

REPORT
EDUCATION
PERSONEL
SATISFACTION
SURVEY

DOCTOR OF SOCIAL SCIENCE
FISIP UNDIP
2022

REPORT

EDUCATION PERSONNEL SATISFACTION SURVEY

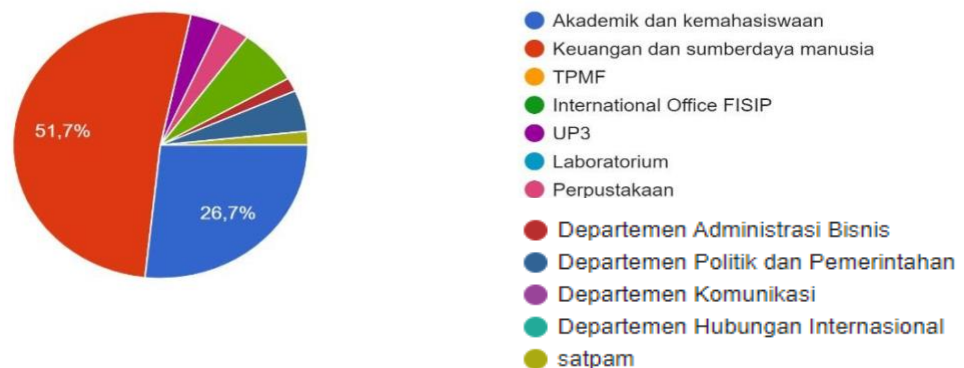
(DOCTOR OF SOCIAL SCIENCE FISIP UNDIP)

The survey was conducted on Education Staff at the Faculty of Social and Political Sciences by including 60 Education Staff. The satisfaction instrument is divided into indicators covering the academic atmosphere, educational operations, governance and institutional development. satisfaction in resources, satisfaction in welfare services.

1. Work Unit/ Section/ Department

Respondents from Education Personnel consisting of 60 employees are divided into various work units at FISIP. These sections include the Academic and Student Affairs Section, Finance and Human Resources, TPMF, International Office, UP3, Laboratory, Library, Department of Public Administration, Department of Business Administration, Department of Politics and Government, Department of Communication, Department of International Relations and security guards. Most of the answers were from the Finance and Human Resources department (51.7%) and the least were security guards

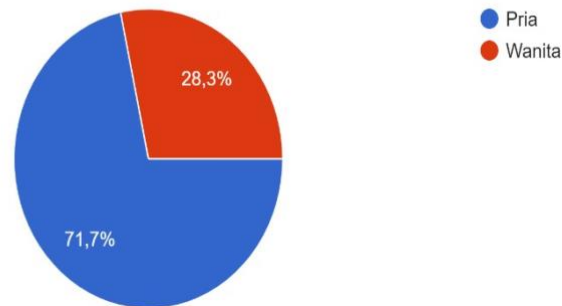
Unit Kerja/Bag/Dept
60 jawaban



2. Gender

The gender of the majority of Education Personnel respondents was male (71.7%) and female (28.3%).

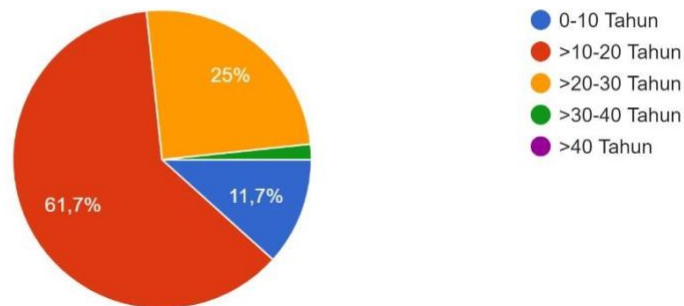
Jenis kelamin
60 jawaban



3. Work Period at FISIP Undip

Work period determines experience in perceiving work satisfaction at FISIP Undip. Respondents in this case the Education Personnel who answered this survey mostly worked for > 10-20 years with as much as 61.7%; Education Personnel who worked for > 20-30 years as much as 25%; and the least length of work > 30-40 years, considering that this age range is small at FISIP UNDIP.

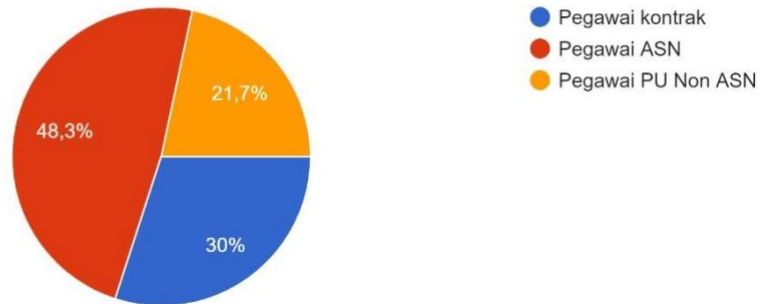
Lama bekerja di FISIP Undip
60 jawaban



4. Employment status

3 groups of employment status responded to this survey, namely contract employees, ASN employees, and non-ASN PU employees. The majority who responded to this survey were ASN employees 48.3%; Contract employees 30% and Non-ASN PU Employees (21.7%).

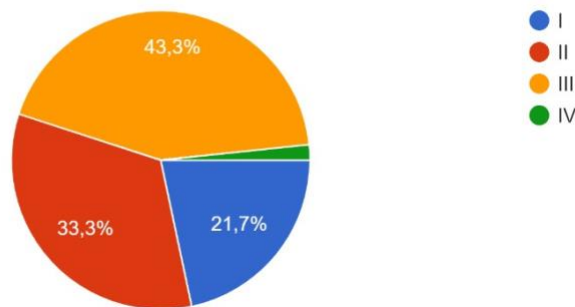
Status kepegawaian
60 jawaban



5. Class

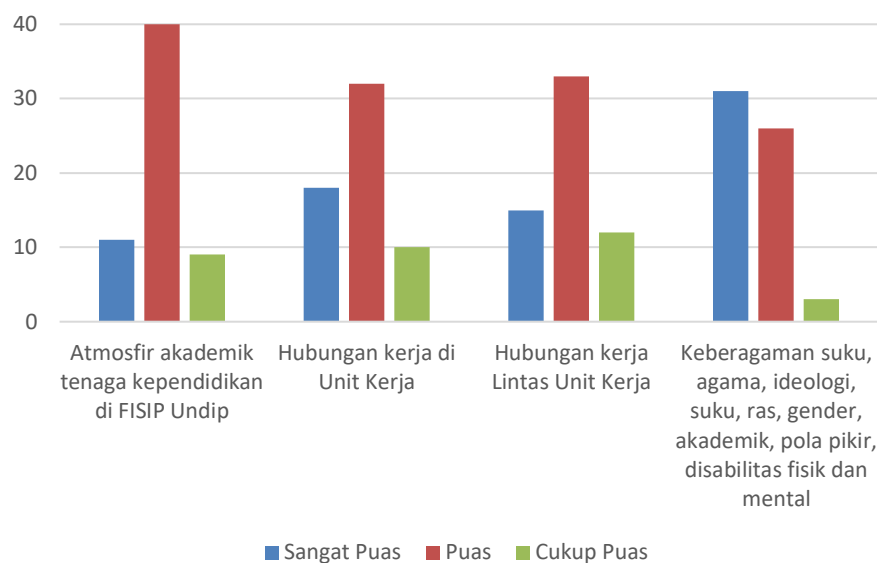
The categories of Education Personnel in this survey are Class I, Class II, Class III, and Class IV. Most of the Education Personnel respondents answering this survey were class III (43.3%); class II (33.3%); class I (21.7%).

Golongan
60 jawaban



6. Undip FISIP Academic Atmosphere

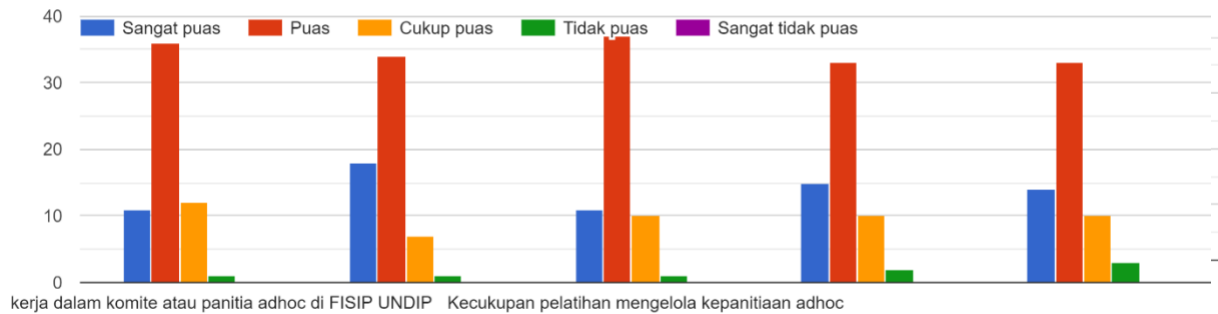
The academic atmosphere was measured through indicators of the academic atmosphere as Education Personnel, work relations in work units; work relations across work units; Diversity of ethnicity, religion, ideology, race, gender, academic, mindset, physical and mental disability. Moreover, the result of this survey differs from the previous year since it is mostly influenced by the pandemic of covid-19 factor which affects the employees' satisfaction



- Regarding the academic atmosphere of education staff at FISIP Undip, most of the respondents with as many as 40 people (67%) stated that they were satisfied with the atmosphere; 11 people (18%) were very satisfied and only 9 people (8.33%) were quite satisfied. These results indicate that educational staff are satisfied with the academic atmosphere in Undip's FISIP work environment.
- Related to work relations with co-workers in the Work Unit, most of them stated that they were satisfied with as many as 32 people (53%) agreeing; 18 people (30%) were very satisfied; 10 people (17%) were quite satisfied. This shows that educational staff are satisfied with labour relations in the work unit, especially at FISIP Undip.
- The next indicator of the academic atmosphere is measuring cross-unit work relationships with 33 people (55%) stating they were satisfied, 15 people (25%) very satisfied, and 12 people (20%) were quite satisfied. This number shows that satisfaction with work relationships across work units is quite high since the synergy of these cross-units will have an impact on achieving goals.
- Diversity of ethnicity, religion, ideology, ethnicity, race, gender, academics, mindset, physical and mental disabilities are very much considered in maintaining a stable and good academic atmosphere. The survey results show that 31 people (52%) were very satisfied with this diversity; those who were satisfied were as many as 26 people (43%) and quite satisfied with as many as 3 people (5%). These results indicate that this diversity is well established in the Undip FISIP work unit so that its impact will continue in the academic atmosphere.

7. Institutional Governance and Development

Berikan pendapat Saudara mengenai kepuasan terhadap Tata Kelola dan Pengembangan Institusi

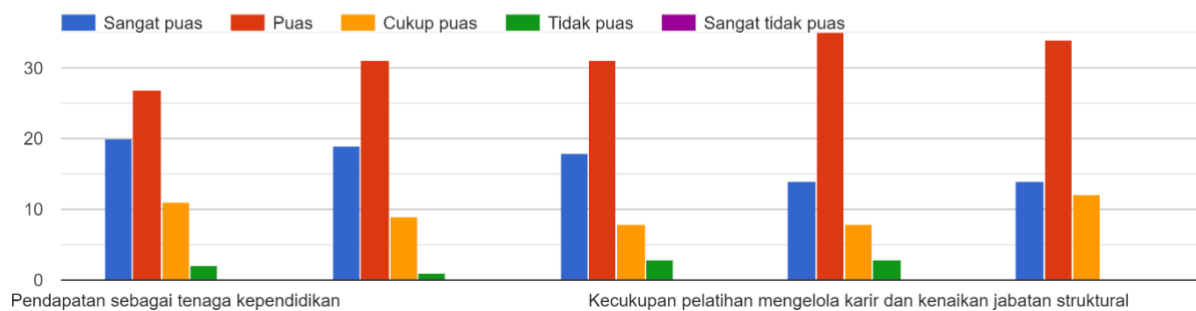


- The workload in the ad hoc committee or committee at FISIP UNDIP who stated that they were satisfied was 36 people (60%); quite satisfied as many as 12 people (20%); 11 people (18.33%) were very satisfied and 1 person (1.7%) was dissatisfied. This indicates that there is a suitability for the workload of education staff as the Adhoc committee, which means that apart from having the main job responsibilities, the workload as the Adhoc committee is felt to not be excessive, although only 1.7% are dissatisfied with this workload.
- The adequacy of training regarding the vision, mission, strategy and policies of FISIP UNDIP showed that the majority expressed satisfaction with the training provided by as many as 34 people (56.67%); very satisfied with as many as 18 people (30%); quite satisfied as many as 7 people (11.7%) and not satisfied only 1 person (1.7%). This data points to the adequacy of the training provided to increase knowledge of the vision, mission, strategy and policies of the institution so that performance can be measured from the increase in this knowledge.
- The adequacy of training in managing ad hoc committees can be seen that the data shows that the majority of 37 people (61.7%) stated that they were satisfied; very satisfied as many as 11 people (18.33%); quite satisfied as many as 10 people (16.67%); dissatisfied as much as 1 person (1.7%). These results indicate that the satisfaction of education staff at FISIP Undip depends on the adequacy of Adhoc committee management training, this provides evidence that the training has been well accommodated because the respondents were satisfied with this training.
- The adequacy of collaboration training across work units at FISIP UNDIP showed satisfaction with the distribution of 33 people (55%) who stated they were satisfied; very satisfied as many as 15 people (25%); quite satisfied as many as 10 people (16.67%); dissatisfied as many as 2 people (3.33%). These results indicate that respondents' satisfaction in receiving cross-unit collaboration training is stated to be good. Collaboration can result in the achievement of goals if it can be managed properly.

- e. The adequacy of administrative/legal training in operational activities at FISIP UNDIP showed that the majority were satisfied with as many as 33 people (55%); very satisfied with as many as 14 people (23.33%); quite satisfied with as many as 10 people (16.67%) and not satisfied as many as 3 people (5%).

8. Satisfaction in Resources

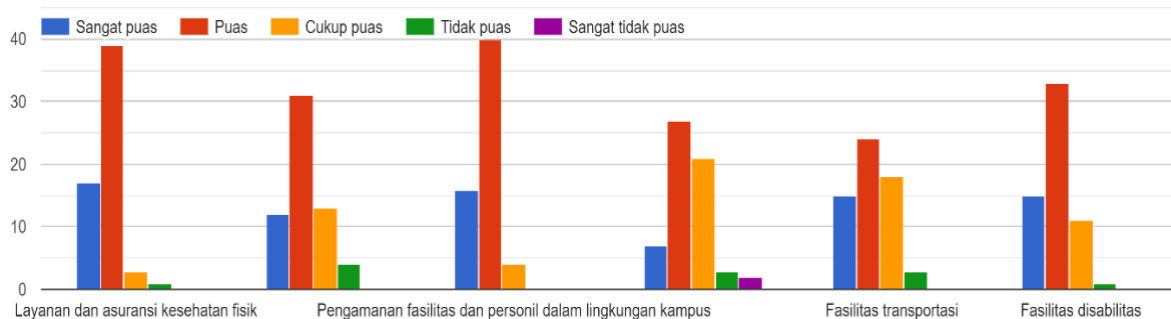
Berikan pendapat Saudara mengenai kepuasan terhadap Sumber Daya



- a. For income as educational staff, as many as 27 people (45%) stated that they were satisfied; 20 people (33.3%) were very satisfied; quite satisfied as many as 11 people (18.3%); dissatisfied as many as 2 people (3.33%). Income as teaching staff is considered satisfactory for education staff at FISIP Undip. Only 3.33% expressed dissatisfaction with this item.
- b. 31 people (51.7%) expressed they were satisfied with the leadership's attention to the development of career paths in sub-units; as many as 19 people (31.7%) stated that they were very satisfied; quite satisfied as many as 9 people (15%), and 1 person (1.7%). This shows that the leadership pays attention to the career development of employees, in this case, the education staff. this support from the leader can have a positive impact on the performance of educational staff.
- c. 31 people (51.67%) expressed they were satisfied with the leadership's attention to the development of career paths across sub-units; those who stated very satisfied were as many as 18 people (30%); quite satisfied as many as 8 people (13.33%) and only 3 people (5%) who were dissatisfied on the leadership's attention to career development across sub-units. Leaders are very influential on career paths across sub-units.
- d. As many as 35 people (58.3%) stated they were satisfied with the adequacy of training in managing careers and structural promotion; as many as 14 people (23.33%) were very satisfied; as many as 8 people (13.33%) were quite satisfied and as many as 3 people (5%) were not satisfied.
- e. 34 people (56.67%) were satisfied with the adequacy of training in managing the retirement period; 14 people (23,335) were very satisfied; 12 people (20%) were quite satisfied.

9. Welfare Service

Berikan pendapat Saudara mengenai kepuasan terhadap Layanan Kesejahteraan



- Most of the respondents with 39 (65%) people stated that they were satisfied with the services and physical health insurance; 17 people (28.33%) were very satisfied; 3 people (5%) were quite satisfied, and 1 person (1.67%) was dissatisfied. Health greatly affects a person's performance so institutions need to pay attention to the health of their employees.
- The mental health services in this survey showed that the majority of 31 people (51.67%) said they were satisfied; 13 people (21.67%) were quite satisfied; 12 people (20%) were very satisfied, and 4 people (6.67%) were dissatisfied. Mental health services are considered adequate at FISIP Undip so the respondents' answers lead to a sense of satisfaction with the service in question.
- Most of the respondents with as many as 40 people (66.67%) stated they were satisfied with the security of facilities and personnel in the campus environment; 16 people (26.67%) were very satisfied, and 4 people (6.67%) were quite satisfied. In this case, none of the respondents answered that they were dissatisfied. So, it can be concluded that campus support for environmental security in the form of facilities and personnel is considered safe by most of the respondents.
- The majority of adequate home ownership schemes indicate that 27 people (45%) indicated a sense of satisfaction; 21 people (35%) said they were quite satisfied; 7 people (11.67%) said they were very satisfied; 3 people (5%) were dissatisfied and 2 people (3.33%) were very dissatisfied. Respondents' ability to meet housing needs is certainly not far from the unit's ability to facilitate home ownership, in this case, respondents tend to be satisfied that the unit has supported these needs.
- The majority of respondents as many as 24 people (40%) stated that they were satisfied with the transportation facilities; 15 people (25%) were very satisfied; 18 people (30%) were quite satisfied, and only 1 person (1.67%) expressed dissatisfaction. Transportation facilities really support the work of educational staff, especially if there is a need for outside services, this facility needs to exist.

In this case, the faculty pays attention to the need for transportation and the respondents are satisfied with the existence of this facility.