EGE UNIVERSITY

SURVEY REPORT

This study was carried out to compile some personal characteristics of academic and administrative staff regarding the HRS4R aplication process of Ege University (EU), their opinions about the top management of Ege University (EU), the management of subunits such as faculties and colleges, and also to determine the extent to which the criteria in the C&C are internalized.

Material and Method

The original data of the study were collected from the university staff through a questionnaire. For this purpose, the records of the EÜ Personnel Department on 31.12.2022 were used. The sample size has been calculated with the following formula:

$$n = \frac{N\,t^2\,p\,q}{d^2(N-1)+t^2\,p\,q}$$

N= Number of individuals in the population N=3162

n= Number of individuals to be sampled

p= Frequency (probability) of the event to be analyzed p=0.5

q= Frequency of occurrence of the event to be analyzed (1-p) q=0.5

t= The theoretical value found in the t-table at a certain degree of freedom and at the determined level of error (α=0.05, the t value at ∞ degree of freedom is t:1.96).

d= Symbolized as the desired -/+ deviation according to the frequency of occurrence (d=0.05)

Since the population consists of individuals with different characteristics stratified sampling method was used. According to the group definitions made by Euraxess; **R1** (Number of Lecturers + Number of Research Assistants), **R2**: (Number of Lecturers + Number of Research Assistants), **R3** (Number of Faculty Members), and **R4** (Number of Prof. Dr. + Number of Assoc. Dr.). A total of 946 people participated in the study. Of these, 85.4% (808) were academic staff and 14.6% (138) were administrative staff. The academic staff participating in the research and their titles are presented in Table 1. Using the stratified sampling formula, the number of interviewees from each title group was calculated, and the number of representatives in the sample was determined according to the ratio of the stratum in the population with the formula below. In determining the people to be interviewed, it was decided to interview 808 academic and 138 administrative staff (946 people), including the reserves, by skipping 9 people from the R1, R2, R3, and R4 lists. Of the respondents, 78.2% work in faculties, 4.9% in colleges, 9.7% in vocational schools, 5.6% in institutes, 0.3% in application and research centers, and 1.2% in Rectorate units (Table 2).

Table 1: Study population, sample size and titles, numbers and percentages of participants

		Population		Sample Volume	
Code	**Title**	**Number**	**(%)**	**Number**	**(%)**
R1	Lecturer and research assistant	1073	33,9	88	10,9

R2	Lecturers and research assistants with doctorate	426	13,5	84	10,4
R3	Doctoral faculty member	340	10,8	95	11,8
R4	Associate Professor and Professor	1323	41,8	541	66,9
	Toplam	3162	100,0	808	100,0

Table 2: Number and Share of respondents by institutions (%)

Status	Institution	Number	**(%)**
Faculty	Medicine	115	12,2
	Engineering	105	11,1
	Agriculture	84	8,9
	Science	81	8,6
	Literature	62	6,6
	Fisheries	56	5,9
	Pharmacy	43	4,5
	Dentistry	39	4,1
	Nursing	35	3,7
	Education	30	3,2
	Economics and Administrative Sciences	23	2,4
	Communication	21	2,2
	Health Sciences	18	1,9
	Sport Sciences	12	1,3
	Cesme Tourism	6	0,6
	Islamic Sciences	5	0,5
	Fine Arts, Design and Architecture	4	0,4
	Ödemiş Health Sciences	1	0,1
	Total	**740**	**78,2**
School	Foreign Languages	24	2,5
	State Conservatory of Turkish Music	19	2
	Fashion Design	4	0,4
	Total	**47**	**4,9**
Vocational Training School	Ege	28	3
	Bergama	12	1,3
	Aliağa	9	1
	Emel Akın	9	1
	Atatürk Health Services	8	0,8
	Bayındır	6	0,6
	Ödemiş	6	0,6
	Aviation	5	0,5
	Tire Kutsan	5	0,5
	Urla Maritime	4	0,4
	Total	**92**	**9,7**
Institute	Turkish World Studies	13	1,4
	Nuclear Sciences	12	1,3
	Solar Energy	9	1
	Social Sciences	7	0,7
	International Computer	6	0,6
	Science	5	0,5
	Education Sciences	1	0,1
	Total	**53**	**5,6**
	Environmental Problems	1	0,1

Research and Application Center	Central Research Test and Analysis Laboratory	1	0,1
	Distance Education	1	0,1
	Total	**3**	**0,3**
Administrative	Rectorate	11	1,2
	Toplam	**946**	**100**

The data obtained in the study are presented as percentages and averages. In the study, scores and new groups were obtained by combining variables. Variance and chi-square analyses were used to compare the groups. In the meantime, a five-point Likert scale was generally used in data collection, but four statements related to satisfaction and job satisfaction were questioned with a 10-point scale. During the analyses, these four statements, which were obtained with a 10-point scale, were converted to a five-point scale for some analyses in order to ensure compatibility with other data.

Some Personal Characteristics of the Study Participants

52.5% of the participants were women. 66.9% of the personnel are graduates of Ege University and 89.4% of them have a doctorate. Of those with a doctorate, 81.8% completed their doctorate at Ege University, 13.6% at other universities in Türkiye and 4.9% abroad. Of the academic staff, 31.3% work in health, 29.4% in science, 25.6% in social sciences and 13.7% in engineering. Of the participants in the study, 14.6% were administrative staff, 34.8% were professors, 22.4% were associate professors, 10% were assistant professors, and the rest were research assistants or lecturers. 49.7% of the employees have been working at Ege University for more than 20 years (Table 3).

Table 3: Some personal characteristics of the staff

Gender							
	Female	**Male**	**Total**				
Number	497	449	946				
(%)	52,5	47,5	100				
University graduated from							
	Ege Univ.	**Domestic**	**Abroad**	**Total**			
Number	633	300	13	946			
(%)	66,9	31,7	1,4	100			
University with doctorate degree							
	Ege Univ.	**Domestic**	**Abroad**	**Total**			
Number	692	115	39	846			
(%)	81,8	13,6	4,9	100,0			
Discipline							
	Health	**Science**	**Social**	**Engineering**	**Total**		
Number	263	247	215	115	840		
(%)	31,3	29,4	25,6	13,7	100		
Title							
	Research assistant	**Dr. research assistant**	**Assistant professor**	**Associate professor**	**Professor**	**Administrative staff**	**Total**
Number	88	84	95	212	329	138	946
(%)	9,3	8,9	10	22,4	34,8	14,6	100

Duration of service at Ege University (years)								
	Less than a year	**1-5 years**	**6-10 years**	**11-15 years**	**16-20 years**	**21-25 years**	**26 years and more**	**Total**
Number	37	101	92	98	148	175	295	946
(%)	3,9	10,7	9,7	10,4	15,6	18,5	31,2	100

In general, 54% of employees are female. The proportion of female academics is high among research assistants, doctorated research assistants, and associate professors. It can be said that the rate of female academics tend to increase at Ege University. Among female employees, the proportion of EU graduates is higher. Gender is significant according to branches of science. The proportion of female academics is high in health, social, and engineering sciences, respectively. The proportion of male academics is only higher in the sciences (Table 4).

Table 4: Comparison of title, graduation, and branches of science according to gender (Chi-square Test)

Title	**Gender**	**Female**	**Male**	**Chi Square value**	**Degrees of freedom**	**P Value**
Research assistant	Number	47	41	9,958**	4	0,04
	Share (%)	53,4	46,6			
Research assistants (Dr)	Number	48	36			
	Share (%)	57,1	42,9			
Assistant professor	Number	47	48			
	Share (%)	49,5	50,5			
Associate professor	Number	132	80			
	Share (%)	62,3	37,7			
Professors	Number	162	167			
	Share (%)	49,2	50,8			
Total	Number	436	372			
	Share (%)	54,0	46,0			
University graduated from	**Gender**	**Female**	**Male**	**Chi Square value**	**Degrees of freedom**	**P Value**
Ege	Number	346	287	3,459*	1	0,06
	Share (%)	54,7	45,3			
Others	Number	151	162			
	Share (%)	48,2	51,8			
Total	Number	497	449			
	Share (%)	52,5	47,5			
Diciplines	**Gender**	**Female**	**Male**	**Chi Square value**	**Degrees of freedom**	**P Value**
Health	Number	163	100	14,937***	3	0,00
	Share (%)	62,0	38,0			
Science	Number	111	136			
	Share (%)	44,9	55,1			
Engineering	Number	61	54			
	Share (%)	53,0	47,0			
Social	Number	117	98			
	Share (%)	54,4	45,6			

Total	Number	452	388
	Share (%)	53,8	46,2

*importance level: *** α <0,01** α <0,05; * α <0,1*

Within the scope of HRS4R, a total of 40 criteria related to ethics and professional aspects (11 criteria), recruitment process (10 criteria), working conditions and job security (13 criteria), and professional training and development (6 criteria) were taken into consideration and employees' satisfaction levels were examined. A five-point Likert scale of "not at all (1), somewhat satisfied (2), partially satisfied (3), satisfied (4) and absolutely satisfied (5)" was used in the questioning.

Among the criteria related to ethical and professional aspects, professional attitude (3.44) has the highest satisfaction level and dissemination/utilization of research results (2.50) has the lowest satisfaction level (Chart 1).

Chart 1: Ethical ve professional aspects

Criteria related to recruitment processes were weighted the same. According to the responses, there is a difference in satisfaction levels among the 10 criteria. Although there is some space to reach the maximum level of satisfaction (5.00), in general, the criteria have the same level of satisfaction among the participants (Chart 2).

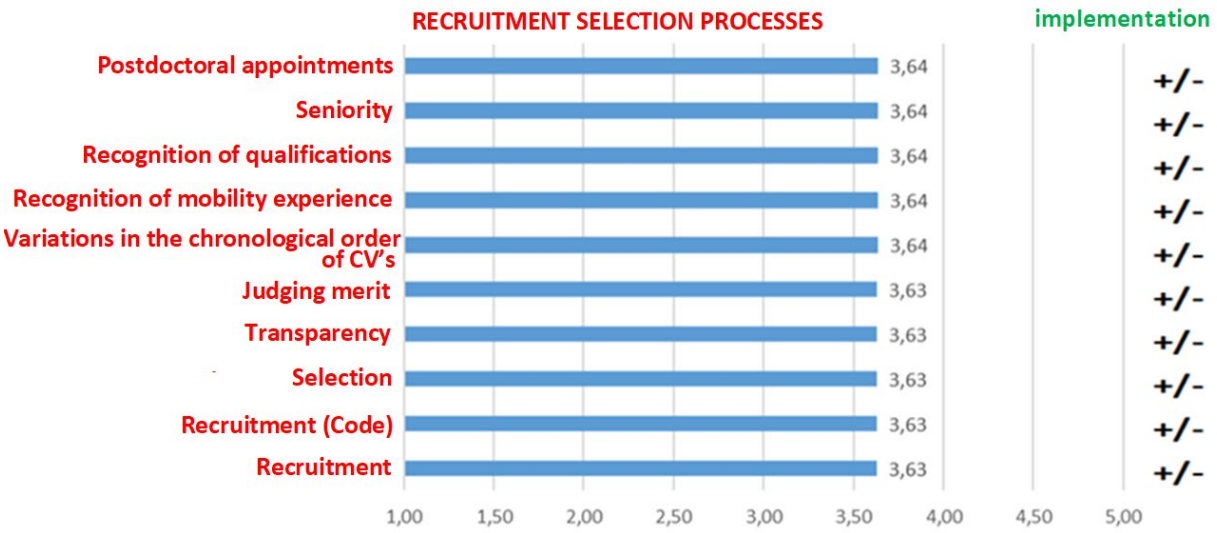

Chart 2: Recruitment selection process

Satisfaction levels with the criteria related to working conditions and job security were found with different weights according to the criteria. In terms of job security, the stability and continuity of the job is the most satisfying issue. According to the current laws, appointments to associate professorship and professorship positions at the university are permanent. Satisfaction with job continuity at the university is followed by satisfaction with intellectual property rights (3.83), gender equality (3.66), funding and wages (3.66). The lowest levels of satisfaction are with the research environment (3.35), mobility (3.39), professional recognition (3.40), and working conditions (3.46) (Chart 3).

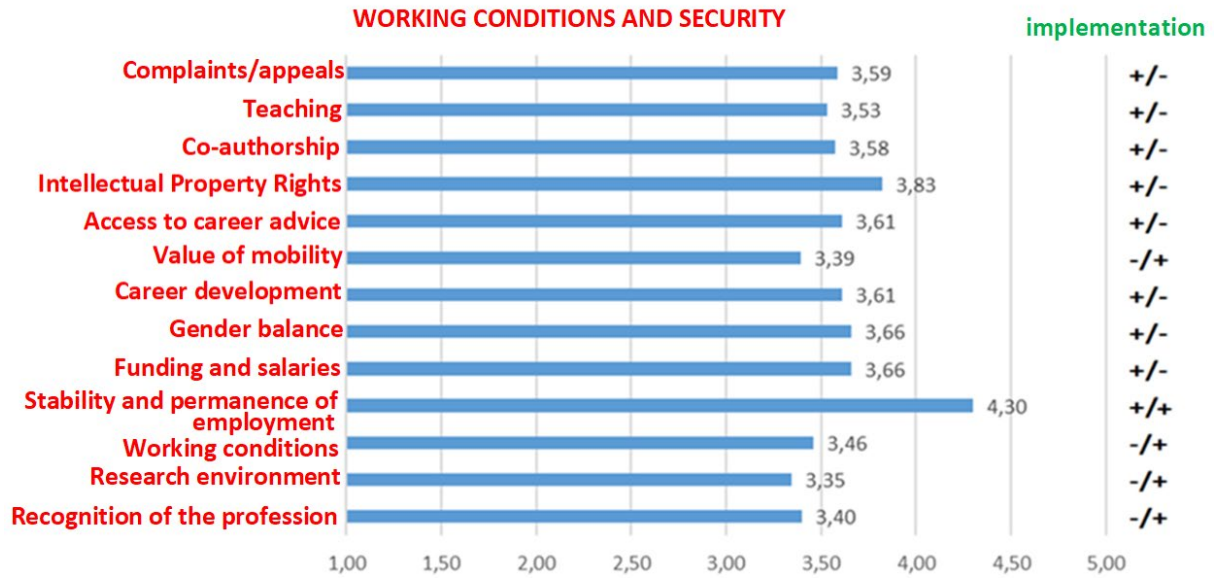

Chart 3: Working conditions and security

Training and development activities are the most important issues for individuals and organizations today. In general, satisfaction with these activities at Ege University is close to good. The issues with the highest satisfaction level in this regard are relations with supervisors (3.84), consultancy activities (3.72), and participation in decision-making bodies (3.72). The lowest level of satisfaction in this criterion was the continuity of professional development (3.47) (Graph 4).

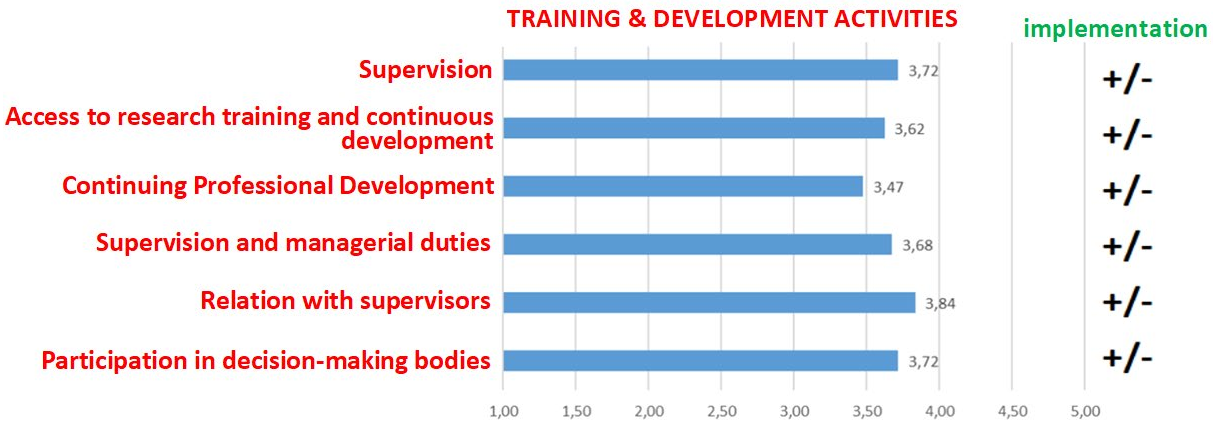

Chart 4: Trainning and development activities

The scores indicating the level of satisfaction with the criteria of ethics and professionalism (11 criteria), recruitment (10 criteria), working conditions and job security (13 criteria), professional training and development (6 criteria) (40 criteria in total) were summed to form group scores and satisfaction levels were compared according to disciplines. At Ege University academic staff's satisfaction tendencies in subgroups are respectively: recruitment (3.63), professional training and development (3.57), working conditions and job security (3.49), and ethics and professionalism (3.22).

Some values have different levels of satisfaction according to discipline. Satisfaction with ethical values and professionalism, recruitment processes, working conditions job security, training, and development activities were found to be higher in health and engineering sciences (Table 5).

The satisfaction levels on the mentioned issues are generally satisfactory. It can be said that differences in satisfaction according to disciplines lead to a difference between the maximum and the current satisfaction levels, too. The use of these criteria has been internalized earlier, especially in the fields of health and engineering, and can be accepted as one of the reasons for the difference.

Table 5: Comparison of satisfaction levels according to disciplines (Analysis of Variance)

Criteria	Discipline	Number	Mean	Standard deviation	F value	P Value
Ethical ve professional aspects	Health	263	1246,7	336,53	4,13***	0,006
	Science	246	1172,6	321,16		
	Engineering	115	1227,7	313,58		
	Social	215	1148,7	365,47		
	Total	839	1197,3	338,71		
Recruitment selection process	Health	263	2123,8	581,59	4,37***	0,005
	Science	247	1988,3	553,01		
	Engineering	115	2089,3	535,90		
	Social	215	1952,7	628,74		
	Total	840	2035,4	583,44		
Working conditions and security	Health	263	599,6	160,80	4,00***	0,008
	Science	247	562,0	153,06		
	Engineering	115	588,7	149,97		
	Social	215	554,9	173,37		
	Total	840	575,6	161,35		
Trainning and development activities	Health	263	261,2	70,56	4,04***	0,007
	Science	247	244,6	67,93		
	Engineering	115	256,7	66,78		
	Social	215	241,3	77,40		
	Total	840	250,6	71,52		

*importance level: *** α <0,01*