

# Questionnaire Survey Results

## *HR Excellence in Research Award*



# Thank you to everyone who participated in the questionnaire survey

Thanks to this cooperation, we were able to analyze your feedback and thus  
prepare measures for improvement in the coming years



# Respondents

Categories of respondents :

- R1            PhD students
- R2            assistants, assistant professors, lecturers
- R3            associate professors
- R4            professors



# Respondents

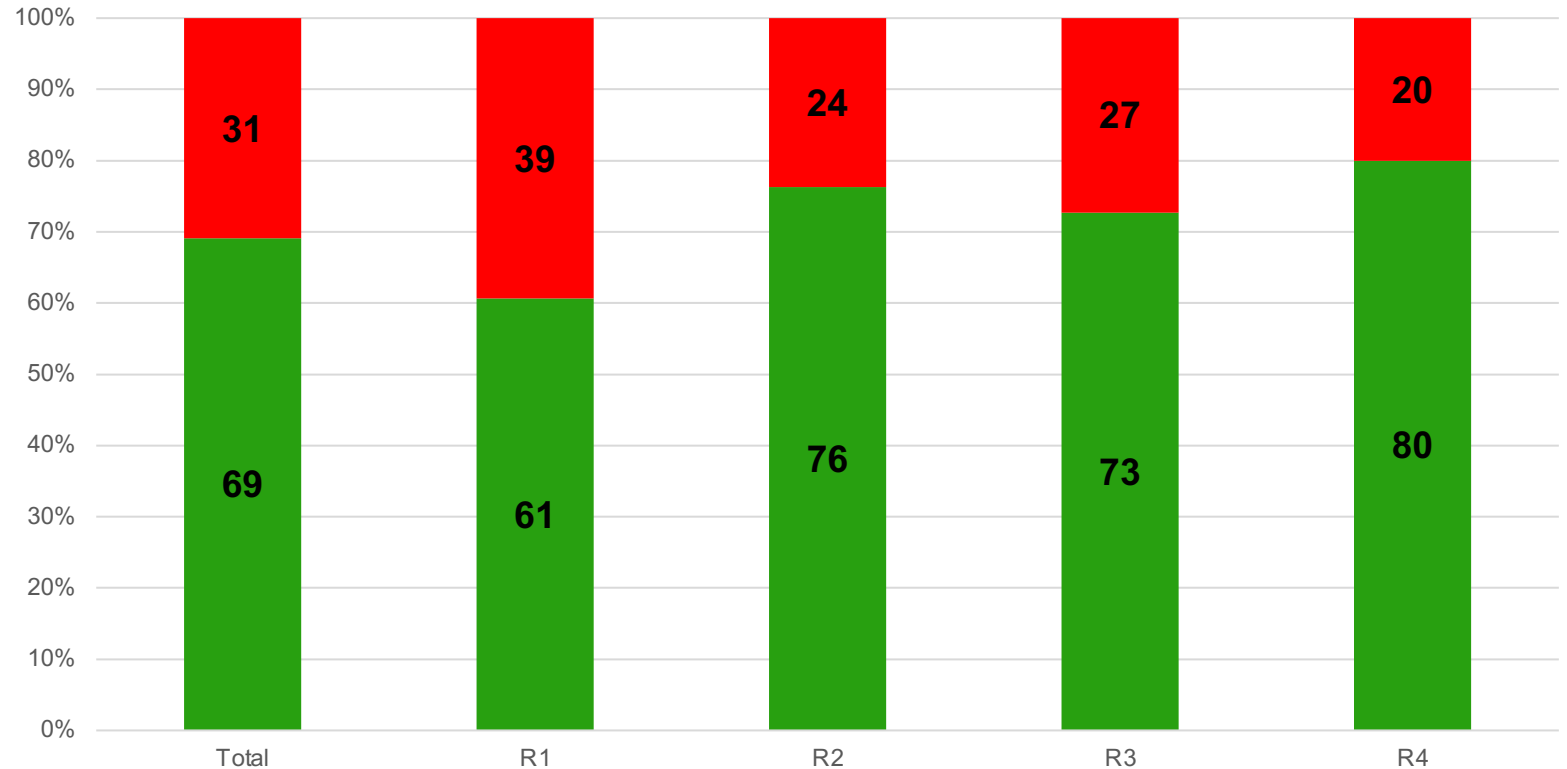
Contacted: 136

R1 61  
R2 59  
R3 11  
R4 5

Answered: 94

R1 37  
R2 45  
R3 8  
R4 4

The response rate in individual categories [%]



# Questionnaire sections

- Ethical and professional principles
- Recruitment and selection
- Working conditions and social security
- Education and development



# Ethical and professional principles

Gaps:

- For R1 and R2 researchers, research funding and infrastructure are difficult to access.
- Ethical principles and rules limit research and increase the administrative burden (according to R2 and R3).
- Insufficient knowledge of plagiarism, intellectual property rights.



# Ethical and professional principles

- R1 is not familiar with the strategic documents of the faculty and systems for project management and administration, processing of accounting documents, and personnel management.
- R1 lacks information on regulations for project and administrative tasks.
- R1 and R2 lack feedback in the employee evaluation system.



# Ethical and professional principles

- 40% of R1 – R4 are not sufficiently familiar with project management and administration procedures, processing of accounting documents, personnel management, and other requirements.





# Ethical and professional principles

- A large percentage of researchers are not familiar with the possibilities of using various MU workplaces (University Campus Library, Press Department, Technology Transfer Office) to support publishing activities, external communication, and technology transfer.



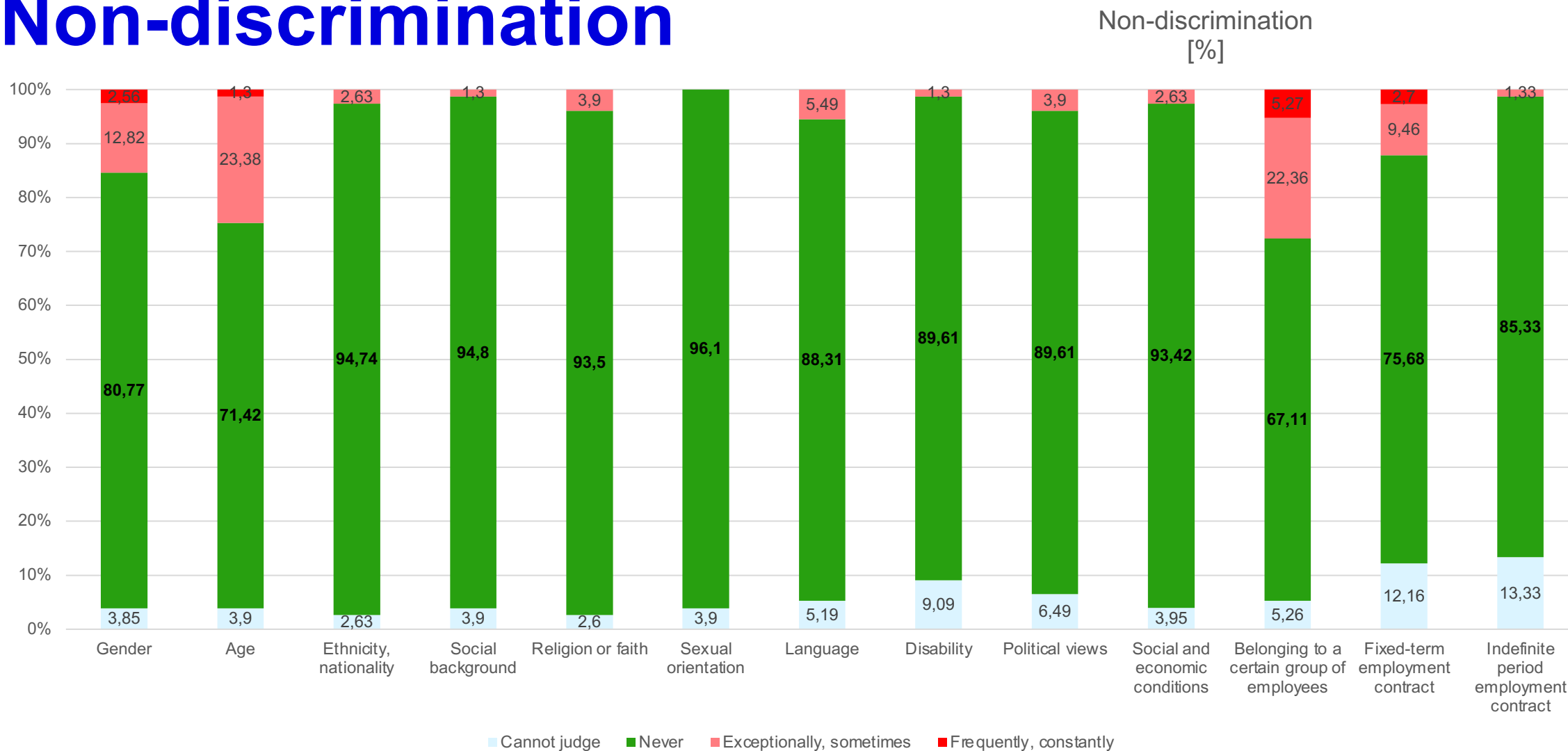
# Ethical and professional principles

## Positively evaluated principles:

- Proper research procedures - safe working practices are used in accordance with national legislation.



# Non-discrimination



# Recruitment and selection

Gaps:

- The members of the selection board and the participants in the recruitment process are not familiar with the principles of OTM-R (Open, Transparent and Merit-based Recruitment).
- Insufficient transparency in recruitment and selection of staff (especially problematic for R1).



# Recruitment and selection

## Positively evaluated principles:

- The selection procedure considers the overall experience of the candidates, including professional development.



# Working conditions and social security

Gaps:

- 54% of R2 and 34% of R1 do not feel recognized as members of the researchers' professional group.
- 45% R2 and 33% R1 do not feel stimulated to achieve scientific performance.



# Working conditions and social security

Gaps:

- Over 50% of all women and men are dissatisfied with the financial reward, the R2 group even 65%.



# Working conditions and social security

- 9.3% and 13% of women, and 10% and 11% of R1, think that women and men do not have equal working conditions or opportunities at FSpS.
- Absence of a career development strategy at the university level and at the faculty level.





# Working conditions and social security

- Approximately one-third of respondents think that mobility (foreign, interdisciplinary, institutional, sectoral, and virtual) is not considered an integral part of career development at FSpS.
- Approximately one-third of respondents do not feel sufficient support for career development on FSpS (for R1, it is 43%).



# Working conditions and social security

- Almost half of all respondents cannot assess whether they have sufficient legal protection as authors at MU. There is a lack of knowledge of intellectual property rights (copyright, property rights).



# Working conditions and social security

- Half in total and for R1, 60% cannot assess whether they have a adequate profit share as the author of scientific outputs. We do not have clearly defined rules for co-authorship.



# Working conditions and social security

- FSpS does not consider teaching to be a full-fledged part, according to a quarter of all respondents. 33% of women and R1 think so. A total of 34% of respondents believe that pedagogical performance is not taken into account in the evaluation of employees, with the highest percentage in the group R1 (50%) and R4 (75%).



# Working conditions and social security

- The level of pedagogical burden is not adequately taken into account according to 43% of all respondents; this opinion is held by 47% of women, 46% of R2, and 50% of R4. The pedagogical, administrative burden does not allow actualizing research plans according to 45% of all respondents, most often 50% of R2 and R4. 35% of men and 50% of R3 and R4 both feel overwhelmed by pedagogical tasks.



# Working conditions and social security

- 42% of all respondents are not familiar with filing a complaint and appeal regarding working conditions and rights (most often women 56% and R1 48%)—low awareness of current options.



# Working conditions and social security

## Positively evaluated principles:

- The respondents positively evaluate the function of project support.
- Employees are sufficiently informed about the rules on the protection and processing of personal data.
- Respondents value the possibility of professional training for activities related to teaching and education.



# Education and development

Gaps:

- 38% of respondents believe that experienced researchers do not share their knowledge and experience with other colleagues (47% of women, 51% of R2, 50% of R4). In contrast, R1 evaluates sharing negatively in only 20%.
- Insufficient information sharing across faculty. The formal role of leaders.





# Education and development

- 34% of R1 and 75% of R4 think that researchers do not seek to develop their abilities, knowledge and skills.
- According to 53% of all respondents (60% of women and R2), there is no person to whom researchers should turn to at the beginning of their careers in matters with work duties.



# Education and development

## Positively evaluated principles:

- 90% of R1 appreciates the possibility of making full use of contact with their supervisors.



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**Thank you all!**

<https://www.fsps.muni.cz/en/research/hrs4r-hr-award>