

Main findings of the questionnaire survey

among UHK employees and doctoral students

Why this survey?



Context and purpose of the survey

In 2021, the UHK was awarded **the prestigious HR Award**, a quality label awarded by the European Commission in the field of human resources in research. In 2024, the management of the University of Hradec Králové decided to repeat the 2020 questionnaire survey which was carried out within the HR Award project. The purpose of the questionnaire survey among the UHK employees and doctoral students is to ensure that the results serve to further strengthen and improve the conditions in the field of human resources management in accordance with the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*, as well as **to improve the overall working environment of the UHK** for all its employees and doctoral students and to improve care for them.



Who conducted the survey

The task was undertaken by the research team from the Department of Sociology of the FF UHK (PhDr. Miroslav Joukl, Ph.D., head of the department, assoc. prof. Milan Tuček, CSc. and Mgr. Lucie Vítková, Ph.D., members of the department) in cooperation with Mgr. Michal Strobach, Ph.D., Vice-Rector of the UHK for Strategy, Development and Digitalization, Ing. Aleš Klicnar, the UHK Bursar, and Ing. Petra Holoubková, HR manager, who also coordinated the interaction with the Publicity and Communication Department. In the preparation and data collection, the research team cooperated with Bc. Petr Burian, administrator of information and communication technologies. Joint meetings with the participation of assoc. prof. RNDr. Jan Kříž, Ph.D., the UHK Rector, were quite important as well.



Who responded and how

The subject of the study was to evaluate **the satisfaction of staff and doctoral students** with various aspects of their work or study activities and their respective background or environment. The target population consisted of four categories:

1

Aka

academic staff

2

VV

research staff

3

PhD

doctoral students

4

THP

technical and administrative staff together with other employees according to the UHK Wage Regulations

Why this survey?

The questionnaires were available for **completion online** according to the chosen key so that each person completed just one questionnaire according to his/her assignment to one of the four categories. The affiliation of Akas, VVs and PhDs to one of the four faculties was recorded (each respondent chose one of his/her preferred affiliation in case of several such affiliations) and for THPs, the affiliation to the faculties or the Rectorate was recorded (again with one alternative for each respondent). For Akas and VVs, their job title was taken into account: lecturer, assistant professor, associate professor and professor; for PhDs, the form of full-time and combined studies was taken into account. Other classifying features were incorporated into the questionnaire with a view to their use in the analysis of the data obtained. The questionnaire survey was **voluntary and anonymous**, and the research team declared that they followed **the ethical principles for sociological research** (see the Code of Ethics of the Czech Sociological Society: <https://1url.cz/o17Hr>).



Data collection

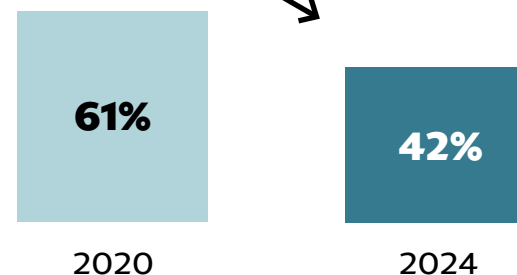
The data collection took place in two rounds, the main round **from 21 October to 8 November 2024** and the supplementary round **from 18 November to 22 November 2024**. Totally **444 respondents** participated in the survey. The overall return rate of the survey in 2024 was 45% among all employees; if PhD students are included, the return rate drops to 42%. In 2020, the return rate was 61% (with PhD students, 56%). This means that the return in 2024 is reduced by a quarter.

Our joint contribution

Respondents could choose one of the organizations offered to receive financial support from the UHK. 170 respondents chose Helping Paws (CZK 5,100) and 238 respondents chose the Bone Marrow Transplant Foundation (CZK 7,140); 36 respondents chose none.

Overall survey response rate

a quarter lower



Why this survey?



Results

The research report includes an overall assessment of the UHK and a number of topics, including an assessment of the nature of work/study and professional development, ethical aspects or safety at the UHK, or satisfaction with salary and benefits, and in the case of students, the amount of the bursary. The main points were compared with the results from the 2020 survey. It was not always possible to fully compare these results due to new or different areas surveyed, different question wording or availability of relevant data from the 2020 survey.

Some results are not fully comparable with 2020 due to changes in the questionnaire structure or unavailability of data.

The research report from the questionnaire survey was handed over to the university management and the results were commented on successively at working sessions. The research team can comment on the results within the UHK even after the report was published (e.g., at Academic Senate meetings, at the annual assembly of the academic community). In this text, the main results are presented without tables and graphs.

The research report includes:

- Assessment of UHK as an employer
- Professional development, ethical aspects, safety
- Satisfaction with benefits and bursary
- Comments from open-ended questions
- Comparison with 2020 results

Full research
report

[View full report →](#)





Main results



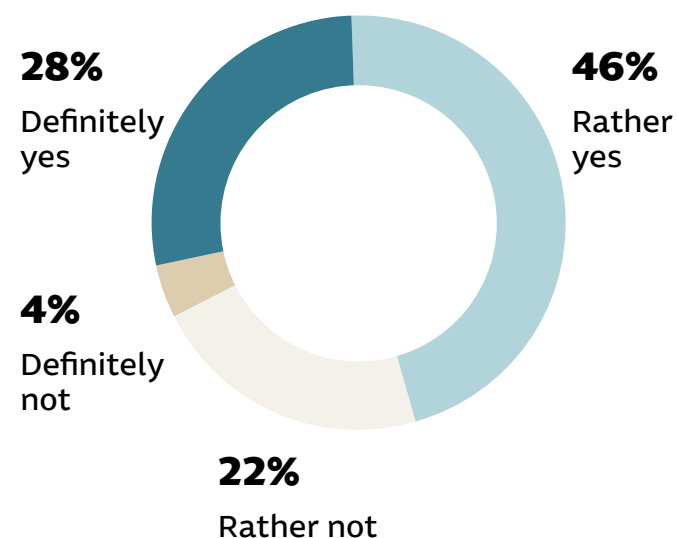
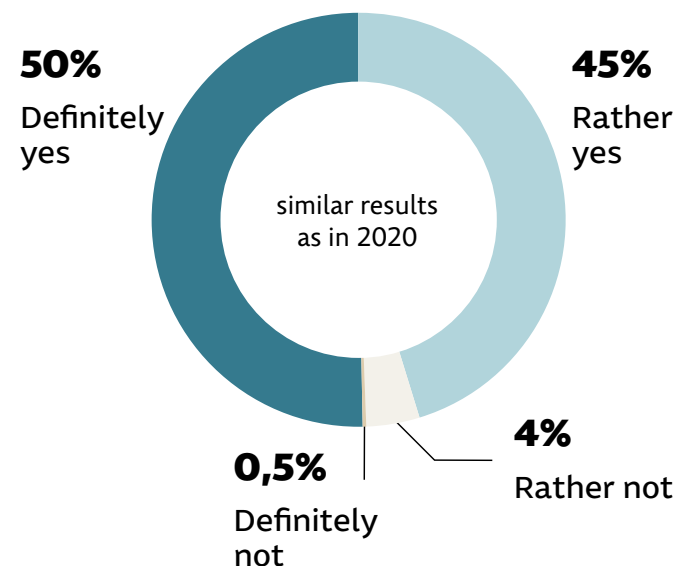
UHK as an employer

Do you consider the UHK a stable employer?

95% respond positively.

Would you recommend the UHK to someone interested in working in a similar position to yours?

The 2024 results are less positive both overall and within the faculties. However, the 2020 question was less specific; it was not about working in a "similar position". The decrease in the proportion of positive responses occurred primarily among **THP workers (by 15%)**. Despite the different wording of the question, this shift in opinion is worth noting (we remind that THPs' participation in the 2024 survey was identical). ↓





UHK as an employer

→ The majority of PhD students would recommend a person interested in studying a PhD at our university; overall a third answered "definitely yes", half answered "rather yes". The highest proportion of affirmative responses was found among **first-year students**. On the other hand, more than one in four third and fourth year students would not recommend doctoral studies at the UHK. The majority of doctoral students expressed in the questionnaire that they would be interested in working at the UHK after completing their studies, more than two thirds would be interested in working as **an academic staff member**, half as **a researcher** (respondents could choose more than one option). **However, interest in further work at the UHK decreases significantly with higher year of doctoral studies.**

The majority of respondents working as researchers expressed their interest in continuing to work in the same position after the end of their current employment contract, which clearly indicates their **satisfaction with this job and its conditions at the UHK.**

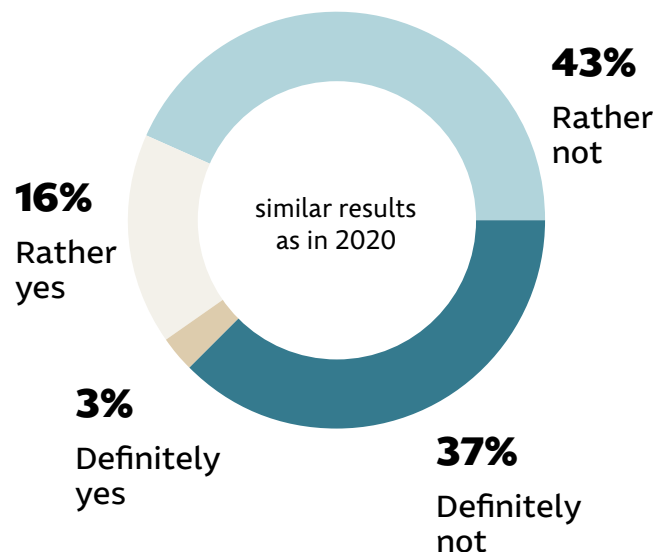


More than two thirds of doctoral students would like to stay at the UHK as academic staff.



UHK as an employer

Are you considering changing your employer?



Around **a fifth of the respondents are considering leaving the university**, which is similar to the 2020 results. The highest number of respondents considering a change of employer is at the Rectorate (26%), followed by the PdF (25%), and the lowest number is at the FIM (8%).

There is a statistically significant difference between the sets of academic staff. These are mainly **assistant professors, 20% of whom are considering a change of employer**. Only a third of them answered that they were "definitely not considering a change". In the other groups, more than

half of the respondents gave this answer. **It is evident that the situation of assistant professors is not good** and should be given attention.

Dissatisfaction with the financial remuneration of a job seems to be a key reason for considering a change of employer. The situation at the individual faculties and the Rectorate varies statistically significantly. Satisfaction with financial remuneration is significantly lower among the respondents from the PdF (27%), followed by the FIM with a similar value (30%). Satisfaction is by about 10% higher at the FF and the

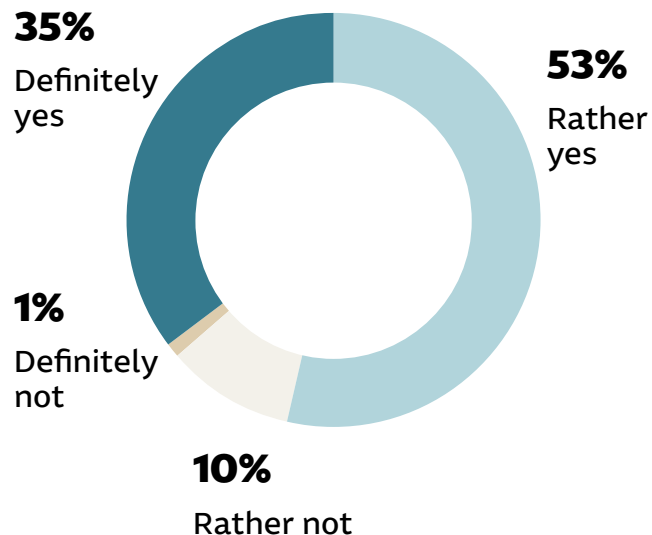
Rectorate, and by 20% higher at the PŘF. The proportion of "definitely dissatisfied" is highest at the PdF (41%) and the FIM (30%), and lowest at the Rectorate and the PŘF (15%).

Financial evaluation was given as a reason for considering a change of employer by almost nine out of ten respondents who are considering a change of employer. The atmosphere at the workplace and the working conditions were given as a reason by a third and more than a quarter of respondents, respectively.

UHK as an employer

Do you consider the UHK a good employer?

Employees with a workload below 0.5 rate the UHK better than those with a full-time workload.



The rating of the UHK as a good employer varies **according to the amount of workload**. Respondents with 0.5-0.99 workload and those with 1.0 workload, **the two most numerous categories of employees**, chose the relatively lowest proportion of positive evaluations. Conversely, the highest proportion of positive evaluations is found among employees who have a low workload at the UHK and **do not seem to perceive the UHK as their main source of income**.

At the same time, however, the evaluation of the UHK as a good employer is differentiated according to whether the respondent has another permanent job, with a worse evaluation of the UHK among those respondents who have another job.

What is the support and cooperation within the UHK units?

Respondents rate the support from the Rectorate slightly better compared to 2020, and the proportion of respondents who cannot rate this support has decreased.

The support from the faculty is rated better compared to the support from the Rectorate. When comparing 2024 and 2020, faculty support is rated similar overall; however, there have been shifts among faculties. Respondents at the FF have a significantly more positive assessment, while there is a drop at the PŘF. In 2024, the proportion of

negative responses is highest for the PdF and the PŘF. These faculties also have the highest proportion of negative responses to the evaluation of inter-faculty collaboration. The responses of respondents from these faculties are also relatively less positive for a number of other questions. To some extent, this can be explained by the consistency of the respondents' ratings, who in their answers to individual questions often also express (to some extent) their overall assessment of the conditions and overall satisfaction in their job position at the faculty in question.

♥ Ethical aspects and safety

Overall assessment of interpersonal relations.

Interpersonal relations at the workplace

90% of respondents consider interpersonal relations at the workplace to be good.

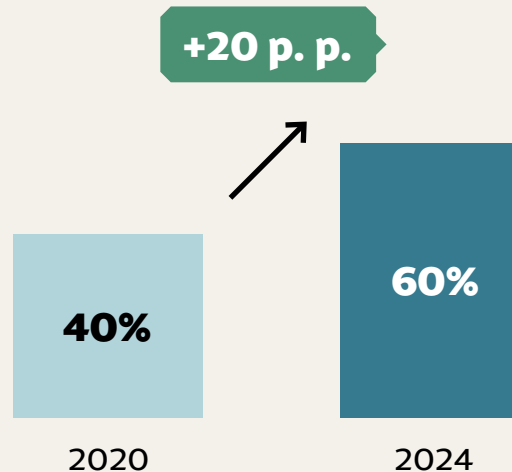


The sum of the answers "definitely yes" and "rather yes" to the question whether there are good interpersonal relations at your workplace forms **around 90%** of the answers at all faculties and at the Rectorate. The rating of the existence of good relations

("definitely yes") differs by more than 10% between the units of the UHK, while the Rectorate differs from the faculties by a further plus 15%. Among the faculties, **the FIM has the best rating**, but also the PdF.

Trust in interpersonal relations at the workplace has increased.

Assessment of interpersonal relations as "Definitely good"

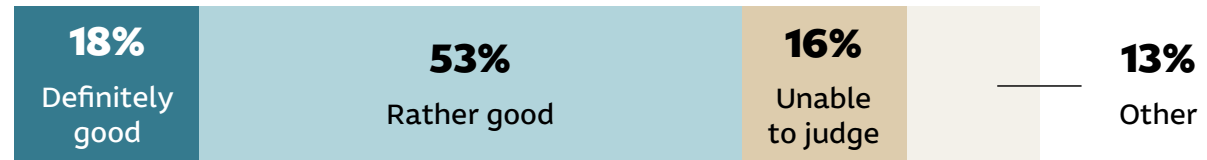


Compared to 2020, there was **an overall increase of 20% in "definitely yes"** (the question included not only good relations but also good atmosphere).

♥ Ethical aspects and safety

Interpersonal relations at the faculty/Rectorate

71% of respondents assess interpersonal relations within the faculty/Rectorate positively.

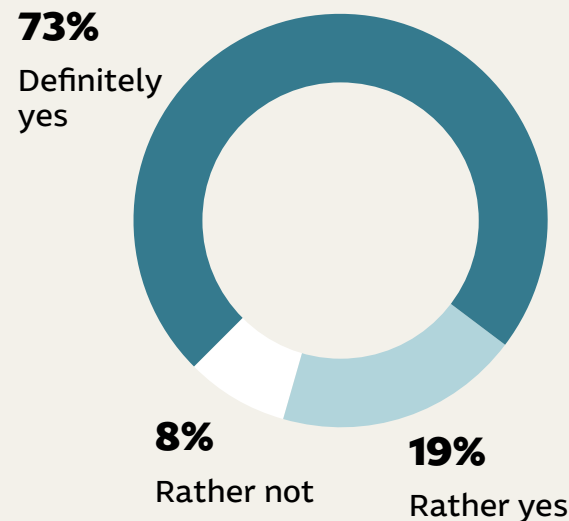


In contrast to workplace relations, **the assessment of interpersonal relations across the faculty/department is not as unequivocally positive.** While in the case of the workplace, the proportion of "definitely yes" responses was roughly double that of "rather yes" responses (roughly 60:30), the ratio is reversed when assessing relations within

the faculty (in the case of the Rectorate, the ratio is as high as 1:5). The high proportion of "I can't judge" responses (16% overall, 22% at the PdF) is also worth mentioning. The faculties are statistically significantly different from each other. The least positive assessment is at the PñF; the most positive is at the FIM.

Trust in the superior

Up to 92% of respondents trust their superior – at least partially.



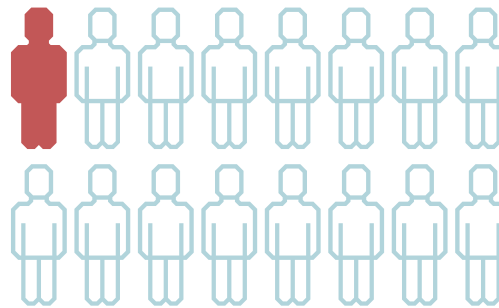
Trust in the superior is more than adequate overall ("definitely yes" 73%, "rather yes" 19%). Differences between the faculties are not statistically significant. Nevertheless, it should be noted that **the FIM performs best** (81% "definitely yes") and no one gave a negative answer there; the Rectorate and the FF perform worst (only 70% "definitely yes", 10% negative answers).

♥ Ethical aspects and safety

Freedom of research and copyright infringement

Overall, 6% of respondents

at the UHK have encountered copyright or intellectual property infringement.

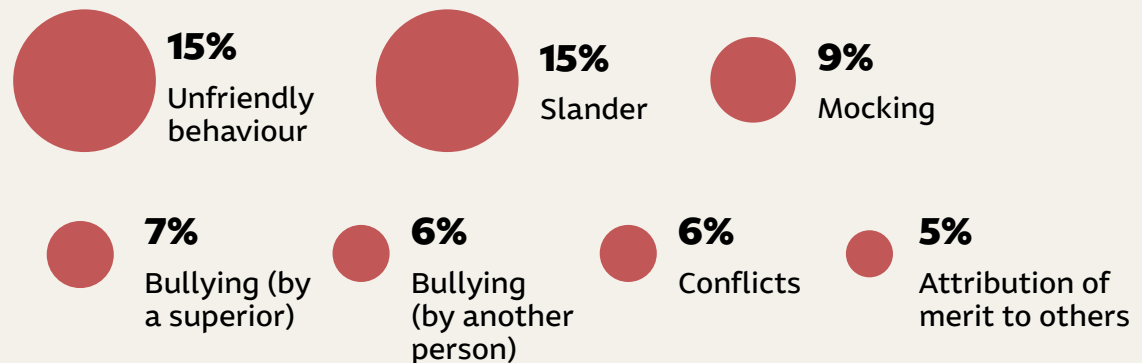


No significant difference in the results relating freedom of research was identified; however, it is worth noting that at the PŘF, **more than 10% of respondents** answered they had encountered copyright or intellectual property infringement (6% overall at the UHK).

Discriminatory/inappropriate behaviour

Unlike in 2020, respondents in 2024 were asked whether they had experienced discriminatory/inappropriate behaviour in the last three years (five years and “discrimination” in 2020).

In the next question, respondents who indicated that they had experienced discriminatory/inappropriate behaviour towards themselves or another person at the UHK in the last three years answered what form(s)



such behaviour took. The most frequent forms of inappropriate behaviour include systematically unfriendly behaviour or behaviour detrimental to colleagues and, to a similar extent, slander, with 15% of all ↓

♥ Ethical aspects and safety

→ respondents saying they had encountered both forms (in absolute numbers, 69 and 65, respectively, which means more than half of those who said they had encountered some form of such behaviour). The next most frequently reported forms of such behaviour include mocking which was reported by 9%

of respondents (i.e., 39 respondents and one third of those who had met some form), bullying or other intimidating behaviour by a superior (7%, i.e., 29 respondents), bullying or other intimidating behaviour by another person (6%, i.e., 25 respondents), deliberate causing conflict (6%, i.e., 25 respondents)

and deliberate attribution of merit to other persons (5%, i.e., 24 respondents). The other forms of such behaviour mentioned in the questionnaire were mentioned by 10 or fewer respondents.

Safety

The feeling of safety prevails across the UHK.

Feeling safe completely dominates the answers. Although there are some differences between men and women (contrary to expectations, men have a lower feeling of safety) and between the units, these differences are not statistically significant.

Feeling of safety by gender



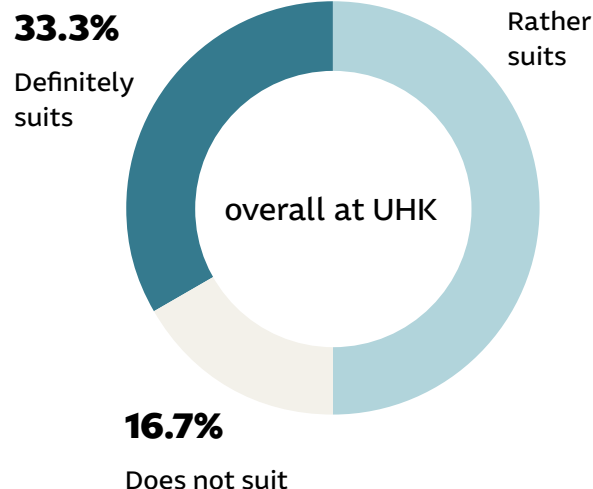
Feeling of safety by faculty



Nature of work

Satisfaction with the composition of work activities

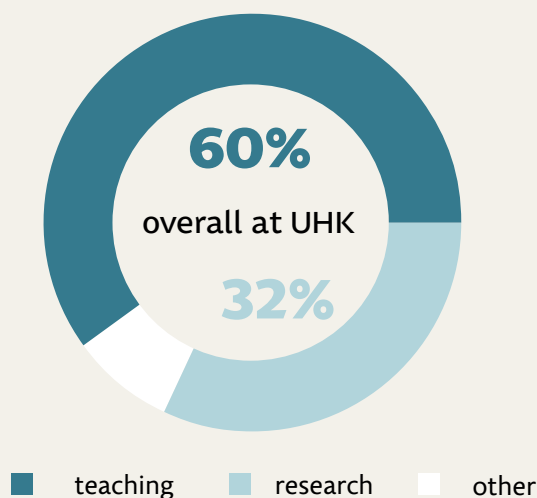
83% of respondents express satisfaction with the composition of their work activities.



The composition of work activities **definitely suits a third**, rather suits half and does not suit a sixth of the surveyed academic staff. And as in other areas, we found statistically significant differences. Respondents from the PdF gave the most negative answers (28% in total), while respondents from the FIM gave the least negative answers (7%). **The difference between the university units is statistically significant.** Similarly, the difference by job title is statistically significant. The composition of work activities definitely suits only a quarter of assistant professors (it is about half among associate professors and lecturers).

Time distribution of work: teaching vs. research

At the PŘF, time is divided the most evenly. In contrast, lecturers and staff at the PdF spend significantly more time teaching than on research activities.



In the whole of the academic staff of the UHK, **on average 60% of the academic staff's working time is devoted to teaching activities and 32% to research/creative activities.** As to the faculties, the situation is quite different at the PŘF (50:42) and at the PdF (66:24). According to job title, professors are on one side of the imaginary ranking (43:43), followed by associate professors (52:37), assistant professors (60:30), and lecturers (70:23).

Nature of work

Conditions for teaching activities

Most respondents evaluate technical facilities and timetables positively.

The teaching activities of the faculties were surveyed from four aspects:

-  Timetable
-  Teaching facilities
-  Technical equipment
-  Training courses

The first three items were rated unambiguously positive ("definitely yes" by at least half of the respondents, "rather yes" by a third of respondents). As to the provision of quality conditions in terms of training

courses for the employees, positive evaluations prevailed (24% and 44%, respectively). For further analysis, we summed the responses to these items and then compared the averages for each faculty and staff category. The results confirm considerable variation between the faculties – as in other areas, the provision of teaching activities is rated worst at the PdF (moreover, with a significant variance in responses), and best at the FIM (with the lowest variance). The differences in equipment are statically significant. As far as the connection with the job position is concerned, assistant professors rate the conditions least positively, followed by associate professors. The variance of responses within the categories is high.

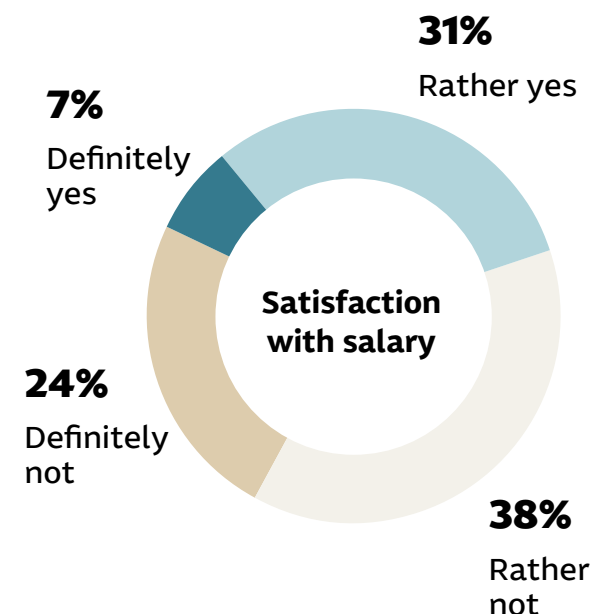
Satisfaction with the education system

Satisfaction with the education system with regard to the support of professional development is rated better by THPs than by academic staff, and – from the point of view of the units – by the PdF respondents. According to the answers, **professional development** is relatively less reflected in financial evaluation of THPs, and – from the point of view of the units – at the PdF and the Rectorate.

Financial evaluation

Satisfaction with salary

The low financial evaluation of university staff is a problem that does not concern the UHK only. The results of our investigation confirm the difficult situation at the UHK which actually affects all categories of employees, not only the university teachers discussed in the public discourse. We obtained the following summary findings for the UHK from the responses:



Satisfied with financial evaluation:



Does financial evaluation correspond to the difficulty of work?



Average net monthly salary

Salary	Share of respondents
less than CZK 25,000	26%
CZK 25,000 – 35,000	44%
CZK 35,000 – 50,000	23%
more than CZK 50,000	5%
not stated (8 respondents)	–

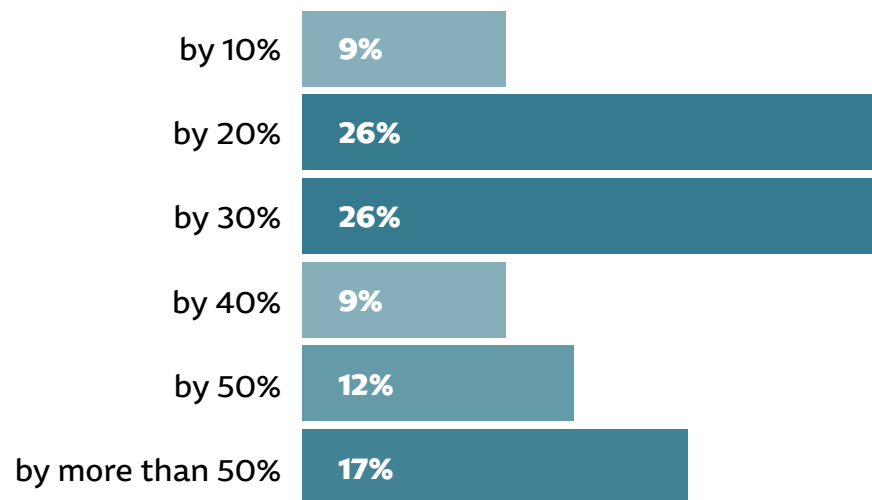


Financial evaluation

Desired salary increase

More than half of respondents stated that an adequate increase is at least 30%.

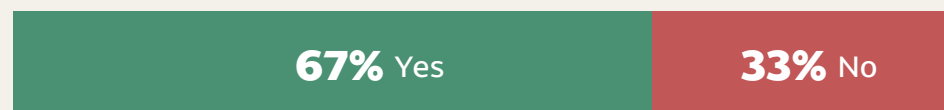
By how much should your financial evaluation be increased to reflect the difficulty of your work?



Transparency of salary determination

Two thirds of employees consider the method of determining salary to be transparent.

The method of determining their financial evaluation is considered transparent:



Financial evaluation

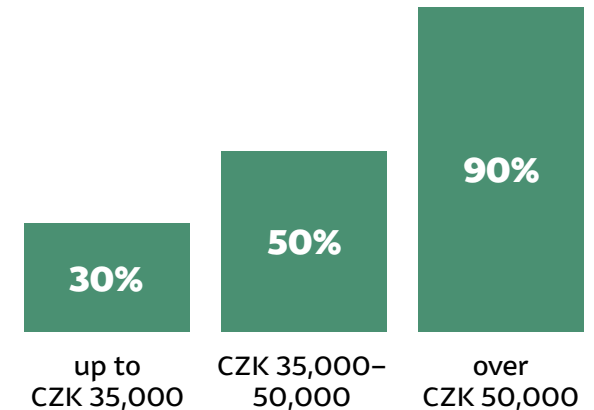
Satisfaction vs. income level

Satisfaction with salary increases significantly above the CZK 35,000 threshold.

The level of wage is crucial to both satisfaction with financial evaluation and the feeling that the wage is commensurate with the demands of the job. Simply put, **70% of**

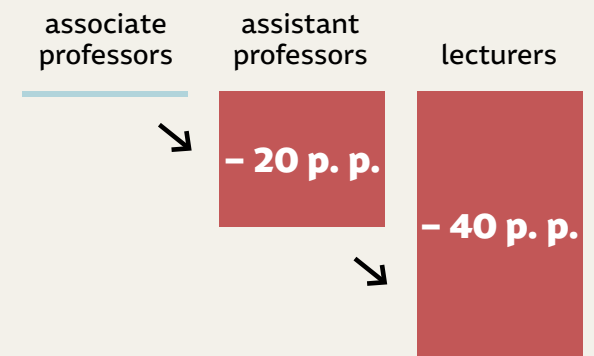
those earning less than 35,000 are dissatisfied with their wage and **80% believe that their wage does not match the demands of the job**. For those earning between 35 and 50 thousand, the proportion of satisfied and dissatisfied respondents is balanced, while **90% of those earning more than 50 thousand** (5% of respondents) **are satisfied**. The opinion on the financial evaluation of the difficulty of work is less clear in these income groups, with 32% and 61% of the first and second income groups, respectively, expressing a positive opinion.

Satisfaction vs. salary level



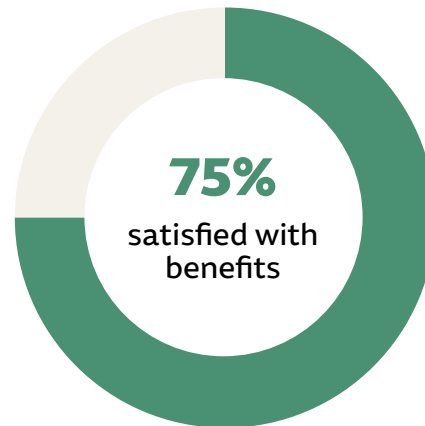
The overall level of dissatisfaction with the financial evaluation of work at the UHK is over **60%** (20% of respondents answered "definitely not"). A comparison of the whole of academic staff and THPs without further distinction shows that these two groups of employees do not differ in the level of satisfaction. They differ at the extremes of dissatisfaction (academic staff are more dissatisfied) but this difference was not found to be statistically significant. The situation is different

within academic staff and the differences are statistically significant. **Lecturers** and **assistant professors** are markedly less satisfied (the difference from associate professors, 39 in the sample, is an enormous 40% and 21%, respectively; however, we remind that there are 21 lecturers in the sample) We cannot say that the difference is in any way influenced by age or gender, so the explanation must be sought in the current wages.



Financial evaluation

Benefits



Overall, satisfaction prevails, expressed by three-quarters of respondents ("definitely yes" was said by one-fifth of respondents).

Statistically significant difference between the faculties: 10% only of respondents from the PdF are definitely satisfied, while it is double percentage of answers in other faculties.

Reconciling professional and personal life

Employees at FIM report the highest sense of balance, while PdF reports the most difficulties.

More than two-fifths respondents answered "definitely yes" to the question whether their job/UHK allows them **to balance their professional and personal life** in a suitable way. Another two-fifths answered "rather yes"; the remaining 15% said "rather not", and two respondents answered "definitely not". As in the other areas, **the most negative responses were among the PdF respondents** (a quarter said "rather not"). There is also a high proportion of negative responses at the FF (one fifth of respondents). **There is a significantly positive assessment among the respondents from the FIM** (60% "definitely yes", which

is one third to one half more than in the other faculties).

Respondents who care for children under 15 or another dependent overwhelmingly expressed that **they have enough support from their superior when they need to deal with family issues**.

Most employees with caregiving responsibilities feel supported by their superiors when needed.