

Report of Lecturer Satisfaction Survey

2021/2022 2nd Semester



**DOCTOR OF SOCIAL SCIENCES
FACULTY OF SOCIAL AND
POLITICAL SCIENCES
DIPONEGORO UNIVERSITY**

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1. INTRODUCTION

Lecturers along with students are the most important factors in the teaching and learning process at universities, especially in the Doctoral Program of Social Sciences, Department of Politics and Government Diponegoro University. There needs to be an effort from the faculty to collect and manage the aspirations of lecturers to be able to improve the quality of teaching and service at the Undip Doctoral Program of Social Sciences. Management of lecturer aspirations is carried out at the end of each semester through a lecturer satisfaction survey. In the 2020/2021 academic year semester II a lecturer satisfaction survey was carried out in July 2021 for 28 lecturers teaching Doctor of Social Sciences Undip.

2. RESPONDENT CHARACTERISTICS

Respondents in this survey are lecturers who teach at the Doctoral Department of Social Sciences in Semester 2 of the 2020/2021 Academic Year. The characteristics of the respondents are shown in the image below:

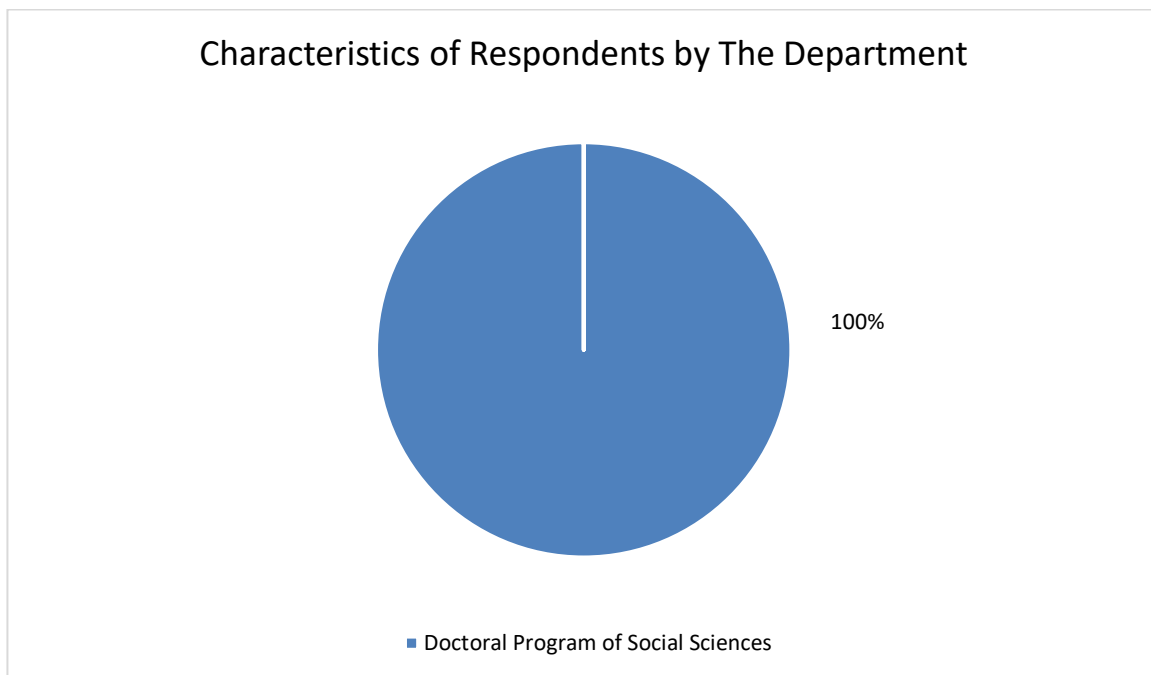


Figure 1. Characteristics of Respondents by Department

Based on the picture above, the majority of respondents are lecturers in the Doctoral Program of Social Sciences, Department of Politics and Government. If viewed based on gender, the majority of respondents are male respondents as can be seen in the image below:

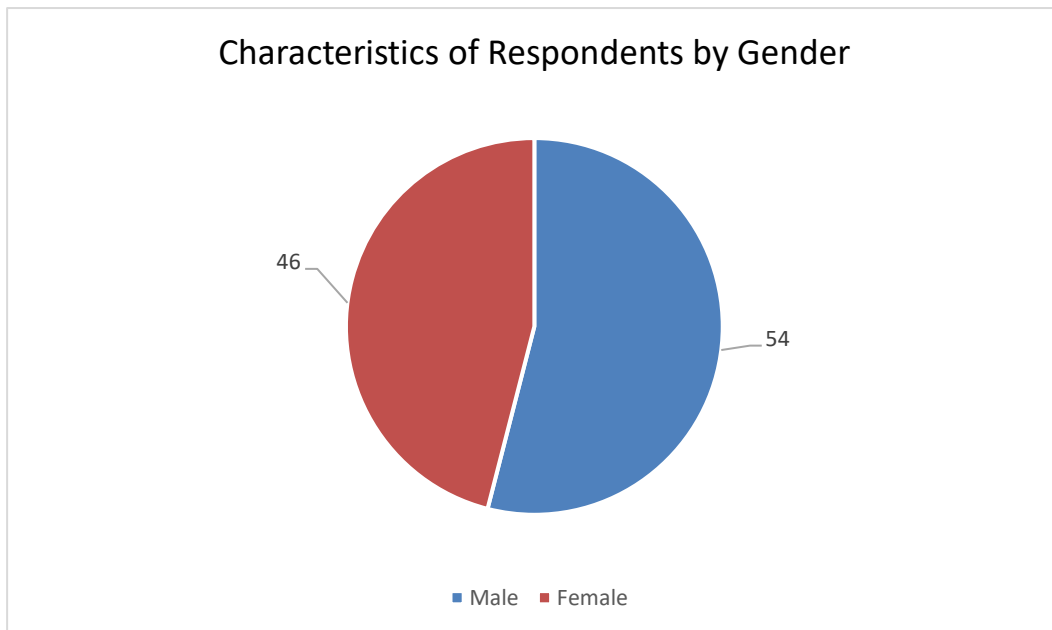


Figure 2. Characteristics of Respondents by Gender

The characteristics of the respondents were then viewed from the length of time they worked as lecturers at Diponegoro University. Based on the survey results, the majority of respondents have worked for >10 – 40 years. In addition, there are also respondents who have worked for more than 40 years as shown in the image below:

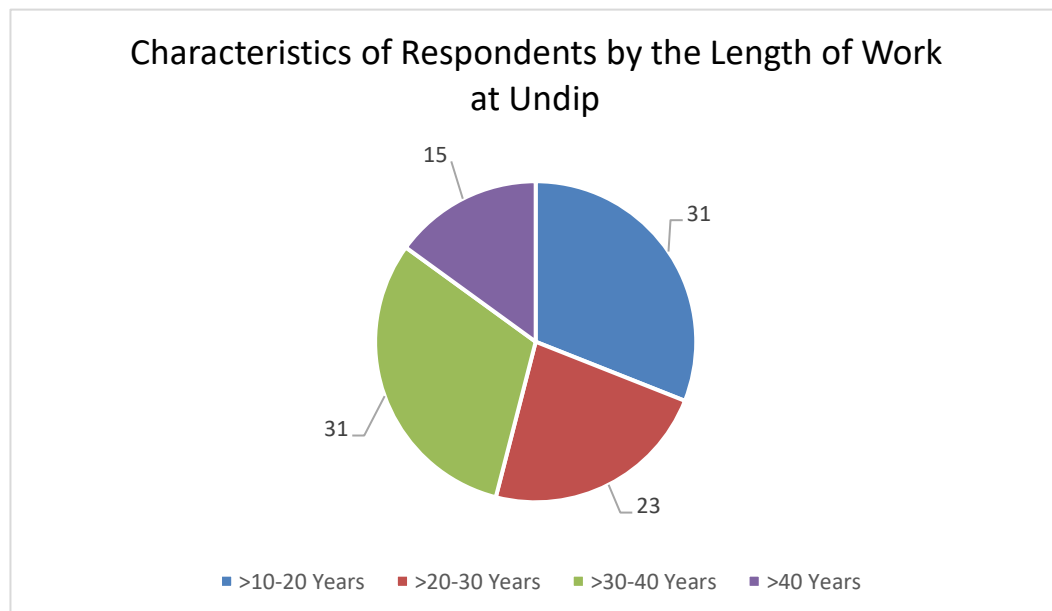


Figure 3. Characteristics of Respondents based on Length of Service at Undip

The next characteristic of the respondent is the employment status of the respondent. Based on the survey results, almost all lecturers are ASN lecturers who are still active and 1 NIDK lecturer as shown in the image below:

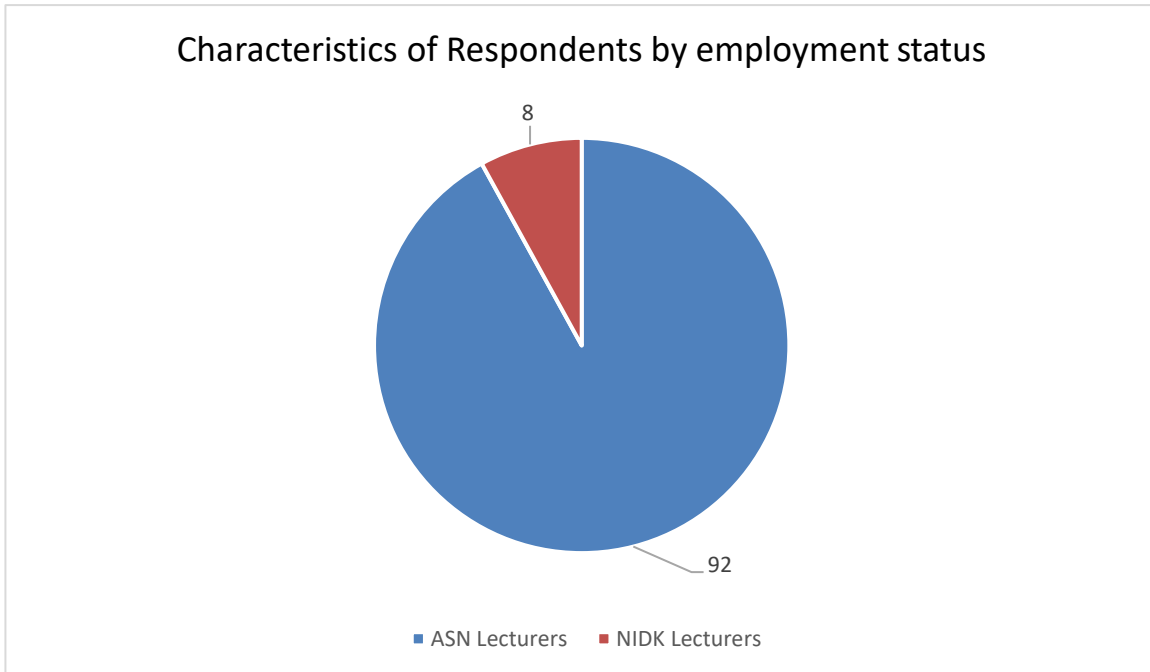


Figure 4. Characteristics of Respondents based on Employment Status

The next characteristic of the respondent is the functional position of the lecturer. Based on the survey results, the majority of respondents were lecturers with the functional position of Lektor, followed by Professors and Head Lectors.

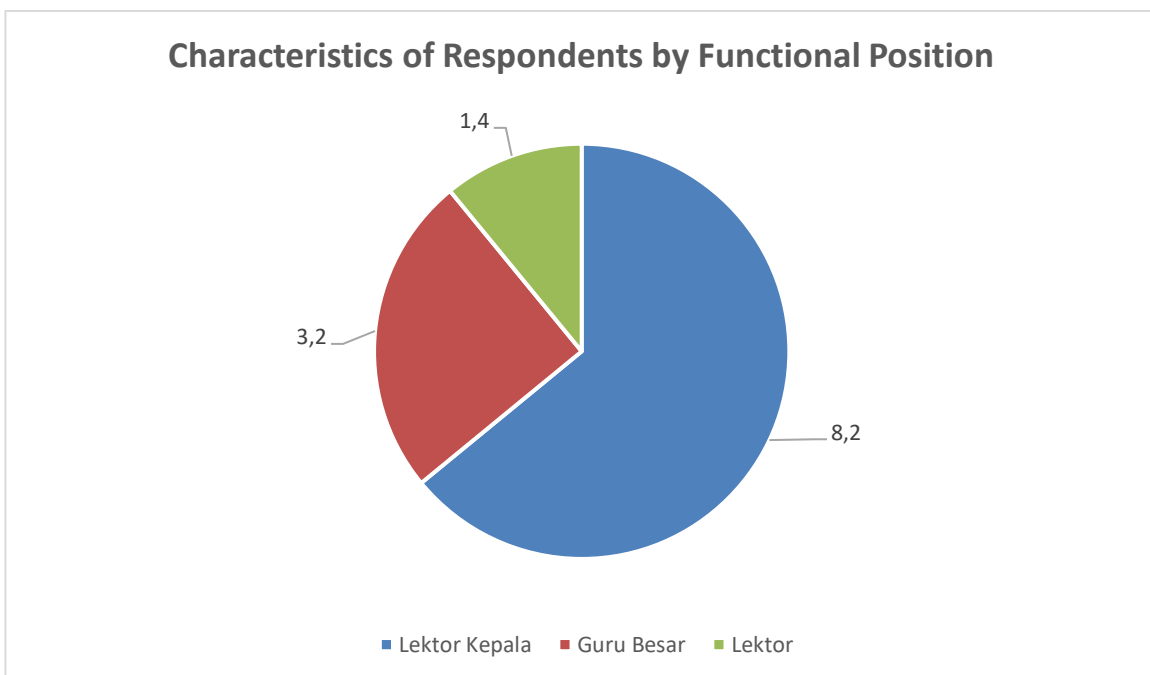


Figure 5. Characteristics of Respondents by Functional Position

3. MEASUREMENT RESULTS OF LECTURERS' SATISFACTION LEVEL

The satisfaction survey was conducted by measuring lecturer satisfaction with regard to atmosphere, education, research and community service, institutional governance and development, resources, and welfare services. The results of measuring the level of lecturer satisfaction are described as follows:

A. Atmosphere

In the sub-atmosphere, the indicators used are the academic atmosphere as a lecturer at UNDIP, work relations in research/expertise/lab/studio groups, work relations in study programs, work relations in departments, work relations in faculty, and diversity of ethnicity, religion, race, gender, academic, and disability. The survey results are displayed in tables and figures as follows:

Table 1. Results of Measuring the Lecturer Satisfaction Level Sub Atmosphere

Indicator	Score
Academic atmosphere as a lecturer at UNDIP	4,4
Working relations in groups research/expertise/lab/studio/	4,3
Work relations in the Study Program	4,3
Work relations in the Department	4,6
Work relations in the Faculty	4,7
Diversity of ethnicity, religion, race, gender, academic, disability	4,2
Average	4,5

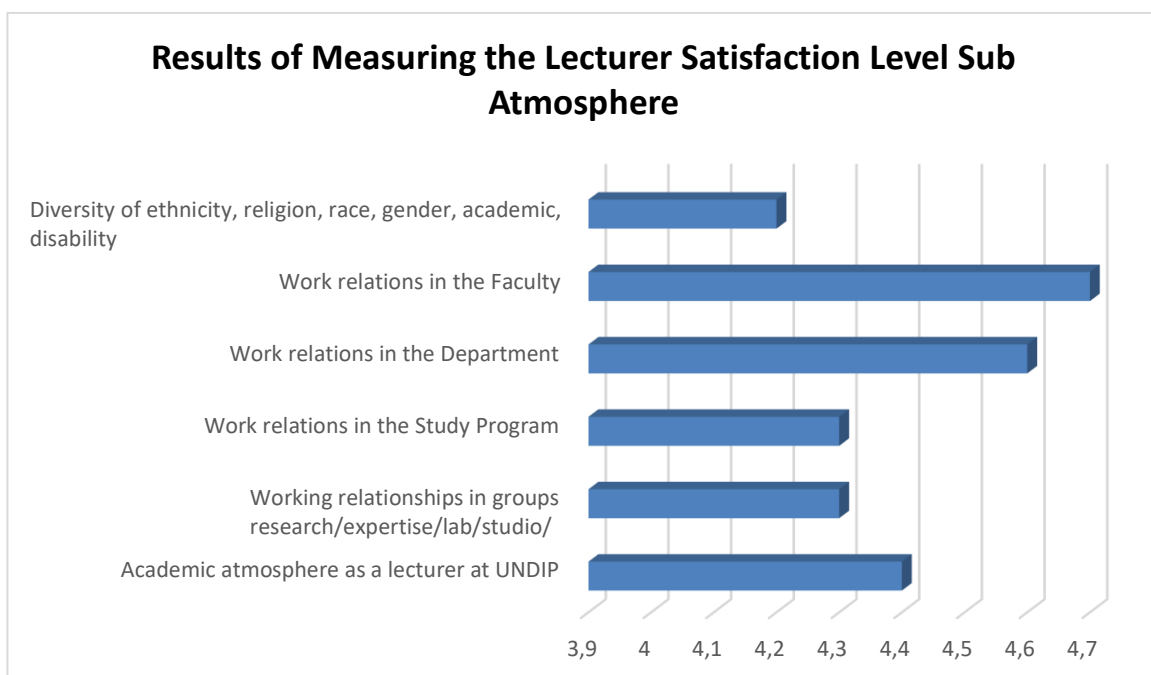


Figure 6. Results of Measuring the Lecturer Satisfaction Level in the Sub Atmosphere

Based on the table and figure above, it can be seen that all respondents were satisfied with the atmosphere in the Doctoral Department of Social Sciences. This is indicated by an indicator score that is more than 4.5 and there are even indicators that have an almost perfect score, namely the indicator of the academic atmosphere as a lecturer in the Faculty with a score of 4.70. There are two indicators that have a low score, namely the indicator of diversity of ethnicity, religion, race, gender, academic, disability with a score of 4.2. The level of harmony is not so affected by the diversity that exists between lecturers and students.

B. Education

In the education sub-indicators, the suitability of the teaching load to general educational standards, work support facilities, adequacy of tutor/thesis supervisor training, adequacy of administrative/legal training in educational activities, adequacy of outcome-based education teaching & learning activity training, adequacy of CPMK assessment training based on outcome base education, adequacy of training related to OBE-based curriculum design/design, and adequacy of training on online learning and interactive learning media. The survey results are displayed in tables and figures as follows:

Table 2. Results of measuring sub-education lecturer satisfaction levels

Indicator	Score
Suitability of teaching load to general standards education	4,4
Work support facilities	4,4
Adequacy of training for lecturers/thesis advisors, thesis, dissertation	4,1
Adequacy training administration/law in educational activities	4,5
Adequacy of teaching & learning activity training based on outcome based education (for example active learning such as: SCL, PBL)	4,8
Adequacy of outcome based education CPMK assessment training	4,4
Adequacy of training related to design / design OBE-based curriculum	4,7
Adequacy of online learning and media training interactive learning	4,1
Average	4,4

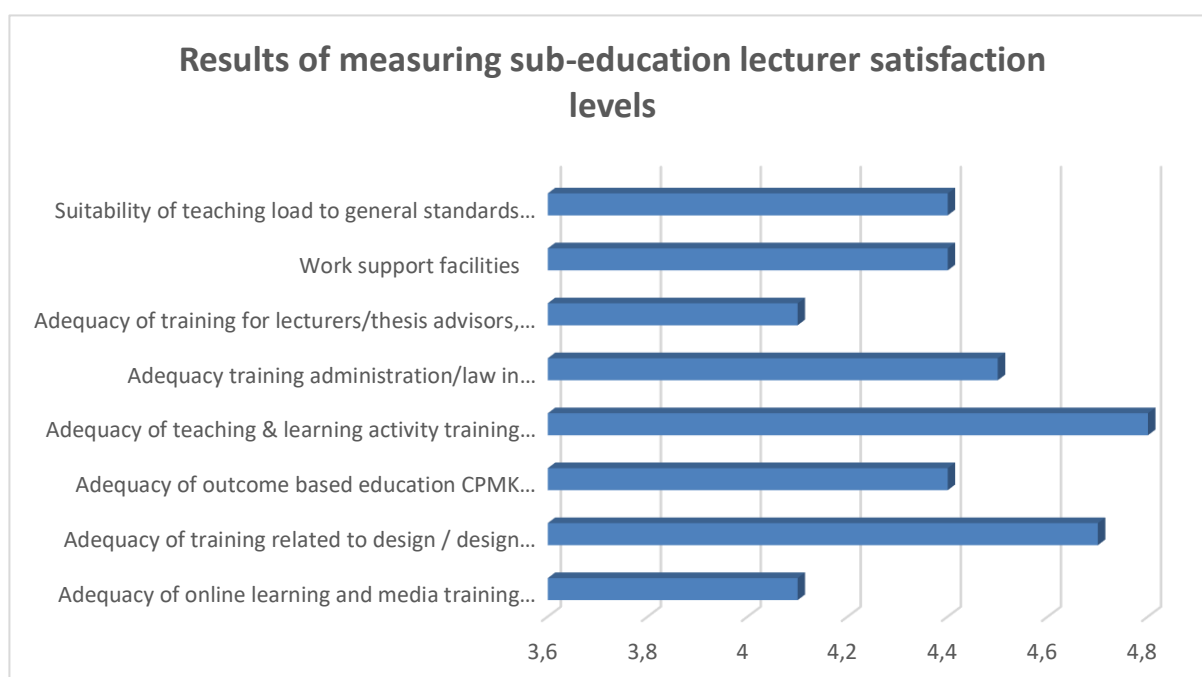


Figure 7. Results of measuring sub-education lecturer satisfaction levels

Based on the survey results above, it appears that all lecturers are satisfied with the educational services managed by the Doctoral Department of Social Sciences. This is indicated by the relatively high average score, which is 4.4. There are indicators that have scores above the average, namely the adequacy of teaching & learning activity training based on outcome based education (for example active learning such as: SCL, PBL (4.8), adequacy of training related to OBE-based curriculum design (4.7), adequacy of administrative/legal training in educational activities (4.5) There are indicators that have the same average score, namely the suitability of the teaching load to general educational standards (4.4), work support facilities (4.4), adequacy outcome based education CPMK assessment training (4,4).

C. Research and Community Service

In sub-research and community service, the indicators used are the number of PPM in accordance with the capacity of lecturers, financial support from various PPM schemes, support for work facilities/laboratories for PPM, adequacy of training to run PPM, adequacy of facilities for publishing PPM results, opportunities to get publication incentives, adequacy of training in managing PPM financing, adequacy of administrative/legal training in PPM, PPM collaboration between lecturers within one Faculty, and PPM collaboration between lecturers across faculties. The survey results are displayed in tables and figures as follows:

Table 3. Results of Measuring Lecturer Satisfaction Levels in Sub-Research and Community Service

Indicator	Score
The number of PPM according to capacity	4,7
Funding support from various PPM schemes	4,5
Work facility/laboratory support for PPM	4,6
Adequacy of training in implementing PPM	4,7
Adequacy of facilities for publishing PPM results	4,6
Opportunity to get publication incentives	4,5
Adequacy of training in managing PPM financing	4,5
Adequacy of administrative/legal training in PPM	4,9
PPM collaboration between lecturers in one Faculty / School	4,7
PPM collaboration between lecturers across faculties / schools	4,6
Average	4,6

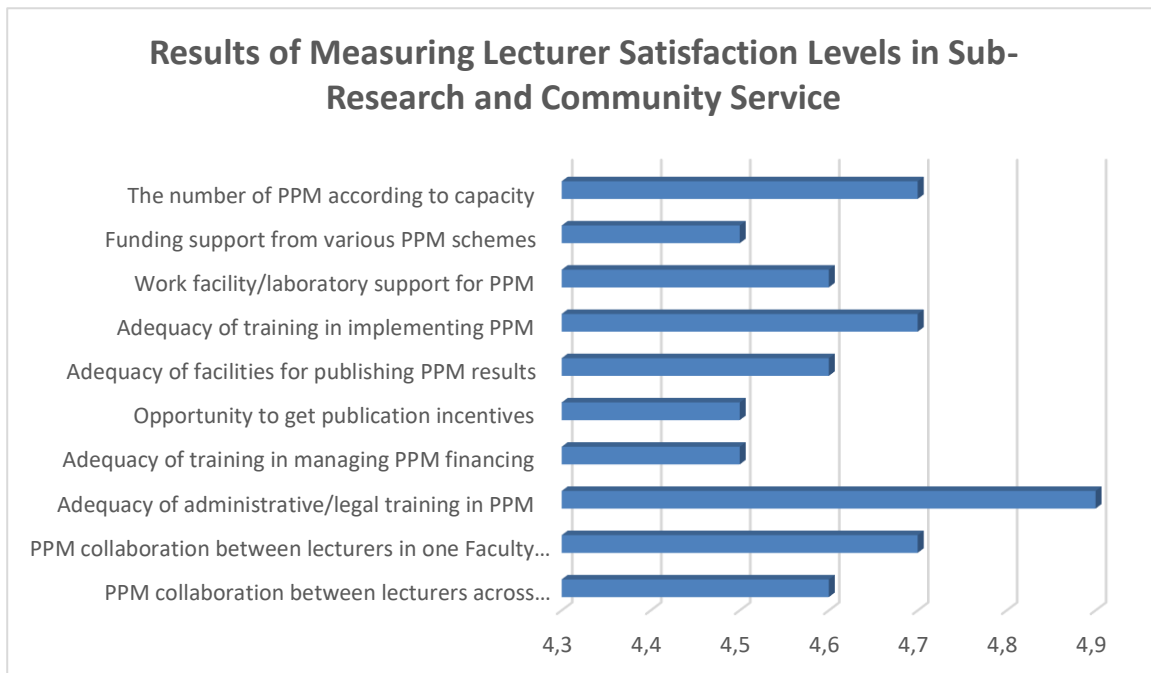


Figure 8. Results of Measuring Lecturer Satisfaction Levels in Sub-Research and Community Service

Based on the table and figure above, it can be seen that all lecturers are satisfied with the research and community service in the Doctoral Department of Social Sciences. This is indicated by a fairly high average score, which is 4.6. There are several indicators that score above the average score, namely the adequacy of administrative/legal training in PPM (4.9), the number of PPM according to capacity (4.7), the adequacy of training in implementing PPM (4.7), and PPM collaboration between lecturers in one Faculty/School (4.7). There are indicators that have the same score as the average, namely support for working facilities/laboratories for PPM (4.6), Adequacy of facilities for publishing PPM results (4.6), PPM collaboration between lecturers across faculties/schools (4.6). There are also indicators that are equally below the average score, namely financial support from various PPM schemes (4.5), opportunity to get publication incentives (4.5), adequacy of training in managing PPM financing (4.5). There are several indicators that need to be improved, namely indicators of funds and cost management for PPM.

D. Institutional Governance and Development

In the institutional governance and development sub-governance, the indicators used are workload in ad hoc committees/committees at the Faculty, adequacy of training on UNDIP values and policies, adequacy of training on managing adhoc committees, adequacy of training on managing study programs/depts/faculties/institutions, and adequacy of administrative/legal training in institutional development. The survey results are displayed in tables and figures as follows:

Table 4. Results of Measuring the Satisfaction Level of Lecturers in Sub Governance and Institutional Development

Question	Score
Workload in ad hoc committees/committees in the faculty	4,0
Adequacy of UNDIP values and policies training	4,6
Adequacy of training in managing ad hoc committees	4,5
Adequacy of training in managing study programs/departments/faculties	4,5
Adequacy of administrative/legal training in institutional development	4,6
Rata-rata	4,4

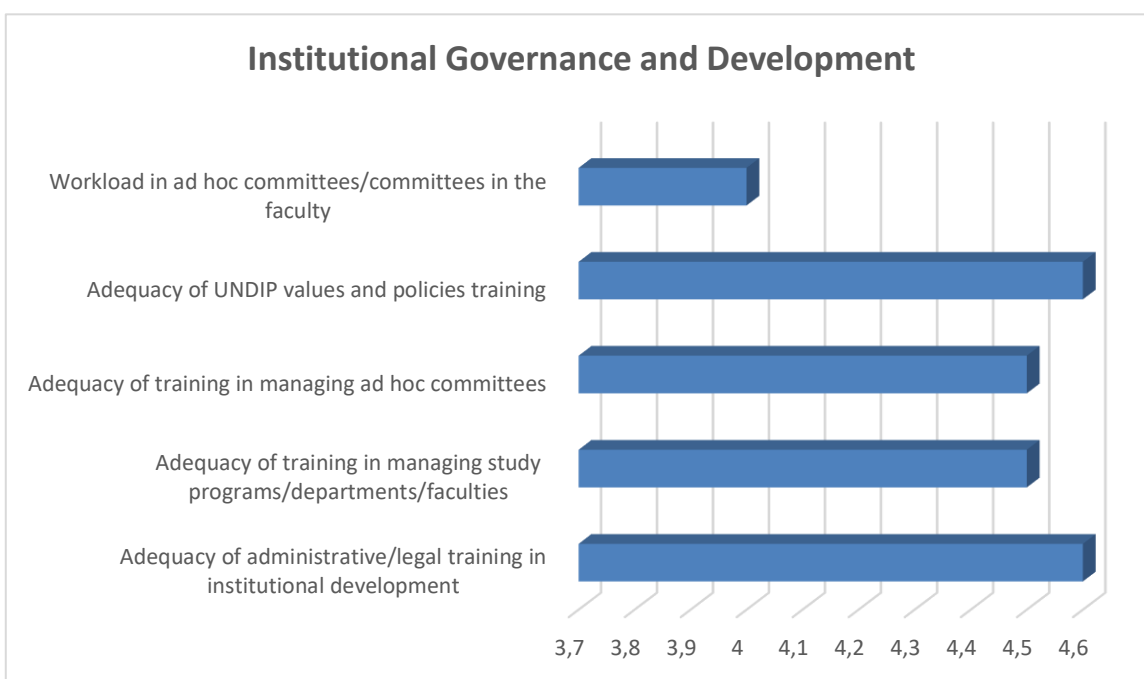


Figure 9. Results of Measuring Satisfaction Level of Lecturers in Sub Governance and Institutional Development

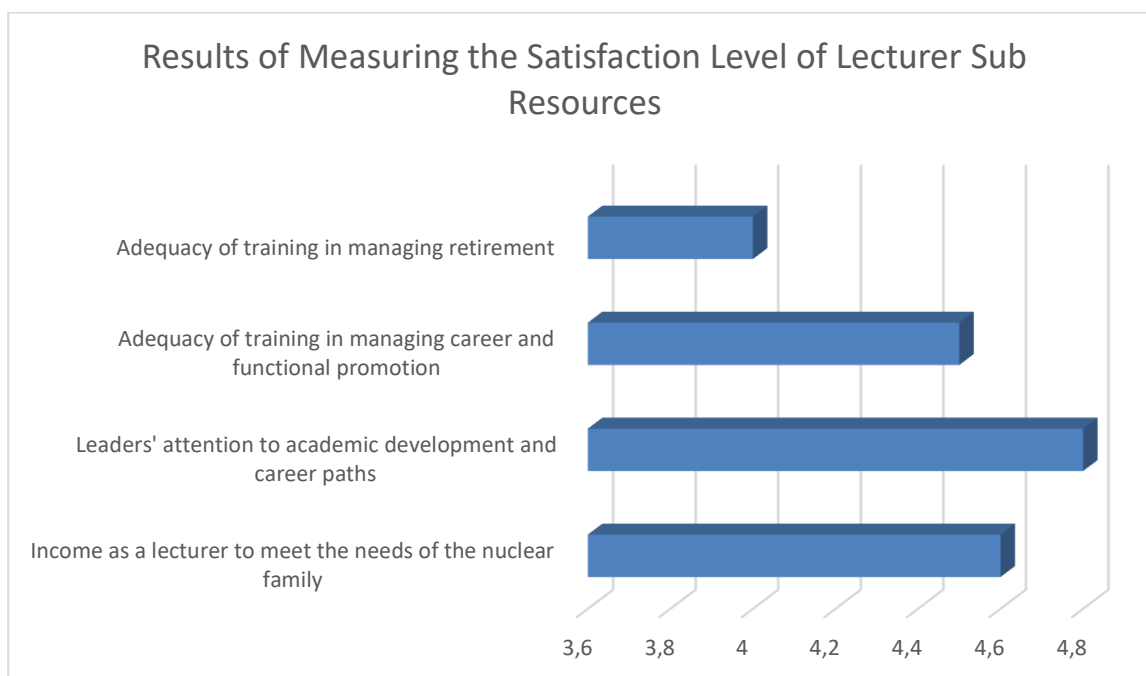
Based on the table and figure above, it can be seen that all lecturers are satisfied with the governance and institutional development of the Department of Social Sciences. This is indicated by an average score of 4.4. Almost all indicators have a value above the average score. There is only one indicator that has a score below the average, namely the workload indicator in ad hoc committees at the faculty, so it needs further attention.

E. Resource

In the resource sub-resources, the indicators used are income as a lecturer to meet the needs of this family, leadership's attention to academic development and career paths, adequacy of training in managing careers and functional promotion, and adequacy of training in managing retirement. The survey results are displayed in tables and figures as follows:

Table 5. Results of Measuring the Satisfaction Level of Lecturer Sub Resources

Statement	Score
Income as a lecturer to meet the needs of the nuclear family	4,6
Leaders' attention to academic development and career paths	4,8
Adequacy of training in managing career and functional promotion	4,5
Adequacy of training in managing retirement	4.0
Average	4,5

**Figure 10. Results of Measuring the Satisfaction Level of Lecturer Sub Resources**

Based on the table and figure above, it can be seen that all lecturers are satisfied with the resources of the Doctoral Department of Social Sciences. This is indicated by indicators having a score above the average score, namely leadership attention to academic development and career paths (4.8), income as a lecturer to meet the needs of the nuclear family (4.6). There are indicators that have the same score as the average score, namely the adequacy of career management training and functional promotion (4.5). There is only one indicator that has a score below the average, namely the adequacy of training in managing retirement (4.0).

F. Welfare Service

In the welfare sub-services, the indicators used are physical health services and insurance, mental health services, security for facilities and personnel in the campus environment, adequate housing ownership schemes, transportation facilities, disability facilities, and pension benefits. The survey results are displayed in tables and figures as follows:

Table 6. Results of Measuring the Satisfaction Level of Lecturers in the Welfare Sub Service

Statement	Score
Service and insurance physical health	4,6
Mental health services	4,3
Security of facilities and personnel in the campus environment	4,5
Adequate home ownership scheme	4,3
Transportation facilities	4,4
Disability facilities	4,4
Retiring allowance	4,6
Average	4,4

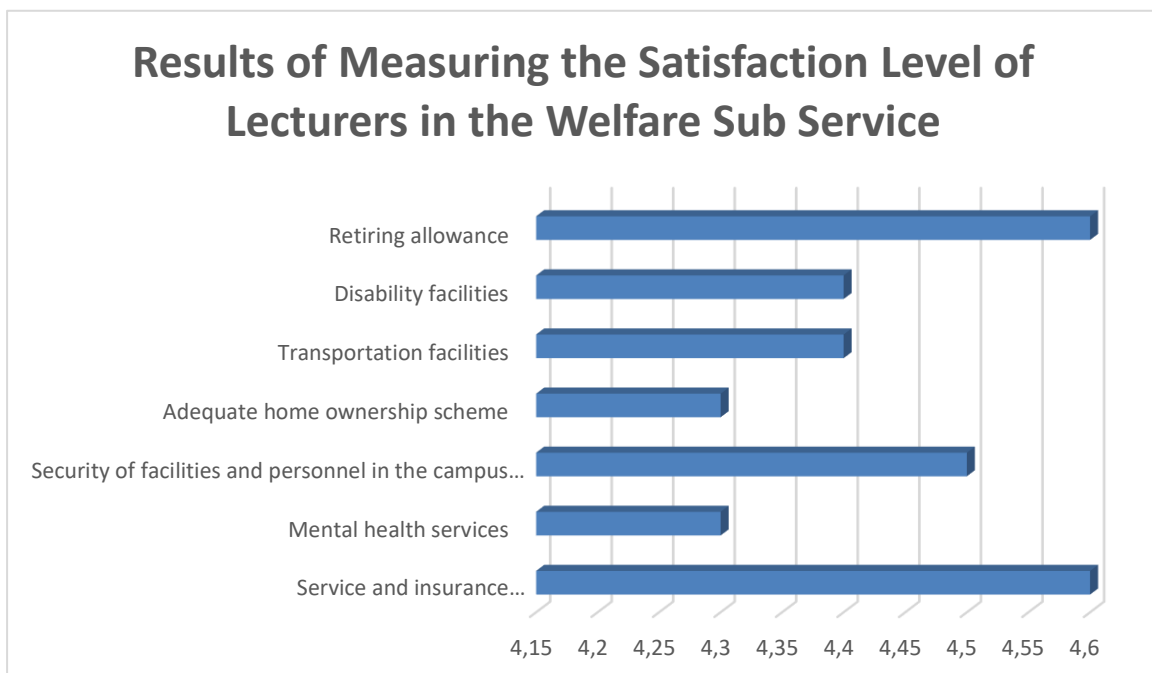


Figure 11. Results of Measuring the Satisfaction Level of Lecturers in the Welfare Sub Service

Based on the table and figure above, it can be seen that all lecturers are satisfied with the welfare services of the Department of Politics and Government. This is indicated by an average score of 4.4. Most of the indicators have scores above the average. There are several indicators that have scores below the average score, namely indicators of adequate housing ownership schemes and mental health services so that the improvements need to be done.

4. CLOSING

These are the results of the Undip Doctor of Social Sciences Lecturer Satisfaction Survey. Hopefully this can be used as a reference for improving the services of the Doctoral Program of Social Sciences in order to improve the quality and effectiveness of teaching.