



EDUCATIONAL STAFF SURVEY REPORT



Year 2025



PROFESSIONAL



DEDICATION



PERFORMANCE



QUALITY



Quality Assurance Institute (LPM)

UIN Walisongo Semarang

2025



Respondents to this survey were all educational staff at UIN Walisongo Semarang. Table 1 shows the overall educational staff satisfaction index at a Very High level, at 3.45. Of the nine aspects measured, the aspect that indicated satisfaction was: **highest is the attendance and assignment system aspect is 3.60**, while the index **lowest** found on **welfare aspect of 3.31**.

Table 2 Satisfaction Index of Education Personnel towards UIN Walisongo Services

No	Aspect	Index	Category
1	Recruitment and selection	3,47	Very high
2	Employee orientation and placement	3,38	Very high
3	Training, learning assignments and development	3,43	Very high
4	Performance Evaluation	3,45	Very high
5	Career Path	3,33	Very high
6	Welfare	3,31	Very high
7	Attendance and assignment system	3,60	Very high
8	Termination	3,55	Very high
9	Campus Facilities	3,40	Very high
Index		3,44	Very high

The following is a description of the satisfaction index for each aspect.

A. Recruitment and Selection

The satisfaction index of educational staff in the Recruitment and Selection aspects is measured through 4 (four) indicators, namely:

No	Indicator	Index
1	There is a notification regarding the open recruitment of educational staff	3,45
2	The recruitment procedure is carried out in an organized manner (has clear stages)	3,53
3	Recruitment takes into account the qualifications and competencies required by UIN Walisongo Semarang	3,4
4	The selection method is carried out transparently and through trusted tests.	3,52
5	The recruited human resources have the performance specifications expected by UIN Walisongo Semarang	3,43
Average index		3,47

B. Employee Orientation and Placement

The satisfaction index of educational staff in this aspect is measured through 4 (four) indicators, namely:

N O	INDICATOR	INDEX
1	Placement of educational staff is in accordance with their qualifications and competencies	3,17
2	Placement of educational staff takes into account the organizational culture of UIN Walisongo Semarang	3,37
3	The work unit leader provides orientation regarding the tasks that must be carried out.	3,49
4	The work unit leader provides orientation regarding performance achievement targets per month/quarter/semester/year	3,50
Average index		3.38

C. Training, Learning Assignments and Development

The aspects of Training, Learning Tasks and Development in this survey are broken down into 4 (four) indicators, namely:

NO	INDICATOR	INDEX
1	The university provides open opportunities for educational staff to participate in training and the like for the purpose of self-development.	3,43
2	Supervisors provide guidance and direction in work	3,51
3	The university provides open opportunities for educational staff to carry out study assignments.	3,42
4	The university provides facilities and recommendations for obtaining scholarships for both training and study assignments.	3,35
INDEX		3.43

D. Performance Evaluation

Measurement of the satisfaction index of educational staff in the Performance Evaluation Aspect is carried out for 4 (four) indicators, namely:

NO	INDICATOR	INDEX
1	The performance evaluation method has reflected the real measure of educational staff performance.	3,35
2	The assessment time is in accordance with the work cycle that must be assessed (for example, for lecturers per semester, and for educational staff every three months)	3,49
3	The implementation mechanism is in accordance with existing Standard Operating Procedures (SOP).	3,48

4	The supervisory system from superiors regarding the performance of educational staff has been implemented optimally.	3,46
Average Index		3.45

E. Career path

The Career Ladder aspect in this survey is translated into 4 (four) indicators, namely:

NO	INDICATOR	INDEX
1	Educational staff receive information about the time for regular promotions/positions.	3,34
2	Educational staff are given facilities for regular promotions/positions	3,32
3	Education/training that education staff have attended is useful for promotion	3,4
4	The university provides open opportunities for education staff for job promotions.	3,28
Index		3.33

F. Welfare

The satisfaction index of educational staff in the Welfare Aspect is measured from 4 (four) indicators, namely:

NO	INDICATOR	INDEX
1	The university provides a system of salaries, allowances and incentives that are appropriate and sufficient.	3,25
2	The amount of salary and allowances given is in accordance with the merit system concept (adjusted to rank/length of service/and amount of performance)	3,25
3	The amount of performance incentives given is in accordance with the merit system concept (adjusted to the amount of excess performance)	3,24
4	Health insurance (BPJS) from both the government and commercial sectors has provided benefits that meet the basic needs of inpatient services.	3,51
5	The university provides social needs services and death benefit services.	3,59
Index		3.31

G. Attendance and Assignment System

The Attendance and Assignment System aspects consist of 5 (five) indicators, namely:

NO	INDICATOR	INDEX
1	There is convenience in taking attendance by using the online attendance system.	3,65

2	Educational staff can easily access information on the results of online attendance recording.	3,7
3	The results of online attendance recording accurately describe the level of attendance.	3,65
4	The mechanism for assigning educational staff is in accordance with existing SOPs.	3,4
5	Educational staff get convenience in processing assignment letters/superior permission when carrying out duties outside the University.	3,62
Index		3.60

H. Termination

The aspects of dismissal for educational staff consist of 3 (three) indicators, namely:

NO	INDICATOR	INDEX
1	The mechanism for the process of dismissing administrative staff is in accordance with established procedures.	3,54
2	The time for the process of dismissing educational staff is in accordance with established procedures.	3,56
3	Employees who have retired receive pension rights (taspen and pension money from the state) in accordance with their rights.	3,55
Index		3.55

I. Sarana Prasarana

The satisfaction index of educational staff in the infrastructure aspect is measured against 10 (ten) indicators, namely:

NO	INDICATOR	INDEX
1	Provision of worship facilities	3,29
2	Provision of health facilities/polyclinics	3,45
3	Provision of sports facilities	3,56
4	Provision of campus internet facilities	3,52
5	Land provision and parking system	3,55
6	Eligibility of staff work space	3,38
7	Road safety and crossing services	3,4
8	Cleanliness of the campus environment	3,25
10	Provision of worship facilities	3,25
Index		3.40

Semarang, July 3, 2025

Ketua LPM,



Tolkah