



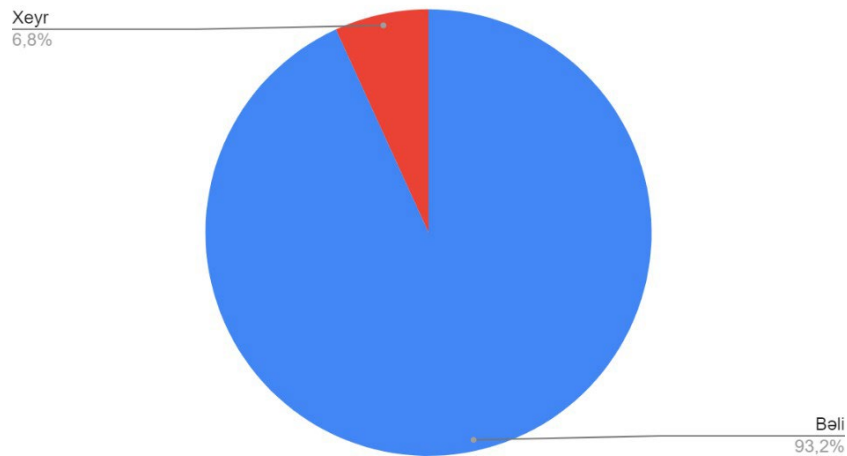
West Caspian University General Staff Evaluation 2021-2022

1. Survey Location: **Western Caspian University**
2. Number of Participants (Faculty and Administrative Staff): 264
3. **Overall Staff Satisfaction Rate: 78.9881**

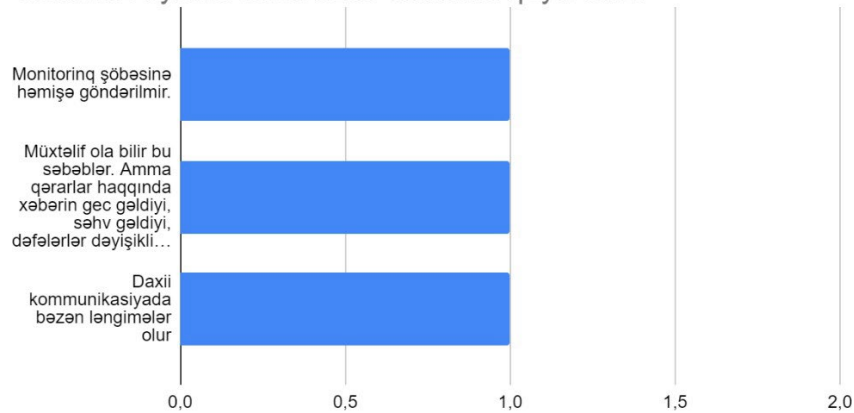
1. Analysis Results Database

Question 1: Are you able to understand the decisions?

Qərarları öyrənə bilərsinizmi ? içindeki değer sayısı



Qərarları öyrənə bilmirsinizsə səbəbini qeyd edin.



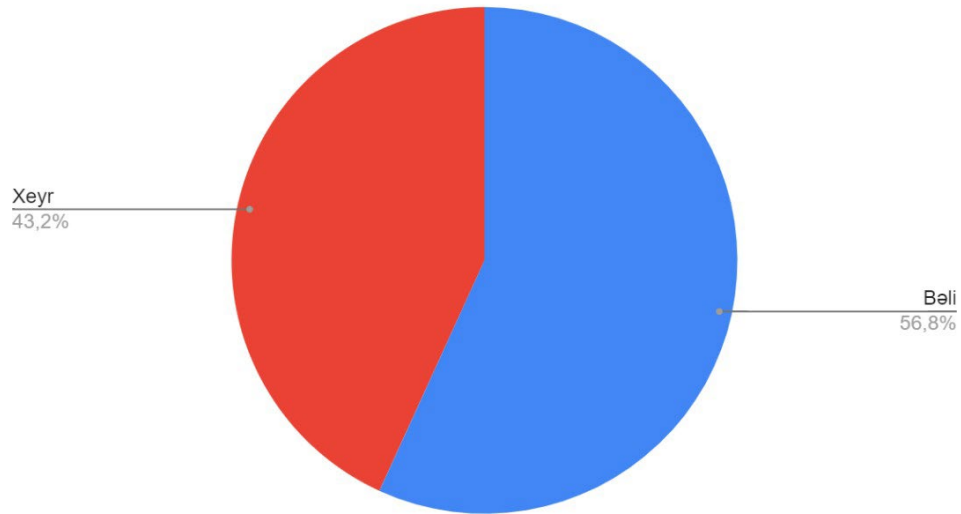
Qərarları öyrənə bilmirsinizsə səbəbini qeyd edin. içindeki değer sayısı



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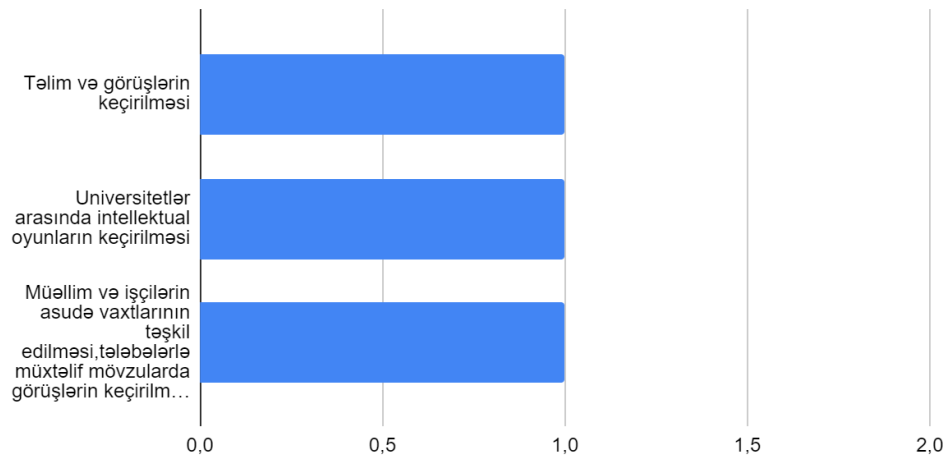
Question 2: Do you participate in social and sports activities?

Sosial və İdman fəaliyyətlərində iştirak edirsinizmi ?



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

Sosial fəaliyyətlərdə hansı dəyişiklərin olmasını istəyərdiniz ?



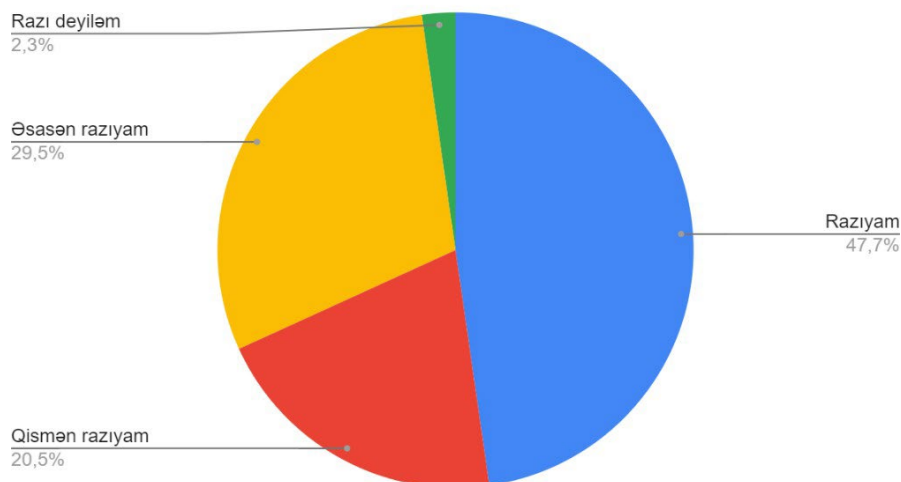
Sosial fəaliyyətlərdə hansı dəyişiklərin olmasını istəyərdiniz ? içindəki dəyər sayısı



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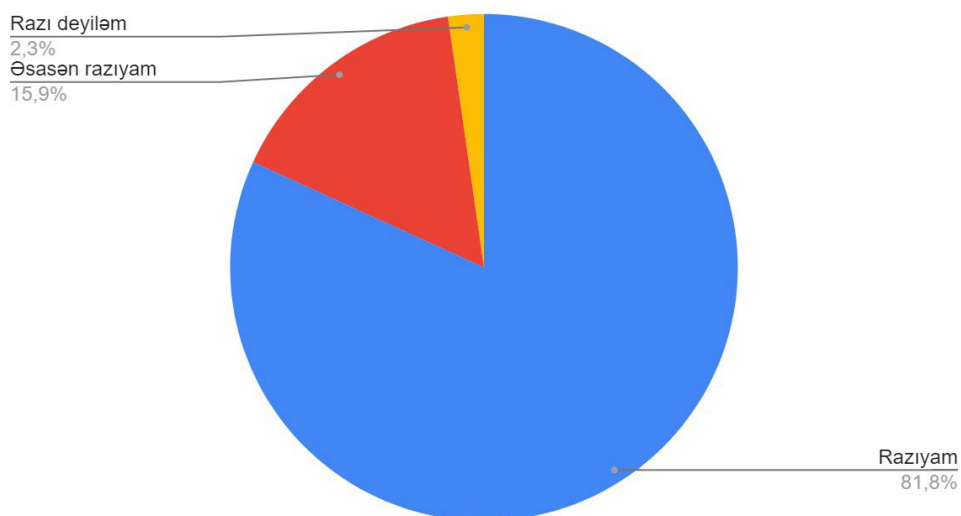
Question 3: Are employees' opinions considered in personnel-oriented decisions?

kadryönümlü qərarlarda işçilərin fikirləri nəzərə alınır.



Question 4: Is the mutual relationship among employees at a good level?

İşçilər arasında olan qarşılıqlı münasibət yaxşı səviyyədədir.

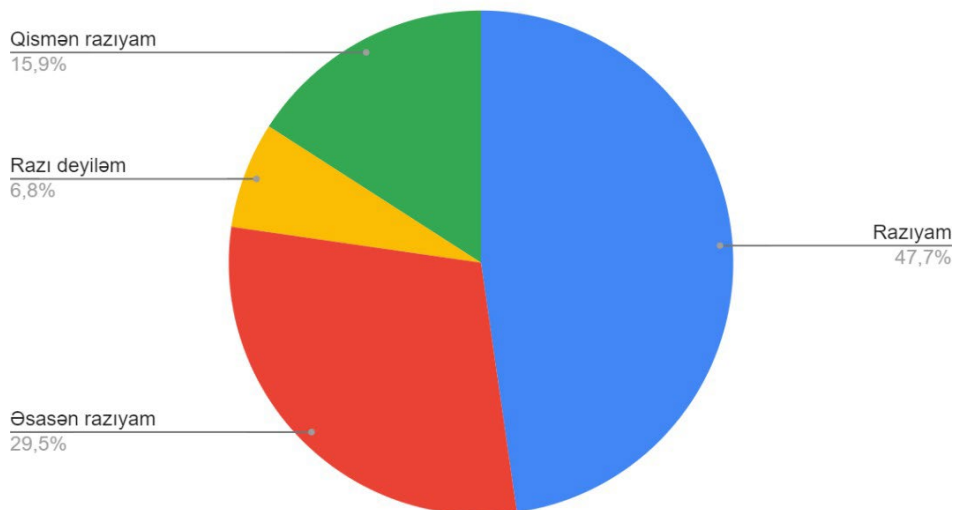




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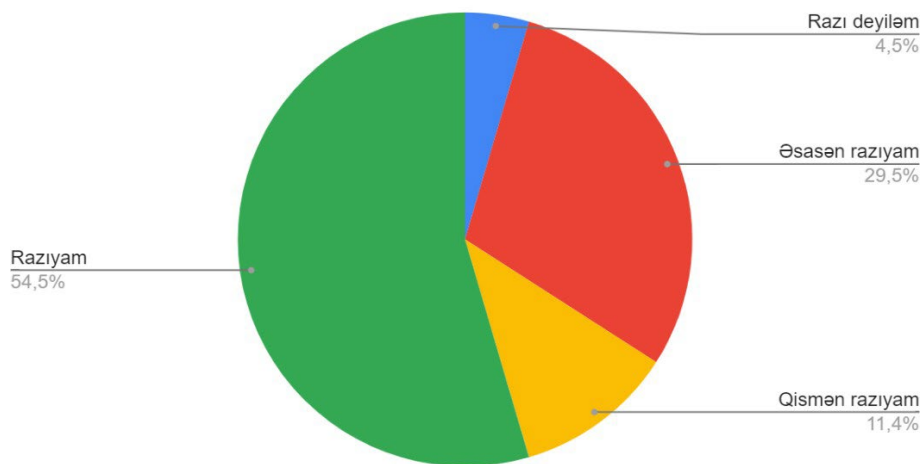
Question 5: Is the operation of the medical center satisfactory?

Tibb məntəqəsinin fəaliyyəti qanədici səviyyədədir.



Question 6: Is the cafeteria's performance (taste of food, cleanliness, appearance) at a satisfactory level?

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





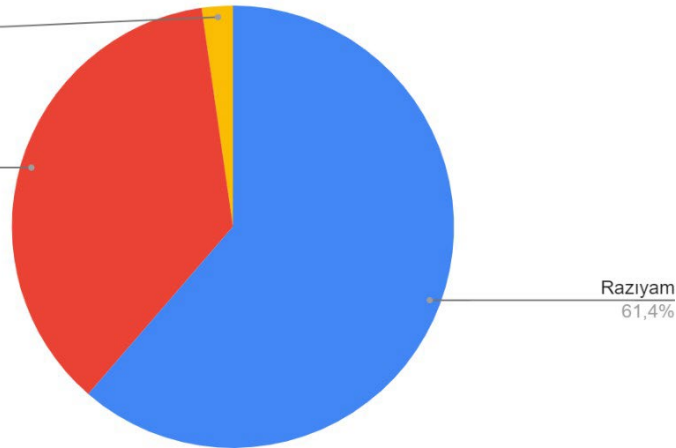
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Question 7: Is the condition of the classrooms (cleanliness) at a satisfactory level?

Auditoriyalarda təşkil olunan şərait (təmizlik) qanədici səviyyədədir.

Qismən razıyam
2,3%

Əsasən razıyam
36,4%



General Problems and Suggestions:

- | |
|--|
| • Further improve the electronic library |
| • Excessive staff turnover |
| • No significant problems |
| • Develop the laboratories |
| • Instead of losing professional staff, inexperienced personnel with zero experience are being hired |
| • Establish clubs related to subjects (specialized courses) |
| • I would prefer the regular publication of scientific journals to be free or at a low cost |
| • Low level of student interest |
| • It would be good to further strengthen international relations |
| • Efficient organization of teachers' and staff's leisure time |



West Caspian University

General Staff Evaluation 2021-2022

Descriptive Report:

Introduction:

The annual university staff survey, involving faculty and administrative staff, was an initiative to measure opinions on various aspects of university life. The overall agreement level on the surveyed questions was 65%, indicating a moderate level of satisfaction.

General Overview:

The questions addressed critical topics such as decision transparency, consideration of employees' opinions in decision-making, quality of staff cooperation, and satisfaction with services of the medical center, cafeteria, and electronic library. Additionally, the behavior of library staff—planned for further detailed study—was also taken into account.

Overall Agreement Level:

The overall agreement rate of 65% mainly reflects independent opinions in certain areas. While there is agreement in most fields, there are also areas identified that require attention and positive steps for improvement.

Moderate Agreement Level (70-75%):

Questions falling into the moderate agreement range (70-75%) generally indicate a satisfactory level of consensus. However, the problems and suggestions identified could lead to improvements in specific areas.

Notable Problems and Suggestions:

- **Improvement of the Electronic Library:**
The suggestion to further develop the electronic library highlights its recognized importance, especially regarding concerns about high staff numbers.
- **Laboratory Development:**
The proposal for laboratory improvement indicates a need for practical resources and development.
- **Staff Experience:**
Concerns regarding the hiring of personnel with zero experience show a desire for a balance between experienced professionals and newcomers working independently.
- **Scientific Journals:**
The wish for free or low-cost access to scientific journals reflects an academic focus and the demand for open dissemination.
- **Student Interest:**
Low levels of student interest point to gaps in strategies for engaging students effectively.
- **Strengthening International Relations:**
Suggestions to enhance international connections could help the university achieve a more independent global academic standing.

Comparison with Previous Surveys:



West Caspian University

General Staff Evaluation 2021-2022

Comparing current survey results with previous years shows a positive trend. Previously observed issues, such as phone use in classrooms and the need for motivation systems for students, have seen some improvement or resolution.

Conclusion:

The overall satisfaction level among university staff indicates moderate agreement, while the survey results identify areas needing improvement. Addressing concerns related to the electronic library, staff experience, financial matters, and student interest could contribute positively to the university environment. The comparison with past surveys reflects positive development.