13	3.60	0.89
Total	3.91	0.90	3.87	0.90
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.65	1.04	3.80	0.45
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.63	1.22	3.60	0.89
6. AU provides a healthy and hygienic work environment.	3.75	1.11	3.80	0.45
Total	3.68	1.00	3.73	0.49
Moral Development				
7. AU encourages good moral conduct.	4.14	0.95	4.40	0.55
8. AU encourages its employees to provide service to society.	4.00	0.96	3.80	0.45
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.98	0.94	4.20	0.84
Total	4.04	0.85	4.13	0.56
Engagement				
10. I have good working relationship with my colleagues and management.	4.42	0.71	4.40	0.89
11. My job security at AU increases my work motivation.	4.23	0.82	4.20	0.84
12. I am happy working at AU.	4.42	0.82	4.40	0.89
Total	4.36	0.70	4.33	0.85
Total all	3.99	0.78	4.02	0.64

Graduate School of Business

Graduate School of Business

AU Career Satisfaction/Engagement	Lecturers (n = 6)		Staff (n = 17)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	5.00	0.00	3.76	0.56
2. I am satisfied with the compensation I receive for my work.	4.00	0.63	3.65	0.79
3. I am satisfied with my present fringe benefits.	3.67	0.82	3.53	0.62
Total	4.22	0.46	3.65	0.59
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.80	0.84	3.41	0.87
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.83	0.98	3.35	0.86
6. AU provides a healthy and hygienic work environment.	4.50	0.84	3.41	0.87
Total	4.06	0.77	3.39	0.72
Moral Development				
7. AU encourages good moral conduct.	4.83	0.41	3.71	0.59
8. AU encourages its employees to provide service to society.	4.50	0.55	3.47	0.62
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.50	0.55	3.59	0.94
Total	4.61	0.39	3.59	0.55
Engagement				
10. I have good working relationship with my colleagues and management.	4.33	0.82	4.06	0.56
11. My job security at AU increases my work motivation.	4.50	0.55	3.76	0.56
12. I am happy working at AU.	5.00	0.00	4.12	0.70
Total	4.61	0.44	3.98	0.52
Total all	4.38	0.39	3.65	0.48

Graduate School of Human Sciences

Graduate School of Human Sciences

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.	3.80	0.84	4.50	0.71
2. I am satisfied with the compensation I receive for my work.	3.40	1.14	4.50	0.71
3. I am satisfied with my present fringe benefits.	3.20	1.30	5.00	0.00
Total	3.47	1.07	4.67	0.47
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	4.00	0.71	4.50	0.71
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.80	0.84	4.00	1.41
6. AU provides a healthy and hygienic work environment.	4.20	0.45	4.50	0.71
Total	4.00	0.53	4.33	0.94
Moral Development				
7. AU encourages good moral conduct.	4.60	0.55	4.50	0.71
8. AU encourages its employees to provide service to society.	4.20	0.45	4.50	0.71
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.00	0.71	4.50	0.71
Total	4.27	0.43	4.50	0.71
Engagement				
10. I have good working relationship with my colleagues and management.	4.60	0.55	4.50	0.71
11. My job security at AU increases my work motivation.	4.20	0.84	4.50	0.71
12. I am happy working at AU.	4.20	0.84	4.50	0.71
Total	4.33	0.71	4.50	0.71
Total all	4.02	0.60	4.50	0.71

Graduate School of English

Graduate School of English

AU Career Satisfaction/Engagement	Lecturers (n = 1)		Staff (n = -)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	5.00	-	-	-
2. I am satisfied with the compensation I receive for my work.	5.00	-	-	-
3. I am satisfied with my present fringe benefits.	5.00	-	-	-
Total	5.00	-	-	-
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	5.00	-	-	-
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.00	-	-	-
6. AU provides a healthy and hygienic work environment.	5.00	-	-	-
Total	4.67	-	-	-
Moral Development				
7. AU encourages good moral conduct.	5.00	-	-	-
8. AU encourages its employees to provide service to society.	5.00	-	-	-
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	5.00	-	-	-
Total	5.00	-	-	-
Engagement				
10. I have good working relationship with my colleagues and management.	5.00	-	-	-
11. My job security at AU increases my work motivation.	5.00	-	-	-
12. I am happy working at AU.	5.00	-	-	-
Total	5.00	-	-	-
Total all	5.00	-	-	-

Graduate School of e-Learning

Graduate School of e-Learning

AU Career Satisfaction/Engagement	Lecturers (n = 2)		Staff (n = 9)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	5.00	0.00	4.11	0.93
2. I am satisfied with the compensation I receive for my work.	4.50	0.71	4.22	0.83
3. I am satisfied with my present fringe benefits.	5.00	-	4.00	0.87
Total	4.83	0.24	4.11	0.80
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	4.50	0.71	3.89	0.78
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.00	1.41	3.56	1.13
6. AU provides a healthy and hygienic work environment.	4.50	0.71	4.22	0.83
Total	4.00	0.94	3.89	0.85
Moral Development				
7. AU encourages good moral conduct.	5.00	0.00	3.67	0.71
8. AU encourages its employees to provide service to society.	4.50	0.71	3.67	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	3.89	0.78
Total	4.67	0.47	3.74	0.70
Engagement				
10. I have good working relationship with my colleagues and management.	5.00	0.00	4.22	0.67
11. My job security at AU increases my work motivation.	5.00	0.00	4.11	0.60
12. I am happy working at AU.	5.00	0.00	4.44	0.73
Total	5.00	0.00	4.26	0.57
Total all	4.60	0.33	4.00	0.65

Offices

Offices

AU Career Satisfaction/Engagement	Lecturers (n = 29)		Staff (n = 252)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.14	0.69	3.99	0.73
2. I am satisfied with the compensation I receive for my work.	3.86	0.69	3.89	0.82
3. I am satisfied with my present fringe benefits.	3.79	0.73	3.87	0.76
Total	3.93	0.55	3.92	0.72
Health Promotion				
4. AU is concerned about the physical and mental health of its members.	3.76	0.87	3.77	0.81
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.76	0.74	3.76	0.83
6. AU provides a healthy and hygienic work environment.	4.07	0.70	3.86	0.79
Total	3.86	0.69	3.79	0.72
Moral Development				
7. AU encourages good moral conduct.	4.00	0.80	3.96	0.74
8. AU encourages its employees to provide service to society.	3.83	0.85	3.91	0.77
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.76	0.91	3.85	0.76
Total	3.86	0.77	3.91	0.69
Engagement				
10. I have good working relationship with my colleagues and management.	4.34	0.72	4.04	0.70
11. My job security at AU increases my work motivation.	4.07	0.88	3.94	0.73
12. I am happy working at AU.	4.31	0.66	4.16	0.77
Total	4.24	0.65	4.04	0.67
Total all	3.97	0.58	3.92	0.65

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