



# **PUSA 2015 Survey Data Bank**

31<sup>st</sup> December 2015

# BACKGROUND



- Measures to ensure data confidentiality
  - *Only the Chair of PUSA, Rodney Chu, gains direct access to the data of the questionnaires.*
  - *The part-time staff of PUSA keys in the answers of the respondents as read out by the Chair without knowing the respondents' identity.*
  - *The email has been destroyed upon the completion of this exercise.*

# THE SURVEY



- Questions:
  - *My workload is reasonable.*
  - *I have to work at the weekend / take work home / work after office hours.*
  - *My work is very stressful.*
  - *I enjoy working in my department / unit.*
  - *I am treated fairly among colleagues in my department / unit.*
  - *I feel there is sufficient support in my department / unit for my career advancement.*

# THE SURVEY



- Question (Cont'd):
  - *Compared with the previous year, my department / unit has made an effort to improve my work-life balance.*
  - *I feel appropriately compensated for the work I am doing.*
  - *The annual performance appraisal is helpful towards my career development in PolyU.*
  - *Leaders of my department / unit are approachable and open to new ideas and suggestions.*

# THE SURVEY



- Questions (Cont'd):
  - *I consider university policy to be in line with current trends in education and research.*
  - *Senior Management of the university is transparent on important matters related to the university.*
  - *I have confidence in the work of our Senior Management.*
  - *I am proud to be a part of the PolyU community.*

# THE SURVEY



- Responses are collected under a 5-point Likert scale:
  - *Strongly Agree, Somewhat Agree, Neutral, Somewhat Disagree, Strongly Disagree*
- Colleagues year of services in PolyU, staff category, and gender are also collected.

# KEY FINDINGS

## OVERALL STATISTICS



- *33.7% respondents regard their workload as unreasonable yet 47.5% considered reasonable.*
- *60.4% respondents have to work at the weekend / take work home / work after office hours.*
- *51.2% respondents experience stressful workload.*
  - 14.9% considered very stressful
- *60.9% respondents enjoy working in his / her department / unit.*
- *47.1% respondents consider themselves fairly treated.*

# KEY FINDINGS

## OVERALL STATISTICS



- *41.9% respondents don't feel that there is sufficient support in the department for career advancement.*
- *35.5% respondents don't think that the department has made an effort to improve the work-life balance as compared with the previous year.*
- *37% respondents feel under-compensated.*
- *44.9% respondents don't consider the annual performance appraisal is helpful towards the career development in PolyU.*



# KEY FINDINGS

## OVERALL STATISTICS



- *49% respondents think that leaders of the department are approachable and open to new ideas and suggestions.*
- *26.5% respondents don't consider university policy to be in line with current trends in education and research.*
- *42.1% respondents don't think that Senior Management of the university is transparent on important matters related to the university.*

# KEY FINDINGS

## OVERALL STATISTICS



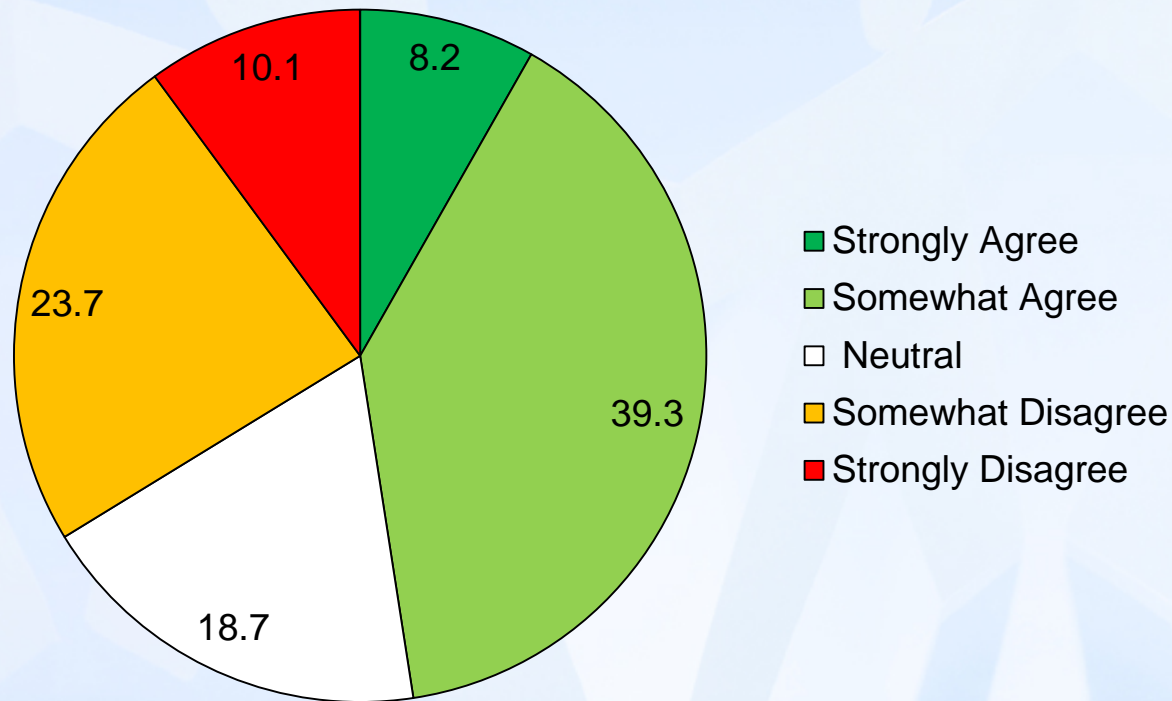
- *40.5% respondent don't have confidence in the work of our Senior Management.*
- *47.6% respondents are proud to be a part of PolyU community.*

# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q1: *My workload is reasonable.*
  - *Mean Score: 2.88*



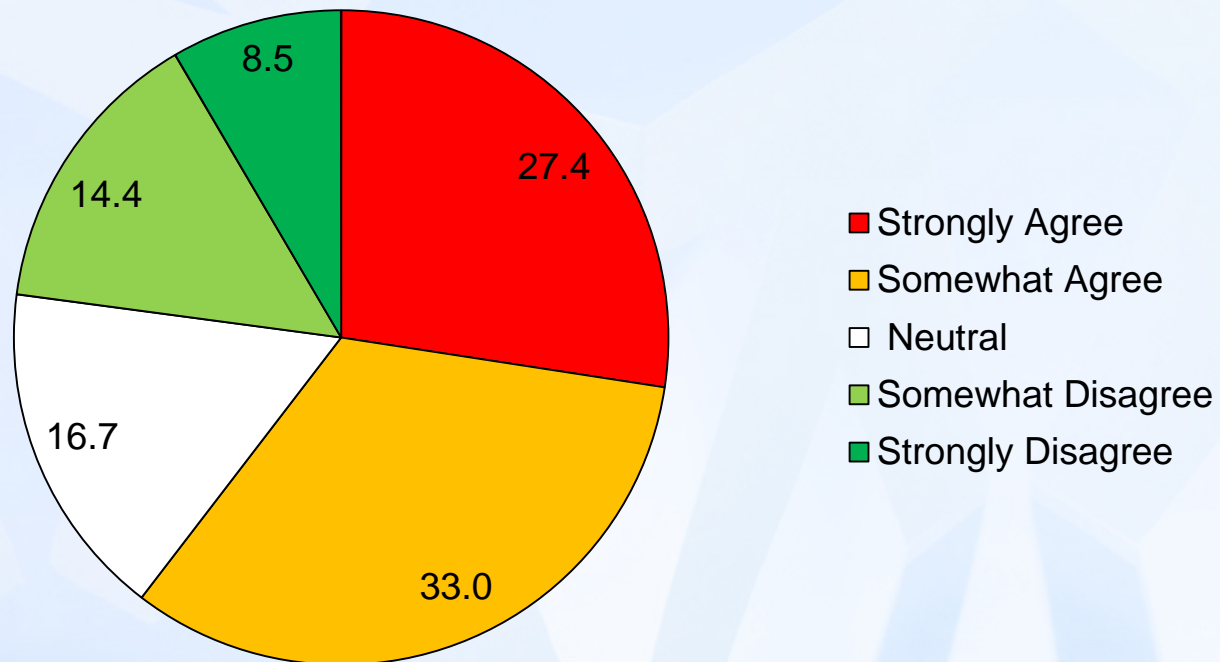
**Notes:** 1. The score reported is under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response.

# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q2: *I have to work at the weekend / take work home / work after office hours.*
  - *Mean Score: 3.56*



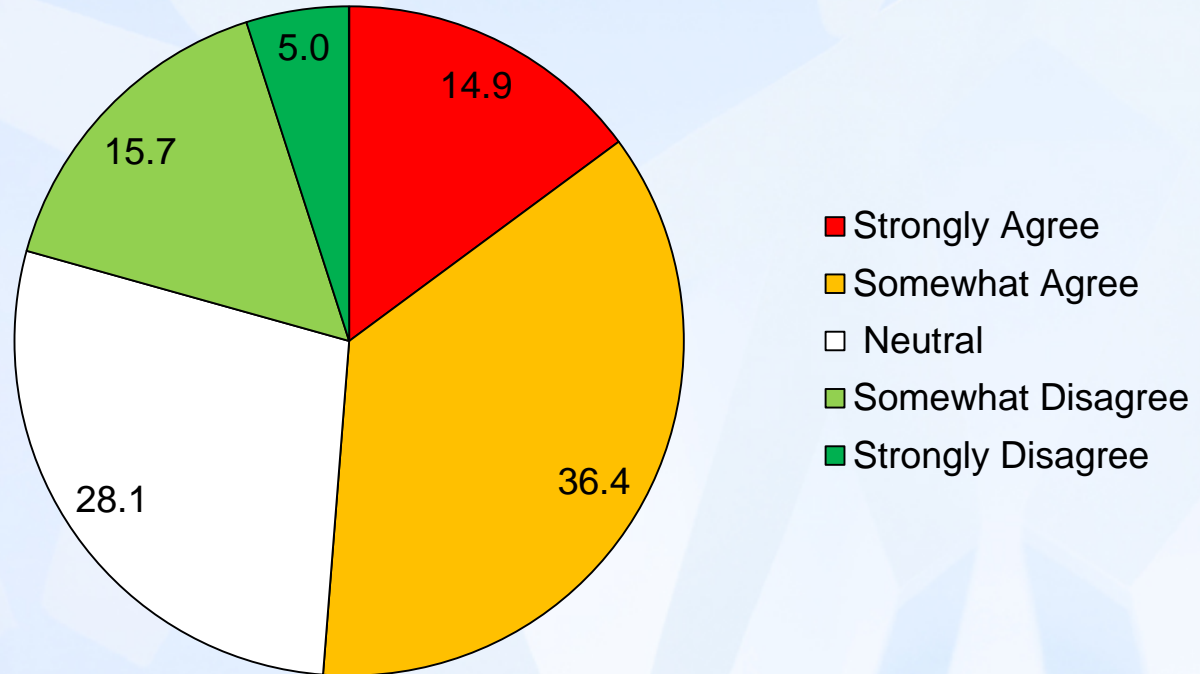
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# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q3: *My work is very stressful.*
  - *Mean Score: 3.40*



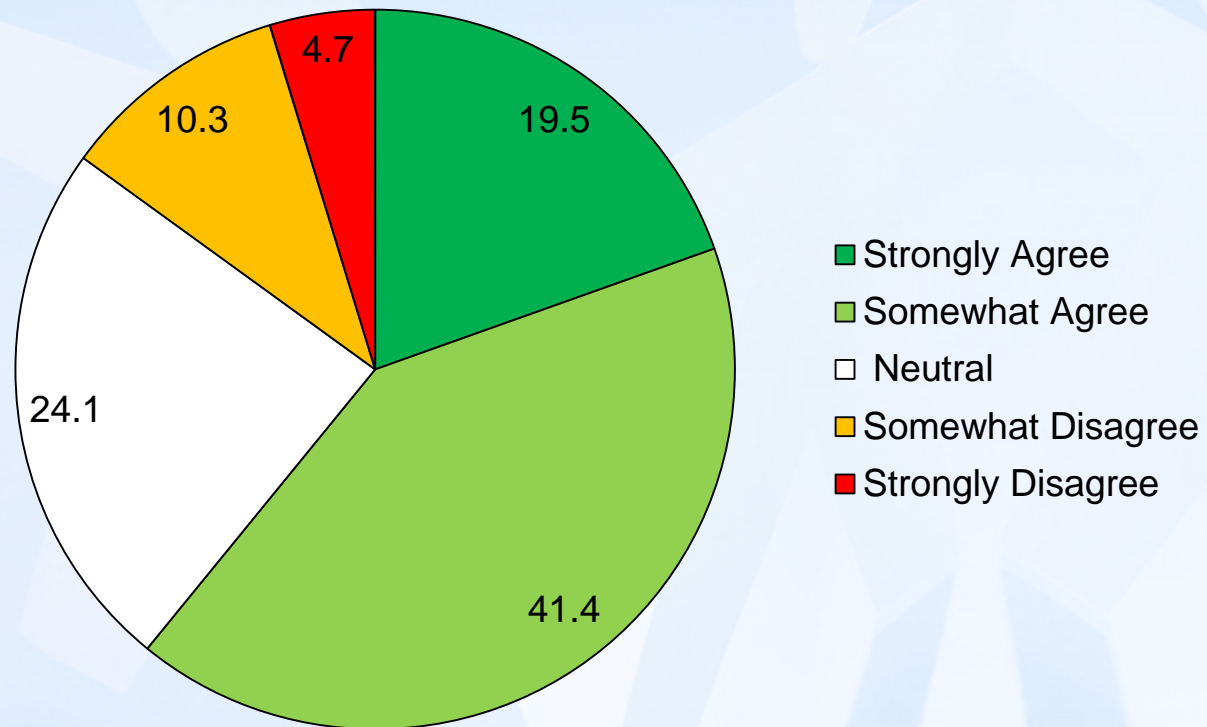
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# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q4: *I enjoy working in my department / unit.*  
– *Mean Score: 2.39*



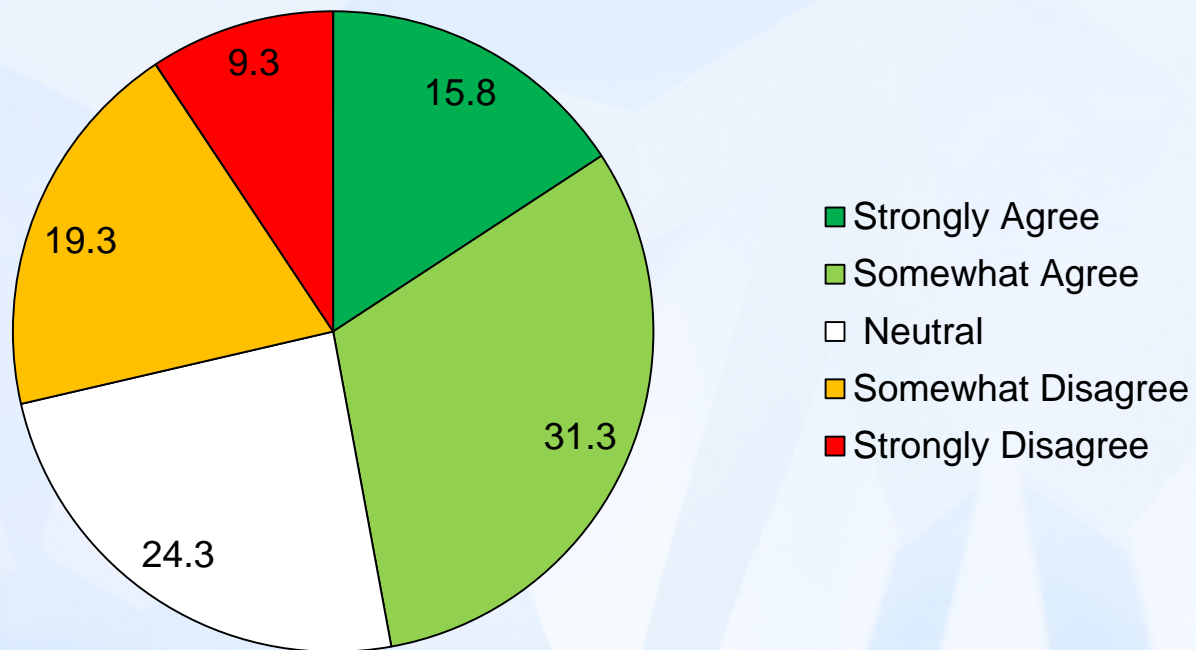
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# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q5: *I am treated fairly among colleagues in my department / unit.*
  - *Mean Score: 2.75*



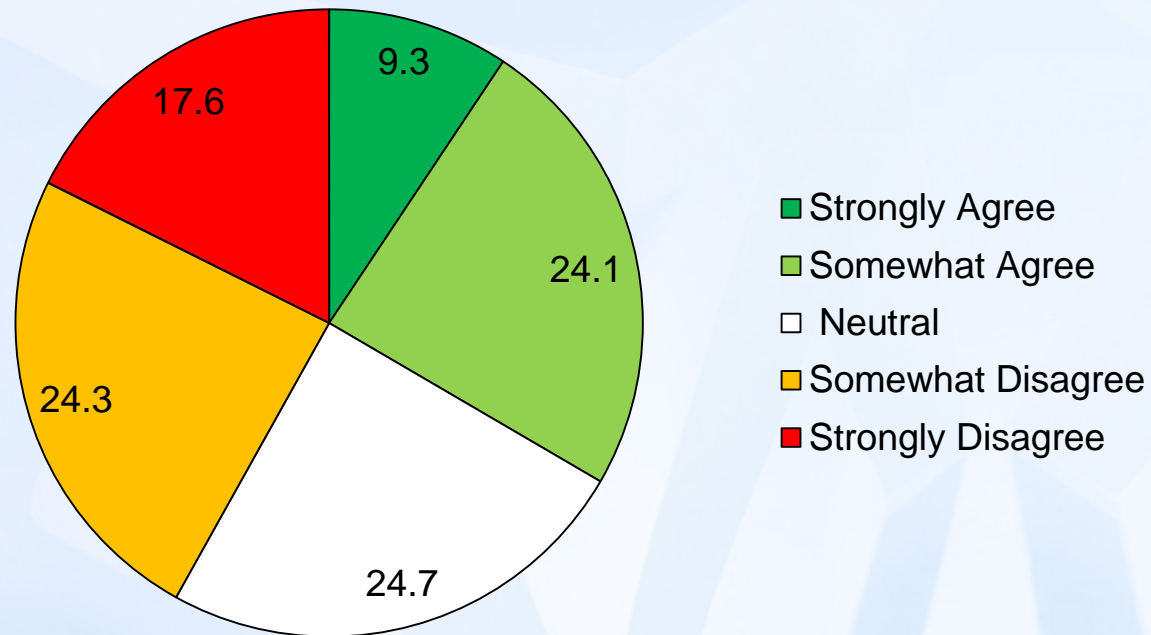
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# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q6: I feel there is sufficient support in my department/ unit for my career development.
  - *Mean Score: 3.17*



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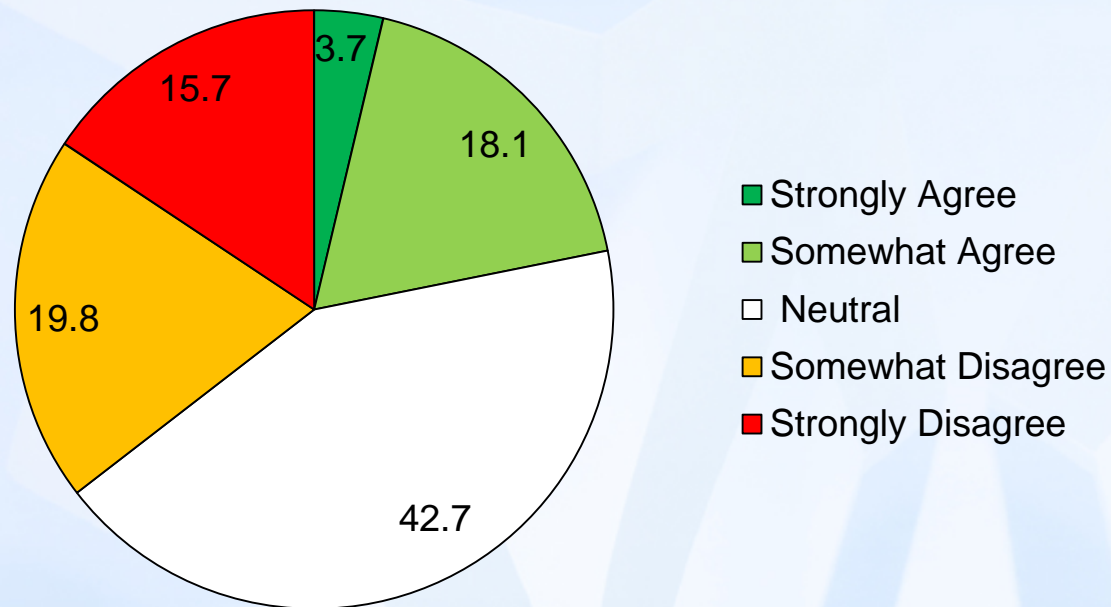
# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q7: *Compared with the previous year, my department / unit has made an effort to improve my work-life balance.*

– *Mean Score: 3.26*



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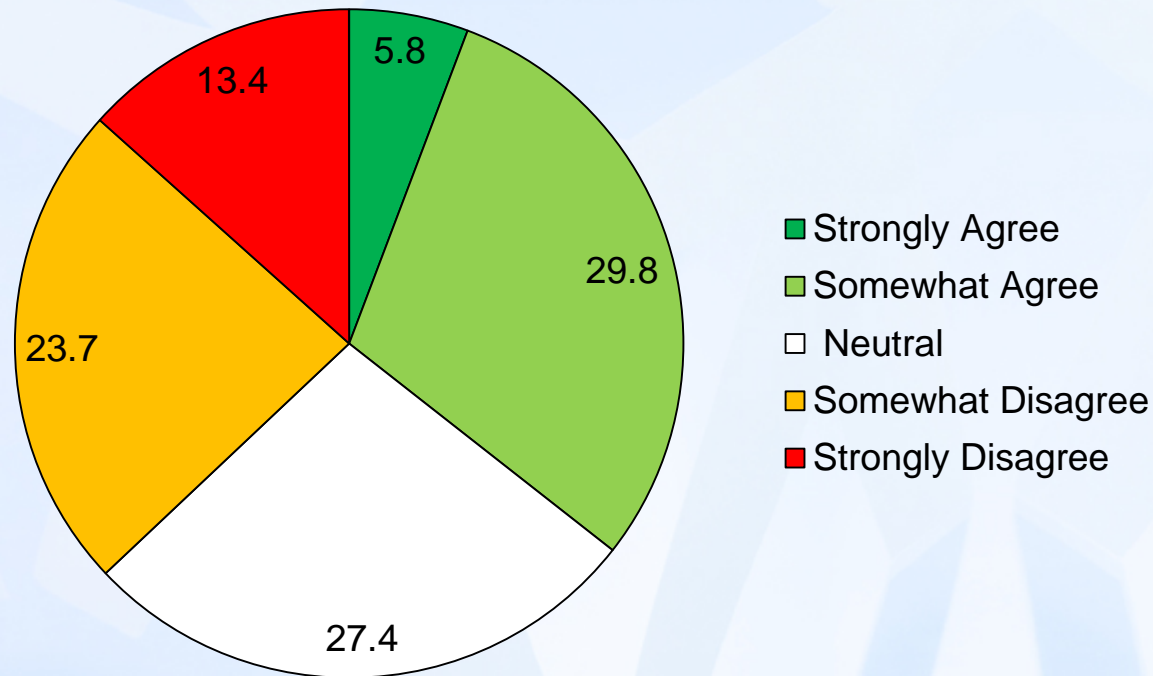
# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q8: *I feel appropriately compensated for the work I am doing.*

– *Mean Score: 3.09*



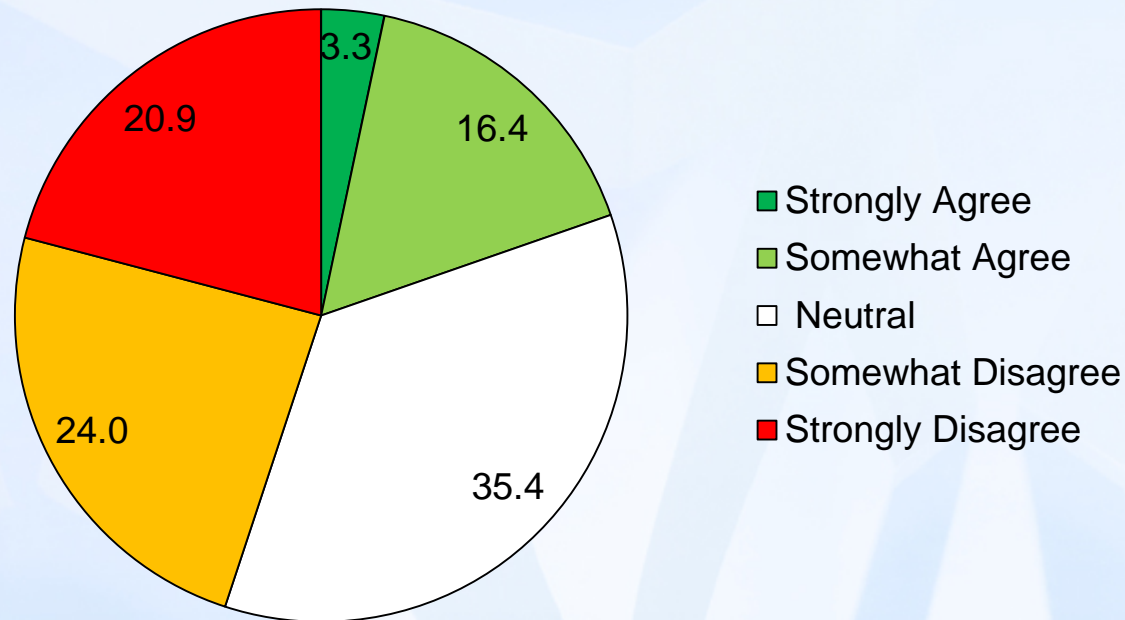
**Notes:** 1. The score reported is under a 5-point scale, higher score denotes less favorable response.  
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# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q9: *The annual performance appraisal is helpful towards my career development in PolyU.*
  - *Mean Score: 3.43*



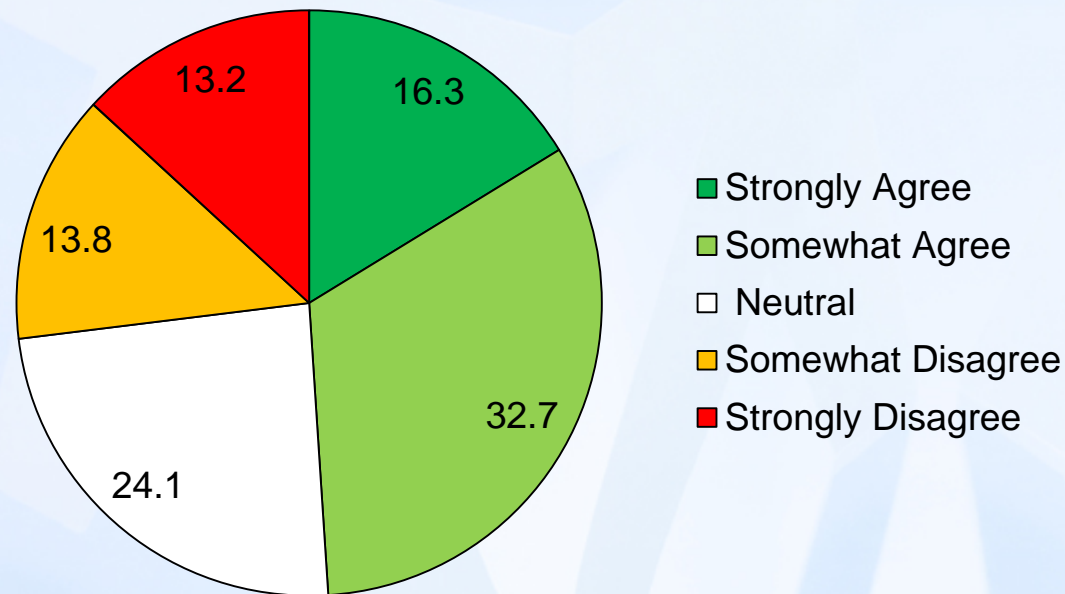
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# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q10: *Leaders of my department / unit are approachable and open to new ideas and suggestions.*
  - *Mean Score: 2.75*



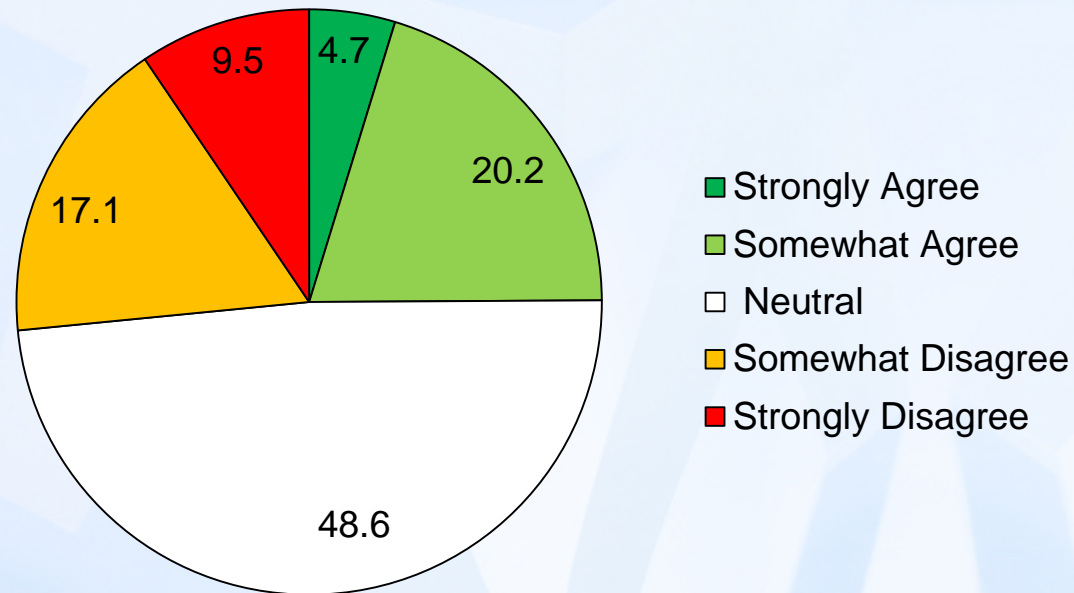
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# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q11: *I consider university policy to be in line with current trends in education and research.*
  - *Mean Score: 3.06*



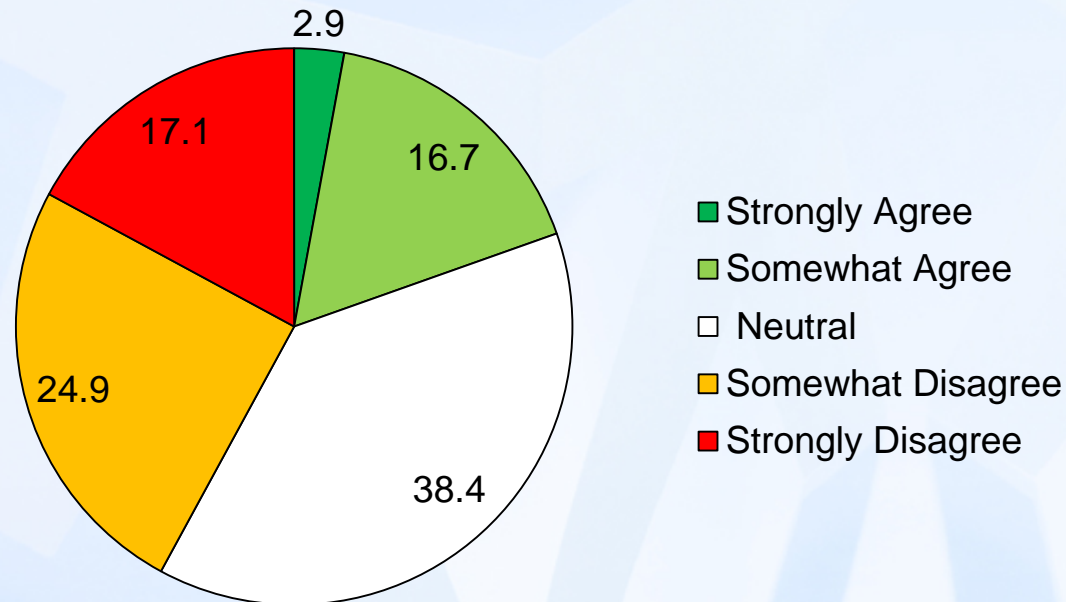
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# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q12: *Senior Management of the university is transparent on important matters related to the university.*
  - *Mean Score: 3.37*



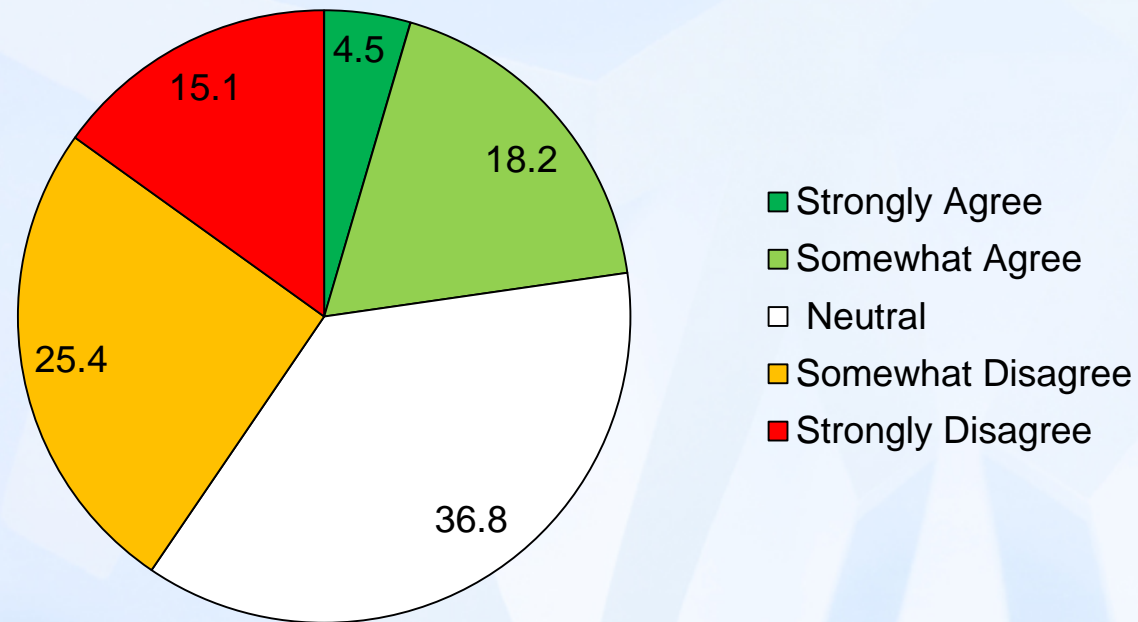
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# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q13: *I have confidence in the work of our Senior Management.*
  - *Mean Score: 3.28*



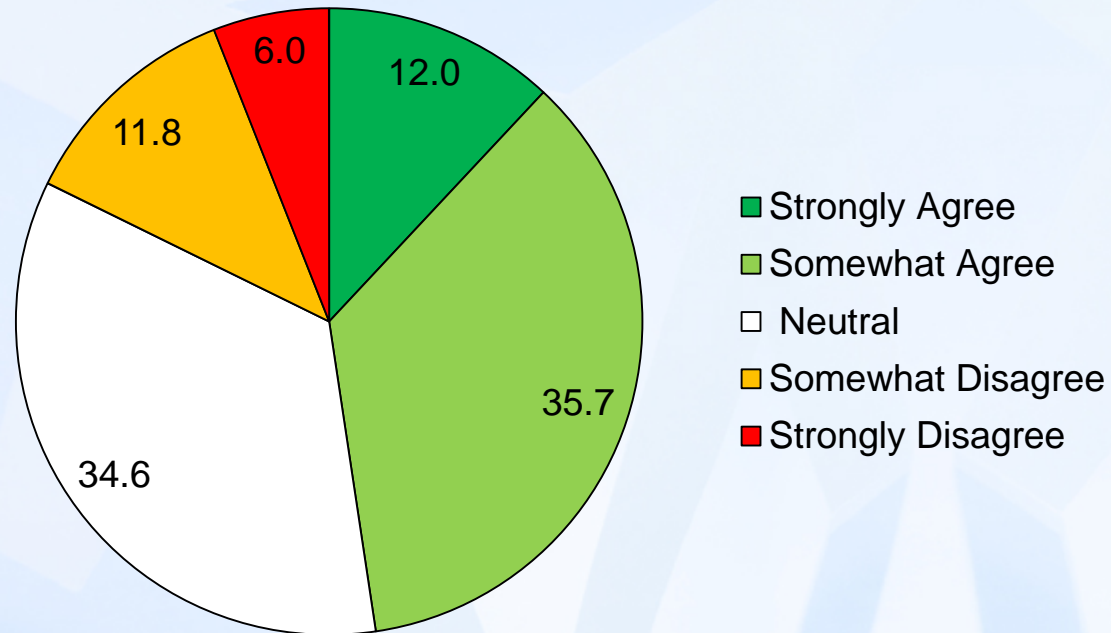
**Notes:** 1. The score reported is under a 5-point scale, higher score denotes less favorable response.  
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# DETAILED SURVEY RESULTS

## OVERALL RESULTS



- Q14: *I am proud to be a part of the PolyU community.*
  - *Mean Score: 2.64*



**Notes:** 1. The score reported is under a 5-point scale, higher score denotes less favorable response.  
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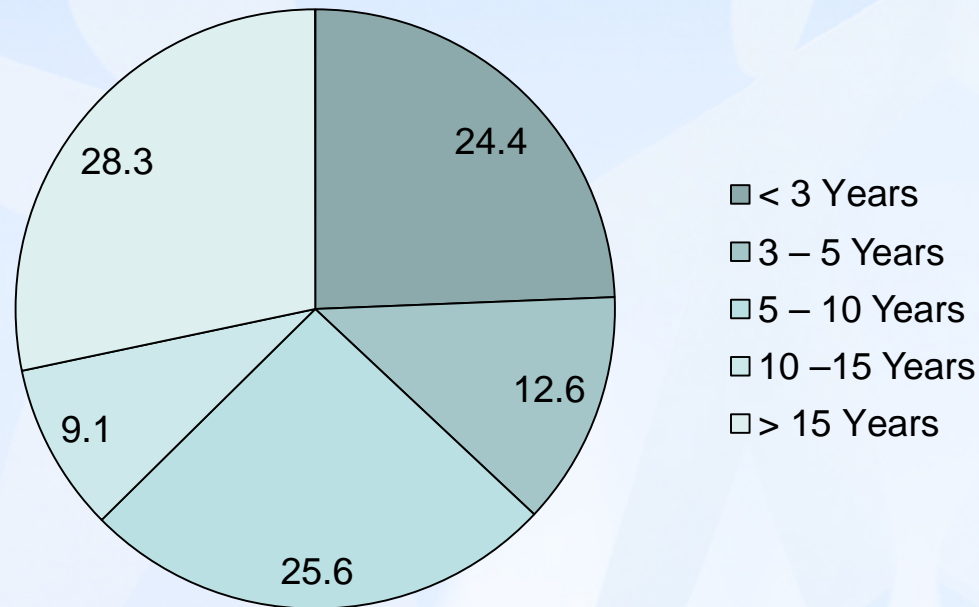


# DETAILED SURVEY RESULTS

## OVERALL RESULTS



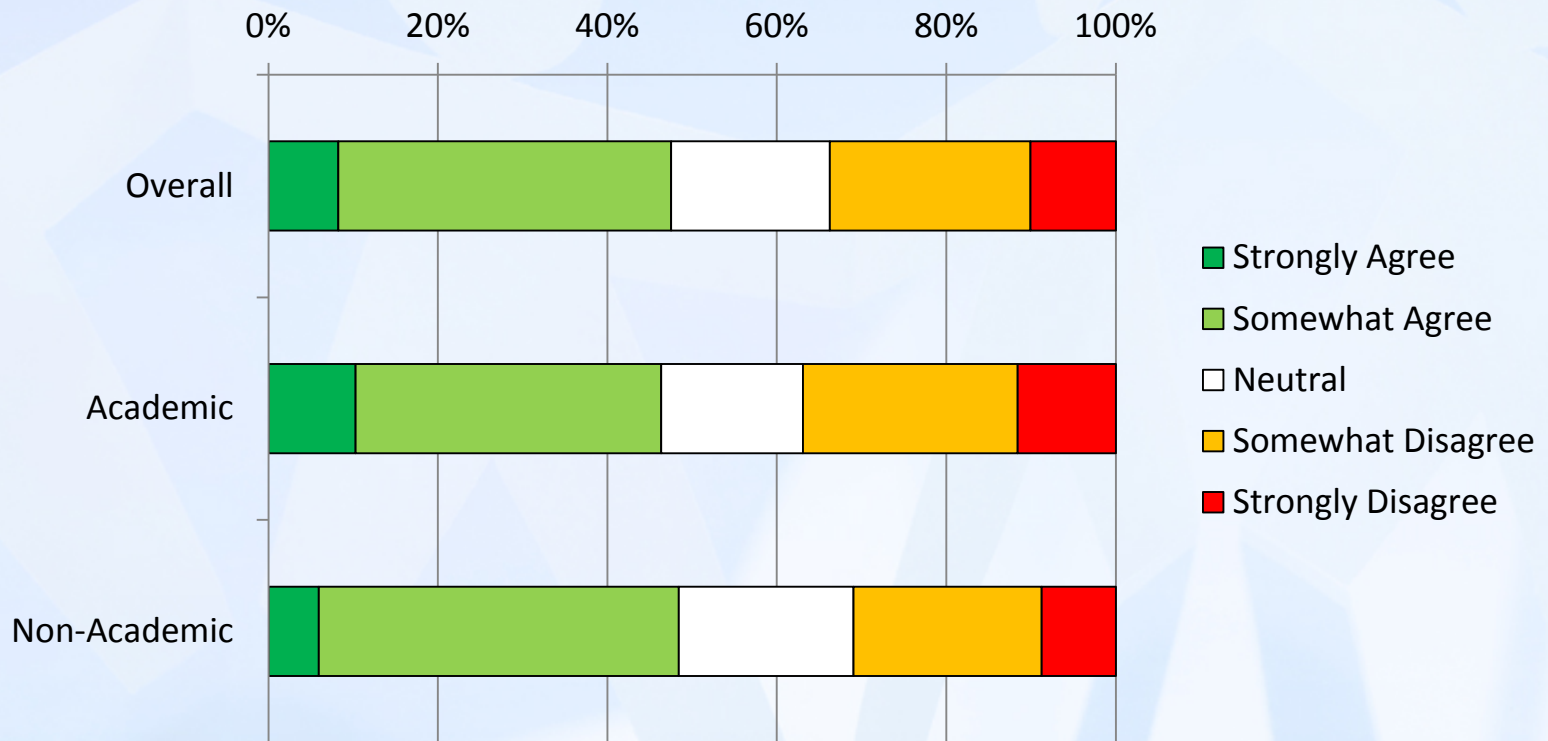
- Years of service distribution



# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q1: *My workload is reasonable.*
  - *Academic staff mean score: 2.92 (n=233)*
  - *Non-academic staff mean score: 2.85 (n=252)*

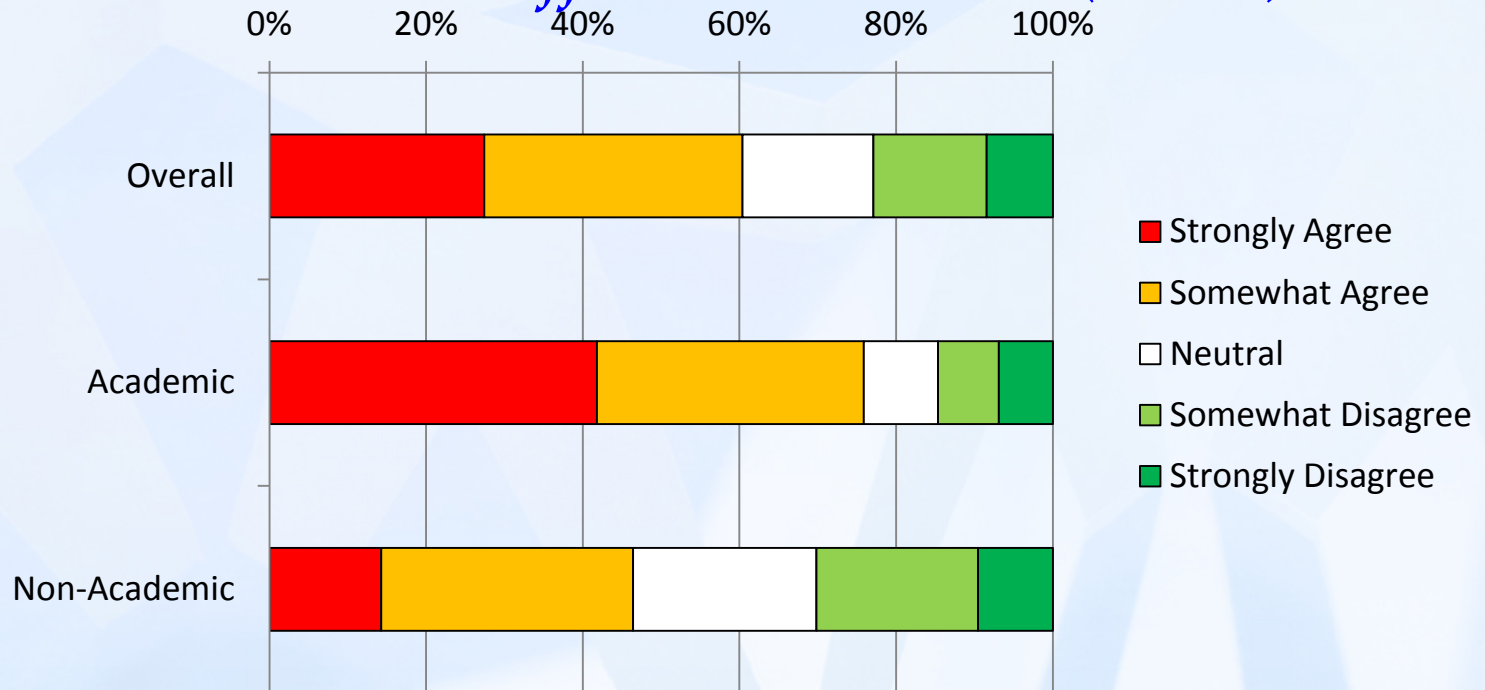


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2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 26

# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q2: *I have to work at the weekend / take work home / work after office hours.*
  - *Academic staff mean score: 3.96 (n=232)*
  - *Non-academic staff mean score: 3.21 (n=252)*

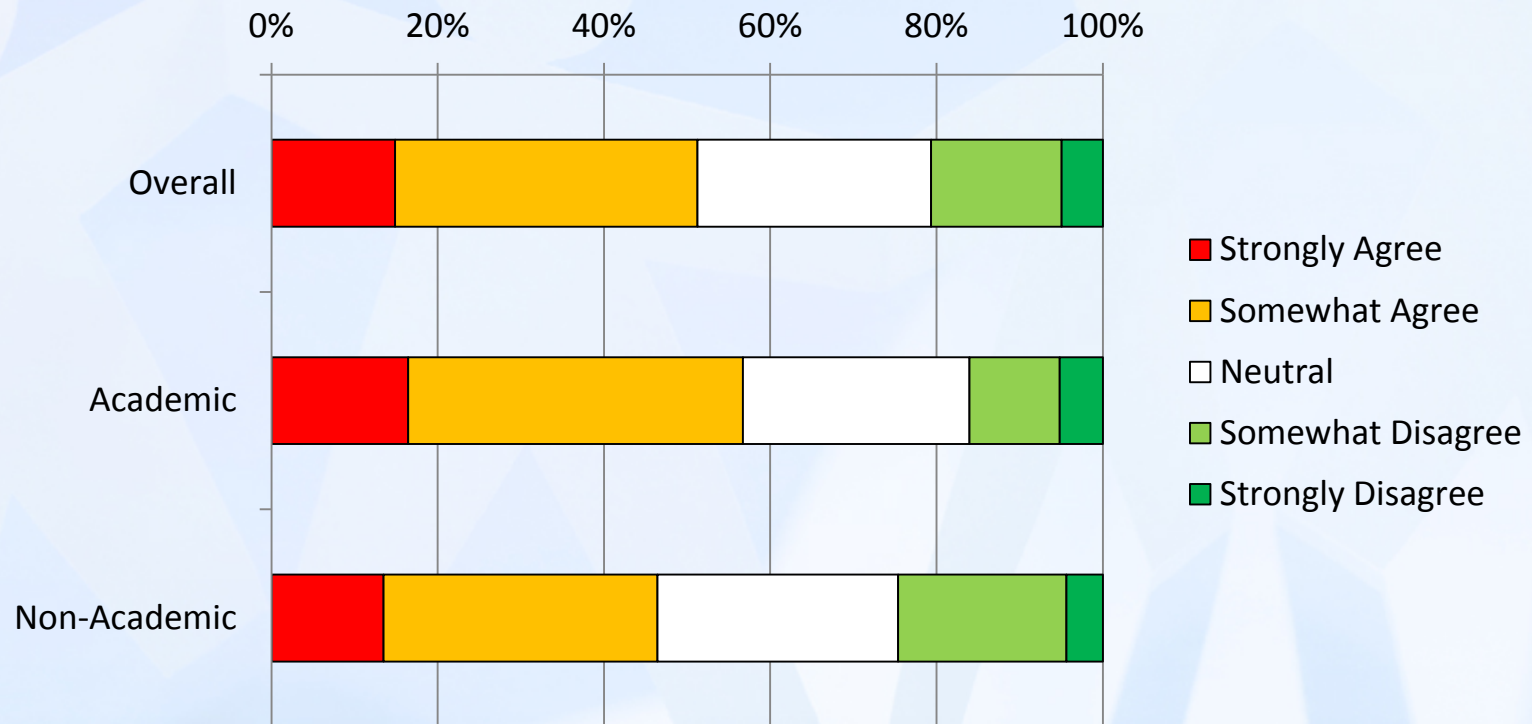


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2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 27

# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q3: *My work is very stressful.*
  - *Academic staff mean score: 3.52 (n=231)*
  - *Non-academic staff mean score: 3.31 (n=252)*



**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 28

# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q4: *I enjoy working in my department / unit.*
  - *Academic staff mean score: 2.27(n=233)*
  - *Non-academic staff mean score: 2.51 (n=252)*

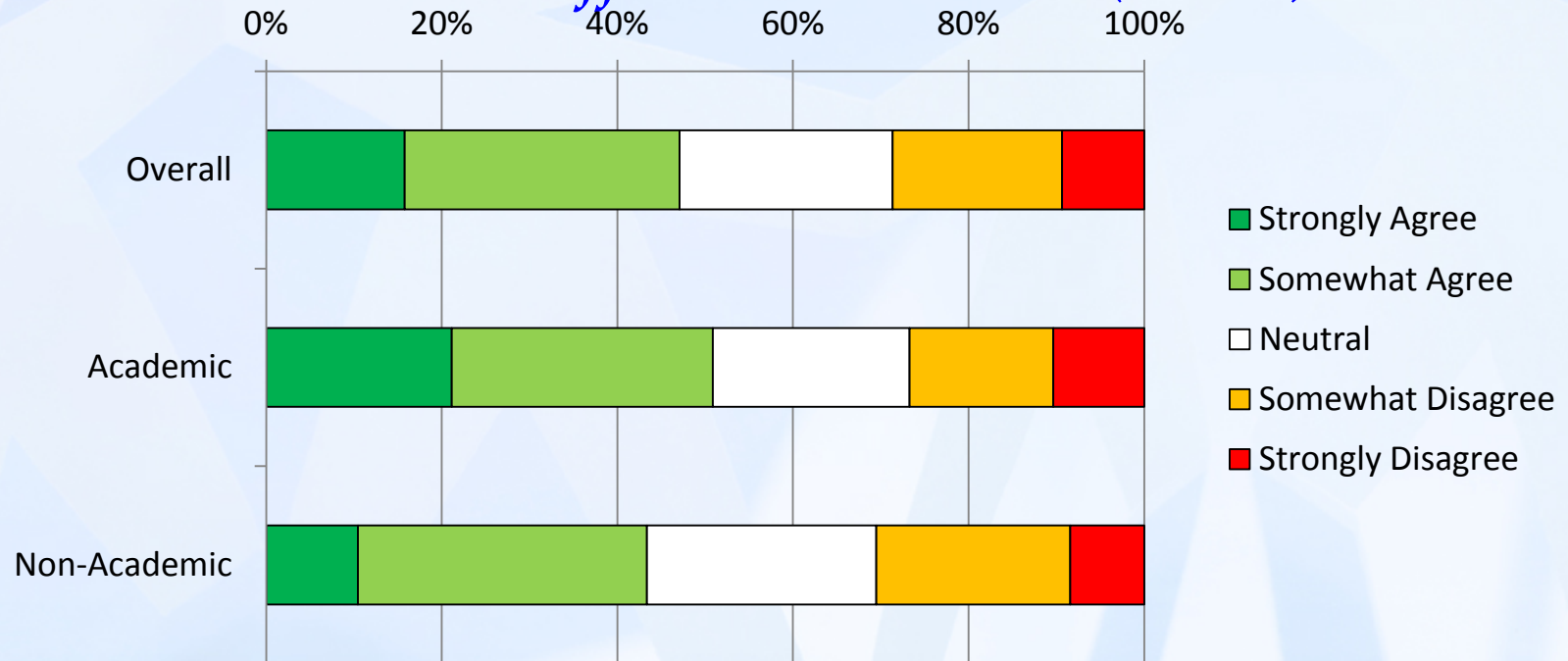


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2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 29

# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q5: *I am treated fairly among colleagues in my department / unit.*
  - *Academic staff mean score: 2.65 (n=232)*
  - *Non-academic staff mean score: 2.85 (n=249)*

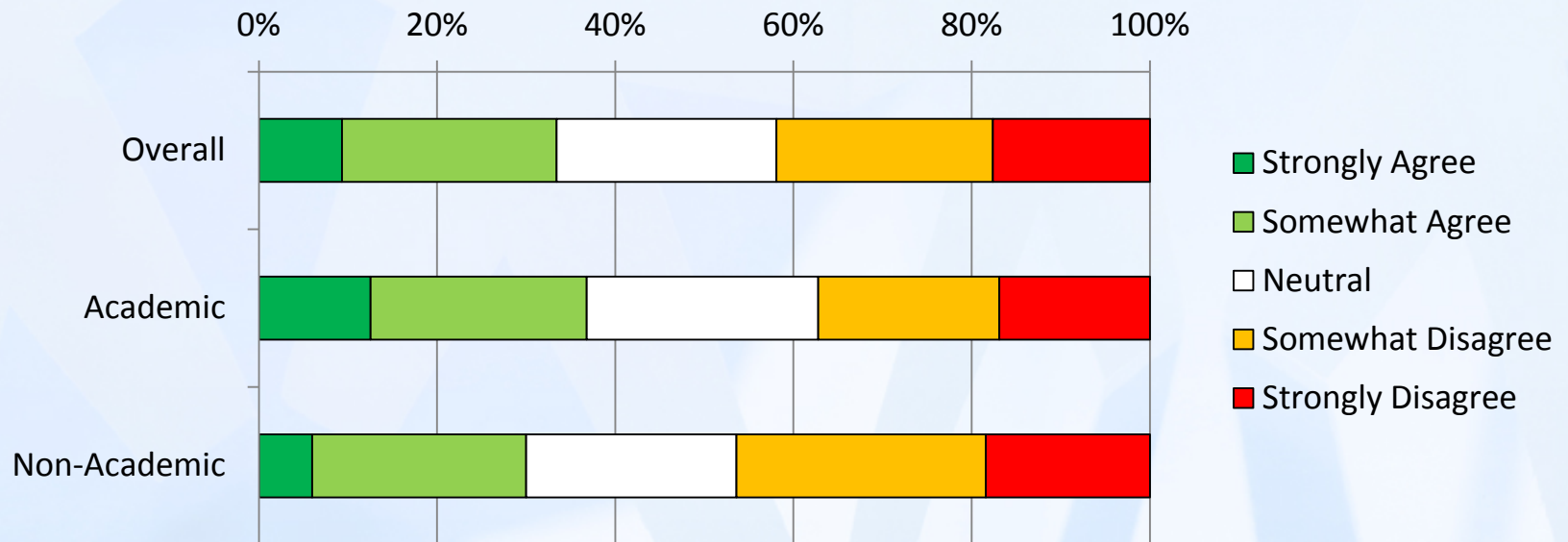


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 30

# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q6: *I feel there is sufficient support in my department / unit for my career advancement.*
  - *Academic staff mean score: 3.05 (n=231)*
  - *Non-academic staff mean score: 3.29 (n=250)*

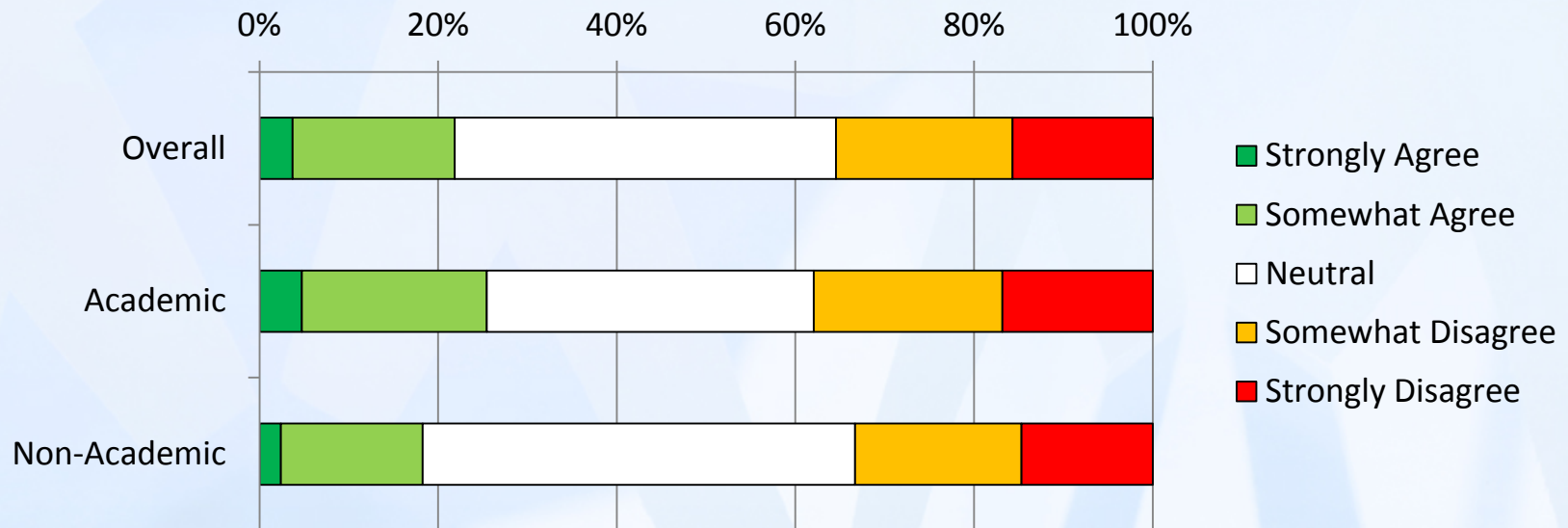


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 31

# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q7: *Compared with the previous year, my department / unit has made an effort to improve my work-life balance.*
  - *Academic staff mean score: 3.25 (n=232)*
  - *Non-academic staff mean score: 3.27 (n=252)*



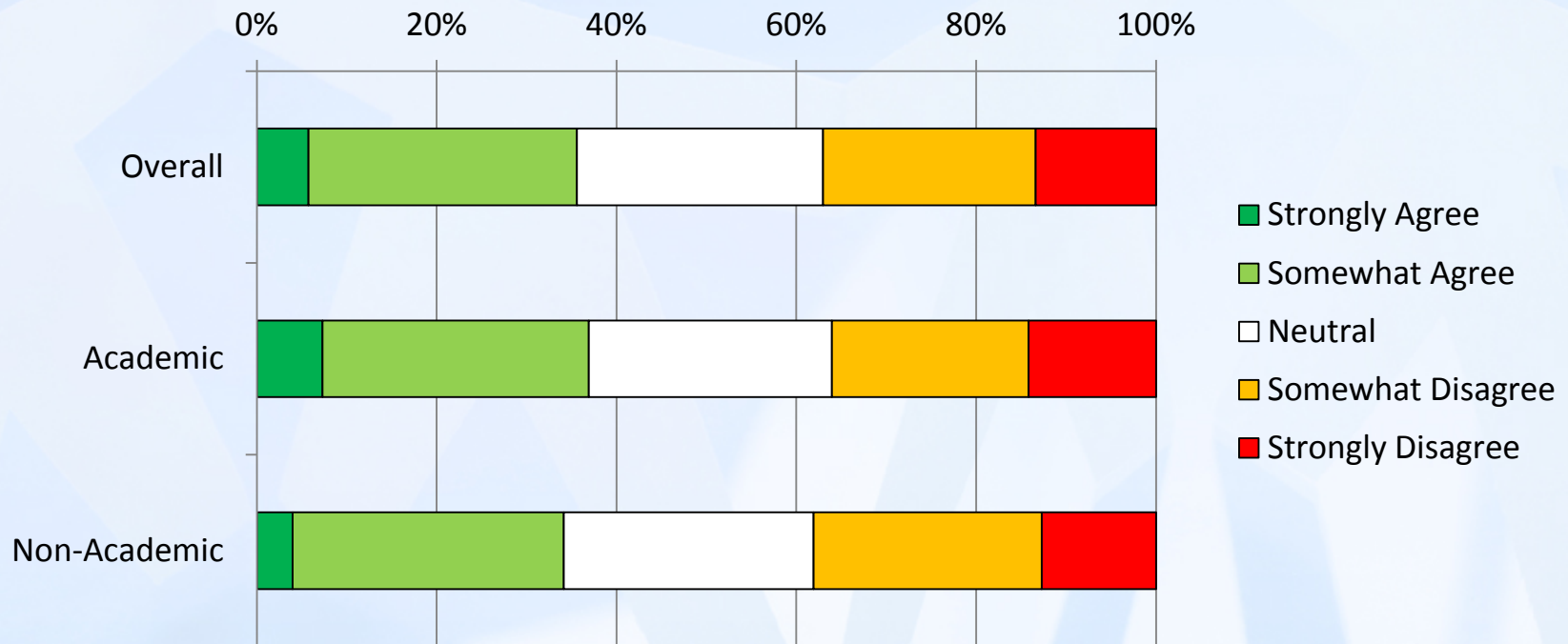
**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 32



# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q8: *I feel appropriately compensated for the work I am doing.*
  - *Academic staff mean score: 3.06 (n=233)*
  - *Non-academic staff mean score: 3.13 (n=252)*

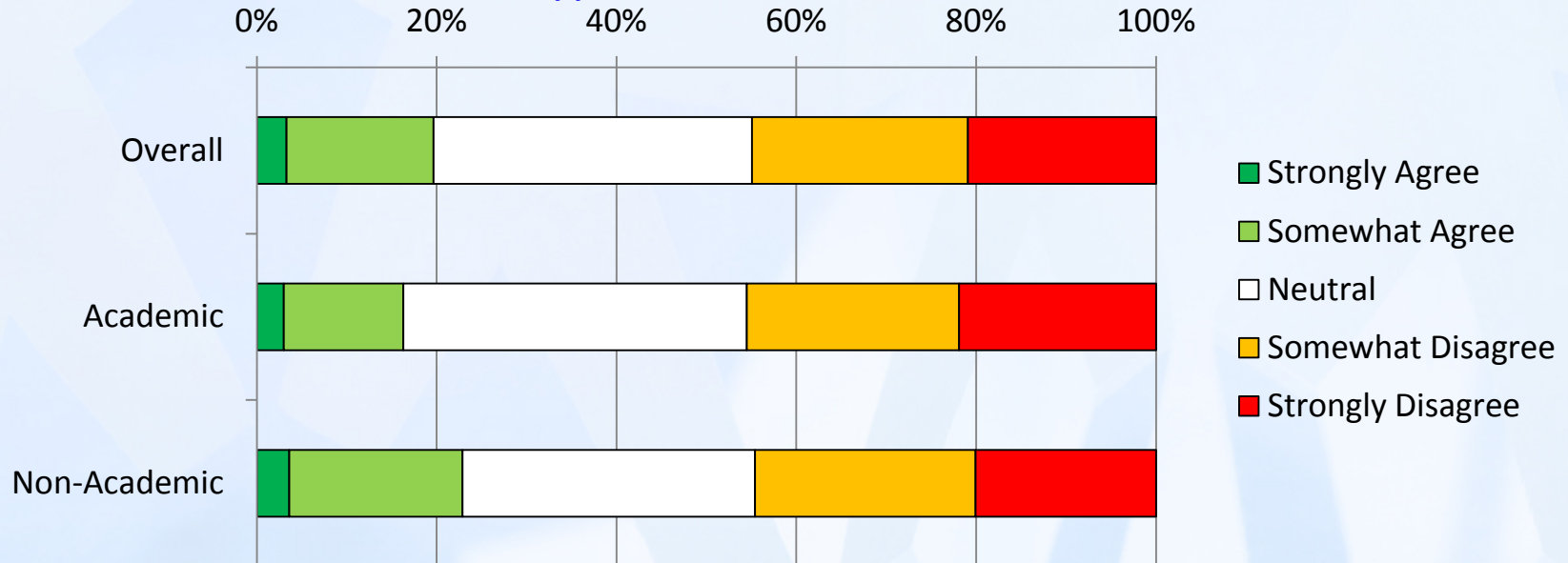


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 33

# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q9: *The annual performance appraisal is helpful towards my career development in PolyU.*
  - *Academic staff mean score: 3.48 (n=233)*
  - *Non-academic staff mean score: 3.38 (n=249)*



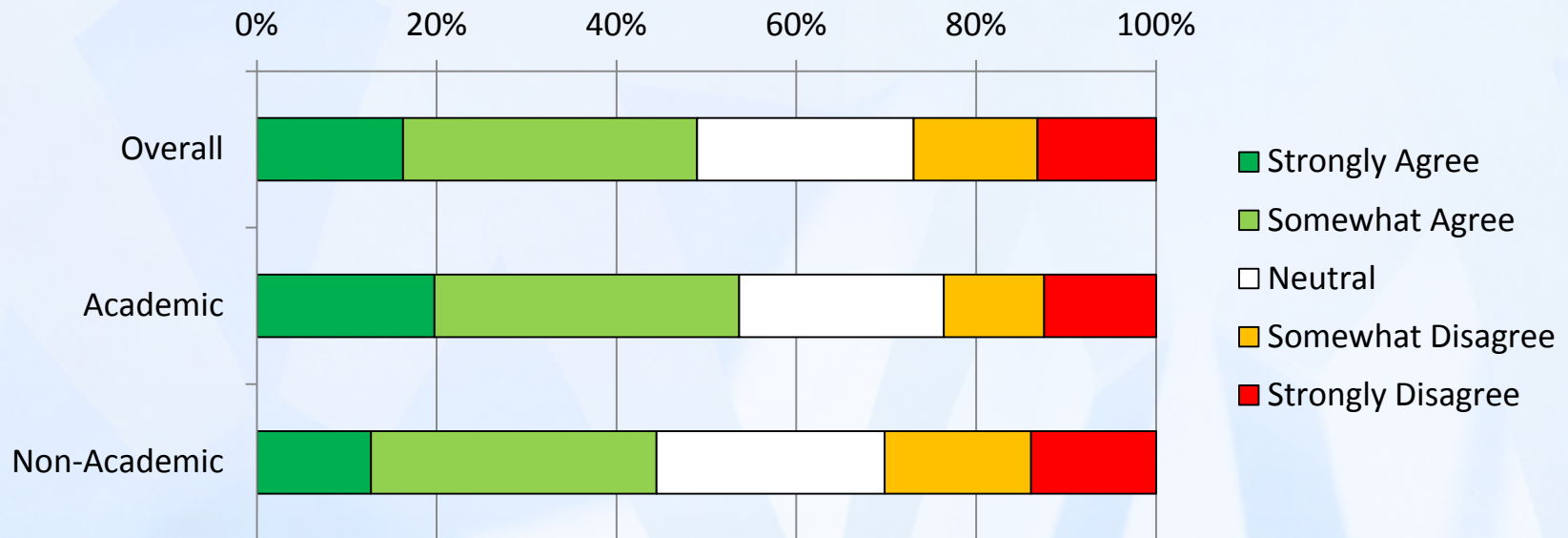
**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.

2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 34

# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q10: *Leaders of my department / unit are approachable and open to new ideas and suggestions.*
  - *Academic staff mean score: 2.63 (n=233)*
  - *Non-academic staff mean score: 2.87 (n=252)*



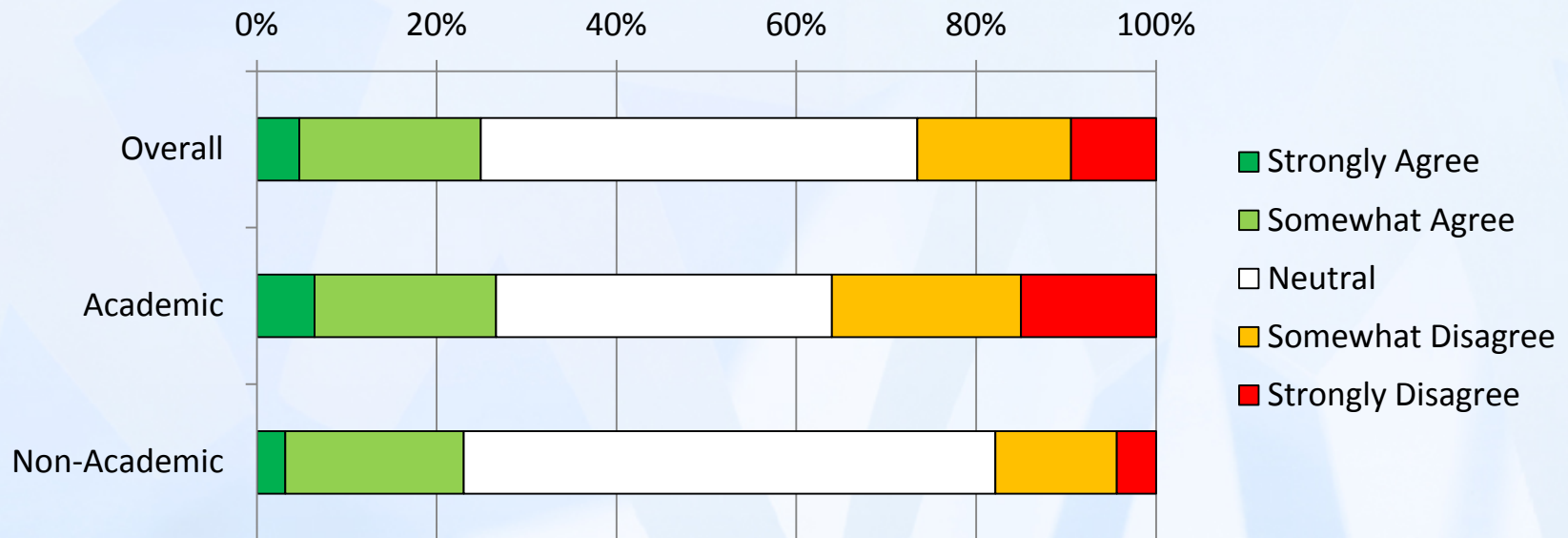
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# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q11: *I consider university policy to be in line with current trends in education and research.*

- *Academic staff mean score: 3.18 (n=233)*
- *Non-academic staff mean score: 2.96 (n=252)*

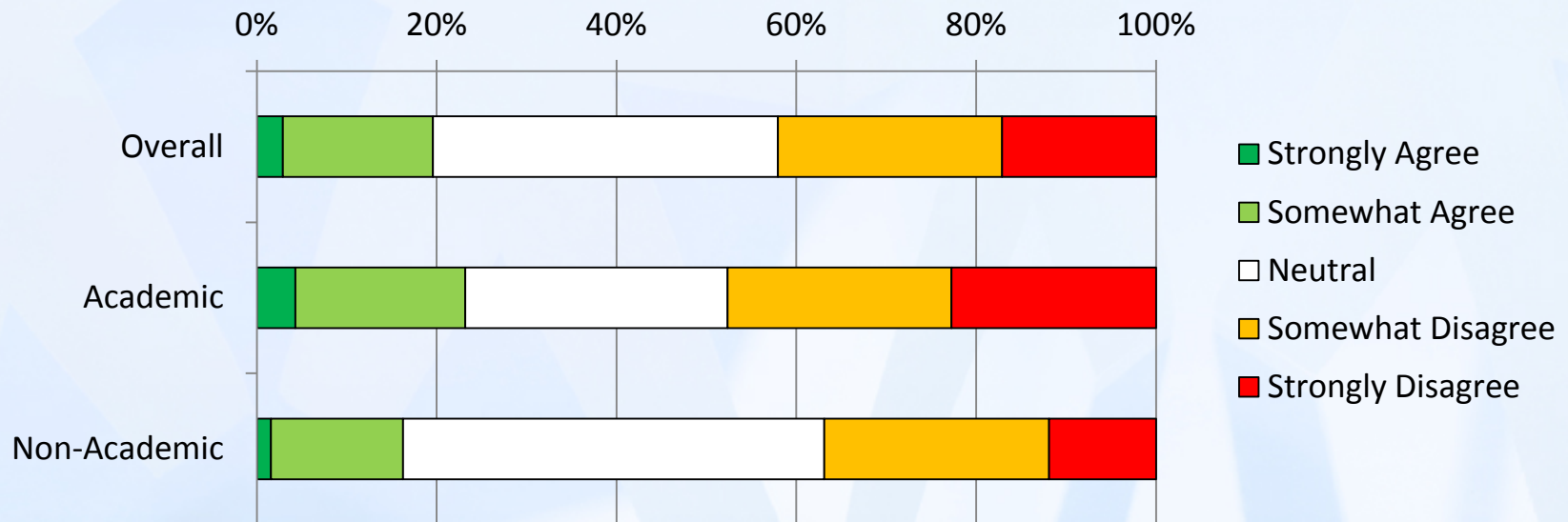


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# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q12: *Senior Management of the university is transparent on important matters related to the university.*
  - *Academic staff mean score: 3.43 (n=233)*
  - *Non-academic staff mean score: 3.31 (n=252)*

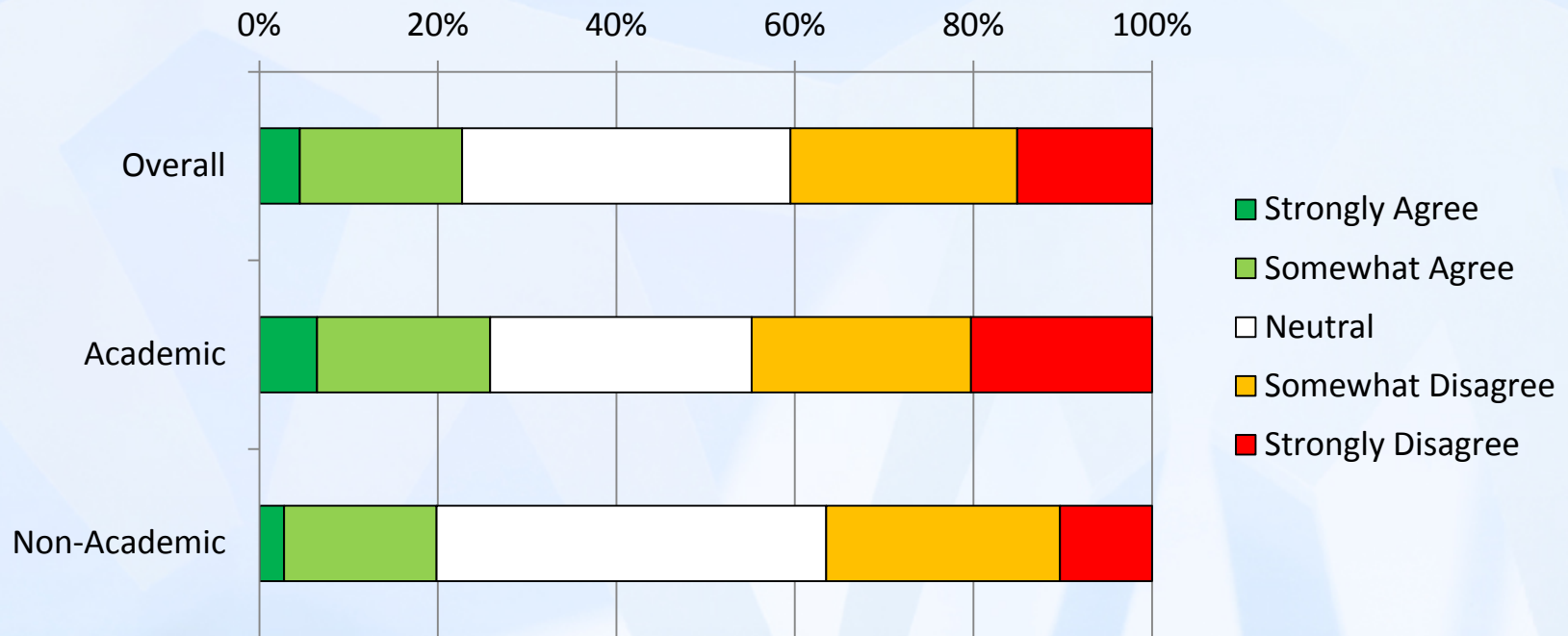


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2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 37

# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q13: *I have confidence in the work of our Senior Management.*
  - *Academic staff mean score: 3.33 (n=232)*
  - *Non-academic staff mean score: 3.24 (n=252)*

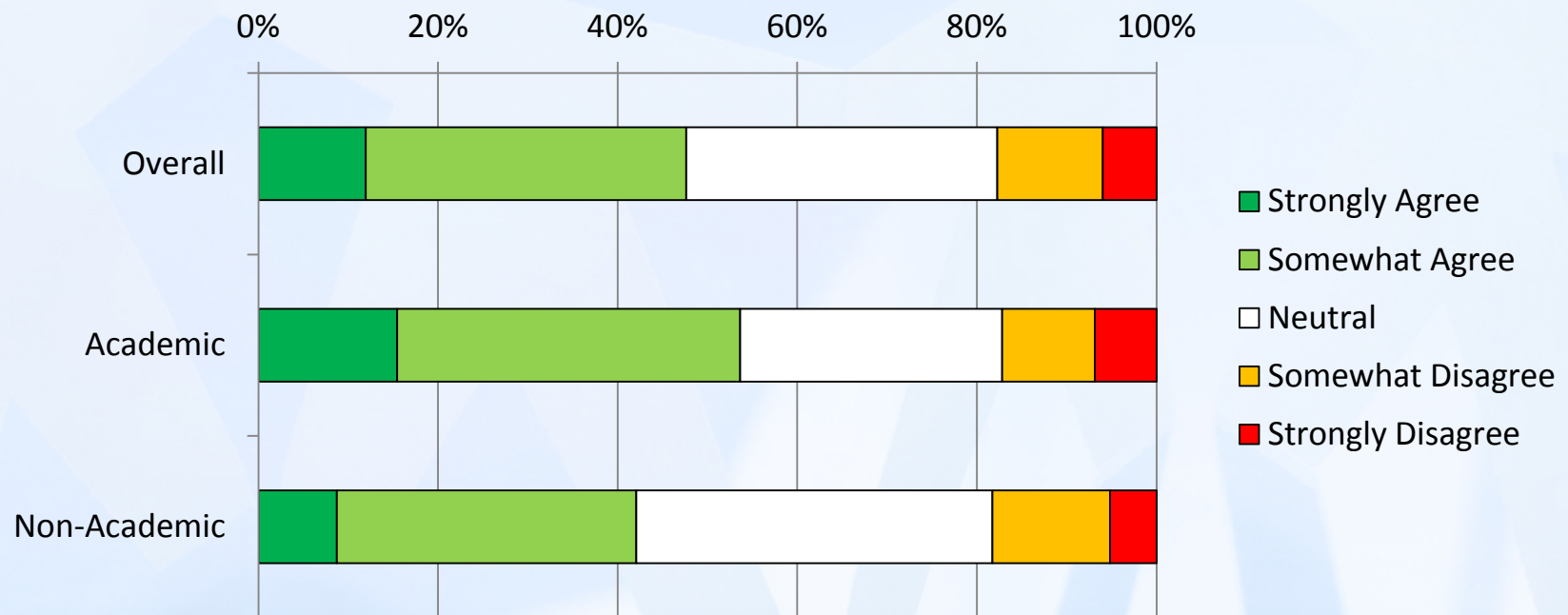


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 38

# DETAILED SURVEY RESULTS BY STAFF CATEGORY



- Q14: *I am proud to be a part of the PolyU community.*
  - *Academic staff mean score: 2.55 (n=233)*
  - *Non-academic staff mean score: 2.73 (n=252)*

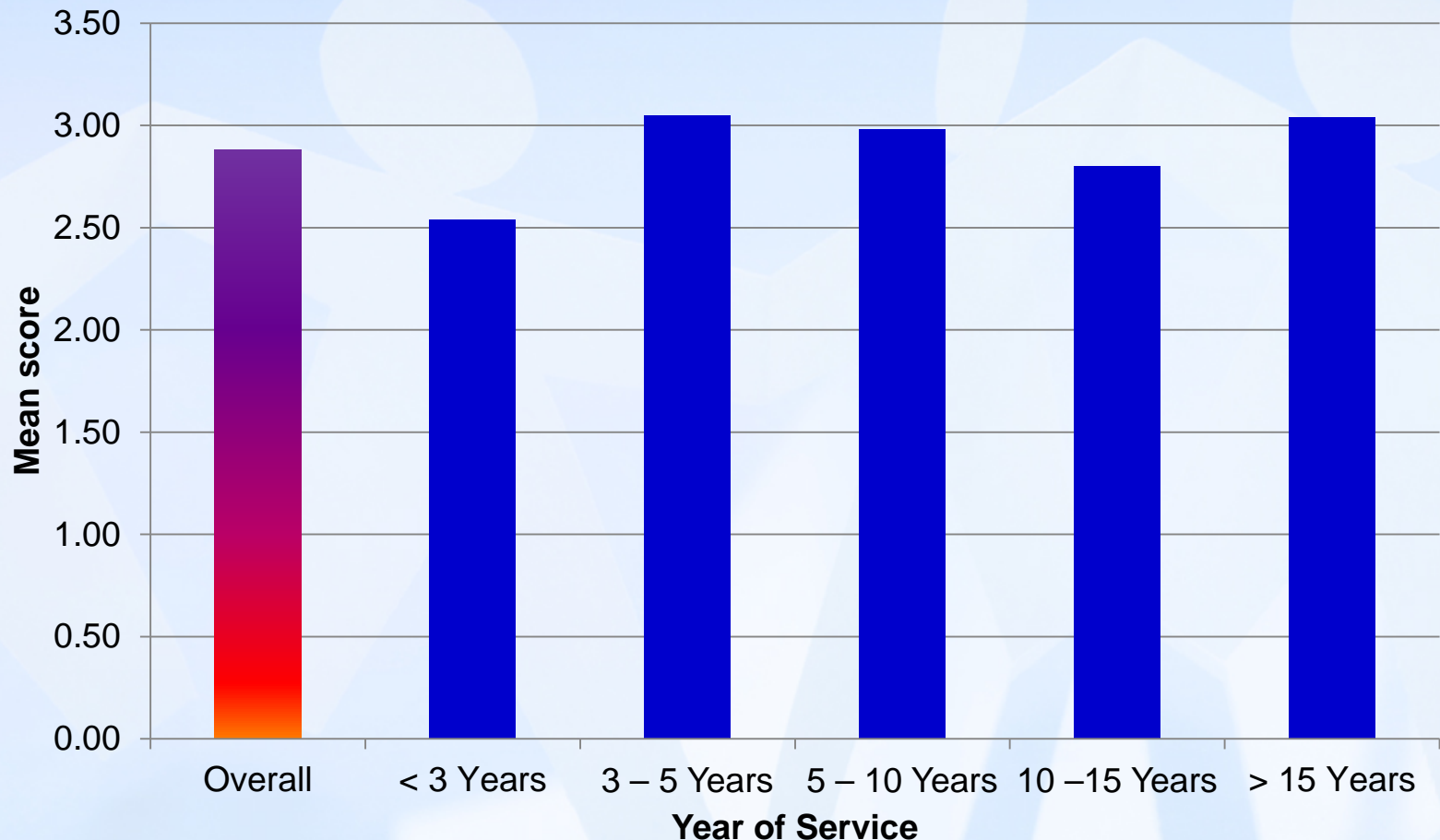


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# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q1: *My workload is reasonable.*



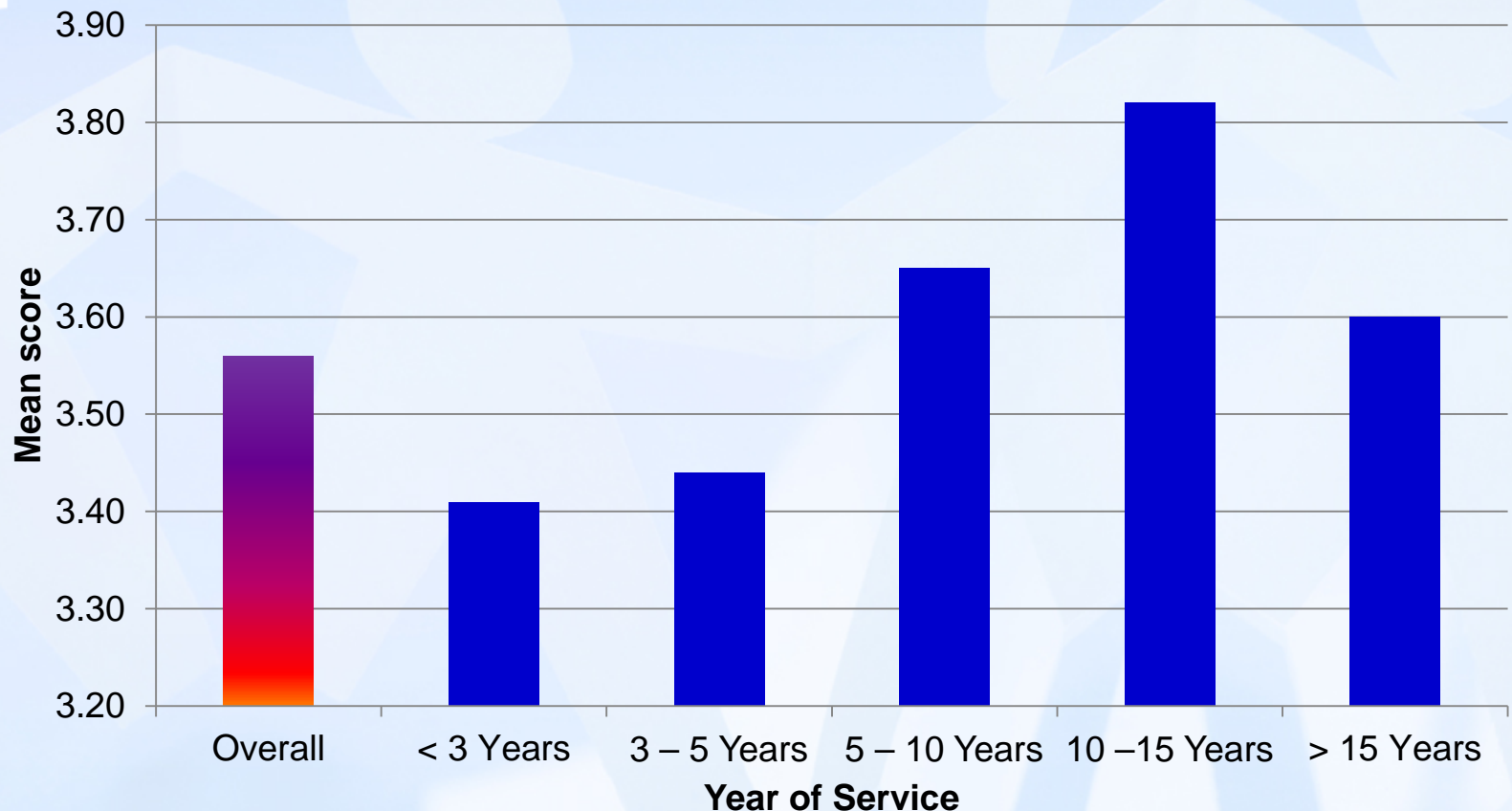
**Note:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response



# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q2: *I have to work at the weekend / take work home / work after office hours.*

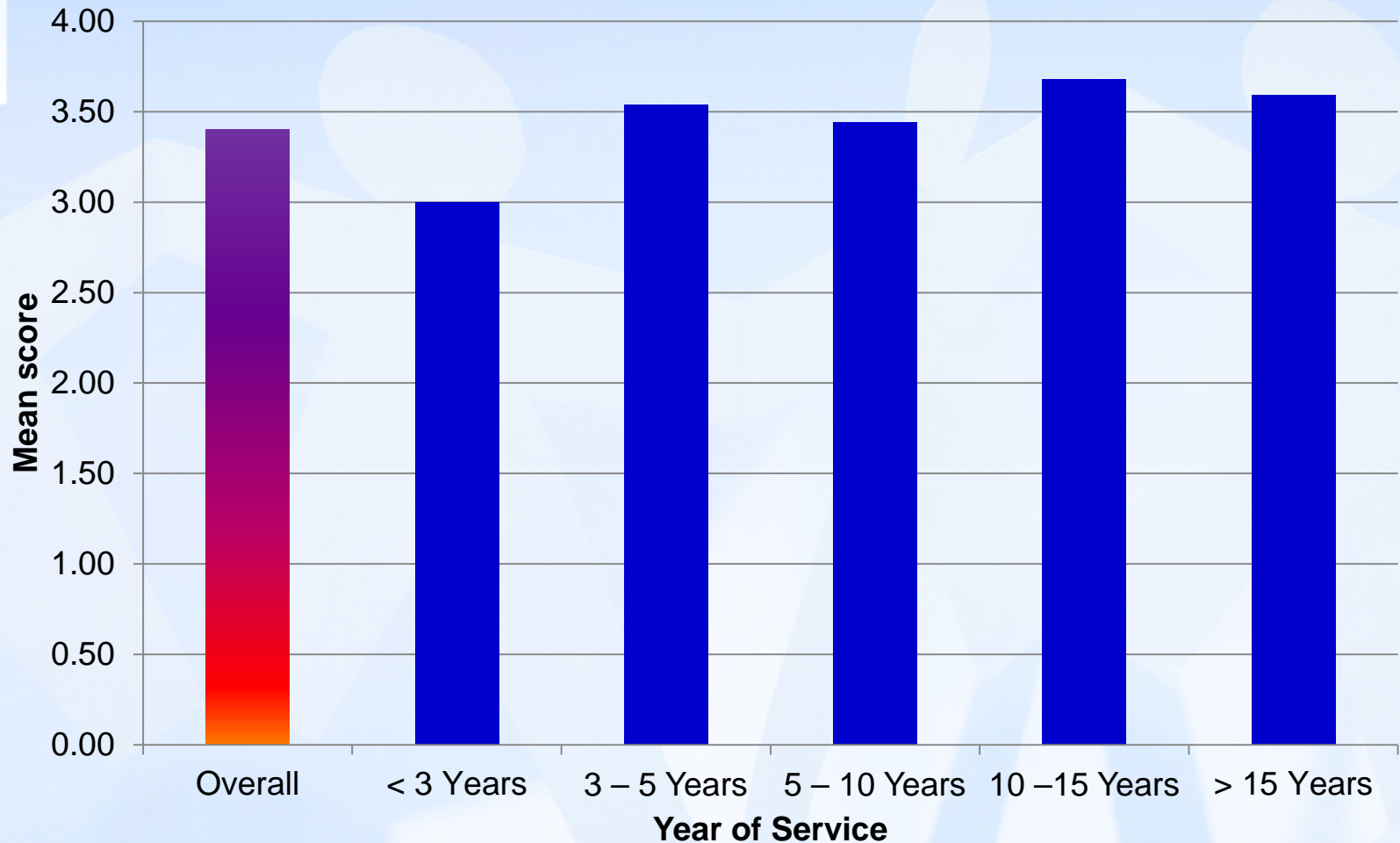


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# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q3: *My work is very stressful.*

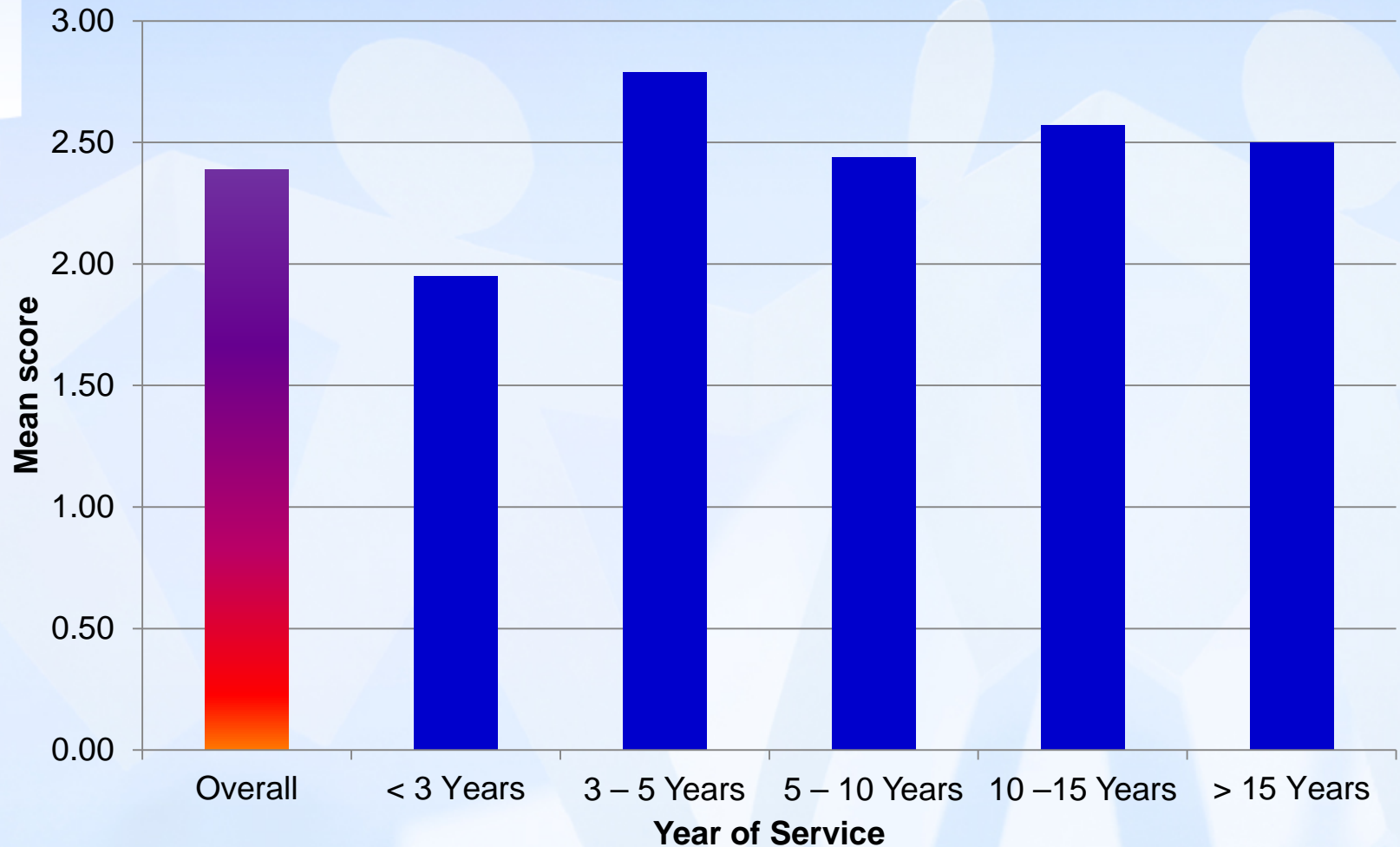


**Note:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.

# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q4: *I enjoy working in my department / unit.*

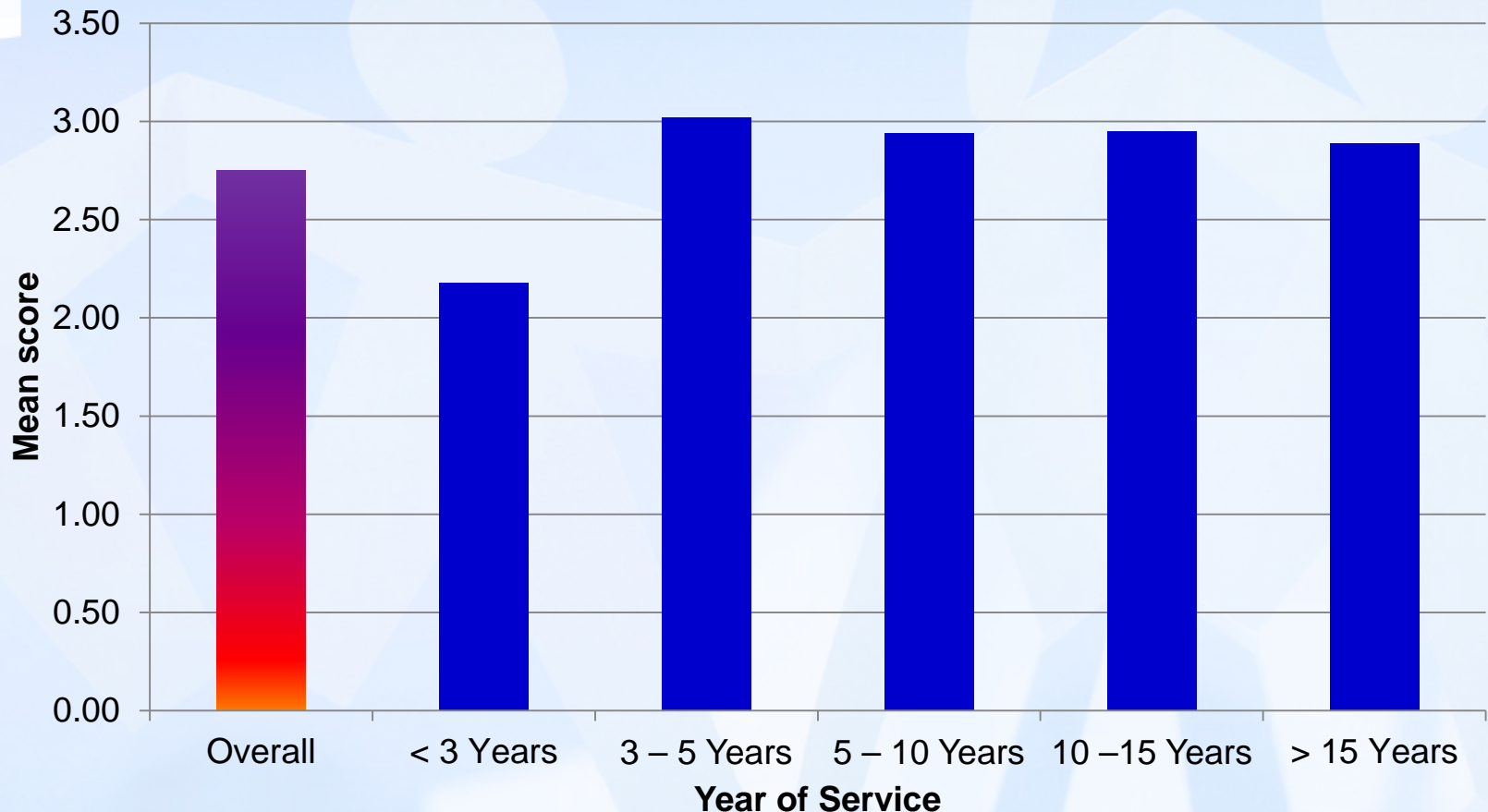


**Note:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response

# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q5: *I am treated fairly among colleagues in my department / unit.*



**Note:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response

# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q6: *I feel there is sufficient support in my department / unit for my career advancement.*

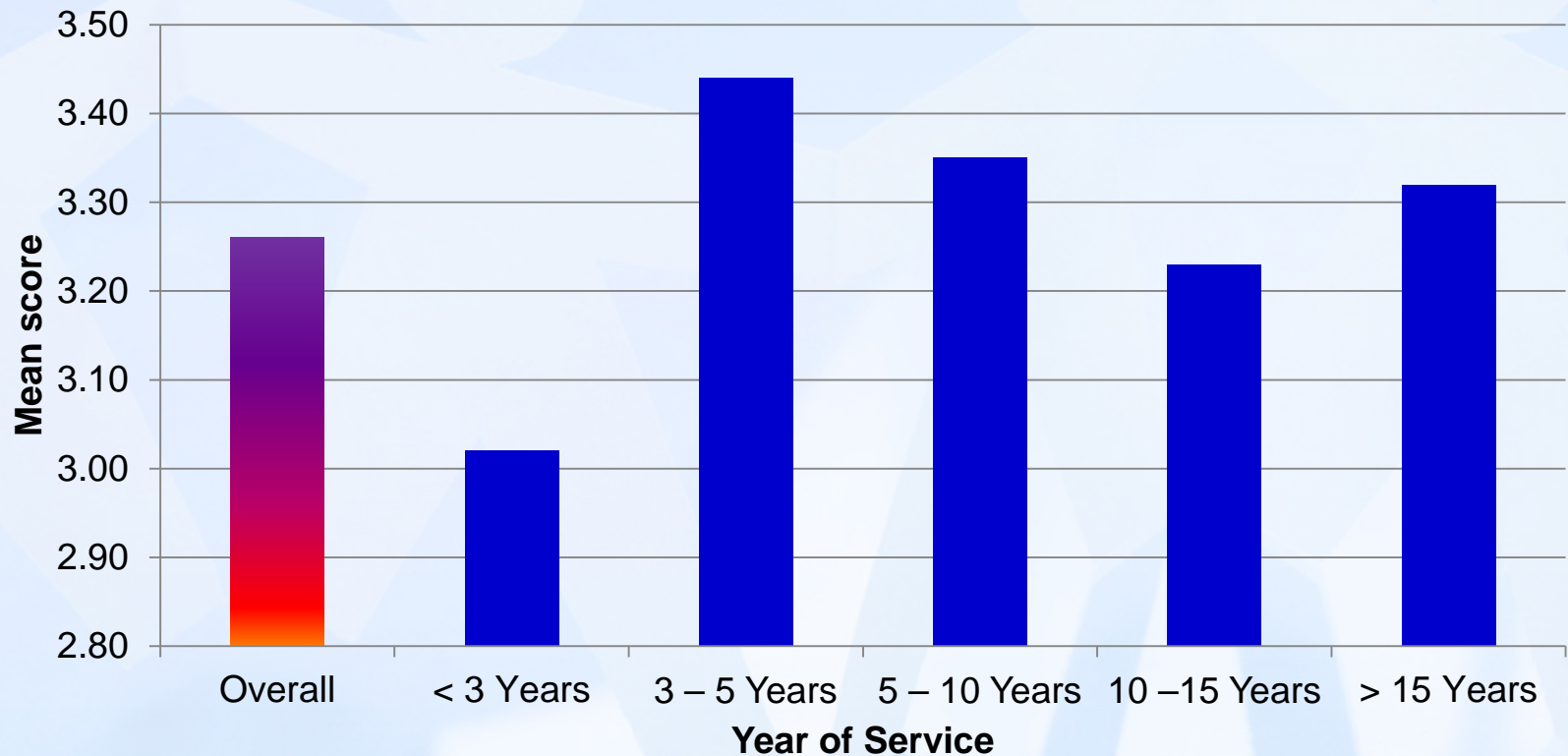


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# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



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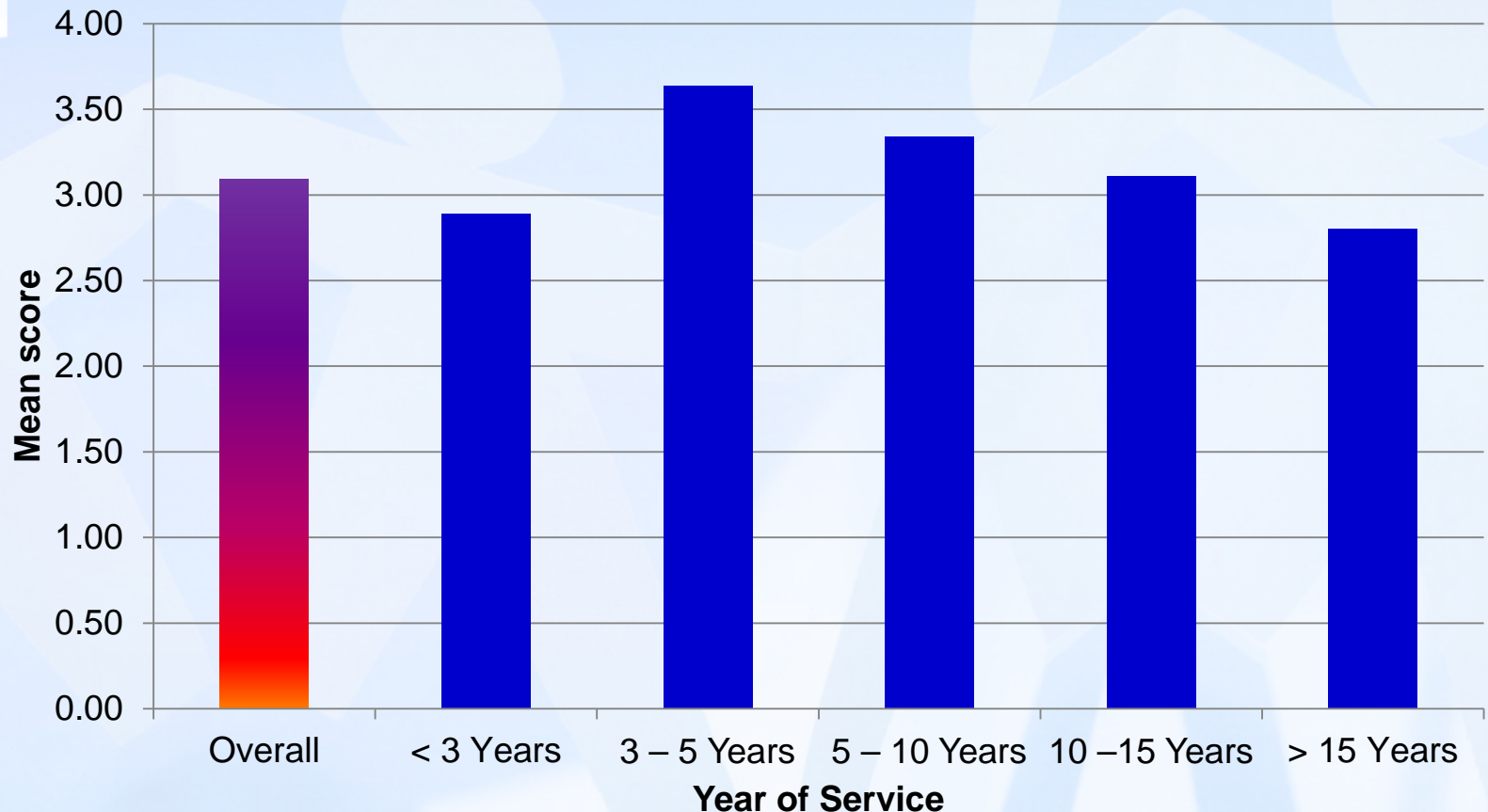


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# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q8: *I feel appropriately compensated for the work I am doing.*

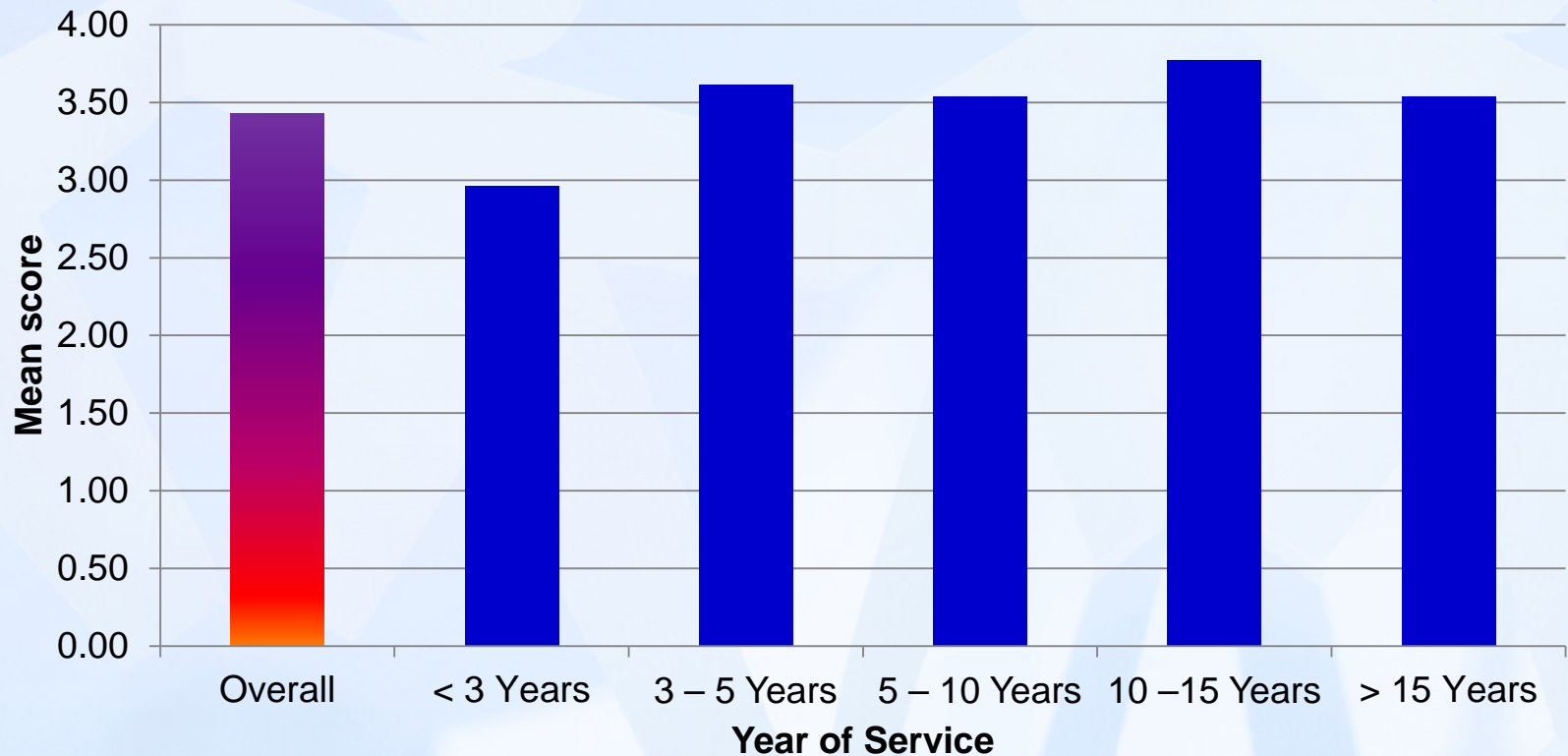


**Note:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.

# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q9: *The annual performance appraisal is helpful towards my career development in PolyU.*



**Note:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.



# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q10: *Leaders of my department / unit are approachable and open to new ideas and suggestions.*



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# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



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# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



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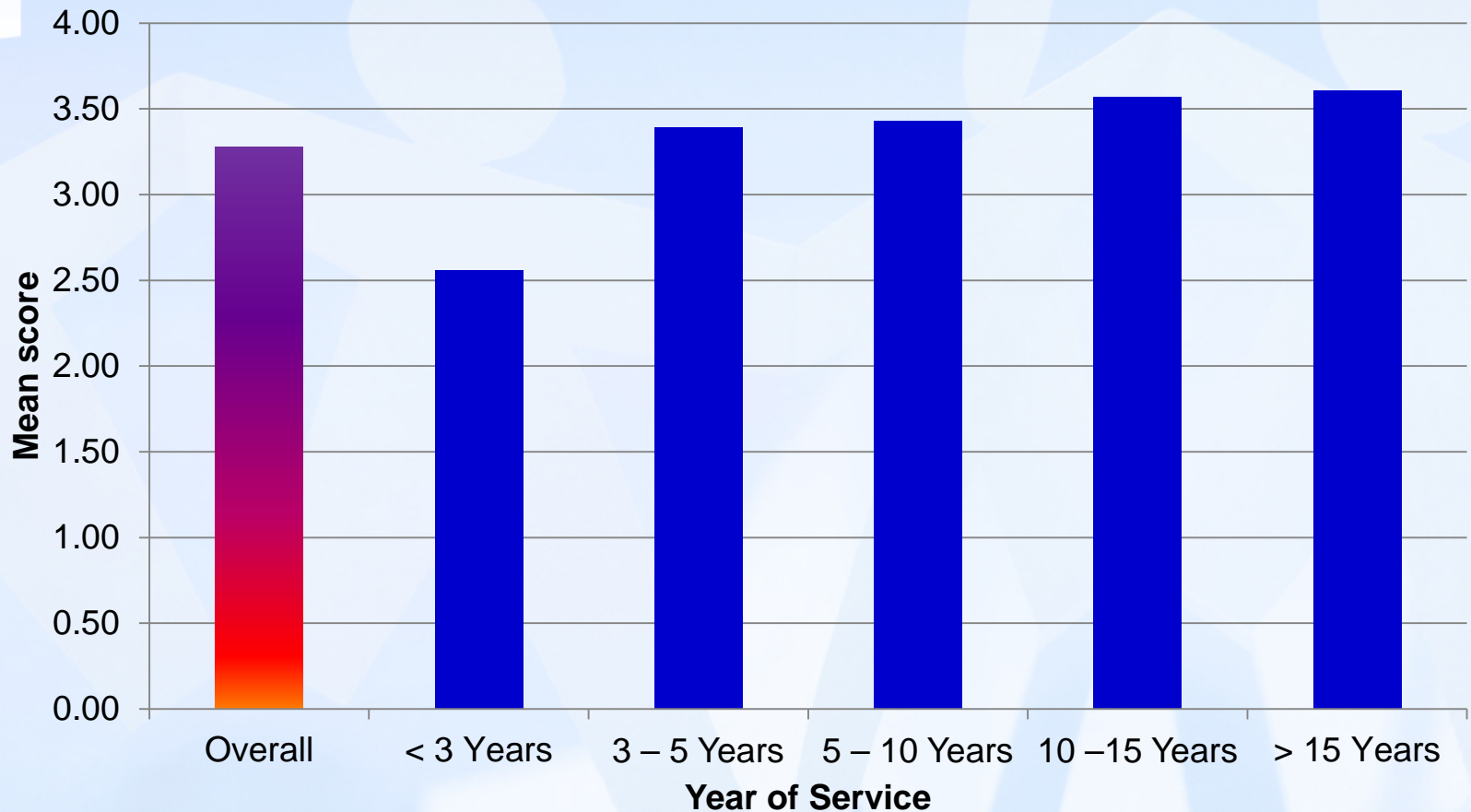


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# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q13: *I have confidence in the work of our Senior Management.*

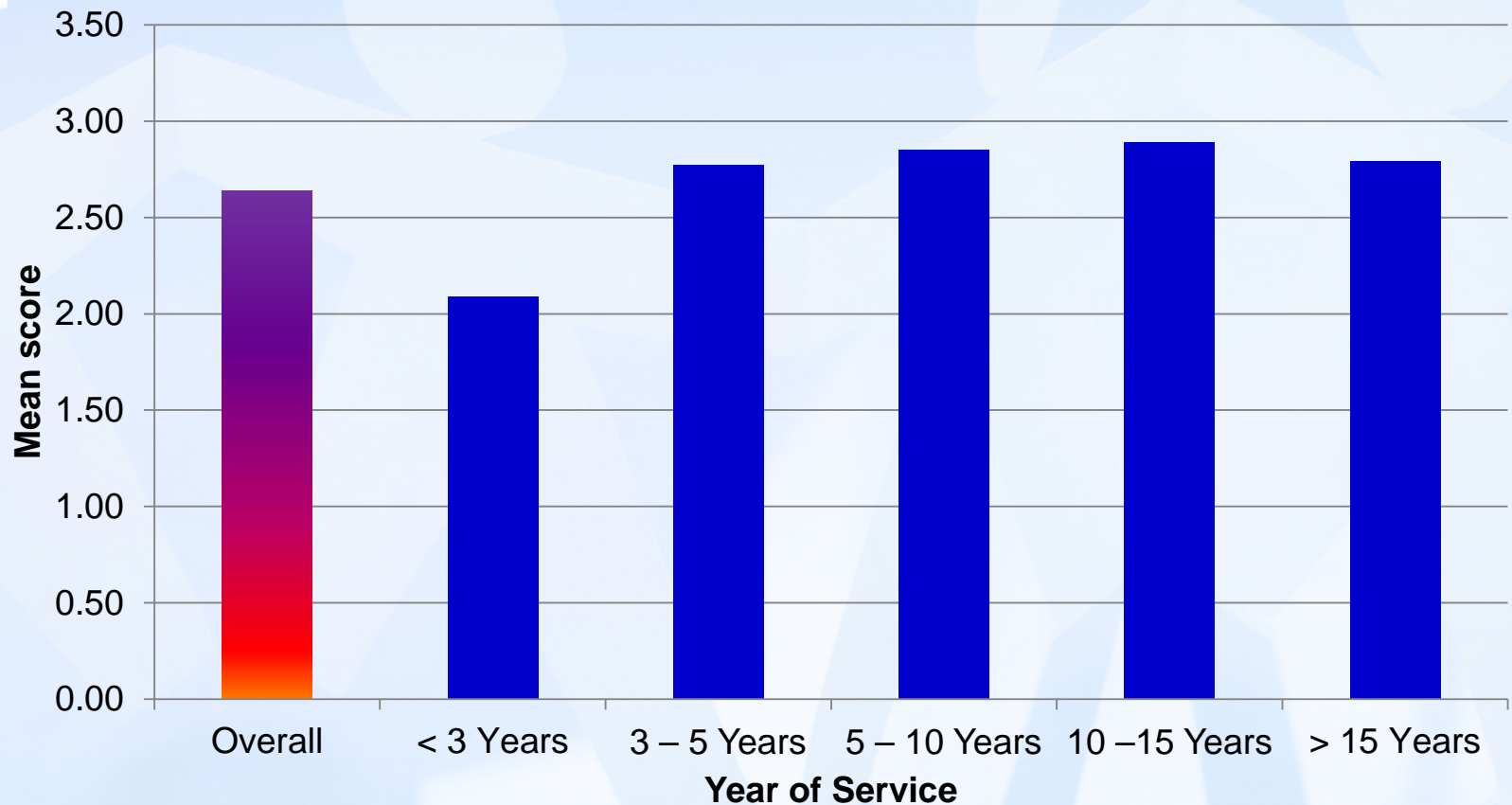


**Note:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.

# DETAILED SURVEY RESULTS BY YEARS OF SERVICE



- Q14: *I am proud to be a part of the PolyU community.*



**Note:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.

# FURTHER ANALYSIS BY YEARS OF SERVICE, STAFF TYPE



- *Reasonable workload*
  - *Percentage of members*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	76.6	40.6	60.7
3 – 5 years	50.0	21.1	46.7

- *Mean scores*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	2.00†	2.97†	2.57
3 – 5 years	2.58†	3.53†	2.93

- †Significant difference in mean between research track and teaching track
- ‡Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS BY YEARS OF SERVICE, STAFF TYPE



- *Work overtime*
  - *Percentage of members*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	63.3	84.4	32.1
3 – 5 years	75.0	78.9	30.0

- *Mean scores*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	3.50†	4.34†	2.82
3 – 5 years	4.08	4.16	2.73

- †Significant difference in mean between research track and teaching track
- ‡Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS BY YEARS OF SERVICE, STAFF TYPE



- *Work is stressful.*
  - *Percentage of members*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	36.7	50.0	17.9
3 – 5 years	66.7	68.4	46.7

- *Mean scores*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	3.13	3.47	2.66†
3 – 5 years	3.75	3.68	3.37‡

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years



# FURTHER ANALYSIS BY YEARS OF SERVICE, STAFF TYPE



- *Enjoy working in the department*
  - *Percentage of members*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	83.3	84.4	78.6
3 – 5 years	41.7	57.9	33.3

- *Mean scores*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	1.77†‡	1.75†‡	2.16†‡
3 – 5 years	2.67†‡	2.37†‡	3.10†‡

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS BY YEARS OF SERVICE, STAFF TYPE



- *Fairly treated in the department*

## – *Percentage of members*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	76.7	62.5	58.9
3 – 5 years	50.0	26.3	46.4

## – *Mean scores*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	1.80†‡	2.31†‡	2.30‡
3 – 5 years	2.58†‡	3.47†‡	2.89‡

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS

## BY YEARS OF SERVICE, STAFF TYPE



- *Sufficient support in the department for my career advancement*

### – *Percentage of members*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	63.3	43.8	41.1
3 – 5 years	25.0	21.1	30.0

### – *Mean scores*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	2.27‡	2.78	2.73‡
3 – 5 years	3.17‡	3.37	3.43‡

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS

## BY YEARS OF SERVICE, STAFF TYPE



- *Department has made an effort to improve my work-life balance*

### – *Percentage of members*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	41.4	21.9	19.6
3 – 5 years	33.3	10.5	20.0

### – *Mean scores*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	2.90	3.09‡	3.03
3 – 5 years	3.00†	3.84†‡	3.37

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS

## BY YEARS OF SERVICE, STAFF TYPE



- *Feel appropriately compensated for the work*
  - *Percentage of members*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	66.7	31.3	33.9
3 – 5 years	25.0	5.3	16.7

- *Mean scores*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	2.30†‡	3.13†‡	3.07
3 – 5 years	3.50‡	3.95‡	3.50

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS

## BY YEARS OF SERVICE, STAFF TYPE



- *Annual performance appraisal is helpful towards my career development*

### – *Percentage of members*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	30.0	21.9	25.9
3 – 5 years	41.7	10.5	13.3

### – *Mean scores*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	2.80	3.22‡	2.89‡
3 – 5 years	3.00†	3.84†‡	3.70‡

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS

## BY YEARS OF SERVICE, STAFF TYPE



- *Leaders of my department are approachable and open to new ideas and suggestions*

### – *Percentage of members*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	86.7	81.3	69.6
3 – 5 years	50.0	36.8	40.0

### – *Mean scores*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	1.77†‡	2.03†‡	2.16†‡
3 – 5 years	2.83†‡	3.21†‡	3.13†‡

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS

## BY YEARS OF SERVICE, STAFF TYPE



- *Consider university policy to be in line with current trends in education and research.*

### – *Percentage of members*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	56.7	40.6	44.6
3 – 5 years	33.3	15.8	16.7

### – *Mean scores*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	2.57	2.75†‡	2.66
3 – 5 years	3.00	3.58†‡	2.90

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years



# FURTHER ANALYSIS

## BY YEARS OF SERVICE, STAFF TYPE



- *Senior Management of the university is transparent*

### – *Percentage of members*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	56.7	34.4	30.4
3 – 5 years	16.7	10.5	16.7

### – *Mean scores*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	2.47†‡	2.91†‡	2.93
3 – 5 years	3.33†‡	4.00†‡	3.30

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS

## BY YEARS OF SERVICE, STAFF TYPE



- *I have confidence in the work of our Senior Management*

### – *Percentage of members*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	63.3	41.9	42.9
3 – 5 years	33.3	15.8	10.0

### – *Mean scores*

	Academic (research)	Academic (teaching)	Non-academic
< 3 years	2.27	2.71‡	2.64‡
3 – 5 years	2.75†	3.89†‡	3.33‡

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# FURTHER ANALYSIS

## BY YEARS OF SERVICE, STAFF TYPE



- *I am proud to be a part of the HKPolyU community*

### – *Percentage of members*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	73.3	81.3	69.6
3 – 5 years	41.7	52.6	33.3

### – *Mean scores*

	Academic (research)	Academic (teaching)	Non- academic
< 3 years	1.97	1.91‡	2.27‡
3 – 5 years	2.58	2.63‡	2.93‡

- † Significant difference in mean between research track and teaching track
- ‡ Significant difference in mean between members who served HKPolyU less than 3 years and 3 – 5 years

# DETAILED SURVEY RESULTS BY GENDER



- Q1: *My workload is reasonable.*
  - *Male staff mean score: 2.86 (n=191)*
  - *Female staff mean score: 2.89 (n=293)*

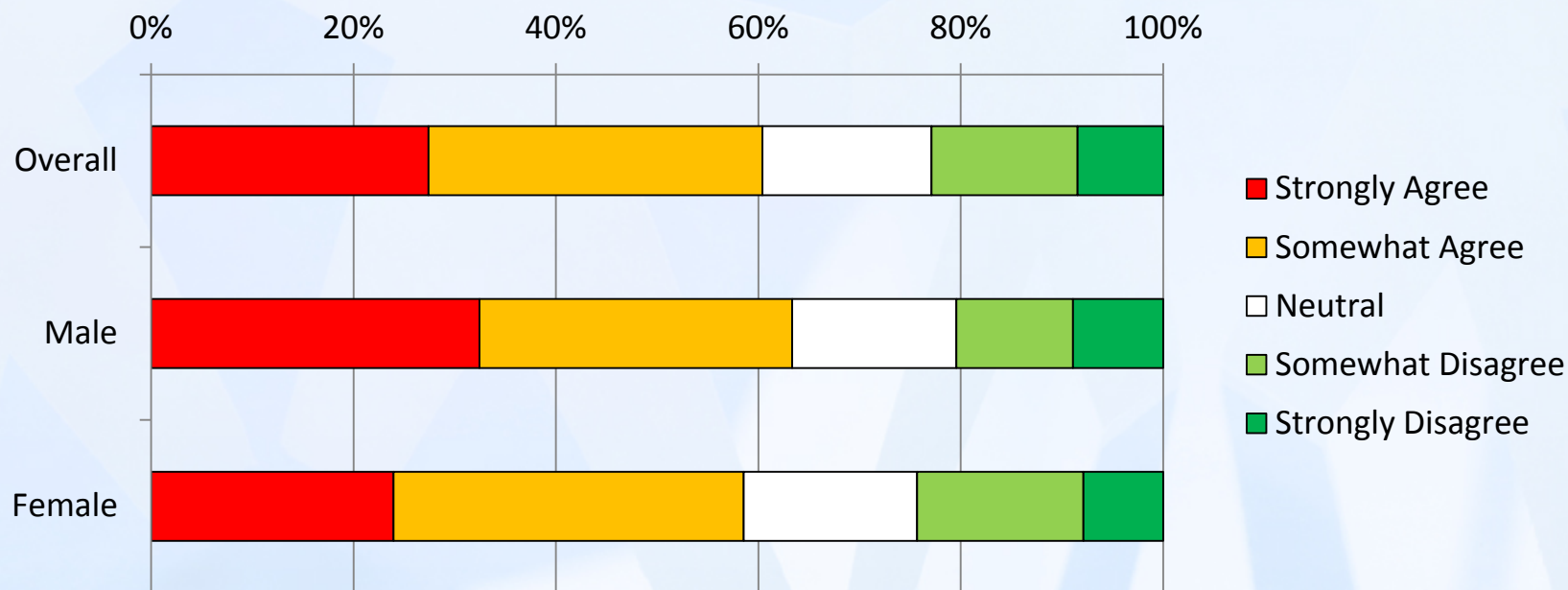


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 68

# DETAILED SURVEY RESULTS BY GENDER



- Q2: *I have to work at the weekend / take work home / work after office hours.*
  - *Male staff mean score: 3.66 (n=191)*
  - *Female staff mean score: 3.50 (n=292)*

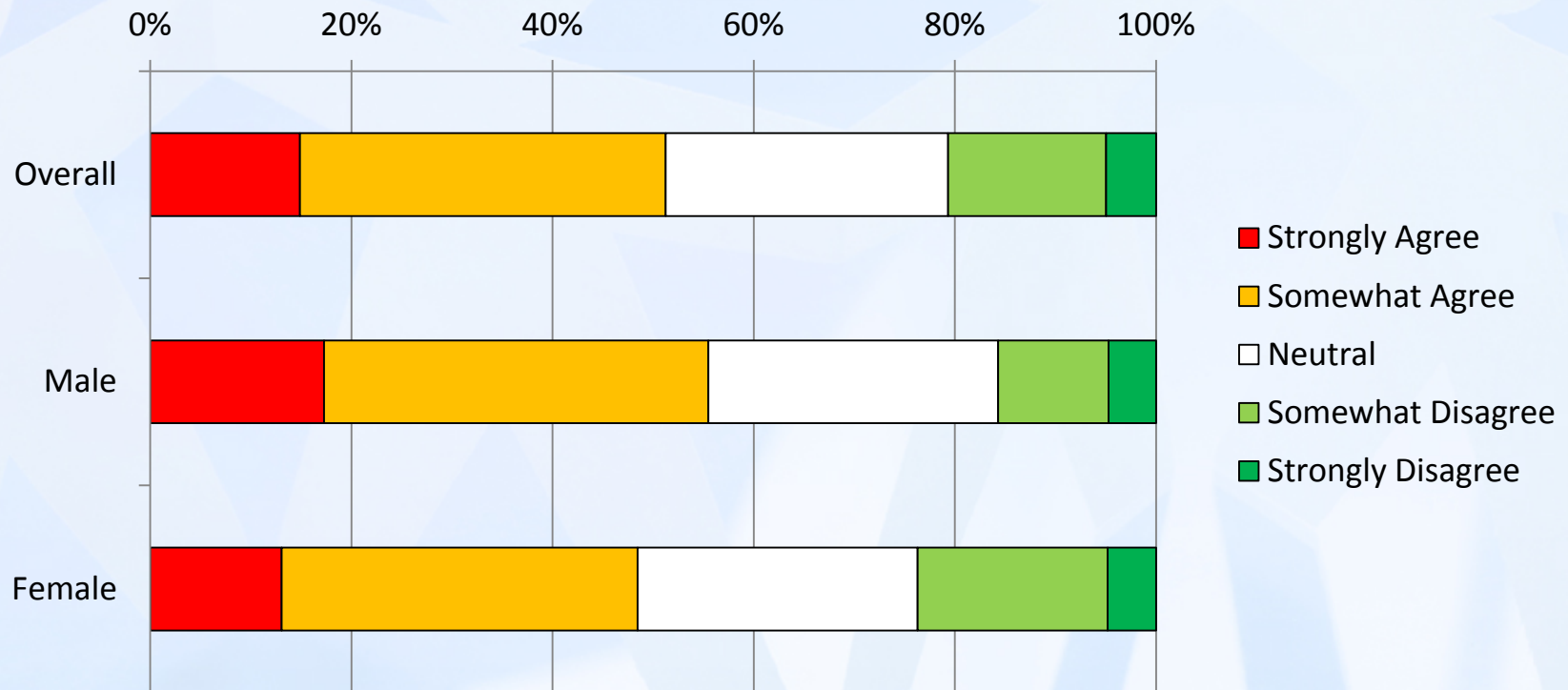


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 69

# DETAILED SURVEY RESULTS BY GENDER



- Q3: *My work is very stressful.*
  - *Male staff mean score: 3.52 (n=191)*
  - *Female staff mean score: 3.33 (n=291)*

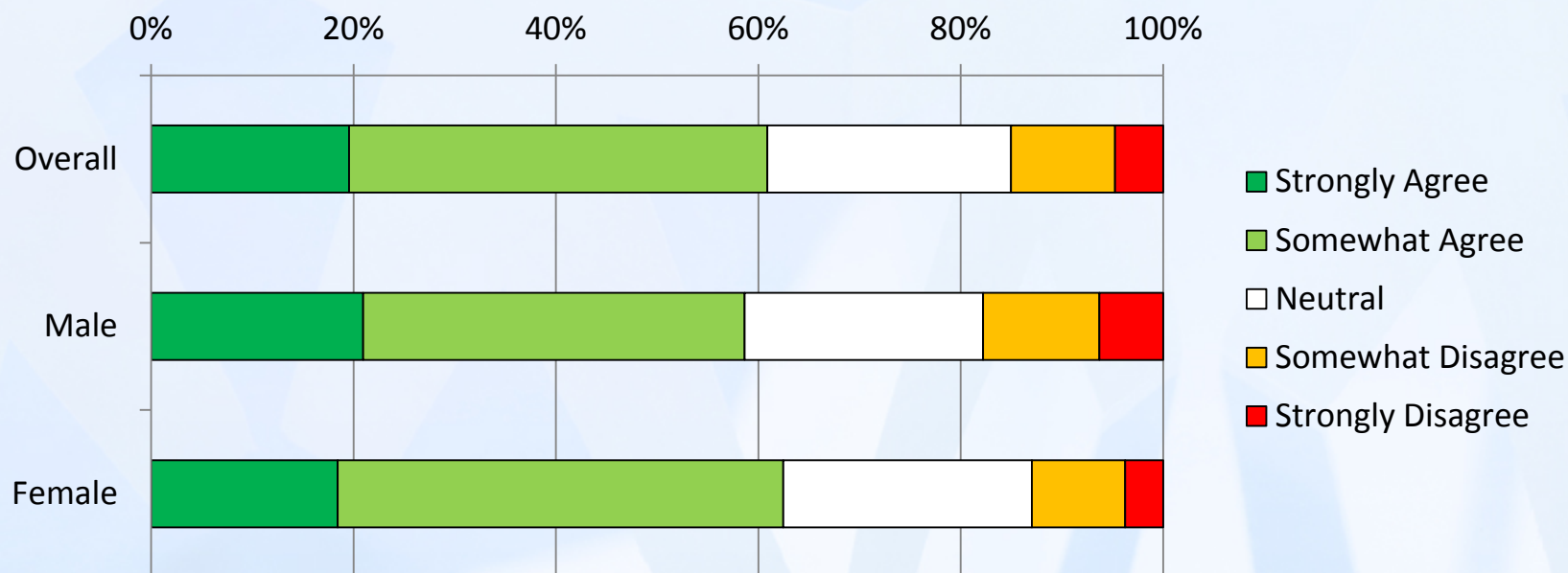


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 70

# DETAILED SURVEY RESULTS BY GENDER



- Q4: *I enjoy working in my department / unit.*
  - *Male staff mean score: 2.45 (n=191)*
  - *Female staff mean score: 2.36 (n=293)*

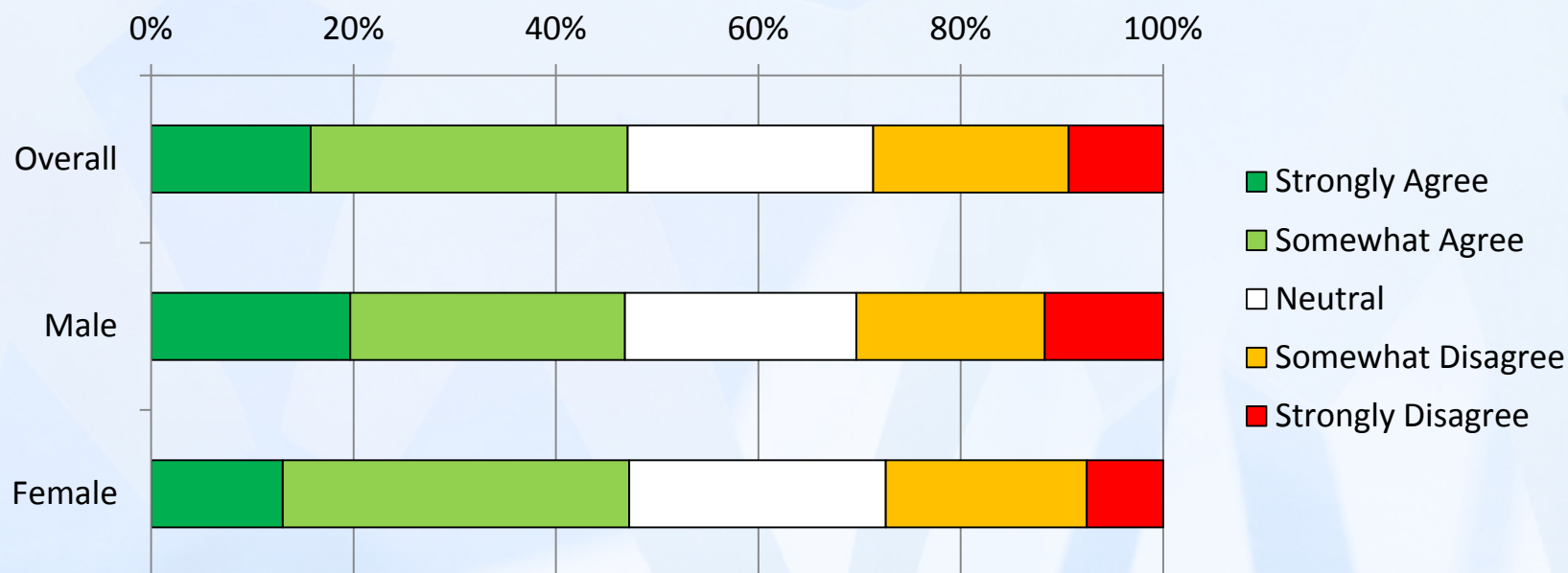


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 71

# DETAILED SURVEY RESULTS BY GENDER



- Q5: *I am treated fairly among colleagues in my department / unit.*
  - *Male staff mean score: 2.76 (n=188)*
  - *Female staff mean score: 2.75 (n=292)*



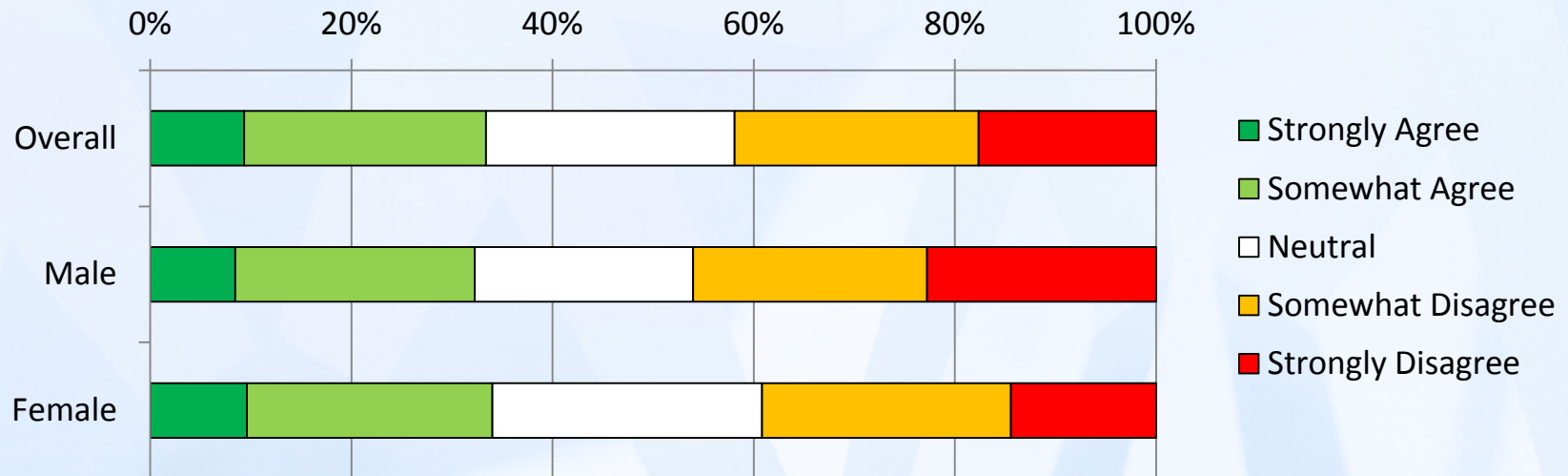
**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 72



# DETAILED SURVEY RESULTS BY GENDER



- Q6: *I feel there is sufficient support in my department / unit for my career advancement.*
  - *Male staff mean score: 3.28 (n=189)*
  - *Female staff mean score: 3.10 (n=291)*

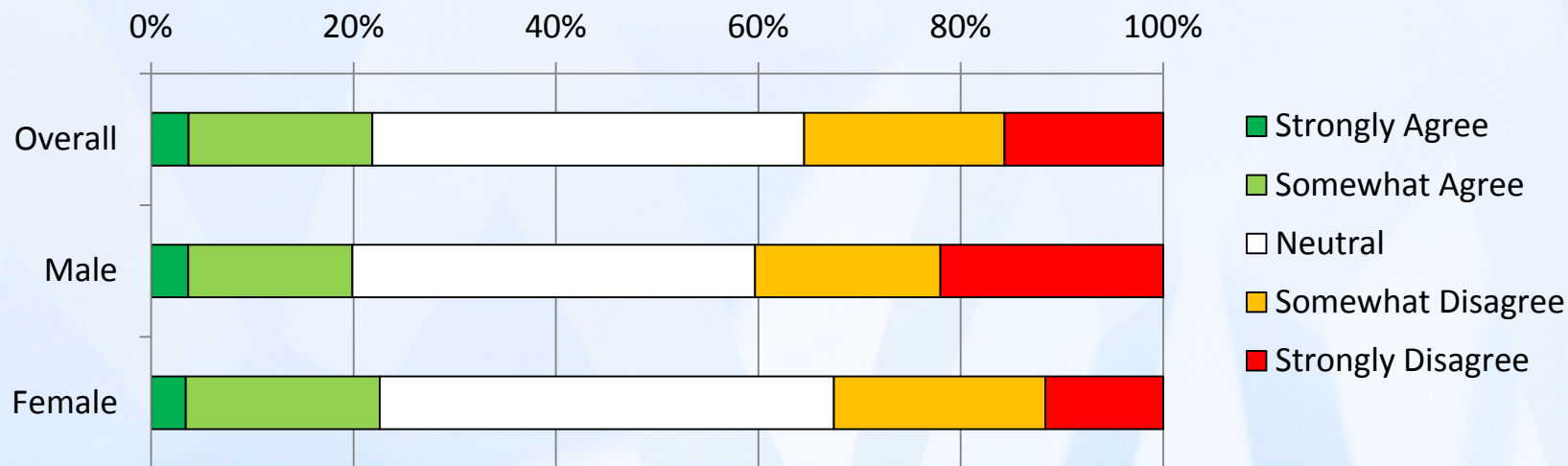


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 73

# DETAILED SURVEY RESULTS BY GENDER



- Q7: *Compared with the previous year, my department / unit has made an effort to improve my work-life balance.*
  - *Male staff mean score: 3.39 (n=191)*
  - *Female staff mean score: 3.18 (n=292)*

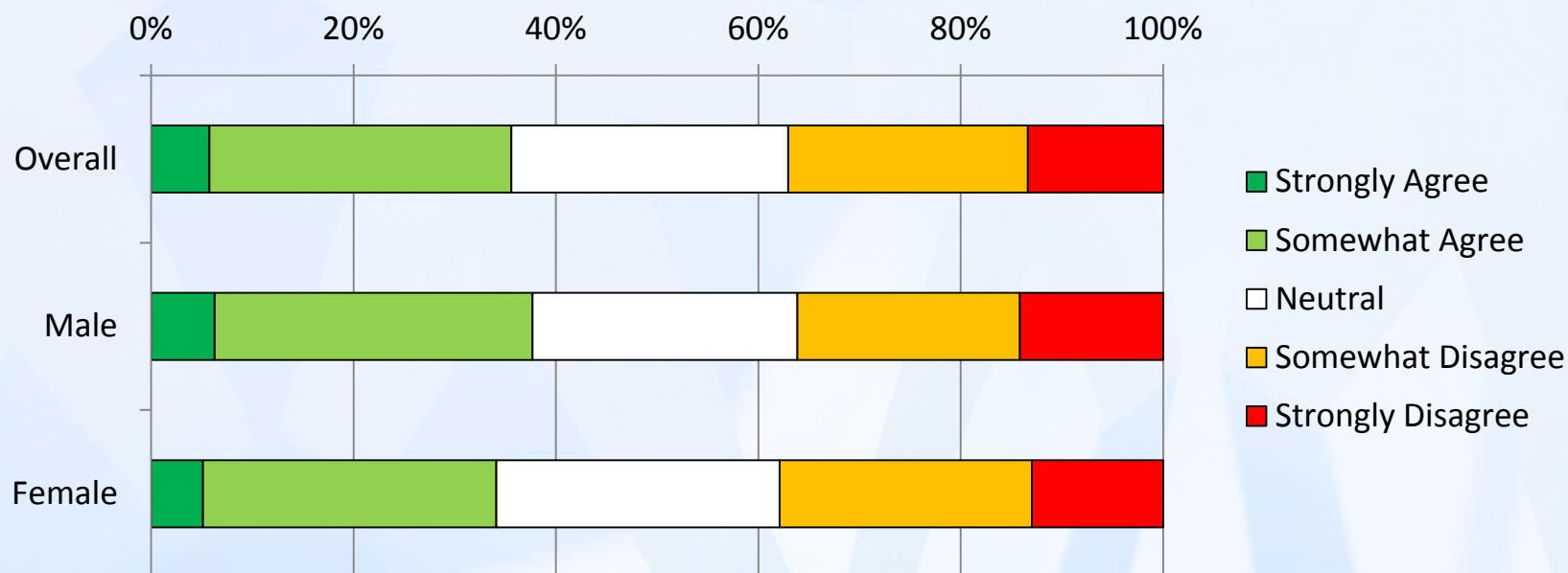


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 74

# DETAILED SURVEY RESULTS BY GENDER



- Q8: *I feel appropriately compensated for the work I am doing.*
  - *Male staff mean score: 3.06 (n=191)*
  - *Female staff mean score: 3.12 (n=293)*



**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 75

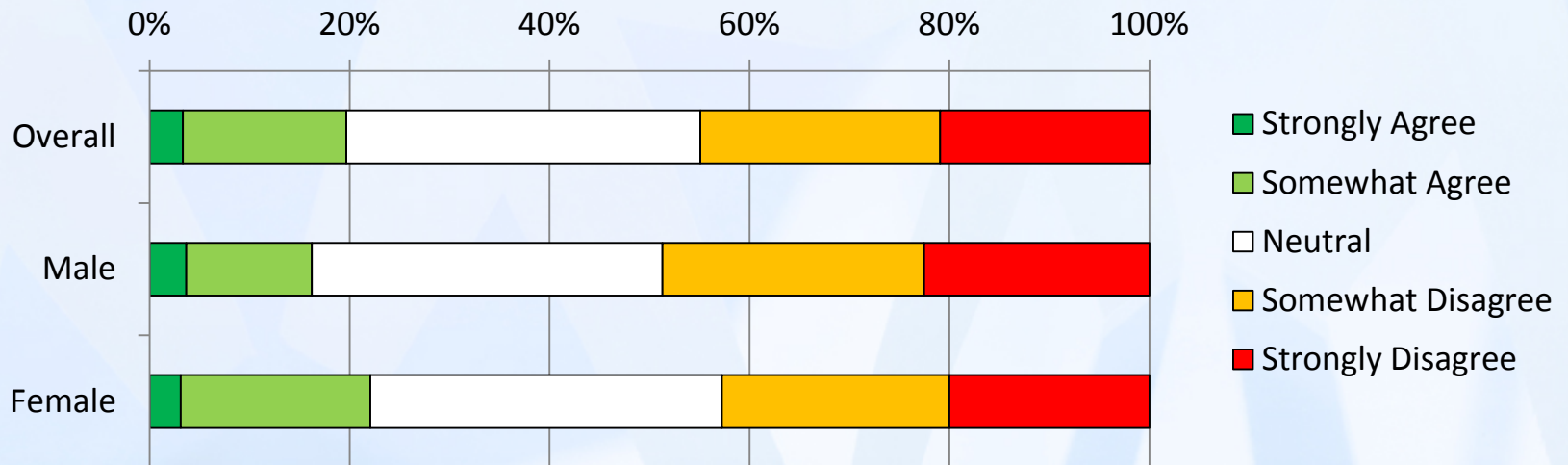
# DETAILED SURVEY RESULTS BY GENDER



- Q9: *The annual performance appraisal is helpful towards my career development in PolyU.*

- *Male staff mean score: 3.51 (n=191)*

- *Female staff mean score: 3.38 (n=290)*



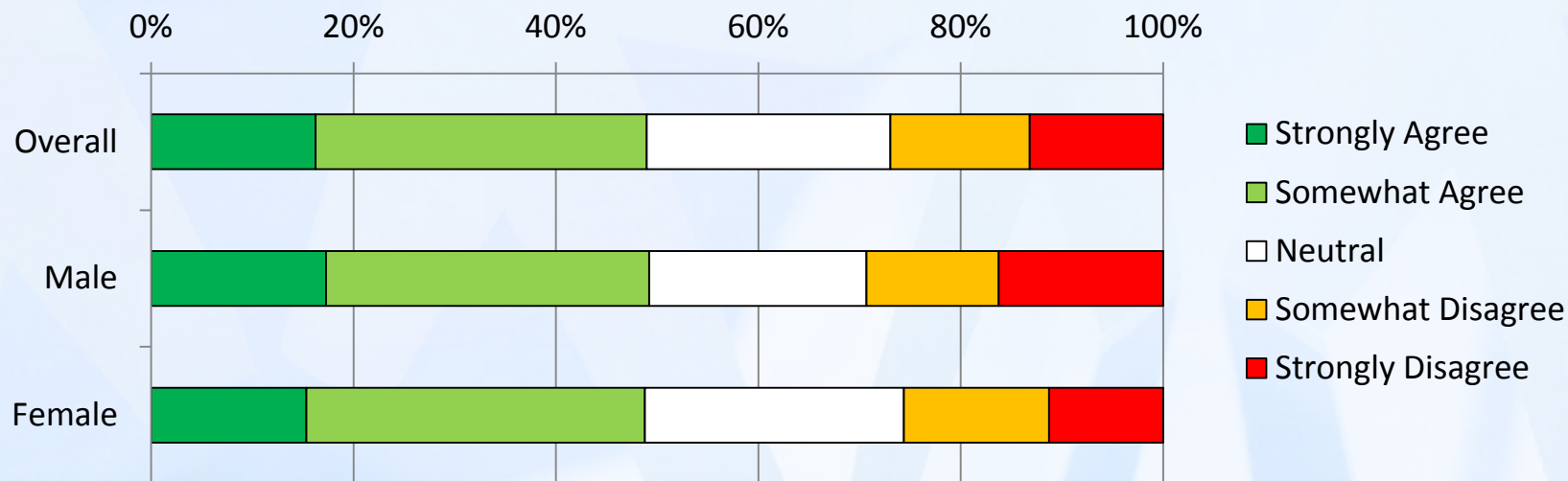
**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.

2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 76

# DETAILED SURVEY RESULTS BY GENDER



- Q10: *Leaders of my department / unit are approachable and open to new ideas and suggestions.*
  - *Male staff mean score: 2.79 (n=191)*
  - *Female staff mean score: 2.73 (n=293)*

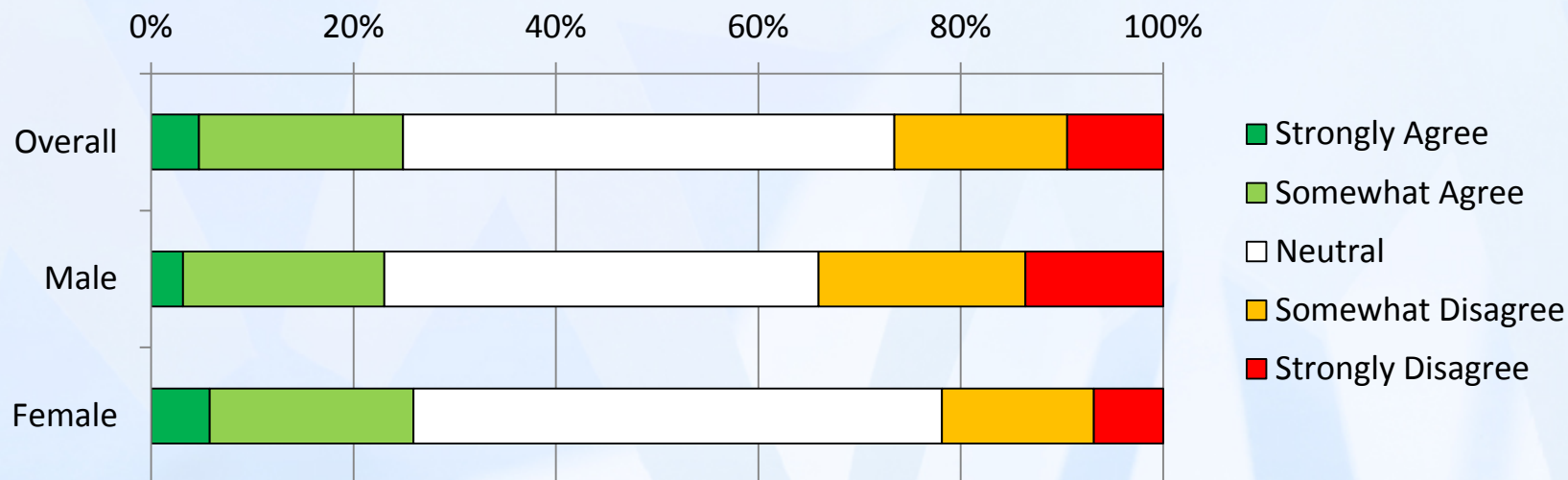


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 77

# DETAILED SURVEY RESULTS BY GENDER



- Q11: *I consider university policy to be in line with current trends in education and research.*
  - *Male staff mean score: 3.21 (n=191)*
  - *Female staff mean score: 2.97 (n=293)*

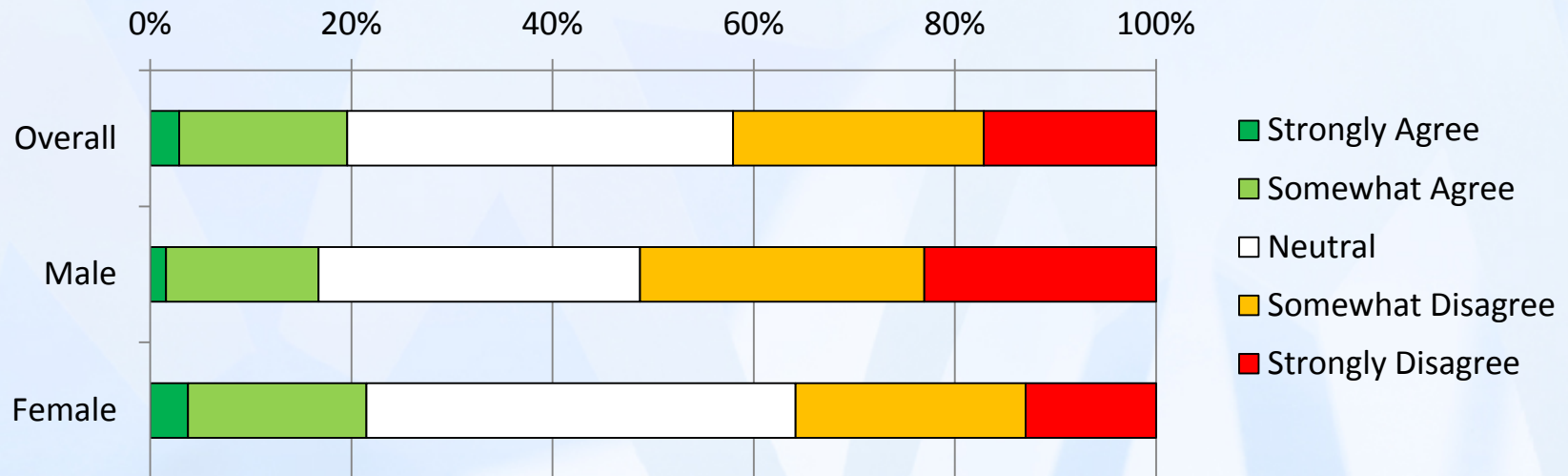


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 78

# DETAILED SURVEY RESULTS BY GENDER



- Q12: *Senior Management of the university is transparent on important matters related to the university.*
  - *Male staff mean score: 3.56 (n=191)*
  - *Female staff mean score: 3.24 (n=293)*

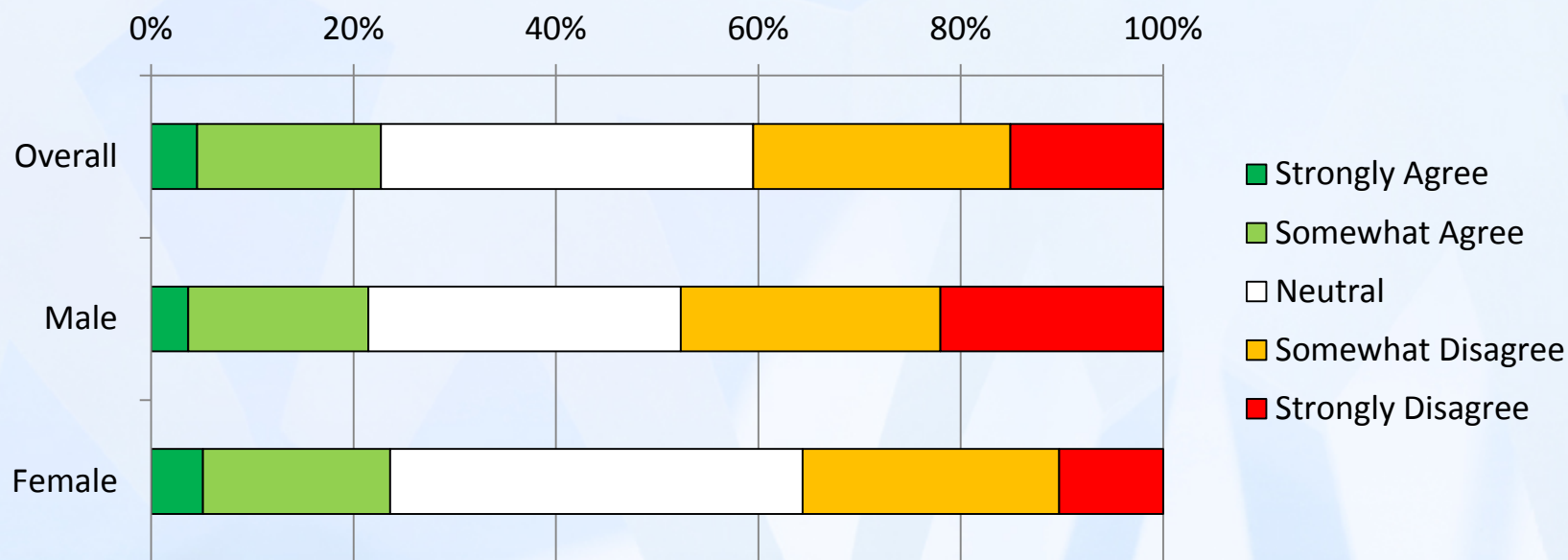


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 79

# DETAILED SURVEY RESULTS BY GENDER



- Q13: *I have confidence in the work of our Senior Management.*
  - *Male staff mean score: 3.45 (n=191)*
  - *Female staff mean score: 3.17 (n=292)*



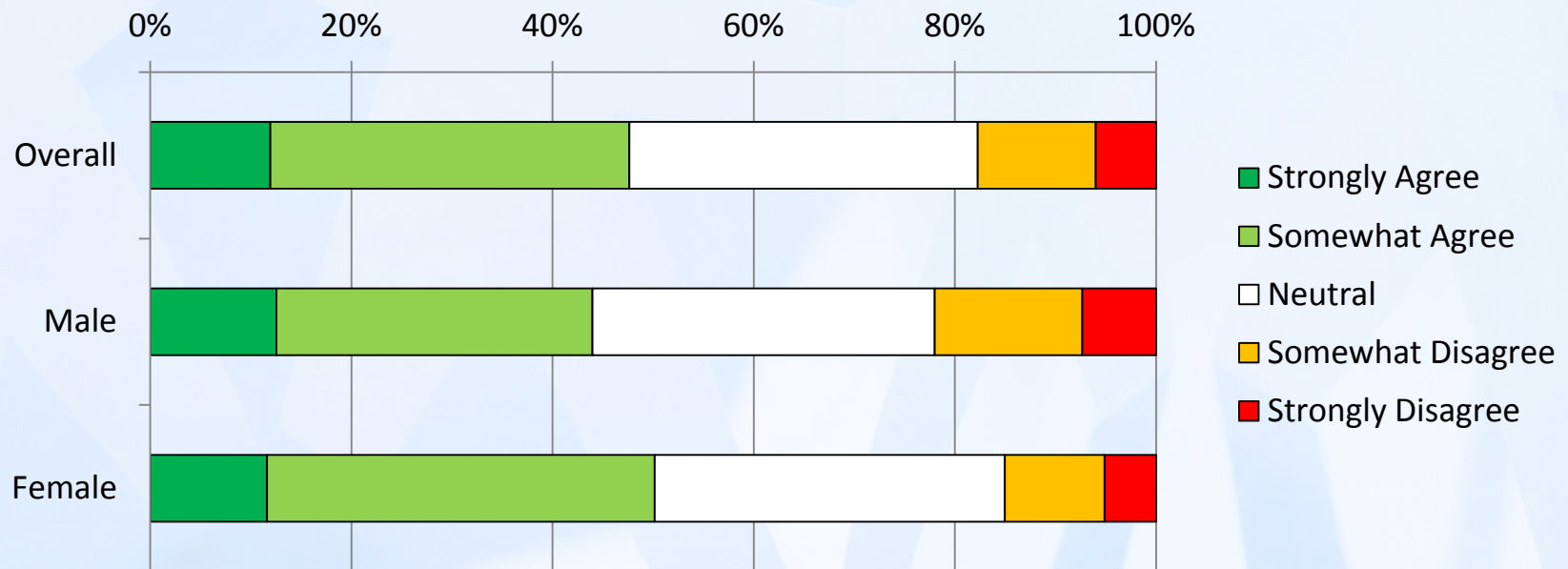
**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 80



# DETAILED SURVEY RESULTS BY GENDER



- Q14: *I am proud to be a part of the PolyU community.*
  - *Male staff mean score: 2.73 (n=191)*
  - *Female staff mean score: 2.58 (n=293)*

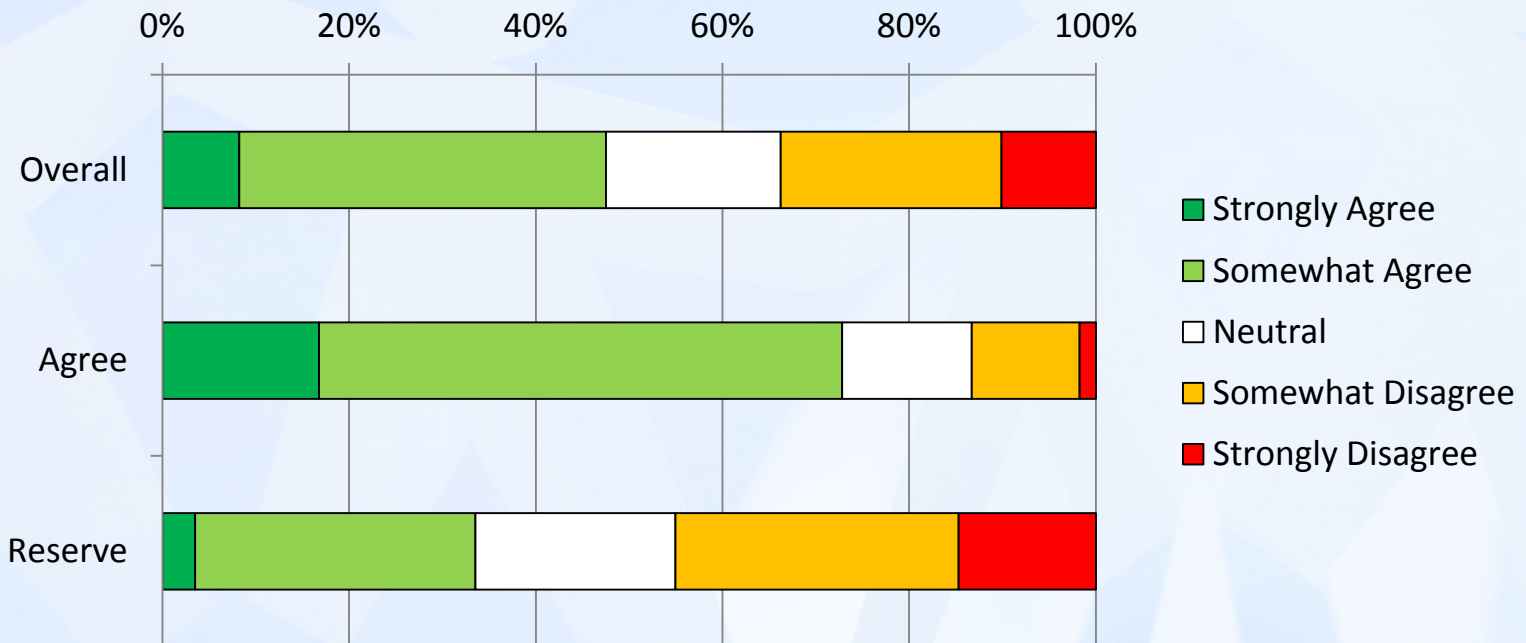


**Notes:** 1. Results reported are under a 5-point scale, higher score denotes less favorable response.  
2. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 81

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q1: *My workload is reasonable.*
  - *“Agree” group mean score: 2.25 (n=173)*
  - *“Reserve” group mean score: 3.23 (n=313)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

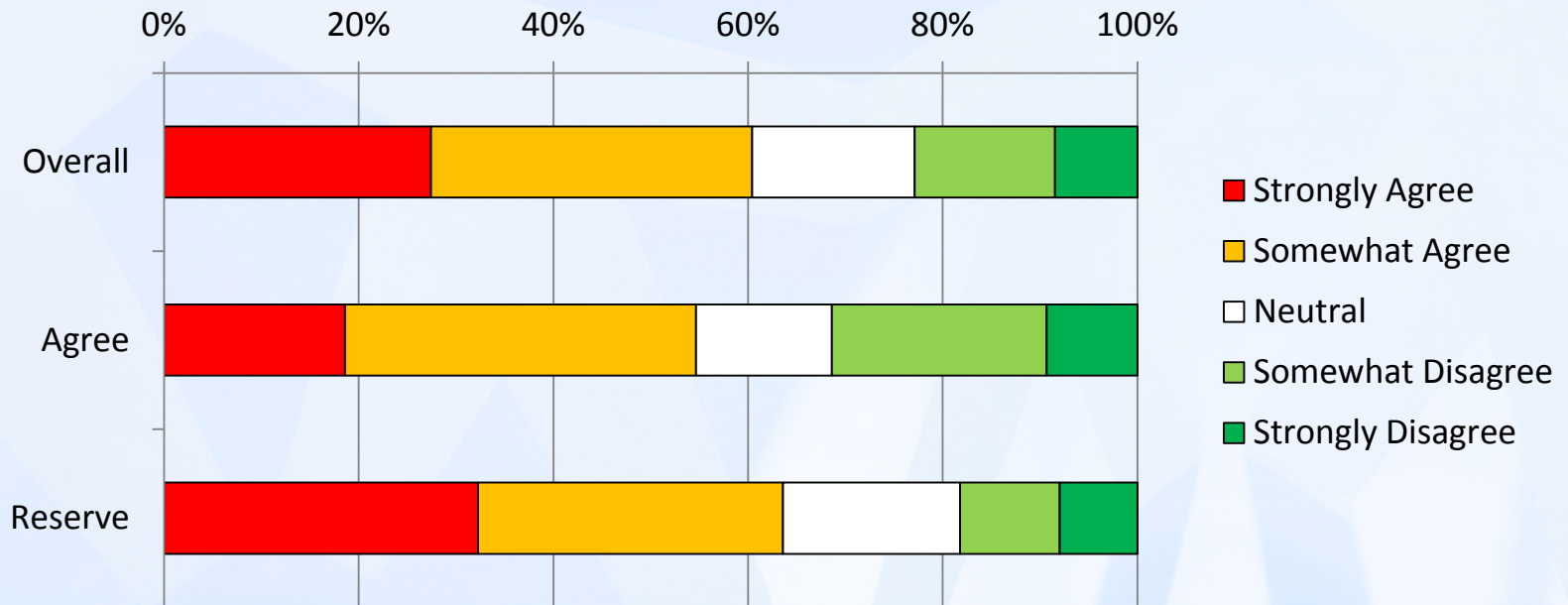
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 82

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q2: *I have to work at the weekend / take work home / work after office hours.*
  - *“Agree” group mean score: 3.33 (n=172)*
  - *“Reserve” group mean score: 3.70 (n=313)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

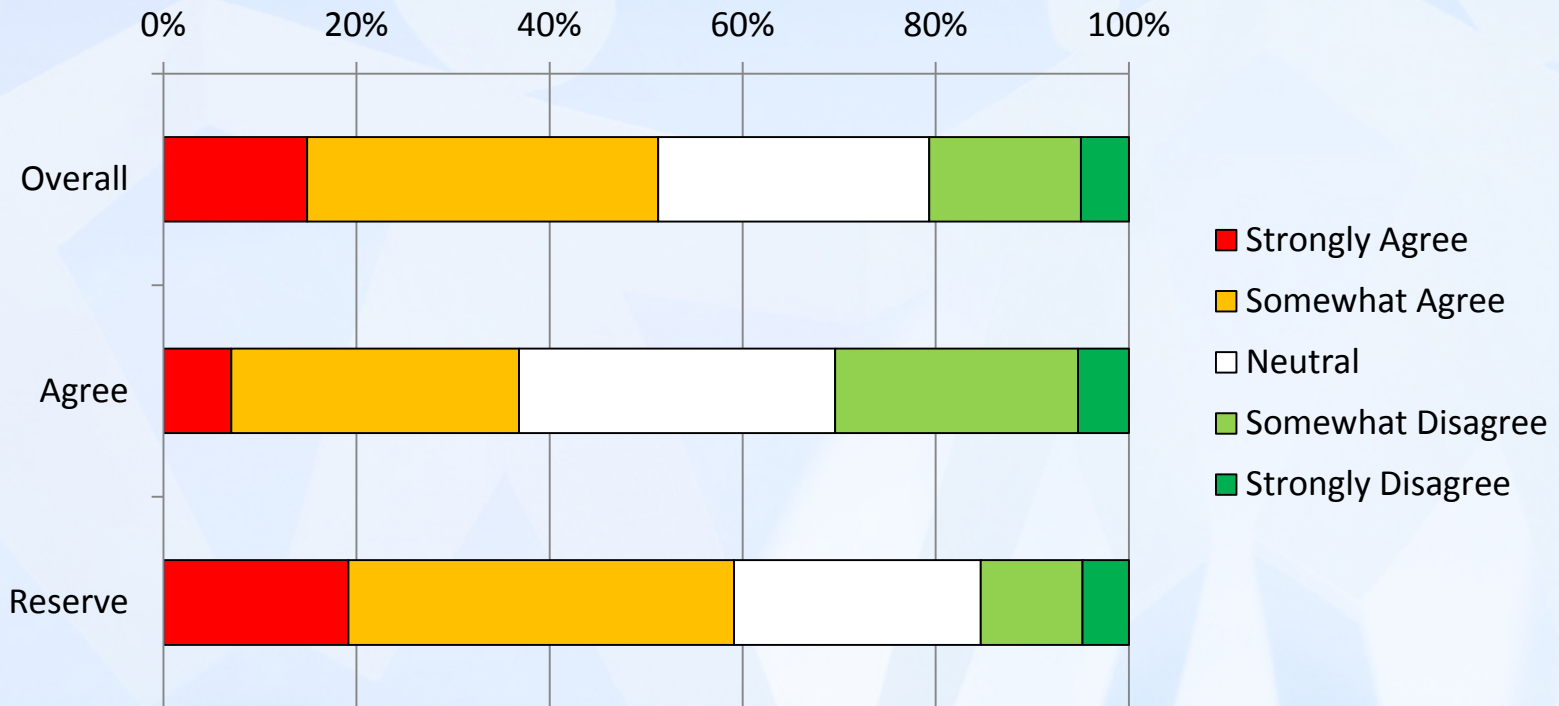
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 83

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q3: *My work is very stressful.*
  - *“Agree” group mean score: 3.18 (n=171)*
  - *“Reserve” group mean score: 3.58 (n=313)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

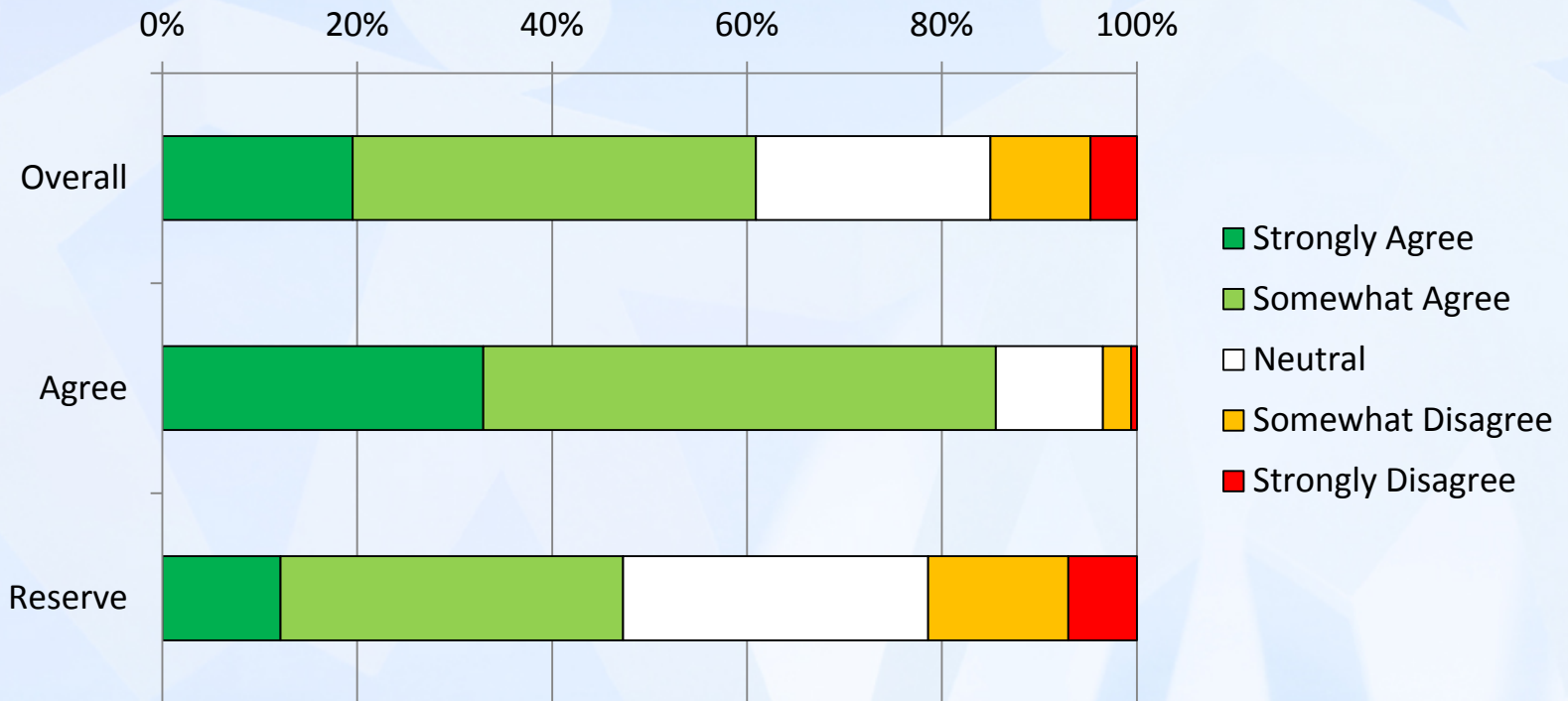
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 84

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q4: *I enjoy working in my department / unit.*
  - *“Agree” group mean score: 1.86 (n=173)*
  - *“Reserve” group mean score: 2.69 (n=313)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

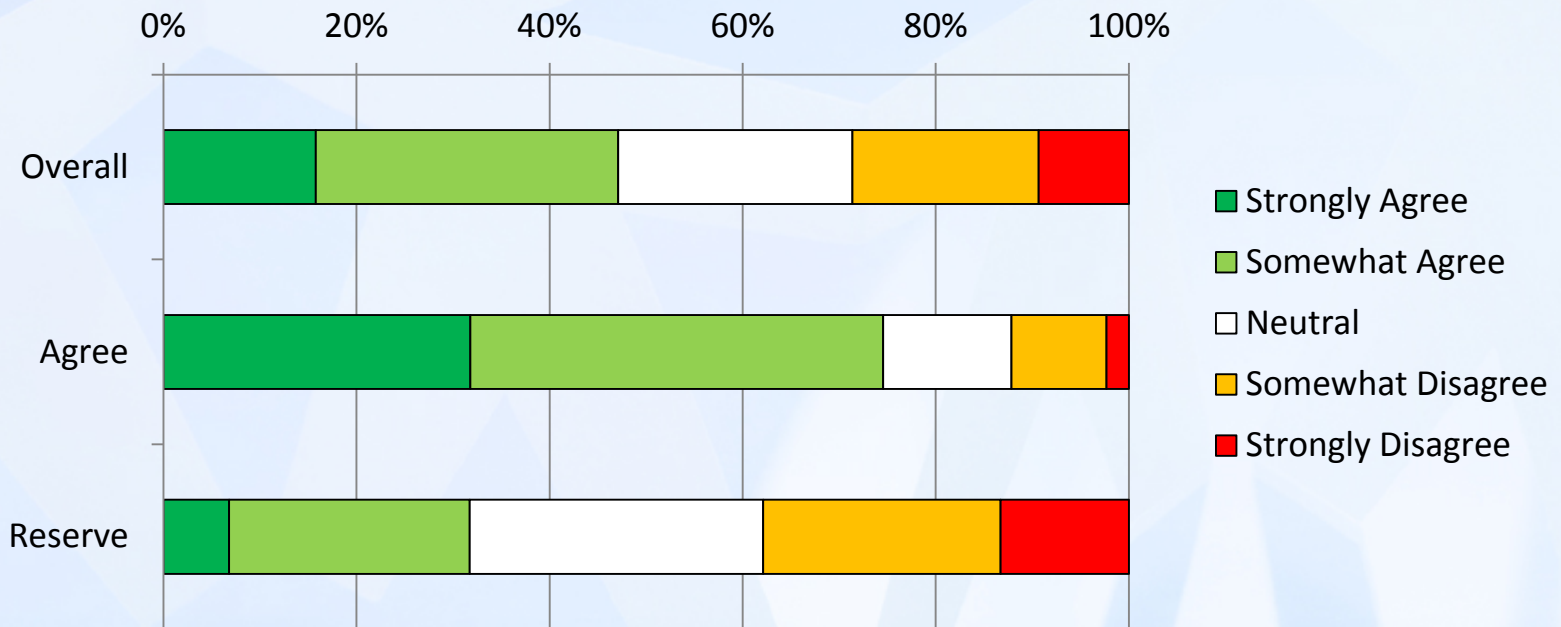
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 85

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q5: *I am treated fairly among colleagues in my department / unit.*
  - “Agree” group mean score: 2.08 (n=173)
  - “Reserve” group mean score: 3.13 (n=309)



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

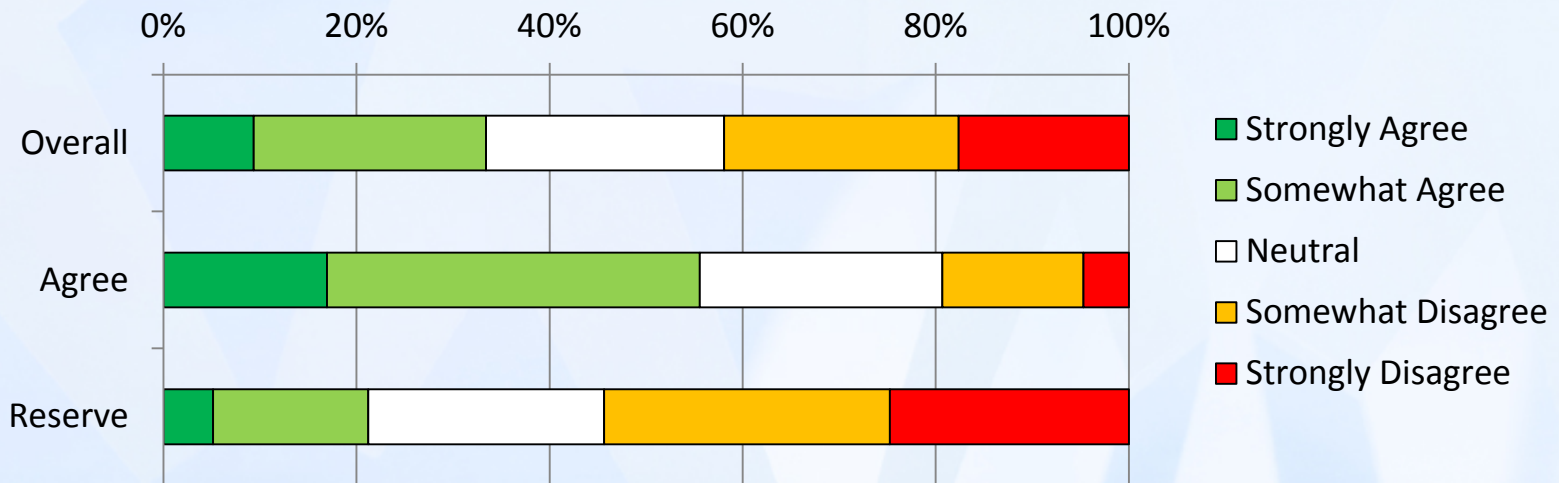
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 86

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q6: *I feel there is sufficient support in my department / unit for my career advancement.*
  - *“Agree” group mean score: 2.51 (n=171)*
  - *“Reserve” group mean score: 3.53 (n=311)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

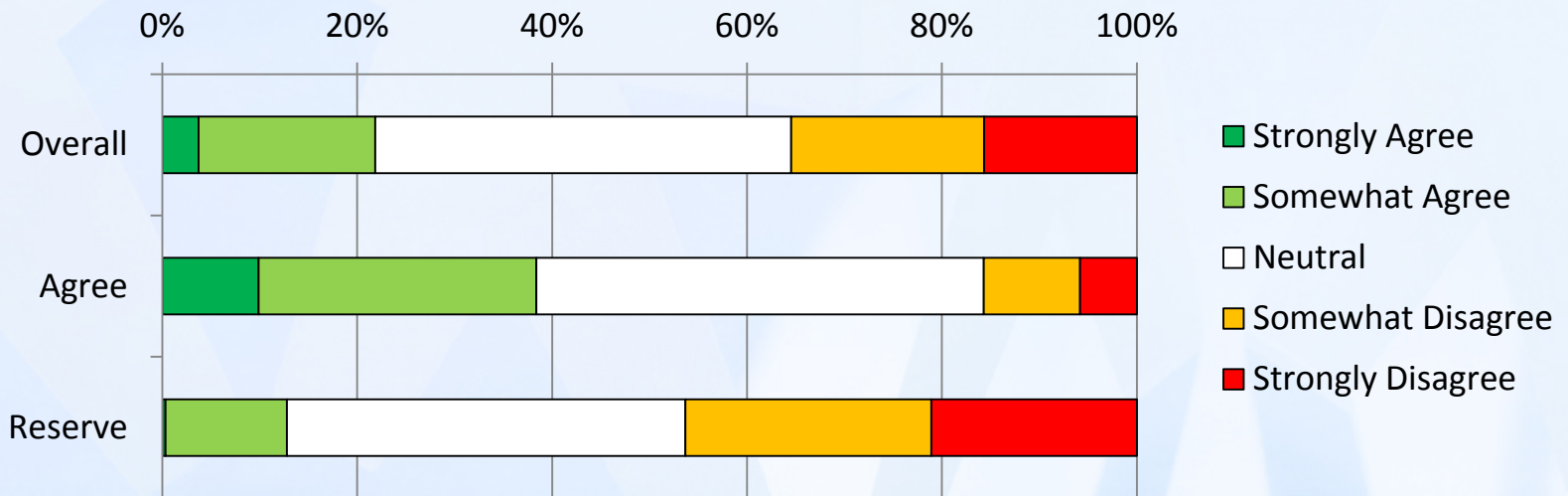
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 87

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q7: *Compared with the previous year, my department / unit has made an effort to improve my work-life balance.*
  - *“Agree” group mean score: 2.73 (n=172)*
  - *“Reserve” group mean score: 3.54 (n=313)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

2. Results reported are under a 5-point scale, higher score denotes less favorable response.

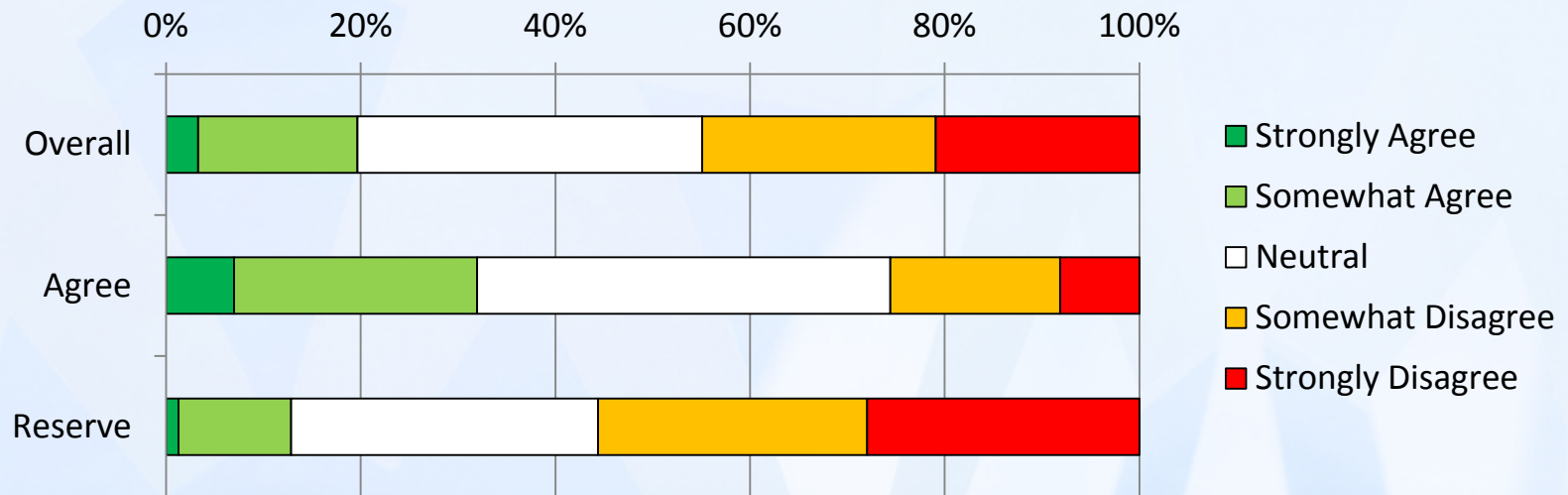
3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 88



# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q9: *The annual performance appraisal is helpful towards my career development in PolyU.*
  - *“Agree” group mean score: 2.95 (n=172)*
  - *“Reserve” group mean score: 3.69 (n=311)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

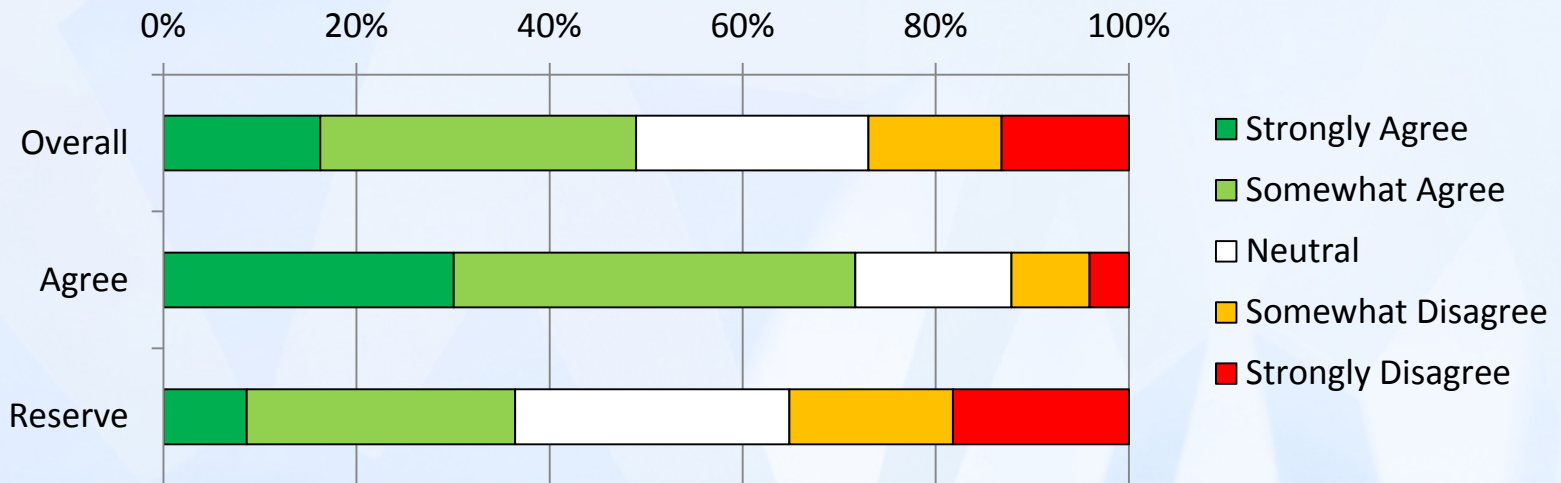
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 89

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q10: *Leaders of my department / unit are approachable and open to new ideas and suggestions.*
  - *“Agree” group mean score: 2.14 (n=173)*
  - *“Reserve” group mean score: 3.08 (n=313)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

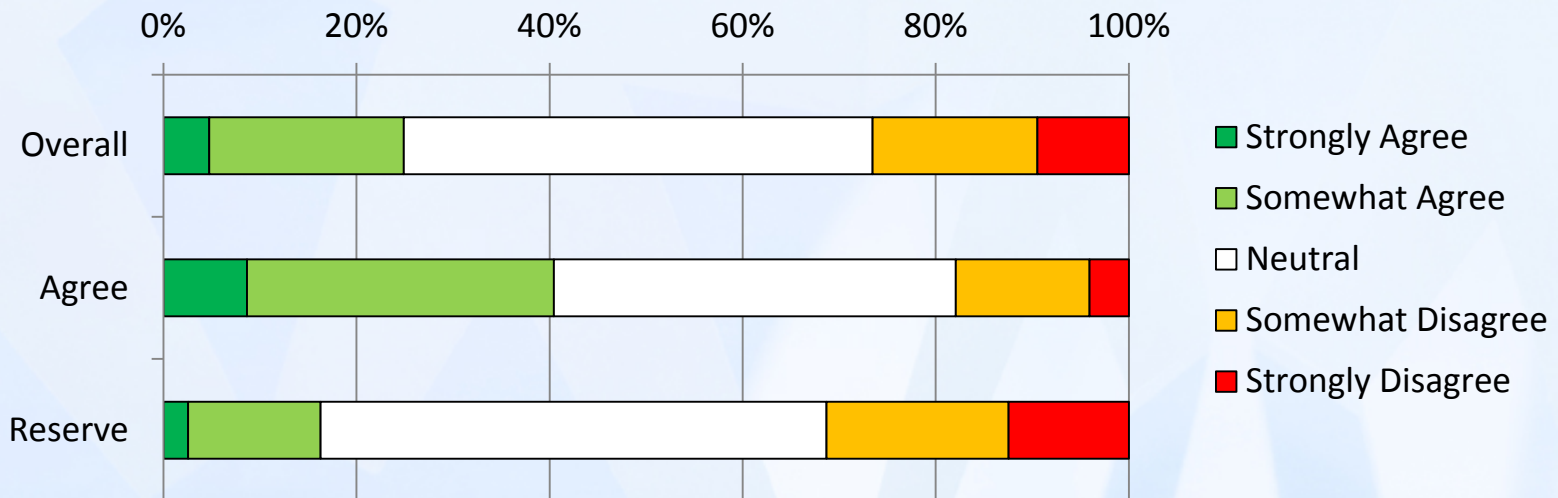
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 90

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q11: *I consider university policy to be in line with current trends in education and research.*
  - *“Agree” group mean score: 2.73 (n=173)*
  - *“Reserve” group mean score: 3.25 (n=313)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

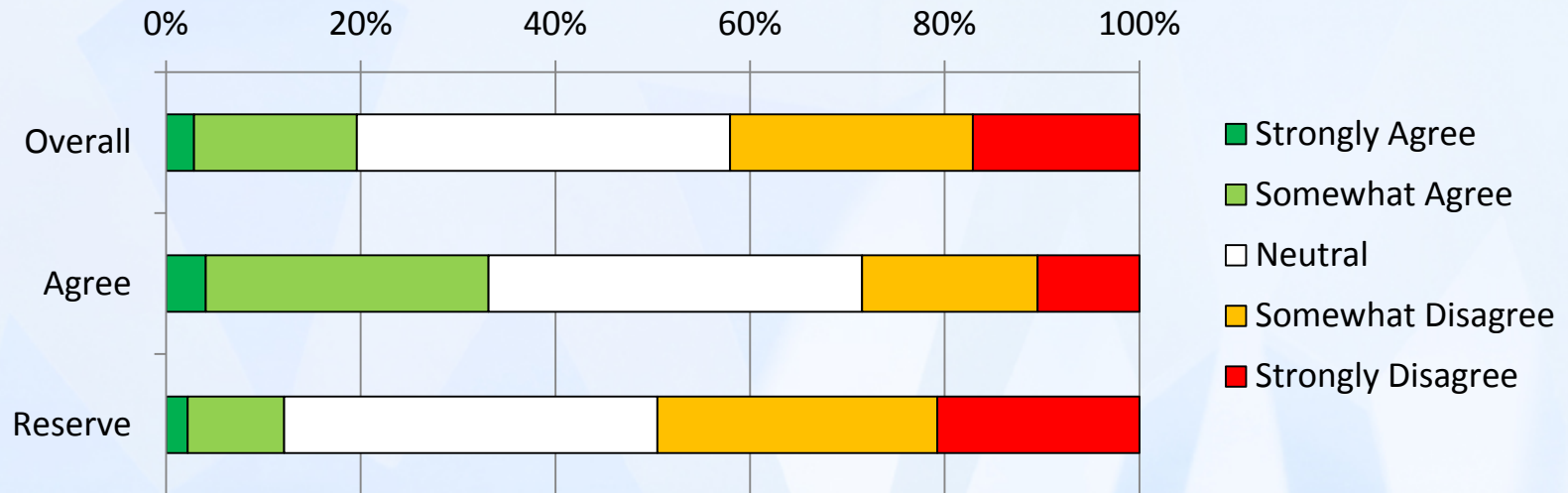
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 91

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q12: *Senior Management of the university is transparent on important matters related to the university.*
  - *“Agree” group mean score: 3.02 (n=172)*
  - *“Reserve” group mean score: 3.56 (n=313)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

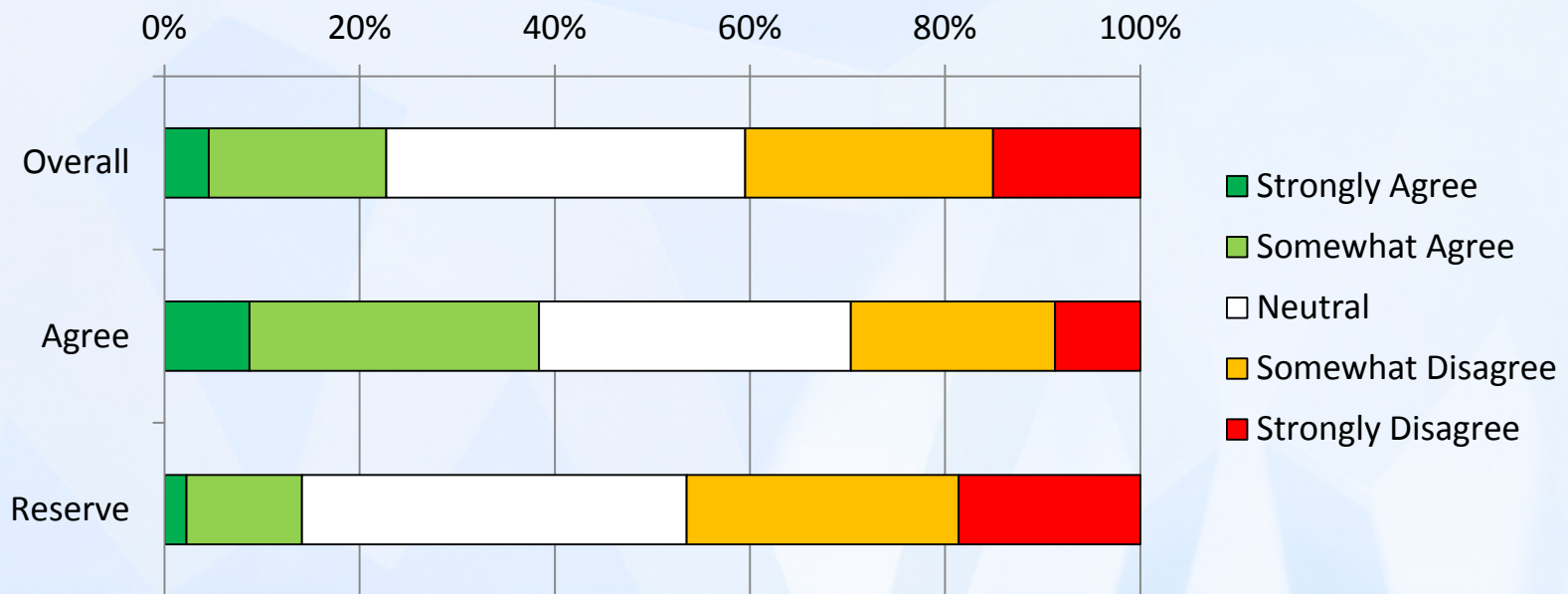
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 92

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q13: *I have confidence in the work of our Senior Management.*
  - *“Agree” group mean score: 2.91 (n=172)*
  - *“Reserve” group mean score: 3.49 (n=312)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

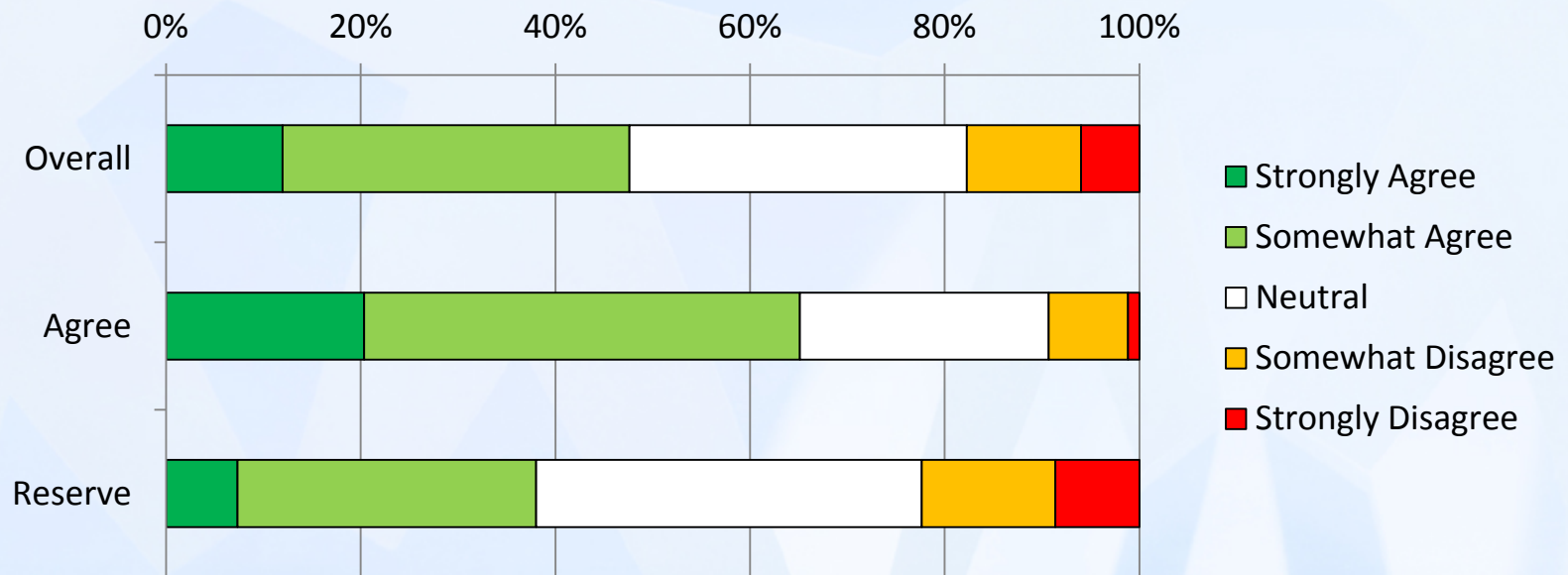
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 93

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Q14: *I am proud to be a part of the PolyU community.*
  - *“Agree” group mean score: 2.25 (n=172)*
  - *“Reserve” group mean score: 2.86 (n=313)*



**Notes:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”

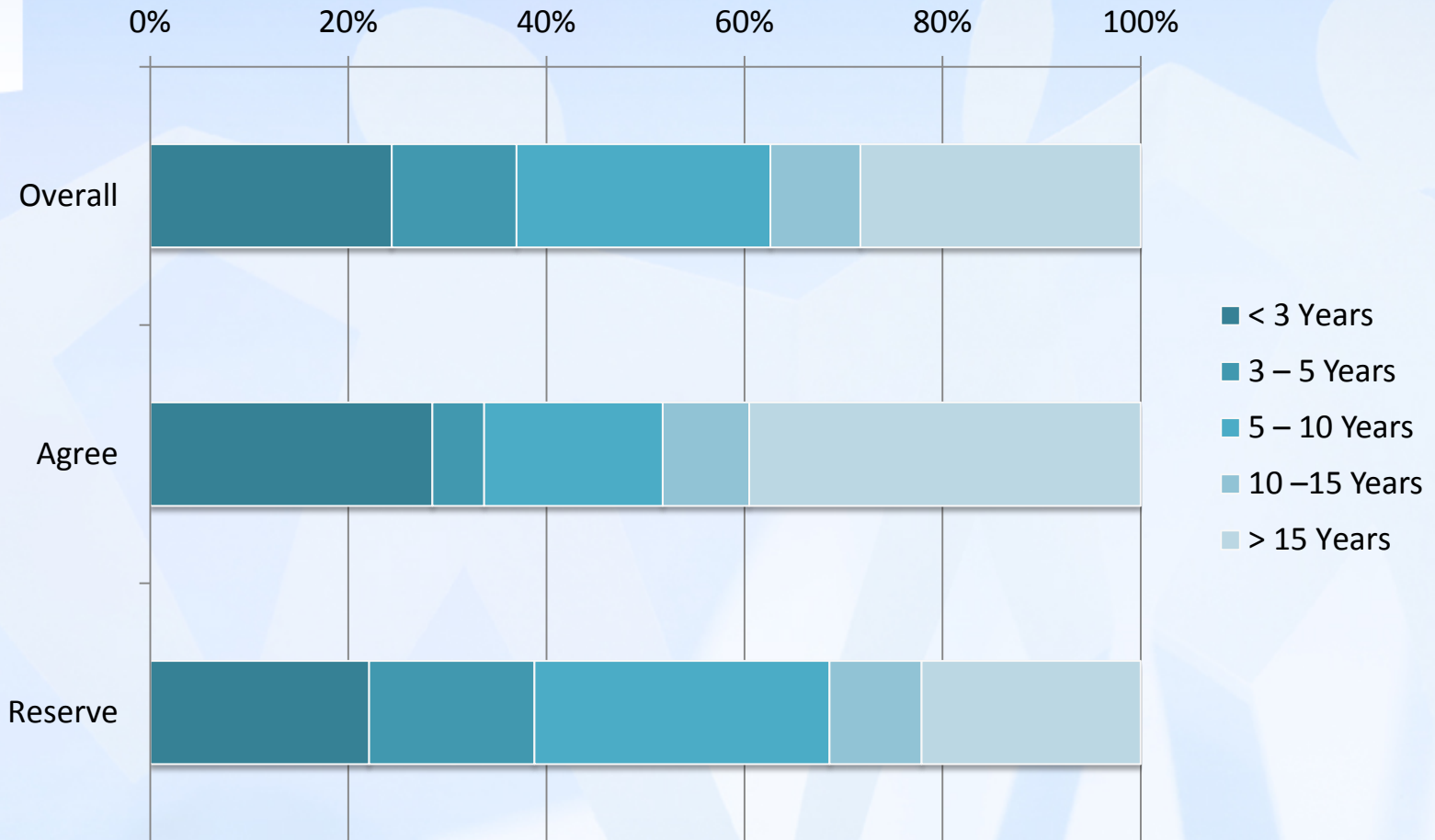
2. Results reported are under a 5-point scale, higher score denotes less favorable response.

3. Favorable responses are denoted in GREEN, and RED otherwise. Darker color denotes stronger response. 94

# DETAILED SURVEY RESULTS BY VIEWS ON COMPENSATION



- Years of Service Profile



**Note:** 1. “Agree” group comprises colleagues responded “strongly agree” or “agree” on Question 8. The remaining respondents are grouped as “Reserve”.

# COMPARISON OF RESULTS WITH 2014 SURVEY



- Questions involved in 2014 and 2015 surveys:
  - *My workload is reasonable.*
  - *My work is very stressful.*
  - *I enjoy working in my department / unit.*
  - *I am treated fairly among colleagues in my department / unit.*
  - *I feel appropriately compensated for the work I am doing.*



# COMPARISON OF RESULTS WITH 2014 SURVEY



- Mean responses are more favorable in this year's survey.
- Overall mean scores (2015 vs 2014)
  - *Workload (2.88 vs 3.09)*
  - *Stress (3.40 vs 3.54)*
  - *Enjoy working (2.39 vs 2.71)*
  - *Fairly treated (2.75 vs 3.18)*
  - *Appropriately compensated (3.09 vs 3.46)*

# COMPARISON OF RESULTS WITH 2014 SURVEY



- Significant improvement of mean scores in two surveys for some categories of members:
  - *My workload is reasonable.*
    - Academic staff
    - Members served the University for < 3 years
    - Members served the University for 10 - 15 years
    - Appropriately compensated members

# COMPARISON OF RESULTS WITH 2014 SURVEY



- Significant improvement of mean scores in two surveys for some categories of members (cont'd):
  - *My work is very stressful.*
    - Academic staff
    - Members served the University for < 3 years

# COMPARISON OF RESULTS WITH 2014 SURVEY



- Significant improvement of mean scores in two surveys for some categories of members (cont'd):
  - *I enjoy working in my department / unit.*
    - Academic staff
    - Non-academic staff
    - Members served the University for < 3 years
    - Members served the University for 5 – 10 years
    - Appropriately compensated members
    - Not appropriately compensated members

# COMPARISON OF RESULTS WITH 2014 SURVEY



- Significant improvement of mean scores in two surveys for some categories of members (cont'd):
  - *I am treated fairly among colleagues in my department / unit.*
    - Academic staff
    - Non-academic staff
    - Members served the University for < 3 years
    - Members served the University for 5 – 10 years
    - Appropriately compensated members
    - Not appropriately compensated members

# COMPARISON OF RESULTS WITH 2014 SURVEY



- Significant improvement of mean scores in two surveys for some categories of members (cont'd):
  - *I feel appropriately compensated for the work I am doing.*
    - Academic staff
    - Non-academic staff
    - Members served the University for < 3 years
    - Members served the University for 5 – 10 years
    - Members served the University for 10 – 15 years

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



## *Comparison between two major groups of colleagues*

- *Reasonable workload*

Year of service	n	Percentage	Mean score
< 3 years	49	81.6	1.96
> 15 years	68	69.1	2.44

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response.*

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *Work overtime*

Year of service	n	Percentage	Mean score
< 3 years	49	44.9	3.20
> 15 years	67	59.7	3.33

- *The mean between members who served in the University less than 3 years and more than 15 years do not have significant difference.*
- *However, both mean scores represent unfavorable results.*



# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *Work is stressful*

Year of service	n	Percentage	Mean score
< 3 years	49	18.4	2.71
> 15 years	66	45.5	3.41

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response and the latter group has unfavorable mean score.*

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *Enjoy working in the department*

Year of service	n	Percentage	Mean score
< 3 years	49	95.9	1.53
> 15 years	68	82.4	1.97

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response.*

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *Fairly treated in the department*

Year of service	n	Percentage	Mean score
< 3 years	49	89.8	1.65
> 15 years	68	73.5	2.18

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response.*

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *Sufficient support in the department for my career advancement*

Year of service	n	Percentage	Mean score
< 3 years	49	67.3	2.12
> 15 years	66	51.5	2.68

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response.*

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *Department has made an effort to improve my work-life balance*

Year of service	n	Percentage	Mean score
< 3 years	48	45.8	2.52
> 15 years	68	35.3	2.87

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response.*

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *Annual performance appraisal is helpful towards my career development*

Year of service	n	Percentage	Mean score
< 3 years	49	32.7	2.61
> 15 years	67	35.8	2.99

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response.*

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *Leaders of my department are approachable and open to new ideas and suggestions*

Year of service	n	Percentage	Mean score
< 3 years	49	93.9	1.59
> 15 years	68	60.3	2.46

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response.*

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *Consider university policy to be in line with current trends in education and research*

Year of service	n	Percentage	Mean score
< 3 years	49	61.2	2.33
> 15 years	68	30.9	2.94

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response.*



# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *Senior Management of the university is transparent*

Year of service	n	Percentage	Mean score
< 3 years	49	51.0	2.53
> 15 years	68	23.5	3.26

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response and the latter group has unfavorable mean score.*

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *I have confidence in the work of our Senior Management*

Year of service	n	Percentage	Mean score
< 3 years	49	69.4	2.22
> 15 years	68	27.9	3.19

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response and the latter group has unfavorable mean score.*

# FOLLOW-UP ANALYSIS - COLLEAGUES WHO FEEL APPROPRIATELY COMPENSATED



- *I am proud to be a part of the PolyU community*

Year of service	n	Percentage	Mean score
< 3 years	49	85.7	1.80
> 15 years	68	55.9	2.46

- *Significant difference in mean between members who served in the University less than 3 years and more than 15 years, the former group has more favorable mean response.*



**THE END**

**THANK YOU FOR SUPPORTING PUSA!!**