

**SURVEY QUESTIONNAIRE FOR ADMINISTRATIVE AND ACADEMIC STAFF  
SATISFACTION AT THE INTERNATIONAL EUROPEAN UNIVERSITY**

		<i>You can rate the following items from 1 (strongly disagree) to 5 (strongly agree). If you have difficulty answering a question, you can select "No answer."</i>					
		1	2	3	4	5	No answer
<b>1. Communication and Management</b>							
1.	I can easily contact my department head.						
2.	I can easily share work-related problems with my supervisor.						
3.	I have the opportunity to express my ideas without pressure, and my suggestions are considered.						
4.	Departments and structural units communicate freely and correctly with each other.						
5.	Internal communication is adequate.						
6.	The university provides career growth opportunities for employees.						
7.	The number of employees in my department is sufficient.						
8.	My responsibilities, authority, and accountability are clearly defined.						
9.	Duties, authority, and responsibilities are distributed in a balanced manner.						
<b>2. Working Conditions and University Services</b>							
10.	The workspace where I work is comfortable and suitable for fulfilling my duties.						
11.	I am provided with the necessary equipment to perform my duties comfortably.						
12.	I am satisfied with the catering services at the university.						
13.	I am satisfied with the technical support services at our university.						
14.	I am satisfied with the services of the Information Technology (IT) department of our university.						
15.	I am satisfied with the internet access opportunities at our university.						
16.	I am satisfied with the safety measures and systems in university.						
<b>3. Professional Development (for Academic Staff)</b>							
17.	The time allocated for research and publications at our university is adequate.						

18.	The mechanisms for stimulating scientific research and publications at our university are adequate.						
19.	The availability of electronic databases for conducting research at our university is sufficient.						
20.	Does the university provide enough opportunities to participate in international projects, exchange programs, and obtain grants?						
21.	How satisfied are you with the opportunities the university provides for professional development and growth?						
22.	How would you rate the level of innovation and relevance of the university's educational programs?						
<b>4. Moral and Psychological State at Work</b>							
23.	I can be myself at the university.						
24.	Other employees recognize that I perform my job well.						
25.	I am not worried about losing my job.						
26.	Conflicts at the university are resolved through discussion.						
27.	I do not feel stressed while performing my duties.						
28.	I do not feel negative pressure from other employees.						
29.	I know that if difficulties arise, I can seek support from the appropriate university services.						
<b>5. Overall Impression</b>							
30.	What is your overall level of satisfaction with our university?						
31.	I am satisfied with the social activities towards employees that our university conducts.						
32.	How well does our university meet your expectations?						
33.	Do you see yourself as part of our university?						