	ایم														
	%		%,, r		%				% _۲		% we return				
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Sec. 19.8															
My work is a source of satisfaction to me	3.4	3.5	3.5	5.2	10.2	7.9	6.2	8.3	7.4	38.0	47.0	42.9	47.3	31.1	38.4
My teaching is a source of satisfaction to me	2.5	0.9	1.6	5.1	0.8	2.7	14.0	84.0	52.2	40.3	8.5	22.9	38.2	6.0	20.6
I am proud to work in my current university	10.8	5.6	8.0	11.1	9.5	10.3	18.0	14.6	16.1	28.4	33.4	31.1	31.6	37.0	34.5
										31.7	46.8	39.9	14.0	17.1	15.7
										51.7	40.0	57.7	14.0	17.1	13.7
My university offers a fair deal to its employees in terms of working conditions and benefits	12.4	6.6	9.2	18.0	11.8	14.6	20.3	11.6	15.6	31.2	40.5	36.2	18.2	29.6	24.4
I spend too much time working	3.4	8.0	5.9	13.8	33.7	24.7	20.2	25.0	22.8	35.3	24.4	29.4	27.2	8.9	17.2
My employer cares for the well-being of its staff	23.2	11.3	16.7	20.1	16.2	18.0	22.5	16.4	19.2	23.6	37.5	31.2	10.5	18.6	14.9
I often work more than my contracted hours	1.3	5.9	3.8	4.0	19.1	12.3	8.5	13.3	11.1	28.0	35.9	32.3	58.2	25.7	40.5
If I work extra hours, it is acknowledged by my manager	32.7	10.8	20.7	26.7	21.5	23.8	18.5	17.6	18.0	16.2	34.4	26.1	6.0	15.8	11.4
My work responsibilities allow for a healthy work-life bal-	20.4	5.6	12.3	28.3	16.7	22.0	19.2	17.3	18.2	25.0	44.3	35.5	7.1	16.1	12.0
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SURVEY METHODOLOGY