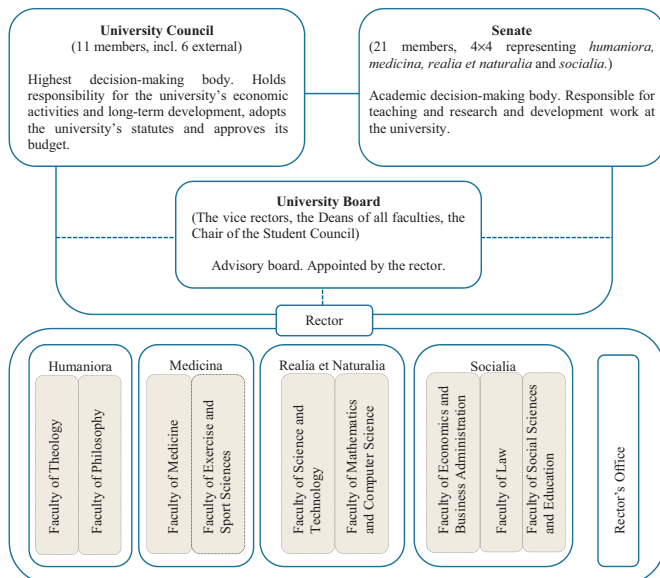


# APPENDICES

## APPENDIX 1. SIMPLIFIED STRUCTURE MAP OF THE UNIVERSITY OF TARTU



*Source:* Compiled by the author based on the university's homepage (Structure and staff, 12 May 2014).

*Note:* The structure map is a simplified representation of the university's structure, representing only units that are the core focus of this book.

APPENDIX 2. STATISTICAL SIGNIFICANCE OF THE DIFFERENCES IN INVOLVEMENT, AWARENESS AND OBJECTIVES BY GENDER, MANN–WHITNEY TEST

Year	Statistics	Involvement		Awareness		Objectives	
		Male	Female	Male	Female	Male	Female
2013	<i>N</i>	368	719	368	719	368	719
	Mean rank	570.19	530.60	501.90	565.55	510.29	561.25
	Sig. (two-tailed)	0.034		0.000		0.002	
2014	<i>N</i>	369	751	369	752	368	751
	Mean rank	602.58	539.83	528.13	577.13	533.52	572.97
	Sig. (two-tailed)	0.001		0.003		0.021	

Source: Compiled by the author.

APPENDIX 3. STATISTICAL SIGNIFICANCE OF THE DIFFERENCES IN INVOLVEMENT, AWARENESS AND OBJECTIVES BY EMPLOYEE CATEGORY, MANN–WHITNEY TEST

Year	Statistics	Involvement		Awareness		Objectives	
		Academic	Non-academic	Academic	Non-academic	Academic	Non-academic
2013	<i>N</i>	559	528	559	528	559	528
	Mean rank	540.41	547.80	507.43	582.72	506.76	583.43
	Sig. (two-tailed)	0.677		0.000		0.000	
2014	<i>N</i>	561	561	560	563	559	562
	Mean rank	554.58	568.42	547.77	576.15	531.02	590.82
	Sig. (two-tailed)	0.439		0.066		0.000	

Source: Compiled by the author.

APPENDIX 4. STATISTICAL SIGNIFICANCE OF THE DIFFERENCES IN INVOLVEMENT, AWARENESS AND OBJECTIVES WITHIN THE PRINCIPAL DOMAINS AND BY GENDER, MANN–WHITNEY TEST

Domain	Year	Statistics	Involvement		Awareness		Objectives	
			Male	Female	Male	Female	Male	Female
<i>Humaniora</i>	2013	<i>N</i>	32	108	32	108	32	108
		Mean rank	77.56	68.41	77.59	68.40	69.05	70.93
		Sig. (two-tailed)	0.220		0.146		0.796	
	2014	<i>N</i>	32	113	32	114	32	114
		Mean rank	78.06	71.57	76.31	72.71	76.59	72.63
		Sig. (two-tailed)	0.410		0.616		0.583	
<i>Medicina</i>	2013	<i>N</i>	36	102	36	102	36	102
		Mean rank	70.71	69.07	64.35	71.32	59.18	73.14
		Sig. (two-tailed)	0.819		0.274		0.033	

(Continued)

Domain	Year	Statistics	Involvement		Awareness		Objectives	
			Male	Female	Male	Female	Male	Female
<i>Realia et naturalia</i>	2014	<i>N</i>	41	92	41	91	41	91
		Mean rank	70.59	65.40	62.93	68.11	59.06	69.85
		Sig. (two-tailed)	0.442		0.337		0.068	
	2013	<i>N</i>	177	151	177	151	177	151
		Mean rank	172.60	155.01	157.90	172.24	161.75	167.73
		Sig. (two-tailed)	0.075		0.091		0.495	
2014	<i>N</i>	161	159	161	159	160	159	
	Mean rank	165.41	155.53	154.48	166.59	156.18	163.85	
	Sig. (two-tailed)	0.301		0.133		0.386		
<i>Socialia</i>	2013	<i>N</i>	33	97	33	97	33	97
		Mean rank	64.89	65.71	49.30	71.01	55.42	68.93
		Sig. (two-tailed)	0.909		0.001		0.027	

2014	<i>N</i>	35	103	35	103	35	103
	Mean rank	85.89	63.93	61.84	72.10	60.61	72.52
	Sig. (two-tailed)	0.003		0.117		0.080	

Source: Compiled by the author.

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APPENDIX 5. STATISTICAL SIGNIFICANCE OF THE DIFFERENCES IN INVOLVEMENT, AWARENESS AND OBJECTIVES WITHIN THE PRINCIPAL DOMAINS AND BY EMPLOYEE CATEGORY, MANN–WHITNEY TEST

Domain	Year	Statistics	Involvement		Awareness		Objectives	
			Academic	Non-academic	Non-academic	Non-academic	Academic	Non-academic
Humaniora	2013	<i>N</i>	100	40	100	40	100	40
		Mean rank	70.61	70.23	71.31	68.48	69.05	74.13
		Sig. (two-tailed)		0.956		0.629		0.454
	2014	<i>N</i>	103	41	103	42	103	42
		Mean rank	71.82	74.22	70.72	78.60	70.74	78.55
		Sig. (two-tailed)		0.739		0.228		0.234
Medicina	2013	<i>N</i>	97	41	97	41	97	41
		Mean rank	66.76	75.99	69.55	69.38	68.82	71.11
		Sig. (two-tailed)		0.178		0.977		0.716



	2014	<i>N</i>	85	48	84	48	84	48
		Mean rank	64.52	71.40	67.32	65.06	65.76	67.79
		Sig. (two-tailed)		0.288		0.664		0.721
Realia et naturalia	2013	<i>N</i>	236	92	236	92	236	92
		Mean rank	165.42	162.15	161.78	171.47	161.80	171.42
		Sig. (two-tailed)		0.765		0.303		0.323
	2014	<i>N</i>	229	91	229	91	228	91
		Mean rank	161.12	158.95	163.05	154.08	156.00	170.01
		Sig. (two-tailed)		0.838		0.315		0.153
Socialia	2013	<i>N</i>	83	47	83	47	83	47
		Mean rank	64.46	67.34	59.57	75.97	60.22	74.83
		Sig. (two-tailed)		0.654		0.004		0.008
	2014	<i>N</i>	89	50	89	50	89	50
		Mean rank	68.79	72.15	69.15	71.51	66.19	76.78
		Sig. (two-tailed)		0.617		0.693		0.088

Source: Compiled by the author.