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## Analysis of Survey of Academic, Scientific and Invited Personnel

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The main purpose of the survey of academic, scientific, invited personnel was to determine a satisfaction level. Online survey was used as a research method. The research instrument was a quantitative research questionnaire. In the survey, 78 staff members were participated in which 56% of them were female and 44% were male. The respondents between 25-35 years of age made up 6.4%, between 36-45 years of age made up 24.40%, between 46-55 years of age made up 23.1%, between 56-65 years of age made up 25.6% and 66 + years of age made up 20.50%. 84.6% of respondents had more than 6-year teaching experience.

Opportunities for professional and personal realization (71.8%) and interesting work (59%) were identified as the most important factors for working at the University.

78.6% and 68% of respondents generally agree with the following statements respectively, that the university enables professional self-realization and professional development to master new learning and research methods and approaches (56.4% and 50% of respondents completely agree these statements, respectively).

62.6% and 61.5% of respondents generally agree with the following statements respectively, that the university promotes international programs/projects development and the ability to participate into the international mobility programs (43.6% and 42.3% of respondents completely agree these statements, respectively).

73.1% and 57.7% of respondents generally agree with the following statements respectively, that the working environment at the university is comfortable; infrastructure and (auditoriums, laboratories, libraries, etc.) and technical equipment is sufficient for making the proper scientific research (46.3% and 38.5% of respondents completely agree these statements, respectively).

79.5% and 73.1% of respondents generally agree with the following statements respectively, that the university takes care of updating library resources and the most recent scientific literature and scientific periodic publications are available at the university (56.4% and 50% of respondents completely agree these statements, respectively).

**Satisfaction at the University:**

73.1% of respondents are satisfied with existing opportunities of professional development;  
77% of respondents are satisfied with achievements and success recognition;  
59% of respondents are satisfied with involvement in the university management process;  
56.7% of respondents are satisfied with providing private work space;  
64.1% of respondents are satisfied with providing health safety and security aspects;  
71,8% of respondents are satisfied with the reaction of administrative structures in case of occurring ant problems;  
59% of respondents expressed their willingness to participate in the events for increasing qualification; 49.6% of these respondents want to participate in the events abroad. 53.8% of respondents are satisfied with the opportunities offered by the University in terms of professional development.

Wage policy (69.2%) and international mobility opportunities (45%) were stated as immediate issues that should be solved soon.

Thus, the survey revealed that the level of satisfaction of the academic, scientific and invited personnel with the university activities is high.