An Overview: Checklists of Performance Against Threshold

(Extracts from the main report)

Overview An overview of staff opinion classified by faculties on the three categories of performance, namely, (1) Leadership and Administration by three administrations (9 items), (2) Career Development (4 items), and (3) Job Satisfaction (7 items) to check against threshold are presented in Tables 2-4 and Figure 3.

Baseline Four different standards (baseline) were used as assessment guidelines to check the performance attributes against threshold. The symbols '√' and 'X' denote, respectively, attributes 'meeting' and 'not-meeting' the baseline (Tables 2-4; Figure 3).

1. 3.5-baseline: Equal split (50%) of "disagreed" (include "Strongly Disagree" to "Slightly Disagree"; or the "dissatisfied" group) versus "agreed" (include "Slightly Agree" to "Strongly Agree"; or the "satisfied" group)
2. 4.0-baseline: that is, "Slightly Agree" (or "slightly satisfied")
3. 4.5-baseline: that is, "Slightly Agree" to "Agree" (or "slightly satisfied to satisfied ")
4. 5.0-baseline: that is, "Agree" (or "satisfied")

Problematic Attributes Using 3.5-Baseline (Classified by Faculties) (Table 2/Fig.3)

1. University's (Central) Performance: Transparency/Receptivity (Q2); 2 attributes (Q1, 3) opined across various faculties *except* Law* (*few responses only)
2. Faculty's Performance: all in Business Administration (Q4-6); Engineering (Q4, 6) and Education (Q5)
3. Departments'/Units' Performance: None *except* Law*
4. Career Development: Promotion Opportunities and Scheme (Q11-12) and the other two attributes (Q10, 14) in various faculties
5. Job Satisfaction: 7 attributes (Q14-20) across various faculties except Arts

Problematic Attributes Using 4.0-Baseline (Classified by Faculties) (Table 3/Fig.3)

1. University's (Central) Performance: all *except* 3 attributes (Q1-3) in Law*
2. Faculty's Performance: all *except* Social Science (Q4-6) and Arts (Q4)
3. Departments'/Units' Performance: all *except* Arts (Q7-9) and Engineering (Q7, 9)
4. Career Development: all (Q10-13)
5. Job Satisfaction: Morale (Q17) and Workload (Q14), and 5 attributes (Q15-16, 18-20) in various faculties

Problematic Attributes Using 4.5-Baseline (Classified by Faculties) (Table 4/Fig.3)

1. University's (Central) Performance: all (Q1-3)
2. Faculty's Performance: all (Q4-6)
3. Departments'/Units' Performance: all *except* Arts (Q7, 9)
4. Career Development: all (Q10-13)
5. Job Satisfaction: all (Q14-20) *except* Arts and Social Sciences (Q18-19), and Education (Q18)

Problematic Attributes Using 5.0-Baseline. All 20 attributes; that is, *none* attained the 5.0-standard.