



QUALITY ENHANCEMENT CELL JINNAH MEDICAL COLLEGE



FACULTY SATISFACTION SURVEY 2024

The purpose of this survey is to assess faculty satisfaction and the effectiveness of programs in place to support professional growth. Your responses will remain confidential. Please indicate your level of satisfaction with each aspect by marking one of the following options:

A: Very satisfied B: Satisfied C: Neutral D: dissatisfied E: Very dissatisfied

1. Your mix of research, teaching, and community service
A B C D E
2. How much does your work encourage creativity and stimulate your intellectual growth?
A B C D E
3. How satisfied are you with the type of teaching and research activities you currently engage in?
A B C D E
4. Your interaction with students
A B C D E
5. Cooperation you receive from colleagues
A B C D E
6. The mentoring available to you
A B C D E
7. Administrative support from the department and also from the institute
A B C D E
8. Clarity about the faculty promotion process
A B C D E
9. Your opportunities for career advancement and promotion
A B C D E
10. Salary and compensation package
A B C D E
11. Amount of time you have for yourself and family
A B C D E
12. Job security and stability at the Institute
A B C D E
13. The overall climate at the Institute
A B C D E
14. Opportunities for professional development and continuing education
A B C D E
15. Adequacy of physical resources (e.g., office space, laboratory facilities)
A B C D E
16. Work-life balance policies (e.g., flexible hours, remote work options)
A B C D E



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- 17. Recognition and rewards system for accomplishments/achievements
A B C D E
- 18. Role of Institute and its effectiveness in handling conflicts and grievances
A B C D E
- 19. How effective are the college's efforts to promote diversity and inclusion among faculty and students?
A B C D E
- 20. Effectiveness of communication from the administration
A B C D E
- 21. Opportunities to participate in decision-making processes
A B C D E
- 22. Recommending JMC as a good place to work
A B C D E
- 23. What are the best programs or factors currently available in JMC that enhance your motivation and job satisfaction?

- 24. Your suggestions/recommendations that could improve the motivation and job satisfaction of the employees?

Information about faculty member:

- 1. Academic rank:
A: Professor B: Associate Professor C: Assistant Professor
D: Instructor E: Lecturer
- 2. Years of service (in years):
A: 1-5 B: 6-10 C: 11-15 D: 16-20 E: > 20

Name: _____ **Signature:** _____ **Date:** _____