

## **Survey Results on the Level of Satisfaction of the Faculty at Korkyt Ata Kyzylorda University.**

The survey involved 79% of the target audience (447 out of 568).

### **Analysis:**

The survey results show a high level of satisfaction among the faculty in the following areas:

- University values, mission, policies, and strategy: 97.4% of respondents are satisfied or completely satisfied.
- The role of Korkyt Ata KSU in society and the professional environment: 97.7% and 97.4% are satisfied or completely satisfied, respectively.
- Their profession and social status: 98.6% and 96.9% are satisfied or completely satisfied, respectively.
- Relationships with colleagues and students: 98.4% and 99.8% are satisfied or completely satisfied, respectively.
- Library services: 98.4% are satisfied or completely satisfied.
- Opportunities for sports activities: 88.2% are satisfied or completely satisfied.

However, a number of areas show a decrease in satisfaction, indicating problem areas:

- Condition of classrooms and provision of teaching materials: 74% and 69.8% are satisfied or completely satisfied, respectively. Low rates indicate the need to upgrade the material and technical base.
- Availability of computer resources and office equipment, as well as Internet access: 75.6% and 67.8% are satisfied or completely satisfied, respectively. Low rates indicate the need to improve IT infrastructure.
- Organization of employee catering and benefits system: 62.7% and 74.9% are satisfied or completely satisfied, respectively. This indicates the need to strengthen social support for employees.
- One-time payments in difficult life situations: 64.5% are satisfied or completely satisfied. This is one of the lowest rates.
- Incentive system: 83.2% are satisfied or completely satisfied.

### **Conclusion:**

Overall, the survey results show that the majority of faculty are satisfied with many aspects of the university. However, a number of problem areas have been identified that require improvement of the material and technical base, development of IT infrastructure, and strengthening of social support.

### **Recommendations:**

#### **1. Improvement of the material and technical base:**

- Develop a program for repairing and renovating classrooms.
- Allocate funds for the purchase of modern teaching materials.
- Upgrade laboratory equipment.

#### **2. Development of IT infrastructure:**

- Update computer parks.
- Increase Internet speed.
- Implement platforms for distance learning.

#### **3. Strengthening social support:**

- Improve the quality of employee catering.

- Expand the benefits package (e.g., medical insurance, vouchers to children's camps).

- Create a fund to help in difficult life situations and publicize its work.

**4. Improving the faculty incentive system:**

- Introduce a system of bonuses and rewards for scientific achievements, quality of teaching, and contribution to the development of the university.

- Provide support for participation in competitions and grants.

- Create conditions for professional development.

**5. Ensuring the participation of faculty in the university management process:**

- Regularly organize meetings and round tables to discuss important university issues.

- Take into account the opinions of the faculty when making decisions.

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