

Employee Survey Results - HR Award

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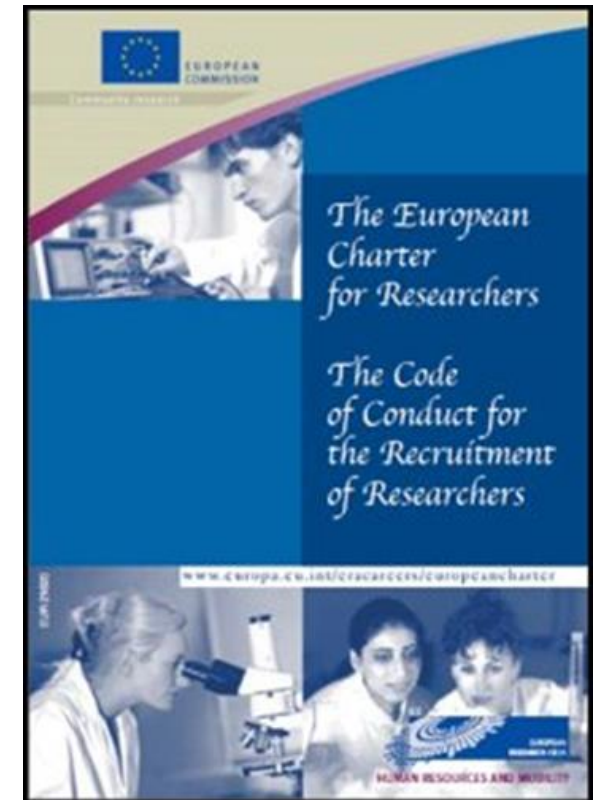
HR Award

- A prestigious award (**HR Excellence in Research logo**) given by the European Commission research institutions that implement [Human Resources Strategy for Researchers](#) (HRS4R) in their personnel policies.
- So far 500+ European research organizations and more than 20 in the Czech Republic received this award.



HR Award – activities

- 12/2019 – endorsement of the Charter and the Code principles
- 01-02/2020 – 4x meetings of HR Award Working group
- 02-03/2020 – questionnaire survey
- 06-07/2020 – focus groups
- 08/2020 – preparation of **GAP analysis** and **OTM-R checklist**
- 09/2020 – draft of **Action plan**
- (12/2020 – publication of documents on the faculty website)



4 areas of HR Award

I. Ethical and professional aspects

II. Recruitment and selection

III. Working conditions and social security

IV. Training and development

HR Award

Questionnaire survey – data collection

Data collection period	24. 2. – 15. 3. 2020
Methodology of data collection	On-line
Total number of completed questionnaires	128
Total number of invited employees	221
Response rate	58 %



Objectives

- Obtain information on the current state and needs of researchers and academics
- Find out the fulfillment of the principles of the Charter and the Code at the
- Basis for the preparation of GAP analysis and Action Plan

Structure of the questionnaire

- 67 questions divided into 6 sections

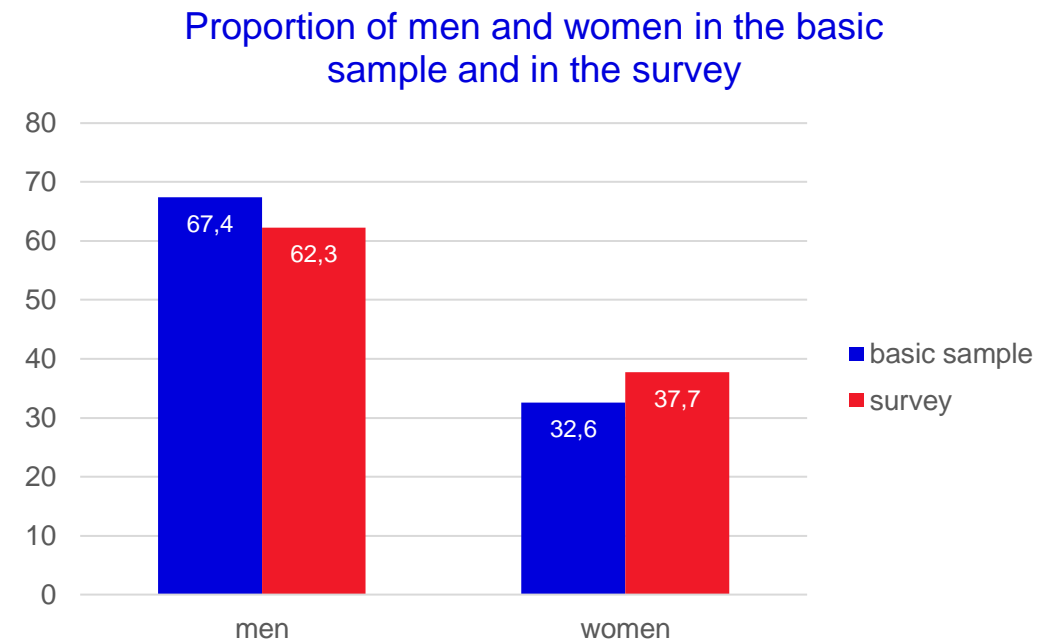
Respondents

- All researchers, including Ph.D. students
 - R1 - doctoral student, assistant professor, researcher I
 - R2 - assistant professor, researcher II
 - R3 - associate professor, researcher III
 - R4 - professor



Respondents – by category and gender

	R1	R2	R3_4
Invited	94	80	47
Completed	38	62	28
% of answers obtained	40 %	78 %	60 %



Women were more likely to be involved in the survey.

Strenghts - summary

I. Working conditions

- 88% of respondents state that working conditions allow them to reconcile work and family life
- 70% of employees consider wage conditions to be adequate to their expectations - most in position R3_R4 (93%)
- 72% of respondents state that students have the opportunity to maintain regular contacts with their tutors

II. Recruitment, selection, development and evaluation of employees

- 69% of respondents state that the process of recruiting staff is open to applicants from the Czech Republic and abroad (62%)
- 77% of respondents who have passed the selection procedure at the FEA MU in the last 3 years perceive that they have received sufficient information within the selection procedure
- 69% of respondents believe that their workplace approaches the recruitment and selection of new employees transparently
- 89% of respondents have been evaluated in the last three years, most of them are well acquainted with the system and received sufficient feedback within the evaluation (82%)
- 80% of respondents perceive that MU provides them with the possibility of professional training for activities related to teaching and education



Strenghts - summary

IV. Professional approach

- 72% of respondents perceive that project support in the workplace works
- 2/3 of respondents state that they are sufficiently informed about the rules of protection and processing of personal data and have easily accessible information regarding the safety of work procedures

IV. Freedom and ethics of research

- Almost 2/3 of employees feel sufficiently familiar with the tools to ensure the ethical aspects of scientific work and 62% perceive these tools as sufficient

V. Commercial use and intellectual property

- Almost 2/3 of employees state that they have sufficient legal protection of intellectual property as the author of scientific results

VI. Discrimination and equal treatment

- More than half of respondents state that MU has sufficient tools to prevent discrimination



I. Working conditions

Areas for improvement

- 50% of employees perceive excessive **burden on teaching** and its insufficient consideration in remuneration (38.4%)
- 51% of employees report an excessive **administrative burden**, which does not allow them to implement research plans
- 50% of women feel that **they are not recognized as members of the researchers' professional group**
- 31% of employees perceive the work environment as insufficiently stimulating to achieve scientific performance
- 28% of employees state that teaching is not considered a full-fledged part of the academic's work
- **Wage conditions** are perceived as inadequate in relation to expectations by 37% of employees in positions R1 and R2
- 43% of employees have a negative perception of fixed-term contracts, including their repeated renewal
- 59% of staff say that there is **no clearly identified person** to whom researchers can turn at the beginning of their careers
- 32% of employees perceive that pedagogical performance is not sufficiently reflected in the evaluation - R1 (50%)
- 36% of staff say that experienced researchers do not share their knowledge and experience with others as part of their role
- 1/3 of employee's state that researchers do not constantly strive to develop their knowledge, abilities and skills - a group of 5-10 years at ESF MU (63%)



II. Recruitment, evaluation and development of employees

Areas for improvement

- 34% of employees state that the recruitment process does not arouse the sufficient **interest of suitable candidates** and is not comparable with abroad (28%)
- 33% of employees in R2 position state that the workplace does not approach the recruitment and selection of employees **transparently**
- Almost half of the workers believe that mobility is not sufficiently considered during selection procedure:
 - interdisciplinary (49%)
 - institutional within the Czech Republic (47%)
 - sectoral (44%) and virtual (40%)
- A significant number of staff state that **the selection criteria** bellow are not sufficiently considered:
 - ability to disseminate and popularize scientific knowledge (61%)
 - degree of practice outside the academia (55%) - R2 (64%) and R3_4 (64%)
 - ability to work in a team (43%)
- 39% of employees perceive support in the area of continuous education and development as insufficient, and 33% of employees in the area of career growth



III. Professional approach

Areas for improvement

- Employees report that they **lack information** or are not sufficiently familiar with:
 - strategic documents of MU and faculty (42%)
 - procedures and processes that allow a smooth course of scientific work (41%)
 - project management and administration (45%) and project contracts (36%)
 - MU internal regulations (40%)
 - how to file a complaint and appeal about working conditions and rights (44%)



IV. Freedom and ethics of research

Areas for improvement

- 31% of employees state that the research is completely or significantly limited by **the availability of suitable collaborators** (including potential ones) - R2 (62.5%) and R3_4 (69.2%)
- 50% of employees say that in the last three years they have encountered **unethical behaviour** in the scientific work of their colleagues, which did not concern them personally. 22% of respondents were personally affected by unethical behaviour
- 35% of employees state that the result indicates an author who does not participate in it
- Employees also cite **the volume of available funds and the approach of the faculty management to research** as factors that limit research to a greater or lesser extent



V. Commercial use and intellectual property

VI. Discrimination and equal treatment

Areas for improvement

- Staff **lack information** or have **no personal experience with services and departments supporting research**
- 46% of respondents have **no experience with CTT** (Center for Technology Transfer) and 26% of respondents do not know it - of which R1 (47%)
- 25% of employees perceive support from MU in the field of public dissemination or commercial use of research work at the faculty level as insufficient
- 22% of employees believe that they **do not get a reasonable share of the profit as an author of scientific results** at the faculty, 45% of them cannot assess this fact
- More than half of the respondents were not able to assess the help of MU support departments
- Almost a quarter of women (24%) perceive **working conditions as unequal**, compared to 5% of men
- One third of women surveyed (33%) perceive **job opportunities as unequal**, compared to 10% of men



Priorities from the perspective of respondents

- Improving the **quality of contacts** with tutors, **sharing experiences** between academic staff at all levels.
- Reduction of **pedagogical burden**, clarification of the relationship between research and teaching.
- Perception of **teaching as a full-fledged** part of the academic's work and adequate **remuneration** (R1 x R2, project + non-project staff).
- Greater support in the area of education and development and career growth from the faculty / superior. The **selection criteria** of teamwork, practical experience outside the academia.
- Clear faculty policy and requirements for individual academic positions.
- The **evaluation criteria** (EVAK) are complicated and inaccurate.
- **Selection procedure** - professionalization, increasing the transparency of results, methodological support for participants.
- Better availability of **information for solving work situations**.
- Improving the functioning of project support (although the results show that it works in the workplace).
- Ensuring the **availability of suitable collaborators** and funding for research.
- Elimination / resolution of **unethical behaviour**.
- Familiarization with MU departments that help researchers to put the results of research into practice and promote them.
- Improving the **remuneration of authors of scientific results** who generate these results.
- Ensuring **equal working conditions and opportunities** (men x women, R1, foreigners).



Outcomes from focus groups

Ph.D. students - relationships with tutors

– Strengths

- Very good communication, speed of response
- Consultancy in the field of research and publishing activities
- Feedback, tips for education and development
- He/she provides space, let me do what I enjoy
- He/she gives me enough of his/her time

– Weaknesses

- Unclear duties and responsibilities of the tutor
- External tutors do not have enough information (eg. ISEP, raising money, conducting research at the faculty)
- Lack of information at the beginning of the study (in general)
- The problem is finding a quality tutor
- Interdisciplinary topics are taken rather negatively
- There is no possibility of feedback on the quality of the relationship and cooperation with the tutor
- Insufficient involvement in research from the beginning of the study

Women – as members of a professional group

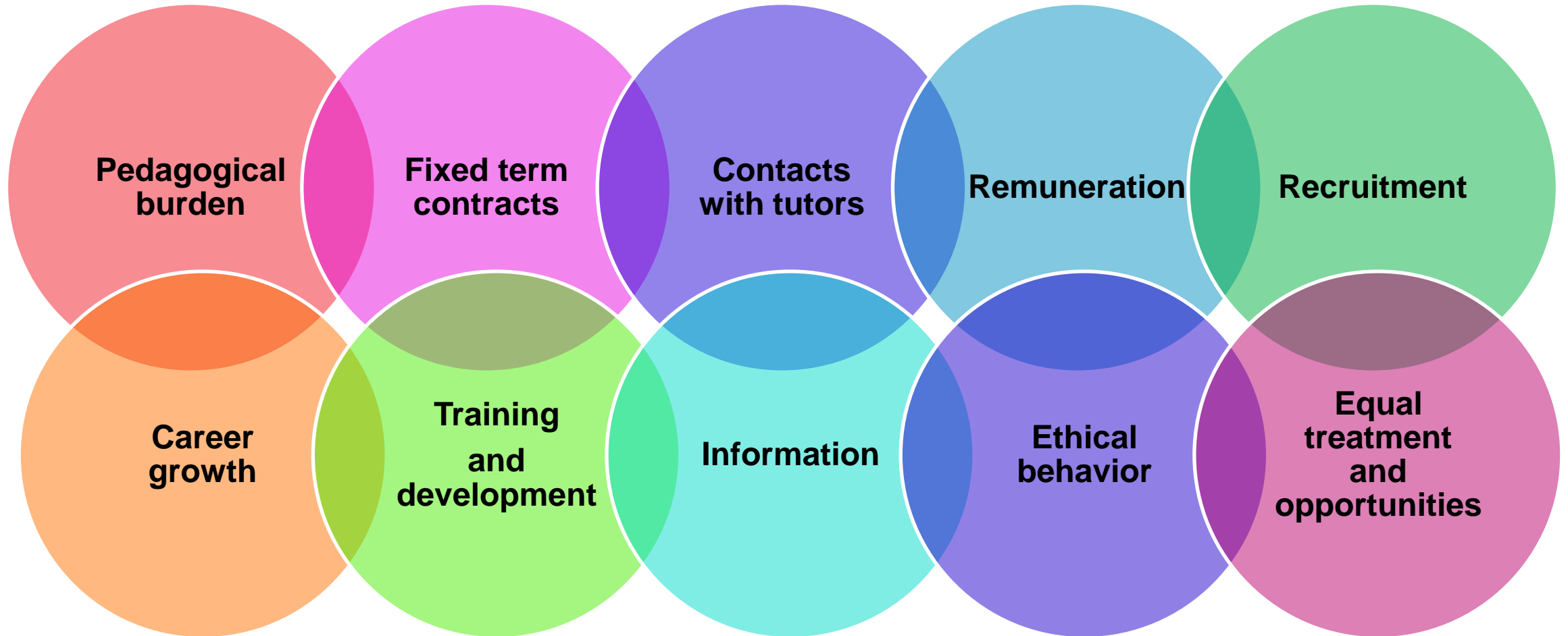
– Strengths

- The changing view of women and their role in research is changing with the younger generation of academics

– Weaknesses

- Men are primarily addressed to projects (women as "twos")
- Men are preferred when filling jobs
- Women are given less prestigious tasks / roles
- Hard to promote suggestions, ideas
- Women are not considered in qualification proceedings
- Lack of sufficient recognition and appreciation of women's contribution
- Lack of support from management / supervisor in career development
- Doubts about fair remuneration
- Insufficient conditions for the involvement of women in the activities and bodies of the faculty

Main areas for improvement



Proposals for Action Plan

Ethical and professional aspects

- Raising awareness of the content of the Code of Ethics and basic research documents
- Support for dissemination and commercialization of research results (communication strategy)
Support and recognition of women scientists
- Evaluation system optimization (EVAK)
- Getting acquainted with Open Science issues and MU support departments

Recruitment and selection

- Standardization of the recruitment and selection process:
 - faculty handbook and methodology
 - templates - conducting an interview, evaluating the candidate
 - training of participants of recruitment process
 - expansion of advertising on suitable portals
 - the possibility of renewing the contract for a definite period without job interview
- Setting up and implementing a system of job positions and roles (including max. teaching load)
- (Postdocs)

Working conditions and social security

- Improving internal communication
- Revision of pedagogical workload
OSH - e-learning tool
- Setting career paths for individual positions (career rules)
Implementation of the adaptation process
- Revision / optimization of the remuneration system
- Improving communication and services provided in English
- Creating conditions for mobility

Training and development

- Awareness raising and development of Ph.D. students
- Define the standards of the supervisor's work
- Training and development of competencies in connection with career paths and needs of the target groups R1-R4 (education and development system)
- Comprehensive offer of development activities at FEA / MU



HR Award information

- <https://www.econ.muni.cz/vyzkum/hr-award>
- E-mail: hr_award@econ.muni.cz
- [Webpage – „news“](#)
- E-mails, information events for employees



Thank you for your attention!

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