



AU CAREER SATISFACTION AND ENGAGEMENT ACADEMIC YEAR 2023



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**AU CAREER SATISFACTION AND
ENGAGEMENT**

ACADEMIC YEAR 2023

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Overall

Overall: AU Satisfaction and Engagement

AU Career Satisfaction/Engagement	Lecturers (n = 140)		Staff (n = 138)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.12	0.72	4.07	0.77
2. I am satisfied with the compensation I receive for my work.	4.03	0.77	3.73	0.99
3. I am satisfied with my present fringe benefits.	4.30	0.70	3.60	1.06
Total	4.15	0.63	3.80	0.86
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	4.12	0.72	3.75	0.97
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.03	0.77	3.81	0.94
6. AU provides a healthy and hygienic work environment.	4.30	0.70	3.93	1.01
Total	4.15	0.63	3.83	0.85
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	4.29	0.68	4.19	0.78
8. AU encourages its employees to provide service to society.	4.22	0.72	4.12	0.82
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.17	0.69	3.91	0.93
Total	4.23	0.64	4.07	0.77
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	4.20	0.72	4.02	0.83
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.00	0.84	3.95	0.94
12. I follow up the information updated by AU.	4.23	0.68	4.09	0.85
Total	4.14	0.70	4.02	0.79
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	4.34	0.61	4.25	0.78
14. My job security at AU motivates my working.	4.35	0.68	4.08	0.94
15. I am happy working at AU.	4.47	0.61	4.23	0.80
Total	4.39	0.58	4.19	0.73
Good Governance				
16. AU adopts performance-based evaluation.	4.11	0.71	3.85	1.07
17. AU enforces good governance in all schools and units.	4.19	0.68	3.91	1.06
18. AU supports all schools and units to provide innovate and effective services.	4.29	0.69	3.89	0.96
19. AU effectively communicates its mission and values to the public	4.19	0.73	3.95	0.95
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	4.05	0.86	3.96	0.91
21. AU efforts in promoting social responsibility.	4.26	0.75	4.09	0.85
Total	4.18	0.66	3.94	0.89
Deans/Directors				
22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc	4.24	0.74	4.20	0.91
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	4.16	0.80	4.12	0.98
24. Dean/Director encourages members to express their opinions and listens to all members.	4.15	0.77	4.19	0.89
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	4.21	0.79	4.20	0.89
Total	4.19	0.73	4.18	0.87
Overall, Lecturers & Staff Engagement	4.39	0.63	4.14	0.76
Overall, AU Engagement	4.11			0.65

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

Martin de Tours School of Management and Economics

AU Career Satisfaction/Engagement	Lecturers (n = 37)		Staff (n = 2)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.14	0.71	5.00	0.00
2. I am satisfied with the compensation I receive for my work.	3.73	1.04	5.00	0.00
3. I am satisfied with my present fringe benefits.	3.65	1.01	5.00	0.00
Total	3.84	0.84	5.00	0.00
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	3.73	0.93	4.00	1.41
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.76	0.80	4.00	1.41
6. AU provides a healthy and hygienic work environment.	4.00	0.97	5.00	0.00
Total	3.83	0.77	4.33	0.94
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	4.22	0.79	4.50	0.71
8. AU encourages its employees to provide service to society.	4.14	0.89	4.50	0.71
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.92	0.98	4.50	0.71
Total	4.09	0.78	4.50	0.71
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	4.16	0.69	4.50	0.71
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.05	0.81	5.00	0.00
12. I follow up the information updated by AU.	4.11	0.88	5.00	0.00
Total	4.11	0.73	4.83	0.24
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	4.41	0.64	5.00	0.00
14. My job security at AU motivates my working.	4.22	0.98	5.00	0.00
15. I am happy working at AU.	4.38	0.68	5.00	0.00
Total	4.33	0.68	5.00	0.00
Good Governance				
16. AU adopts performance-based evaluation.	4.00	0.82	4.50	0.71
17. AU enforces good governance in all schools and units.	4.08	0.83	4.00	1.41
18. AU supports all schools and units to provide innovate and effective services.	4.03	0.83	4.50	0.71
19. AU effectively communicates its mission and values to the public	4.00	0.85	4.50	0.71
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	3.95	0.97	4.50	0.71
21. AU efforts in promoting social responsibility.	4.11	0.81	4.50	0.71
Total	4.03	0.75	4.42	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	4.30	0.91	4.50	0.71
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	4.27	0.90	4.50	0.71
24. Dean/Director encourages members to express their opinions and listens to all members.	4.27	0.96	4.50	0.71
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	4.24	0.98	4.50	0.71
Total	4.27	0.92	4.50	0.71
Overall, Lecturers & Staff Engagement	4.19	0.70	5.00	0.00

Theodore Maria School of Arts

Theodore Maria School of Arts

AU Career Satisfaction/Engagement	Lecturers (n = 21)		Staff (n = 1)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.14	0.66	3.00	0.00
2. I am satisfied with the compensation I receive for my work.	3.90	0.94	3.00	0.00
3. I am satisfied with my present fringe benefits.	3.76	1.18	3.00	0.00
Total	3.94	0.85	3.00	0.00
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	3.86	1.06	3.00	0.00
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.90	0.94	3.00	0.00
6. AU provides a healthy and hygienic work environment.	4.19	0.93	4.00	0.00
Total	3.98	0.86	3.33	0.00
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	4.33	0.91	3.00	0.00
8. AU encourages its employees to provide service to society.	4.24	0.94	4.00	0.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.90	1.04	3.00	0.00
Total	4.16	0.90	3.33	0.00
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	4.19	0.75	4.00	0.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.05	0.87	3.00	0.00
12. I follow up the information updated by AU.	4.33	0.86	4.00	0.00
Total	4.19	0.73	3.67	0.00
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	4.33	0.73	4.00	0.00
14. My job security at AU motivates my working.	4.19	0.93	4.00	0.00
15. I am happy working at AU.	4.29	0.85	4.00	0.00
Total	4.27	0.73	4.00	0.00
Good Governance				
16. AU adopts performance-based evaluation.	4.29	0.96	3.00	0.00
17. AU enforces good governance in all schools and units.	4.19	0.93	3.00	0.00
18. AU supports all schools and units to provide innovate and effective services.	4.24	0.70	4.00	0.00
19. AU effectively communicates its mission and values to the public	4.24	0.94	3.00	0.00
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	4.19	0.93	3.00	0.00
21. AU efforts in promoting social responsibility.	4.33	0.80	4.00	0.00
Total	4.25	0.80	3.33	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	4.43	0.68	4.00	0.00
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	4.29	0.78	3.00	0.00
24. Dean/Director encourages members to express their opinions and listens to all members.	4.24	0.83	3.00	0.00
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	4.43	0.68	4.00	0.00
Total	4.35	0.71	3.50	0.00
Overall, Lecturers & Staff Engagement	4.24	0.70	3.00	0.00

Bernadette de Lourdes School of Nursing Science

Bernadette de Lourdes School of Nursing Science

AU Career Satisfaction/Engagement	Lecturers (n = 5)		Staff (n = 1)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.40	0.89	4.00	0.00
2. I am satisfied with the compensation I receive for my work.	2.80	0.84	4.00	0.00
3. I am satisfied with my present fringe benefits.	3.20	0.45	4.00	0.00
Total	3.13	0.51	4.00	0.00
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	2.80	1.10	4.00	0.00
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.00	0.71	4.00	0.00
6. AU provides a healthy and hygienic work environment.	3.60	0.89	4.00	0.00
Total	3.47	0.69	4.00	0.00
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	4.00	0.71	4.00	0.00
8. AU encourages its employees to provide service to society.	4.00	0.71	4.00	0.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.60	0.89	4.00	0.00
Total	3.87	0.73	4.00	0.00
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	4.20	0.84	4.00	0.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.20	0.84	4.00	0.00
12. I follow up the information updated by AU.	4.00	1.00	4.00	0.00
Total	4.13	0.87	4.00	0.00
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	3.60	0.55	4.00	0.00
14. My job security at AU motivates my working.	3.20	0.84	4.00	0.00
15. I am happy working at AU.	3.80	0.45	4.00	0.00
Total	3.53	0.56	4.00	0.00
Good Governance				
16. AU adopts performance-based evaluation.	3.40	0.89	4.00	0.00
17. AU enforces good governance in all schools and units.	3.20	0.84	4.00	0.00
18. AU supports all schools and units to provide innovate and effective services.	3.60	0.55	4.00	0.00
19. AU effectively communicates its mission and values to the public	3.40	0.89	4.00	0.00
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	3.60	0.55	4.00	0.00
21. AU efforts in promoting social responsibility.	3.80	0.45	4.00	0.00
Total	3.50	0.59	4.00	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	3.00	1.00	4.00	0.00
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	2.60	1.52	4.00	0.00
24. Dean/Director encourages members to express their opinions and listens to all members.	3.40	0.89	4.00	0.00
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	3.00	1.00	4.00	0.00
Total	3.00	1.05	4.00	0.00
Overall, Lecturers & Staff Engagement	3.60	0.55	4.00	0.00

Vincent Mary School of Science and Technology

Vincent Mary School of Science and Technology

AU Career Satisfaction/Engagement	Lecturers (n = 5)		Staff (n = 1)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.40	0.89	4.00	0.00
2. I am satisfied with the compensation I receive for my work.	3.80	1.30	4.00	0.00
3. I am satisfied with my present fringe benefits.	3.80	1.30	4.00	0.00
Total	4.00	1.15	4.00	0.00
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	4.20	0.84	4.00	0.00
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.00	1.00	4.00	0.00
6. AU provides a healthy and hygienic work environment.	4.40	0.55	5.00	0.00
Total	4.20	0.77	4.33	0.00
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	4.60	0.55	5.00	0.00
8. AU encourages its employees to provide service to society.	4.40	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.	4.40	0.89	5.00	0.00
Total	4.47	0.61	5.00	0.00
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	4.60	0.55	5.00	0.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.60	0.55	5.00	0.00
12. I follow up the information updated by AU.	4.60	0.55	5.00	0.00
Total	4.60	0.55	5.00	0.00
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	4.60	0.55	5.00	0.00
14. My job security at AU motivates my working.	4.40	0.55	5.00	0.00
15. I am happy working at AU.	4.40	0.55	4.00	0.00
Total	4.47	0.51	4.67	0.00
Good Governance				
16. AU adopts performance-based evaluation.	4.20	0.84	4.00	0.00
17. AU enforces good governance in all schools and units.	4.40	0.89	4.00	0.00
18. AU supports all schools and units to provide innovate and effective services.	4.40	0.55	5.00	0.00
19. AU effectively communicates its mission and values to the public	4.40	0.55	5.00	0.00
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	4.20	0.84	4.00	0.00
21. AU efforts in promoting social responsibility.	4.60	0.55	5.00	0.00
Total	4.37	0.65	4.50	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	4.40	0.89	5.00	0.00
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	4.40	0.55	5.00	0.00
24. Dean/Director encourages members to express their opinions and listens to all members.	4.20	0.84	5.00	0.00
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	4.20	0.84	5.00	0.00
Total	4.30	0.74	5.00	0.00
Overall, Lecturers & Staff Engagement	4.20	0.84	5.00	0.00

Vincent Mary School of Engineering

Vincent Mary School of Engineering

AU Career Satisfaction/Engagement	Lecturers (n = 4)		Staff (n = 4)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.00	0.82	5.00	0.00
2. I am satisfied with the compensation I receive for my work.	3.00	0.82	4.50	1.00
3. I am satisfied with my present fringe benefits.	2.75	1.26	4.50	1.00
Total	2.92	0.96	4.67	0.67
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	3.00	0.82	4.25	1.50
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	2.75	1.26	4.00	1.41
6. AU provides a healthy and hygienic work environment.	4.00	0.82	4.50	1.00
Total	3.25	0.57	4.25	1.29
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	3.50	0.58	4.50	1.00
8. AU encourages its employees to provide service to society.	3.50	0.58	4.50	1.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.25	0.96	4.50	1.00
Total	3.42	0.69	4.50	1.00
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	3.75	0.96	4.50	1.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.00	1.41	4.50	1.00
12. I follow up the information updated by AU.	3.50	0.58	4.50	1.00
Total	3.42	0.92	4.50	1.00
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	3.75	0.96	5.00	0.00
14. My job security at AU motivates my working.	3.75	0.96	4.75	0.50
15. I am happy working at AU.	3.75	0.96	4.75	0.50
Total	3.75	0.96	4.83	0.33
Good Governance				
16. AU adopts performance-based evaluation.	3.25	0.50	4.50	1.00
17. AU enforces good governance in all schools and units.	3.50	0.58	4.50	1.00
18. AU supports all schools and units to provide innovate and effective services.	3.25	0.96	4.50	1.00
19. AU effectively communicates its mission and values to the public	3.50	0.58	4.50	1.00
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	3.50	0.58	4.50	1.00
21. AU efforts in promoting social responsibility.	3.50	0.58	4.25	1.50
Total	3.42	0.59	4.46	1.08
Deans/Directors				
22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc	3.75	0.96	5.00	0.00
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	3.75	0.96	5.00	0.00
24. Dean/Director encourages members to express their opinions and listens to all members.	4.00	0.82	5.00	0.00
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	4.00	0.82	5.00	0.00
Total	3.88	0.85	5.00	0.00
Overall, Lecturers & Staff Engagement	3.75	0.50	4.75	0.50

School of Law

School of Law

AU Career Satisfaction/Engagement	Lecturers (n = 3)		Staff (n = 2)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.33	0.58	4.00	0.00
2. I am satisfied with the compensation I receive for my work.	2.67	0.58	4.00	0.00
3. I am satisfied with my present fringe benefits.	2.33	0.58	4.50	0.71
Total	2.78	0.19	4.17	0.24
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	3.00	1.00	4.00	0.00
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.33	0.58	4.00	0.00
6. AU provides a healthy and hygienic work environment.	2.00	1.00	4.50	0.71
Total	2.78	0.77	4.17	0.24
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	4.00	1.00	4.00	0.00
8. AU encourages its employees to provide service to society.	3.67	0.58	4.50	0.71
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	2.67	1.53	4.50	0.71
Total	3.44	1.02	4.33	0.00
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	2.67	1.53	5.00	0.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	3.67	0.58	4.00	0.00
12. I follow up the information updated by AU.	3.67	0.58	4.00	0.00
Total	3.33	0.67	4.33	0.00
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	4.33	0.58	4.00	0.00
14. My job security at AU motivates my working.	3.33	1.16	4.50	0.71
15. I am happy working at AU.	3.33	0.58	4.50	0.71
Total	3.67	0.33	4.33	0.47
Good Governance				
16. AU adopts performance-based evaluation.	2.33	2.31	4.00	0.00
17. AU enforces good governance in all schools and units.	3.00	2.00	4.00	0.00
18. AU supports all schools and units to provide innovate and effective services.	3.33	1.16	4.50	0.71
19. AU effectively communicates its mission and values to the public	3.33	1.53	4.50	0.71
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	3.67	1.53	4.50	0.71
21. AU efforts in promoting social responsibility.	3.67	1.53	4.50	0.71
Total	3.22	1.58	4.33	0.24
Deans/Directors				
22. Dean/Director serves as a good role model in carrying out his/her duties such as being dedicated, knowledgeable, creative, etc	4.33	0.58	4.00	0.00
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	4.67	0.58	4.00	0.00
24. Dean/Director encourages members to express their opinions and listens to all members.	4.67	0.58	4.00	0.00
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	4.67	0.58	4.50	0.71
Total	4.58	0.52	4.13	0.18
Overall, Lecturers & Staff Engagement	3.67	0.58	5.00	0.00

School of Biotechnology

School of Biotechnology

AU Career Satisfaction/Engagement	Lecturers (n = 2)		Staff (n = 2)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.50	0.71	5.00	0.00
2. I am satisfied with the compensation I receive for my work.	4.50	0.71	5.00	0.00
3. I am satisfied with my present fringe benefits.	4.00	1.41	5.00	0.00
Total	4.33	0.94	5.00	0.00
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	4.50	0.71	4.50	0.71
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.50	0.71	4.00	0.00
6. AU provides a healthy and hygienic work environment.	4.50	0.71	5.00	0.00
Total	4.50	0.71	4.50	0.24
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	5.00	0.00	5.00	0.00
8. AU encourages its employees to provide service to society.	4.50	0.71	5.00	0.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.50	0.71	5.00	0.00
Total	4.67	0.47	5.00	0.00
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	4.00	1.41	5.00	0.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.00	1.41	5.00	0.00
12. I follow up the information updated by AU.	4.00	1.41	5.00	0.00
Total	4.00	1.41	5.00	0.00
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	4.50	0.71	4.50	0.71
14. My job security at AU motivates my working.	4.50	0.71	5.00	0.00
15. I am happy working at AU.	5.00	0.00	4.50	0.71
Total	4.67	0.47	4.67	0.47
Good Governance				
16. AU adopts performance-based evaluation.	4.50	0.71	5.00	0.00
17. AU enforces good governance in all schools and units.	4.50	0.71	5.00	0.00
18. AU supports all schools and units to provide innovate and effective services.	4.50	0.71	5.00	0.00
19. AU effectively communicates its mission and values to the public	4.00	1.41	5.00	0.00
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	4.00	1.41	5.00	0.00
21. AU efforts in promoting social responsibility.	4.50	0.71	5.00	0.00
Total	4.33	0.94	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	5.00	0.00	4.50	0.71
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	5.00	0.00	4.50	0.71
24. Dean/Director encourages members to express their opinions and listens to all members.	5.00	0.00	4.50	0.71
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	5.00	0.00	5.00	0.00
Total	5.00	0.00	4.63	0.53
Overall, Lecturers & Staff Engagement	4.50	0.71	5.00	0.00

Albert Laurence School of Communication Arts

Albert Laurence School of Communication Arts

AU Career Satisfaction/Engagement	Lecturers (n = 3)		Staff (n = 11)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.00	1.00	4.73	0.47
2. I am satisfied with the compensation I receive for my work.	3.67	1.53	4.09	0.83
3. I am satisfied with my present fringe benefits.	3.33	2.08	4.18	0.75
Total	3.67	1.53	4.33	0.56
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	3.67	1.53	3.82	0.75
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	3.67	1.53	3.82	0.98
6. AU provides a healthy and hygienic work environment.	4.33	0.58	4.36	0.81
Total	3.89	1.17	4.00	0.75
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	4.33	0.58	3.91	1.14
8. AU encourages its employees to provide service to society.	4.33	0.58	3.82	1.08
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.33	0.58	4.18	0.75
Total	4.33	0.58	3.97	0.97
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	4.00	0.00	3.91	0.94
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.00	1.00	3.55	1.29
12. I follow up the information updated by AU.	4.33	0.58	4.18	0.75
Total	4.11	0.19	3.88	0.97
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	4.00	0.00	4.18	0.75
14. My job security at AU motivates my working.	2.67	0.58	4.09	1.14
15. I am happy working at AU.	3.67	1.53	4.27	0.79
Total	3.44	0.69	4.18	0.87
Good Governance				
16. AU adopts performance-based evaluation.	3.00	1.00	4.00	0.78
17. AU enforces good governance in all schools and units.	2.67	1.53	4.00	0.63
18. AU supports all schools and units to provide innovate and effective services.	3.33	0.58	3.91	1.04
19. AU effectively communicates its mission and values to the public	3.33	0.58	4.00	0.89
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	4.00	0.00	4.00	0.78
21. AU efforts in promoting social responsibility.	4.00	0.00	3.91	1.04
Total	3.39	0.59	3.97	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	4.33	0.58	3.91	1.14
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	4.33	0.58	3.91	1.14
24. Dean/Director encourages members to express their opinions and listens to all members.	4.67	0.58	4.00	1.10
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	4.67	0.58	3.82	1.47
Total	4.50	0.50	3.91	1.20
Overall, Lecturers & Staff Engagement	3.67	1.53	4.27	0.79

School of Music

School of Music

AU Career Satisfaction/Engagement	Lecturers (n = 2)		Staff (n = 0)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	5.00	0.00	-	-
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	4.67	0.47	-	-
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	3.50	0.71	-	-
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.00	1.41	-	-
6. AU provides a healthy and hygienic work environment.	3.50	0.71	-	-
Total	3.67	0.94	-	-
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	3.50	0.71	-	-
8. AU encourages its employees to provide service to society.	4.00	1.41	-	-
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.00	1.41	-	-
Total	3.83	1.18	-	-
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	4.00	0.00	-	-
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	4.33	0.47	-	-
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	4.50	0.71	-	-
14. My job security at AU motivates my working.	5.00	0.00	-	-
15. I am happy working at AU.	5.00	0.00	-	-
Total	4.83	0.24	-	-
Good Governance				
16. AU adopts performance-based evaluation.	3.00	1.41	-	-
17. AU enforces good governance in all schools and units.	4.00	1.41	-	-
18. AU supports all schools and units to provide innovate and effective services.	4.00	0.00	-	-
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	4.08	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	4.50	0.71	-	-
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	3.50	2.12	-	-
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	4.25	1.06	-	-
Overall, Lecturers & Staff Engagement	5.00	0.00	-	-

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

Montfort del Rosario School of Architecture and Design

AU Career Satisfaction/Engagement	Lecturers (n = 7)		Staff (n = 1)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	3.29	0.49	5.00	0.00
2. I am satisfied with the compensation I receive for my work.	3.14	0.90	5.00	0.00
3. I am satisfied with my present fringe benefits.	2.43	0.54	5.00	0.00
Total	2.95	0.56	5.00	0.00
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	2.86	1.07	5.00	0.00
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	2.71	1.25	5.00	0.00
6. AU provides a healthy and hygienic work environment.	2.71	1.60	5.00	0.00
Total	2.76	1.13	5.00	0.00
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	3.29	0.76	5.00	0.00
8. AU encourages its employees to provide service to society.	3.29	0.49	5.00	0.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	3.14	0.90	5.00	0.00
Total	3.24	0.50	5.00	0.00
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	2.71	0.76	5.00	0.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	2.43	1.27	5.00	0.00
12. I follow up the information updated by AU.	3.00	1.16	5.00	0.00
Total	2.71	0.91	5.00	0.00
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	3.00	1.41	5.00	0.00
14. My job security at AU motivates my working.	2.86	0.90	5.00	0.00
15. I am happy working at AU.	3.00	0.82	5.00	0.00
Total	2.95	0.78	5.00	0.00
Good Governance				
16. AU adopts performance-based evaluation.	2.00	1.00	5.00	0.00
17. AU enforces good governance in all schools and units.	1.86	1.22	5.00	0.00
18. AU supports all schools and units to provide innovate and effective services.	2.00	1.41	5.00	0.00
19. AU effectively communicates its mission and values to the public	2.29	1.11	5.00	0.00
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	2.71	0.95	5.00	0.00
21. AU efforts in promoting social responsibility.	2.57	1.27	5.00	0.00
Total	2.24	0.95	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	2.57	1.40	5.00	0.00
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	2.71	1.25	5.00	0.00
24. Dean/Director encourages members to express their opinions and listens to all members.	2.86	1.35	5.00	0.00
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	2.86	1.07	5.00	0.00
Total	2.75	1.13	5.00	0.00
Overall, Lecturers & Staff Engagement	2.86	0.69	5.00	0.00

Graduate Studies

Graduate Studies

AU Career Satisfaction/Engagement	Lecturers (n = 16)		Staff (n = 1)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.31	0.60	4.00	0.00
2. I am satisfied with the compensation I receive for my work.	3.75	1.07	4.00	0.00
3. I am satisfied with my present fringe benefits.	3.81	1.05	3.00	0.00
Total	3.96	0.82	3.67	0.00
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	3.94	0.77	3.00	0.00
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.13	0.89	3.00	0.00
6. AU provides a healthy and hygienic work environment.	3.88	1.09	3.00	0.00
Total	3.98	0.78	3.00	0.00
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	4.38	0.62	4.00	0.00
8. AU encourages its employees to provide service to society.	4.44	0.63	4.00	0.00
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.31	0.70	3.00	0.00
Total	4.38	0.61	3.67	0.00
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	4.25	0.68	4.00	0.00
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.00	0.89	3.00	0.00
12. I follow up the information updated by AU.	4.19	0.66	4.00	0.00
Total	4.15	0.69	3.67	0.00
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	4.63	0.62	3.00	0.00
14. My job security at AU motivates my working.	4.31	0.79	3.00	0.00
15. I am happy working at AU.	4.44	0.63	5.00	0.00
Total	4.46	0.56	3.67	0.00
Good Governance				
16. AU adopts performance-based evaluation.	4.25	0.86	3.00	0.00
17. AU enforces good governance in all schools and units.	4.31	0.79	3.00	0.00
18. AU supports all schools and units to provide innovate and effective services.	4.25	0.86	3.00	0.00
19. AU effectively communicates its mission and values to the public	4.38	0.89	3.00	0.00
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	4.31	0.87	4.00	0.00
21. AU efforts in promoting social responsibility.	4.37	0.81	4.00	0.00
Total	4.31	0.81	3.33	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	4.56	0.51	4.00	0.00
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	4.50	0.52	3.00	0.00
24. Dean/Director encourages members to express their opinions and listens to all members.	4.56	0.51	4.00	0.00
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	4.56	0.51	4.00	0.00
Total	4.55	0.48	3.75	0.00
Overall, Lecturers & Staff Engagement	4.44	0.51	4.00	0.00

Offices

Offices

AU Career Satisfaction/Engagement	Lecturers (n = 14)		Staff (n = 126)	
	Mean	S.D.	Mean	S.D.
Job Satisfaction				
1. I am satisfied with my present work situation.	4.43	0.65	4.32	0.68
2. I am satisfied with the compensation I receive for my work.	4.36	0.63	4.20	0.73
3. I am satisfied with my present fringe benefits.	4.21	0.58	4.17	0.71
Total	4.33	0.57	4.23	0.66
Health and Work Environment				
4. AU is concerned about the physical and mental health of its members.	4.36	0.75	4.13	0.77
5. AU has a medical clinic that provides personnel and students with nursing care service and medical counseling.	4.21	0.70	4.01	0.82
6. AU provides a healthy and hygienic work environment.	4.36	0.63	4.25	0.69
Total	4.31	0.62	4.13	0.66
Ethical and Work Life Balance				
7. AU encourages good moral conduct.	4.43	0.65	4.32	0.65
8. AU encourages its employees to provide service to society.	4.36	0.63	4.21	0.69
9. AU understands the importance of the balance between the working lives and the personal lives of its personnel.	4.21	0.70	4.13	0.73
Total	4.33	0.60	4.22	0.63
Information and Communication Channel				
10. AU has many channels to communicate information to all members.	4.21	0.58	4.17	0.70
11. AU has a digital communication channel for its members' enquiries, appeals, and comments.	4.36	0.63	3.99	0.81
12. I follow up the information updated by AU.	4.29	0.61	4.17	0.68
Total	4.29	0.55	4.11	0.68
Job Security and Work Relationship				
13. I have good working relationship with my colleagues and management.	4.29	0.61	4.33	0.62
14. My job security at AU motivates my working.	4.50	0.65	4.35	0.64
15. I am happy working at AU.	4.71	0.61	4.46	0.63
Total	4.50	0.48	4.38	0.57
Good Governance			4.06	0.76
16. AU adopts performance-based evaluation.	4.14	1.03	4.18	0.71
17. AU enforces good governance in all schools and units.	4.29	0.83	4.25	0.69
18. AU supports all schools and units to provide innovate and effective services.	4.14	0.77	4.15	0.72
19. AU effectively communicates its mission and values to the public	4.14	0.66	4.00	0.84
20. AU has clear channels for reporting unethical behavior or violations of the university code of conduct.	4.14	0.77	4.25	0.73
21. AU efforts in promoting social responsibility.	4.29	0.61	4.15	0.66
Total	4.19	0.69	4.06	0.76
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	0.65	4.27	0.71
23. Dean/Director is fair and does not discriminate against members, for example, in performance evaluations or personal development.	4.43	0.65	4.20	0.75
24. Dean/Director encourages members to express their opinions and listens to all members.	4.43	0.65	4.17	0.75
25. Dean/Director provides assistance, offers solutions when problems or obstacles arise in the work.	4.50	0.52	4.23	0.71
Total	4.46	0.53	4.22	0.68
Overall, Lecturers & Staff Engagement	4.57	0.51	4.39	0.61