**UAEU Faculty Satisfaction Survey**

**Introduction**

The academic career in UAE is highly competitive with high levels of turnover. This means that, to attract the best people, universities must be sure that the pay and conditions they offer are competitive. Academic institutions, regularly, administrate faculty and staff satisfaction surveys to provide a benchmark and enable individual institutions to investigate how they compare to their competitors. It is hoped that the data collected will help develop the working environment for the academic and administrative staff.

**The study**

The students enrolled in Sampling Techniques course have conducted a faculty satisfaction survey on a randomly selected sample from all faculty members at UAE University.

The survey questionnaire was designed and sent to 100 randomly selected full-time faculty members. The questionnaire included questions to measure the faculty satisfaction on UAEU quality, work environment, quality of UAEU students, salary and fringe benefits, workload and university support. Personal information such as age, time at UAEU, gender, nationality and college affiliation have been collected.

**Data Description**

The ***Faculty\_Sat.xls*** file contains information on 100 faculty members. Six variables have been included in the file and are coded as follows:

**Gender:** 1 = Male, 2 = Female.

**Nationality:** 1 = UAE national, 2 = Non-UAE national.

**Rank:** 1= Instructor, 2= Assistant professor, 3= Associate professor, 4= Professor

**Salary\_benefits:** Overall satisfaction about salary and fringe benefits

**Students\_quality:** Overall satisfaction about the quality of UAEU students

**Load\_Support:** Overall satisfaction about the workload and the university support

**You should consider the following instructions when answering the case study question and preparing your report:**

1. **For testing hypothesis:**

* State the null and alternative hypotheses.
* Check the necessary assumptions.
* Report the P-value and the test statistic.
* Make a conclusion statement in the words of the original problem.
* Copy and paste the Mega-Stat output after each question

1. **For the report**

* Should be typed on word document.
* On the first page, write the names, student numbers, and section number.
* Show all your work.
* The report should have the following item

-Title and Introduction

-Table of Contents

-Main text

-Conclusions

**Case study Questions:**

**(Copy and paste the Mega-Stat output after each question)**

1. Compute descriptive statistics, and prepare tables and/or graphs, for all variables in the data set. Comments on the results.
2. A rating of 3 is neutral satisfaction; therefore, ratings above 3 are, on average, satisfied.
3. Test whether the UAEU faculty members are satisfied with the current salary and the benefits.
4. Test whether the UAEU faculty members are satisfied with the quality of UAEU students.
5. Test whether the UAEU faculty members are satisfied with the workload and the university support.
6. Are there significant differences in the faculty satisfaction among the three measured issues?
7. Are there significant differences in the faculty satisfaction in the three measured issues between male and female members?
8. Are there significant differences in the faculty satisfaction in the three measured issues between UAE national and non-UAE national members?
9. Are there significant differences in the faculty satisfaction in the three measured issues among the different ranks?
10. Based on your findings, make “practical” recommendations to the UAE administration to increase the satisfaction of the UAEU faculty members?
11. (Extra point) Run a simple regression analysis for the salary benefits and the load support