

STRATEGIC OBJECTIVE	Key Performance Indicator	KPI	Overall Achievement	Support unit	Faculties											Research Alliance												
		Corporate Roll-up			FKM	FKE	FS	FAB	FBB	FKKSA	FP	FKA	FKBSK	FKSG	FSKSM	FPPSM	SUTRA	e-SciNano	ICRA	ERA	ASTRA	WATER	ACE	BIO-TECH	ICON	MMRA	K-ECONOMY	
<b>STAKEHOLDER PERSPECTIVE</b>																												
S1: Produce Globally Marketable and Outstanding Graduates	S1.1	% of graduates employability locally within 6 months	85%	82%			70%	89%		68%		77%	85%															
	S1.2	% of graduates employed by MNC/int'l companies within 12 months	10%	13.8%			10%	11%		20%		8%	5%															
	S1.3	Ratio of student application:admission	5:1	4.3:1			3.4:1	6.6:1		6.1:1		1.7:1	2.1:1															
S2: Generate opportunities for long-life learning	S2.1	No. of new executive programmes	4	10																								
	S2.2	No. of new professional development programmes /short courses	20	131			9	1		57		24	1															
	S2.3	No of student enrollment for exec. programmes (target equally divided)	150	445																								
S3: Notable Technological Research & Innovation Institution	S3.1(a)	Total number of staff accepted as members in the national international professional bodies/ associations	Nat. 308 Intl. 8	Total : 403			62	35		26		67	13															
	S3.1(b)	Total number of staff appointed to chairmanship/committee position in the professional bodies/associations at international level	2	17			1	3		1		2	1															
S4: Achieve Reputable International Ranking	S4.1	THES Ranking (Top X)	Top 350	320																								
S5: Outstanding Contribution to Society	S5.1	No. of high-impact community projects	3	7																								
<b>INTERNAL PROCESS PERSPECTIVE</b>																												
P1: Continuous Academic Quality Improvement	P1.1	% of programmes accredited by professional bodies	100%	93%			100%	100%		100%		100%	0%															
P2: Up to date & Industry-relevant Curriculum	P2.1	Employer Perception Index on graduates quality (reflective of curriculum)	80%	64.5%			80%	0%		83%		85%	79%															
P3: Scholarly Publication & Citation	P3.1(a)	Cummulative impact factor of publications	1000	321.46													39.4	110.458	31.561	15.145	4.012	17.149		38		50	10.034	
	P3.1(b)	Non citation index papers=2.67 paper per staff = 2947	2685	568.36													28	78	122	35	57	60		69		53	52	
	P3.1(c)	Book chapters=1.13x1104 staf=1248	1154	460.43													5	28	23	0	115.26	60		32.17		2	10	
	P3.3	No. of original books authored (karya asli)	13	35			1	6		3		4	0															
P4: Outstanding Leadership and Contribution in R&I	P4.1	% of Research Experienced Staff (cohort) (a) >20 years	30%	31%			63%	28%		19%		30%	10%															
		(b) 10 - 20 years	40%	36%			23%	31%		39%		40%	17%															
		(c) <10 years	30%	31%			14%	41%		42%		30%	72%															





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P10: Excellent Service Delivery	P10.1 Customer Satisfaction Index	80%	61%				80%	79%		0%	85%	85%	60%				80%	80%	80%	80%	80%	80%		80%		80%	80%	
<b>LEARNING AND GROWTH PERSPECTIVE</b>																												
L1: Attract & Retain Key Competent & Productive Staff	L1.1(a) a. Percentage of staff with PhD/DSc, DEng	60%	54%				43%	69%	46%		48%	46%	57%	77%														
	L1.1(b) b. Percentage of staff with Professional Qualifications (such as medical, engineers, architects, accountants etc)	15%	6.5%					2%	12.50%		0	0	13.6%	14%														
	L1.2(a) a. Total number of membership in international bodies/associations.	150	154					13	12		7	6	20	4														
	L1.2(b) b. Total number of staff appointed as leader/committee for the international bodies/associations.	15	22					2	5		0	2	2	1														
	L1.3 Competency Index for Support Staff (1-5 scale)	3.5																										
L2: State-of-the-art Facilities (Digital Infra)	L2.1 % of facilities for teaching & learning fulfilling the required specification - SMART Classrooms (PHB)	20%	100%																									
	L2.2 % of facilities for teaching & learning fulfilling the required specification - Digital Infra (CICT)	80%	63%																									
	L2.3 % increase of library digital content (PSZ)	5%	226%																									
L3: Conducive Working (Research & Social) Environment	L3.1 Employee Satisfaction Index	80%	56%				80%	93%		0%	71%	80%	30%				80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	0%	80%
<b>FINANCIAL PERSPECTIVE</b>																												
F1: Prudent Financial Management / Optimisation of Resources	F1.1 Cost (OE) per student (RM) (Bursary) <i>Note: To be cascaded as BUDGET VARIANCE to all Tier 1 with target 5%</i>	17000																										