



HR EXCELLENCE IN RESEARCH

Report of the Questionnaire Survey among the UHK Employees and Doctoral Students HR Award, 2024

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**Report of the Questionnaire Survey among the UHK Employees and Doctoral Students
HR Award, 2024**

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Introduction

Assignment by the UHK

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 as the survey organizer 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.

Research team

The UHK decided to use the cooperation with the Department of Sociology of the UHK's Philosophical Faculty, a collective member of the Czech Sociological Society. The research team consists of PhDr. Miroslav Joukl, Ph.D., the head of the department, assoc. prof. Milan Tuček, CSc. and Mgr. Lucie Vítková, Ph.D., members of the department. The research team has declared that they follow the ethical principles for sociological research (see the Code of Ethics of the Czech Sociological Society: <https://1url.cz/o17Hr>).

Target population

The target population included (as in 2020) all UHK employees and doctoral students. Thus, there were four research groups belonging to the target population: academic staff, researchers, doctoral students, and technical and administrative staff (together with other employees according to the UHK Wages Regulation). **Along with these categories** classified by activity and study, the affiliation of academic staff, research staff and doctoral students to one of the UHK units was recorded: for academic staff, research staff, and doctoral students, this meant affiliation to one of the four faculties (each respondent selected one preferred option in cases of multiple affiliations), while for technical and administrative staff, affiliation to either a faculty or the Rector's Office was recorded (again with a single option per respondent). Each respondent filled in one questionnaire **according to his/her work activity or studies and his/her affiliation to the UHK units**, i.e., as it was the case in 2020. For academic and research staff, their job title (lecturer, assistant professor, associate professor or professor) was taken into account; for students, the form of full-time or combined studies was taken into account. The questionnaire included other classifying features with a view to their use in the analysis of the data obtained.

Follow-up to the 2020 survey

The structure of respondents, return rates and the possibility of comparison with the results of the 2020 survey are the subject of the first part of this report.

Subject of research, areas under investigation

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 focus was on the following topics: nature of work/study, professional development, ethical aspects, financial compensation and benefits, and satisfaction with the amount of the bursary (in the case of doctoral students). In doing so, it was important to take into account which questions were relevant for all four categories and which were specific to some of them only. We were also interested in potential reactions of respondents to the questionnaire survey. The essential areas investigated in the 2020 questionnaire survey were also included in the 2024 questionnaire survey. However, in contrast to the 2020 questionnaire survey, participation in strategic objectives, the area of mobility or the communication system were not investigated. These areas were evaluated from the previous survey as either underdeveloped (too abstract) or detectable and evaluable in other ways, but also because the university management includes them sufficiently in its analyses. Thus, some questions from the previous survey were omitted, but also reworded or even added. The questionnaires for each group of respondents are attached in form of in the Annex.

Procedure

Preparation of the survey began in spring 2024. Data collection took place in the autumn of that year, i.e., in the same period as in 2020.

The preparation of the questionnaires and the implementation of the survey was tainted with the situational context which included the repercussions of and reactions to the attack of the shooter at the Faculty of Arts in Prague at the end of 2023, the ongoing discussions and protest activities during the summer semester of 2024, focused on the problem of underfunding of universities in the Czech Republic, as well as the dean elections at three faculties of the UHK (Faculty of Science, Faculty of Education, and Faculty of Informatics and Management), and the election of a candidate for the rector of the UHK.

The research team worked with the UHK and negotiated with Mgr. Michal Strobach, Ph.D., the UHK Vice-Rector for Strategy, Development and Digitalization, with Ing. Aleš Klicnar, the UHK Bursar, and with Ing. Petra Holoubková, the HR manager. In preparation and data collection, the research team worked with Bc. Petr Burian, the Information and Communication Technology Manager. Joint meetings with the participation of assoc. prof. RNDr. Jan Kříž, Ph.D., the new Rector of the UHK, were important.

The research team focused on defining the main objectives of the survey, designing questionnaires for four categories of the target population, piloting the survey, and testing the chosen online data collection environment. The questionnaires were accessible for completion online according to the chosen key, so that each person completed one questionnaire according to his/her assignment to one of the four research categories. Respondents were offered a consultation service if necessary. The questionnaire survey was voluntary and anonymous, as in 2020.

In addition to the main objectives, the employer approved the content of the questionnaires and ensured the translation of the Czech version of the questionnaire into English. After mutual consultations with the research team, the employer also organized the promotion, data collection and their transfer to the research team for subsequent processing.

Promotion

The university management sought to recruit as many respondents as possible. The following methods were used to inform employees and doctoral students (coordination with the Publicity and Communication Department was provided by Ing. Holoubková): the UHK website, repeated internal electronic newsletters (including a promotional article), posters with a QR code at all UHK units, information on wall screens, UHK social networks, e-mail information, information transfer through Boards, department head and other meetings, through senates or personal promotion. Motivation was supported by the opportunity to contribute to charitable causes; at the end of the questionnaire, the respondents chose one of two organisations to which the UHK contributed a financial amount based on the votes cast.

Data collection took place in two rounds, a main round from 21 October to 8 November 2024 and a supplementary round from 18 November to 22 November 2024.

Method of processing and presentation of results

The quantitative survey was evaluated in a standard way for processing quantitative data for closed (semi-closed) questions using first- or second-level sorting (by category of worker, job title and university unit, or other relevant criteria) and using inductive statistics tools (testing the statistical significance of the differences in the responses using chi-square test). Open coding was used for open-ended questions.

The sections are accompanied by tables and charts, whose titles include in parentheses information on which group or groups of respondents are being presented. Some questions are evaluated for all four groups of respondents, others only for the specified groups. In the tables and charts, the answers to the given questions are usually shown in relative frequencies (percentages of the total within the given subcategory; percentages are calculated from the total number of respondents who answered the particular question). A comparison with the results from the 2020 survey is made at key points. 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 questions have been

evaluated for the whole population or for individual subsets according to the classifying features, as was appropriate from the nature of the question and as appropriate for statistical processing. In addition to the analytical sections, the report includes Annexes. The structure of the research report summarizes the findings by study areas and presents the findings in their analytically organized context.

The results are communicated to the employer in the form of a research report and the main findings will be presented to management, all employees and doctoral students in a form and manner as decided by the employer.

The data matrices are stored at the Department of Sociology of the Philosophical Faculty of the UHK and are accessible to the research team.

Abbreviations used

Aka – Academic staff

FF – Philosophical Faculty, University of Hradec Králové

FIM – Faculty of Informatics and Management, University of Hradec Králové

PdF – Faculty of Education, University of Hradec Králové

PhD – Doctoral students

PřF – Faculty of Science, University of Hradec Králové

Sign. – significance (statistical significance further quantified by the p-value)

THP – Technical and administrative staff (together with other employees who are not, according to the UHK Internal Wages Regulation, academic or research staff)

UHK – University of Hradec Králové

VV – Research staff

Terms used

Category (of employees/PhD students) – Aka, THP, VV, PhD

Job title – lecturer, assistant professor, associate professor, professor

Unit of the University – FF, FIM, PdF, PřF, Rectorate

Notes

The masculine gender is used in the text, but refers to respondents of both genders.

The tables generally present relative frequencies as percentages. Due to the format of the numbers in the software used (SPSS and Excel), there are no spaces between the digits and the percent signs in the tables and the text.

In the tables, the percentages are rounded; the sum of the rounded digits may not always be exactly 100%.

The tables presenting the 2020 results use brown text for clarity.

The contingency tables generally do not include respondents who did not answer one of the questions.

If relevant, we report the significance value of the chi-square test below the contingency tables. In cases where the nature of the data did not allow the use of this test, no note on its significance value is provided (usually due to a high proportion of expected frequencies lower than 5).

Basic structure of respondents, survey return rate and possibility of comparison with 2020

Returns

In 2024, 444 respondents took part in the survey. The overall return rate of the survey was 45% among all employees; if PhD students are included, the return rate drops to 42%. In 2020, the return rate was 61% (56% with PhD students). This means that the return in 2024 was reduced by a quarter.

We can assume that the experience of the last survey influenced the return of the 2024 survey. We believe that there is little general staff knowledge and insight into the 2020 survey results, and that a large proportion of staff are unaware of what the results have been used for within the university or faculty.

Nevertheless, we can also assume that a similar stratum of employees participated in the research again and wanted to comment on the running of the university and the faculties through anonymous questionnaires. The fact that their numbers have decreased is a challenge to the UHK to ensure that the results are communicated and to document the use of the results in the work of the university and faculty bodies.

Representativeness and comparability

The issue of representativeness of the two samples examined can be partially addressed by examining the composition of the samples examined by age, gender, employee category, unit affiliation, job title, and possibly other sociodemographic characteristics. Examination of the distribution of these characteristics in the overall samples did not indicate any significant shift in the distribution of these characteristics, both as to the target population and in comparison between the 2024/2020 samples.

However, there have been shifts in the returns within individual faculties (in 2020, the returns for all faculties were roughly the same, ranging from 51% to 58%, while in 2024, the returns fluctuated between 36% and 51%). This finding draws our attention to the fact that in the case of the PdF where the returns have decreased from 57% to 36%, we need to be more cautious when comparing the 2024/2020 results than for other faculties.

Similarly, there have been significant changes in returns for employee categories. There has been a differential decrease in returns for each category of staff:

THPs from 58% to 52% – almost unchanged.

Akas from 73% to 47% – a reduction of one third.

VVs from 27% to 16% – a reduction of more than a third.

PhDs from 38% to 30% – a reduction of a quarter.

These findings make it problematic to compare 2024/2020 results across categories. This is both because of the low numbers in the VV (18) and PhD (59) categories, and the large disproportion of returns of Aka staff. The comparison of THP staff appears to be unproblematic.

The composition of academic staff surveyed does not appear to have changed (in 2024, all respondents indicated their job title while in 2020, 19.3% did not indicate this). The representation of academic staff by job title is as follows: lecturer 10.5%, assistant professor 63.0%, associate professor 19.5%, professor 7.0%; in 2020, it was: lecturer 9.3%, assistant professor 50.0%, associate professor 15.3%, professor 6.0%, 19.3% did not state the job title.

Table 1 Structure of respondents by gender and UHK unit (Aka, PhD, VV, THP)

			Woman	Man	Prefer not to state	Total
Unit of the university	FF	Number	45	36	10	91
		%	49.5%	39.6%	11.0%	100.0%
	FIM	Number	36	36	11	83
		%	43.4%	43.4%	13.3%	100.0%
	PdF	Number	52	29	11	92
		%	56.5%	31.5%	12.0%	100.0%
	PřF	Number	41	38	9	88
		%	46.6%	43.2%	10.2%	100.0%
	Rectorate	Number	49	23	18	90
		%	54.4%	25.6%	20.0%	100.0%
Total		Number	223	162	59	444
		%	50.2%	36.5%	13.3%	100.0%

Table 2 Structure of respondents by gender and category (Aka, PhD, VV, THP)

			Woman	Man	Prefer not to state	Total
Category	Aka	Number	80	93	27	200
		%	40.0%	46.5%	13.5%	100.0%
	PhD	Number	26	27	6	59
		%	44.1%	45.8%	10.2%	100.0%
	THP	Number	109	32	26	167
		%	65.3%	19.2%	15.6%	100.0%
	VV	Number	8	10	0	18
		%	44.4%	55.6%	-	100.0%
Total		Number	223	162	59	444
		%	50.2%	36.5%	13.0%	100.0%

Table 3 Structure of academic respondents by gender and job title

			Woman	Man	Prefer not to state	Total
Job title	Lecturer	Number	14	7	0	21
		%	66.7%	33.3%	-	100.0%
	Assistant Professor	Number	55	48	23	126
		%	43.7%	38.1%	18.3%	100.0%
	Associate Professor	Number	7	29	3	39
		%	17.9%	74.4%	7.7%	100.0%
	Professor	Number	4	9	1	14
		%	28.6%	64.3%	7.1%	100.0%
Total Academic Staff		Number	80	93	27	200
		%	40.0%	46.5%	13.5%	100.0%

Table 4 Structure of academic staff respondents by job title and faculty

			Lecturer	Assistant professor	Associate Professor	Professor	Total
Faculty	FF	Number	5	27	9	1	42
		%	11.9%	64.3%	21.4%	2.4%	100.0%
	FIM	Number	5	32	10	8	55
		%	9.1%	58.2%	18.2%	14.5%	100.0%
	PdF	Number	8	39	7	3	57
		%	14.0%	68.4%	12.3%	5.3%	100.0%
	PřF	Number	3	28	13	2	46
		%	6.5%	60.9%	28.3%	4.3%	100.0%
Total Academic Staff		Number	21	126	39	14	200
		%	19.5%	10.5%	63.0%	19.5%	100.0%

Overall evaluation of the UHK as an employer

In this section, we address the below stated questions. We first present the results for the population as a whole, and then we will uncover some links and relationships.

Do you consider the UHK to be a stable employer?

Definitely yes 50%, rather yes 45%, rather not 4%, definitely not 0.5%

Do you consider the UHK a good employer?

Definitely yes 35%, rather yes 53%, rather not 10%, definitely not 1%

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

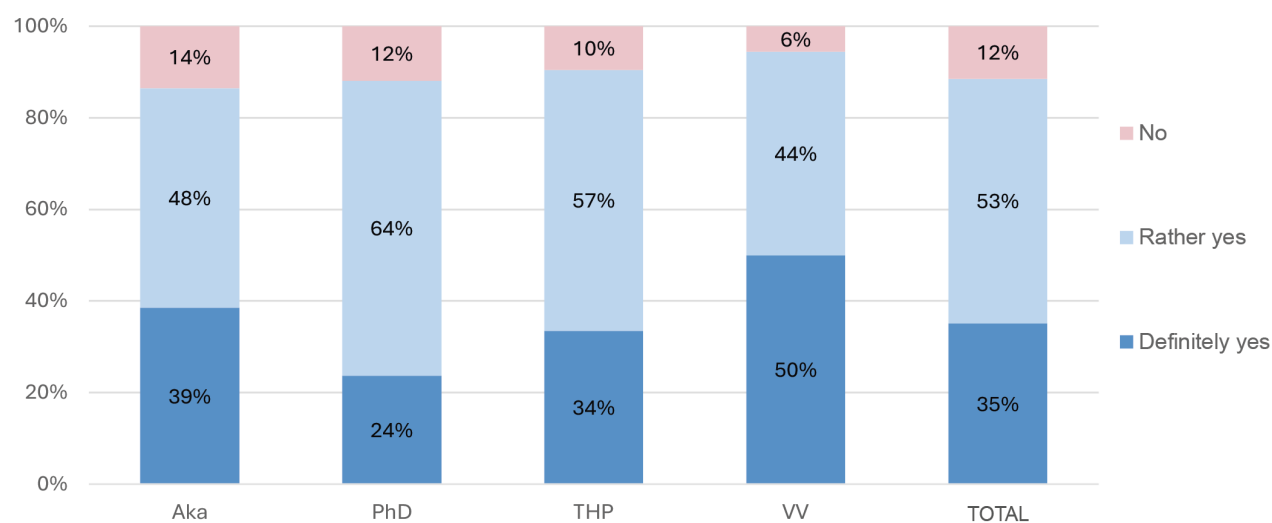
Definitely yes 28%, rather yes 46%, rather not 22%, definitely not 4% (note: PhD students were not asked the question)

Are you thinking of changing the employer?

Definitely yes 3%, rather yes 16%, rather not 43%, definitely not 37% (note: PhD students were not asked the question and 18 respondents did not answer the question)

The UHK is perceived as a stable employer by almost all respondents; nine out of ten respondents consider the UHK to be a good employer. There is a difference between the „definitely yes“ and „rather yes“ ratings, with stability gaining an extra fifteen percentage points in the first rating. For the recommendation to work at the UHK in the same position, the result is not so clear-cut – a quarter of respondents gave a negative answer. A fifth of the respondents are considering leaving UHK (of which 3% – 13 respondents out of 367 – say „definitely yes“).

Chart 1 Do you consider the UHK a good employer? By category (Aka, PhD, VV, THP)



The UHK is a good employer

First, let's look at how the ratings „stable employer“ and „good employer“ are related. The correlation between the ratings is 0.55, which is strong. It is probably the case that if the UHK is perceived as a definitely good employer, then it is undoubtedly a stable employer (see 30% of the responses in the first box of Table 7, 33% for the rating „rather yes“). Being rated as a definitely stable employer does not necessarily mean that one is definitely a good employer (19%). In view of the less clear assessment of the UHK as a good employer, we consider it meaningful to focus on this issue only in the following analysis and leave stability aside.

Table 5 Do you consider UHK to be a stable employer? By category (Aka, PhD, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	47.0%	46.0%	6.0%	1.0%	100.0%	200
	PhD	33.9%	59.3%	6.8%	-	100.0%	59
	THP	61.1%	37.7%	1.2%	-	100.0%	167
	VV	44.4%	50.0%	5.6%	-	100.0%	18
Total		50.5%	44.8%	4.3%	0.5%	100.0%	444

Chi-square test sign. 0.013.

Table 6 2020 Do you consider UHK to be a stable employer? By category (Aka, PhD, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	47%	41%	9%	2%	100.0%	301
	PhD	48%	48%	4%	-	100.0%	82
	THP	61%	34%	2%	-	100.0%	169
	VV	35%	48%	13%	-	100.0%	23
Total		51%	40%	6%	1%	100.0%	575

Chi-square test sign. 0.004.

The results of the assessment of the UHK as a stable employer in 2024 do not differ from the results of the 2020 survey.

Table 7 Do you consider the UHK to be a stable employer? By the employer's evaluation (Aka, PhD, VV, THP)

		Definitely yes	Rather yes	No	Total	Total abs.
Do you consider the UHK a good employer?	Definitely yes	30.0%	5.2%	-	35.1%	156
	Rather yes	18.9%	32.7%	1.8%	53.4%	237
	No	1.6%	7.0%	2.9%	11.5%	51
Total		50.5%	44.8%	4.7%	100.0%	444

Overall percentages of negative responses were pooled due to their low frequency, chi-squared test sign. <0.001.

Table 8 Do you consider the UHK a good employer? By category (Aka, PhD, VV, THP)

		Definitely yes	Rather yes	No	Total	Total abs.
Category	Aka	38.5%	48.0%	13.5%	100.0%	200
	PhD	23.7%	64.4%	11.9%	100.0%	59
	THP	33.5%	56.9%	9.6%	100.0%	167
	VV	50.0%	44.4%	5.6%	100.0%	18
Total		35.1%	53.4%	11.5%	100.0%	444

Negative responses were pooled because of their low frequency, chi-squared test sign. 0.176

Although the assessment of the UHK as a good employer differs for each category of employees for individual faculties by 10 or more percentage points in the answer „definitely yes“, a statistical evaluation of these differences does not confirm that they are statistically significant (even at the 10% level of statistical significance). Nevertheless, it should be noted that the ratings of the respondents from the PdF are 12-19% less positive (in the answer „definitely yes“) than the resulting findings from the other faculties and the Rectorate. We found a similar drop compared to the other staff categories for PhD students. In terms of the job title of academic staff, the difference between them is significantly smaller.

Chart 2 Do you consider the UHK a good employer? By the UHK unit (FF, FIM, PdF, PñF, Rectorate)

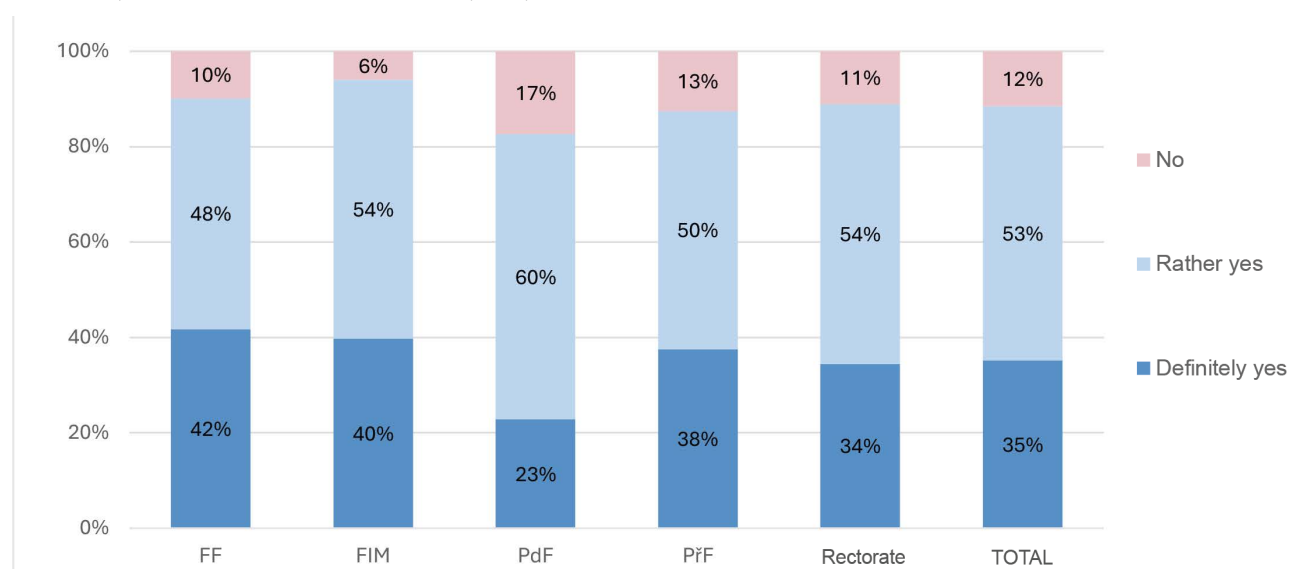


Table 9 Do you consider the UHK a good employer? By the UHK unit (FF, FIM, PdF, PñF, Rectorate)

		Definitely yes	Rather yes	No	Total	Total abs.
Part of	FF	41.8%	48.4%	9.9%	100.0%	91
	FIM	39.8%	54.2%	6.0%	100.0%	83
	PdF	22.8%	59.8%	17.4%	100.0%	92
	PñF	37.5%	50.0%	12.5%	100.0%	88
	Rectorate	34.4%	54.4%	11.1%	100.0%	90
Total		35.1%	53.4%	11.5%	100.0%	444

Negative responses were pooled because of their low frequency, chi-squared test sign. 0.136.

Table 10 Do you consider the UHK a good employer? By job title (Aka)

		Definitely yes	Rather yes	No	Total	Total abs.
What is your job title?	Associate Prof.	35.9%	59.0%	5.1%	100.0%	21
	Lecturer	47.6%	42.9%	9.5%	100.0%	126
	Assistant Prof.	37.3%	46.8%	15.9%	100.0%	39
	Professor	42.9%	35.7%	21.4%	100.0%	14
Total		38.5%	48.0%	13.5%	100.0%	200

Negative responses were pooled because of their low frequency, chi-squared test sign. 0.463.

Table 11 Do you consider the UHK a good employer? By employee status – management position (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Are you in a managerial position?	Yes	52.4%	39.7%	6.3%	1.6%	100.0%	63
	No	33.9%	54.0%	10.9%	1.2%	100.0%	322
Total		36.9%	51.7%	10.1%	1.3%	100.0%	385

Chi-square test sign. 0.044.

The answers to the question whether the respondent considered the UHK to be a good employer did not differ according to the type of employment (definite/indefinite period of time) or place of usual residence (tables not shown).

Table 12 Do you consider the UHK a good employer? By the amount of workload at the UHK (Aka, VV, THP + PhD)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Total amount of workload at the UHK	Up to 0.24	40.00%	50.00%	10.00%	-	100.00%	10
	0.25–0.49	50.00%	37.50%	12.50%	-	100.00%	16
	0.50–0.99	28.80%	55.80%	13.50%	1.90%	100.00%	52
	1.00	38.00%	51.60%	9.10%	1.40%	100.00%	287
	More than 1.00	30.00%	55.00%	15.00%	-	100.00%	20
	PhD student	23.70%	64.40%	11.90%	-	100.00%	59
Total		35.10%	53.40%	10.40%	1.10%	100.00%	444

Chi-square test sign. 0.804.

The evaluation 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.

Table 13 Do you consider the UHK a good employer? Depending on whether the employee has any other work commitments outside of the UHK (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Do you have any other work commitments outside of the UHK during the year?	Yes	28.6%	51.4%	17.1%	2.9%	100.0%	105
	No	40.0%	51.8%	7.5%	0.7%	100.0%	280
Total		36.9%	51.7%	10.1%	1.3%	100.0%	385

Chi-square test sign. 0.006.

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. Thus, their evaluation seems to be a result of either perceiving the need for another source of income due to low wages at the UHK or (also) having a comparison with another employer.

Table 14 Do you consider the UHK a good employer? By experience with discriminatory/ inappropriate behaviour (Aka, PhD, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Have you experienced discr./inappropriate behaviour towards you or others at the UHK?	Yes	20.7%	56.0%	19.8%	3.4%	100.0%	116
	No	40.2%	52.4%	7.0%	0.3%	100.0%	328
Total		35.1%	53.4%	10.4%	1.1%	100.0%	444

Chi-square test sign. 0.000.

Table 15 Do you consider the UHK a good employer? By the opinion on the respecting the freedom of research at the UHK (Aka, PhD, VV)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
In your opinion, is the freedom of research respected at the UHK?	Definitely yes	50.0%	41.2%	8.2%	0.6%	100.0%	170
	Rather yes	15.0%	66.0%	16.0%	3.0%	100.0%	100
	Rather not	-	85.7%	14.3%	-	100.0%	7
Total		36.1%	51.3%	11.2%	1.4%	100.0%	227

Chi-square test sign. 0.000.

Table 16 Do you consider UHK a good employer? By trust in the immediate superior (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Do you have sufficient trust in your immediate superior?	Definitely yes	43.1%	49.5%	7.1%	0.4%	100.0%	281
	Rather yes	23.7%	64.5%	11.8%	-	100.0%	76
	Rather not	15.8%	36.8%	47.4%	-	100.0%	19
	Definitely not	-	44.4%	11.1%	44.4%	100.0%	9
Total		36.9%	51.7%	10.1%	1.3%	100.0%	385

Chi-square test sign. 0.000.

Table 17 Do you consider the UHK a good employer? According to whether the respondent's financial evaluation corresponds to the difficulty of his/her work (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Does your financial remuneration correspond to the demands of the job?	Yes	64.6%	32.3%	3.1%	-	100.0%	96
	No	27.7%	58.1%	12.5%	1.7%	100.0%	289
Total		36.9%	51.7%	10.1%	1.3%	100.0%	385

Chi-square test sign. 0.000.

Would you recommend the UHK as an employer (interest in further work)

We already know that a quarter of respondents would not recommend someone to work at the UHK in a similar position. The rate of (no) recommendation differs statistically significantly by faculty – 35% among respondents from the PdF, around 20% in the other faculties, and 29% in the Rectorate. The remaining faculties also differ in the percentage of „definitely yes“ responses (FF 38%, PñF 23%). Those who do not differ in principle are academic staff and THP staff as a whole. Similarly, the statistic effect of the classification of academic staff is insignificant although the higher proportion of negative ratings among assistant professors should be noted here.

Chart 3 Would you recommend the UHK to a person interested in working in a similar position to yours? By the UHK unit (AKA, PhD, VV, THP)

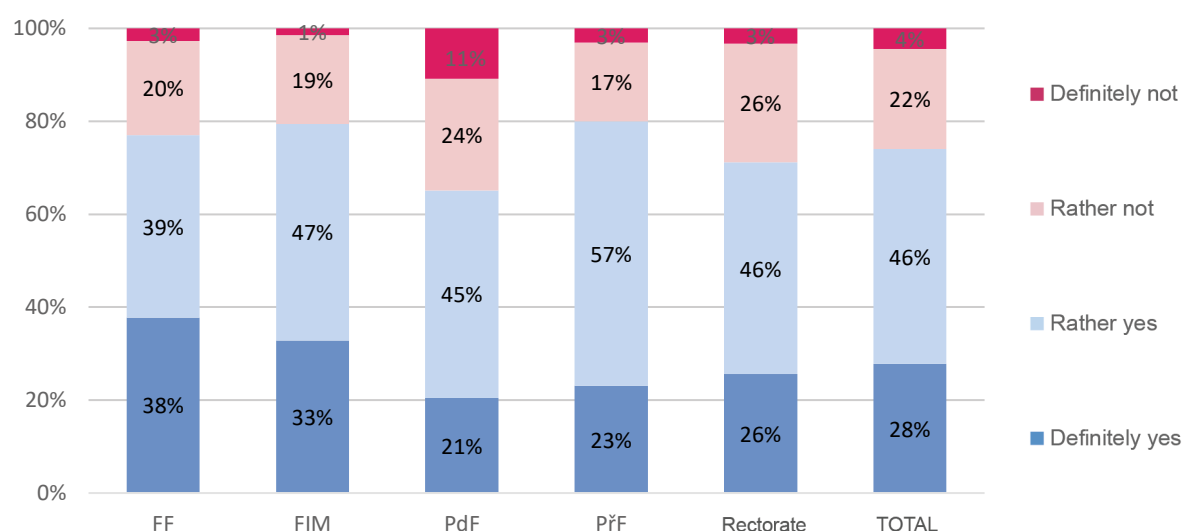


Table 18 Would you recommend the UHK to a person interested in working in a similar position to yours? By the UHK unit (Aka, PhD, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	37.8%	39.2%	20.3%	2.7%	100.0%	91
	FIM	32.9%	46.6%	19.2%	1.4%	100.0%	83
	PdF	20.5%	44.6%	24.1%	10.8%	100.0%	92
	PñF	23.1%	56.9%	16.9%	3.1%	100.0%	88
	Rectorate	25.6%	45.6%	25.6%	3.3%	100.0%	90
Total		27.8%	46.2%	21.6%	4.4%	100.0%	444

Chi-square test sign. 0.063.

Table 19 2020 Would you recommend the UHK as an employer? By the UHK unit (Aka, PhD, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	39%	42%	17%	1%	100.0%	138
	FIM	44%	43%	9%	3%	100.0%	90
	PdF	22%	54%	19%	4%	100.0%	134
	PñF	44%	48%	4%	3%	100.0%	115
	Rectorate	37%	52%	10%	1%	100.0%	93
Total		36%	47%	12%	3%	100.0%	575

Chi-square test sign. 0.000.

The 2024 results are less positive both as a whole and within the faculties. However, the 2020 question was less specific; it was not about working „in the same position.“ This may be why the answer „definitely yes“ dropped by about 10 percentage points (from a third to a quarter) and the answer „rather not“ increased by the same percentage. Within the faculties, the biggest shifts occurred at the PñF (a 20% decrease in the answer „definitely yes“) and at the PdF (a 10% increase in the total number of negative answers).

Chart 4 Would you recommend the UHK to a person interested in working in a similar position to yours? By category (Aka, VV, THP) Chart

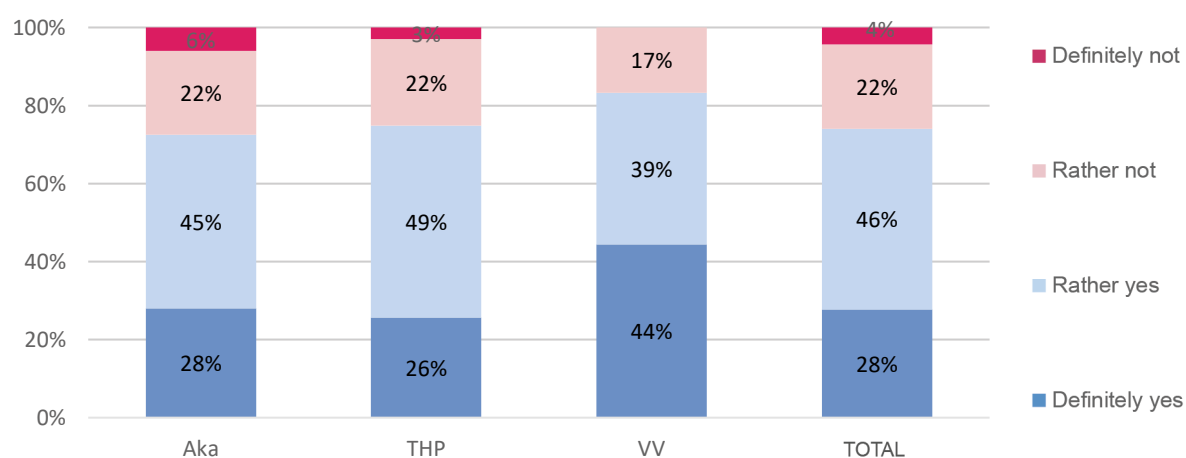


Table 20 Would you recommend the UHK to a person interested in working in a similar position to yours? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	28.0%	44.5%	21.5%	6.0%	100.0%	200
	THP	25.7%	49.1%	22.2%	3.0%	100.0%	167
	VV	44.4%	38.9%	16.7%	-	100.0%	18
Total		27.8%	46.2%	21.6%	4.4%	100.0%	385

Chi-square test sign. 0.468.

Table 21 2020 Would you recommend the UHK as an employer? By category (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	33%	47%	15%	4%	100.0%	301
	THP	40%	46%	11%	1%	100.0%	169
	VV	39%	52%	4%	0%	100.0%	23
	PHD	40%	49%	8%	1%	100.0%	82
Total		36%	47%	12%	3%	100.0%	575

Chi-square test sign. 0.124.

The decrease in the share of positive responses occurred mainly among THP workers (by 15%). Despite the different wording of the question, this shift in opinion is worth noting (recall that THPs participation in the 2024 survey was identical).

Chart 5 Would you recommend the UHK to a person interested in working in a similar position to yours? By job title (Aka)

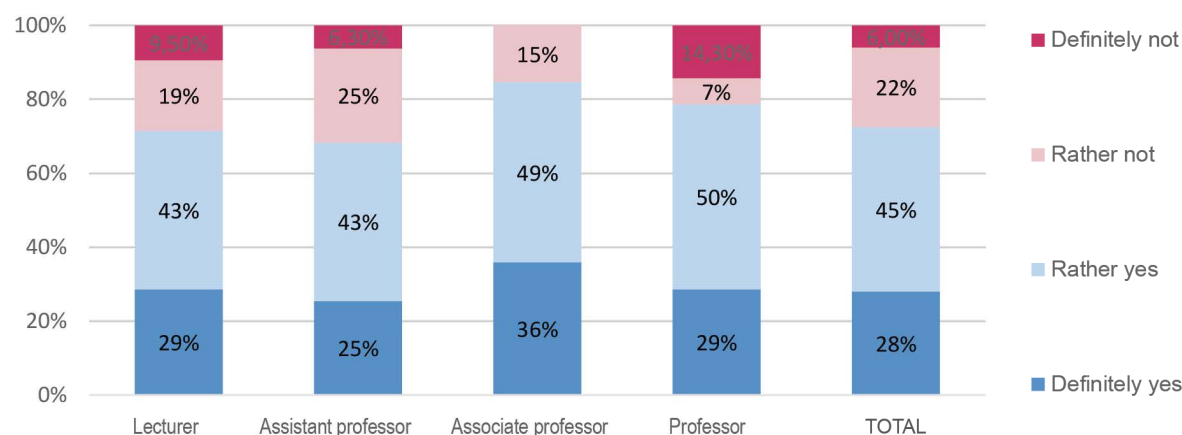


Table 22 Would you recommend the UHK to a person interested in working in a similar position to yours? By job title (Aka)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What is your job title?	Lecturer	28.6%	42.9%	19.0%	9.5%	100.0%	21
	Assistant Prof.	25.4%	42.9%	25.4%	6.3%	100.0%	126
	Associate Prof.	35.9%	48.7%	15.4%	-	100.0%	39
	Professor	28.6%	50.0%	7.1%	14.3%	100.0%	14
Total		28.0%	44.5%	21.5%	6.0%	100.0%	200

Chi-square test sign. 0.448.

The link between „good employer“ and recommendation for employment at the UHK in a similar position is not surprising, although the link is not as clear as the link between „good“ and „stable employer“ mentioned above. Even with a clear positive assessment of the employer, there are 14% of respondents who would “rather” recommend employment in a similar position, and similarly for a “rather good” assessment, 13% of respondents would not recommend employment in a similar position. For both questions, 10% of respondents agree on a negative response.

Table 23 Would you recommend the UHK to a person interested in working in a similar position to yours? According to the assessment of the employer (Aka, VV, THP)

		Definitely yes	Rather yes	No	Total	Total abs.
Do you consider the UHK a good employer?	Definitely yes	20.8%	14.0%	2.1%	36.9%	142
	Rather yes	7.0%	31.4%	13.2%	51.7%	199
	No	-	0.8%	10.6%	11.4%	44
Total		27.8% (107)	46.2% (178)	26.0% (100)	100.0%	385

Overall percentages. Negative responses were pooled due to their low frequency, Chi-squared test sign. <0.001.

Table 24 Would you recommend the UHK to a person interested in studying for a PhD? By year of doctoral study (PhD)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
How many years are you studying for your PhD?	1	60.0%	40.0%	-	-	100.0%	15
	2	21.4%	71.4%	7.1%	-	100.0%	14
	3	50.0%	25.0%	25.0%	-	100.0%	8
	4	23.1%	46.2%	23.1%	7.7%	100.0%	13
	5 and more	11.1%	77.8%	11.1%	-	100.0%	9
Total		33.9%	52.5%	11.9%	1.7%	100.0%	59

The majority of PhD students would recommend the UHK to a person interested in studying a PhD at our university; 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 of third and fourth year students would not recommend doctoral studies at the UHK.

Table 25 Interest in further work at the UHK after finishing doctoral studies – by year of study (PhD)

		I'm not interested	Academic staff	Researcher	In another position	Total PhD students
How many years are you studying for your PhD?	1	0	14	10	1	15
	2	1	10	8	1	14
	3	1	7	5	2	8
	4	5	6	4	1	13
	5 and more	2	4	3	3	9
Total responses		9	41	30	8	59

Note: The table shows absolute numbers.

The majority of doctoral students express in the questionnaire that they are interested in continuing their studies at the UHK; more than two thirds would be interested in working as an academic employee, half as a researcher (respondents were allowed to give more than one option). However, interest in further work at the UHK decreases significantly with the higher year of doctoral studies.

Table 26 Researchers' interest in further work at the UHK (VV)

	Researcher	Academic staff	In another position	I'm not interested	Total
Number of people interested in working as	13	3	1	1	18

The majority (13) of the 18 respondents in the position of a researcher expressed interest in continuing to work in the same position after the end of the current employment contract, which clearly indicates satisfaction with this work and its conditions at the UHK. Three respondents indicated interest in the position of an academic.

Change of employer

We know that around a fifth of those surveyed are considering leaving the university. The faculties and the Rectorate do not statistically significantly differ in this respect. Nevertheless, it should be noted that the Rectorate has the highest number of people considering a change of employer (26%), followed by the PdF (25%) and the FIM (8%). This result is partly reflected in the extreme answer „definitely not considering” – 28% at the Rectorate, but also 34% at the FF. However, the difference between total academic staff and THP is substantial. It is more than 10% in the sum of „definitely yes” and „rather yes” (THPs are more likely to consider leaving), and mirrors the 12% for the answer „definitely not”.

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 are “definitely not considering a change”. In the other groups, more than half of the respondents gave the same answer. It is clear that the situation of assistant professors is not good and should be given attention. We will come back to them in the analysis of income. (The set of professors is not worth looking at from the statistical point of view, given its small numbers.)

Chart 6 Are you thinking of changing the employer? By category (Aka, THP)

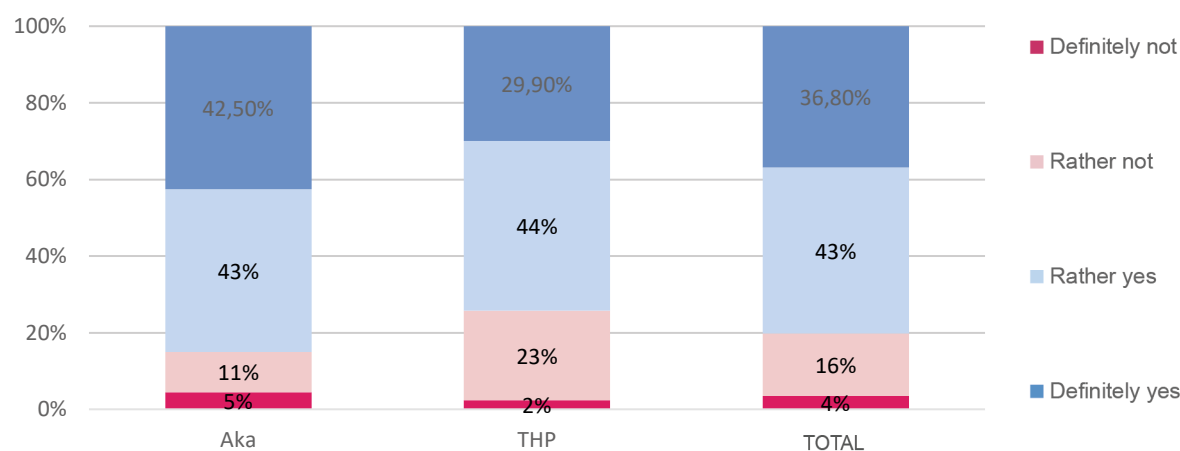


Table 27 Are you thinking of changing the employer? By category (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	4.5%	10.5%	42.5%	42.5%	100.0%	200
	THP	2.4%	23.4%	44.3%	29.9%	100.0%	167
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.003.

Table 28 2020 Are you thinking of changing the employer? By category (Aka, THP)

		Ano	Ne	Neodpověděl	Celkem
Category	Aka	19%	81%	0%	100.0%
	THP	16%	82%	2%	100.0%

Chi-square test sign. 0.783. Only yes-no responses were offered.

The difference between „yes-no” versus „definitely yes....definitely no” is obviously substantial. In this key question, there was a 10% increase in 2024 for THPs considering (definitely yes, rather yes) a change (that’s more than a third) and a slight decrease for Akas (by 4%); nevertheless, a change in the answers offered must be noted.

Chart 7 Are you thinking of changing the employer? By the UHK unit (Aka, THP)

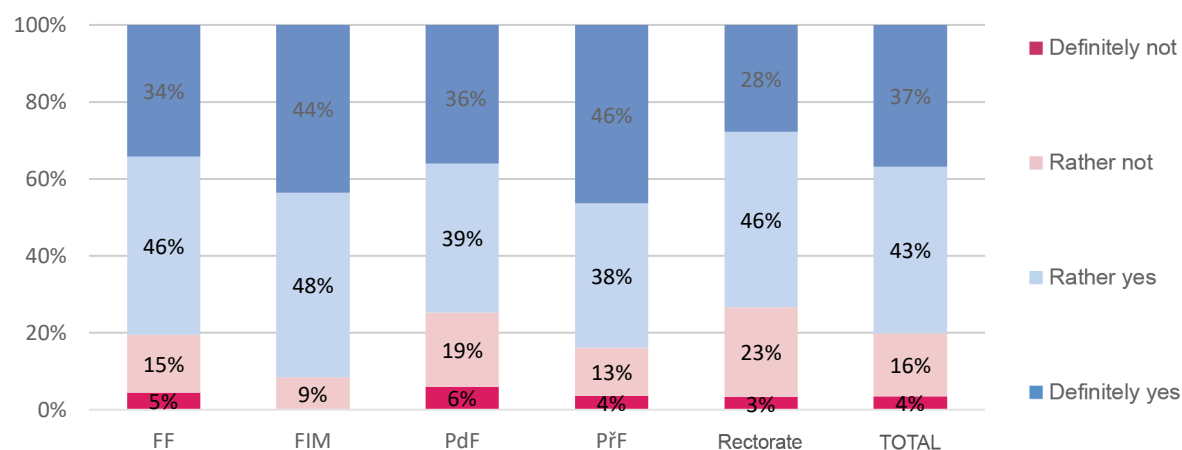


Table 29 Are you thinking of changing the employer? By the UHK unit (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	4.5%	14.9%	46.3%	34.3%	100.0%	67
	FIM	-	8.5%	47.9%	43.7%	100.0%	71
	PdF	6.0%	19.3%	38.6%	36.1%	100.0%	83
	PĚF	3.6%	12.5%	37.5%	46.4%	100.0%	56
	Rectorate	3.3%	23.3%	45.6%	27.8%	100.0%	90
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.172.

Table 30 2020 Are you thinking of changing the employer? By the UHK unit (AKA, PhD, THP)

		Yes	No	No reply	Total
Part of	FF	17%	57%	25%	100.0%
	FIM	9%	76%	16%	100.0%
	PdF	22%	74%	4%	100.0%
	PĚF	7%	69%	24%	100.0%
	Rectorate	17%	79%	3%	100.0%
Total		15%	70%	15%	100.0%

Chi-square test sign. 0.000. Only yes-no responses were offered.

Only a "yes-no" in 2020 and, in particular, the relatively high proportion of respondents does not actually allow comparison with the results in 2024. PhD students, who were not covered by the question, should be excluded from the comparison. See the comparison of Akas and THPs in Tables 29 and 30.

Chart 8 Are you thinking of changing the employer? By job title (Aka)

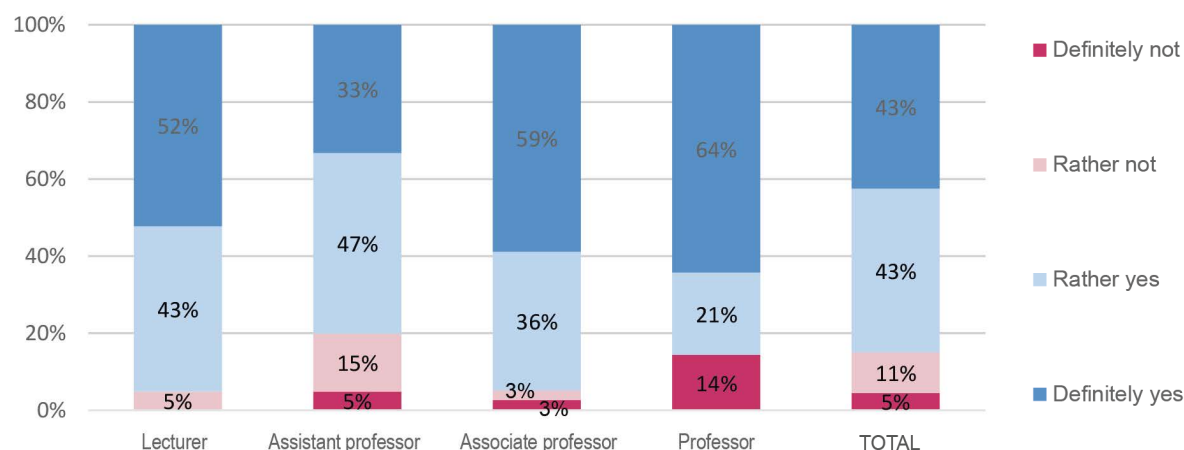


Table 31 Are you thinking of changing the employer? By job title (Aka)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What is your job title?	Lecturer	-	4.8%	42.9%	52.4%	100.0%	21
	Assistant Prof.	4.8%	15.1%	46.8%	33.3%	100.0%	126
	Associate Prof.	2.6%	2.6%	35.9%	59.0%	100.0%	39
	Professor	14.3%	-	21.4%	64.3%	100.0%	14
Total		4.5%	10.5%	42.5%	42.5%	100.0%	200

Chi-square test sign. 0.014.

The following table in this section confirms that if the UHK is clearly considered by respondents to be a good employer, a negligible percentage (3%) of them are considering leaving and two thirds are „definitely not considering“ changing the employer. Conversely, three-quarters of respondents who indicated a negative assessment of their employer (11%) intend to leave. If the rating is more cautious (‐rather yes‐), 20% are considering leaving and 80% are not considering leaving (26% for ‐definitely not‐). Among other things, these figures show that our respondents answered in a logically quite consistent manner, thus confirming the validity of the data.

Similarly consistent responses were found when testing the association between ‐thinking about leaving‐ and ‐recommending a job at the UHK‐. 60% of those who would ‐not recommend a job in a similar position‐ are considering leaving the UHK, while 96% of those who would definitely recommend a job are not considering leaving (67% for ‐definitely not‐). It should be noted that this question seems to relate much more to the content and nature of the work performed, self-fulfilment in the job, and the work environment than to the ‐good employer‐ rating.

Table 32 Are you thinking of changing the employer? By evaluation of the employer (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Do you consider the UHK a good employer?	Definitely yes	0.8%	2.3%	33.8%	63.2%	100.0%	133
	Rather yes	3.1%	16.2%	55.0%	25.7%	100.0%	191
	No	14.0%	60.5%	20.9%	4.7%	100.0%	43
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. <0.001.

Table 33 Are you thinking of changing the employer? According to the answer to the question whether you would recommend the UHK (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Would you recommend the UHK to a person interested in working in a similar position to yours?	Definitely yes	-	3.0%	30.3%	66.7%	100.0%	99
	Rather yes	0.6%	5.8%	58.5%	35.1%	100.0%	171
	No	12.4%	48.5%	29.9%	9.3%	100.0%	97
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. <0.001.

(Not) being satisfied with the financial remuneration of a job is a significant reason (perhaps the key reason) for considering a change of employer. Almost half of those who are definitely dissatisfied said they were considering leaving the UHK (10% for “definitely yes”). Even a milder degree of “rather” dissatisfaction is reflected in the belief of staying at the UHK (16% are considering leaving, 31% only do not want definitely to look for another employer – there are twice as many people among those who are definitely satisfied with the financial remuneration). Although we are aware of the limited possibilities of the UHK in the area of wage policy, this is clearly the strongest reason for employees’ anticipated departure or staying in the employment.

It should be noted that the situation at individual faculties and the Rectorate is statistically significantly different. Satisfaction with financial remuneration is significantly lower among the respondents from the PdF (27%), followed by FIM (30%) with a similar value. Satisfaction is about 10% higher at the FF and the Rectorate, and about 20% higher at the PrF.

Table 34 Are you thinking of changing the employer? By satisfaction with financial remuneration (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Are you satisfied with the financial remuneration of your work?	Definitely yes	-	8.0%	28.0%	64.0%	100.0%	25
	Rather yes	-	4.4%	43.4%	52.2%	100.0%	113
	Rather not	2.9%	13.0%	52.9%	31.2%	100.0%	138
	Definitely not	9.9%	38.5%	33.0%	18.7%	100.0%	91
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. <0.001.

Respondents’ answers do not indicate a strong correlation between the consideration of changing the employer and the duration of time at the UHK or whether the respondent has other permanent employment outside the UHK. A slightly lower proportion of „yes“ responses is found among respondents who have been at the UHK for less than one year or those who have been there for more than 20 years.

Table 35 Are you thinking of changing the employer? By duration of working at the UHK (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
How long have you been working at the UHK?	Up to 1 year	-	8.3%	50.0%	41.7%	100.0%	24
	1–2 years	3.3%	13.3%	50.0%	33.3%	100.0%	30
	3–10 years	3.4%	18.1%	42.3%	36.2%	100.0%	149
	11–20 years	6.6%	17.6%	47.3%	28.6%	100.0%	91
	20 years and more	1.4%	15.1%	35.6%	47.9%	100.0%	73
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.437.

Table 36 Are you thinking of changing the employer? Depending on whether the respondent has other permanent employment outside the UHK (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Do you have any other permanent employments outside the UHK during the year?	Yes	4.0%	19.0%	47.0%	30.0%	100.0%	100
	No	3.4%	15.4%	41.9%	39.3%	100.0%	267
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.420.

Table 37 Are you thinking of changing the employer? According to the amount of permanent employments outside the UHK (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What is the total amount of your employments outside the UHK?	None	3.3%	16.0%	41.6%	39.0%	100.0%	269
	Less than 0.2	-	19.0%	47.6%	33.3%	100.0%	21
	0.2	4.8%	28.6%	52.4%	14.3%	100.0%	21
	0.21 to 0.49	8.7%	4.3%	47.8%	39.1%	100.0%	23
	More than 0.5	3.0%	18.2%	45.5%	33.3%	100.0%	33
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.528.

Table 38 Are you thinking of changing the employer? By type of employment (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What type of employment do you have?	For an indefinite period of time	3.9%	18.0%	42.5%	35.6%	100.0%	233
	For a fixed period of time	3.0%	13.4%	44.8%	38.8%	100.0%	134
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.655.

Table 39 Are you thinking of changing the employer? According to the support from the superior when dealing with family matters (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Do you have enough support from your superior when dealing with family matters?	I don't care for any dependent	4.6%	13.3%	42.6%	39.5%	100.0%	195
	Definitely yes	2.3%	14.5%	45.0%	38.2%	100.0%	131
	Rather yes	2.6%	35.9%	41.0%	20.5%	100.0%	39
	Rather not	-	-	100.0%	-	100.0%	1
	Definitely not	-	100.0%	-	-	100.0%	1
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.042.

Table 40 Are you thinking of changing the employer? By trust in the immediate superior (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Do you have sufficient trust in your immediate superior?	Definitely yes	1.1%	12.7%	45.9%	40.3%	100.0%	268
	Rather yes	2.8%	21.1%	45.1%	31.0%	100.0%	71
	Rather not	10.5%	42.1%	21.1%	26.3%	100.0%	19
	Definitely not	66.7%	33.3%	-	-	100.0%	9
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.001.

Table 41 Are you thinking of changing the employer? By response to whether the respondent has experienced discriminatory/inappropriate treatment (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Have you personally experienced ... discriminatory/ inappropriate behaviour towards you or others?	Yes	7.3%	32.3%	42.7%	17.7%	100.0%	96
	No	2.2%	10.7%	43.5%	43.5%	100.0%	271
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.000.

Table 42 Are you thinking of changing the employer? According to your opinion on whether freedom of research is respected at the UHK (Aka)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
In your opinion, is the freedom of research respected at the UHK?	Definitely yes	3.3%	10.7%	33.1%	52.9%	100.0%	121
	Rather yes	6.9%	11.1%	55.6%	26.4%	100.0%	72
	Rather not	-	-	71.4%	28.6%	100.0%	7
Total		4.5%	10.5%	42.5%	42.5%	100.0%	200

Chi-square test sign. 0.000.

Table 43 Are you thinking of changing the employer? According to the answer whether the respondent has encountered copyright or intellectual property infringement at the UHK in the last three years (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Have you ... encountered any copyright or intellectual property infringement at the UHK?	Yes	12.5%	12.5%	50.0%	25.0%	100.0%	24
	No	2.9%	16.6%	42.9%	37.6%	100.0%	343
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.063.

Table 44 Are you thinking of changing the employer? According to the answer whether the respondent thinks there are good interpersonal relations at his/her workplace (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Are there good interpersonal relations at your workplace?	Definitely yes	0.9%	13.4%	41.8%	44.0%	100.0%	232
	Rather yes	4.6%	19.3%	48.6%	27.5%	100.0%	109
	Rather not	13.3%	33.3%	40.0%	13.3%	100.0%	15
	Definitely not	50.0%	25.0%	12.5%	12.5%	100.0%	8
	I can't judge	-	33.3%	66.7%	-	100.0%	3
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.000.

Table 45 Are you thinking of changing the employer? By whether the respondent thinks there is a possibility of career growth in his/her position (THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Do you think you have the opportunity for career growth in your job?	Definitely yes	-	-	37.5%	62.5%	100.0%	8
	Rather yes	-	14.7%	64.7%	20.6%	100.0%	34
	Rather not	2.4%	22.4%	40.0%	35.3%	100.0%	85
	Definitely not	5.0%	37.5%	37.5%	20.0%	100.0%	40
Total		2.4%	23.4%	44.3%	29.9%	100.0%	167

Chi-square test sign. 0.029.

Table 46 Are you thinking of changing the employer? By household composition (Aka, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What is the composition of the household you live in?	Other	9.4%	25.0%	50.0%	15.6%	100.0%	32
	I live in with my child/ children and my partner	2.7%	17.1%	46.5%	33.7%	100.0%	187
	I live in with my child/ children without a partner	-	16.7%	44.4%	38.9%	100.0%	18
	I live in with a partner without children	3.3%	10.9%	33.7%	52.2%	100.0%	92
	I live alone	5.3%	18.4%	44.7%	31.6%	100.0%	38
Total		3.5%	16.3%	43.3%	36.8%	100.0%	367

Chi-square test sign. 0.048.

Table 47 Reasons for considering a change of employer (Aka, THP)

	Number of responses	Percentage of respondents considering change	Percentage of total respondents
Financial evaluation	64	87.7%	17.4%
Atmosphere at the workplace	26	35.6%	7.1%
Working conditions	21	28.8%	5.7%
Reconciliation with personal/family life	12	16.4%	3.3%
Uncertainty about contract extension	9	12.3%	2.5%
Change of profession	5	6.8%	1.4%
Another reason	7	9.6%	1.9%
Total reasons given	144	197.3%	39.2%
Total number of respondents (Aka + THP) considering changing jobs	73	100.0%	19.9%
Total respondents (Aka + THP)	367	x	100.0%

Akas and THPs who indicated in the previous question that they were considering changing employer were asked the question (73).

Respondents gave the following other reasons:

I'll have to start another job, not change it.

More benefits (sports/cultural allowances, annual salary increases, at least in line with inflation). Few applicable benefits. There are a lot of benefits listed here, but few usable ones.

The complexity of promoting new things. The duration of the process of introducing new things.

The aforementioned peripherality of the UHK in my field.

Change of management.

Commuting.

Support and cooperation within the UHK units

This block of questions was answered by employees only, i.e., by Akas, THPs, and VVs.

Table 48 Does the Rectorate provide you with sufficient (methodological, organizational, administrative, etc.) support you need for your work? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Category	Aka	13.2%	34.7%	21.1%	8.9%	22.1%	100.0%	190
	THP	22.0%	51.8%	16.5%	3.0%	6.7%	100.0%	164
	VV	46.2%	38.5%	7.7%	-	7.7%	100.0%	13
Total		18.3%	42.5%	18.5%	6.0%	14.7%	100.0%	367

Chi-square test sign. 0.000.

Table 49 2020 Does the Rectorate provide you with sufficient (methodological, organisational, administrative, etc.) support you need for your work? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Category	Aka	9%	35%	17%	6%	32%	100.0%	301
	THP	21%	40%	21%	4%	12%	100.0%	169
	VV	35%	9%	9%	0%	35%	100.0%	23
Total		14%	36%	18%	5%	25%	100.0%	493

Chi-square test sign. 0.000.

The evaluation of the support of the Rectorate is more positive than four years ago. However, the shift is undoubtedly influenced by a reduction in „I can't judge“ responses by 10% (almost half as much).

Table 50 Does the Rectorate provide you with sufficient (methodological, organizational, administrative, etc.) support necessary for your work? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Part of	FF	12.9%	48.6%	17.1%	5.7%	15.7%	100.0%	70
	FIM	18.8%	43.5%	14.5%	1.4%	21.7%	100.0%	69
	PdF	10.8%	26.5%	28.9%	15.7%	18.1%	100.0%	83
	PřF	19.0%	41.4%	19.0%	5.2%	15.5%	100.0%	58
	Rectorate	28.7%	52.9%	12.6%	1.1%	4.6%	100.0%	87
Total		18.3%	42.5%	18.5%	6.0%	14.7%	100.0%	367

Chi-square test sign. 0.000.

Respondents' answers on whether the faculty provides them with sufficient (methodological, organizational, administrative, etc.) support needed for their work vary according to faculty affiliation. The proportion of disagreeing answers is higher at the PdF and PřF.

Table 51 2020 Does the Rectorate provide you with sufficient (methodological, organisational, administrative, etc.) support you need for your work? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Part of	FF	14%	28%	15%	7%	34%	100.0%	104
	FIM	10%	47%	15%	4%	24%	100.0%	76
	PdF	8%	33%	24%	8%	27%	100.0%	129
	PřF	17%	34%	16%	2%	29%	100.0%	87
	Rectorate	25%	41%	16%	3%	12%	100.0%	93
Total		14%	36%	18%	5%	36%	100.0%	493

Chi-square test sign. 0.000.

The comparison with 2020 is positive. The share of positive answers has increased (significantly at the FF by almost 20%, while it is by about 10% at other faculties and the Rectorate); the share of „I can't judge“ answers has decreased significantly.

Table 52 Does the faculty provide you with sufficient (methodological, organizational, administrative, etc.) support you need for your work? By category (Aka, VV, THP)

		Defini- tely yes	Rather yes	Rather not	Defini- tely not	I can't judge	Not related to my job title	Total	Total abs.
Category	Aka	28.5%	53.5%	11.5%	3.0%	3.0%	0.5%	100.0%	200
	THP	21.0%	43.1%	6.0%	1.2%	9.0%	19.8%	100.0%	167
	VV	33.3%	44.4%	0.0%	0.0%	11.1%	11.1%	100.0%	18
Total		25.5%	48.6%	8.6%	2.1%	6.0%	9.4%	100.0%	385

Table 53 2020 Does the faculty provide you with sufficient (methodological, organizational, administrative, etc.) support you need for your work? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Category	Aka	30%	45%	14%	3%	7%	100.0%	301
	THP	19%	32%	8%	2%	35%	100.0%	169
	VV	43%	9%	13%	0%	22%	100.0%	23

VV numbers are low for making a year-on-year comparison. Both Aka's and THP's responses are more or less the same year on year.

Table 54 Does the faculty provide you with sufficient (methodological, organizational, administrative, etc.) support you need for your work? By the UHK unit (Aka, VV, THP)

		Defini- tely yes	Rather yes	Rather not	Defini- tely not	I can't judge	Not related to my job title	Total	Total abs.
Category	FF	36.5%	48.6%	9.5%	0.0%	2.7%	2.7%	100.0%	74
	FIM	31.5%	60.3%	6.8%	0.0%	1.4%	0.0%	100.0%	73
	PdF	27.7%	49.4%	9.6%	6.0%	7.2%	0.0%	100.0%	83
	PřF	23.1%	55.4%	13.8%	1.5%	4.6%	1.5%	100.0%	65
	Rectorate	11.1%	33.3%	4.4%	2.2%	12.2%	36.7%	100.0%	90
Total		25.5%	48.6%	8.6%	2.1%	6.0%	9.4%	100.0%	385

Table 55 2020 Does the faculty provide you with sufficient (methodological, organizational, administrative, etc.) support you need for your work? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Part of	FF	27%	37%	17%	5%	11%	100.0%	104
	FIM	35%	41%	7%	0%	16%	100.0%	76
	PdF	23%	50%	15%	3%	8%	100.0%	129
	PřF	36%	42%	5%	1%	11%	100.0%	87
	Rectorate	18%	19%	12%	3%	43%	100.0%	93
Total		27%	39%	12%	3%	17%	100.0%	493

Chi-square test sign. 0.000.

There was an overall ten percent increase in „rather yes“ responses in the evaluation of faculty support. There were markedly different results within individual faculties that cannot be summarized under any clear statement. Respondents from the FF provided a significantly more positive assessment (by 25% in total). There was a drop of 13% at the PřF in „definitely yes“ in favour of „rather yes“, and at the FIM, there was an increase of 15% in the answer „I can't judge“. The aforementioned differences in results are really worth noting.

Table 56 Do you consider the cooperation between the Rectorate and the faculties to be effective? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Category	Aka	4.5%	27.0%	19.0%	5.5%	44.0%	100.0%	200
	THP	7.8%	45.5%	22.2%	7.2%	17.4%	100.0%	167
	VV	16.7%	11.1%	11.1%	-	61.1%	100.0%	18
Total		6.5%	34.3%	20.0%	6.0%	33.2%	100.0%	385

Chi-square test sign. 0.000.

Table 57 Do you consider the cooperation between the Rectorate and the faculties to be effective? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Part of	FF	4.1%	39.2%	14.9%	-	41.9%	100.0%	74
	FIM	6.8%	38.4%	9.6%	-	45.2%	100.0%	73
	PdF	7.2%	16.9%	30.1%	19.3%	26.5%	100.0%	83
	PřF	6.2%	27.7%	21.5%	3.1%	41.5%	100.0%	65
	Rectorate	7.8%	47.8%	22.2%	5.6%	16.7%	100.0%	90
Total		6.5%	34.3%	20.0%	6.0%	33.2%	100.0%	385

Chi-square test sign. 0.000.

Table 58 Do you consider the cooperation between departments of your faculty to be effective? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Aka	Aka	11.0%	36.0%	29.0%	5.5%	18.5%	100.0%	200
	THP	16.2%	43.1%	18.6%	2.4%	19.8%	100.0%	167
	VV	22.2%	38.9%	11.1%	-	27.8%	100.0%	18
Total		13.8%	39.2%	23.6%	3.9%	19.5%	100.0%	385

Chi-square test sign. 0.109.

Table 59 Do you consider the cooperation between departments of your faculty to be effective? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Part of	FF	12.2%	41.9%	18.9%	1.4%	25.7%	100.0%	74
	FIM	17.8%	43.8%	20.5%	-	17.8%	100.0%	73
	PdF	12.0%	37.3%	22.9%	10.8%	16.9%	100.0%	83
	PrF	9.2%	35.4%	33.8%	6.2%	15.4%	100.0%	65
	Rectorate	16.7%	37.8%	23.3%	1.1%	21.1%	100.0%	90
Total		13.8%	39.2%	23.6%	3.9%	19.5%	100.0%	385

Chi-square test sign. 0.041.

Ethical aspects and safety

Evaluation of the working environment at the university and faculties

Among the issues related to this topic, we focused on interpersonal relations at the workplace and at the faculty, on the feeling of safety and possible discriminatory and inappropriate behaviour, and, in the professional field, on the degree of freedom of research and the degree of copyright or intellectual property infringement.

Overall (for the University) it can be summarized as follows:

- interpersonal relations at the workplace: definitely good 60%, rather good 32%;
- interpersonal relations at the faculty: definitely good 18%, rather good 53% (16% cannot judge);
- feeling safe at the UHK: yes 95%;
- discriminatory/inappropriate behaviour: no 74%;
- degree of freedom of research: definitely yes 61%, rather yes 36%;
- copyright or intellectual property infringement rate: no 94%.

In the following analysis, we will focus on differences between the units, categories of employees, or the impact of demographic characteristics.

Interpersonal relations in the workplace

Chart 9 Do you think there are good interpersonal relations at your workplace? By category (Aka, VV, PhD, THP)

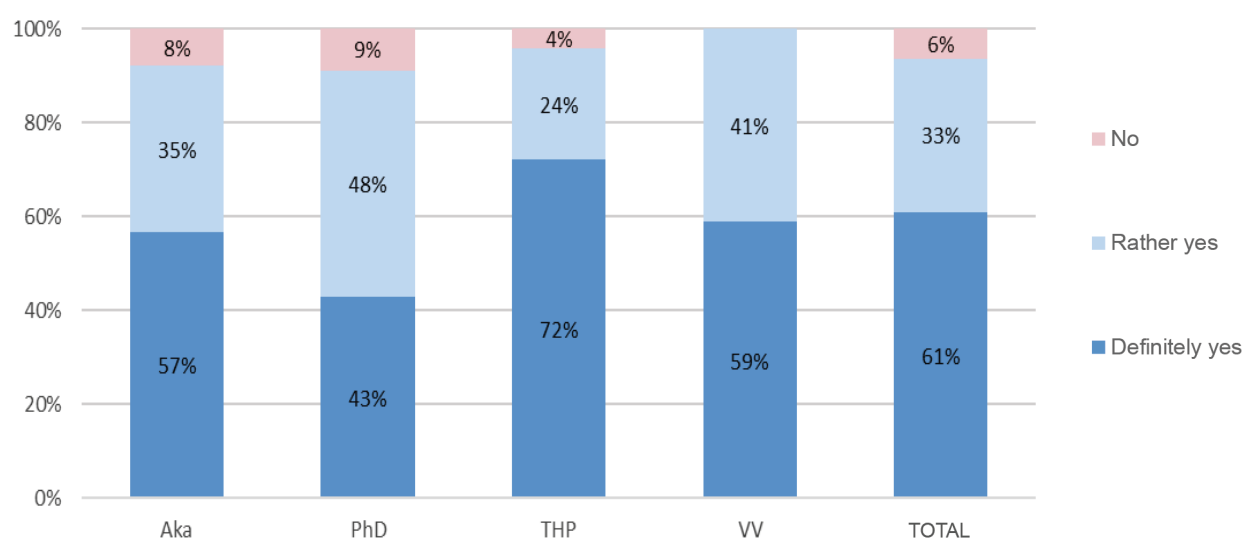


Table 60 Do you think there are good interpersonal relations at your workplace? By category (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	No	Total	Total abs.
Category	Aka	56.8%	35.2%	8.0%	100.0%	200
	PhD	42.9%	48.2%	8.9%	100.0%	59
	THP	72.1%	23.6%	4.2%	100.0%	167
	VV	58.8%	41.2%	-	100.0%	18
Total		60.9%	32.7%	6.4%	100.0%	444

Negative responses were merged due to their low frequency, „I don't know“ was included in missing data, chi-squared test sign. 0.003.

The sum of the answers „definitely yes“ and „rather yes“ to the question whether there are good interpersonal relations at your workplace is around 90% in all faculties and the Rectorate. Because of the slight representation of the extreme negative rating (i.e., „definitely not“), we have merged it with the answer „rather not“. As a result, we removed the blank cells from the table and were thus able to correctly apply the chi-square test for statistical significance of the association between the quality of interpersonal relationships and the UHK units or categories of employees.

The rating of the existence of good relations as „definitely yes“ differs by more than 10% between the UHK units, with the Rectorate differing from the faculties by a further plus 15%. We have no further information in the questionnaire that could explain the observed differences. Essentially the same differences apply to academic staff compared to THP staff. The significantly less positive assessment provided by PhD students can be explained by their autonomous status.

Table 61 2020 In your opinion, is there a good atmosphere and good relations between colleagues at your workplace? By category (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total
Category	Aka	37%	50%	10%	3%	100.0%
	PhD	56%	39%	4%	-	100.0%
	THP	38%	47%	12%	-	100.0%
	VV	43%	43%	4%	-	100.0%
Total		40%	43%	9%	2%	100.0%

The 2020 figures are similar in that the sum of positive responses is around 90%. However, there is a marked difference in that markedly fewer respondents answered “definitely yes” – 34% (i.e. half) fewer among THPs and 20% fewer (one third) among academics. This may be due to the different wording of the question which in 2020 included the (general) atmosphere at the workplace, and interpersonal relationships were listed as those between colleagues. It is possible that people do not equate atmosphere with interpersonal relationships and, therefore, their assessment is less clear.

Chart 10 Do you think there are good interpersonal relations at your workplace? By the UHK unit (Aka, VV, PhD, THP)

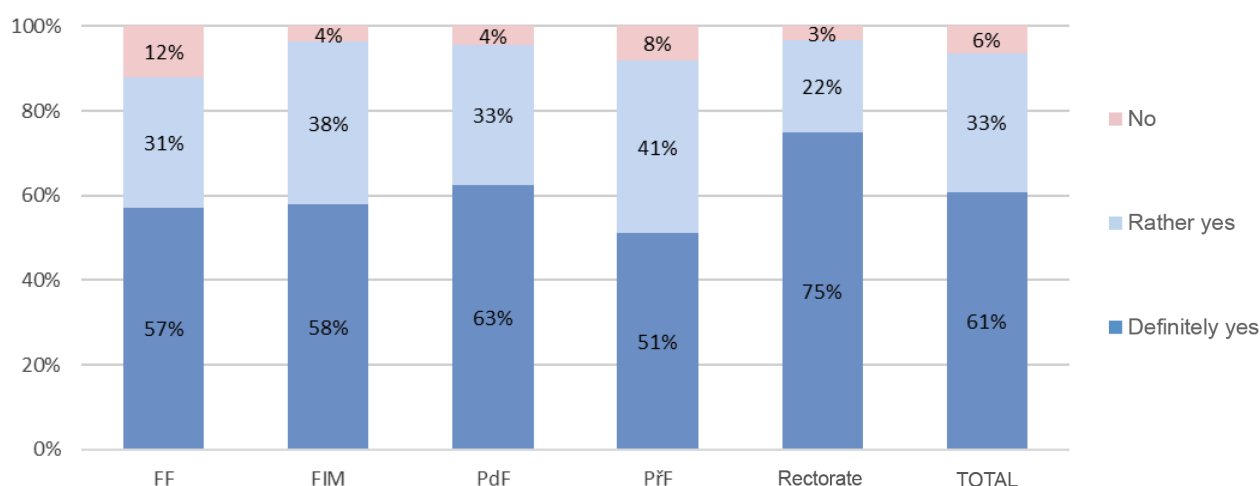


Table 62 Do you think there are good interpersonal relations at your workplace? By the UHK unit (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	No	Total	Total abs.
Part of	FF	57.1%	30.8%	12.1%	100.0%	91
	FIM	58.0%	38.3%	3.7%	100.0%	83
	PdF	62.6%	33.0%	4.4%	100.0%	92
	PŘF	51.2%	40.7%	8.1%	100.0%	88
	Rectorate	75.0%	21.6%	3.4%	100.0%	90
Total		60.9%	32.7%	6.4%	100.0%	444

Negative responses were merged due to their low frequency; „I don't know“ was included in missing data, chi-squared test sign. 0.020.

Table 63 2020 Do you think there is a good atmosphere and good relations between colleagues at your workplace? By the UHK unit (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total
Part of	FF	37%	49%	12%	1%	100.0%
	FIM	33%	54%	8%	2%	100.0%
	PdF	38%	48%	10%	3%	100.0%
	PŘF	54%	40%	5%	1%	100.0%
	Rectorate	38%	47%	12%	0%	100.0%
Total		40%	47%	9%	2%	100.0%

Chi-square test sign. 0.020.

Compared to the 2020 survey, there was a 20% (one-third) increase in „definitely yes“. Whether this is due to the omission of „good atmosphere“ is hard to decide. The increase in positive responses applies to all faculties with the exception of the PŘF.

Interpersonal Relations at the Faculty

In contrast to relations at the workplace, the assessment of interpersonal relations across the faculty 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. In general, the result reflects an apparent lack of communication between the individual departments within the faculties („I can't judge“ + a decisive proportion of cautious „rather yes“ answers), and perhaps some existing or persistent tensions.

Chart 11 In your opinion, are there good interpersonal relations at your faculty? By category (Aka, VV, PhD, THP)

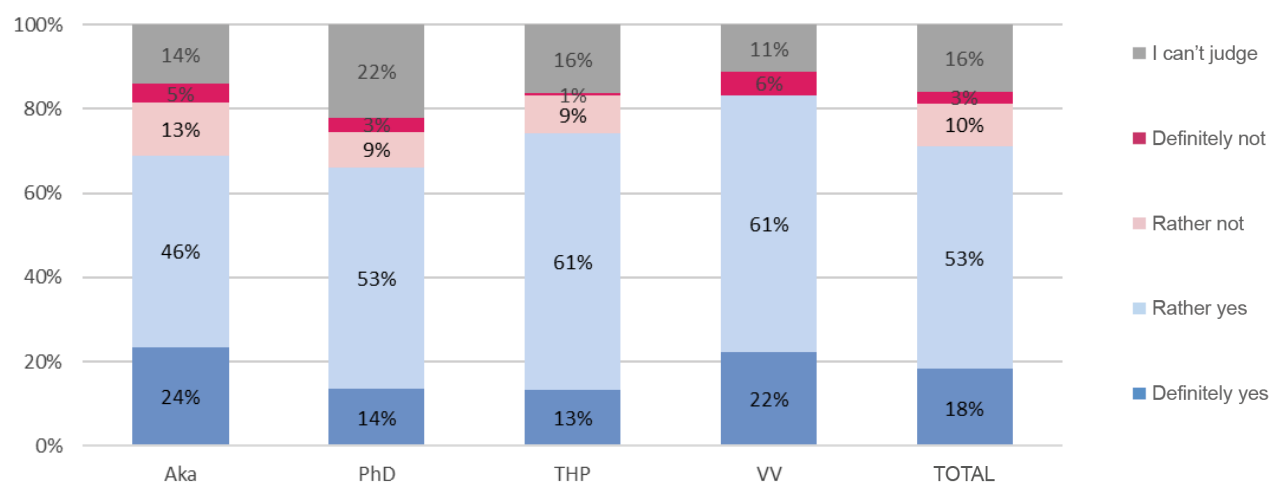


Table 64 In your opinion, are there good interpersonal relations at your faculty? By category (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Category	Aka	23.5%	45.5%	12.5%	4.5%	14.0%	100.0%	200
	PhD	13.6%	52.5%	8.5%	3.4%	22.0%	100.0%	59
	THP	13.2%	61.1%	9.0%	0.6%	16.2%	100.0%	167
	VV	22.2%	61.1%	-	5.6%	11.1%	100.0%	18
Total		18.2%	52.9%	10.1%	2.9%	15.8%	100.0%	444

Chi-square test sign. 0.046.

Chart 12 In your opinion, are there good interpersonal relations at your faculty? By the UHK unit (Aka, VV, PhD, THP)

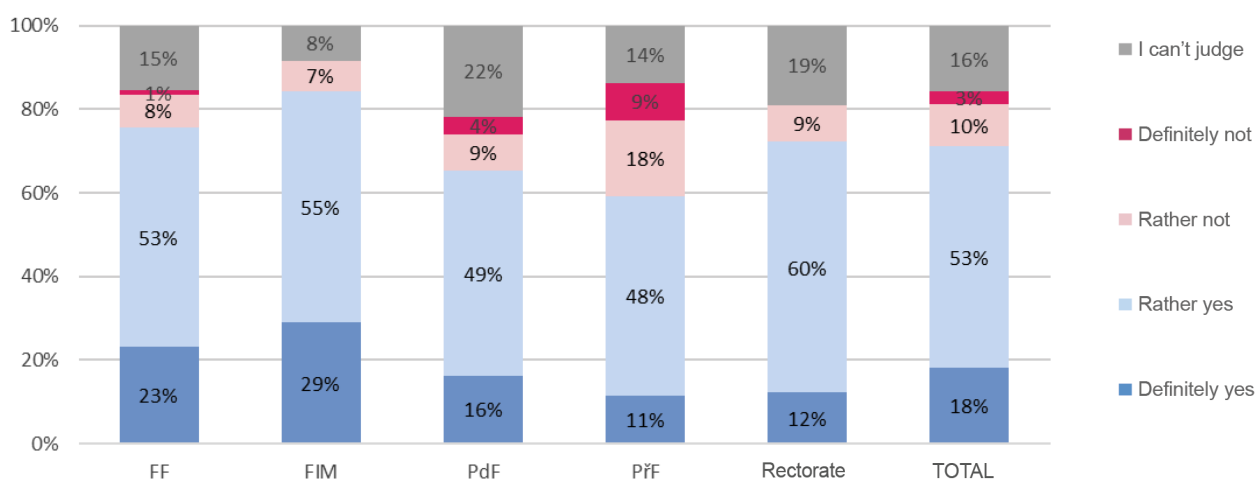


Table 65 In your opinion, are there good interpersonal relations at your faculty? By the UHK unit (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Součást	FF	23.1%	52.7%	7.7%	1.1%	15.4%	100.0%	91
	FIM	28.9%	55.4%	7.2%	-	8.4%	100.0%	83
	PdF	16.3%	48.9%	8.7%	4.3%	21.7%	100.0%	92
	PřF	11.4%	47.7%	18.2%	9.1%	13.6%	100.0%	88
	Rectorate	12.2%	60.0%	8.9%	-	18.9%	100.0%	90
Total		18.2%	52.9%	10.1%	2.9%	15.8%	100.0%	444

Chi-square test sign. <0.001.

Feeling safe in the UHK environment

Feeling safe completely dominates the answers. Although there are some differences between men and women (contrary to expectations, men feel less safe) and between the units (we have no explanation for the lowest value at the PdF; moreover, the faculty is dominated by women), these differences are not statistically significant.

- Men 92.4%, women 98.5%, not specified 86.8%,
- FF 95.0 %, FIM 98.7 %, PdF 91.7 %, PñF 93.2 %.

Table 66 Do you feel safe in the UHK environment? By the UHK units (Aka, VV, PhD, THP)

		Yes	No	Total	Total abs.
Part of	FF	95.0%	5%	100.0%	80
	FIM	98.7%	1.3%	100.0%	75
	PdF	91.7%	8.3%	100.0%	84
	PñF	93.2%	6.8%	100.0%	73
	Rectorate	95.6%	4.4%	100.0%	90
Total		94.8%	5.2%	100.0%	402

Chi-square test sign. 0.350.

Table 67 Do you feel safe in the UHK environment? By gender (Aka, VV, PhD, THP)

		Yes	No	Total	Total abs.
Gender	Woman	98.5%	1.5%	100.0%	205
	Man	92.4%	7.6%	100.0%	144
	Prefer not to state	86.8%	13.2%	100.0%	53
Total		94.8%	5.2%	100.0%	402

Chi-square test sign. 0.001.

Discriminatory/inappropriate behaviour

The questions asking about discriminatory behaviour were not asked in the same wording as in 2020. Even with the shorter time frame (instead of asking about the last five years, the last three years were asked in 2024, and inappropriate behaviour was added to discriminatory behaviour), there was a significant increase in the number of „yes“ answers, by more than a third. Overall, more than a quarter of respondents had experienced such behaviour (by themselves or another person). It is possible that the wording which expanded the purely discriminatory form of behaviour to include inappropriate behaviour may have contributed to this increase.

The difference between men and women – is the generally accepted stereotype true?

Some confirmation of the effect of question wording on the increase can be derived from the (surprising) change in the association of discrimination with gender. In 2020, the results confirmed the general stereotype of higher discrimination of women (by a third), while in 2024, higher discrimination/ inappropriate behaviour was noted by men (by a quarter). It is noteworthy that the respondents who did not specify their gender, apparently due to an increased need for anonymity, reported discriminatory behaviour in 41% of responses.

2020: Have you experienced any form of discrimination at the UHK in the last five years?

16.7% yes, of which men 10.0%, women 15.7%, gender not specified 27.1%

(Respondents: men 41.1%, women 44.3%, gender not specified 14.6% – 84 respondents)

2024: In the last three years, have you experienced discriminatory/inappropriate behaviour towards you or others at the UHK?

26.1% yes, of which men 27.2%, women 21.5%, gender not specified 40.7%

(Respondents: men 36.5%, women 50.2%, gender not specified 13.3% – 59 respondents)

Chart 13 In the last three years, have you experienced discriminatory/inappropriate behaviour towards you or others at the UHK? By the UHK unit (Aka, VV, PhD, THP) – podle součásti UHK (Aka, VV, PhD, THP)

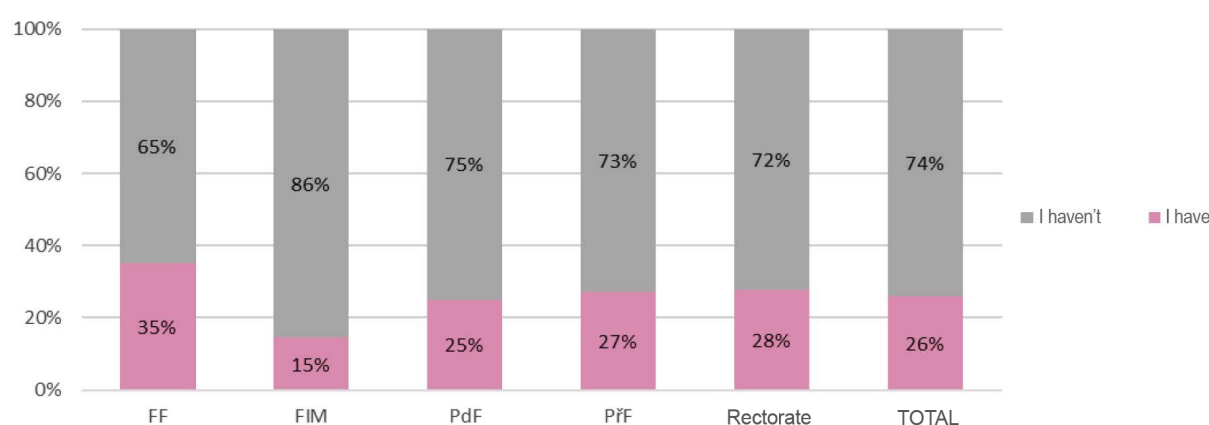


Table 68 In the last three years, have you experienced discriminatory/inappropriate behaviour towards you or others at the UHK? By the UHK unit (Aka, VV, PhD, THP)

		I have	I haven't	Total	Total abs.
Part of	FF	35.2%	64.8%	100.0%	91
	FIM	14.5%	85.5%	100.0%	83
	PdF	25.0%	75.0%	100.0%	92
	PřF	27.3%	72.7%	100.0%	88
	Rectorate	27.8%	72.2%	100.0%	90
Total		26.1%	73.9%	100.0%	444

Chi-square test sign. 0.041.

Table 69 2020 Have you experienced any form of discrimination at the UHK in the last five years? By the UHK unit (Aka, VV, PhD, THP)

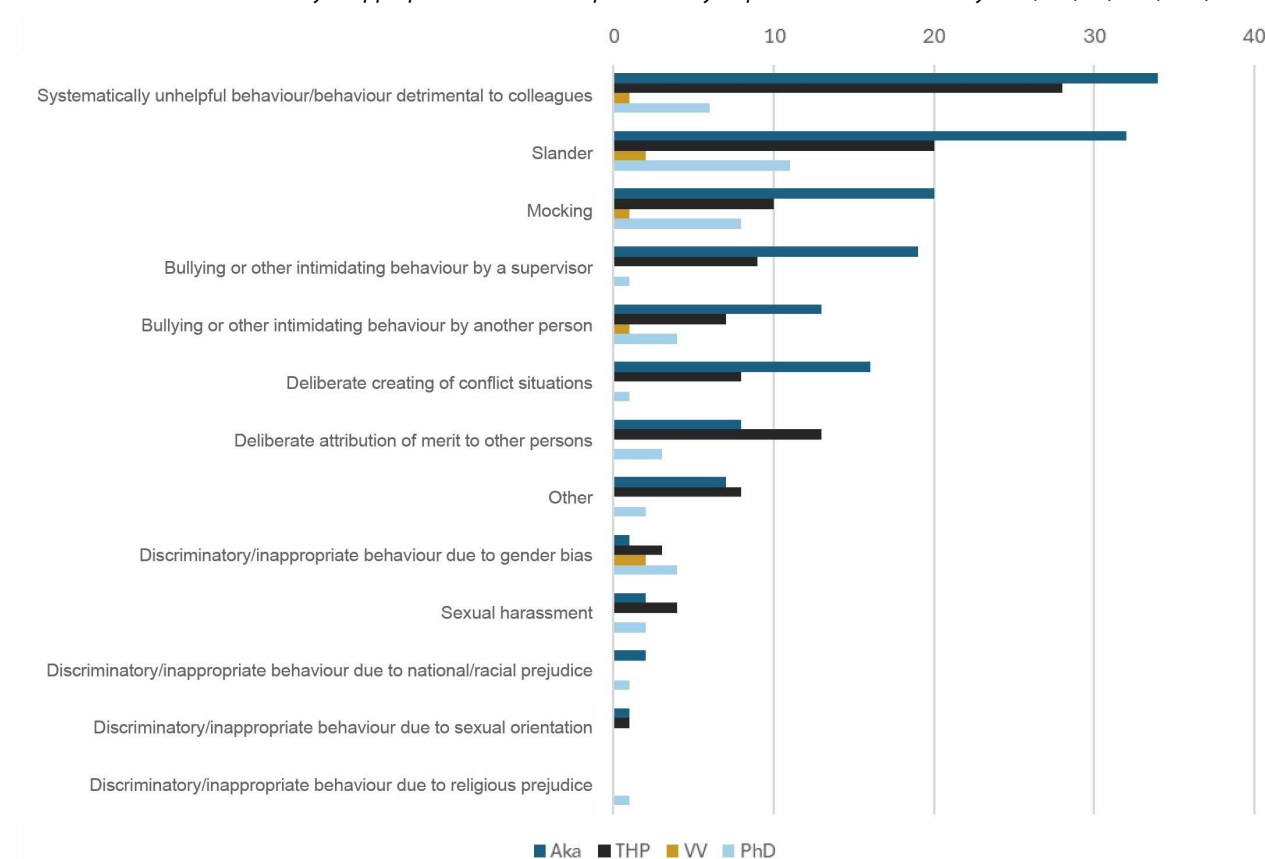
		Met	I haven't met	Total	Total abs.
Part of	FF	9%	91%	100.0%	138
	FIM	13%	87%	100.0%	90
	PdF	12%	88%	100.0%	134
	PfF	6%	94%	100.0%	115
	Rectorate	15%	84%	100.0%	93
Total		11%	88%	100.0%	575

In 2020, the question involved last five years (while last three years in 2024).

The 2020 results are shown for information only. A comparison with 2024 is obviously impossible due to the different wording of the question and, moreover, the different timeframe. The question in 2020 was probably perceived as being about discrimination against one's own person; in 2024, discrimination was extended to include inappropriate behaviour and other persons were added as well. Both greatly expand the topic of discrimination, so the increase in the „I have“ responses to double or triple (except for the FIM, in 2020 the results were similar for all faculties) is logically explainable.

The results do not differ by employee category, including differences between men and women. There is no difference between male and female PhD students.

Chart 14 Forms of discriminatory/inappropriate behaviour experienced by respondents in the last five years (Aka, VV, PhD, THP)



Note: This question was only answered by respondents who indicated in the previous question that they had experienced this behaviour. Respondents could indicate more than one form of such behaviour.

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 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.

Respondents gave the following other reasons:

Aka – other reasons: 7 respondents; specified 6 times:

"I scratch your back, you scratch mine."

Failure to provide complete information, beating around the bush.

Deliberate overlooking and encouraging the manipulation of faculty finances.

An attempt by another person employed at the UHK to influence the student's grade.

Inappropriate language towards other persons. Although the people in question obviously mean no harm, it is not appropriate and it is sad or even disgusting.

Inappropriate student behaviour.

THP – other reasons: 8 respondents; specified 8 times:

Discriminatory/inappropriate behaviour towards the whole department.

Inappropriate behaviour towards students.

Unwillingness to advise/help.

Unfriendly behaviour from a superior who no longer works for the faculty.

Inappropriate reason for not renewing the contract.

Unreasonable, unworkable demands.

Intentionally influencing persons who have certain decision-making authority. Dishonesty.

„Bullshit.“ For example, access to the campus through the gate by the State Scientific Library for the „chosen ones“ only.

Nearby Rectorate parking spaces for „the chosen few“ only.

VV – other reasons: 0 respondents

PhD – other reasons: 2 respondents; specified 1 time:

Negative attitude of teachers towards students and inducing overly stressful and tense situations in teacher X student encounters.

There are some differences between the different categories of respondents in the frequency of the reported forms of inappropriate or discriminatory behaviour that the respondent has encountered towards him/herself or another person. For academics and THP staff, the pattern is similar to the overall pattern described above (these respondents also make up the majority of respondents). The two groups differ in that academic staff were more likely to report mocking and bullying or other intimidating behaviour, whereas THP staff were relatively more likely to report deliberate attribution of merit to other persons. For PhD students, gossip and mocking were the most frequently reported forms of this behaviour.

Table 70 Forms of discriminatory/inappropriate behaviour (Aka, VV, PhD, THP)

	Aka	THP	VV	PhD	Celkem	Aka	THP	VV	PhD	Celkem
Systematically unhelpful behaviour/ behaviour detrimental to colleagues	34	28	1	6	69	17%	17%	6%	10%	16%
Slander	32	20	2	11	65	16%	12%	11%	19%	15%
Mocking	20	10	1	8	39	10%	6%	6%	14%	9%
Bullying or other intimidating behaviour by a superior	19	9	0	1	29	10%	5%	0%	2%	7%
Bullying or other intimidating behaviour by another person	13	7	1	4	25	7%	4%	6%	7%	6%
Intentionally creating conflict situations	16	8	0	1	25	8%	5%	0%	2%	6%
Deliberate attribution of merit to other persons	8	13	0	3	24	4%	8%	0%	5%	5%
Other	7	8	0	2	17	4%	5%	0%	3%	4%
Discriminatory/ inappropriate behaviour due to gender bias	1	3	2	4	10	1%	2%	11%	7%	2%
Sexual harassment	2	4	0	2	8	1%	2%	0%	3%	2%
Discriminatory/inappropriate behaviour due to national/racial prejudice	2	0	0	1	3	1%	0%	0%	2%	1%
Discriminatory/inappropriate behaviour on grounds of sexual orientation	1	1	0	0	2	1%	1%	0%	0%	0%
Discriminatory/inappropriate behaviour due to religious prejudice	0	0	0	1	1	0%	0%	0%	2%	0%
Total encountered discriminatory or other inappropriate behaviour	51	45	3	17	116	25.5%	26.9%	16.7%	28.8%	26.1%
Total	200	167	18	59	444	100.0%	100.0%	100.0%	100.0%	100.0%

Note: This question was only answered by respondents who indicated in the previous question that they had experienced this behaviour. Respondents could indicate more than one form of such behaviour. The table does not highlight the percentages for the category of VVs due to their low number.

How freedom of research is respected

The individual faculties differ statistically significantly in the opinion on the respect of freedom of research at the UHK: the highest number of „definitely yes“ answers were given by respondents from the FF, while the lowest (55%) by respondents from the PñF. This does not mean that these faculties are more or less likely to mention a negative answer (this occurs in a negligible percentage overall). The differences between the university units are evened out in the „rather yes“ rating. More than a third respondents gave this answer (even 45% at the PñF), which is certainly worth noting. The question is what this cautious assessment of research freedom means, whether it is a justified doubt about (absolute) freedom of research or a certain self-censorship. It also raises the question of whether unambiguous „yes“ or „no“ answers should have been offered in the questionnaire, as in the question on copyright or intellectual property infringement.

Chart 15 In your opinion, is the freedom of research respected at the UHK? By the UHK unit (Aka, VV, PhD)

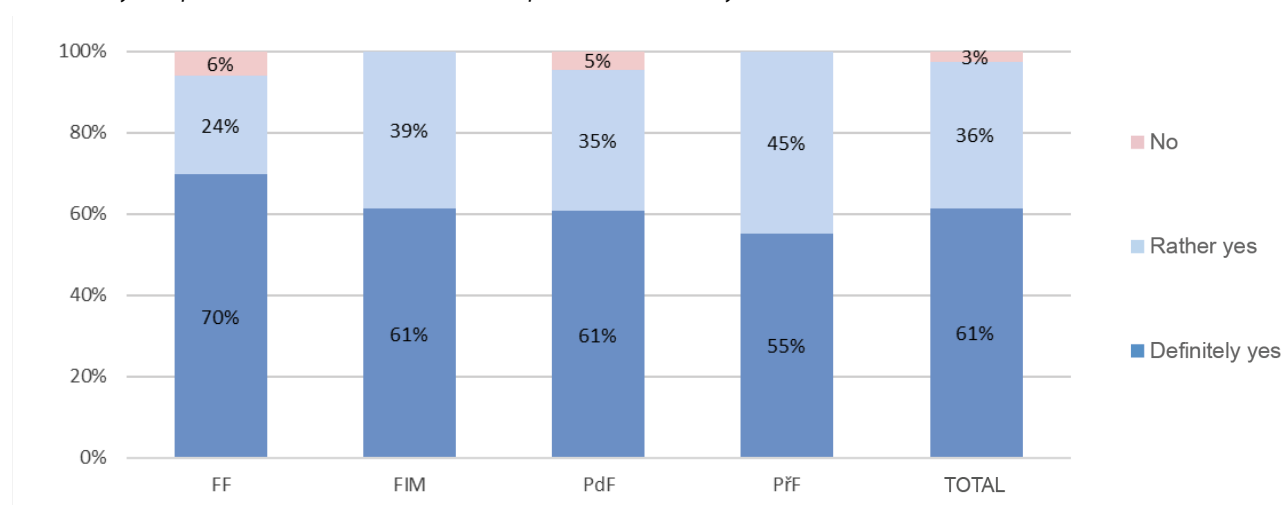


Table 71 In your opinion, is the freedom of research respected at the UHK? By the UHK unit (Aka, VV, PhD)

		Definitely yes	Rather yes	No	Total	Total abs.
Part of	FF	69.7%	24.2%	6.1%	100.0%	66
	FIM	61.2%	38.8%	-	100.0%	67
	PdF	60.6%	34.8%	4.5%	100.0%	66
	PñF	55.1%	44.9%	-	100.0%	78
Total		61.4%	36.1%	2.5%	100.0%	277

Note: THP workers were not asked the question. Chi-square test sign. 0.034 (but one third of the expected frequencies in the contingency table have a value less than 5).

Table 72 2020 Do you perceive freedom of research at the UHK? By the UHK unit (Aka, VV, PhD)

		Definitely yes	Rather yes	Rather not	Total
Part of	FF	59%	36%	5%	100.0%
	FIM	55%	44%	1%	100.0%
	PdF	62%	33%	5%	100.0%
	PñF	73%	24%	3%	100.0%
Total		63%	34%	3%	100.0%

Note: THP workers were not asked the question.

A different question wording was used in 2020; therefore, a direct comparison of results is not possible. Perception is not the same as adherence. If we perceive adherence as a stricter approach, then there is a logic between the answers „definitely yes“ and „rather yes“ at the PñF. However, there was an opposite shift in the answers at the FF and PdF.

If we compare the opinion of academics and PhD students against each other, we find almost no difference. Although the evaluation of research freedom is significantly more positive among researchers, this is not a statistically significant deviation given their small representation in the examined sample.

Chart 16 In your opinion, is the freedom of research respected at the UHK? By category (Aka, VV, PhD)

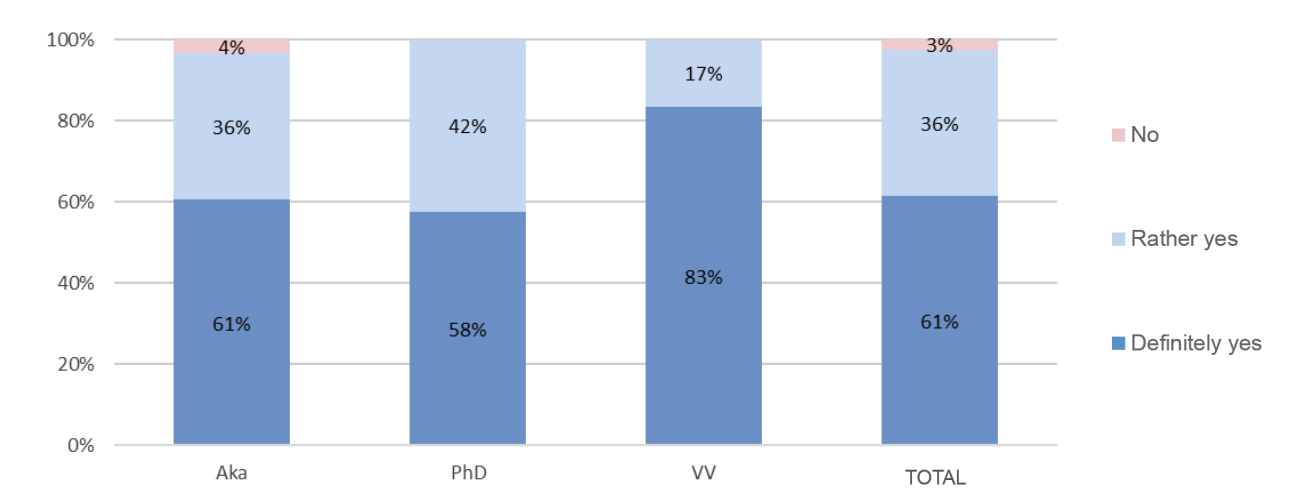


Table 73 In your opinion, is the freedom of research respected at the UHK? By category (Aka, VV, PhD)

		Definitely yes	Rather yes	No	Total	Total abs.
Category	Aka	60.5%	36.0%	3.5%	100.0%	200
	PhD	57.6%	42.4%	-	100.0%	59
	VV	83.3%	16.7%	-	100.0%	18
Total		61.4%	36.1%	2.5%	100.0%	227

Chi-square test sign. 0.147.

Within the job titles of academic staff, the percentage of „definitely yes“ and „rather yes“ answers is similar to the difference we recorded for the faculties, but the statistical evaluation warns us that this is not a significant difference (among other reasons, due to the low number of professors or lecturers).

Chart 17 In your opinion, is the freedom of research respected at the UHK? By job title (Aka)

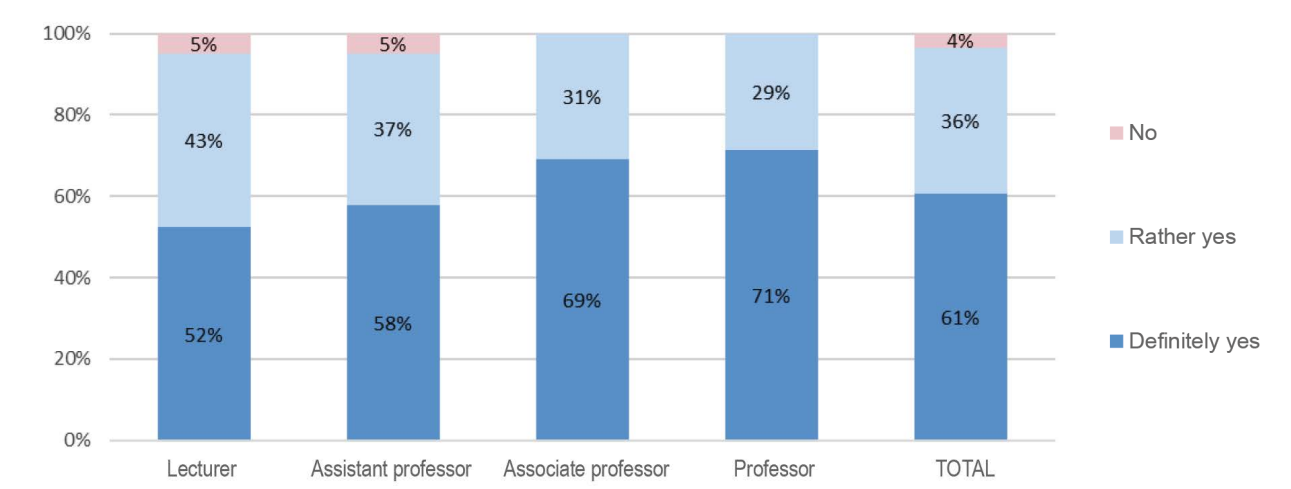


Table 74 In your opinion, is the freedom of research respected at the UHK? By job title (Aka)

		Definitely yes	Rather yes	No	Total	Total abs.
What is your job title?	Lecturer	52.4%	42.9%	4.8%	100.0%	21
	Assistant prof.	57.9%	37.3%	4.8%	100.0%	126
	Associate prof.	69.2%	30.8%	-	100.0%	39
	Professor	71.4%	28.6%	-	100.0%	14
Total		60.5%	36.0%	3.5%	100.0%	200

Chi-square test sign. 0.609.

It has not been confirmed that respect for freedom of research is perceived to be statistically significantly differentiated by age (deliberation that younger generations are more sensitive to this issue).

What is the level of copyright or intellectual property infringement

Although overall 6% of respondents had experienced copyright or intellectual property infringement, sorting by employee category showed that academic staff were statically significantly more likely to have encountered this situation than the others. When comparing the faculties, although the PñF differs from the other faculties (double the percentage of positive responses), there are no statistically significant differences in the overall impact of the faculties.

Chart 18 In the last three years, have you encountered any copyright or intellectual property infringement (in your or other persons' case) at the UHK? By category (Aka, VV, PhD, THP)

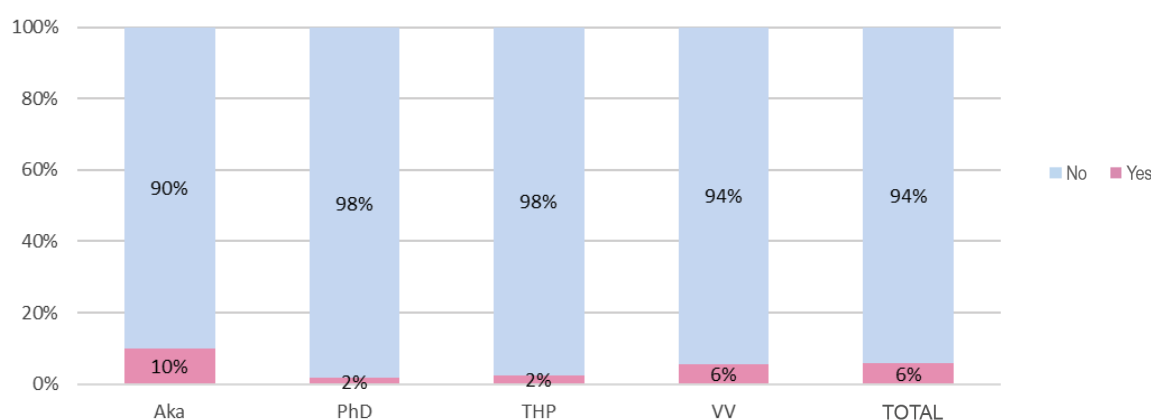


Table 75 In the last three years, have you encountered any copyright or intellectual property infringement (in your or other persons' case) at the UHK? By category (Aka, VV, PhD, THP)

		Yes	No	Total	Total abs.
Category	Aka	10.0%	90.0%	100.0%	200
	PhD	1.7%	98.3%	100.0%	59
	THP	2.4%	97.6%	100.0%	167
	VV	5.6%	94.4%	100.0%	18
Total		5.9%	94.1%	100.0%	444

Chi-square test sign. 0.008.

Table 76 2020 In the last five years, have you encountered copyright or intellectual property infringement in your or UHK employees' case? By category (Aka, VV, PhD, THP)

		Yes	No	Total	Total abs.
Category	Aka	11%	89%	100.0%	301
	PhD	13%	85%	100.0%	82
	THP	0%	96%	100.0%	169
	VV	4%	94%	100.0%	23
Total		9%	90%	100.0%	575

Note: In 2020, a different question wording was used.

There has been no major shift in copyright or intellectual property infringement between 2020 and 2024, with the exception of PhD students (from 13% to 2% for a positive response).

Chart 19 In the last three years, have you encountered any copyright or intellectual property infringement (in your or other persons' case) at the UHK? By the UHK unit (Aka, VV, PhD, THP)

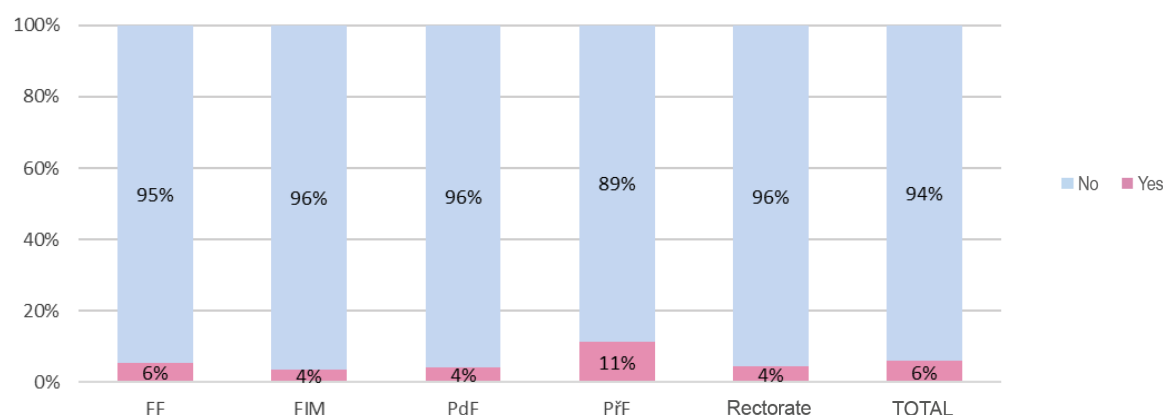


Table 77 In the last three years, have you encountered any copyright or intellectual property infringement (in your or other persons' case) at the UHK? By the UHK unit (Aka, VV, PhD, THP)

		Yes	No	Total	Total abs.
Part of	FF	5.5%	94.5%	100.0%	91
	FIM	3.6%	96.4%	100.0%	83
	PdF	4.3%	95.7%	100.0%	92
	PñF	11.4%	88.6%	100.0%	88
	Rectorate	4.4%	95.6%	100.0%	90
Total		5.9%	94.1%	100.0%	444

Chi-square test sign. 0.176.

Table 78 2020 In the last five years, have you encountered copyright or intellectual property infringement in your or UHK employees' case? By the UHK unit

		Ano	Ne	Celkem	Total abs.
Part of	FF	8%	92%	100.0%	138
	FIM	17%	83%	100.0%	90
	PdF	9%	91%	100.0%	134
	PñF	7%	93%	100.0%	115
	Rectorate	4%	92%	100.0%	93
Total		9%	81%	100.0%	575

Note: In 2020, a different question wording was used.

The differences between faculties in the rate of copyright or intellectual property infringement in 2020 most likely result from the data provided by PhD students. The decrease between 2020 and 2024 is explained by the decrease in copyright or intellectual property infringement perceived by these students.

In case the respondents had encountered copyright or intellectual property infringement at the UHK in the last three years (whether affecting themselves or others), the following question provided them the opportunity to add the form of infringement. There were 13 respondents from the Aka (12) and VV (1) cohort, 2 THPs and none from the PhD cohort.

The work done by the student is not reflected in his/her share of the publication output. Appropriation of student work for publication purposes by an academic.

„Non-inviting“ the author to the team that took up and started to solve the idea formulated by the author.

„Appropriating“ someone else’s research to get a project.

„Downloading“ research articles from unofficial sources.

„Failure to provide“ sources.

„Attributing“ authors to publications in which they have no involvement.

„Exporting“ research articles of the UHK for personal purposes.

„Self-plagiarism.“

„Plagiarism by students.“

Ombudsperson

The statement on the establishment of the position of ombudsperson is rather ambiguous. Perhaps the biggest problem is that 30% of the university employees surveyed gave the answer „I don't know“ (we cannot decide to what extent this means that they do not know about this position or cannot comment on the benefits because they have no experience with it). We can also take into account the establishment of this new position at the UHK and the relatively short period of time that the ombudsperson has been working at the UHK.

Although the influence of faculties is not statistically significant overall, there are still clear differences. On the one hand, there is the FF (almost 70% positive ratings, only 20% „I don't know“), on the other hand the PñF (45% positive responses, 38% „I don't know“). Whether this difference can be explained by the specifics of the disciplines or rather by certain internal conditions at these faculties („climate“, see „interpersonal relations at the faculty“ where we found the lowest positive ratings for the PñF) cannot be answered unequivocally.

Chart 20 Do you think that the function of the ombudsperson at the UHK is beneficial? By the UHK unit (Aka, VV, PhD, THP)

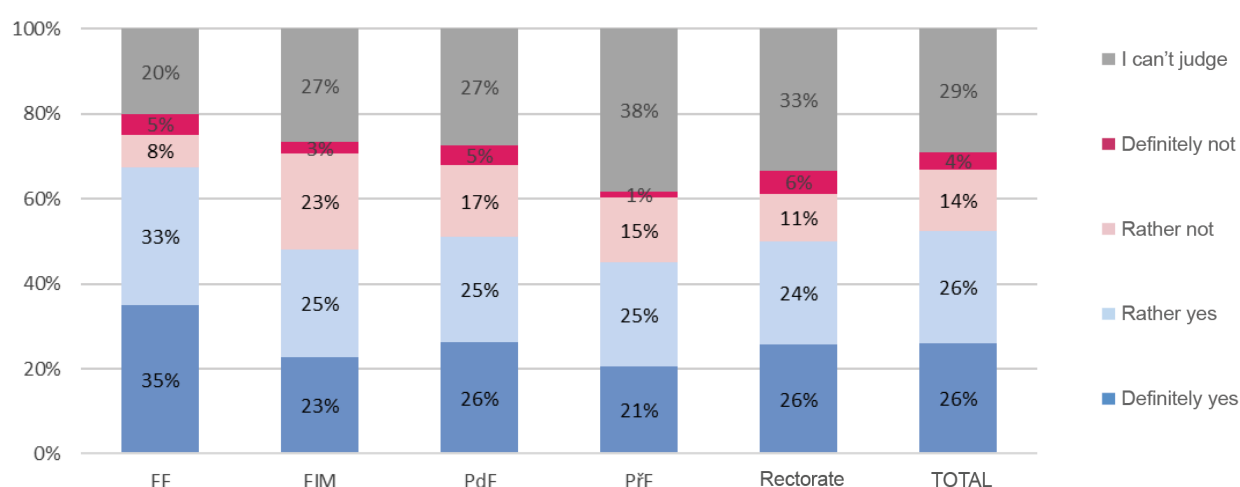


Table 79 Do you think that the function of the ombudsperson at the UHK is beneficial? By the UHK unit (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Part of	FF	35.0%	32.5%	7.5%	5.0%	20.0%	100.0%	80
	FIM	22.7%	25.3%	22.7%	2.7%	26.7%	100.0%	75
	PdF	26.2%	25.0%	16.7%	4.8%	27.4%	100.0%	84
	PñF	20.5%	24.7%	15.1%	1.4%	38.4%	100.0%	73
	Rectorate	25.6%	24.4%	11.1%	5.6%	33.3%	100.0%	90
Total		26.1%	26.4%	14.4%	4.0%	29.1%	100.0%	402

Chi-square test sign. 0.222.

Doctoral students gave very similar answers, with 58% of them agreeing (i.e., 10 out of 18).

Code of Ethics

Almost everyone knows the principles contained in the Code of Ethics. Nevertheless, there appeared to be statistically significant differences between the units in this respect. Since only 8% of the respondents said they did not know the principles (they probably do not even know that such a code exists at the UHK), we present the frequencies in the table below in addition to the percentages. We cannot explain why the ignorance of ethical principles is significantly higher at the FF (one sixth of the respondents, almost 5 times more than at the PdF). However, we found that of the 35 respondents who said they were not familiar with the principles, 10 were PhD students and 15 were THPs (16% each). There are only 7 academic staff among them (3%).

Table 80 Do you know the ethical principles contained in the UHK Code of Ethics? By the UHK unit (Aka, VV, PhD, THP)

			Yes	No	Total
Faculty	FF	Number of	77	14	91
		%	84.6%	15.4%	100.0%
	FIM	Number of	79	4	83
		%	95.2%	4.8%	100.0%
	PdF	Number of	89	3	92
		%	96.7%	3.3%	100.0%
	PrF	Number of	81	7	88
		%	92.0%	8.0%	100.0%
Rectorate	Number of	83	7	90	
	%	92.2%	7.8%	100.0%	
Total		Number of	409	35	444
		%	92.1%	7.9%	100.0%

Chi-square test sign. 0.028.

Table 81 2020 Do you know the ethical principles contained in the UHK Code of Ethics? By the UHK unit (Aka, VV, PhD, THP)

		Yes	No	Total
Part of	FF	67%	31%	100.0%
	FIM	73%	27%	100.0%
	PdF	69%	31%	100.0%
	PrF	67%	33%	100.0%
	Rectorate	62%	37%	100.0%
Total		68%	31%	100.0%

Between 2020 and 2024, there has been a significant increase in knowledge of the Code of Ethics from two-thirds to over 90% of respondents. This increase can be explained by the attention the UHK pays to ethical principles. The increase occurred in all organisational units to a comparable extent, with the exception of the FF where 85% of the respondents reported knowledge, i.e., by 17.5 percentage points more than in 2020.

Trust in the superior

Overall, trust in the superior is more than adequate (73% in favour of „definitely yes“; 19% in favour of “rather yes”). Differences among the faculties are not statistically significant. Nevertheless, it should be noted that the FIM performs best (81% in favour of „definitely yes“), with no one giving a negative answer; the Rectorate and the FF perform worst (70% in favour of „definitely yes“), with 10% of negative answers.

Chart 21 Do you have sufficient trust in your immediate superior? By the UHK unit (Aka, VV, THP)

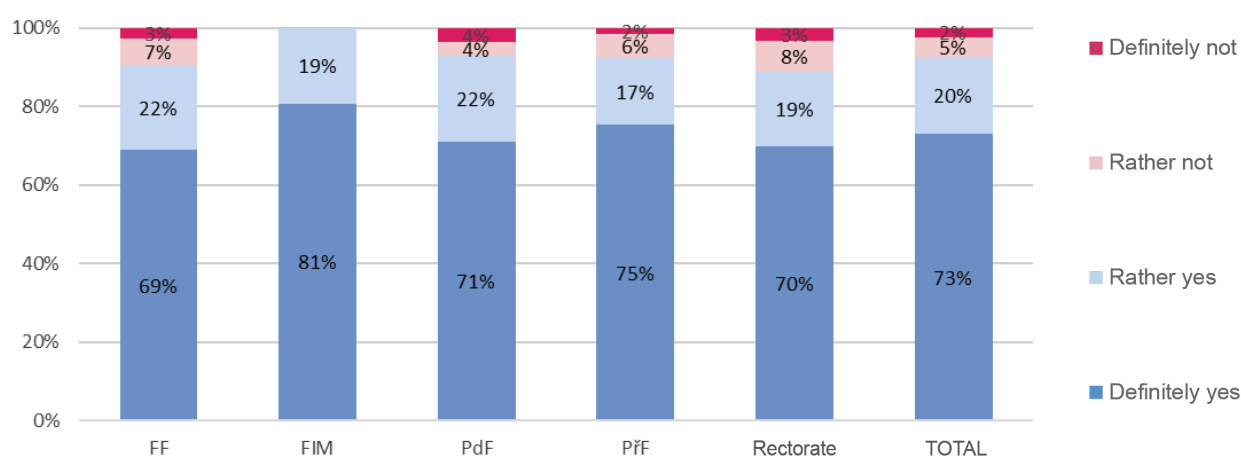


Table 82 Do you have sufficient trust in your immediate superior? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	68.9%	21.6%	6.8%	2.7%	100.0%	74
	FIM	80.8%	19.2%	-	-	100.0%	73
	PdF	71.1%	21.7%	3.6%	3.6%	100.0%	83
	PñF	75.4%	16.9%	6.2%	1.5%	100.0%	65
	Rectorate	70.0%	18.9%	7.8%	3.3%	100.0%	90
Total		73.0%	19.7%	4.9%	2.3%	100.0%	385

Chi-square test sign. 0.569.

Table 83 2020 Do you have sufficient trust in your immediate superior? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	62%	27%	7%	2%	100.0%	138
	FIM	61%	24%	8%	4%	100.0%	90
	PdF	72%	15%	8%	4%	100.0%	134
	PñF	75%	21%	3%	2%	100.0%	115
	Rectorate	71%	21%	3%	2%	100.0%	93
Total		-	-	-	-	100.0%	575

Chi-square test sign. 0.569.

The overall level of trust in the superior increased between 2020 and 2024 due to increases at the FIM (by 20% in the „definitely yes“ response) and the FF (by %). It has not changed at the rest of the faculties and at the Rectorate.

Financial evaluation, benefits and work-life balance

The low financial evaluation of university staff is a problem that does not concern only the UHK. This problem was highlighted last year by a number of public appearances by universities, including the UHK, the Tertiary Education Trade Unions and the Hour of Truth platform, without any fundamental remedy at the time of data collection. The results of our investigation also confirm the difficult situation (specifically at the UHK) which actually affects all categories of employees here, not only the university teachers discussed in the public discourse.

Summary data for the University

- The average net monthly pay at the UHK according to the answers of the respondents: 26% have less than 25 thousand, 44% have 25-35 thousand, 23% have 35-50 thousand, 5% have 50 thousand+ (8 respondents did not provide the amount and the question did not apply to PhD students).
- 38% of respondents are satisfied with their financial evaluation ("definitely yes" – 7%), 62% are dissatisfied ("definitely no" – 24%).
- Does the financial evaluation correspond to the difficulty of the work? Yes – 25%, no – 75% of respondents.
- By how much should your financial evaluation be increased to reflect the difficulty of your work? An increase by 10 % – 9% of respondents; by 20% – 26% of respondents, by 30% – 26% of respondents, by 40% – 9% of respondents, by 50% – 12% of respondents, and by more than 50% – 17% of respondents.
- 67% ("definitely yes" – 18%) of respondents consider the method of determining their financial remuneration to be transparent as compared to 33% of respondents who do not ("definitely not" – 7%).

Are you satisfied with the financial evaluation of your work?

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 – 32% of the first income group and 61% of the second income group expressed positive opinions.

Chart 22 Are you satisfied with the financial evaluation of your work? By salary (Aka, VV, THP)

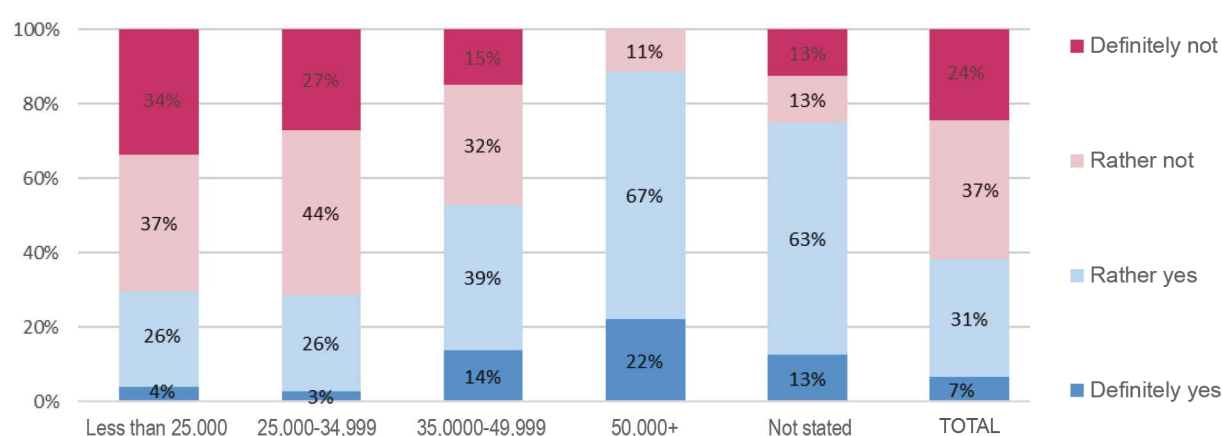


Table 84 Are you satisfied with the financial remuneration of your work? By salary (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What is your average net monthly salary at the UHK (approx. last year)?	Less than 25,000	4.0%	25.7%	36.6%	33.7%	100.0%	101
	25,000–34,999	2.9%	25.7%	44.4%	26.9%	100.0%	171
	35,000–49,999	13.8%	39.1%	32.2%	14.9%	100.0%	87
	50,000 and more	22.2%	66.7%	11.1%	-	100.0%	18
	Not stated	12.5%	62.5%	12.5%	12.5%	100.0%	8
Total		6.8%	31.4%	37.4%	24.4%	100.0%	385

Chi-square test sign. <0.001.

Chart 23 Are you satisfied with the financial evaluation of your work? By the UHK unit (Aka, VV, THP)

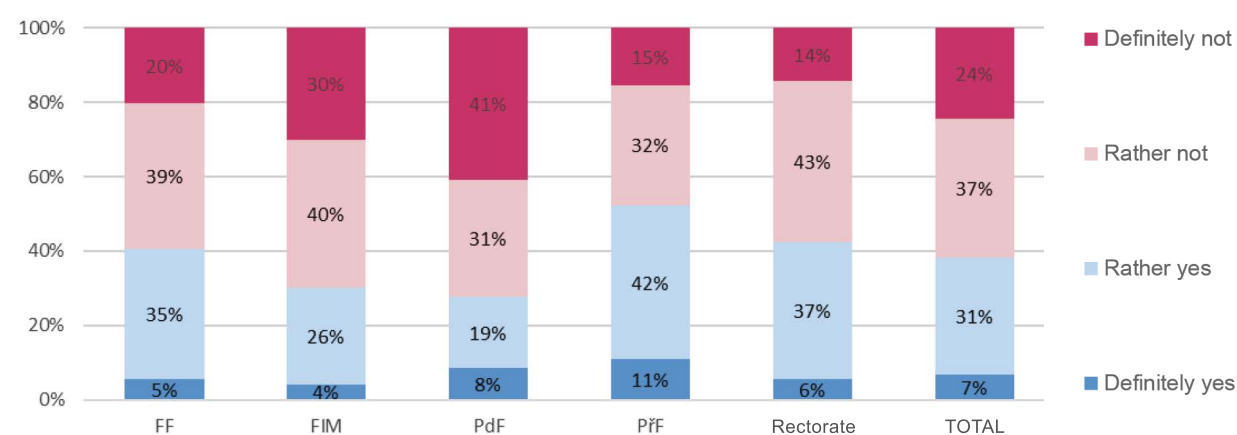


Table 85 Are you satisfied with the financial evaluation of your work? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	5.4%	35.1%	39.2%	20.3%	100.0%	74
	FIM	4.1%	26.0%	39.7%	30.1%	100.0%	73
	PdF	8.4%	19.3%	31.3%	41.0%	100.0%	83
	PfF	10.8%	41.5%	32.3%	15.4%	100.0%	65
	Rectorate	5.6%	36.7%	43.3%	14.4%	100.0%	90
Total		6.8%	31.4%	37.4%	24.4%	100.0%	385

Chi-square test sign. 0.003.

A comparison of academic staff and THPs without further differentiation shows that there is no difference in the level of satisfaction between the two groups of employees. They do differ at the extremes of dissatisfaction (academic staff are more dissatisfied) but this difference was not found to be statistically significant. Within academic staff, the situation is different and the differences are statistically significant. Lecturers are significantly less satisfied (the difference from associate professors, 39 in the sample, is enormous 40 percentage points but we would like to note that there are 21 lecturers in the sample). Assistant professors are dissatisfied as well (the difference is about 20 percentage points). It cannot be said that the difference is in any way influenced by age or gender, so the explanation must be sought in the current wages.

Chart 24 Are you satisfied with the financial evaluation of your work? By category (Aka, VV, THP)

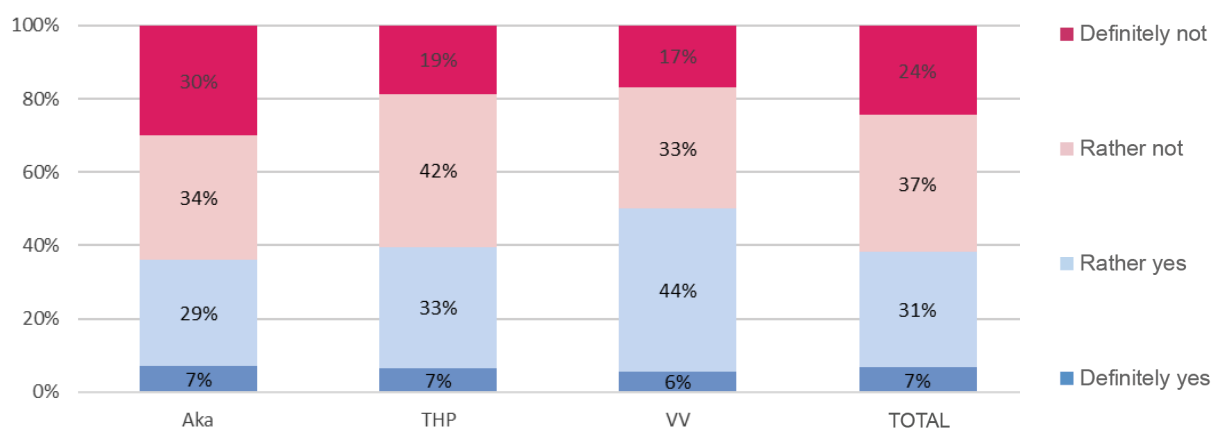


Table 86 Are you satisfied with the financial evaluation of your work? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	7.0%	29.0%	34.0%	30.0%	100.0%	200
	THP	6.6%	32.9%	41.9%	18.6%	100.0%	167
	VV	5.6%	44.4%	33.3%	16.7%	100.0%	18
Total		6.8%	31.4%	37.4%	24.4%	100.0%	385

Chi-square test sign. 0.205.

Chart 25 Are you satisfied with the financial evaluation of your work? By job title (Aka)

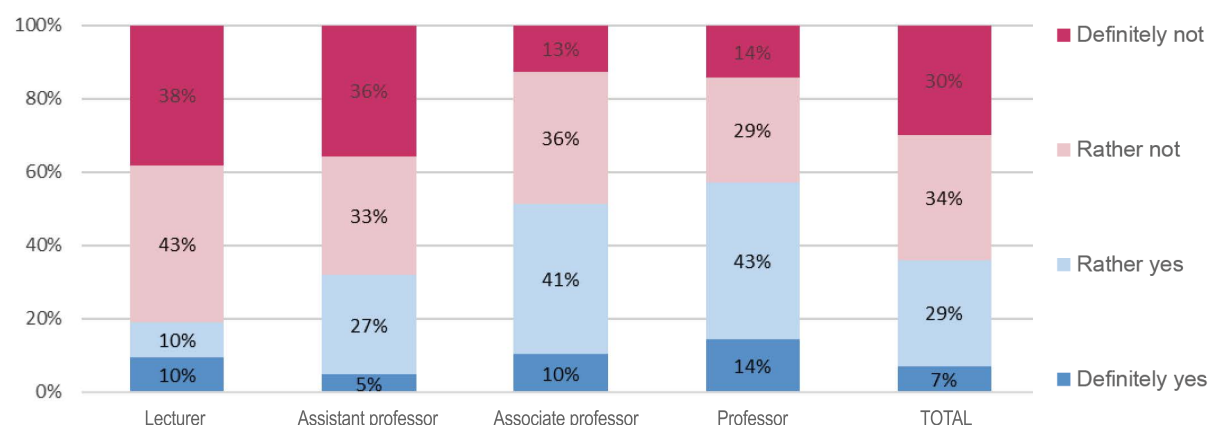


Table 87 Are you satisfied with the financial evaluation of your work? By job title (Aka)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What is your job title?	Lecturer	9.5%	9.5%	42.9%	38.1%	100.0%	21
	Assistant Prof.	4.8%	27.0%	32.5%	35.7%	100.0%	126
	Associate Prof.	10.3%	41.0%	35.9%	12.8%	100.0%	39
	Professor	14.3%	42.9%	28.6%	14.3%	100.0%	14
Total		7.0%	29.0%	34.0%	30.0%	100.0%	385

Chi-square test sign. 0.065.

In general terms, we compared the satisfaction with financial evaluation between men and women and also between age groups. In the first case, it should be noted that the level of satisfaction of men and women is similar, with a significant difference in dissatisfaction expressed by respondents who did not indicate their gender (69 respondents), probably due to concerns about possible loss of anonymity. These respondents are more critical than others not only on this issue. This finding should be kept in mind. Otherwise, the fact that women are similarly (un)satisfied as men challenges the general stereotype of pay discrimination against women. To be sure, we surveyed the effect of gender on satisfaction with financial awards within both academics and THPs. The result was essentially the same – only respondents who did not specify gender differed significantly. As a point of interest, there were no male among THPs (32 respondents) who reported that they were definitely satisfied with their financial evaluation.

Chart 26 Are you satisfied with the financial evaluation of your work? By gender (Aka, VV, THP)

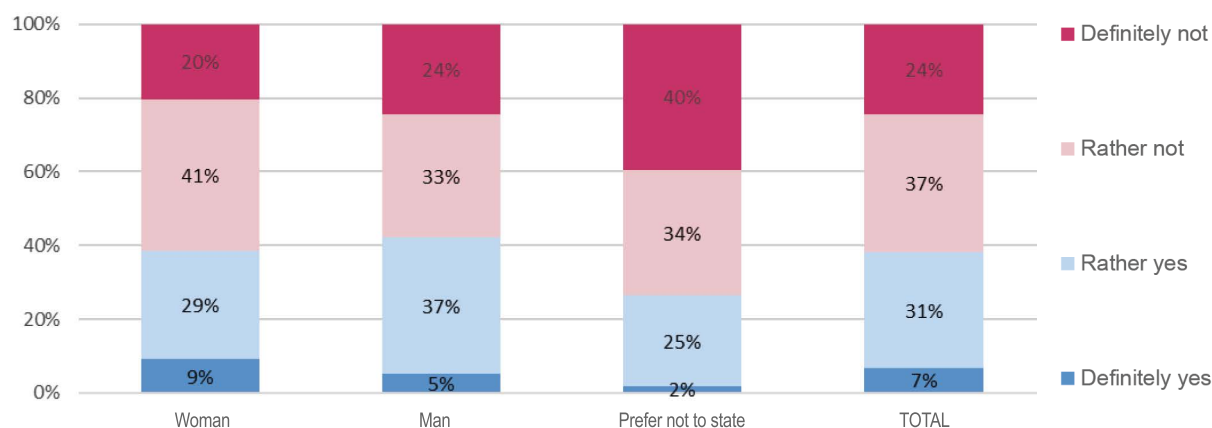


Table 88 Are you satisfied with the financial evaluation of your work? By gender (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
You are:	Woman	9.1%	29.4%	41.1%	20.3%	100.0%	197
	Man	5.2%	37.0%	33.3%	24.4%	100.0%	135
	Prefer not to state	1.9%	24.5%	34.0%	39.6%	100.0%	53
Total		6.8%	31.4%	37.4%	24.4%	100.0%	385

Chi-square test sign. 0.027.

Satisfaction rates do not differ statistically significantly by age category. The oldest age cohort, 66+ (25 respondents), stands out, being about 15 percentage points more satisfied.

Chart 27 Are you satisfied with the financial evaluation of your work? By age (Aka, VV, THP)

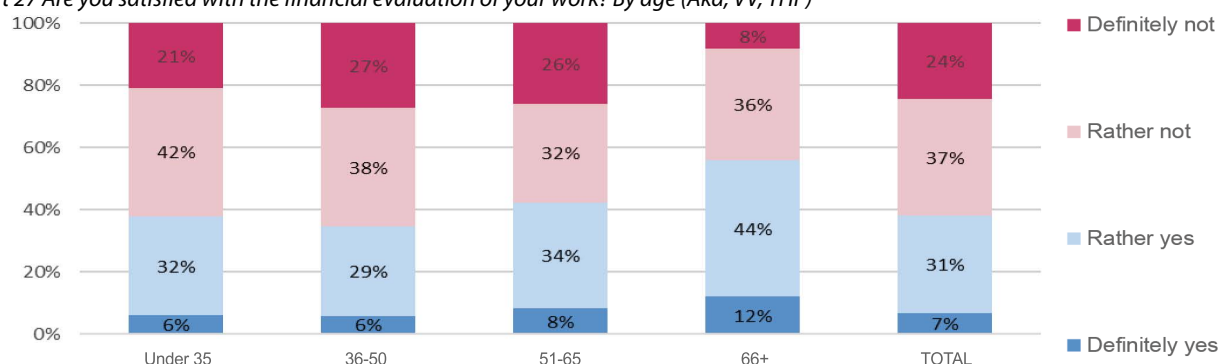


Table 89 Are you satisfied with the financial evaluation of your work? By age (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What age range do you belong to?	Under 35 years	6.1%	31.7%	41.5%	20.7%	100.0%	82
	36–50 years old	5.9%	28.8%	38.0%	27.3%	100.0%	205
	51–65 years old	8.2%	34.2%	31.5%	26.0%	100.0%	73
	66 years and over	12.0%	44.0%	36.0%	8.0%	100.0%	25
Total		6.8%	31.4%	37.4%	24.4%	100.0%	385

Chi-square test sign. 0.482.

Those who said that their financial evaluation did not correspond to the demands of the job (75% of respondents) were asked how much their remuneration should be increased to make this happen. With some simplification, these respondents were divided into thirds: 10-20%, 30-40%, 50% and more (see the initial summary).

There is a very significant difference between academics and THPs – while half of THPs (52%) would be happy with a 10-20% pay rise, only a fifth of academics (22%) would be.

Among the UHK units, there are the FF and PñF on the one hand where an increase of 10-20% would be sufficient for two-fifths of the respondents, and on the other hand, there are the PdF and FIM where this increase would be sufficient for one-fifth of the respondents. The reverse is also true: at the PdF and FIM, more than two-fifths of respondents want an increase of 50% and more, while at the FF it is less than a quarter, and it is 30% at the PñF. The Rectorate differs from the faculties as 55% of respondents demand an increase of 10-20%, 6% of respondents demand an increase of 50% and no one demands an increase of more than 50%. For the sake of completeness and the connection between the components of the UHK and the requested increase, we report the high statistical significance of these differences (the significance of the chi-square test is <0.001).

Does your financial evaluation correspond to the demands of your work?

Chart 28 Does your financial evaluation correspond to the demands of your work? By wage level (Aka, VV, THP)

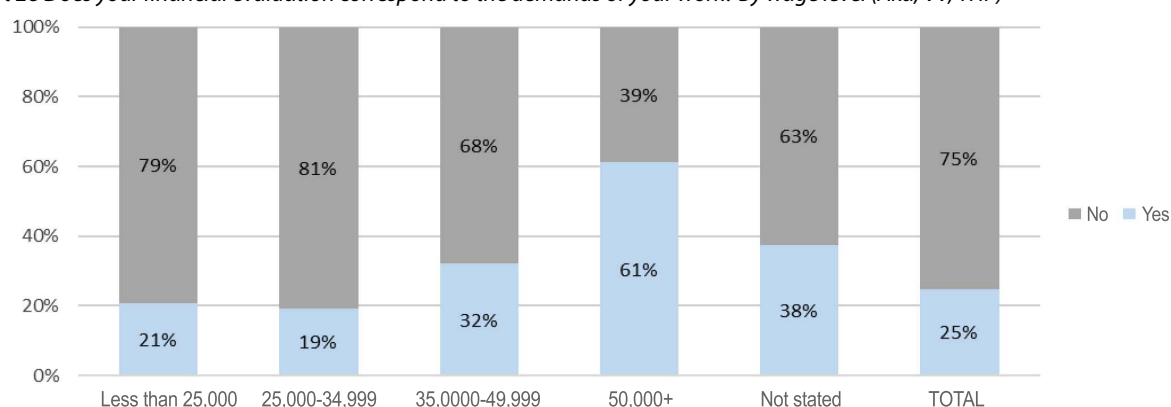


Table 90 Does your financial evaluation correspond to the demands of your work? By wage level (Aka, VV, THP)

		Yes	No	Total	Total abs.
What is your average net monthly wage at the UHK (approx. last year)?	Less than 25,000	20.8%	79.2%	100.0%	101
	25,000-34,999	19.3%	80.7%	100.0%	171
	35,000-49,999	32.2%	67.8%	100.0%	87
	50,000 and more	61.1%	38.9%	100.0%	18
	Not stated	37.5%	62.5%	100.0%	8
Total		24.9%	75.1%	100.0%	385

Chi-square test sign. <0.001.

Table 91 Does your financial evaluation correspond to the demands of your work? By category (Aka, VV, THP)

		Yes	No	Total	Total abs.
Category	Aka	22.5%	77.5%	100.0%	200
	VV	22.2%	77.8%	100.0%	18
	THP	28.1%	71.9%	100.0%	167
Total		24.9%	75.1%	100.0%	385

Table 92 2020 Does your financial evaluation correspond to the demands of your work? By category (Aka, VV, PhD, THP)

			Not detected	Definitely yes	Rather yes	Rather not	Definitely not	Total
Category	Aka	Number of	1	44	87	93	76	301
		%	0.3%	14.6%	28.9%	30.9%	25.2%	100.0%
	PHD	Number of	1	24	41	13	3	82
		%	1.2%	29.3%	50.0%	15.9%	3.7%	100.0%
	VV	Number of	1	4	12	3	3	23
		%	4.3%	17.4%	52.2%	13.0%	13.0%	100.0%
	THP	Number of	3	15	62	66	23	169
		%	1.8%	8.9%	36.7%	39.1%	13.6%	100.0%
Total		Number of	6	87	202	175	105	575
		%	1.0%	15.1%	35.1%	30.4%	18.3%	100.0%

Chi-square test sign. 0.000.

A graded response in 2020 gives very different results than a „yes“ „no“ dichotomy. There is certainly no such devaluation of work as evidenced by the difference in the sum of „definitely yes“ + „rather yes“ in 2020 versus „yes“ in 2024. It is a 20-point shift (both Aka and THP) against „yes“.

Table 93 Does your financial evaluation correspond to the demands of your work? By the UHK unit (Aka, VV, THP)

		Yes	No	Total	Total abs.
Part of	FF	24.3%	75.7%	100.0%	74
	FIM	21.9%	78.3%	100.0%	73
	PdF	21.7%	78.3%	100.0%	83
	PfF	33.8%	66.2%	100.0%	65
	Rectorate	24.4%	75.6%	100.0%	90
Total		24.9%	75.1%	100.0%	385

Transparency in the determination of financial evaluation

Table 94 Do you consider the method of determining your financial evaluation to be transparent? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	19.0%	49.0%	25.0%	7.0%	100.0%	200
	THP	15.6%	48.5%	28.1%	7.8%	100.0%	167
	VV	38.9%	38.9%	22.2%	-	100.0%	18
Total		18.4%	48.3%	26.2%	7.0%	100.0%	385

Chi-square test sign. 0.314.

Table 95 Do you consider the method of determining your financial evaluation to be transparent? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	21.6%	47.3%	24.3%	6.8%	100.0%	74
	FIM	19.2%	50.7%	27.4%	2.7%	100.0%	73
	PdF	24.1%	39.8%	24.1%	12.0%	100.0%	83
	PfF	15.4%	52.3%	29.2%	3.1%	100.0%	65
	Rectorate	12.2%	52.2%	26.7%	8.9%	100.0%	90
Total		18.4%	48.3%	26.2%	7.0%	100.0%	385

Chi-square test sign. 0.351.

Benefits

Overall, satisfaction prevails, expressed by three-quarters of respondents („definitely yes“ being answered by one-fifth of respondents).

Statistically significant difference between faculties was found: 10% respondents from the PdF are definitely satisfied while there was double percentage of answers at the other faculties. Given that the benefits are the same in all units of the university, it seems that either there are some faculty specifics in the possibilities of using some benefits, or the offer of benefits does not meet the ideas or needs of a certain part of the employees (at the PdF), or there is a more general dissatisfaction with the job evaluation expressed in the answers.

Chart 29 Are you satisfied with the benefits offered by the UHK? By the UHK unit (Aka, VV, THP)

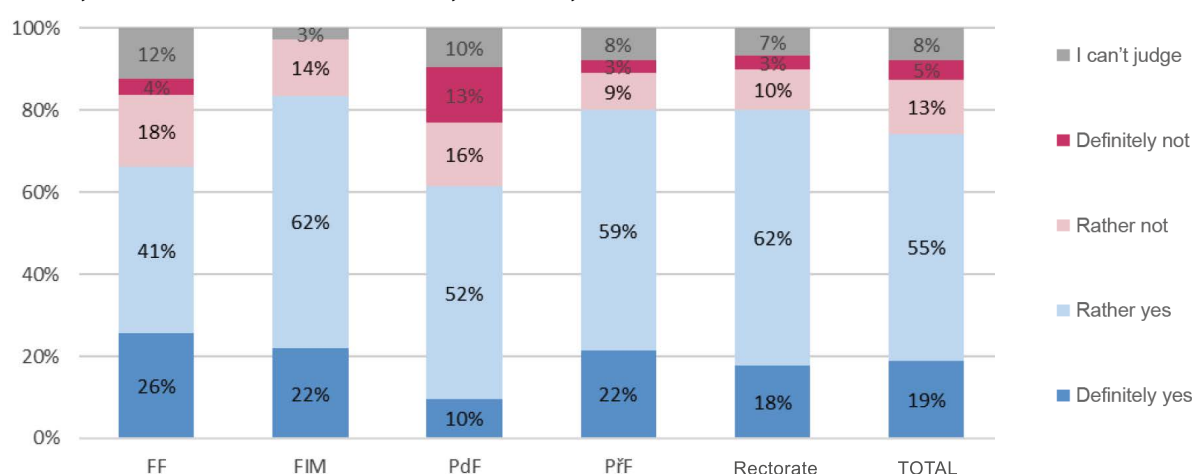


Table 96 Are you satisfied with the benefits offered by the UHK? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Part of	FF	25.7%	40.5%	17.6%	4.1%	12.2%	100.0%	74
	FIM	21.9%	61.6%	13.7%	-	2.7%	100.0%	73
	PdF	9.6%	51.8%	15.7%	13.3%	9.6%	100.0%	83
	PŘF	21.5%	58.5%	9.2%	3.1%	7.7%	100.0%	65
	Rectorate	17.8%	62.2%	10.0%	3.3%	6.7%	100.0%	90
Total		19.0%	55.1%	13.2%	4.9%	7.8%	100.0%	385

Chi-square test sign. 0.004.

Table 97 2020 Are you satisfied with the benefits offered by the UHK? By the UHK unit (Aka, VV, THP)

		Určitě ano	Spíše ano	Spíše ne	Určitě ne	Celkem
Part of	FF	33%	55%	9%	1%	100.0%
	FIM	43%	42%	13%	0%	100.0%
	PdF	36%	50%	14%	1%	100.0%
	PŘF	39%	54%	6%	0%	100.0%
	Rectorate	27%	51%	16%	2%	100.0%
Total		35%	51%	12%	1%	100.0%

Chi-square test sign. 0.007.

Between 2020 and 2024, there was a significant reduction (by a third) in “definitely yes” responses that moved to “rather yes” responses and even to some level of dissatisfaction. It is clear that the importance of benefits has strengthened but the benefits offer clearly do not meet employee expectations. It would be good to find out what the situation is like in comparable workplaces (outside the UHK).

Table 98 Which of the following benefits offered by the UHK do you use? (Aka, VV, THP)

	Aka	VV	THP	Aka	VV	THP
Flexible working hours	135	12	89	67.5%	66.7%	53.3%
Work from home/remotely	133	15	109	66.5%	83.3%	65.3%
Pension/life insurance contribution	109	5	109	54.5%	27.8%	65.3%
Discounted phone tariff	105	7	94	52.5%	38.9%	56.3%
Events for employees	70	5	55	35.0%	27.8%	32.9%
Discounts at selected retailers	62	8	79	31.0%	44.4%	47.3%
Support in professional growth	37	3	31	18.5%	16.7%	18.6%
Language education	27	8	64	13.5%	44.4%	38.3%
Other	5	1	6	2.5%	5.6%	3.6%
Total	200	18	167	100.0%	100.0%	100.0%

Note: Respondents could give more than one answer, so the percentages add up to more than 100.

Table 99 Select up to 3 benefits that are most important to you (Aka, VV, THP)

	Aka	VV	THP	Aka	VV	THP
Flexible working hours	118	13	65	59.0%	72.2%	38.9%
Work from home/remotely	118	11	81	59.0%	61.1%	48.5%
Pension/life insurance contribution	78	5	63	39.0%	27.8%	37.7%
Discounted phone tariff	79	3	53	39.5%	16.7%	31.7%
Events for employees	13	0	2	6.5%	0.0%	1.2%
Discounts at selected retailers	7	5	7	3.5%	27.8%	4.2%
Support in professional growth	31	4	12	15.5%	22.2%	7.2%
Language education	24	0	21	12.0%	0.0%	12.6%
Other	56	1	1	28.0%	5.6%	0.6%
Lump sum meal allowance	3	8	35	1.5%	44.4%	21.0%
2 weeks of leave in excess of the law	x	x	137	x	x	82.0%
Total	200	18	167	100.0%	100.0%	100.0%

Chart 30 Which of the following benefits offered by the UHK do you use? (Aka, VV, THP)

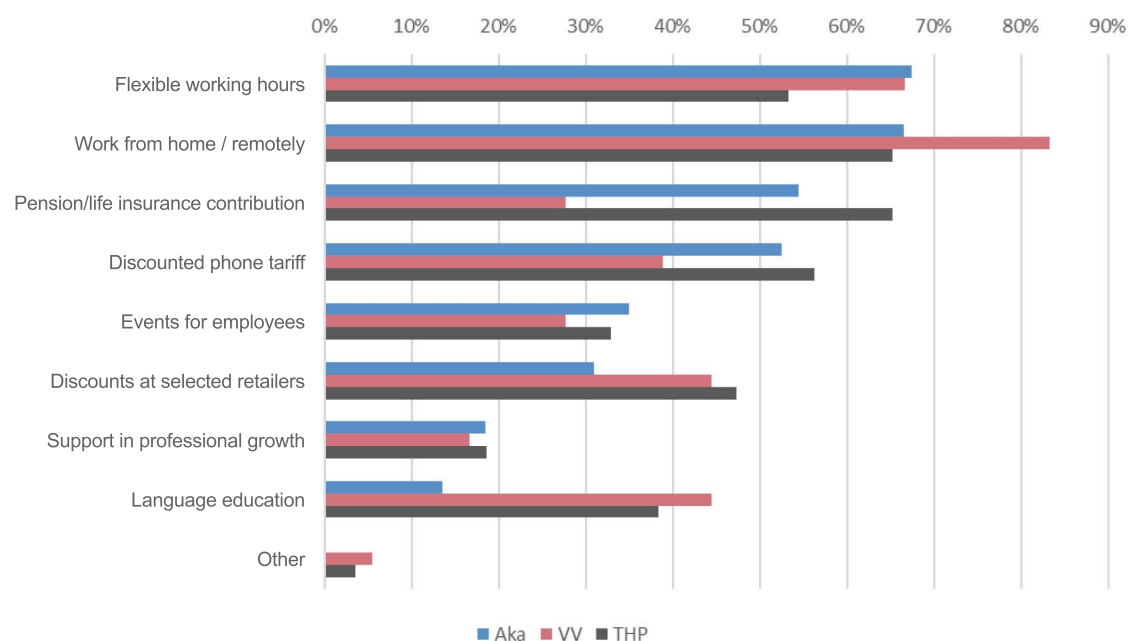
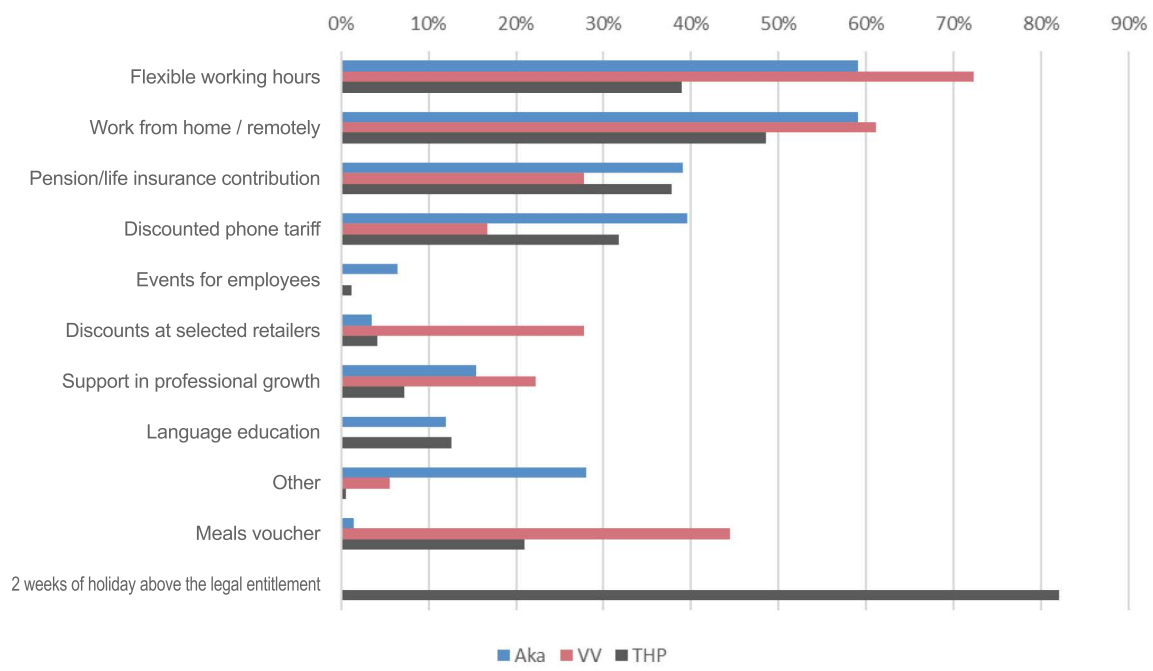


Chart 31 Select up to 3 benefits that are most important to you (Aka, VV, THP)



Reconciling professional and personal life

Overall, **the reconciliation of professional and personal life** is rated as good: more than two-fifths respondents answered „definitely yes“ to the question whether their job position (Aka, VV, THP) or the UHK (in the case of PhD) allows them to reconcile professional and personal life appropriately; another two-fifths answered „rather yes“; the remaining 15% answered „rather no“, and two respondents answered „definitely no“.

As in the other areas, the most negative responses are among PdF respondents and, in this question, also among FF respondents. There is a significantly positive assessment among respondents from the FIM (60% „definitely yes“, which is one third to one half more than in the other faculties).

Table 100 Does your job / UHK allow you to reconcile your professional and personal life? By category (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely yes	Total	Total abs.
Category	Aka	42.0%	42.5%	14.5%	1.0%	100.0%	200
	PhD	35.6%	52.5%	8.5%	3.4%	100.0%	59
	THP	43.7%	47.3%	7.2%	1.8%	100.0%	167
	VV	33.3%	44.4%	22.2%	-	100.0%	18
Total		41.4%	45.7%	11.3%	1.6%	100.0%	444

Table 101 2020 Does your job / UHK allow you to reconcile your professional and personal life? - by category (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely yes	Total	Total abs.
Category	Aka	32%	47%	16%	4%	100.0%	301
	PhD	37%	46%	12%	2%	100.0%	82
	THP	38%	53%	7%	1%	100.0%	169
	VV	43%	39%	13%	-	100.0%	23
Total		35%	48%	13%	3%	100.0%	575

Between 2020 and 2024, the situation of academics and also of THPs has improved (10% and 5% more respondents, respectively, answered „definitely yes“). The deterioration for the VV category is inconclusive given the number of respondents.

The demands of high flexibility can be difficult to reconcile with family life and childcare which requires a more regular rhythm adapted to the rhythm of schooling.

PhD students may perceive their studies as a burden on their gainful employment and family life.

Chart 32 Does your job/UHK allow you to reconcile your professional and personal life? By the UHK unit (Aka, VV, PhD, THP)

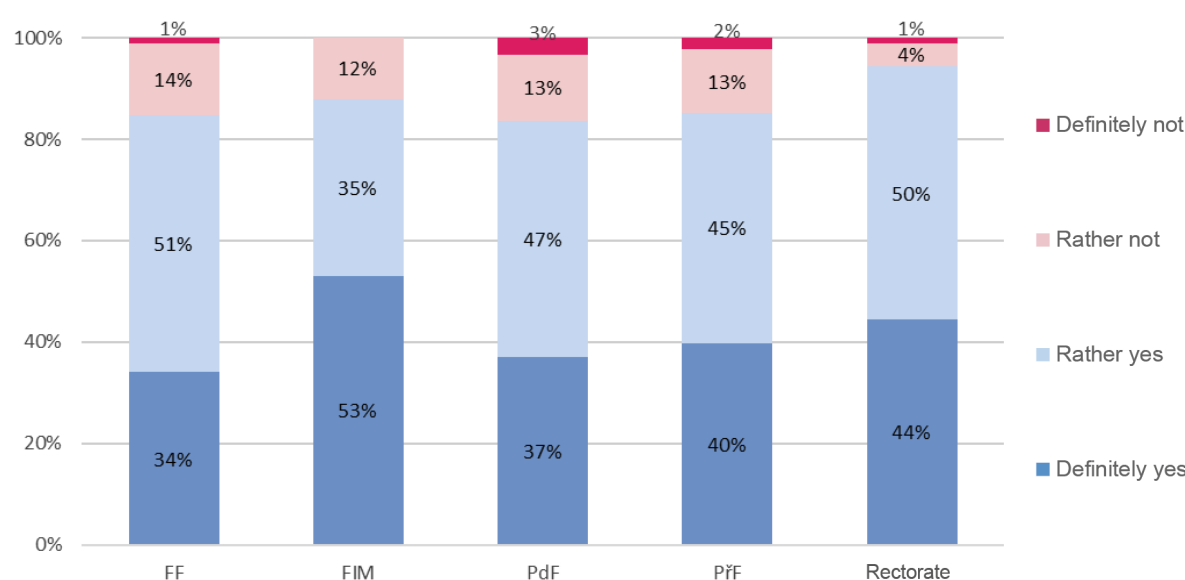


Table 102 Does your job / UHK allow you to reconcile your professional and personal life? By the UHK unit (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	34.1%	50.5%	14.3%	1.1%	100.0%	91
	FIM	53.0%	34.9%	12.0%	-	100.0%	83
	PdF	37.0%	46.7%	13.0%	3.3%	100.0%	92
	PřF	39.8%	45.5%	12.5%	2.3%	100.0%	88
	Rectorate	44.4%	50.0%	4.4%	1.1%	100.0%	90
Total		41.4%	45.7%	11.3%	1.6%	100.0%	444

Chi-square test sign. 0.022.

Table 103 2020 Does your job / UHK allow you to reconcile your professional and personal life? By the UHK unit (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	29%	51%	19%	1%	100.0%	138
	FIM	53%	41%	3%	2%	100.0%	90
	PdF	22%	49%	21%	7%	100.0%	134
	PřF	43%	50%	6%	1%	100.0%	115
	Rectorate	37%	52%	10%	1%	100.0%	93
Total		35%	48%	13%	3%	100.0%	575

Between 2020 and 2024, a significant improvement occurred at the PdF (a 15% increase in „definitely yes“ responses at the expense of negative responses). There was also a positive shift at the Rectorate (by 7%) and the PřF (by 5%). Thus, there has been some movement towards the FIM ranking, although there is still a difference of 10-15%.

Although there are differences of up to 20% in the comparison of percentages (especially „definitely yes“) by professional classification, this difference is actually statistically insignificant given the low representation of professors in our sample.

Chart 33 Does your job / UHK allow you to reconcile your professional and personal life? By job title (Aka)

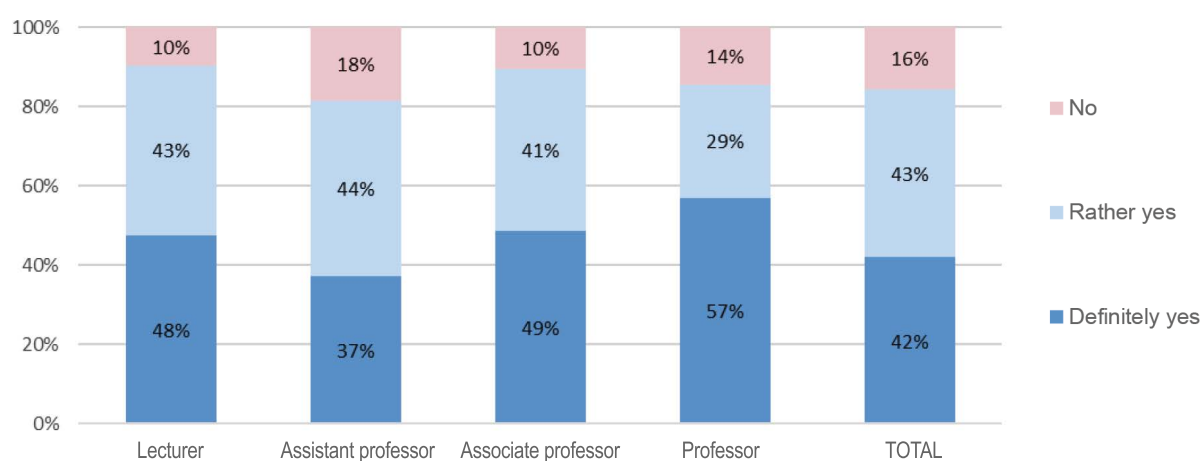


Table 104 Does your job / UHK allow you to reconcile your professional and personal life? By job title (Aka)

		Definitely yes	Rather yes	Rather not	Total	Total abs.
What is your job title?	Lecturer	47.6%	42.9%	9.5%	100.0%	21
	Assistant Prof.	37.3%	44.4%	18.3%	100.0%	126
	Associate Prof.	48.7%	41.0%	10.3%	100.0%	39
	Professor	57.1%	28.6%	14.3%	100.0%	14
Total		42.0%	42.5%	15.5%	100.0%	200

Chi-square test sign. 0.599.

Table 105 Does your job / UHK allow you to reconcile your professional and personal life? Depending on whether the respondent cares for a child under 15 or another dependent person (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Are you caring for a child under 15 or another dependent?	Yes	39.6%	50.8%	8.6%	1.1%	100.0%	187
	No	43.5%	41.8%	12.6%	2.1%	100.0%	239
Total		41.8%	45.8%	10.8%	1.6%	100.0%	426

Respondents who did not specify gender differ. Otherwise, surprisingly, men and women are almost equally well off, with women being 5% better off in the „definitely yes“ response.

There is a statistically significant variance for those who did not indicate gender (59 respondents). They were twice as likely to give a negative answer.

With age cohorts it is a little different. Respondents over 65 years of age have a significantly more positive view of the situation. Significantly worse answers were given by respondents under 35 and those who did not state their age. However, statistical significance was not confirmed.

The effect of household composition is at the borderline of statistical significance. The least positive assessment of work-life balance is made by those who indicated „other household composition“ and those who did not answer the question. Surprisingly, respondents who live with children without a partner gave the most positive assessment.

Chart 34 Does your job/UHK allow you to reconcile your professional and personal life? By gender (Aka, VV, PhD, THP)

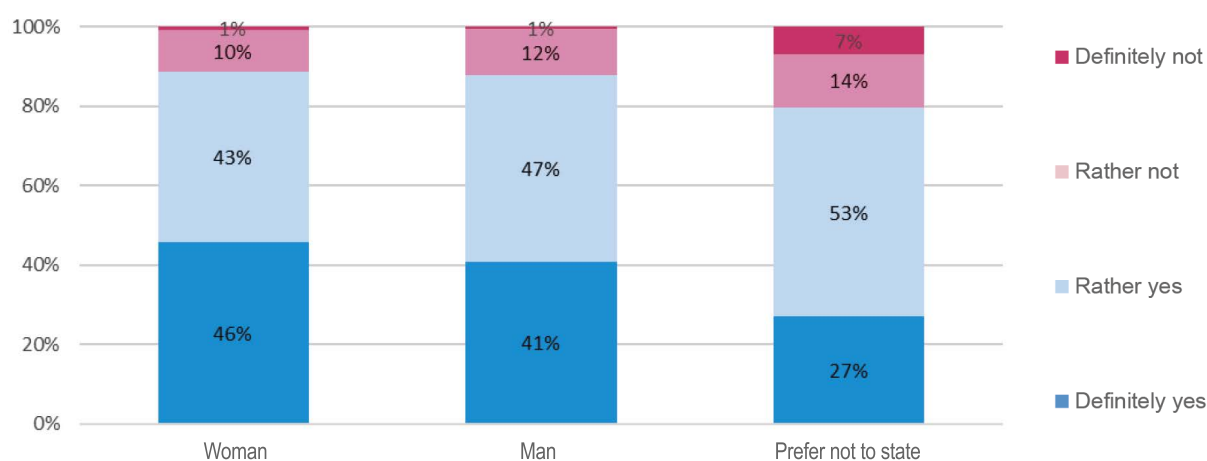


Table 106 Does your job / UHK allow you to reconcile your professional and personal life? By gender (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
You are:	Woman	45.7%	43.0%	10.3%	0.9%	100.0%	223
	Man	40.7%	46.9%	11.7%	0.6%	100.0%	162
	Prefer not to state	27.1%	52.5%	13.6%	6.8%	100.0%	59
Total		41.4%	45.7%	11.3%	1.6%	100.0%	444

Table 107 Does your job / UHK allow you to reconcile your professional and personal life? By age (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Age	Under 35 years	34.1%	47.6%	15.9%	2.4%	100.0%	82
	36–50 years old	42.4%	44.4%	11.7%	1.5%	100.0%	205
	51–65 years old	43.8%	45.2%	11.0%	-	100.0%	73
	66 years and over	64.0%	36.0%	-	-	100.0%	25
	PhD	35.6%	52.5%	8.5%	3.4%	100.0%	59
Total		41.4%	45.7%	11.3%	1.6%	100.0%	444

Table 108 Does your job / UHK allow you to reconcile your professional and personal life? By household composition (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What is the composition of the household in which you live?	With child/ children and partner	42.4%	49.2%	7.9%	0.5%	100.0%	191
	With child/ children without partner	52.6%	36.8%	10.5%	-	100.0%	19
	With partner without children	47.0%	38.0%	13.0%	2.0%	100.0%	100
	Alone	40.5%	42.9%	16.7%	-	100.0%	42
	Otherwise	24.2%	45.5%	24.2%	6.1%	100.0%	33
	PhD	35.6%	52.5%	8.5%	3.4%	100.0%	59
Total		41.4%	45.7%	11.3%	1.6%	100.0%	444

Chi-square test sign. 0.073

Table 109 Does your job / UHK allow you to reconcile your professional and personal life? By place of residence (Aka, VV, PhD, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Place of habitual residence is:	Hradec Králové and surroundings	43.3%	44.7%	11.7%	0.4%	100.0%	282
	Elsewhere in the Czech Republic	39.2%	45.1%	11.8%	3.9%	100.0%	102
	Outside the Czech Republic	100.0%	-	-	-	100.0%	1
	PhD (domicile not ascertained)	35.6%	52.5%	8.5%	3.4%	100.0%	59
Total		41.4%	45.7%	11.3%	1.6%	100.0%	444

Table 110 Does your position allow you to reconcile your professional and personal life? Depending on whether the respondent is in a management position (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Are you in a managerial position?	Yes	34.9%	47.6%	17.5%	-	100.0%	63
	No	43.8%	44.1%	10.6%	1.6%	100.0%	322
Total		42.3%	44.7%	11.7%	1.3%	100.0%	385

Table 111 Does your position allow you to reconcile your professional and personal life? By level of time (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
The total amount of your workload (in total) at the UHK is:	Up to 0.24	50.0%	30.0%	20.0%	-	100.0%	10
	0.25–0.49	62.5%	31.3%	6.3%	-	100.0%	16
	0.50–0.99	40.4%	50.0%	9.6%	-	100.0%	52
	1.00	41.5%	44.9%	11.8%	1.7%	100.0%	287
	More than 1.00	40.0%	45.0%	15.0%	-	100.0%	20
Total		42.3%	44.7%	11.7%	1.3%	100.0%	385

Table 112 Does your position allow you to reconcile your professional and personal life? According to the type of employment contract (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What type of employment contract do you have?	For an indefinite period of time	42.6%	44.7%	11.9%	0.9%	100.0%	235
	For a fixed period of time	42.0%	44.7%	11.3%	2.0%	100.0%	150
Total		42.3%	44.7%	11.7%	1.3%	100.0%	385

Table 113 Does your position allow you to reconcile your professional and personal life? According to whether the respondent has other permanent employments outside the UHK (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Do you have other regular employment during the year?	Yes	41.0%	42.9%	13.3%	2.9%	100.0%	105
	No	42.9%	45.4%	11.1%	0.7%	100.0%	280
Total		42.3%	44.7%	11.7%	1.3%	100.0%	385

Support from the superior in case of the need to deal with family matters

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 matters.

Table 114 Do you have enough support from your superior when dealing with family matters? By employee category (Aka, VV, THP)

		Definitely yes	Rather yes	No	Total	Total carers abs.	Doesn't care	Total
Category	Aka	78.9%	20.0%	1.1%	100.0%	90	110 (55.0%)	200
	THP	73.2%	25.6%	1.2%	100.0%	82	85 (50.9%)	167
	VV	40.0%	46.7%	13.3%	100.0%	15	44 (74.6%)	59
Total		76.2%	22.7%	1.2%	100.0%	187	239 (56.1%)	426

Table 115 Do you have enough support from your superior when dealing with family matters? By the UHK unit (Aka, THP)

		Definitely yes	Rather yes	No	Total	Total carers abs.	Doesn't care	Total
Part of	FF	84.6%	15.4%	0.0%	100.0%	29	55 (65.5%)	84
	FIM	69.7%	30.3%	0.0%	100.0%	36	45 (55.6%)	81
	PdF	59.5%	37.8%	2.7%	100.0%	42	50 (54.3%)	92
	PfF	87.1%	12.9%	0.0%	100.0%	35	44 (55.7%)	79
	Rectorate	82.2%	15.6%	2.2%	100.0%	45	45 (50.0%)	90
Total		76.2%	22.7%	1.2%	100.0%	187	239 (56.1%)	426

Flexible forms of work

Table 116 Which of the flexible forms of work do you use? By category (Aka, THP)

	Aka	THP	Aka	THP
Work from home / remotely	123	99	61.5%	59.3%
Flexible working hours	161	109	80.5%	65.3%
Part-time employment	36	18	18.0%	10.8%
Other	6	12	3.0%	7.2%
No answer	7	12	3.5%	7.2%
Total respondents	200	167	100.0%	100.0%

Note: Respondents could choose more than one answer, so the percentages add up to more than 100. Some individual answers were: "contract work", "I am always here", "arrangement", "contract to perform work", "none", "I have not been offered".

Table 117 Which of the flexible forms of work do you use? By gender (Aka, THP)

	Woman	Man	Other	Woman	Man	Other
Work from home / remotely	117	84	22	61.9%	67.2%	41.5%
Flexible working hours	129	108	39	68.3%	86.4%	73.6%
Part-time employment	28	15	5	14.8%	12.0%	9.4%
Other	8	6	3	4.2%	4.8%	5.7%
No answer	50	41	9	26.5%	32.8%	17.0%
Total respondents	189	125	53	100.0%	100.0%	100.0%

Note: Respondents could choose more than one answer, so the percentages add up to more than 100. A single response was „helpful in scheduling“.

Table 118 Which of the existing forms would you be interested in using? By category (Aka, THP)

	Aka	THP	Aka	THP
Work from home / remotely	113	97	56.5%	58.1%
Flexible working hours	114	77	57.0%	46.1%
Part-time employment	22	11	11.0%	6.6%
Other	9	5	4.5%	3.0%
No answer	44	44	22.0%	26.3%
Total respondents	200	167	100.0%	100.0%

Note: Respondents could choose more than one answer; this is the reason why the percentages add up to more than 100. Some individual answers were: "work from abroad", "week without teaching", "contract work", "compensatory leave"

As shown in the table, a total of 88 respondents (about a quarter of the respondents) did not answer the question. This means that some respondents understood the question to mean that if they use some forms (and do not want to use others), they would not answer the question. It would be quite complicated to count those who have some form of flexible work and would like to have other forms.

Some responses added the following comments: „It makes no sense for academics to consider working from home as a flexible form of work.“ „Flexible work is not a benefit that the UHK is consciously introducing. Rather, it is a necessity in our profession that is automatically created and takes away from our evenings, weekends, and holidays. Otherwise, the diversity of our profession could not be conceived. If we were to write articles, do research, and collaborate in different teams only within the workplace during Mon-Fri 8 hours a day, not much would get done.“

Table 119 Which of the flexible forms not yet introduced at the UHK would you be interested in using? (Aka, THP)

	Aka	THP	Aka	THP
Compressed working week	56	81	28.0%	48.5%
Mobile work from abroad	34	19	17.0%	11.4%
Pooled jobs	14	6	7.0%	3.6%
Management contracts	13	7	6.5%	4.2%
Part-time employment	12	12	6.0%	7.2%
Other	13	5	6.5%	3.0%
No answer	96	59	48.0%	35.3%
Total	200	167	100.0%	100.0%

Note: Respondents could choose more than one answer, so the percentages add up to more than 100. Some individual responses were: „sick day“, „sabbatical“, „more home office days than one per week“, „none of the above“, „none“.

Nature of work/study and professional development

Composition of work activities of academic staff

It should be noted that faculties with representation of different categories of academics do not differ statistically significantly from each other (see Table 4 above). Thus, the effect of a staff member category is partly transferred to the faculty as such, since the representation of assistant professors at the PdF is 10% higher than at the PñF, and the opposite difference is then found in the representation of associate professors, but the influence of the faculty environment is still present.

Academic staff as a whole reported that around 20% of them spend up to 30% of their time on **teaching activities**, another 27% about half of their time, a quarter up to 70% of their time and the remaining quarter 90%. One percent of academic staff then spend all their time teaching.

Note: Twelve respondents who reported percentages that either totalled less than 50% or more than 150% were excluded from the analysis.

Chart 35 What proportion of your work do the teaching activities form? (Aka)

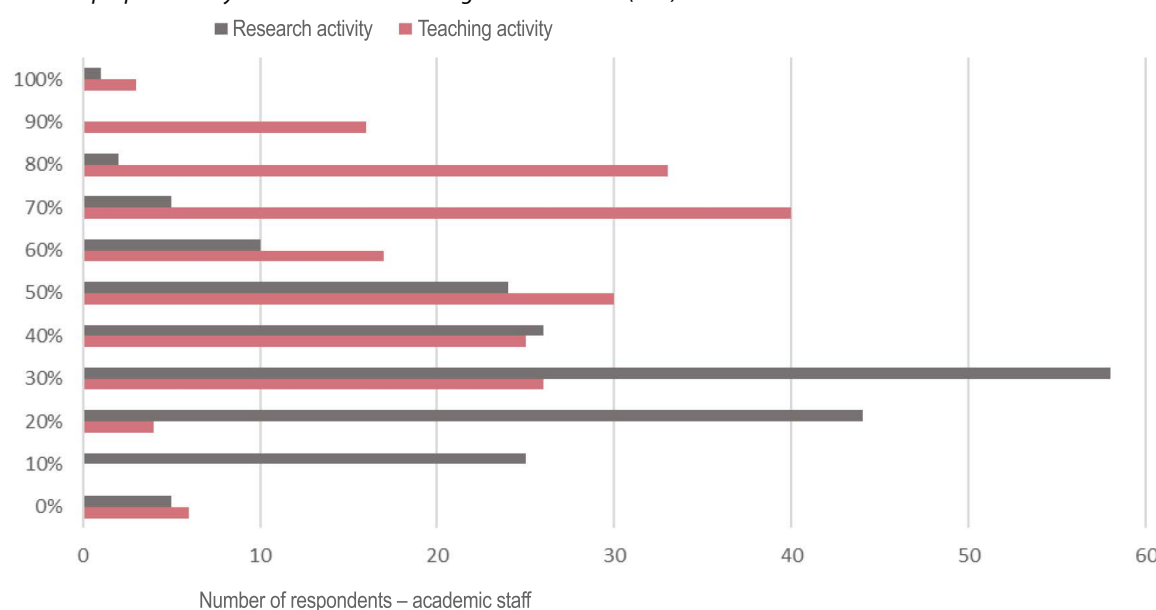


Table 120 What proportion of your work do the teaching activities form? (Aka)

	Number of respondents	%	Cumulative %
0%	6	3%	3%
10%	-	0%	3%
20%	4	2%	5%
30%	26	13%	18%
40%	25	13%	31%
50%	30	15%	46%
60%	17	9%	54%
70%	40	20%	74%
80%	33	17%	91%
90%	16	8%	99%
100%	3	2%	100%
Total	200	100	x

Time estimates **for research/creative activity** were as follows: up to 30% for two thirds of respondents, up to 50% for another quarter, and above 50% for one tenth. Five respondents and one respondent gave the answer 0% and 100%, respectively.

Table 121 What proportion of your work does the research (creative activities) form? (Aka)

	Number of respondents	%	Cumulative %
0%	5	3%	3%
10%	25	13%	15%
20%	44	22%	37%
30%	58	29%	66%
40%	26	13%	79%
50%	24	12%	91%
60%	10	5%	96%
70%	5	3%	99%
80%	2	1%	100%
90%	-	0%	100%
100%	1	1%	100%
Total	200	100%	x

Comparisons of faculties and job title were made on averages. On the whole, the working time of academic staff is divided so that 60% is devoted to teaching activities, 32% to research/creative activities, and the remainder probably to other activities such as administrative work.

According to the faculties, the situation is completely different at the PñF (50:42) and the PdF (66 : 24).

In terms of job title, professors are on one side (43 : 43), followed by associate professors (52 : 37), assistant professors (60 : 30), and finally lecturers at the end of the imaginary ranking (70 : 23). We think the data here realistically reflect expectations about the content of the work of each position.

Chart 36 Percentage of teaching and research (creative activities) – average per faculty (Aka)

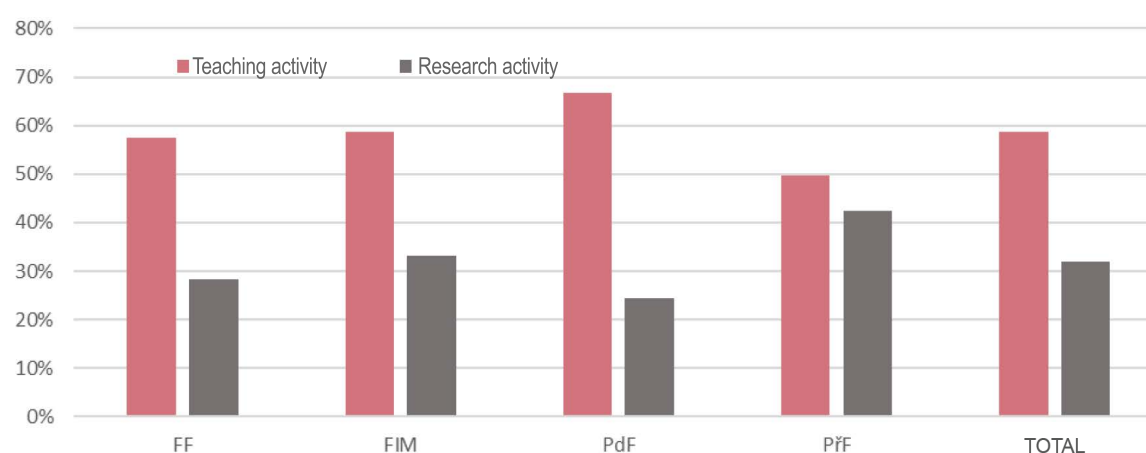


Table 122 Percentage of teaching and research (creative activities) – average per faculty (Aka)

Unit		Teaching activity %	Research activity %
FF	Average	57.4	28.4
	Number of	39	39
	St. deviation	20.6	14.4
FIM	Average	58.8	33.1
	Number of	54	54
	St. deviation	19.5	15.1
PdF	Average	66.7	24.4
	Number of	52	52
	St. deviation	18.0	11.0
PřF	Average	49.7	42.5
	Number of	43	43
	St. deviation	21.7	19.7
Total	Average	58.6	31.9
	Number of	188	188
	St. deviation	20.6	16.5

Chart 37 Percentage of teaching and research (creative activities) – average for academic staff by job title (Aka)

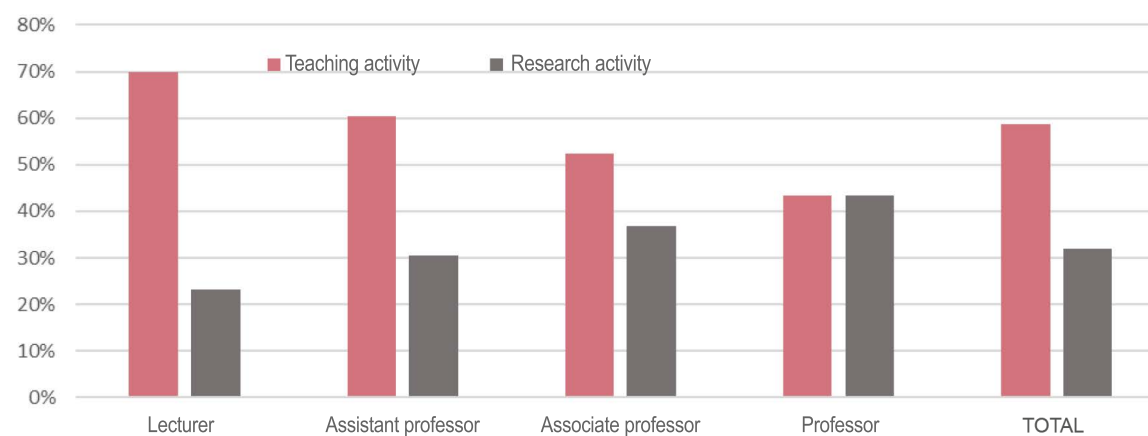


Table 123 Percentage of teaching and research (creative activities) – average for academic staff by job title (Aka)

What is your job title?		Teaching activity %	Research activity %
Lecturer	Average	70	23.1
	Number of	19	19
	St. deviation	23.5	20.8
Assistant professor	Average	60.5	30.4
	Number of	119	119
	St. deviation	20.1	16.1
Associate professor	Average	52.5	36.9
	Number of	36	36
	St. deviation	17.6	13.2
Professor	Average	43.5	43.5
	Number of	14	14
	St. deviation	16.4	11.5
Total	Average	58.6	31.9
	Number of	188	188
	St. deviation	20.6	16.5

The composition of work activities definitely suits a third, rather suits a half and does not suit a sixth of the surveyed academic staff. As usual, we investigated the differences between the UHK units and the job title of 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.

Chart 38 Does the mix of all your work activities suit you? By faculty (Aka)

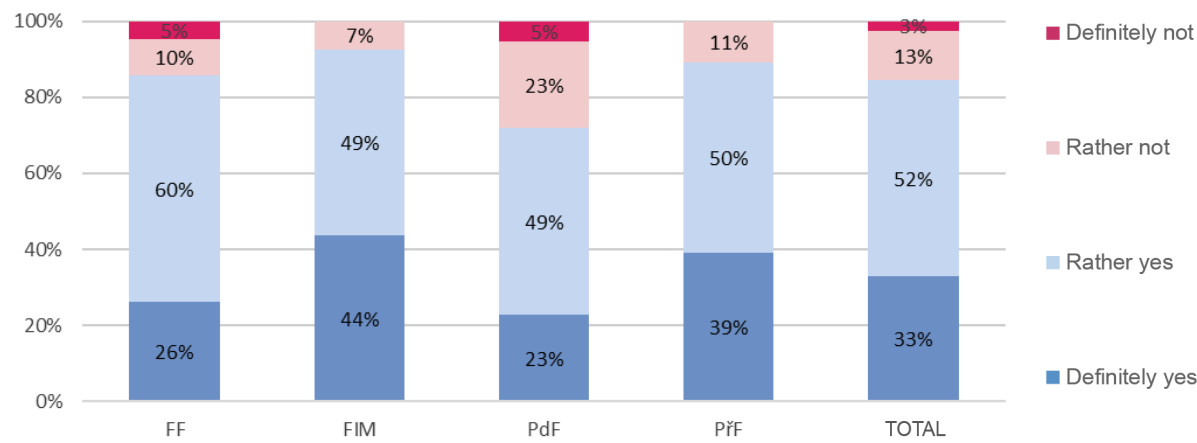


Table 124 Does the mix of all your work activities suit you? By faculty (Aka)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Faculty	FF	26.2%	59.5%	9.5%	4.8%	100.0%	42
	FIM	43.6%	49.1%	7.3%	-	100.0%	55
	PdF	22.8%	49.1%	22.8%	5.3%	100.0%	57
	PpF	39.1%	50.0%	10.9%	-	100.0%	46
Total		33.0%	51.5%	13.0%	2.5%	100.0%	200

Chi-square test sign. 0.053.

Similarly, the difference by job title is statistically significant. In this case, it is mainly only a quarter of assistant professors who said that they were definitely satisfied with the composition of their work activities (it is about one half among associate professors and lecturers).

Chart 39 Does the mix of all your work activities suit you? By job title (Aka)

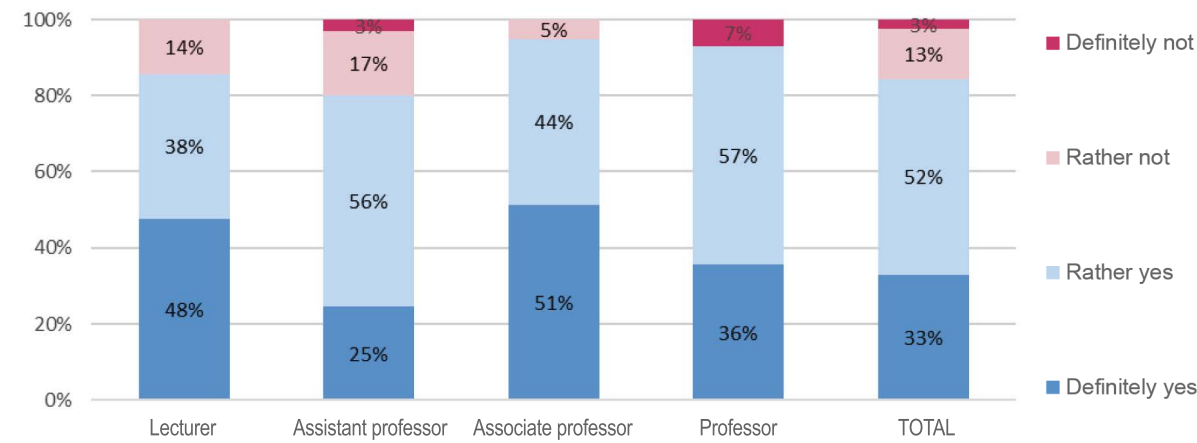


Table 125 Does the mix of all your work activities suit you? By job title (Aka)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
What is your job title?	Lecturer	47.6%	38.1%	14.3%	-	100.0%	21
	Assistant Prof.	24.6%	55.6%	16.7%	3.2%	100.0%	126
	Associate Prof.	51.3%	43.6%	5.1%	-	100.0%	39
	Professor	35.7%	57.1%	-	7.1%	100.0%	14
Total		33.0%	51.5%	13.0%	2.5%	100.0%	200

Chi-square test sign. 0.039.

Technical equipment and facilities for work

Comparison of answers to the question: Does the UHK provide you with quality technical equipment and facilities for your work? is presented in the following tables.

Table 126 Does the UHK provide you with quality technical equipment and facilities for your work? By category (THP, VV)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	THP	41.9%	44.3%	10.8%	3.0%	100.0%	167
	VV	55.6%	38.9%	5.6%	-	100.0%	18
Total		43.2%	43.8%	10.3%	2.7%	100.0%	185

Table 127 Does the UHK provide you with quality equipment and facilities for your research/creative activities (instruments, software, laboratories, literature, electronic databases, etc.)? By category (Aka, PhD)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	27.5%	56.0%	13.0%	3.5%	100.0%	200
	PhD	37.3%	42.4%	18.6%	1.7%	100.0%	59
Total		29.7%	52.9%	14.3%	3.1%	100.0%	259

Table 128 Does the UHK provide you with quality technical equipment and facilities for your work? By the UHK unit (THP, VV)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	62.5%	37.5%	-	-	100.0%	32
	FIM	44.4%	44.4%	5.6%	5.6%	100.0%	18
	PdF	26.9%	46.2%	23.1%	3.8%	100.0%	26
	PfF	73.7%	15.8%	10.5%	-	100.0%	19
	Rectorate	34.4%	51.1%	11.1%	3.3%	100.0%	90
Total		43.2%	43.8%	10.3%	2.7%	100.0%	185

Table 129 Does the UHK provide you with quality equipment and facilities for your research/creative activities (instruments, software, laboratories, literature, electronic databases, etc.)? By the UHK unit (Aka, PhD)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	20.3%	57.6%	20.3%	1.7%	100.0%	59
	FIM	33.8%	56.9%	9.2%	-	100.0%	65
	PdF	22.7%	50.0%	19.7%	7.6%	100.0%	66
	PfF	40.6%	47.8%	8.7%	2.9%	100.0%	69
Total		29.7%	52.9%	14.3%	3.1%	100.0%	259

Ensuring teaching activities

Ensuring teaching activities by the faculties was surveyed from four aspects: timetable, teaching facilities, technical equipment, and educational courses. The first three items were rated unambiguously positive („definitely yes“ by at least half of the respondents, „rather yes“ by a third of the respondents). As to the provision of quality conditions in terms of training courses for staff, 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.** (In each of the four questions: Does your unit provide quality conditions for your teaching activities in terms of timetable; in terms of teaching spaces, rooms; in terms of technical equipment; in terms of offering training courses for staff, a value of 1 was counted for the answer „definitely yes“, a value of 2 for the answer „rather yes“, etc., i.e., the best possible rating is 4 and the worst is 16.)

The results confirm a significant difference between the faculties – as in other areas, ensuring teaching activities is rated worst at the PdF (with a significant variance of answers), and best at the FIM (and with the lowest variance). The differences in averages are statistically 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 consistently high.

Table 130 Ensuring teaching activities by the faculty: timetable, teaching spaces, technical equipment, educational courses – sum of answers in these items, averages for the individual faculties (Aka)

Unit	Average	Number of	St. deviation
FF	7.2	42	2.0
FIM	5.6	55	1.6
PdF	8.5	57	2.7
PřF	6.5	46	2.0
Celkem	7.0	200	2.4

Note: In each of the four questions: Does your unit provide quality conditions for your teaching activities in terms of timetable; in terms of teaching spaces, rooms; in terms of technical equipment; in terms of offering training courses for staff, a value of 1 was counted for the answer „definitely yes“, a value of 2 for the answer „rather yes“, etc., i.e., the best possible rating is 4 and the worst is 16.

Table 131 Ensuring teaching activities by the faculty. Timetable, teaching facilities, technical equipment, training courses – sum of responses in these items, averages for each job category

	Average	Number of	St. deviation
Lecturer	6.4	21	2.1
Assistant Professor	7.2	126	2.4
Associate Professor	6.7	39	2.4
Professor	6.1	14	2.4
Total	7.0	200	2.4

Note: In each of the four questions: Does your unit provide quality conditions for your teaching activities in terms of timetable; in terms of teaching spaces, rooms; in terms of technical equipment; in terms of offering training courses for staff, a value of 1 was counted for the answer „definitely yes“, a value of 2 for the answer „rather yes“, etc., i.e., the best possible rating is 4 and the worst is 16.

Professional Development

Satisfaction with the training with regard to the support of professional development is rated better by the 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 at the THPs, and, from the point of view of the units, at the PdF and the Rectorate.

Table 132 Are you satisfied with the training system supporting your professional development? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	17.0%	47.5%	28.5%	7.0%	100.0%	200
	THP	20.4%	52.1%	22.2%	5.4%	100.0%	167
	VV	11.1%	66.7%	16.7%	5.6%	100.0%	18
Total		18.2%	50.4%	25.2%	6.2%	100.0%	385

Chi-square test sign. 0.563.

Table 133 Are you satisfied with the training system supporting your professional development? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	20.3%	52.7%	24.3%	2.7%	100.0%	74
	FIM	20.5%	50.7%	26.0%	2.7%	100.0%	73
	PdF	13.3%	30.1%	41.0%	15.7%	100.0%	83
	PfF	15.4%	64.6%	13.8%	6.2%	100.0%	65
	Rectorate	21.1%	56.7%	18.9%	3.3%	100.0%	90
Total		18.2%	50.4%	25.2%	6.2%	100.0%	385

Chi-square test sign. 0.000.

Table 134 Is your professional development taken into account in your financial evaluation? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	14.5%	34.5%	36.0%	15.0%	100.0%	200
	THP	1.8%	28.1%	43.1%	26.9%	100.0%	167
	VV	5.6%	27.8%	44.4%	22.2%	100.0%	18
Total		8.6%	31.4%	39.5%	20.5%	100.0%	385

Chi-square test sign. 0.000.

Table 135 Is your professional development taken into account in your financial evaluation? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	13.5%	25.7%	44.6%	16.2%	100.0%	74
	FIM	9.6%	37.0%	39.7%	13.7%	100.0%	73
	PdF	7.2%	27.7%	33.7%	31.3%	100.0%	83
	PfF	13.8%	38.5%	30.8%	16.9%	100.0%	65
	Rectorate	1.1%	30.0%	46.7%	22.2%	100.0%	90
Total		8.6%	31.4%	39.5%	20.5%	100.0%	385

Chi-square test sign. 0.018.

Table 136 Do you perceive your superior's evaluation as an impetus for further professional development? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	25.5%	46.0%	23.5%	5.0%	100.0%	200
	THP	22.2%	49.1%	22.8%	6.0%	100.0%	167
	VV	38.9%	44.4%	16.7%	-	100.0%	18
Total		24.7%	47.3%	22.9%	5.2%	100.0%	385

Chi-square test sign. 0.722.

Table 137 Do you perceive your superior's evaluation as an impetus for further professional development? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	24.3%	50.0%	23.0%	2.7%	100.0%	74
	FIM	28.8%	46.6%	21.9%	2.7%	100.0%	73
	PdF	21.7%	36.1%	31.3%	10.8%	100.0%	83
	PfF	24.6%	56.9%	15.4%	3.1%	100.0%	65
	Rectorate	24.4%	48.9%	21.1%	5.6%	100.0%	90
Total		24.7%	47.3%	22.9%	5.2%	100.0%	385

Chi-square test sign. 0.000.

Table 138 In your opinion, is there support or guidance from more experienced colleagues at the UHK? By category (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Category	Aka	18.5%	48.5%	29.0%	4.0%	-	100.0%	200
	THP	24.6%	47.9%	16.2%	3.0%	8.4%	100.0%	167
	VV	44.4%	38.9%	-	-	16.7%	100.0%	18
Total		22.3%	47.8%	22.1%	3.4%	4.4%	100.0%	385

Chi-square test sign. 0.000.

Table 139 In your opinion, is there support or guidance from more experienced colleagues at the UHK? By the UHK unit (Aka, VV, THP)

		Definitely yes	Rather yes	Rather not	Definitely not	I can't judge	Total	Total abs.
Part of	FF	21.6%	44.6%	27.0%	4.1%	2.7%	100.0%	74
	FIM	19.2%	58.9%	19.2%	1.4%	1.4%	100.0%	73
	PdF	18.1%	43.4%	30.1%	4.8%	3.6%	100.0%	83
	PfF	27.7%	52.3%	16.9%	-	3.1%	100.0%	65
	Rectorate	25.6%	42.2%	16.7%	5.6%	10.0%	100.0%	90
Total		22.3%	47.8%	22.1%	3.4%	4.4%	100.0%	385

Chi-square test sign. 0.075.

THPs' Career Development

The question was asked only to the THPs. Due to low frequencies, we merged the positive answers. A quarter of respondents believe that there is an opportunity for career growth in their position, half believe that there is „rather no“ opportunity and a quarter of respondents believe that there is „definitely no“ opportunity. While the faculties as a whole do not statistically significantly differ from each other, there are great differences between them. Because we do not know what positions THPs work in, we cannot explain the observed differences by any objective conditions. But it is worth noting that 40% of THP respondents at the FF see the possibility of career growth, whereas it is 7% of respondents only at the PdF and at 10% of respondents at the PŘF.

Table 140 Do you think you have the opportunity for career growth in your job? By the UHK unit (THP)

			Yes	Rather not	Definitely not	Total
Unit	FF	Number of	10	9	6	25
		%	40.0%	36.0%	24.0%	100.0%
	FIM	Number of	4	8	4	16
		%	25.0%	50.0%	25.0%	100.0%
	PdF	Number of	2	15	9	26
		%	7.7%	57.7%	34.6%	100.0%
	PřF	Number of	1	8	1	10
		%	10.0%	80.0%	10.0%	100.0%
	Rectorate	Number of	25	45	20	90
		%	27.8%	50.0%	22.2%	100.0%
Total		Number of	42	85	40	167
		%	25.1%	50.9%	24.0%	100.0%

Note: The categories „definitely yes“ and „rather yes“ have been merged. Chi-square test sign. 0.166.

Presentation of results of research/creative activities

The question "Do you present the results of your research/creative activities within your department?" was given to academics, researchers and PhD students.

Table 141 Do you present the results of your research/creative activities within your department? By category of employee/student (Aka, VV, PhD)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Category	Aka	19.0%	36.0%	36.5%	8.5%	100.0%	200
	THP	44.1%	35.6%	20.3%	0.0%	100.0%	59
	VV	38.9%	38.9%	16.7%	5.6%	100.0%	18
Celkem		25.6%	36.1%	31.8%	6.5%	100.0%	277

Table 142 Do you present the results of your research/creative activities within your department? By faculty and employee/student category (Aka, VV, PhD)

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
FF	Aka	19.0%	38.1%	31.0%	11.9%	100.0%	42
	PhD	76.5%	17.6%	5.9%	0.0%	100.0%	17
	VV	57.1%	42.9%	0.0%	0.0%	100.0%	7
Total		37.9%	33.3%	21.2%	7.6%	100.0%	66
FIM	Aka	16.4%	34.5%	43.6%	5.5%	100.0%	55
	PhD	10.0%	60.0%	30.0%	0.0%	100.0%	10
	VV	50.0%	0.0%	50.0%	0.0%	100.0%	2
Total		16.4%	37.3%	41.8%	4.5%	100.0%	67
PdF	Aka	15.8%	40.4%	33.3%	10.5%	100.0%	57
	PhD	33.3%	22.2%	44.4%	0.0%	100.0%	9
Total		18.2%	37.9%	34.8%	9.1%	100.0%	66
PřF	Aka	26.1%	30.4%	37.0%	6.5%	100.0%	46
	PhD	39.1%	43.5%	17.4%	0.0%	100.0%	23
	VV	22.2%	44.4%	22.2%	11.1%	100.0%	9
Total		29.5%	35.9%	29.5%	5.1%	100.0%	78
Celkem	Aka	19.0%	36.0%	36.5%	8.5%	100.0%	200
	PhD	44.1%	35.6%	20.3%	0.0%	100.0%	59
	VV	38.9%	38.9%	16.7%	5.6%	100.0%	18
Total		25.6%	36.1%	31.8%	6.5%	100.0%	227

Nature of PhD studies

Doctoral students expressed their satisfaction with the amount of the bursary and their evaluation of the role of their supervisor.

Satisfaction with the amount of the bursary

Table 143 Satisfaction with the amount of bursary by faculty (PhD)

		Definitely yes	Rather yes	Rather not	Definitely not	Not relevant	Total	Total abs.
Category	FF	5.9%	23.5%	29.4%	23.5%	17.6%	100.0%	17
	FIM	0.0%	10.0%	50.0%	30.0%	10.0%	100.0%	10
	PdF	11.1%	0.0%	55.6%	0.0%	33.3%	100.0%	9
	PfF	4.3%	13.0%	21.7%	39.1%	21.7%	100.0%	23
Total		5.1%	13.6%	33.9%	27.1%	20.3%	100.0%	59

Table 144 Satisfaction with the amount of bursary by year of doctoral study (PhD)

	Definitely yes	Rather yes	Rather not	Definitely not	Not relevant	Total	Total abs.
1	0.0%	6.7%	46.7%	20.0%	26.7%	100.0%	15
2	0.0%	14.3%	35.7%	28.6%	21.4%	100.0%	14
3	12.5%	25.0%	12.5%	50.0%	0.0%	100.0%	8
4	7.7%	15.4%	38.5%	23.1%	15.4%	100.0%	13
5 and more	11.1%	11.1%	22.2%	22.2%	33.3%	100.0%	9
Total	5.1%	13.6%	33.9%	27.1%	20.3%	100.0%	59

Table 145 In your opinion, what amount of bursary would be adequate? (PhD)

Same		3	5.1%
I don't know, I can't judge		13	22.0%
Other	15,000–19,999	10	16.9%
	20,000	17	28.8%
	20,000–24,999	6	10.2%
	25,000	7	11.9%
	More than 25,000	3	5.1%
Total		59	100.0%

Note: Respondents who chose the answer "other" gave an amount in the next question. In the table, these answers are categorised.

Evaluation of the role of the supervisor

Table 146 Do you have enough trust in your supervisor? By faculty (PhD)

		Definitely yes	Rather yes	Rather not	Total	Total abs.
Part of	FF	76.5%	11.8%	11.8%	100.0%	17
	FIM	80.0%	10.0%	10.0%	100.0%	10
	PdF	66.7%	33.3%	-	100.0%	9
	PfF	60.9%	30.4%	8.7%	100.0%	23
Total		69.5%	22.0%	8.5%	100.0%	59

Table 147 Do you have enough trust in your supervisor? By year of study (PhD)

		Definitely yes	Rather yes	Rather not	Total	Total abs.
How many years are you studying for your PhD?	1	73.3%	20.0%	6.7%	100.0%	15
	2	71.4%	7.1%	21.4%	100.0%	14
	3	87.5%	12.5%	-	100.0%	8
	4	61.5%	30.8%	7.7%	100.0%	13
	5 and more	55.6%	44.4%	-	100.0%	9
Total		69.5%	22.0%	8.5%	100.0%	59

Table 148 Are you satisfied with the role your supervisor plays in your study? By faculty (PhD)

		Definitely yes	Rather yes	Rather not	Total	Total abs.
Part of	FF	64.7%	29.4%	5.9%	100.0%	17
	FIM	70.0%	20.0%	10.0%	100.0%	10
	PdF	22.2%	77.8%	-	100.0%	9
	PfF	56.5%	30.4%	13.0%	100.0%	23
Total		55.9%	35.6%	8.5%	100.0%	59

Table 149 Are you satisfied with the role your supervisor plays in your study? By year of study (PhD)

		Definitely yes	Rather yes	Rather not	Total	Total abs.
How many years are you studying for your PhD?	1	73.3%	20.0%	6.7%	100.0%	15
	2	57.1%	35.7%	7.1%	100.0%	14
	3	75.0%	12.5%	12.5%	100.0%	8
	4	38.5%	53.8%	7.7%	100.0%	13
	5 and more	33.3%	55.6%	11.1%	100.0%	9
Total		55.9%	35.6%	8.5%	100.0%	59

Table 150 Is your supervisor adequately fulfilling his/her role in ...? By faculty (PhD)

Control of the implementation of the study plan

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	70.6%	23.5%	5.9%	0.0%	-	-
	FIM	60.0%	30.0%	0.0%	10.0%	100.0%	10
	PdF	55.6%	44.4%	0.0%	0.0%	100.0%	9
	PiF	60.9%	17.4%	21.7%	0.0%	100.0%	23
Total		62.7%	25.4%	10.2%	1.7%	100.0%	59

Guidance in research/doctoral thesis writing

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	64.7%	29.4%	0.0%	5.9%	100.0%	17
	FIM	50.0%	40.0%	0.0%	10.0%	100.0%	10
	PdF	44.4%	55.6%	0.0%	0.0%	100.0%	9
	PiF	52.2%	30.4%	17.4%	0.0%	100.0%	23
Total		54.2%	35.6%	6.8%	3.4%	100.0%	59

Transmission of important study-related information

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	52.9%	29.4%	11.8%	5.9%	100.0%	17
	FIM	40.0%	40.0%	10.0%	10.0%	100.0%	10
	PdF	33.3%	55.6%	11.1%	0.0%	100.0%	9
	PiF	30.4%	52.2%	17.4%	0.0%	100.0%	23
Total		39.0%	44.1%	13.6%	3.4%	100.0%	59

Involvement in scientific and research activities

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	58.8%	29.4%	5.9%	5.9%	100.0%	17
	FIM	30.0%	50.0%	10.0%	10.0%	100.0%	10
	PdF	22.2%	66.7%	11.1%	0.0%	100.0%	9
	PiF	60.9%	26.1%	13.0%	0.0%	100.0%	23
Total		49.2%	37.3%	10.2%	3.4%	100.0%	59

Facilitating contacts within the professional community

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	58.8%	29.4%	11.8%	0.0%	100.0%	17
	FIM	30.0%	30.0%	30.0%	10.0%	100.0%	10
	PdF	11.1%	55.6%	33.3%	0.0%	100.0%	9
	PiF	47.8%	43.5%	8.7%	0.0%	100.0%	23
Total		42.4%	39.0%	16.9%	1.7%	100.0%	59

Mentoring during studies

		Definitely yes	Rather yes	Rather not	Definitely not	Total	Total abs.
Part of	FF	64.7%	17.6%	17.6%	0.0%	100.0%	17
	FIM	50.0%	30.0%	10.0%	10.0%	100.0%	10
	PdF	33.3%	55.6%	11.1%	0.0%	100.0%	9
	PiF	56.5%	26.1%	17.4%	0.0%	100.0%	23
Total		54.2%	28.8%	15.3%	1.7%	100.0%	59

PhD respondents were asked open-ended questions about the role of their supervisors, to what extent they fulfil it outside the areas included in the survey (8 PhDs), which strengths they value in supervisors (34 PhDs) or whether they lack something in their activities (18 PhDs).

Doctoral students could comment on the role and activities of supervisors in open-ended questions.

PhD respondents could add in which other areas their supervisor adequately fulfils his/her role:

Helpful or friendly personal approach.

Sharing of acquired knowledge, experience in science and academic work.

Orientation for life in Hradec Králové.

Reconciling personal and study life.

PhD respondents could indicate what they particularly valued about the supervisor:

Expertise, a broad outlook not only in the area of his/her professional interest.

Quick, timely communication, consultations, organizational skills, interest in completing tasks.

Ability to motivate; „knows how to encourage“, to reinforce confidence in one's own ability to handle tasks.

Willingness to help; positive, human approach.

Conscientiousness, reliability, patience, helpfulness, sincerity.

Dispassionate point of view, constant good mood.

Personal, distinctive approach, full of ideas.

Informal, friendly behaviour.

„Their mental support, their scientific support.“

PhD respondents could indicate what they particularly missed in their supervisor:

The feeling of being guided by a more experienced person, „nudging“.

„Deeper knowledge in the field I am researching.“

More frequent meetings, progress with a number of sub-tasks.

Systematic approach.

Awareness, accurate information, including technical requirements for the thesis (missing at all at the UHK).

Organizational skills.

Creativity.

Respondents' answers to open-ended questions

Responses to the questionnaire survey

In all four categories (Aka, VV, THP, PhD), respondents could add a comment at the end of the questionnaire: **"Thank you for completing the questionnaire and we welcome any comments on the questionnaire."** This opportunity was taken up by 8% of respondents (the highest number being 20 respondents from the academic staff group and 14 respondents from the THP group). Responses relating to various aspects of activities or background and environment were discussed together with other open questions.

The comments mainly included **thanks for the opportunity to comment, hope for making the findings useful**, but also **concern about whether the comments and evaluations would be taken seriously, whether the results would be censored, how the results would be published, and whether anonymity would be respected**. Also, elsewhere in the questionnaire, albeit sporadically, comments were made about the survey such as *"...there are a lot of useless actions going on, such as this survey, that have not and will not have any result"*. In contrast, other responses welcomed the questionnaire survey, albeit in different senses: *"Apart from anonymous questionnaires, it is not realistic to influence anything in a positive direction."* *"Thanks for giving us a voice."* *"I keep my fingers crossed and hope for a better tomorrow."* *"I will be glad to see the results published and the appropriate response from the management."*

Some of the respondents' comments were related to the wording of the questions (whether not to expand the answers offered to include "I don't know" or "I can't judge", clarification or different wording of the questions, etc.), which we reflect as good feedback for the research team who evaluated the comments, concluding that they do not influence the quality of the answers obtained. A few respondents gave reasons for not wanting to vote for and financially support the selected organisations at the end of the questionnaire.

Overall evaluation of the UHK

Employees (Aka, VV, THP) could add their own comments to the question: **"Would you recommend the UHK to a person interested in working in a similar position to yours?"** A total of 75 respondents (19%) answered, with a similar number of respondents in both the Aka and THP categories.

Comments could be sorted according to different criteria. Firstly, whether there were different responses for those respondents who answered the previous question differently, whether the responses were from respondents from different sets of the four categories or affiliations to the five components. However, in principle, it is possible to present an overall characterization, with some specifics in the answers subsequently pointed out according to particular aspects. Thus, we are more interested in the content of these statements, insofar as they provide food for thought and interpretation of their meaning. The responses were mostly related to experiences in the units and departments where the respondents work. Some responses were not relevant, did not bring new messages, and some responses contained several different messages at the same time. It was useful to code and categorise the responses and present their messages.

The most frequent answers related to the following areas:

a) Wage

In the case of Akas and VVs, respondents were **mainly negative about wages**: the pay is *"dismal"*, *"undignified"*, especially *"when compared to regional schools and average wages in the Czech Republic"*, *"a lot of music is required for little money"*, *"I would be ashamed to recommend"*, *"it does not correspond to the qualification requirements"*; *fixed term and the uncertainty associated with it, the discrepancy between financial remuneration and time demands, the need to look for additional earnings, the discrepancy in remuneration between teaching and research activities, the wage differences at the units*; there were also **optimistic voices**, albeit in incomparably smaller numbers, registering partial improvement or satisfaction with the financial situation.

Most comments (**critical**) of THPs also **related wages**: *Low financial remuneration, higher demands than financial remuneration, responsibility not commensurate with financial remuneration, "shameful financial remuneration", "biggest stumbling block", "particularly unsuitable for those with a mortgage, family or other commitments", "it is difficult to live on the wage in Hradec Králové unless a partner or someone else contributes", "the only way is to be involved in other projects and have extra work", "I cannot influence the wage in any way by my personal attitude".* Several respondents expressed the experience of having recommended a job to another person but being turned down for financial reasons. **However, some THP respondents valued benefits, vacation, and flexible working hours.**

b) Nature of work

Positive reactions were prevalent in the comments of Akas and VVs: *I enjoy the work, it is fulfilling, I am able to carry out my own work and research (depending on shared professional interests that are more widely facilitated by large universities),* but there were also **negative reactions**: *mental health risks, considerable exhaustion, overload, undue pressure on research.*

In the case of the comments of the THPs, there were **critical remarks**: *the job position does not always correspond to the expertise and competences of the person in charge, "some are overloaded – others are not willing to work more", "burnout will come", substitutability is not always sufficiently addressed, inconsistencies in the assigned agendas.* **Positive reactions include**: *"the work brings me a lot of new experience", "my work is varied, rich", "I will use my knowledge of foreign languages".*

c) Background

In the case of Aka's and VV's comments, **the criticisms included**: *the amount of administration, "hyper-bureaucratization of universities", weak support in preparing projects, grants, "compared to the UK, complete amateurism in preparing large grants", dependence on purchasing literature from grants only, insufficient support in the area of teaching, study materials, application of new technologies, "I would welcome the offer of programmes usable in teaching", the inability to work in the building of the FF on weekends.*

Negative reactions appear in the comments of the THP respondents, e.g., *poor orientation in systems; incompetent management of financial and HR agenda; inefficient, lengthy processes.*

d) Cooperation/interpersonal relations

In the comments of Aka and VV respondents, **the negative aspects included**: *unethical behaviour at the workplace, inconsistency between the university units and the low support of the Rectorate towards the faculties, and the different workloads and wages at the faculties.* **The positive aspects included**: *free-spirited and stimulating environment, "perfect team", "fair treatment by the immediate superior";* we also add the statement given at the end of the questionnaire: *"It is important for me to work at a university that has a good image and is valued by students and graduates as a place with a good 'team spirit'".*

THP respondents were **critical**: *Units are "playing on their own turf", cooperation and communication between the Rectorate and faculties "is tragic", "no reactions from other departments", "zero feedback", worse, poor communication; some superiors are not able to listen, dialogue, think critically, defend their employees against unjustified demands from other workplaces, but also stating that it depends on the approaches of specific persons – "very often it is in the people", "a friendly approach", or on the contrary "many things are subject to cronyism", etc.* **Positive reactions** include: *"beautiful workplace", "decent behaviour from the management", "great", "excellent", "friendly" team.*

Evaluation of the UHK as an employer

In the questionnaire for Akas, VVs and THPs, there was an open question concerning the **overall evaluation of the UHK as an employer**. It was the first open question in the questionnaire for the whole section. In the PhD group, this first overall question was about the evaluation of the UHK and also the nature of the study. Of the first three main categories, 62 respondents (35 Akas, 23 THPs and 4 VVs) responded to the call for comments, i.e., 16% of these groups combined. Of the students, 8 people responded.

The responses from Akas, VVs and THPs covered the areas already mentioned, but there were also **new comments or with new wording**. We can divide them in terms of positive and negative responses and in terms of ideas or expectations.

Positive reactions of Akas and VVs

"The UHK is a good employer", "The UHK creates excellent conditions", "The best employer so far", "Stable and reliable";
Regularity of income and partly also the amount of income;
"Ideal" as to interpersonal relations (at the workplace and faculty), very good interpersonal relations;
"A free-thinking and stimulating environment"; "It allows me self-realisation"; "I enjoy working with students";
The newly introduced Internal News system;
Benefits and other advantages, flexible forms of work;
"In other university environments, there are much stronger external pressures on the running of the school".

Negative reactions of Akas and VVs

Poor wages; moreover, different at different faculties; "miserable wage", "insufficient", "undignified" financial remuneration;
the need to take on additional work, to look for additional employment; the need to pursue projects to improve the financial situation, but at the expense of teaching; shortcomings in the payment of guaranteed wages; incomparable financial conditions with western countries;
"Overpressure with consequent burnout"; excessive administrative burden to the detriment of research activity;
Complicated work-life balance;
It depends on how "networked" one is; performance versus the "art" of pleasing one's superiors in the Rectorate or faculty;
Extension of fixed-term employment contracts.

Ideas/expectations of Akas and VVs

"I have high hopes for the new management." Improvement of the service role of the Rectorate, the Bursar's Office; a collaborative environment, working together in the spirit of "we all are the university"; more frequent contacts between staff;
support for interfaculty teams and projects; interdisciplinary collaboration;
Increase of competitiveness;
More autonomy and creativity of employees ("not to put everything under everyone's nose");
Digitalisation, removal of administrative burdens;
Protection of property.

Positive reactions of THPs

Flexible working hours; "I can combine work and childcare well";

Opportunity for personal growth;

"I'm comfortable with the atmosphere of an educational institution";

"People stay here because of the workplace team", "I am very happy that they have accepted me among them."

Negative reactions of THPs

"Money, money, money. That's what it's all about."; poor financial situation; below average, insufficient salaries; "The evaluation of newcomers compared to existing ones is often unfair."; problem in ensuring equal conditions and access to employees; different working and wage conditions of faculty employees as compared to the Rectorate; tariff increases miss those who are on projects; reserves in the remuneration of non-academic staff; "meal allowances are a tragedy" (their amount compared to other organisations).

Weak methodological support of the Rectorate to the faculties; lack of a unified university approach in the methodological management of all faculties; precise methodology, e.g., in the area of fees; faster problem solving, e.g., requests in the Athena and STAG agenda; limitation of the independence of faculties; innovations concern not only people but also processes (internal processes are often "fossilized, old-fashioned"); overburdening (work of one person at the UHK is performed by two to three persons out of the UHK).

Ideas/expectations of THPs

It depends on the influence of the direct and immediate superior: "if there is a problem, the employee perceives the whole institution badly"; "it depends on the people in key positions";

More cooperation between the units, the competitive environment should be weakened;

Quality administrative staff should be retained;

Lack of a standardized onboarding system;

More support for parents with children, university nursery;

"In the commercial sector, it is standard practice for employees working intellectually and solving non-trivial problems to enjoy a compressed workweek, including by engaging in non-work activities (e.g., going to the gym, library, recreational spots)".

Evaluation of the UHK by PhD respondents

Eight doctoral students commented on the overall evaluation of the UHK, but also on the nature of their studies.

The UHK has been characterized as a **school that strives to create a pleasant "family" environment**. *"I am completely satisfied with everything and everyone. I am very grateful for the environment that the UHK provides."*

In the comments, there was a particular **objection to the amount of the bursary**, and the resulting need to seek other income-generating activities, which, however, limit study, research, and publication tasks.

This statement coincides with the views of an international student that **the environment at the UHK does not promote academic excellence; it rather forces students to prioritize basic financial survival over research activities**. According to the author, **doctoral students should be integrated as key members of their academic departments with significant involvement in teaching and research activities**. The **lack of research materials in English** is another critical shortcoming at the UHK. **The library collection** is predominantly in Czech, which creates significant barriers for international students conducting research and studying in English. Doctoral students should have **unlimited and free access to printing, copying and scanning services** as in fact, they are considered employees of their respective departments. **Accommodation for the UHK's doctoral students** in the Halls of Residence needs to be significantly impro-

ved. According to the author, doctoral students at many EU universities are accommodated in single rooms or shared living quarters with basic facilities such as bathrooms and kitchens. The facilities create the conditions for their concentrated and systematic work.

Ethical aspects and safety

Safety at the UHK

The questionnaire asked about the issue of safety at the UHK. An open-ended question explored **what the respondents perceived as threats that made them feel unsafe at the UHK**. 18 respondents answered (13 Akas, 5 THPs).

UHK buildings are not adequately secured.

Entry to the buildings is unrestricted. Door locking is not possible. All doors to classrooms and lecture halls should require a card.

There is no existing camera system.

There is no existing information system for emergency situations, such as an SMS application.

Unpreparedness of academics for stressful and crisis situations.

Lack of training on the basics of crisis intervention and communication in emergency situations.

Missing mandatory courses and education for academics and student training (crisis intervention, first aid, prevention of aggression, bullying, victimization, violent behavior, self-defense, knowledge of mental illnesses, etc.).

"The topic of safety is not incorporated into accreditations, study plans, or daily activities with students."

Insufficient methodological instructions, including information about persons at UHK responsible for the safety system, and about contact and trained personnel (at individual faculties and buildings).

Non-functional system at UHK and insufficient cooperation with the Police of the Czech Republic.

Some respondents also linked threats to other aspects:

Psychopathic behaviour;

Non-standard behaviour of some learners;

Withholding key information;

Manipulative behaviour;

Arrogant behaviour;

Inducing conflicts;

Bullying or other intimidating behaviour by a superior;

Vindictiveness, persecution provoked by criticism, however justified;

Gossip;

Envy;

Mental health;

Non-transparent financial operations.

Ethical aspects

Respondents could comment the whole section devoted to ethical aspects. Twenty-nine respondents took this opportunity, namely 16 Akas, 1 VV, 10 THPs, and 2 PhDs.

The respondents emphasized:

The importance and weight of the Ethics Committee and respect for its conclusions or recommendations;

Compliance with the UHK Code of Ethics;

Transparent conduct;

Ethical dimension of research and scientific activities, publishing;

The role of educational seminars in the field of ethics; at the same time, there was a negative opinion about the required training on ethical infrastructure at the UHK;

The issue of *ethical aspects of using AI and clear rules for teaching, studying, student works and theses* was mentioned. Respondents mentioned *the importance of interpersonal relations*, criticized the *preference of some people and workplaces at the expense of others*, or were critical of the *atmosphere at faculties*.

The opinion was expressed that *the ombudsperson will not solve anything, because everyone is afraid of being attacked by the person they are complaining about*. There was another opinion relating this topic: *"The position of ombudsperson should be independent of the structure of the UHK and perhaps even elected."*

Sceptical opinions were expressed by some of the respondents: *"there is not enough will to cooperate", "people would rather brush issues aside than solve something that is bothering them", "relations with superiors and management are more important than competence", "we know it, but we can't do anything about it", "knowing that justice will never come causes me distress"*.

Other criticisms concerned the *dismissive attitudes towards students (including PhD students) by some academics*.

Several responses stressed the importance of the *new management of the UHK faculties to act responsibly*, while some responses were accompanied by *feelings of distrust and scepticism towards the management*.

There was a call for *systematic monitoring of the use of funds*.

There were also positive opinions on ethical aspects: *"good atmosphere at the workplace", "good cooperation with superiors", "excellent"*.

Financial evaluation and benefits

Akas, VVs and THPs commented on questions focused on financial evaluation and benefits. An open-ended question was interested in what other benefits the respondents were interested in. At the end of the section, the respondents were asked to comment it. Twenty-eight Akas, 4 VVs and 29 THPs commented on overall financial evaluation and benefits at the UHK. Suggestions on benefits were made by 38 Akas, 4 VVs and 54 THPs. Learners commented on the amount of the bursary; their responses can be found in the previous text of the report.

There were both positive and negative comments, as well as suggestions, about the overall financial evaluation and benefits at the UHK.

Positive comments

"Working at the university is close to my heart....I value working from home as well as flexible working hours. I also value the many people I can count as great colleagues. So the wealth may not be financial but it's certainly there to be found in other aspects." (Aka, FF)

An Aka respondent from the FF stressed that *benefits do not replace financial evaluation but it is right if financial evaluation is motivational, "which is fortunately the case at the FF and it is good"*.

Negative comments

They mainly concerned *wages, the amount of tariff wages according to the UHK Wages Regulation*. *"The financial evaluation is tragic. We are reaching the bottom. We can still make a living, but we can boldly call ourselves working poor."* (Aka,

FF) In several responses (Aka, FIM), critical comments were made, especially about the level of wages, the negative effects of inflation. Similarly critical views were expressed from other units. Thus, there were repeated evaluations such as: the financial remuneration is *"completely insufficient"*, *"undignified"*, *"almost offensive"* (*"a teacher's assistant with a three-month course has the same finances as a PhD expert"*), *"a disgrace to the UHK"*, etc. *"For me, as a young person, it is currently unthinkable to take out a mortgage and live in Hradec Králové or its surroundings."* *"I find it demotivating to compare the financial remuneration of secondary school teachers and those who educate them and have a higher education."*

There were views from THPs: *"I advocate that the tariff wage should make up the majority of the guaranteed wage, not on the contrary."* *"...bringing in more money for employee salaries...is on the management's sidelines."*

"The financial remuneration does not reflect the education and especially professional qualifications achieved."

One respondent from among the international VVs also expressed a demand for higher financial remuneration, as they are dealing with the costs of moving to and staying in the Czech Republic.

Suggestions

A comment regarding benefits: *"I recently inquired about an employee benefit at Datart. After reading the terms and conditions of this benefit (registration as a VIP customer) I tried to do this as a non-employee of the UHK and got the discount without any problems. So I don't know if it is in principle an "employee benefit". I went through a lot of employee benefits after that and it gave me the impression that quantity far outweighed quality."*

One Aka respondent expressed that *there are no criteria for satisfaction with pay other than comparing one's own annual average pay with the average pay for the whole unit or the UHK*. He/she adds that *the variable amount makes up a large part of the wage and the differences between individuals are significant*. There was a comment from another person regarding the *disparity between academic staff based on different numbers of teaching hours, number of students in courses, and/or theses supervised*. *"Those who teach a lot of classes, a lot of students, a lot of courses and supervise theses are disadvantaged because they don't have the space for research and publications if they want to have a personal life and not just work. However, they mostly have to make money elsewhere to support themselves."*

One Aka respondent (FIM) stated that *financial evaluation is extremely dependent on the success of projects, which is becoming increasingly difficult, but without this, basic family costs cannot be secured*. He/she suggests *"a radical reorganization of the curricula and optimization of the teaching obligation"*. He/she adds: *"It is necessary to radically reduce the number of unfunded students, increase the number of students paying the tuition fee and adjust the number of academic staff accordingly."*

A THP respondent (FF): *"I consider it wrong that the UHK employees do not have the same working and wage conditions (according to position and workplace)." Another THP (FF) respondent commented that the payment of insecure remuneration does not give income security throughout the year, given by the tariff wage and personal assessment.*

A THP respondent (Rectorate) wrote: *"An overall pay increase is not effective, it will only affect full-time employees. If you are part time and have a part on a project, it won't affect you."* Or, for example: *"Employees who are not part of academia have no say in the reallocation of funds for staff wages. They should either be incorporated into academic senates or introduce wages from the Ministry of Education."*

One of the opinions was about the supplementary pension scheme: *"I hope that only a fraction of people have the supplementary pension scheme (see question 50) and that instead they have supplementary pension savings to which the UHK also contributes. Otherwise, especially younger employees are committing financial self-harm: Supporting life insurance often tends to circumvent tax obligations and does not serve its purpose of having good quality life insurance. Therefore, I myself find it rather unethical to support life insurance."*

Suggestions for the benefits

Flexipass/pluxee/benefit card

(Sodexo was better)

Sick days

ITIC card

Greater discounts at retailers

Getting university/faculty clothing and promotional materials for free

MultiSport card (20 times)

The choice offered by the MultiSport card is insufficient, the price is high

Contribution to sports activities (e.g., in Hradec Králové)

More sports events/courses/lectures organized at the UHK

The possibility of cheap rental of (university) sports facilities

More exercise on offer for employees

Vouchers redeemable at the pharmacy; eye care

Swimming pool, sauna, gym, reconditioning

Discount, massage pass, company masseur

Physiotherapy, psychotherapeutic services

More leisure activities

Contribution for cultural activities (cinema, theatre)

Recreation and holiday allowance

Recreational opportunities in a selected facility

Purchase of a UHK recreational facility in an attractive area

Increase in meal voucher flat rate/discount in selected canteens (17 times)

Possibility of meals at the UHK

An increase in the flat-rate for meals as part of travel allowances

Any support in professional growth

Training according to professional focus (e.g., working with Excel)

Training in statistics (R or Python)

Choice of education regardless of the offer of the UHK

Financial support for the purchase of specialist literature

SW even beyond projects

Language training (9 times)

Language courses abroad (6 times) ("at least two weeks")

Czech language lessons for foreigners up to C1 level

Greater involvement of THPs staff in Erasmus placements

Upgrade of the contract with T-Mobile ("3 G only is not enough")

Unlimited calls and data ("we work online all the time")

Having free digi tools (Canva, ChatGPT, Mentimeter, Kahoot, Microsoft 365 Copilot, OrgPad, etc.)

Access to various software (SMART PLS, AMOS, etc.)

Grammarly licence

Readiness for systems other than Windows

Pension contribution for parents on parental leave and part-time employees

Kindergarten, children's group, school

Discounts on school supplies

Transport to work allowance, public transport support

Bicycle cages, secure places for bicycles ("bicycles cannot be taken into buildings", "support for the green efforts of the UHK")

Guaranteed parking (possibility) for the PdF employees, Building A, campus, for employees (vs. students) (6 times)

(Some cars on campus are parked outside the designated spaces, in yellow stripe areas)

Possibility to rent a car for private use

Charging station for electric cars

Working from home/remotely ("not supported at my workplace", "not supported at the unit")

Occasional unpaid leave

Flexible working hours

Possibility of compressed working week

Elsewhere in the questionnaire there was a statement that teleworking is not a benefit; it is beneficial to both employee and employer insofar as the work is done efficiently and with a range of savings in the workplace.

Free coffee in the workplace, shared coffee machine in the break room, free water in the workplace, relaxation/social room

Discount on energy supply

Apartment

Annual wage indexation, "13th wage"

Access to Benefit.cz

Some respondents prefer direct financial rewards to benefits. Responses included the following statements: "No benefits, but adequate financial remuneration given the complexity and expertise of the work." "No need for extra colourful benefits if the wage is reasonable." "I really don't know why flexible working hours and working from home are included among the benefits for academics." There were also some sporadic comments: "This is the first time I've heard of benefits." Or, "...benefits are only on paper, they are just talked about." "I want a total change in the way the UHK operates or to move to another employer."

Professional development

Aka, VV and THP respondents could add their suggestions and ideas in the question: **If there is anything else you would like to see that would support your professional development, please write here.** The section on professional development was again concluded with an **question summarizing the section on professional development**, with the opportunity to add own comments. (In the case of VVs and THPs, the call for comments was combined with the question for the overall section on “Professional Development and Nature of Work”)

48/19 of Akas, 21/7 of THPs and 3/1 of VVs answered the first supplementary question and the second overall question for the section, respectively.

In addition to repeated critical comments about low wages, academic staff emphasized in their comments the problems to be solved, especially the need to *develop methodological material and a strategy related to the system of education at the UHK and other activities supporting professional or personal development, desired and supported competences in various areas, time support for such development, its registration and financial bonus, overlapping into practice and cooperation with practice, sharing of experience, possibilities of fulfilling own goals according to the needs of the field, workplace*, but also many other topics.

Aka (FF)

- More time for further education*
- Identify interest in areas, topics for further education*
- Support for education, didactic skills, interactive teaching*
- Language courses abroad*
- Financial support for practical education, more competencies for our teachers without paying for an overabundance of experts from practice*
- Soft skills*
- Involvement of non-profit organizations in further education*
- Shadow (weekly) internships at other workplaces*
- Sabbatical (“not once every seven years; even once every five years is not enough, ideally once every three years”)*
- Financial evaluation of further education, professional growth*

Aka (FIM)

- The term “professional development” should be specified*
- More time for training, education*
- Bonuses for innovations, overlap to practice, transfer of experience from practice*
- Support and involvement of experts from practice, training with a practical focus*
- Funding for expert training*
- Long-term access to Coursera (and other platforms) across all faculties of the UHK (“at least one course per semester”)*
- Wide range of courses*
- Promoting research, new skills*
- Promoting teamwork*
- Language competences, courses abroad*
- Professional certification and training (MBA, etc.)*
- Reduction of the teaching obligation*

Aka (PdF)

It should be clearly specified what a "learning system supporting professional development" constitutes
Professional development should be taken into account in term of finances and supported
Opportunity to go on an internship, conference, invited lecture even without publication outputs, funding from projects
English for employees, language courses
Observation of colleagues at teaching, learning to teach, sharing good practice
Interest in how the others teach
Interest of the superior in the work of his/her inferiors
Research support, team projects, statistical work with data and software, research methodology
Faculty-wide innovation of state final examinations
Building a representative university sports ground
Promoting sports, physical activities of employees, students ("learning in motion" concept)
Not supporting the establishment of a professional university centre to be funded by the faculties
Less administration, bureaucracy

Aka (Faculty of Science)

Methodological guide for professional and personal development, system supporting professional development
Support for learning competences
Distance learning, access to records
Cooperation between workplaces, interdisciplinary teams
Research software (CorelDRAW licence)
Soft skills of superiors
Reduction of administration
Elimination of overload of academic staff, including superiors
Automation, digitization of fees payment (courses, conferences, webinars)
Distribution of performance-based financial rewards according to merit

THP respondents would appreciate:

Language training, including possible trips abroad; training in the field of ICT, AI; special courses to increase expertise and qualifications according to the area of their activities; more training on communication or techniques how to respond to critical situations in dealing with employees and students; sharing good practice at the UHK, know-how across faculties and with the Rectorate, but also with other universities; solidarity transfer of experience and information.

Nature of work

Akas, VVs and THPs answered questions addressing the nature of their work, and **at the end of the section, they were asked to comment the entire section.** In the section Nature of Work, Akas could **answer open questions on the composition of work** activities (30 Akas), **on the conditions for teaching** activities (25 Akas) **and on research/creative activities** (30 Akas). Research/creative activity was also a concern for the VV and PhD respondents, with 1 VV and 14 PhDs commenting (PhDs could comment on the overall assessment of the UHK and the nature of the study, as mentioned above).

The academics commented **on the composition of work activities** as follows:

Administrative, bureaucratic burdens discourage the deepening of learning and teaching, science and research.

The combination of too many activities does not allow sufficient concentration on the tasks. "It is impossible to function at 100% in all areas."

"I've been overloaded with a mix of work responsibilities for a long time." "One has many roles... and it tends to be one at the expense of the other."

The pressure to publish limits the attention paid to teaching and its quality; "teaching activity is difficult to evaluate"

It is a mistake (to be forced) to teach subjects outside one's own specialty.

"I'm not comfortable with thesis management."

It is necessary to look for the possibilities of each person's potential and the ratio between teaching, research, or other activities. "... to allow everyone to profile themselves in the roles they prefer".

Increasing the teaching obligation hinders the possibility of devoting to science and research.

The amount of in-house work falls on full-time staff.

"We don't have time for the love of work."

"I work at the expense of my free time", "on holidays", "I don't count overtime"...

Some Akas appreciated the flexible forms of work, the variety of activities, and the inspiring environment.

The following comments **on teaching activities** were made by academic staff:

The UHK does not address the overload of teachers of practical disciplines, disciplines with a significant number of students, practices, and theses. They often do not have enough space to develop the quality of teaching, even less for science and research.

Large disproportion in teaching load in different departments and faculties.

The supervision of student theses is not reflected, the workload reflects the hours taught only.

Teaching in smaller groups runs up against working time limits.

The number of teaching hours, subjects of different focus, involvement in the combined form of study is not optimal, rather exhausting.

"I don't understand why teaching and didactic work is considered inferior to, for example, research."

Technical support for teaching is often of poor quality.

"In computer labs, a second AK monitor would be needed in the teacher's place." (Aka FIM)

The environment and teaching spaces are not always satisfactory (benches, seats, soundproofing...), there are no rooms for interactive teaching.

"Please build more buildings so we can have more rooms for teaching."

There is a lack of sports facilities for teaching.

It is difficult to raise funds to support teaching, for small purchases related to teaching or students' theses.

"Please create a system of continuing education for teachers."

There is a lack of evaluation of study groups by academic staff.

We learn very late about the class schedules.

The following comments were made by the academics **on research/creative work**:

Administrative, management and other activities distract from focused research work. "Issuing more and more regulations and imposing new obligations will do nothing but put the nail in the coffin."

"The problem is time and energy."

Research activities during the semester require time that does not overlap with many other activities.

There is no time for research, not only because of overload, but because of the need to earn money elsewhere.

We don't even manage to share the publications of our colleagues at the workplace.

Regular meetings and debates on the development of research or other creative activities, not only of individuals but of the workplace as a whole, are not always held at the workplaces.

There is a lack of more information on the diversity of calls, opportunities and deadlines for project submissions.

Institutional support should be changed – the duration of research activities should be taken into account, internal projects as preparation for external grants should be supported.

More support from experienced scientists to less experienced, older to younger.

More support in the use of modern technologies, software, statistical methods, etc.

Unavailability of texts, books, and quality publications.

High-quality technical equipment should be readily available for scientific purposes.

"It would be nice to have more budget for research activities."

Inter-faculty research and research teams with the support of the Rectorate should be created.

"The FF has a well-set reward system for quality outputs."

Some PhD respondents expressed interest in presenting their results and getting more feedback, closer links with practice that would add value to their work, access to IEEE or subscription-based multidisciplinary databases. One comment criticized the oversized curriculum, resulting in insufficient time for research and doctoral thesis writing.

The following comments were made **on the overall nature of the work**, with a number of topics repeated:

Low wages, little time, overload, different demands or different workloads in different faculties and workplaces. Suggestions were also made:

"It would be very beneficial to pay subscriptions to full versions of applications such as ChatGPT, Microsoft 365 Copilot, etc. to interested employees."

"I lack information on how the UHK will cope with the higher obligations regime prescribed by the Cybersecurity Act, which may affect development and research opportunities."

Conclusions

The questionnaire survey was participated by 444 respondents. The overall survey return rate in 2024 was 45% among all employees; if doctoral students are included, the return rate drops to 42%. In 2020, the return rate was 61% (56% with doctoral students). This means that the return rate in 2024 is reduced by a quarter. The issue of representativeness of the two samples examined can be partially addressed by examining the composition of the samples examined by age, gender, employee category, unit affiliation, job title, and possibly other sociodemographic characteristics. Examination of the distribution of these characteristics on the overall samples did not indicate any significant shift in the distribution of these characteristics, both among the target population and in comparison between the 2024 : 2020 samples.

UHK as an employer

Do you consider the UHK a stable employer?

Definitely yes 50%, rather yes 45%, rather not 4%, definitely not 0.5% (similar results to 2020).

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

Definitely yes 28%, rather yes 46%, rather not 22%, definitely not 4%

The 2024 results are less positive 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 participation of THPs in the 2024 survey was identical).

The majority of doctoral students would recommend doctoral studies to a person interested in studying a PhD at our university; a third of them 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 continuing their work at the UHK; 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 continuing work at the UHK decreases significantly with higher year of doctoral studies.

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

Are you thinking of changing the employer?

Definitely yes 3%, rather yes 16%, rather not 43%, definitely not 37%

Around a fifth of the respondents are considering leaving the university, which is similar to the results in 2020. 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 include mainly assistant professors, 20% of whom are considering a change of employer. Only a third of them answered that they are “definitely not considering a change”. In the other groups, more than half of the respondents gave this answer. It is clear 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 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 (30%) with a similar value. 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 FIM (30%), and lowest at the Rectorate and the PŘFO (15%).

Financial evaluation was cited as a reason for considering a change of employer by almost nine out of ten respondents who are considering a change of employer. A third mentioned the atmosphere in the workplace and more than a quarter mentioned working conditions.

Do you consider the UHK a good employer?

Definitely yes 35%, rather yes 53%, rather not 10%, definitely not 1%

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

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

Support and cooperation within the UHK units

Respondents rate the support from the Rectorate slightly better compared to 2020, while 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 results, faculty support is rated similar but there have been shifts among the faculties. The assessment by respondents from the FF is significantly more positive, while there is a drop at the PdF. The 2024 proportion of negative responses is highest for the PdF and the PñF. These faculties also have the highest proportion of negative responses to the evaluation of inter-faculty collaboration. Also for a number of other questions, the responses of respondents from these faculties are relatively less positive. To some extent, this can be explained by the consistency of the ratings of respondents 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:

Definitely good 60%, rather good 32%

The sum of the answers “definitely yes” and “rather yes” to the question whether there are good interpersonal relations at the workplace is around 90% at all faculties and at the Rectorate. The assessment of the existence of good relations (“definitely yes”) differs by more than 10% between the UHK units, while the Rectorate differs from the faculties by a further plus 15%. Among the faculties, the best assessment was provided by the FIM but also by the PdF.

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

Interpersonal relations at the faculty/Rectorate:

Definitely good 18%, rather good 53% (unable to judge 16%).

In contrast to relations at the workplace, the assessment of interpersonal relations across the faculty/Rectorate 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 statistically significantly differ from each other. The least positive assessment is at the PñF, the most positive is at the FIM.

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

Freedom of research and copyright infringement

If in the case of freedom of research, no significant difference in the results was identified. It is worth noting that more than 10% of respondents from the PñF reported that they had encountered copyright or intellectual property infringement (6% overall at the UHK).

Discriminatory/inappropriate behaviour

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

Respondents who indicated that they had experienced discriminatory/inappropriate behaviour towards themselves or another person at the UHK in the last three years answered in the next question what form(s) such behaviour took. The most frequent forms of inappropriate behaviour include **systematic unfriendly behaviour or behaviour detrimental to colleagues** and, to a similar extent, **gossip**, with 15% of all respondents saying that 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 were **mocking** which was reported by 9% of respondents (i.e., 39 respondents, one third from those who reported they had encountered some form of such behaviour), **bullying or other intimidating behaviour by a superior** 7% (29 respondents), **bullying or other intimidating behaviour by another person** 6% (25 respondents), **deliberately causing conflict** 6% (25 respondents), and **deliberately giving the employee’s credit to others** 5% (24 respondents). The other forms of such behaviour mentioned in the questionnaire were mentioned by 10 or fewer respondents.

Safety

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 (we have no explanation for the lowest value at the PdF, the faculty dominated by women), these differences are not statistically significant.

Men 92.4%, women 98.5%, not stated 86.8%

FF 95.0%, FIM 98.7%, PdF 91.7%, PñF 93.2%

Financial evaluation

The low financial evaluation of university staff is a problem that does not concern only the UHK. The results of our investigation confirm the dismal 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:

The average net monthly salary according to the answers of the respondents at the UHK: 26% have less than 25 thousand, 44% have 25-35 thousand, 23% have 35-50 thousand, 5% have 50+ thousand (8 respondents did not specify the figure; the question did not apply to PhD students).

38% of respondents are satisfied with their financial evaluation (7% “definitely yes”); 62% are dissatisfied (24% “definitely no”).

Does the financial evaluation correspond to the difficulty of the work? Yes 25%, no 75% of respondents.

By how much should your financial evaluation be increased to reflect the difficulty of your work? 9% said an increase of 10%, 26% - of 20%, 26% - of 30%, 9% - of 40%, 12% - of 50%, 17% - of more than 50%.

The method of determining the financial evaluation is considered to be transparent by 67% (18% “definitely yes”) of respondents while 33% respondents do not think so (7% “definitely not”).

The level of pay is crucial to both satisfaction with financial evaluation and the feeling that the wage corresponds to the difficulty of the work. Those earning up to 35,000 are 70% dissatisfied with their financial evaluation and 80% believe that their income does not correspond to the difficulty of the work. The proportion of those who are satisfied and dissatisfied is balanced for those earning between 35 and 50 thousand, while those earning more than 50 thousand (5% of respondents) are 90% 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.

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.

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

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.

Nature of work

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).

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).

The teaching activities of the faculties were surveyed from four aspects: timetable, teaching facilities, technical equipment, and 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 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.

Annexes

Separate files

Annex 1 HR Award Questionnaire – Academics 2024

Annex 2 HR Award Questionnaire – Technical and Administrative Employees (TAE) 2024

Annex 3 HR Award Questionnaire – Researchers 2024

Annex 4 HR Award Questionnaire – Doctoral Students 2024