



UNIVERSITY OF GJAKOVA "FEHMI AGANI"

Self-assessment of Academic Staff Working Conditions

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December, 2020

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Introduction

Based on the Regulation of Quality Assurance and Evaluation at the University "Fehmi Agani" in Gjakova, (Ref.no.04/50 dt. 10. 01. 2020) and the manual for the evaluation of performance, quality and curriculum, the evaluation of the academic staff has been carried out in order to gather their views on all aspects related to their working conditions.

This questionnaire tends to assist to those who prepare the Self-Assessment Report by seeking the views of all academic staff on the faculty, the UFAGj and the work environment.

As part of this, the online questionnaire was distributed to SEVC (Electronic Quality Assessment System). SEVC is an electronic system through which the evaluation of certain participants is constantly done, for whom certain questionnaires are designed. This system offers the opportunity to create a questionnaire with different questions, which targets a certain group of users (management, professors, students, etc.) who have the opportunity to answer relevant questions, where then the system generates statistics based on answers provided.

To all the questions that each user answers, the SEVC system takes care not to keep even a single trace. Therefore, all users are safe in whatever answer they provide, as we guarantee that the system is 100% anonymous and secure.

The purpose of the research

The primary purpose of this questionnaire is to gather the views of the academic staff of the faculty in order to evaluate all aspects of their work; especially the working conditions so their suggestions for eventual improvements help all those who deal with planning and quality improvement in the faculty and university.

This questionnaire tries to help those who prepare the Self-Assessment Report by seeking the views of all academic staff on the faculty, the UFAGj and the work environment.

The more realistic are the suggestions of the academic staff for improving the existing situation presented during the completion of this questionnaire, the greater are the opportunities for them to be used for the future strategic planning of the university.

Methodology

The academic staff of the University of Gjakova, from three faculties, are included in this research. There are included 101 teachers from all faculties.

The questionnaires are conducted online in SEVC (Electronic Quality Assessment System), which consist of closed-ended questions (optional).

The answers to the questionnaire are designed according to the Likert Scale, where the student for each finding had to circle up one of options below:

- 5 = totally agree;
- 4 = agree;
- 3 = don't know;
- 2 = disagree;
- 1 = totally disagree.

The system generates statistics based on the answers provided. To all the questions that each user answers, the SEVC system takes care not to keep even a single trace. So all users are confident in whatever response they provide, as we guarantee that the system is 100% anonymous and secure.

Working conditions

Teaching facilities and conditions

To the question 'Are the teaching facilities and conditions satisfactory', the academic staff involved in this questionnaire answered as follows:

Teaching facilities and conditions are satisfactory (projector, labs, black-white boards, desks, chairs etc.).		
	No.	Percentage
Totally agree	51	50%
Agree	48	48%
Don't know	1	1%
Disagree	1	1%
Totally disagree	0	0%
Total	101	100%

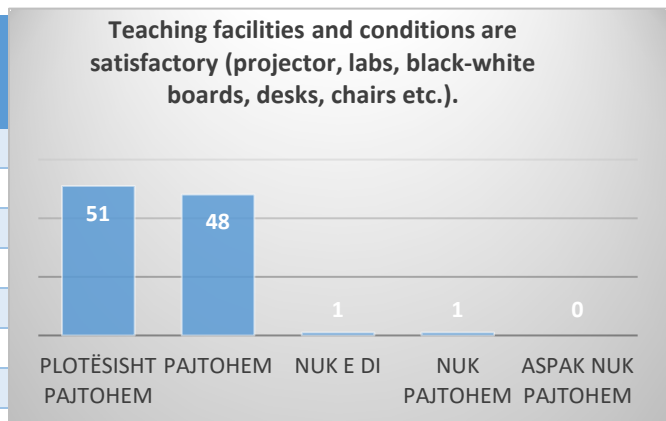


Table 1. Teaching facilities and conditions are satisfactory

Figure 1. Teaching facilities and conditions are satisfactory

Table 1. To the question "Teaching facilities and conditions are satisfactory (projectors, labs, black-white boards, desks, chairs, etc.) 51(50.5%) out of 101 respondents do totally agree, 48 (48%) out of

101 respondents do agree, 1 (1%) doesn't know if he/she agrees or disagrees, and also 1 (1%) doesn't agree with teaching facilities and conditions. While, to totally disagree there is not any respondent that has chosen this option.

Supportive working conditions provided by the University

On the question “ Are you satisfied with University support for working conditions”, there are involved 101 respondents who claimed with their answers, as following:

Supportive working conditions provided by the University are satisfactory.		
	No.	Percentage
Totally agree	58	58%
Agree	39	39%
Don't know	2	2%
Disagree	1	1%
Totally disagree	0	0%
Total	101	100%

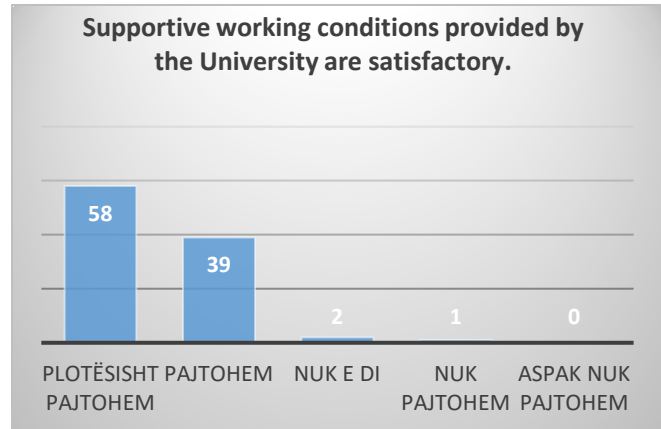


Table2. Supportive working conditions provided by the University are satisfactory.

Figure 2. Supportive working conditions provided by the University are satisfactory.

To the question “Are you satisfied with University support for working conditions” respondents gave their opinions:

58 (58%) out of 101 do totally agree, 39 (39%) teachers agree, 2 (2%) answered with don't know, 1(1%) teachers disagree with the supportive working conditins provided by the university.

Number of students in relation to the available spatial capacity

On the question “ If number of students in relation to the available spatial capacity is satisfactory” the academic staff has given respondents as following:

Number of students in relation to the available spatial capacity is satisfactory		
	No.	Percentage
Totally agree	60	59%
Agree	36	36%
Don't know	4	4%
Disagree	1	1%
Totally disagree	0	0%
Total	101	100%

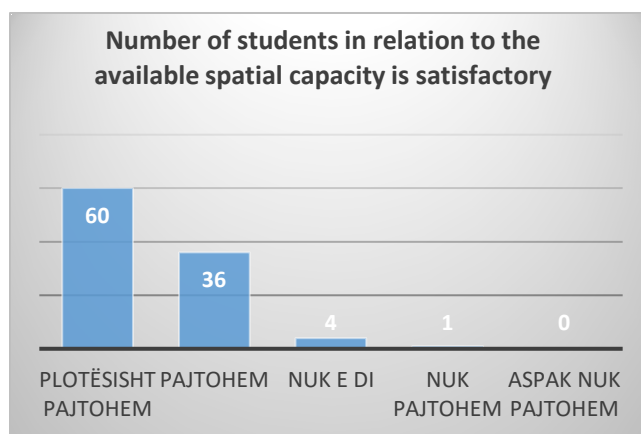


Table3. Number of students in relation to the available spatial capacity is satisfactory

Figure 3. Number of students in relation to the available spatial capacity is satisfactory

From the given data on the table and figure, to the question “If the number of students in relation to the available spatial capacity is satisfactory” 60 (59%) out of 101 answered that totally agree, 36 (36%) do agree, 4 (4%) gave the option don't know. While, 1 (1%) out of 101 teachers doesn't agree, and no respond is given to the option totally disagree.

Given quota of students' enrollment for the general needs of society

On the question if “ Given quota of students' enrollment for the general needs of society” is appropriate, 101 of respondents have given their answers, as following:

Given quota of students' enrollment for the general needs of society is appropriate		
	No.	Percentage
Totally agree	23	23%
Agree	42	43%
Don't know	28	29%
Disagree	4	4%
Totally disagree	1	1%
Total:	101	100%

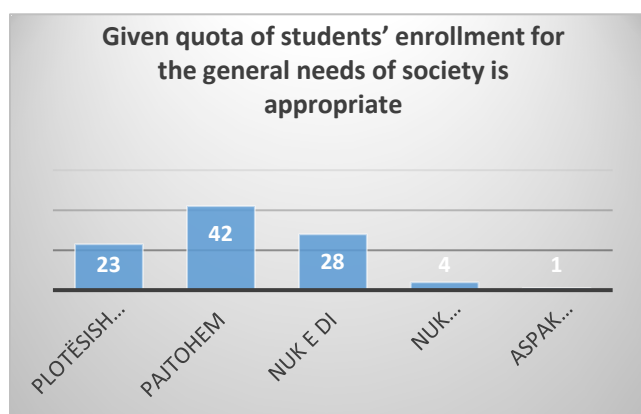


Table 4. Given quota of students' enrollment for the general needs of society is appropriate

Figure 4. Given quota of students' enrollment for the general needs of society is appropriate

The table and figure number 4, show the data given on the question: “If Given quota of students’ enrollment for the general needs of society is appropriate”, 23 (23%) out of 101 respondents have answered with totally agree, 42 (43%) of teachers agree with the given quota for students’ enrollment for the general needs of society, 28 (29%) out of 101 respondents don’y know, 4 (4%) do not agree with the given quota for students’ enrollment, while only 1 (1%) totally disagrees.

Number of exam deadlines per academic year

On the question if “ Number of exam deadlines per academic year is sufficient, teachers/respondents who were involved in the research have answered as following:

Number of exam deadlines per academic year is sufficient		
	No.	Percentage
Totally agree	46	56%
Agree	33	40%
Don’t know	0	0%
Disagree	3	4%
Totally disagree	0	0%
Total:	101	100%

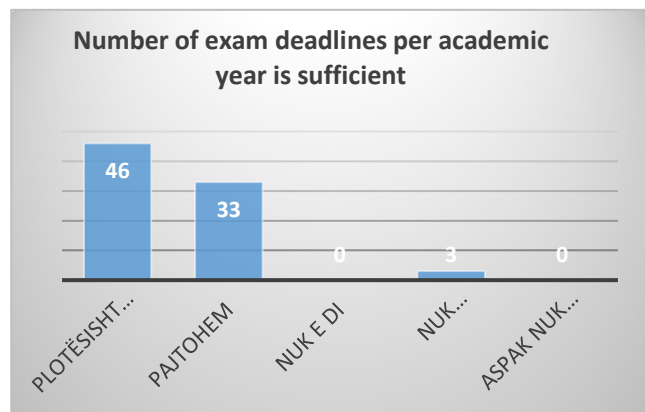


Table5. Number of exam deadlines per academic year is sufficient

Figure 5. Number of exam deadlines per academic year is sufficient

The table and figure number 5, show the data given on the question: “If number of exam deadlines per academic year is sufficient”, there are these answers: 46 (56%) out of 101 teachers/respondents that totally agree, 33 (40%) teachers/respondents that agree with the number of exam deadlines per academic year, 3 (4%) disagree. While to the option “don’t know” and “ totally disagree” there is no respond from the teachers/participants.

The management's / dean's work in your institution

On the question “if the management's / dean's work in your institution is adequate”, teachers are asked to give their opinion:

The management's / dean's work in your institution is adequate		
	No.	Percentage
Totally agree	73	72%
Agree	27	27%
Don't know	1	1%
Disagree	0	0%
Totally disagree	0	0%
Total:	101	100%

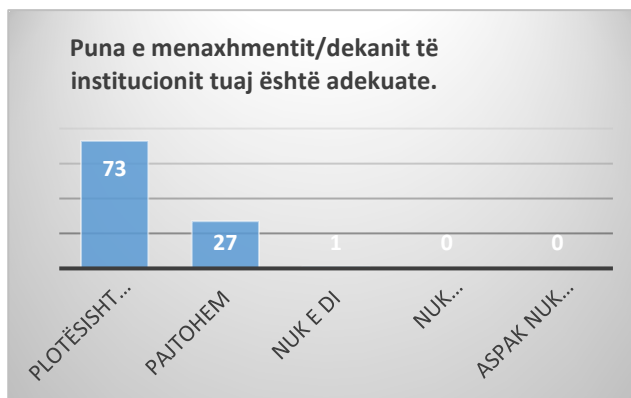


Table 6. The management's / dean's work in your institution is adequate

Figure 6. The management's / dean's work in your institution is adequate

The table and figure number 5, show the data given on the question: “if the management's / dean's work in your institution is adequate”. There are 101 teachers/respondents that answered as following: 73 (72%) do totally agree, 27(27%) teachers agree. 1 (1%) out of 101 teachers doesn't know if the management's / dean's work in his/her institution is adequate. While, no responses are in the options: “disagree” and “totally disagree”.

I rely on management for the difficulties and challenges

On the question “ I rely on management for the difficulties and challenges, 101 teachers who participated on the questionnaire answered:

For the difficulties and challenges I rely on the management!		
	No.	Percentage
Totally agree	42	42%
Agree	57	56%
Don't know	1	1%
Disagree	1	1%
Totally disagree	0	0%
Total:	101	100%

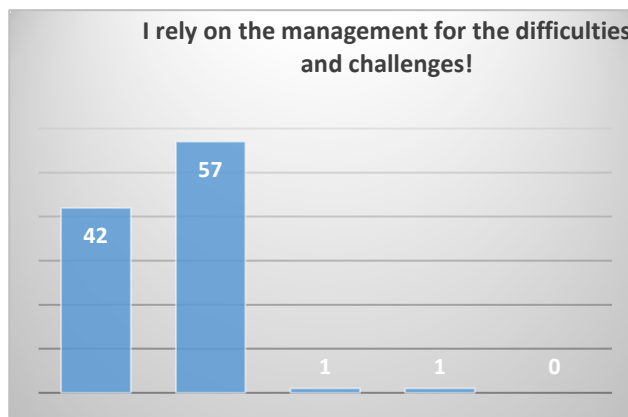


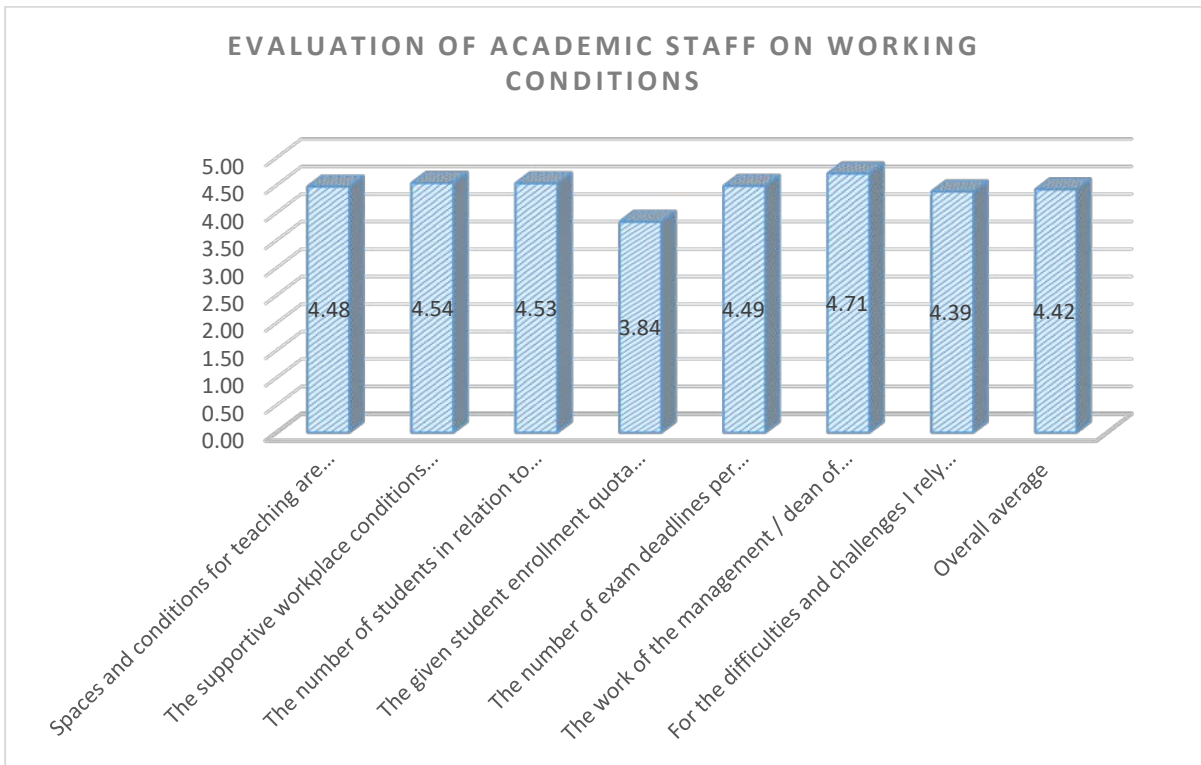
Table 7. I rely on the management for the difficulties and challenges!

Figure 7. I rely on the management for the difficulties and challenges!

The table and figure number 7 give results on the question: “I rely on management for the difficulties and challenges”. From 101 teachers of academic staff, there are responses as following: 42 (42%) teachers do totally agree, 57 (56%) do agree that they rely on management for any difficulty or challenge they face during their work. Whereas, only 1 (1%) teacher doesn’t know. Also, 1 (1%) teacher has responded with disagree on the question if the management is one to whom he/she can rely in case of any difficulty or possible challenge. It was not any responder that gave the opinion in the option “totally disagree”.

Summary results of evaluation by academic staff of working conditions

In order to have the clearest possible perspective of the evaluation results by the academic staff on working conditions, we have presented the summarized results in Figure 8.



The results show that the questions have the highest average:

- The work of the management / dean of your institution is adequate. - 4.71.
- The supportive workplace conditions offered by the University are satisfactory. 4.54.
- The number of students in relation to the available space capacity is satisfactory -4.53

While the result with a slightly smaller nuance have the questions:

- The given student enrollment quota for the general needs of the society is appropriate - 3.84.
- I rely on management for the difficulties and challenges. - 4.39.
- Teaching spaces and conditions are satisfactory (projector, laboratories, table, bench, chairs, etc.). - 4.48.
- The number of exam deadlines for the academic year is sufficient - 4.49.

Conclusions and recommendations

- To the question “Are the teaching facilities and conditions satisfactory”(projectors, labs, black-white boards, desks, chairs, etc.), the majority of 101 respondents 51(50.5%) have claimed that they totally agree and are satisfied with the teaching facilities and conditions. 48 (48%) do agree and are also satisfied with the working conditions. Therefore, from data provided we can conclude that the teaching facilities and conditions for teaching are satisfactory (projector, laboratories, boards, desks, chairs, etc.).
- To the question “Supportive working conditions provided by the University are satisfactory” out of 101 respondents included, the majority answered as follows: 58 (58%) answered that they totally agree. 39 (39%) teachers responded with agree. From this we can conclude that the University has offered teachers satisfactory conditions and support in the workplace.
- From the results of the question “The number of students in relation to the available spatial capacity is satisfactory”, out of 101 included, 60 (59%) answered that they totally agree. 36 (36%) answered that they agree. 4 (4%) answered that they do not know.
Therefore, in conclusion, we note that the spatial capacity of the University in relation to the number of students is satisfactory.
- In the question “Given quota of students’ registration for the general needs of society is appropriate” in the answer of 101 involved, we have 23 (23%) teachers who totally agree, 42 (43%) of teachers who agree with the given quota of students’ registration for general needs, 28 (29%) of respondents answered that they do not know and 4 (4%) do not agree with the students’ quota for registration.
Therefore, it can be concluded that the given student enrollment quota for the general needs of society is appropriate.
- In the question: “if the number of exam deadlines per academic year is sufficient”, out of 101 teachers included in this research, 46 (56%) teachers answered that they totally agree. 33 (40%) teachers answer that they agree with the number of exam deadlines for the academic year, while 3 (4%) teachers disagree. To the question “Is the number of exam deadlines per academic year sufficient”, out of 101 teachers included in this research, 46 (56%) teachers answered that they totally agree, 33 (40%) teachers answer that they agree with the number of exam deadlines for the academic year. 3 (4%) out of 101 teachers disagree to the question:

“if the number of exam deadlines per academic year is sufficient”. There were not any response on the options: “don’t know” and “ totally disagree”.

Therefore, as a conclusion it can be said that the teachers involved responded that the number of exam deadlines per academic year is sufficient.

- To the question: “The work of the management / dean of your institution is adequate”, out of 101 teachers 73 (72%) teachers answered totally agree, 27 (27%) teachers do agree. 1 (1%) teachers do not know whether the work of the management / dean is adequate. There was no answer to the options: “ disagree” and “ totally disagree”.

Therefore, from the achieved results we can conclude that the work of the management / dean of the institution is adequate.

- In the question: “I rely on management for difficulties and challenges”, from 101 teachers of the academic staff involved, 42 (42%) teachers do totally agree that they relied on management for difficulties and challenges, 57 (56%) answered that they agree that they rely on management for their difficulties and challenges. For the options “don’t know” and “totally disagree” there were 1 for each, whereas no opinion was given for the option “totally disagree”.

Therefore, in conclusion, for any difficulties or challenges that the academic staff may have, they can always rely on management.