



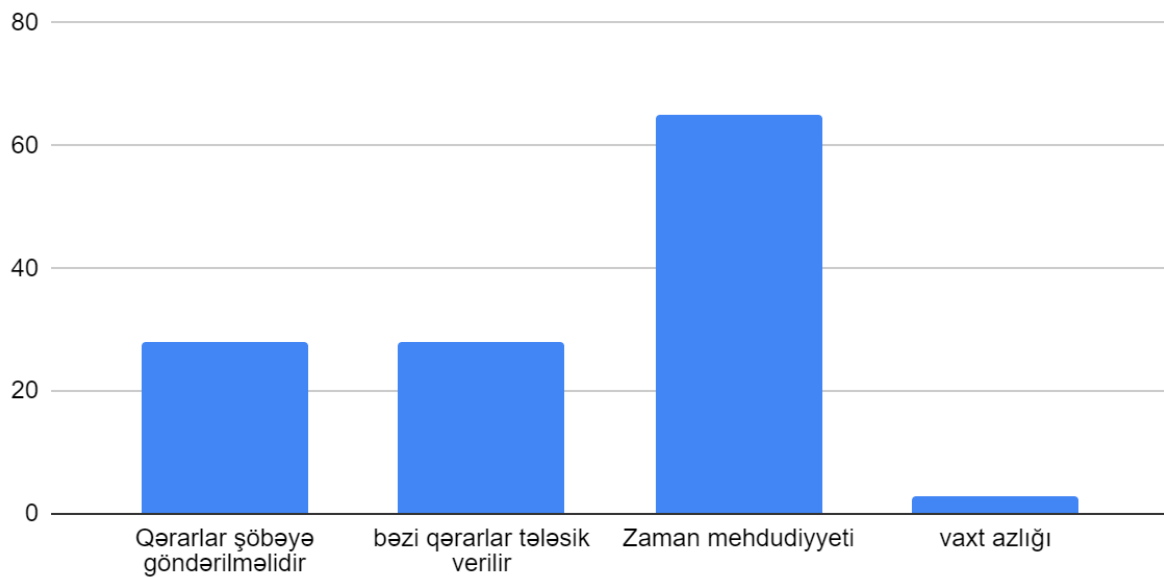
# West Caspian University General Staff Evaluation 2020-2021

1. Survey Location: **Western Caspian University**
2. Number of Participants (Faculty and Administrative Staff): 245
3. **Overall Staff Satisfaction Rate: 73,13674**

## 1. Analysis Results Database

Question 1: Are you able to understand the decisions?

Qəbul edilən qərarların öyrənilə bilməməsində əsas problemlər



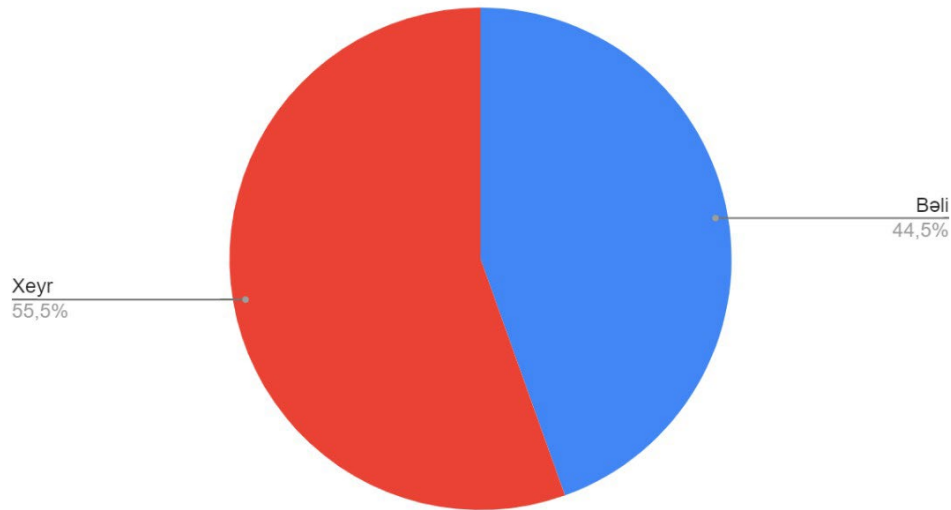
Qərarları öyrənə bilmirsinizsə səbəbini qeyd edin. içindəki dəyər sayısı



## West Caspian University General Staff Evaluation 2020-2021

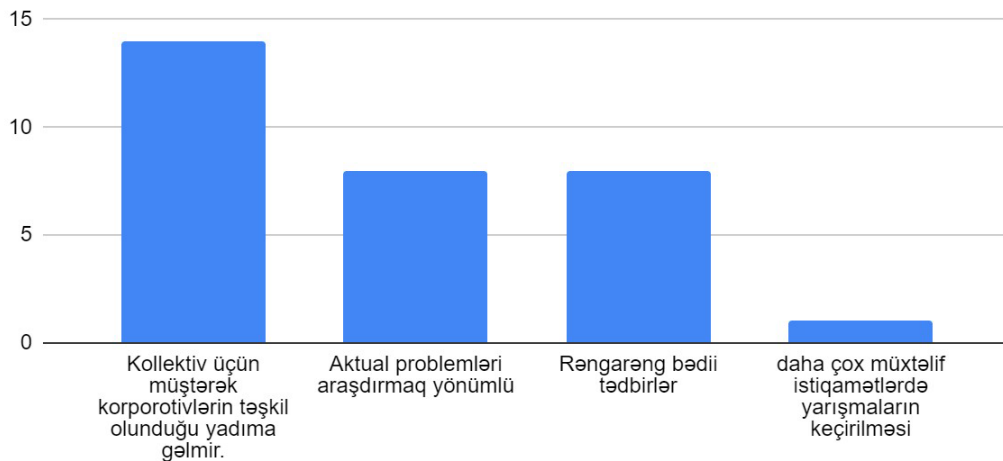
### Question 2: Do you participate in social and sports activities?

Sosial və İdman fəaliyyətlərində iştirak edirsinizmi ?



### Question 3: What changes would you like to see in social activities?

Sosial fəaliyyətlərdə hansı dəyişiklərin olmasını istəyərdiniz ?  
içindəki dəğər sayısı



Sosial fəaliyyətlərdə hansı dəyişiklərin olmasını istəyərdiniz ? içindəki dəğər sayısı



# **West Caspian University**

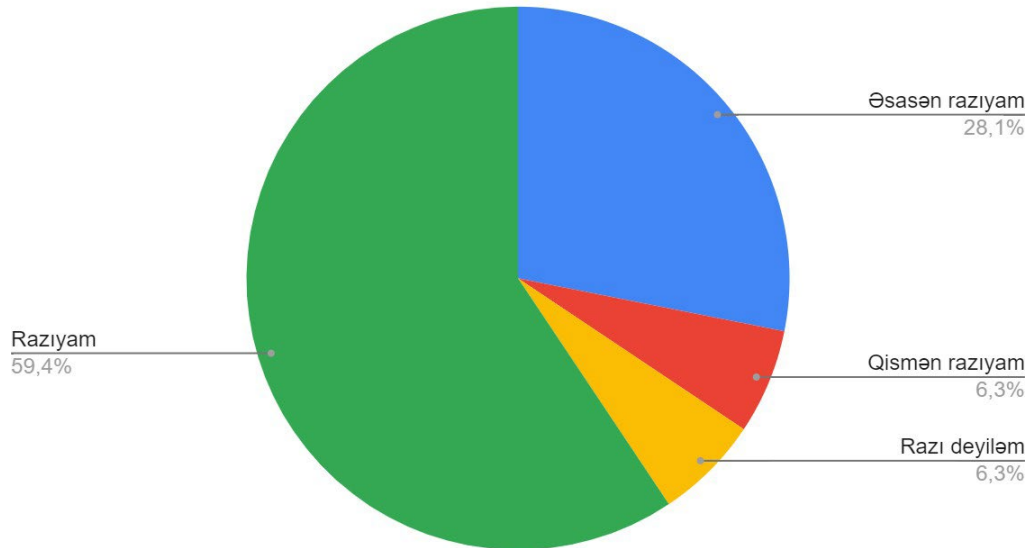
## **General Staff Evaluation 2020-2021**



## West Caspian University General Staff Evaluation 2020-2021

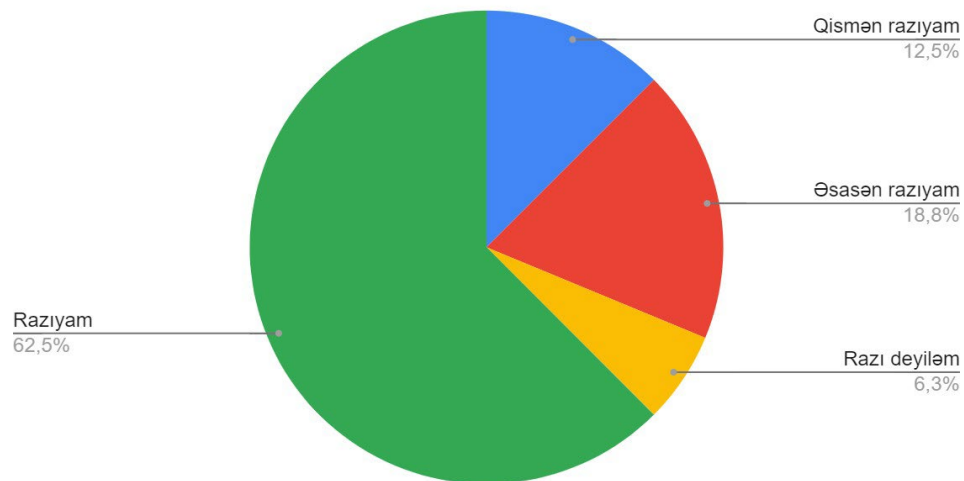
**Question 4: Is the operation of the medical center satisfactory?**

Tibb məntəqəsinin fəaliyyəti qanədici səviyyədədir.



**Question 5: Is the cafeteria's performance (taste of food, cleanliness, appearance) at a satisfactory level?**

Yeməxananın fəaliyyəti ( yeməklərin dadı, təmizliyi, görünüşü) qanədici səviyyədədir.

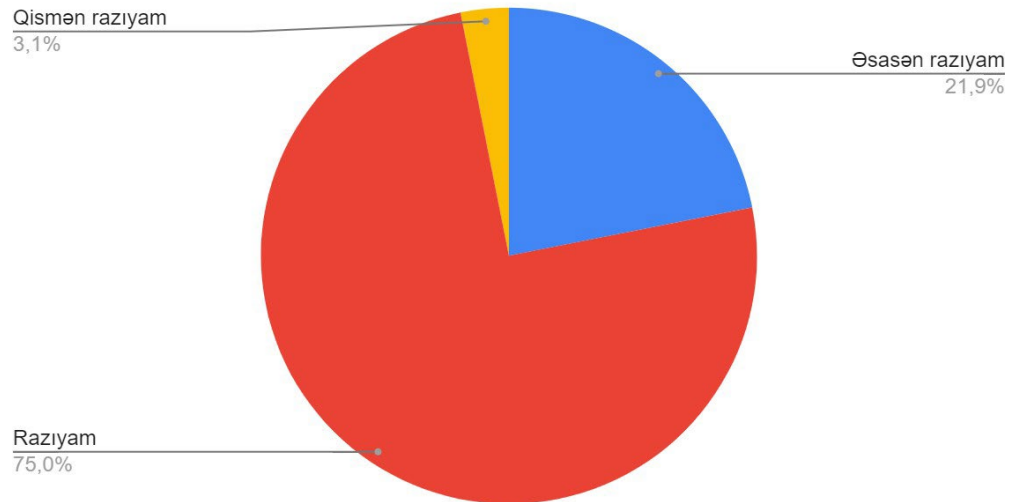




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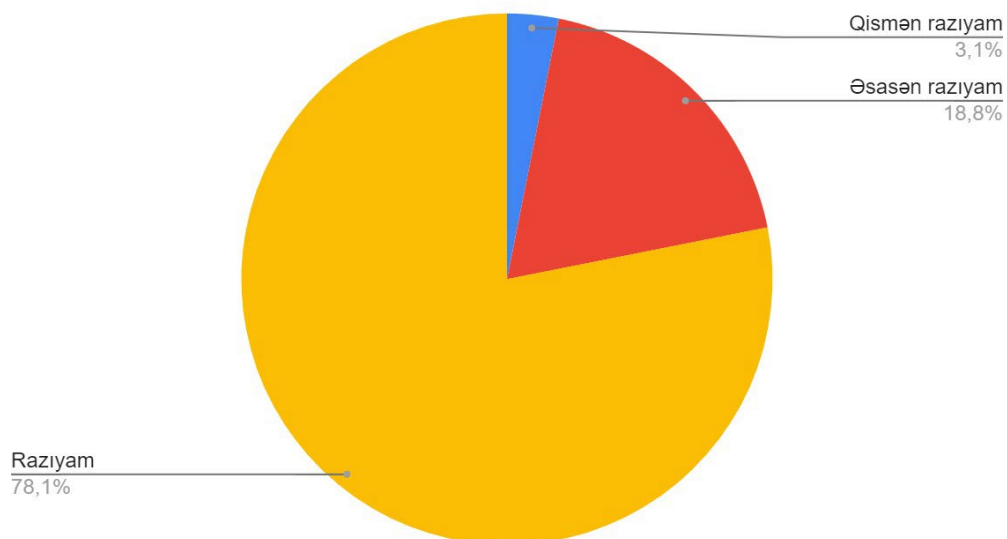
**Question 6: Is the condition of the classrooms (cleanliness) at a satisfactory level?**

Auditoriyalarda təşkil olunan şərait (təmizlik) qanədici səviyyədədir.



**Question 7: Is the performance of the electronic library at a satisfactory level?**

Elektron Kitabxananın fəaliyyəti qanədici səviyyədədir





# West Caspian University

## General Staff Evaluation 2020-2021

### Your General Problems and Suggestions:

• Frequent staff turnover
• Prohibition of phone use by students during classes
• It is not appropriate to implement decisions immediately after they are made; they should first be refined and applied starting from the next semester
• The HR department should implement a motivation system
• Everything is satisfactory
• I would suggest providing separate food warmers for teaching staff and administrative personnel
• Coordination of program materials among subject teachers
• It would be better if the number of students in lecture-stream groups is reduced
• Our problems are resolved quickly
• Increase technical support



# West Caspian University

## General Staff Evaluation 2020-2021

### Descriptive Report:

A survey was conducted among university staff—including faculty and administrative personnel—and the overall agreement level on the questions reached 65%. The questions covered the following topics:

- If you do not understand decisions, please indicate the reason.
- Employees' opinions are taken into account in personnel decisions.
- There is a good level of communication among staff.
- The medical center's performance is satisfactory.
- The cafeteria's operation (taste, cleanliness, appearance of food) is satisfactory.
- The electronic library's performance is satisfactory.
- The behavior of the library staff is satisfactory.

The overall agreement level on the questions ranged between 65-75%. Additionally, the following problems and suggestions were noted:

- Frequent staff turnover.
- Prohibition of student phone use during classes.
- Immediate implementation of decisions is inappropriate; they should be improved first and applied from the next semester.
- The HR department should implement a motivation system.
- Everything else is satisfactory.
- It is recommended to provide separate food warmers for faculty and administrative staff.
- It is suggested to reduce the number of students per subject teacher.
- Problems are resolved promptly.
- Increase technical support.

Based on the above, the following descriptive report has been prepared:

The survey conducted among university staff—including faculty and administrative personnel—showed an overall agreement level of 65%. When there is difficulty understanding decisions, respondents are requested to specify the reasons. Employees' opinions are considered in personnel decisions, there is good communication among colleagues, and the services of the medical center, cafeteria, and electronic library are at a satisfactory level. The report also reflects observed problems and suggestions such as frequent staff turnover, student phone use during classes, immediate implementation of decisions, the HR department's motivation system, and increasing technical support. Overall, the university community expresses general agreement in various areas; however, addressing certain problems and implementing recommended improvements will help achieve a more comprehensive and effective educational environment.