



University of
Hradec Králové

Report on UHK Employee and Doctoral Student Survey

Implemented within the HR Award Project:

CZ.02.2.69/0.0/0.0/18_054/0014679 Development of Capacities for
Strategic Management of Research at the University of Hradec
Králové (HR Award)

May 2021





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RESEARCH BACKGROUND

The University of Hradec Králové conducted a yet biggest research study as a part of GAP analysis. The goal of the research was to obtain a basis for an internal analysis and to receive a feedback from the UHK employees. The research was participated by employees working at the university and also by the doctoral students as their feedback is very important for the development of scientific activities at the UHK. The questionnaire was compiled according to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers¹.

The survey was performed online (Microsoft Forms, Office 365 UHK) for the UHK employees: academicians, scientists and researchers, technical and administrative employees, and doctoral students. Blue-collar and auxiliary workers received the survey in a documentary form. The electronic version of the questionnaire was prepared in Czech and English language. The questionnaire was completed voluntarily and anonymously.

The survey was supported by the Deans of all the UHK faculties and the UHK Rector who explained its aim and importance in the introductory part of the questionnaire and in a letter sent to both the employee and student e-mail addresses. Instructions how to complete the questionnaire were sent by the HR Manager for the HR Award Project.

Employees responsible for the questionnaire elaboration were Mgr. Kateřina Bařina Vyleťalová in cooperation with Mgr. et Mgr. Pavlína Springerová, Ph.D.; the BI analyst Mgr. David Liguš was responsible for the results processing.

The research was conducted with a representative number of respondents (969).

The results of this research are to serve multiple purposes:

- As supporting material for the development of the employee quality policy and improvement of condition of all University employees,
- As one of materials for strategic planning and defining of priorities and objectives of the University in the future.

¹ <https://www.uhk.cz/cs/univerzita-hR&Dec-kralove/veda-a-vyzkum/hr-award-1/charta-a-kodex>

RESEARCH AREAS

The research is focused on the following areas associated with the UHK activities:

- Professional and ethical aspects
- Working conditions and social security
- Personal development
- Employee evaluation
- Strategic communication

Because of the differences in questionnaires for every type of workers, the report analyses every type of workers.

Where possible, there is a summary analysis for all worker categories.



LIST OF ABBREVIATIONS

UHK – University of Hradec Králové (Univerzita Hradec Králové)

AW – Academic staff (Akademický pracovník)

THP – Technical and administrative worker (Technicko-hospodářský pracovník)

R&D – Research and development worker (Vědecko-výzkumný pracovník)

PhD – Doctoral student (Student doktorského studia)

FIM – Faculty of Informatics and Management (Fakulta informačních technologií a managementu)

Přf – Faculty of Science (Přírodovědecká fakulta)

FF – Philosophical Faculty (Filozofická fakulta)

PdF – Faculty of Education (Pedagogická fakulta)

BASIC INFORMATION ABOUT THE RESEARCH

Language of the questionnaire: CZ and EN

Target population: All UHK employees

Number of employees: 577 (answered); 969 (participants)

Number of AWs: 301 (60.2 %); 31 %

Number of THPs: 170 (29.4) %; 17.5 %

Number of R&Ds: 23² (4 %); 2.4 %

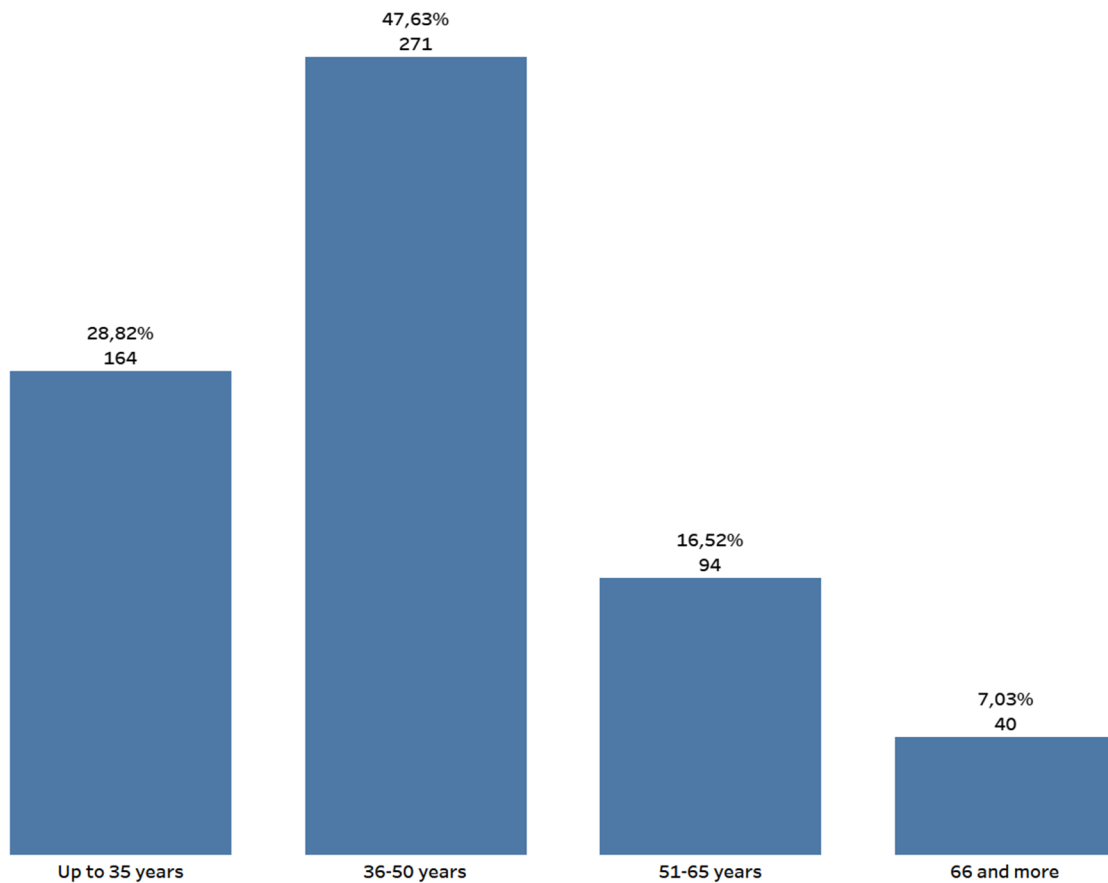
Number of PhDs³: 82 (14.2 %); 8.5 %

² The number of R&Ds was rather small; therefore, proceed with caution when interpreting the analysis by age or by gender

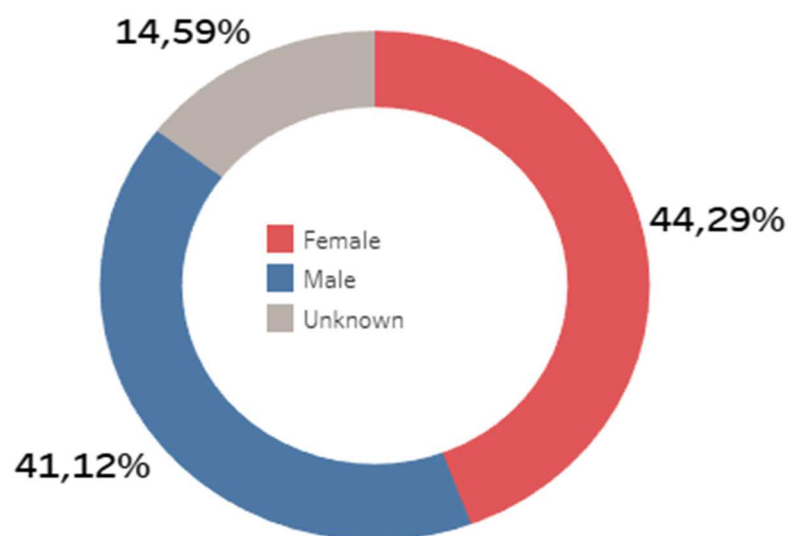
³ As most PhD students were up to 50 years of age, their year of study was chosen instead of the age.

IDENTIFICATION INFORMATION

Age groups

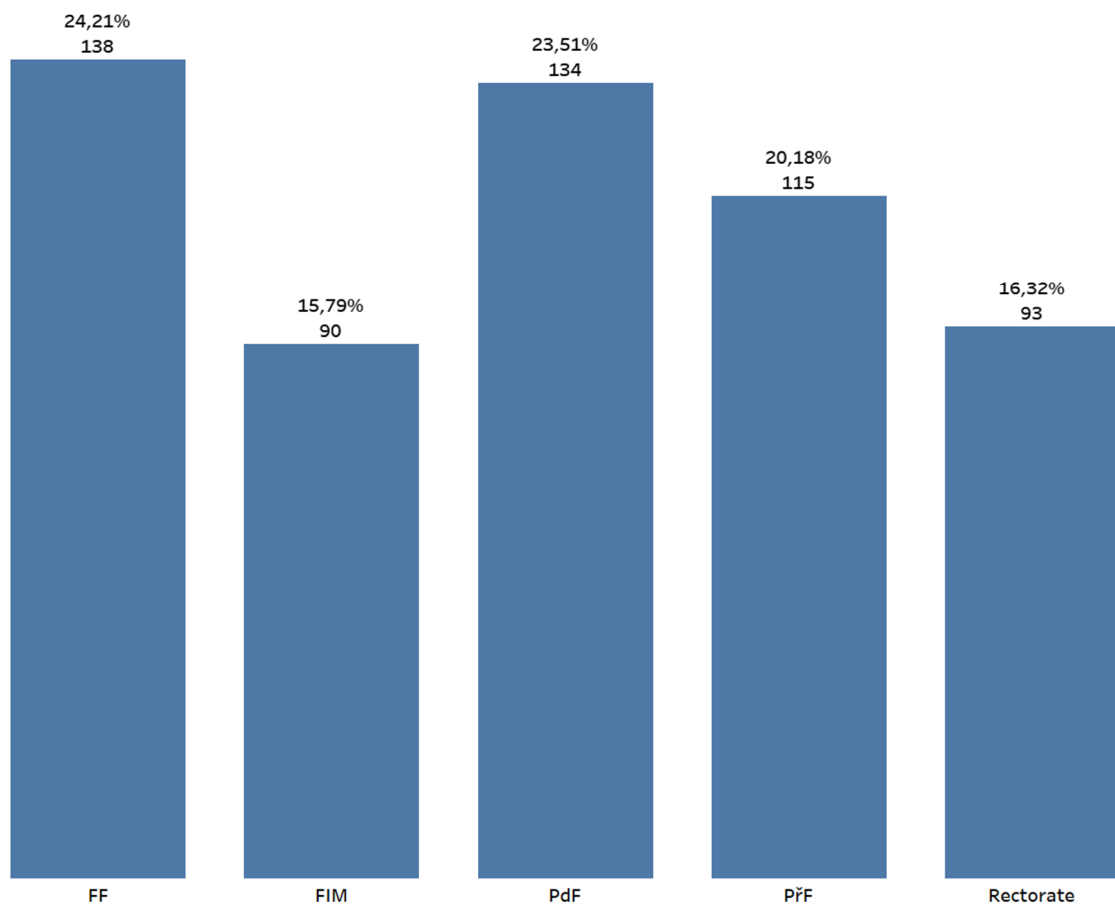


Gender

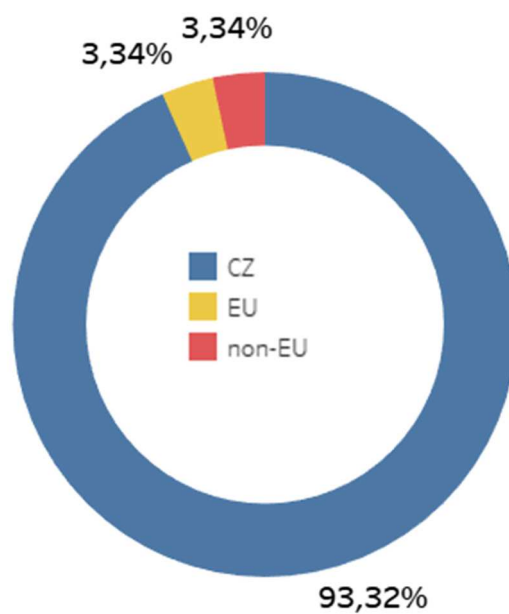


Q: What is your age (in years)?
What is your gender?

UHK Units



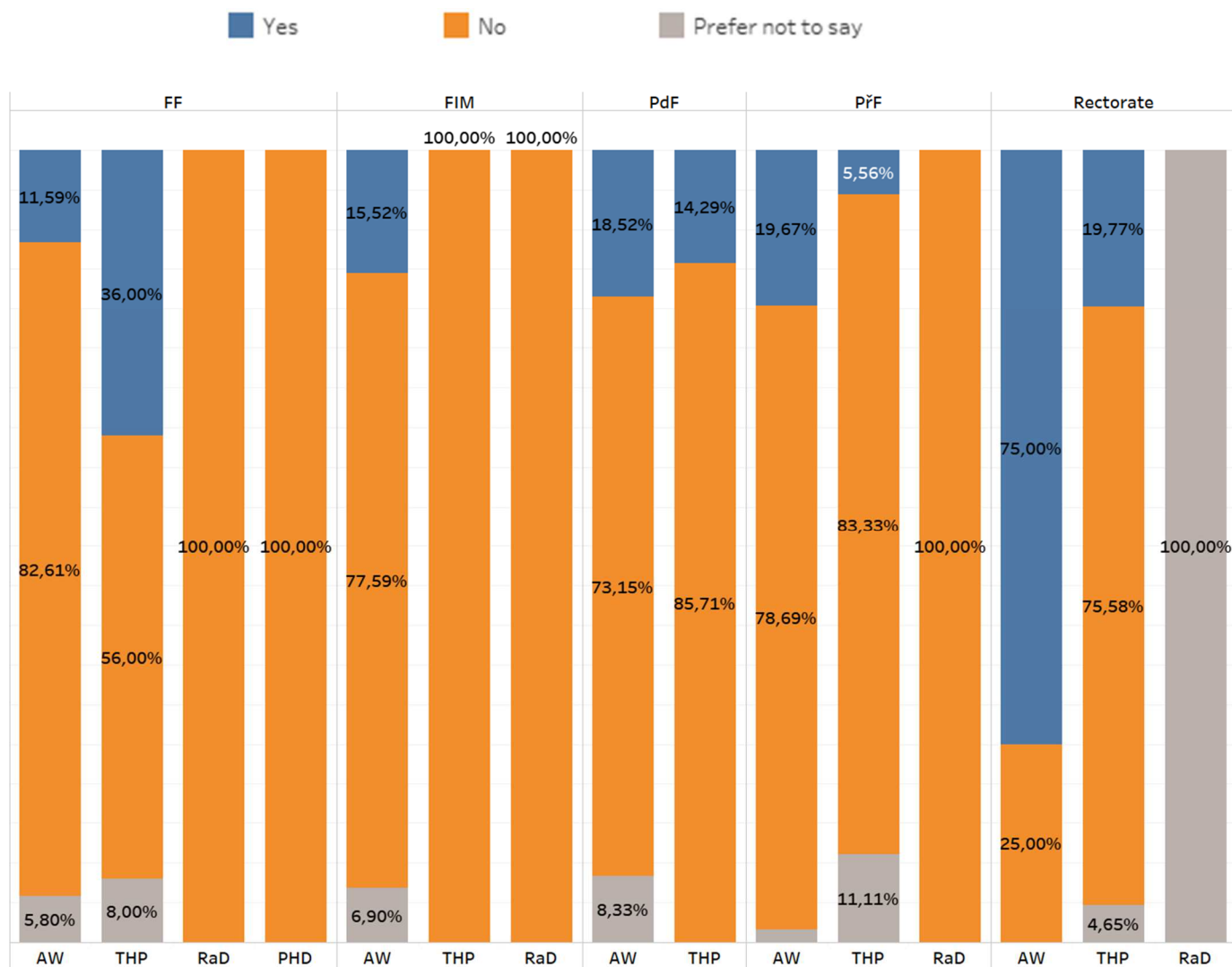
Nationality



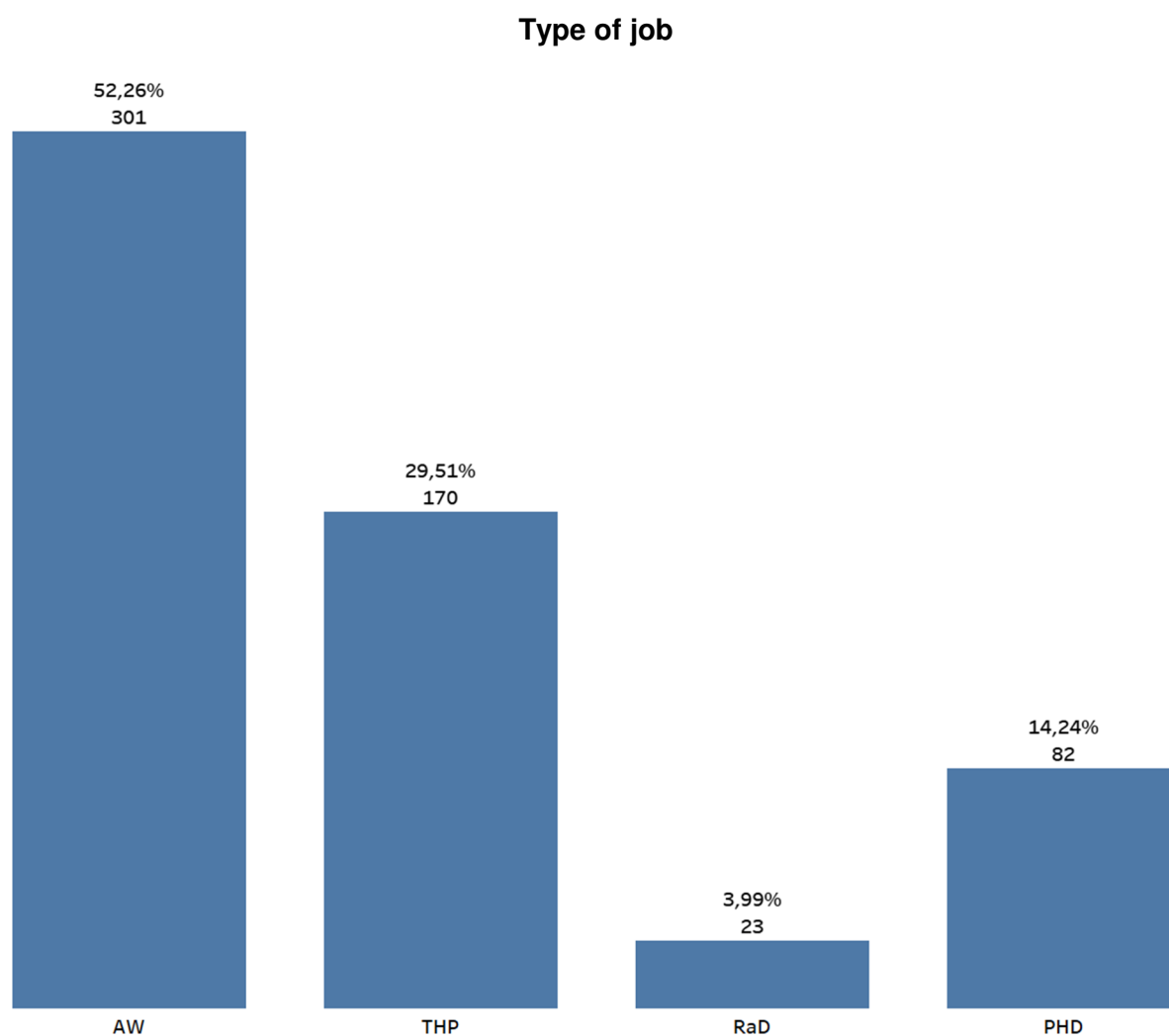
Q: Where at the UHK do you work?
What is your citizenship?

Summarized distribution by leading role at the UHK

- THPs at the FF and AWs at the Rectorate had the greatest share of leading roles.
- AW have overall most people with managerial roles.



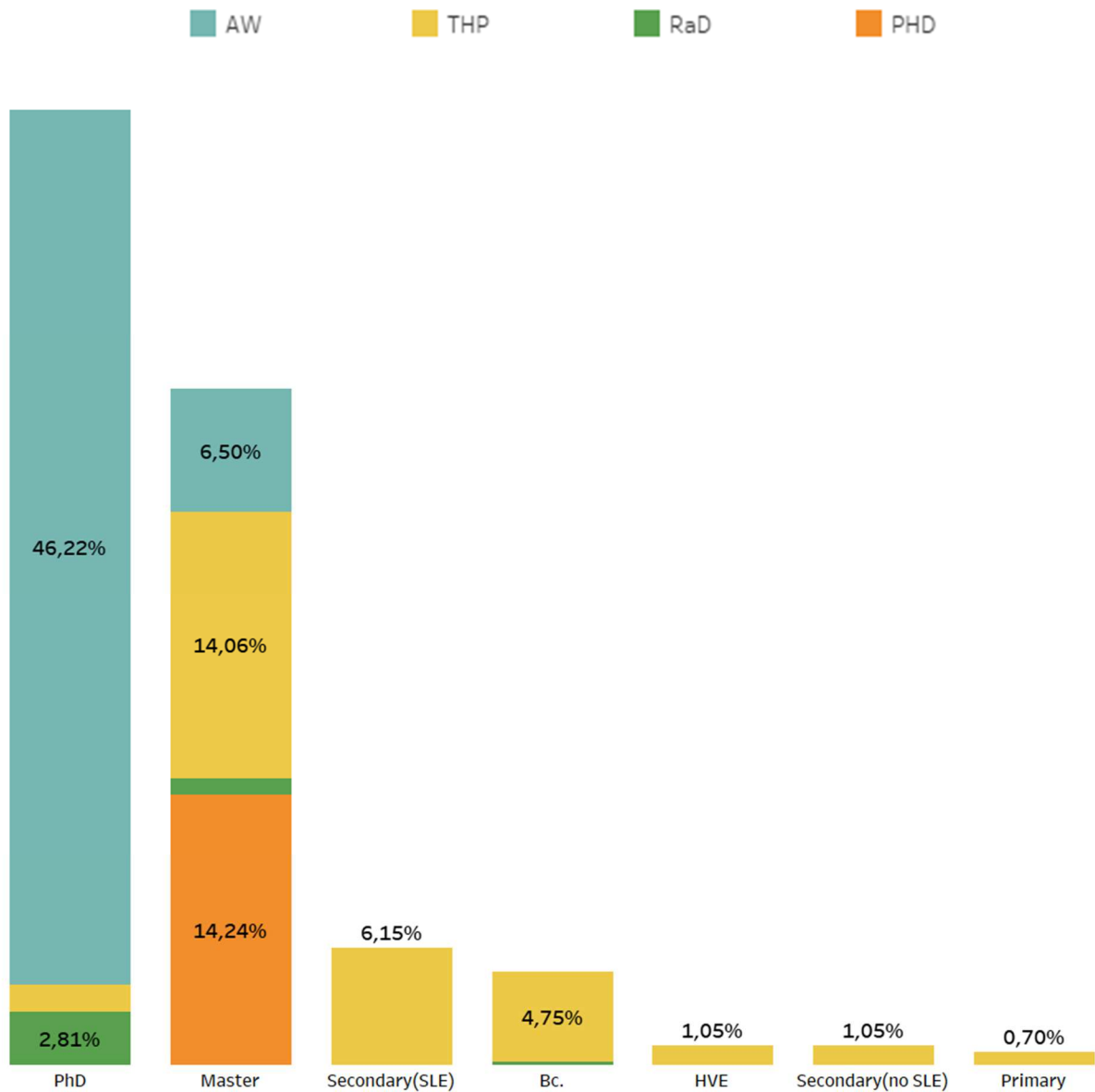
Q: Are you in a managerial position (head of a department, Vice-Dean, Dean, Vice-Rector, Rector, head of an office/worksite)?



Q: Please choose one of the worker category (AW, THP, R&D, PhD)

Type of job according to education

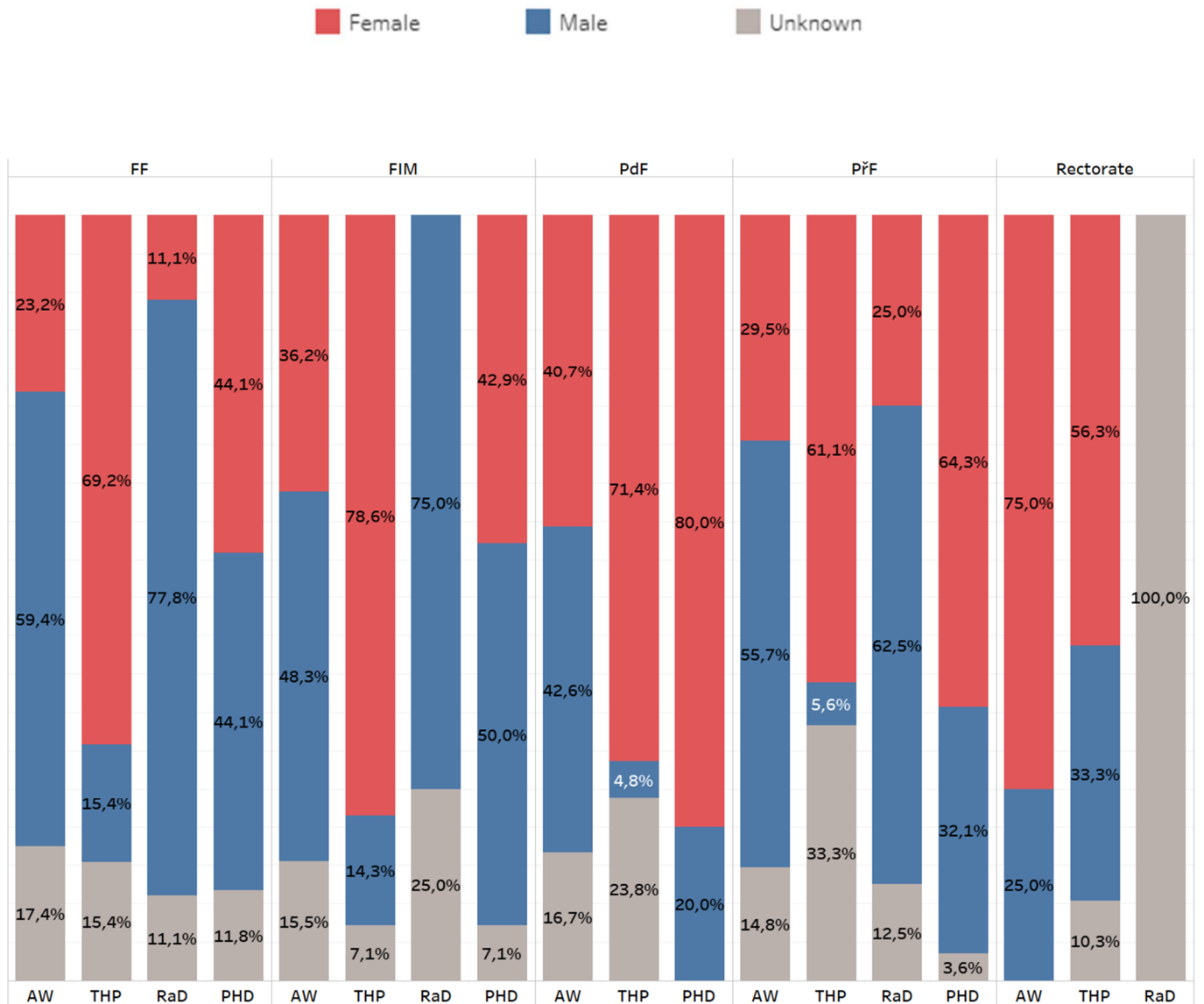
- Most of the AW obtained the PhD title (46.2 % from all the participants), some of them (6.5 %) obtained the Master's degree.
- Researchers form a minority group – only 2.8% of them have the Ph.D. title and less than 0.6% of them have the Master's title
- THP workers have obtained all types of education, from the primary (0.7 %) to Ph.D. (1.6 %).
- All PhD students have obtained the Master's degree – 14.24 %.



Q: Please choose one of the workers category (AW, THP, R&D, PhD)
What is your highest completed education?

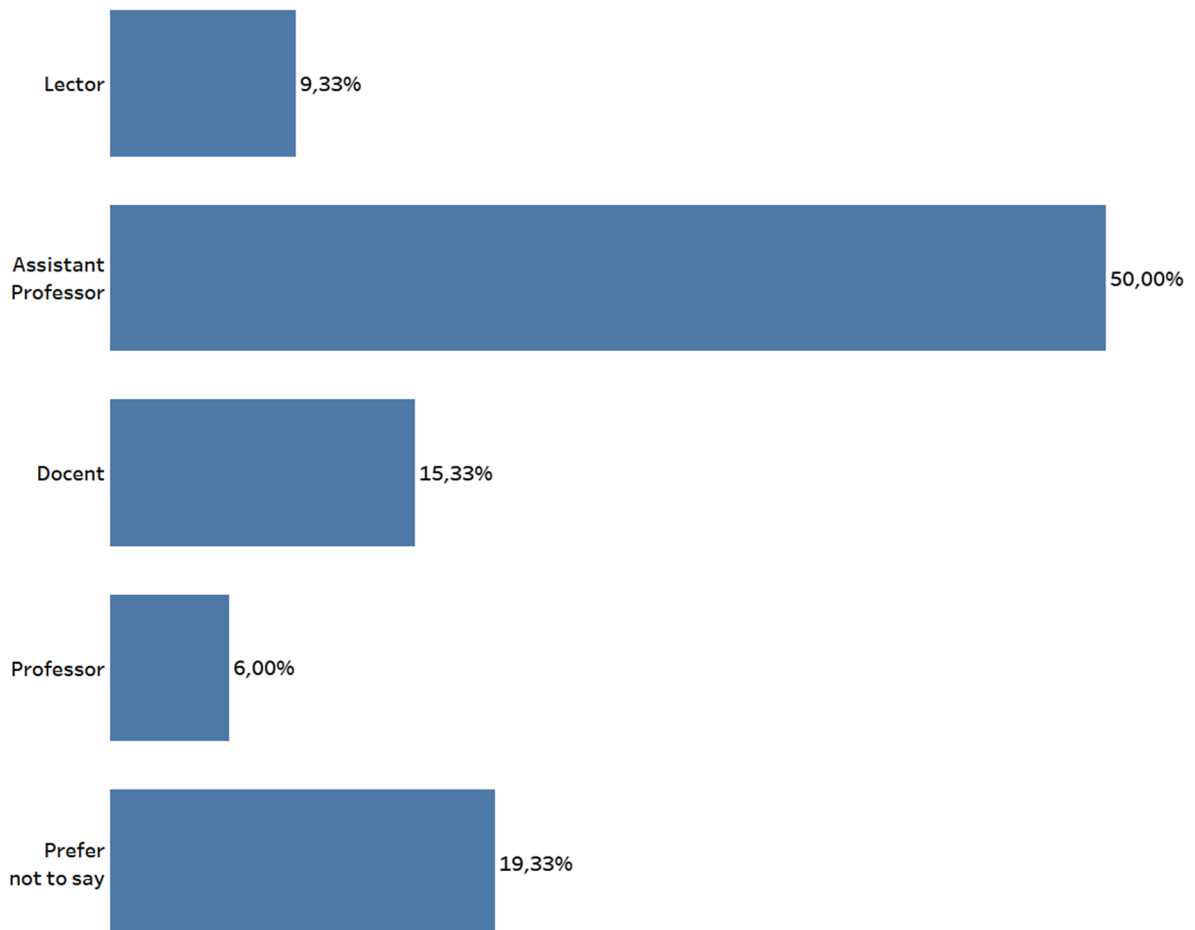
Summary of distribution by faculty and gender

- There are slightly more males than females at the whole university; however, more females than males were found in several cases (THPs or at the Rectorate).
- There is also a significant number of people who did not provide their gender.



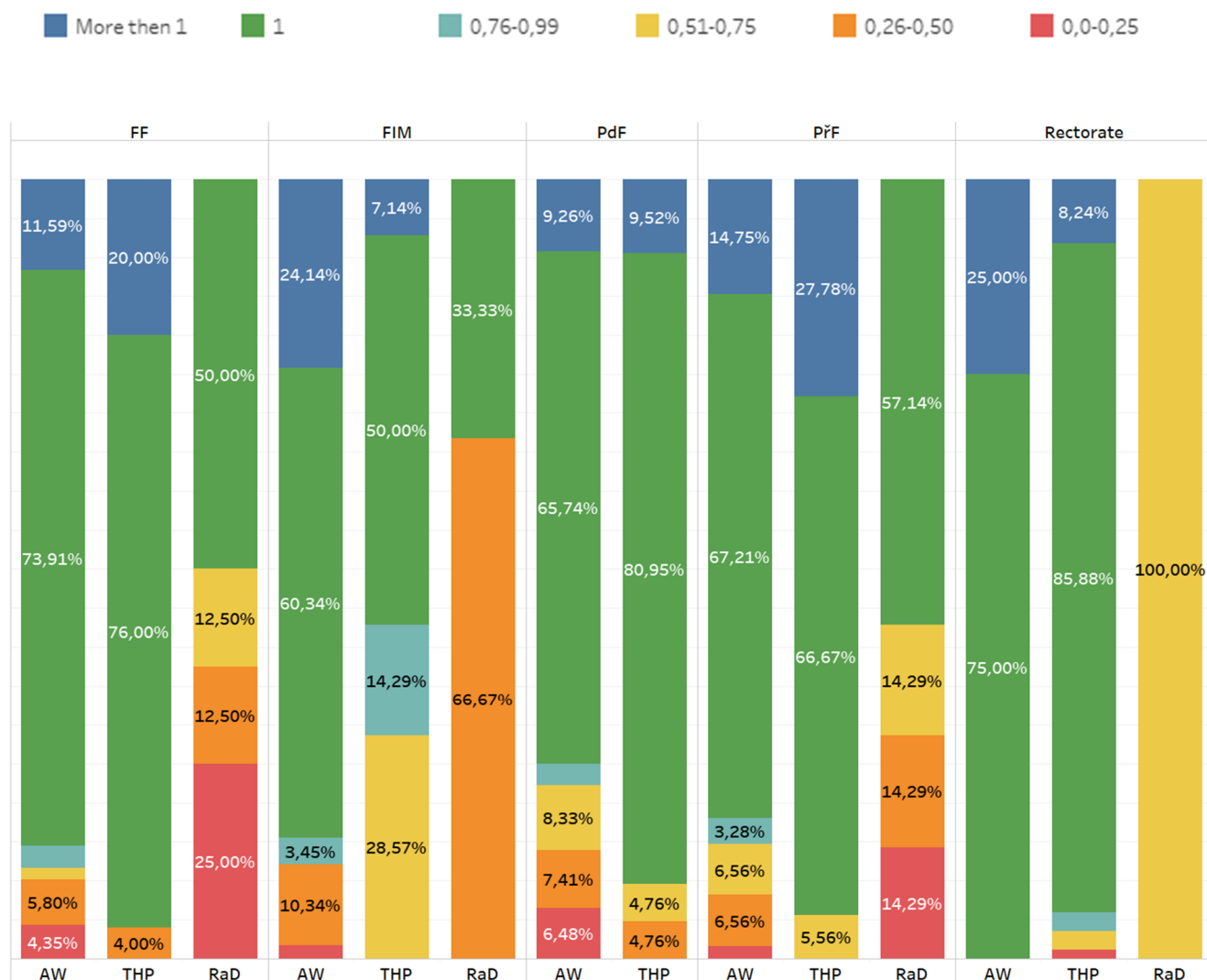
Distribution of professions at the UHK – AWs

- One half of the academic staff consists of Assistant Professors; a great part of respondents did not want to provide their position (19.3 %).
- Professors are the least numerous (6 %).



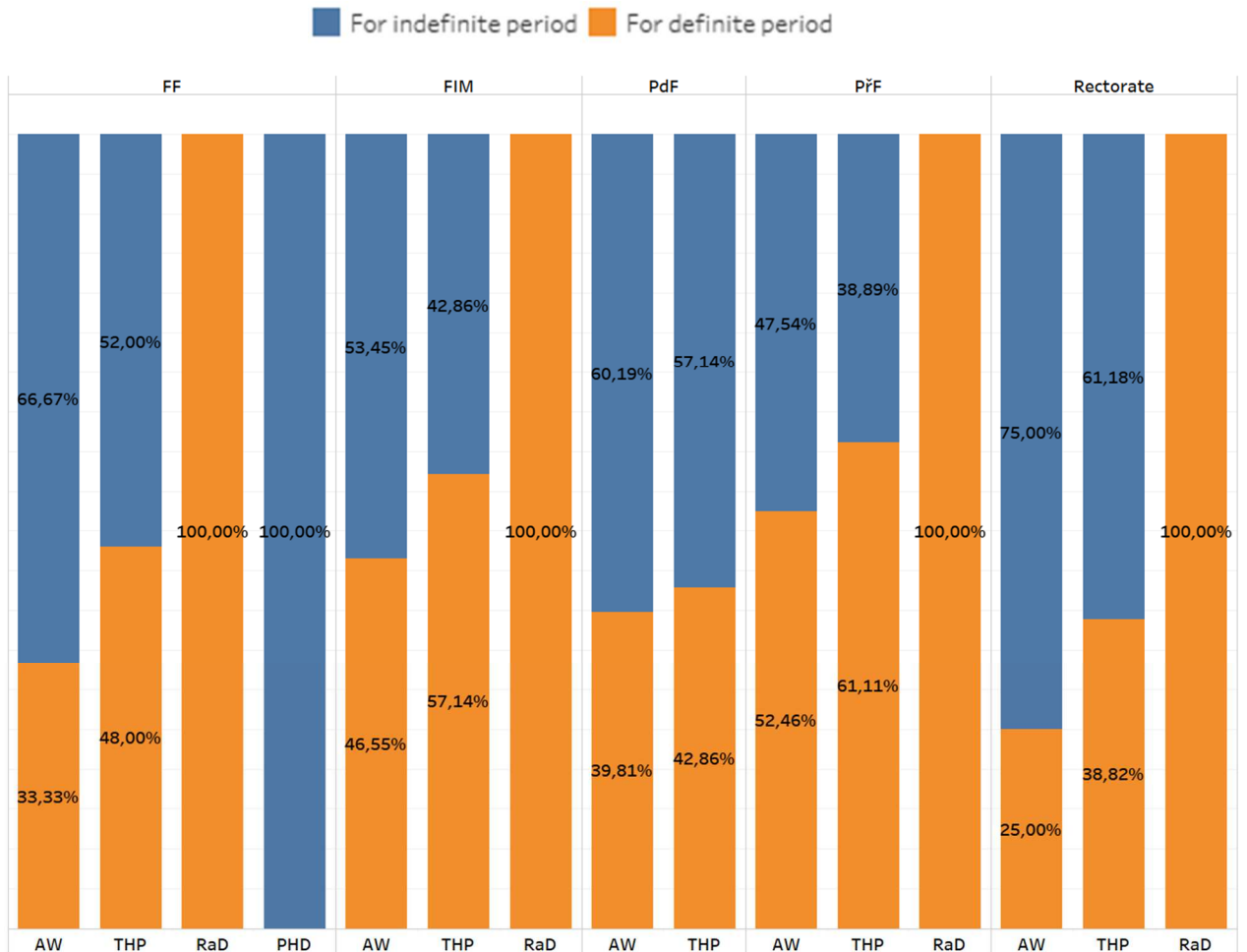
Summary of full time employment equivalent units

- The majority have full-time employment contracts, except for researchers across all faculties – at the FIM, only 33% of them have a full-time employment contract.
- Approximately ¼ of all workers have more than full-time employment contract – most of them can be found among THPs at the PŘF and AW at the Rectorate.
- The researchers at the FF and PŘF have the smallest employment contracts.



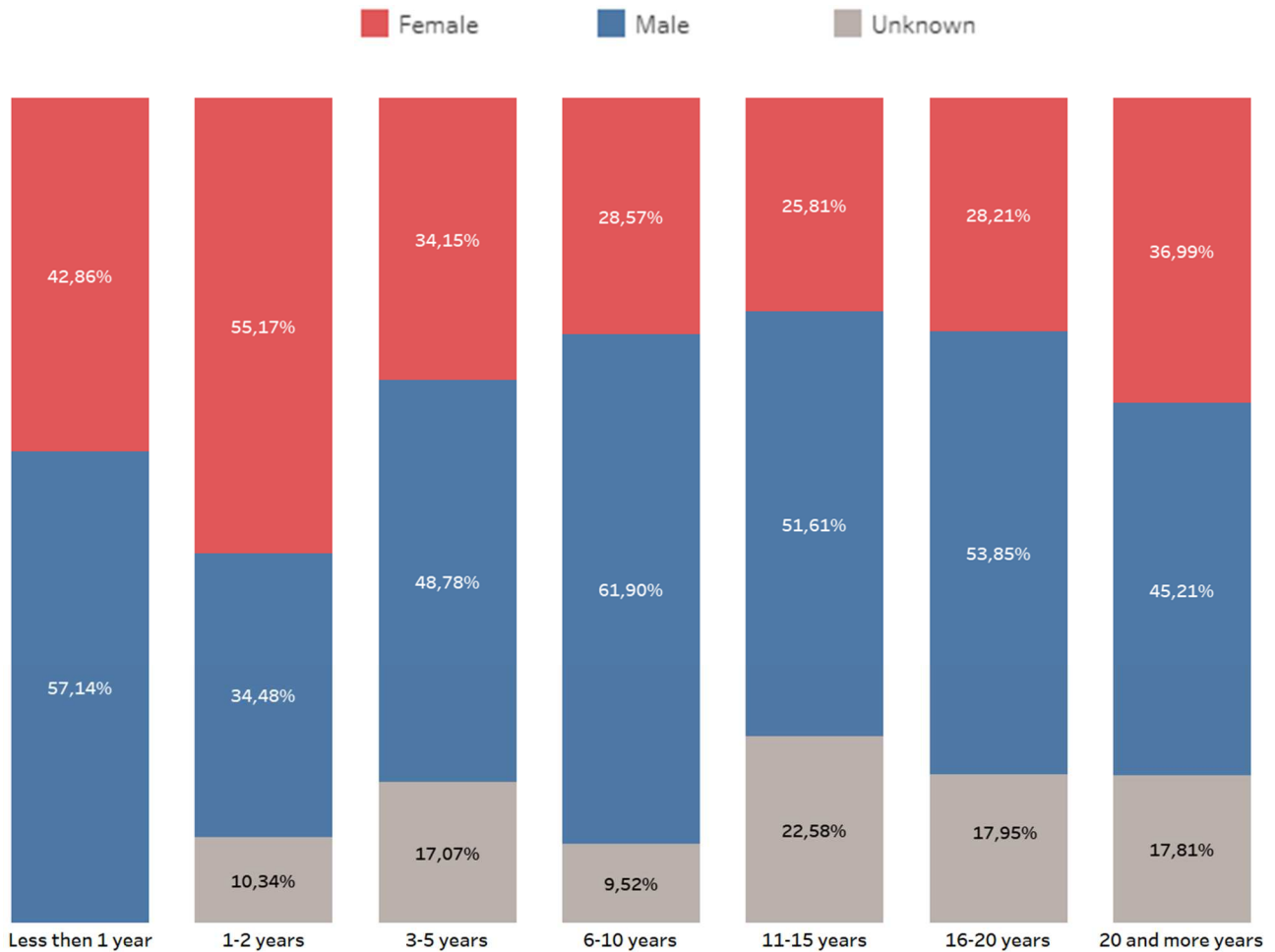
Summary of contract type

- At the age category up to 35 years, there are almost 83% of people who have an employment contract for an indefinite period of time, as compared to other categories in which the percentage is much lower (only 22.2% in the oldest age category).



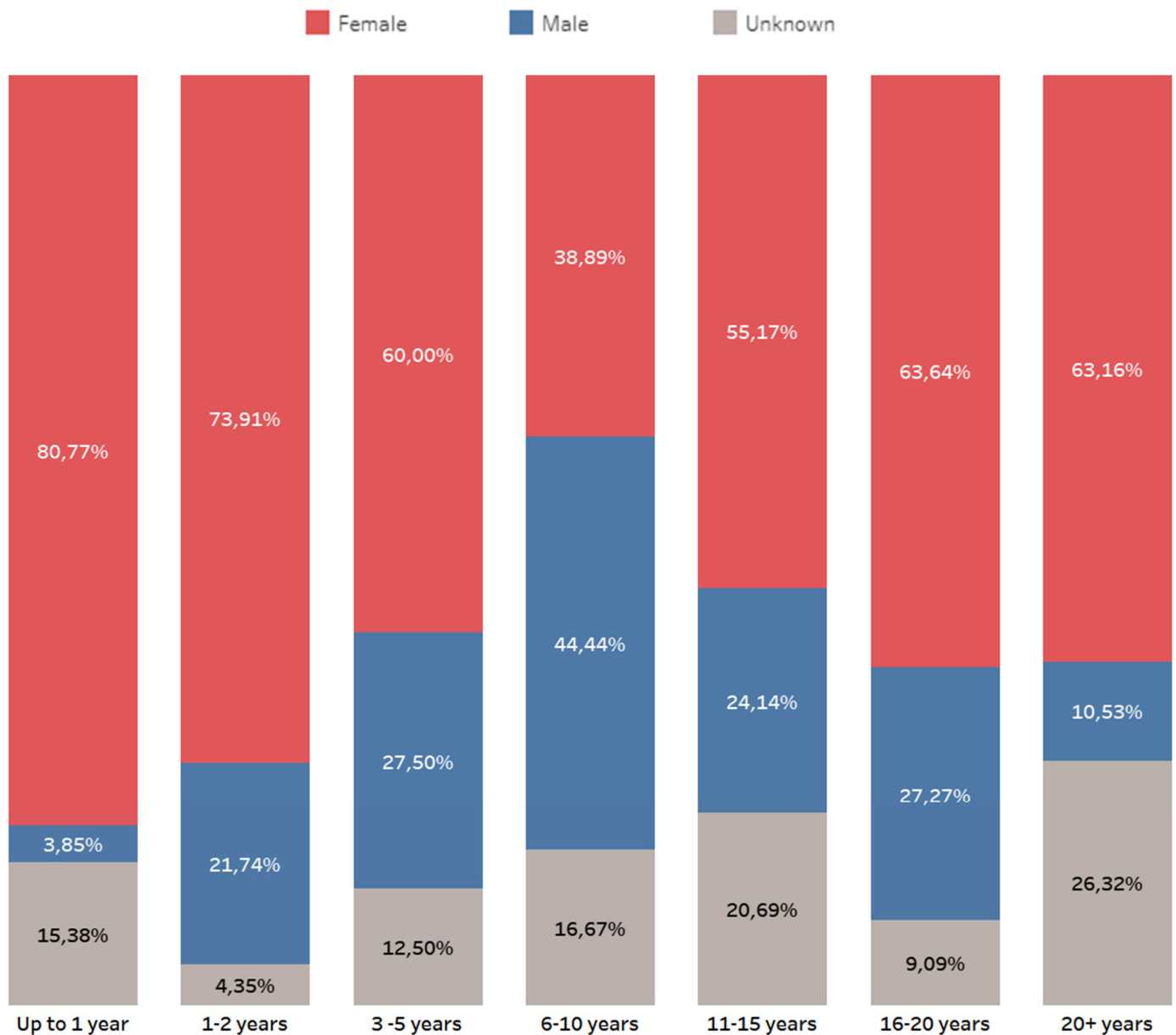
How long have you been working at the UHK – AWs

- Among the AWs, males are more common workers in all categories, except for between 1-2 years, where there are 34.5% males and 55% females.
- In the category 11-15 years there was also significant number of people who identified themselves as “unknown” (22.6 %).



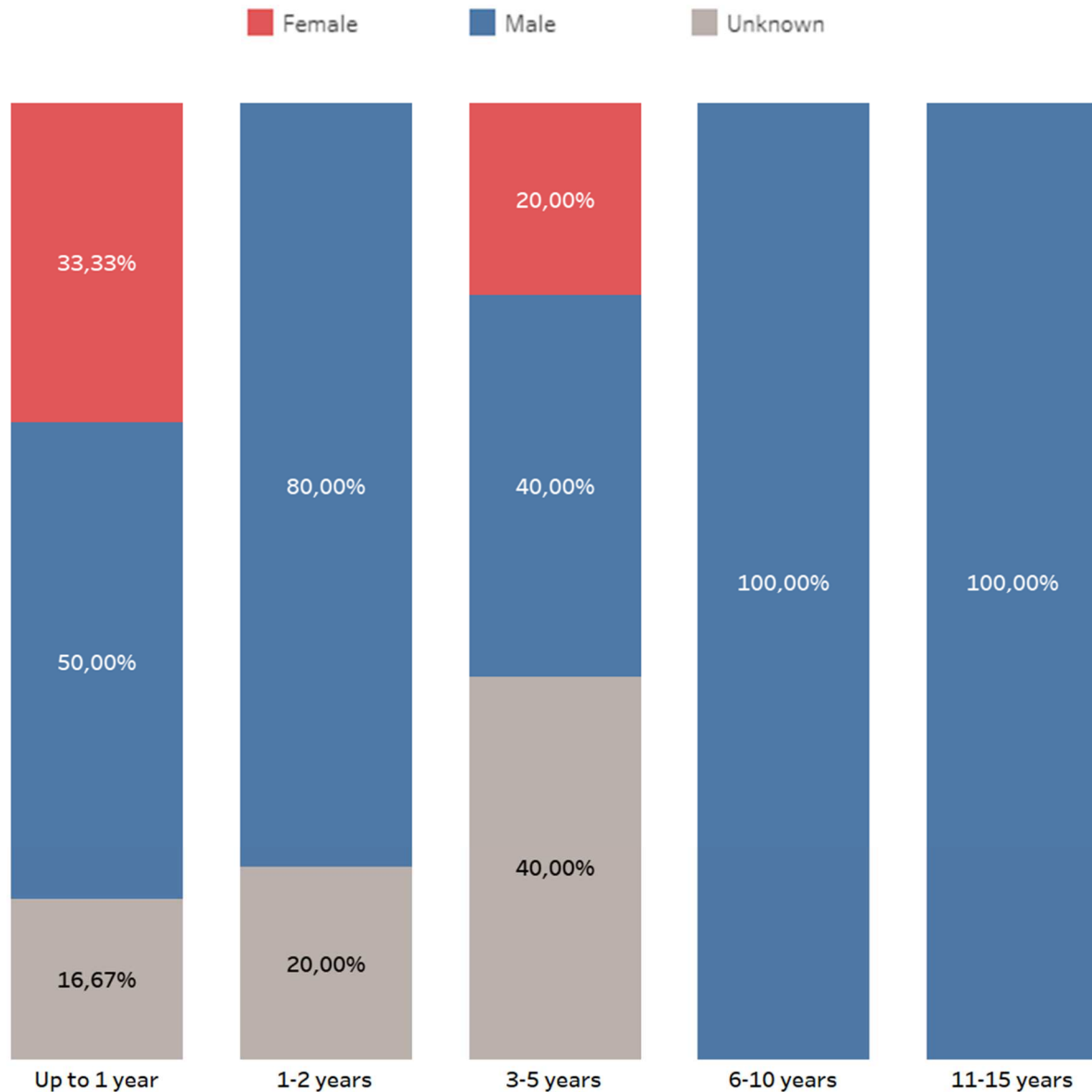
How long have you been working at the UHK – THPs

- Females are working as THPs more often in almost all cases, except for the time period between 6-10 years where males are taking the lead with the ratio 44.4% to 38.9%.
- A significant number of people in the category 20+ years (or between 11-15 years) did not provide their gender.
- The highest ratio of females is in the group working up to 1 year (81%).



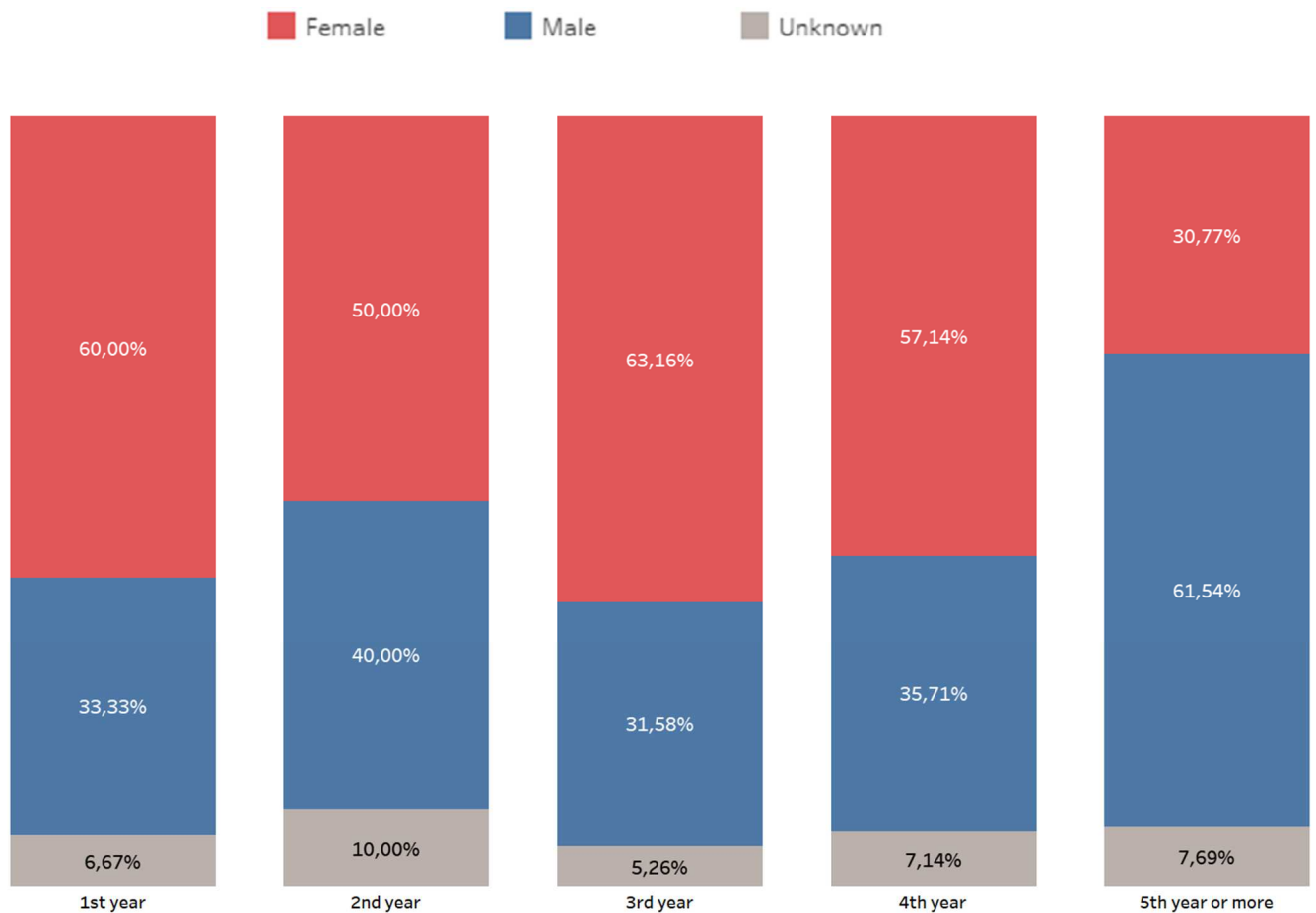
How long have you been working at the UHK – R&Ds

- For R&Ds, there were majority of men working at the UHK.
- Females are working only in the freshman group (33%) and between years 3-5 (20%); in the same group, 40% of people did not provide their gender.



How many years of studies by gender – PhD

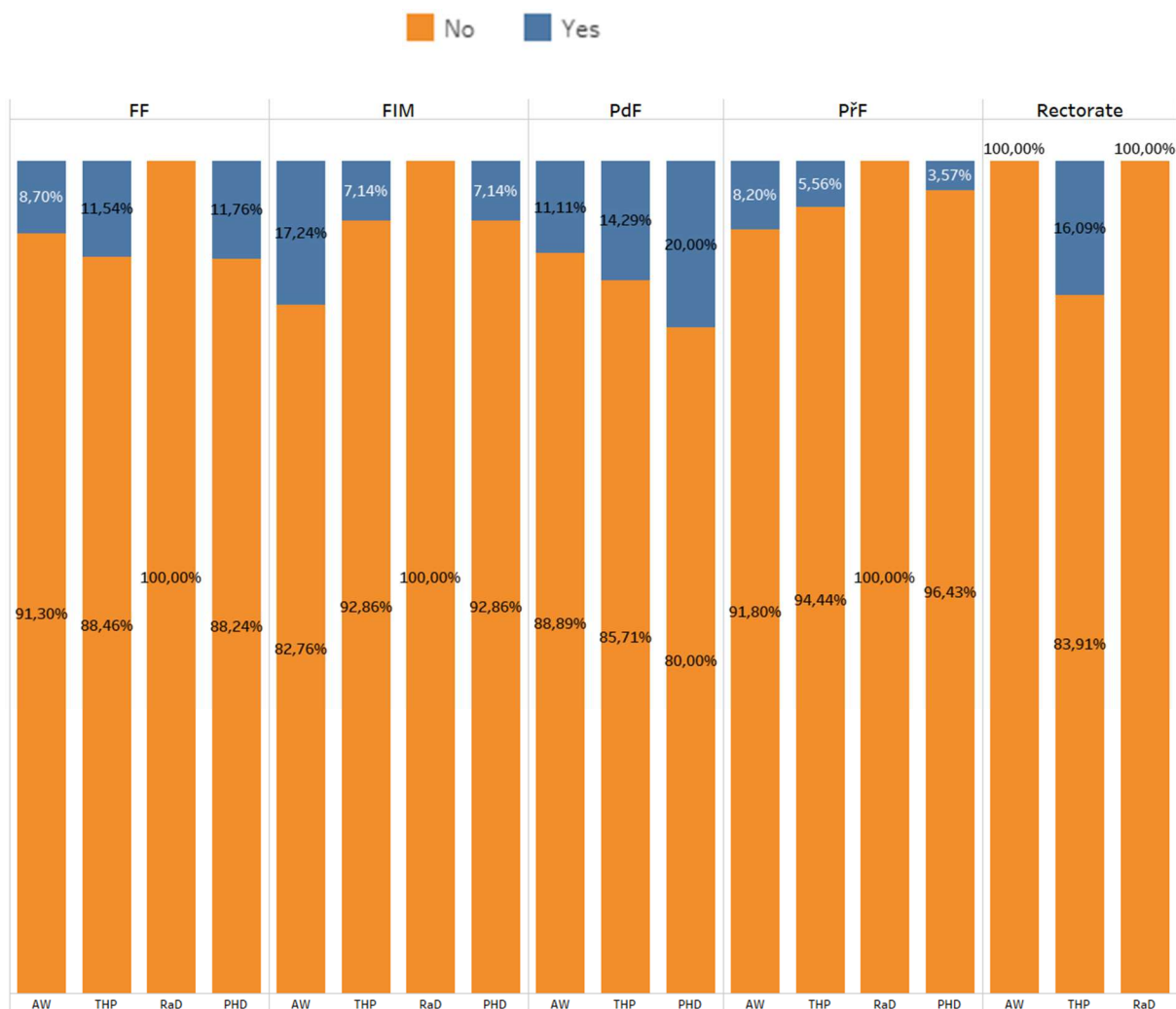
- There is no major difference between the gender and the length of study; there are more male students in the “5th year or more” group and more female students in the “3rd year” group.



1. **PROFESSIONAL AND ETHICAL ASPECTS**
 2. WORKING CONDITIONS AND SOCIAL
INSURANCE
 3. PERSONAL DEVELOPMENT
 4. EMPLOYEES' WORK EVALUATION
 5. STRATEGIC COMMUNICATION
-

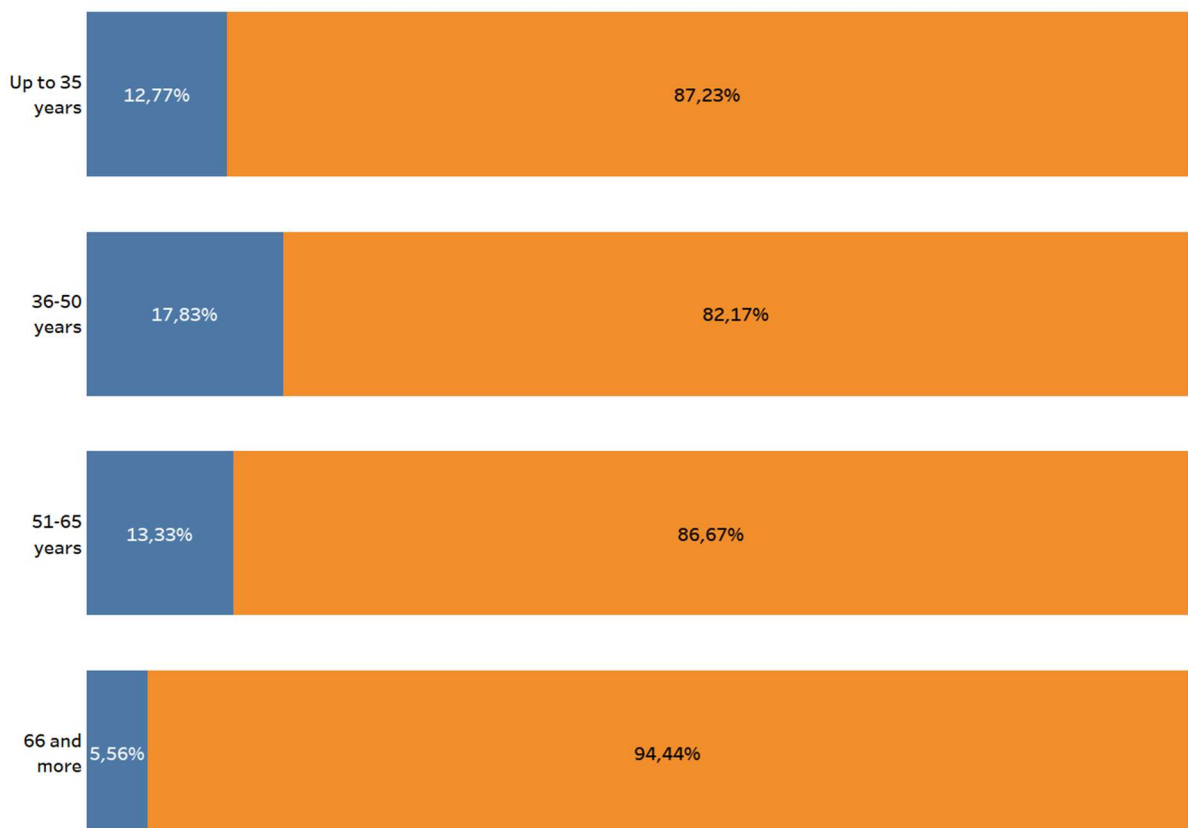
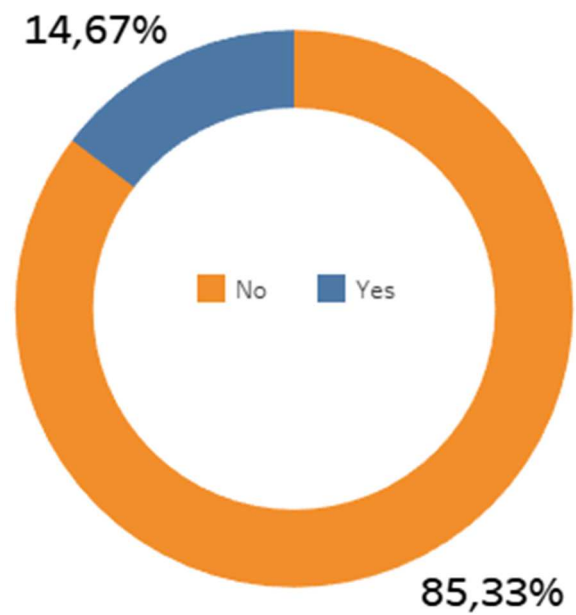
Summary of discrimination by faculty and type of work

- The share of people, who have encountered any form of discrimination is the highest among PhD students at the PdF (20%) and among academic workers at the FIM (17.2%).
- The PdF is also a faculty where all worker types encounter some form of discrimination.
- At the Rectorate, THP workers only encounter discrimination, but the ratio was 16%.
- Among researchers, nobody encountered discriminated in the last 5 years – the analysis of this work group is not included.



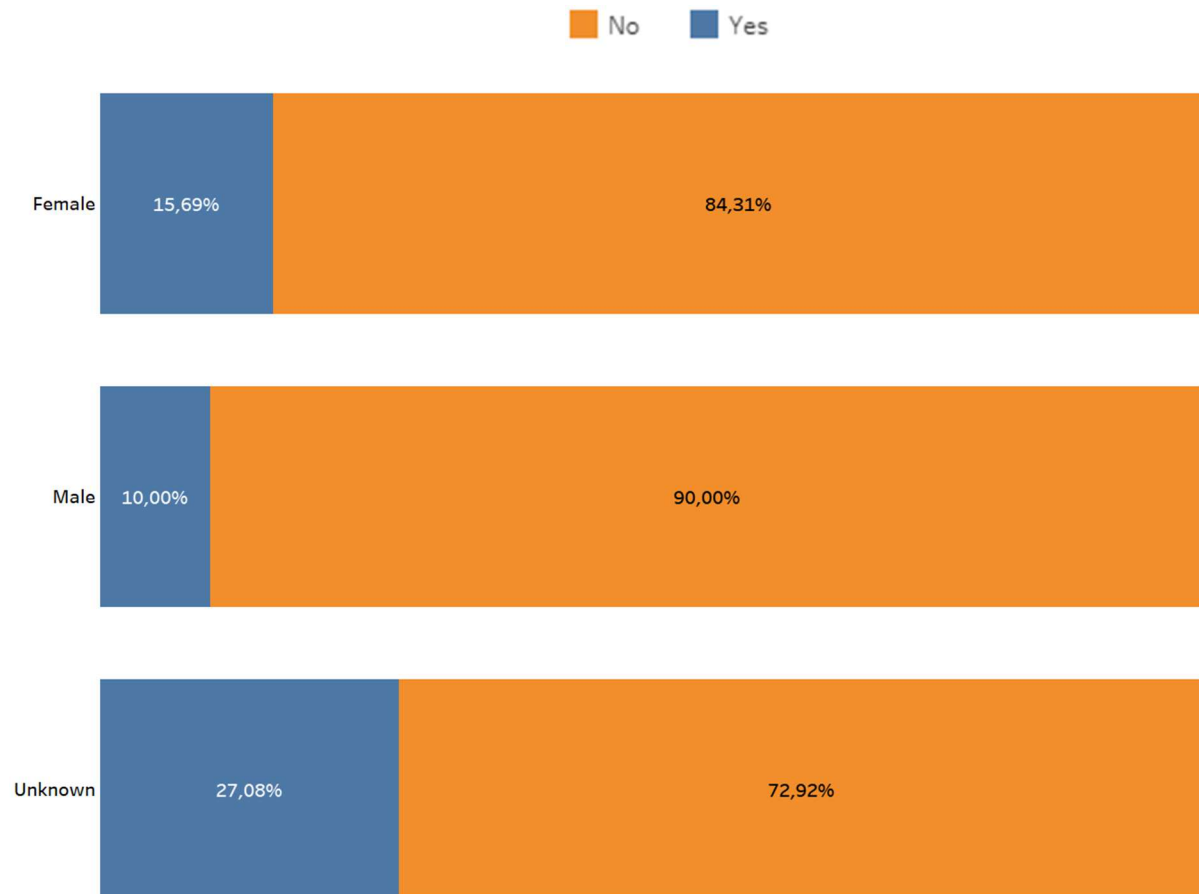
Have you encountered discrimination in the last 5 years? By age – AW

- Among AW, there are almost 15% who experienced any form of discrimination
- Most discriminated workers were in the age category 36-50 years.



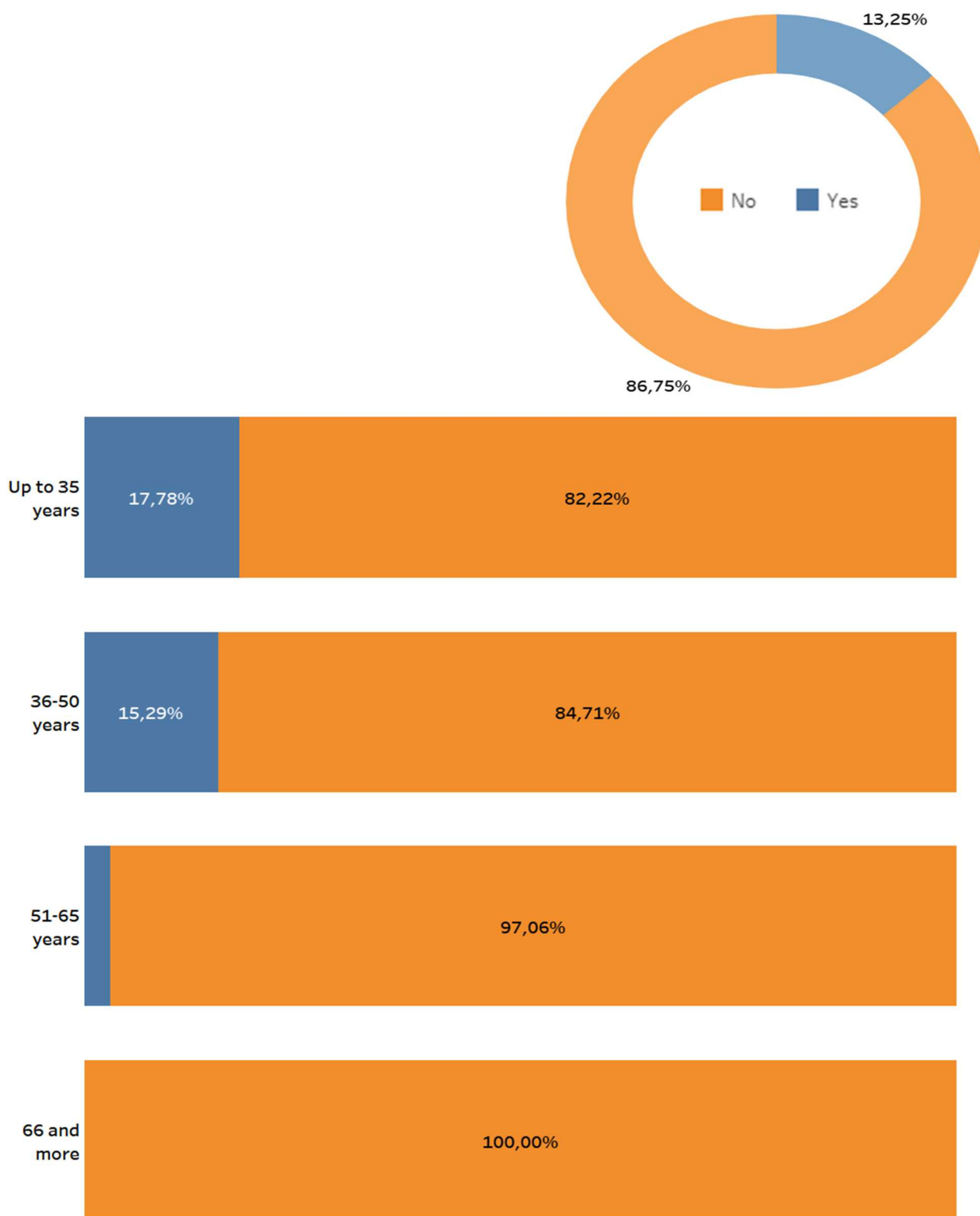
Have you encountered discrimination in the last 5 years? By gender – AW

- According to gender, females and also workers who did not provide their gender were more discriminated (more than 15% and 27%, respectively)



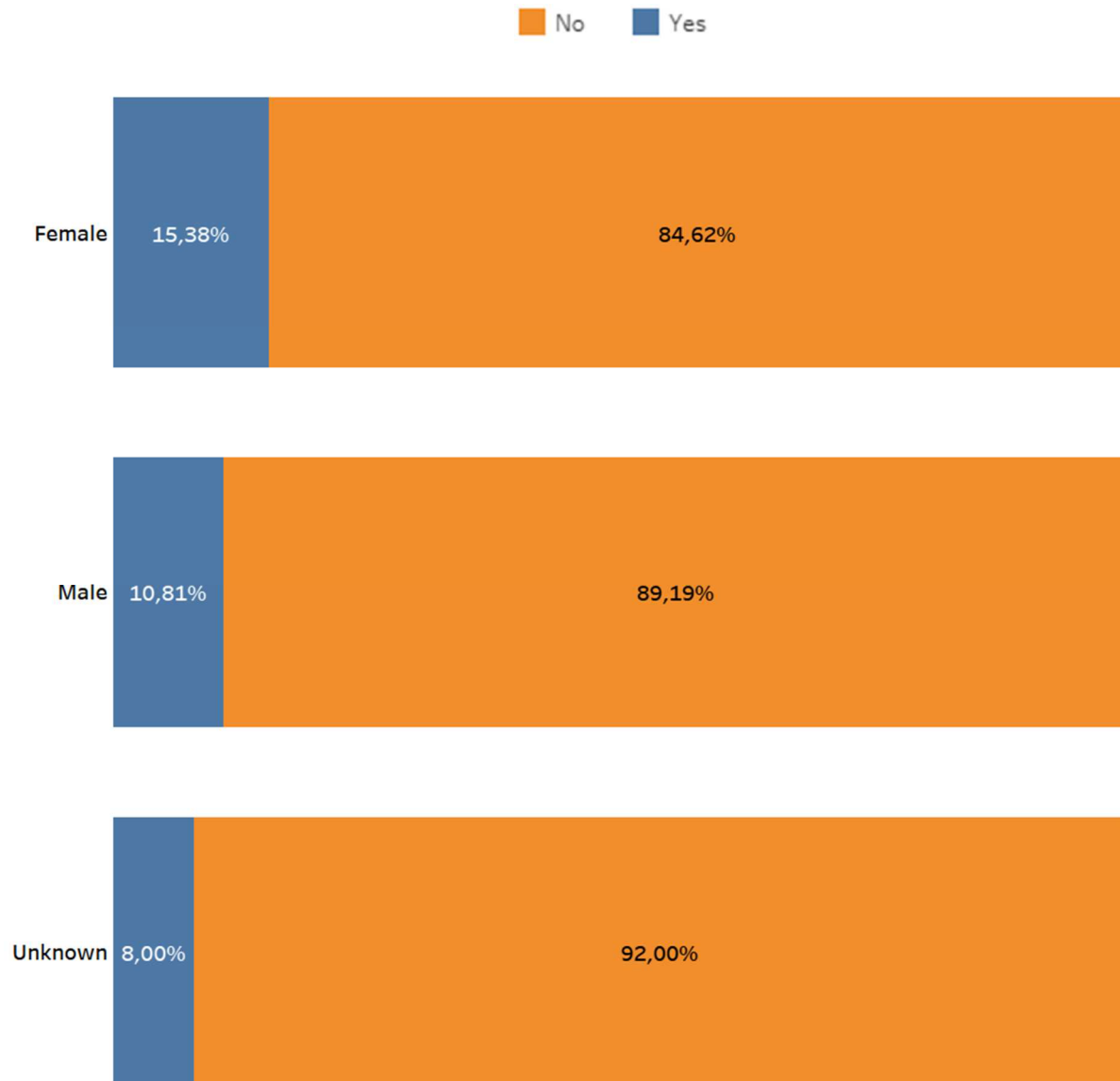
Have you encountered discrimination in the last 5 years? By age – THP

- Among THP workers, more than 13% encountered discrimination.
- Most of the discriminated people are among the younger generation (17.8%) in the category up to 35 years.



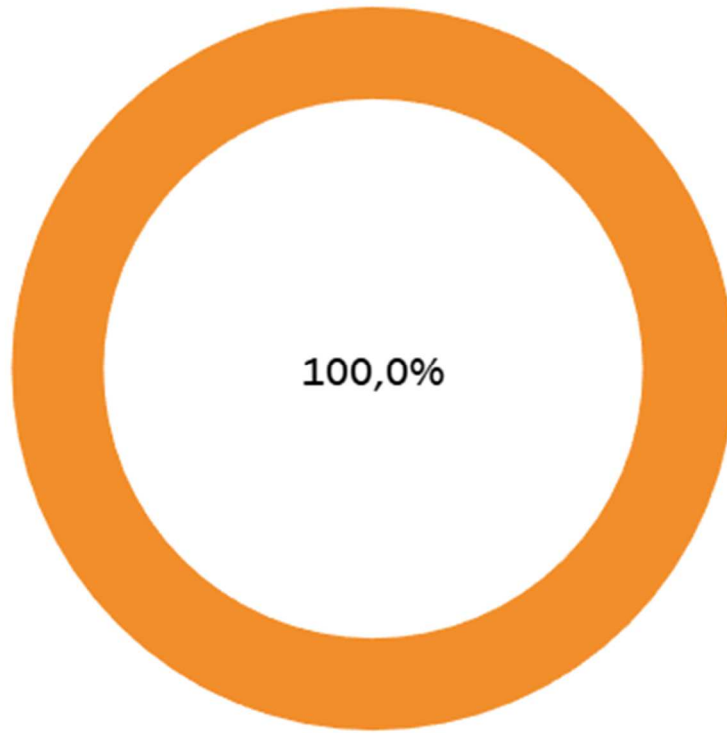
Have you encountered discrimination in the last 5 years? By gender – THP

- Females are discriminated more than men (15.4% to 10.8%).
- The least cases of discrimination were found in the category “unknown” (8%).



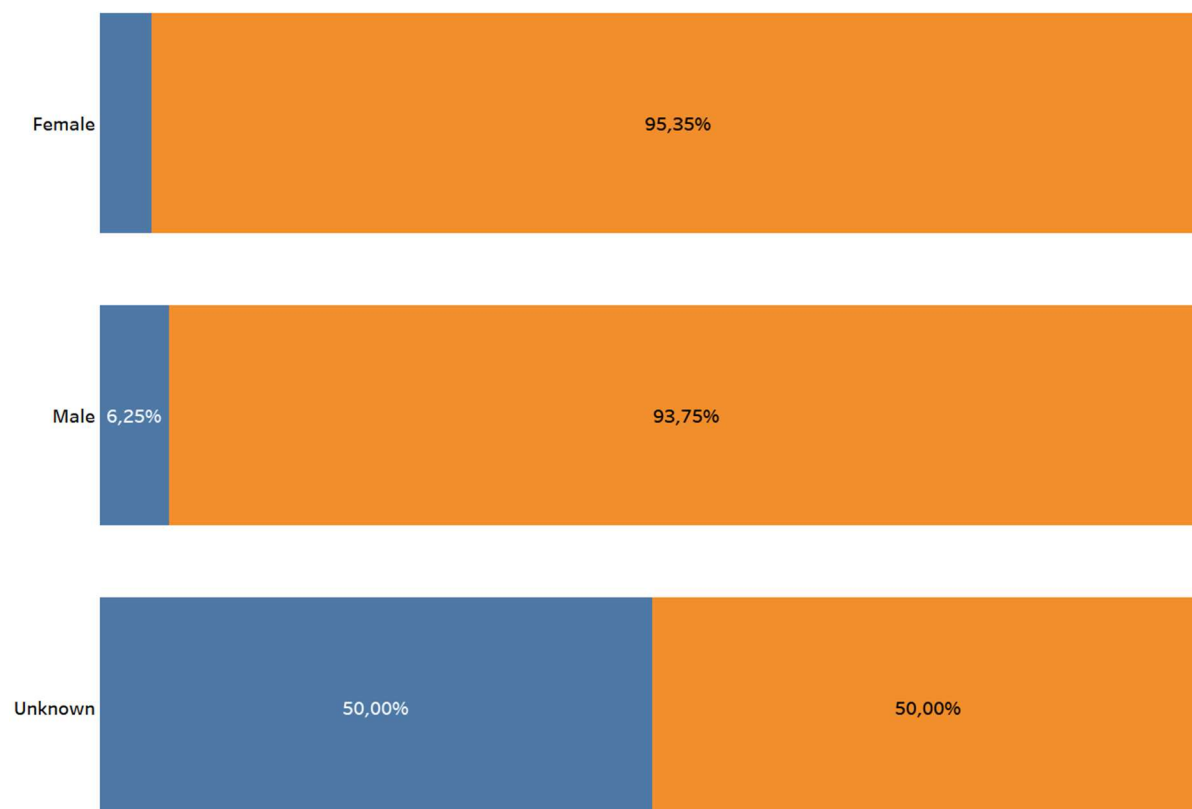
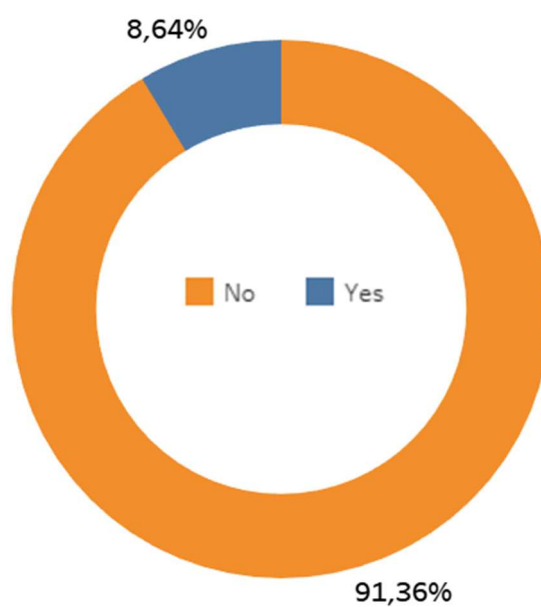
Have you encountered discrimination in the last 5 years– R&D

- Researchers have not encountered any forms of discrimination at the UHK in the last 5 years, thus there is no need for another analysis.



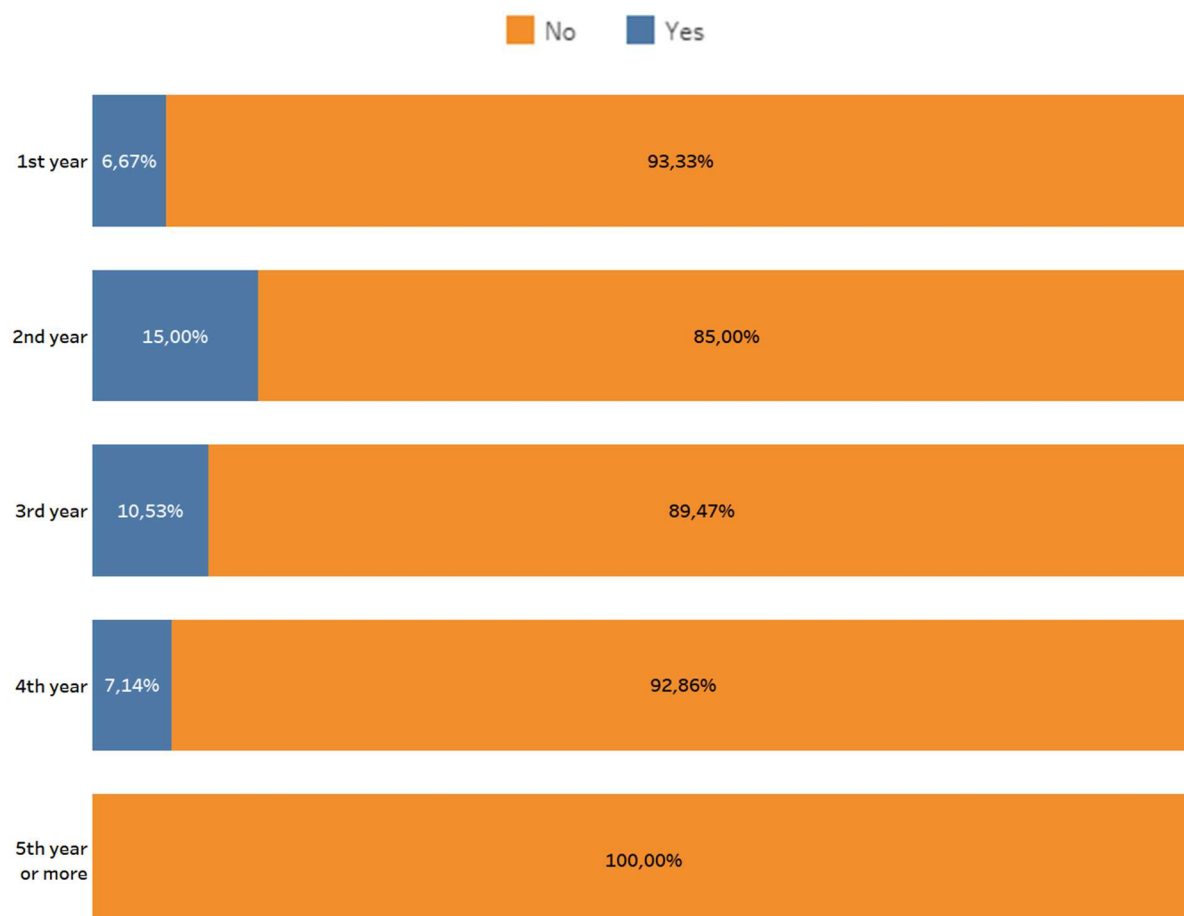
Have you encountered discrimination in the last 5 years by gender? – PhD

- Only 8.6% of Ph.D. students encountered discrimination.
- Most of those students did not provide their gender; the male and female share in discrimination is similar – about 6%.



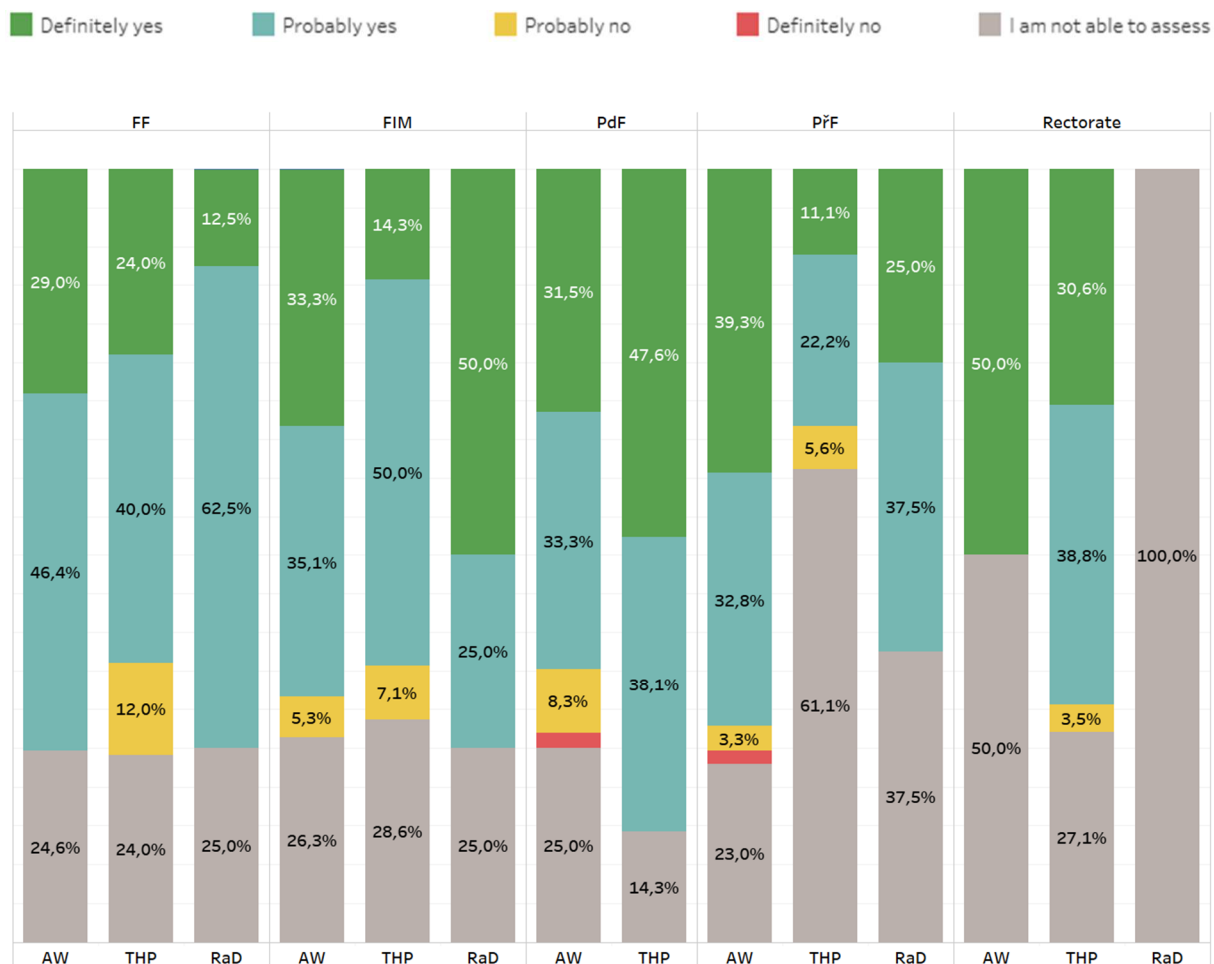
Have you encountered discrimination in the last 5 years? By year at school – PhD

According to the year at school, the highest number of discriminated students is in the 2nd and 3rd year.



Summary of protection of copyright

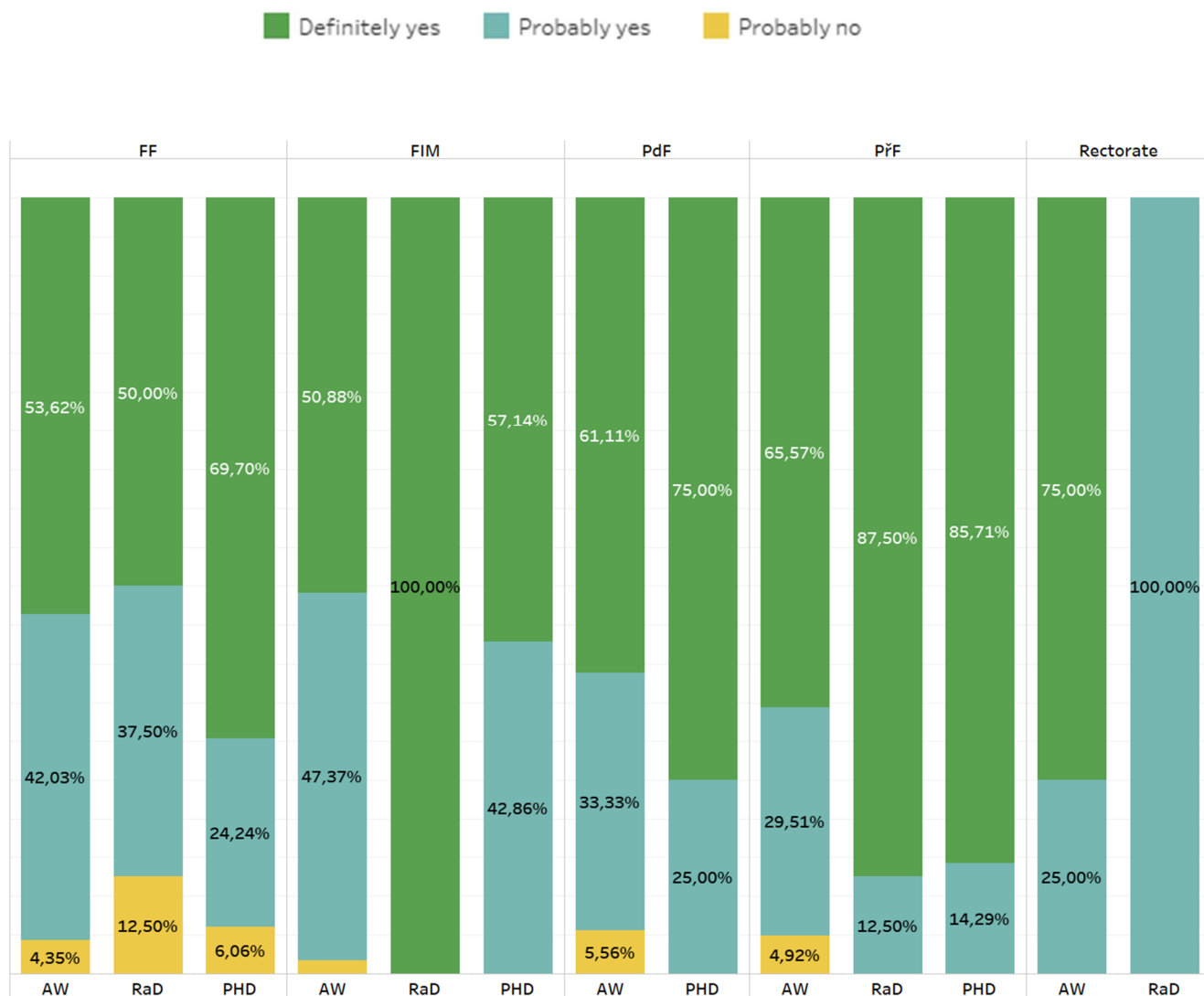
- Majority of people at the UHK thinks that the university takes care of protecting copyright.
- There are not many people who have negative opinion on this topic; however, there are many people who are not able to assess (totally more that 25%).



Q: Do you think the UHK cares sufficiently for the protection of copyright and intellectual property rights?

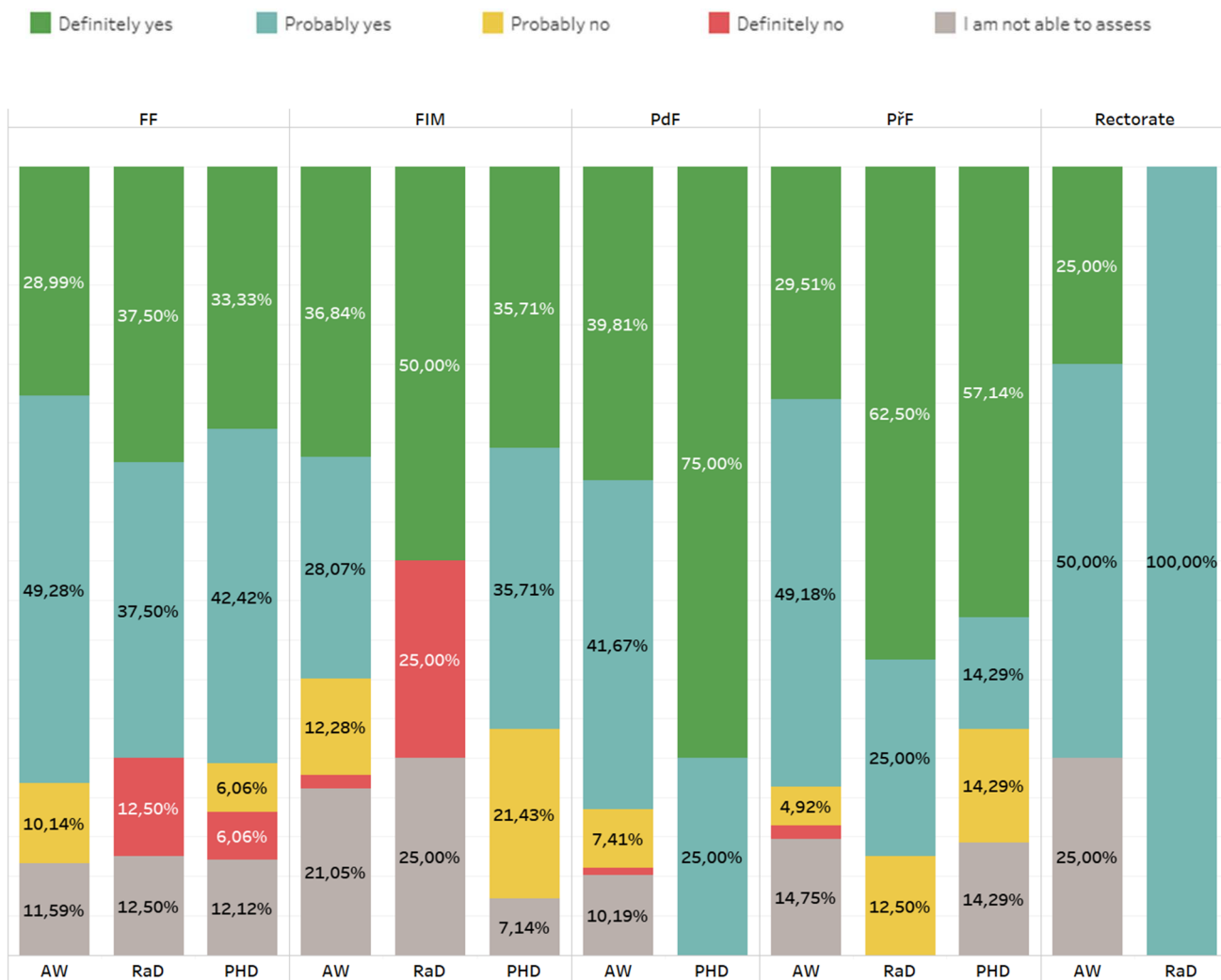
Summary of freedom of research

- Overwhelming majority of workers think that they have enough freedom of research; there is small percentage (4-12%) of people at the FF, who did not provide positive answer.



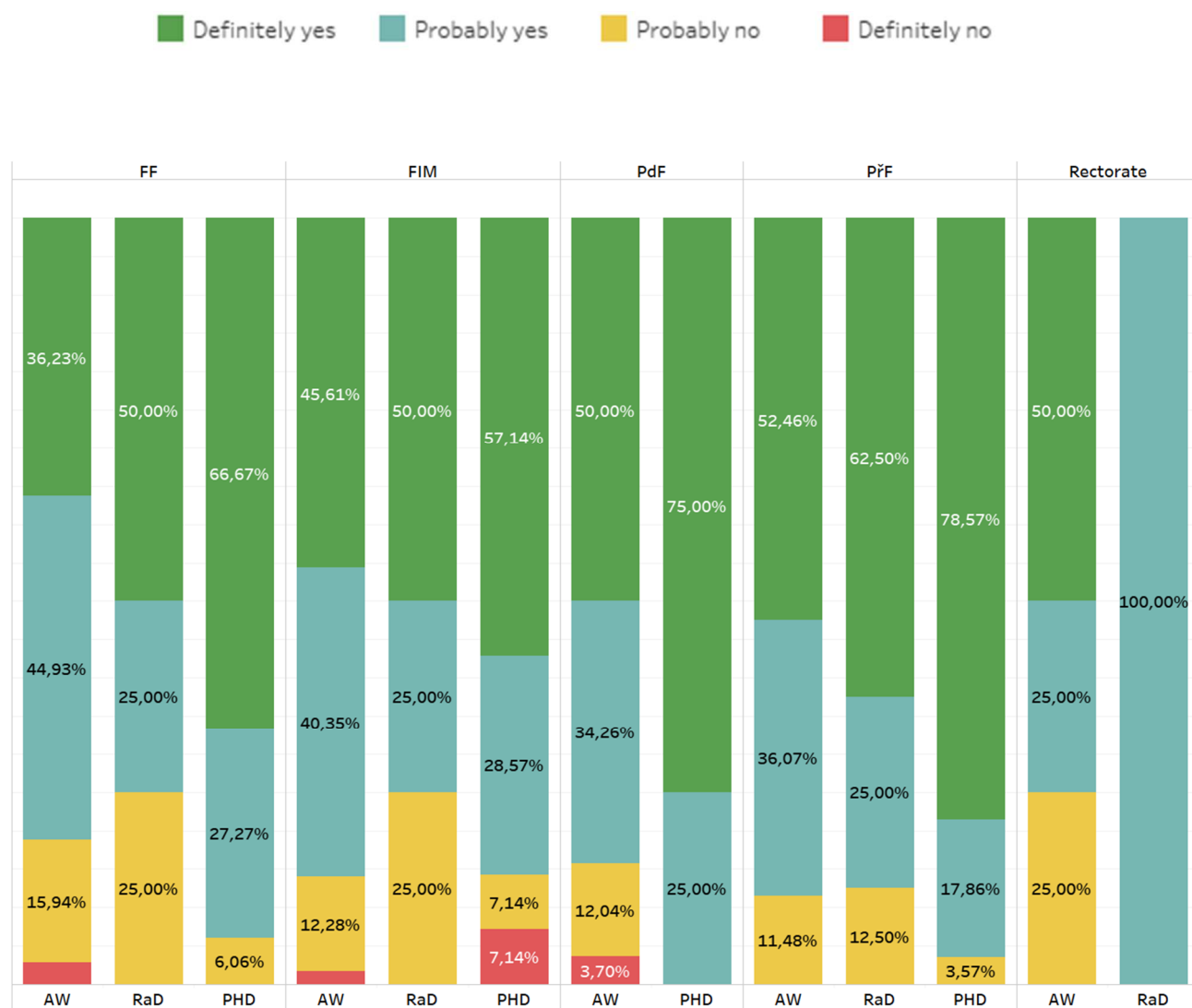
Summary of usefulness of research

- Majority of workers feel that their research is meaningful.
- However, researchers at the FF and FIM and slightly at the PŘF do not feel it that way; there is higher number of people who answered “definitely no”.



Summary of presentation of research

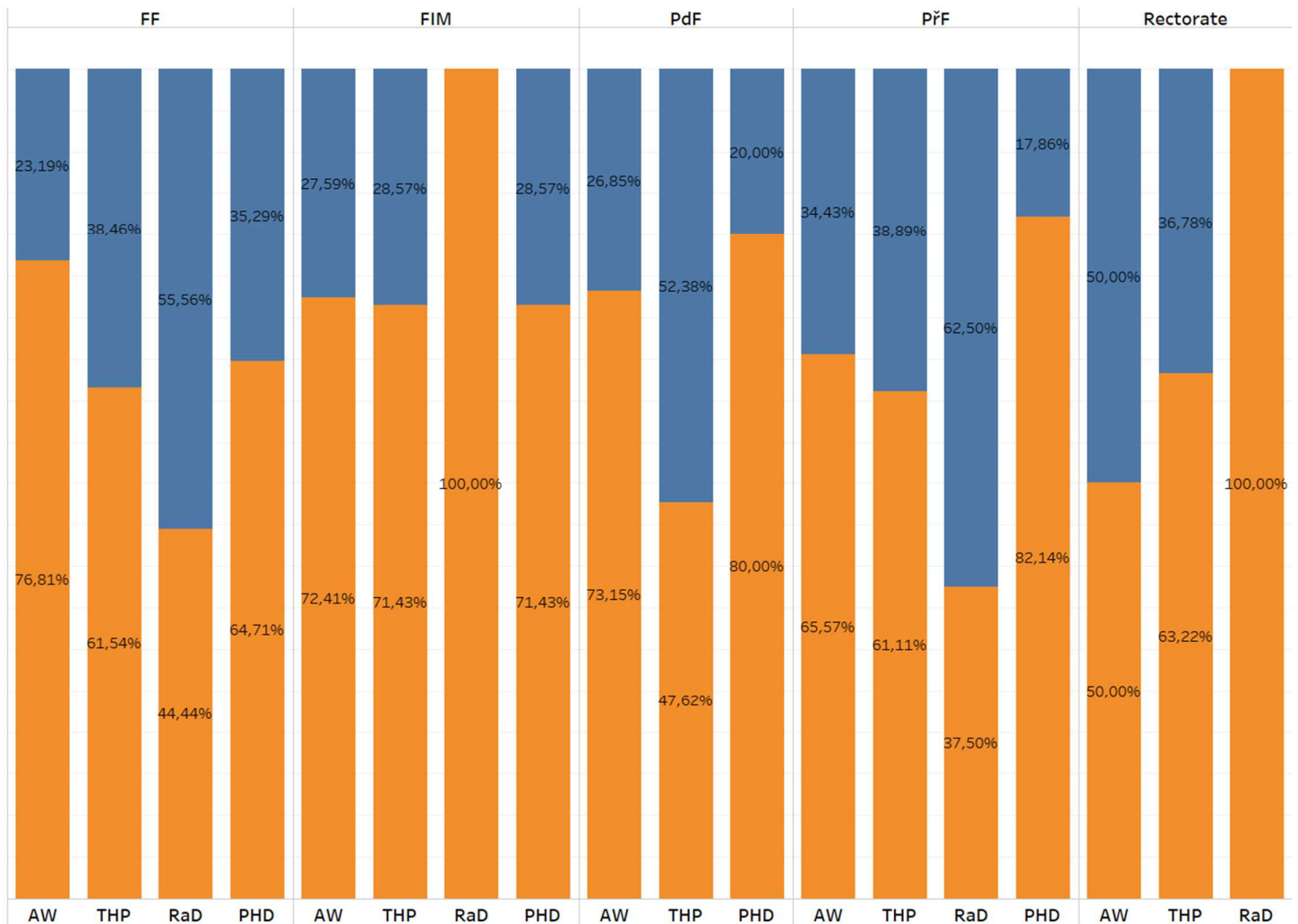
- Majority of people have the possibility to present the results of their research, although there are some among AW and PhD who feel that this is not possible.



Summary of ethical principles at the UHK

- Ethical principles are well known among AW, but they are known best in the oldest age group (86%) and least in youngest age group (61,7%).

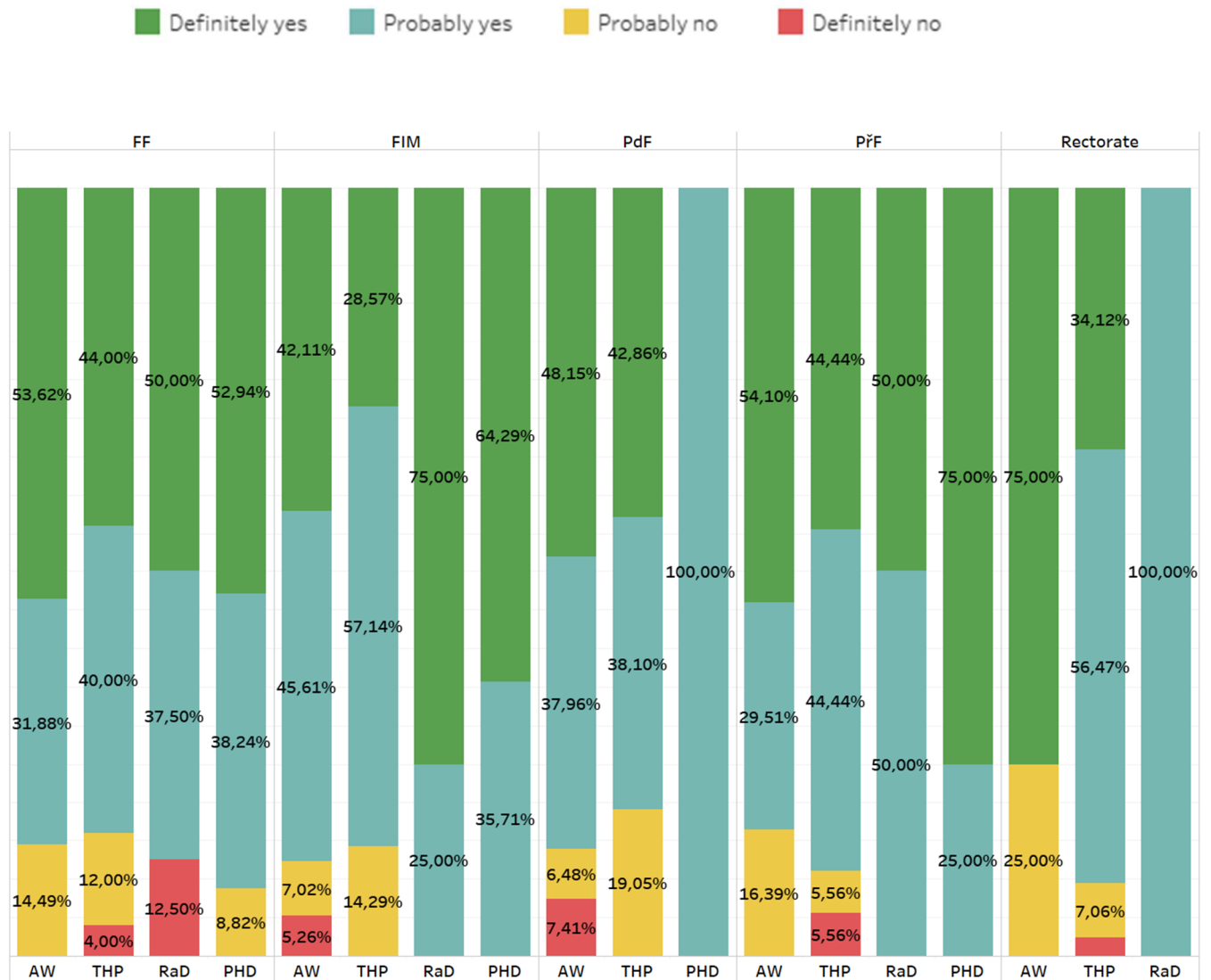
■ No
 ■ Yes



Q: Do you know ethical principles described in the UHK Code of Ethics?

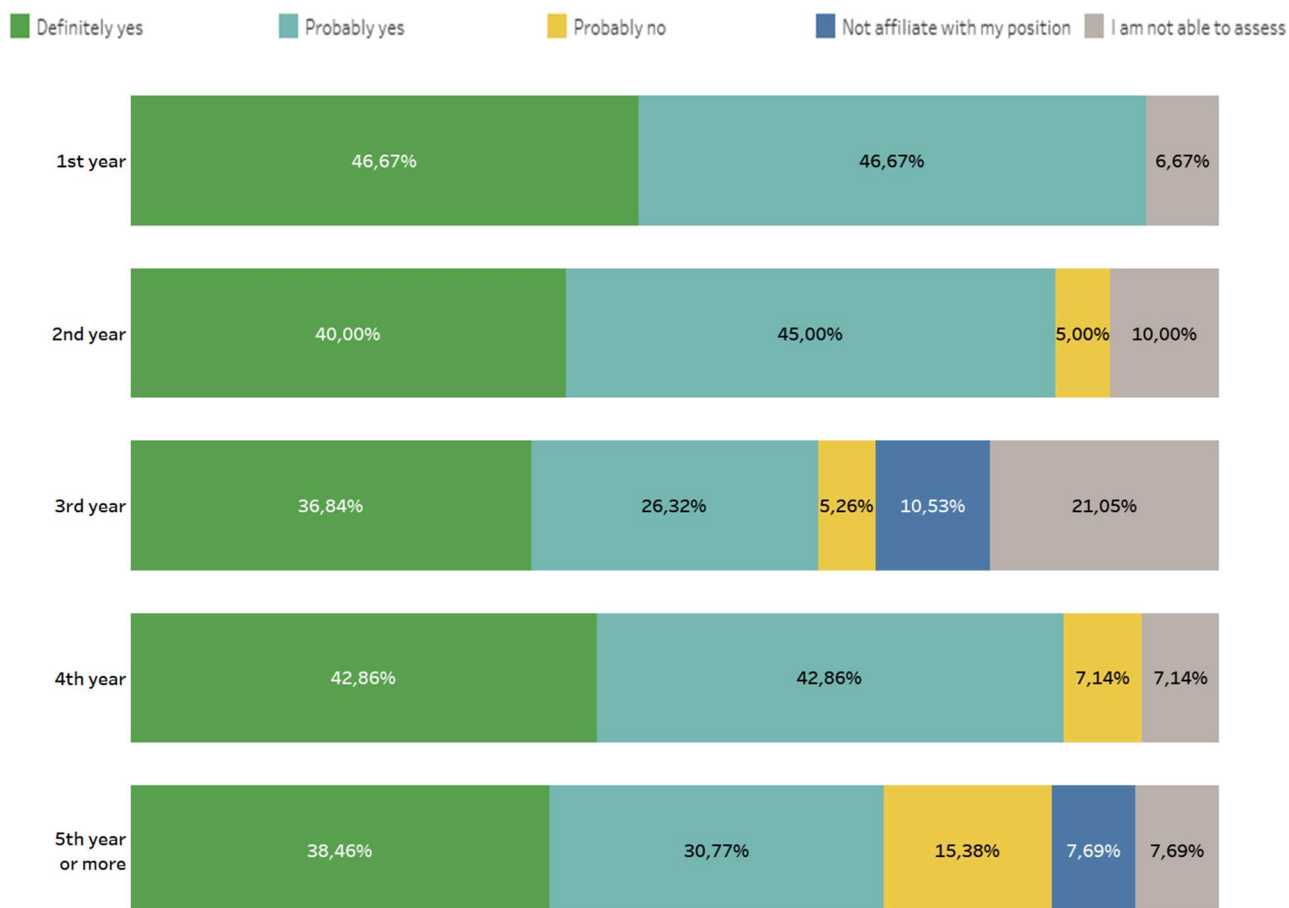
Summary of equality

- Overall majority of workers feels equal (usually over 75%).
- AW and THPs are feeling most unequal, especially at the FF and PŘF.



UHK support of study and research – PhD

- Majority of PhD students have enough support from the Rectorate for their work.
- There is a significant category of 3rd-year students who are not able to assess if they are having enough support (21%).
- There is the largest category of 5th-year students who do not feel the support from the faculty so much (15.4%).

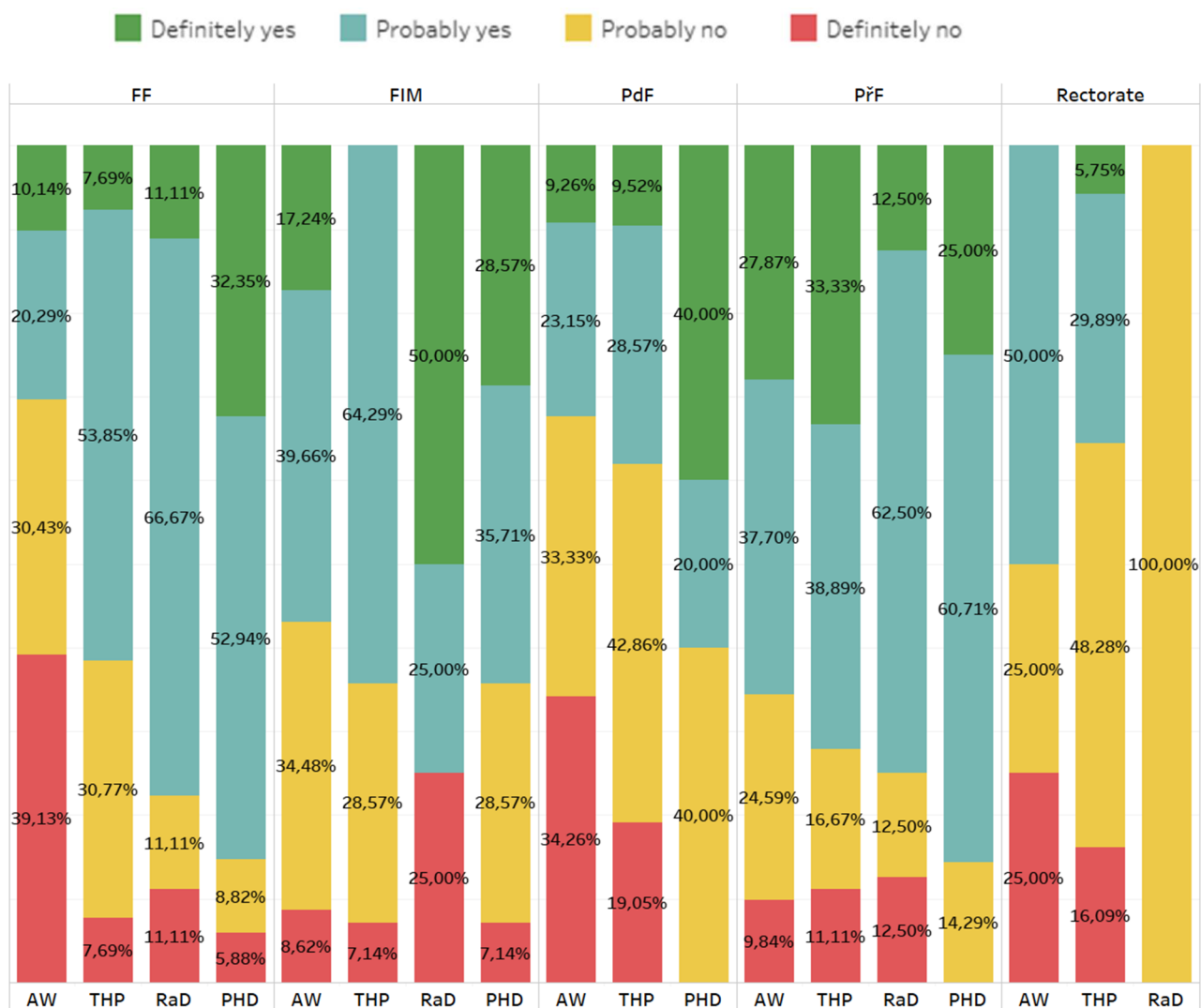


Q: Does the Rectorate provide you with sufficient (methodological,organizational, administrative etc.) support required for your work?

1. PROFESSIONAL AND ETHICAL ASPECTS
- 2. WORKING CONDITIONS AND SOCIAL INSURANCE**
3. PERSONAL DEVELOPMENT
4. EMPLOYEES' WORK EVALUATION
5. STRATEGIC COMMUNICATION

Summary of financial evaluation

- AW seem to be less satisfied with their financial evaluation.
- PhD students and R&D in general are the group that is most satisfied with their salaries
- The PŘF is the faculty with most people satisfied and with the lowest ratio of workers dissatisfied with their salary.
- THP workers were largely caught in the middle as their answers oscillated mostly around the answers “probably yes” and “probably no”.

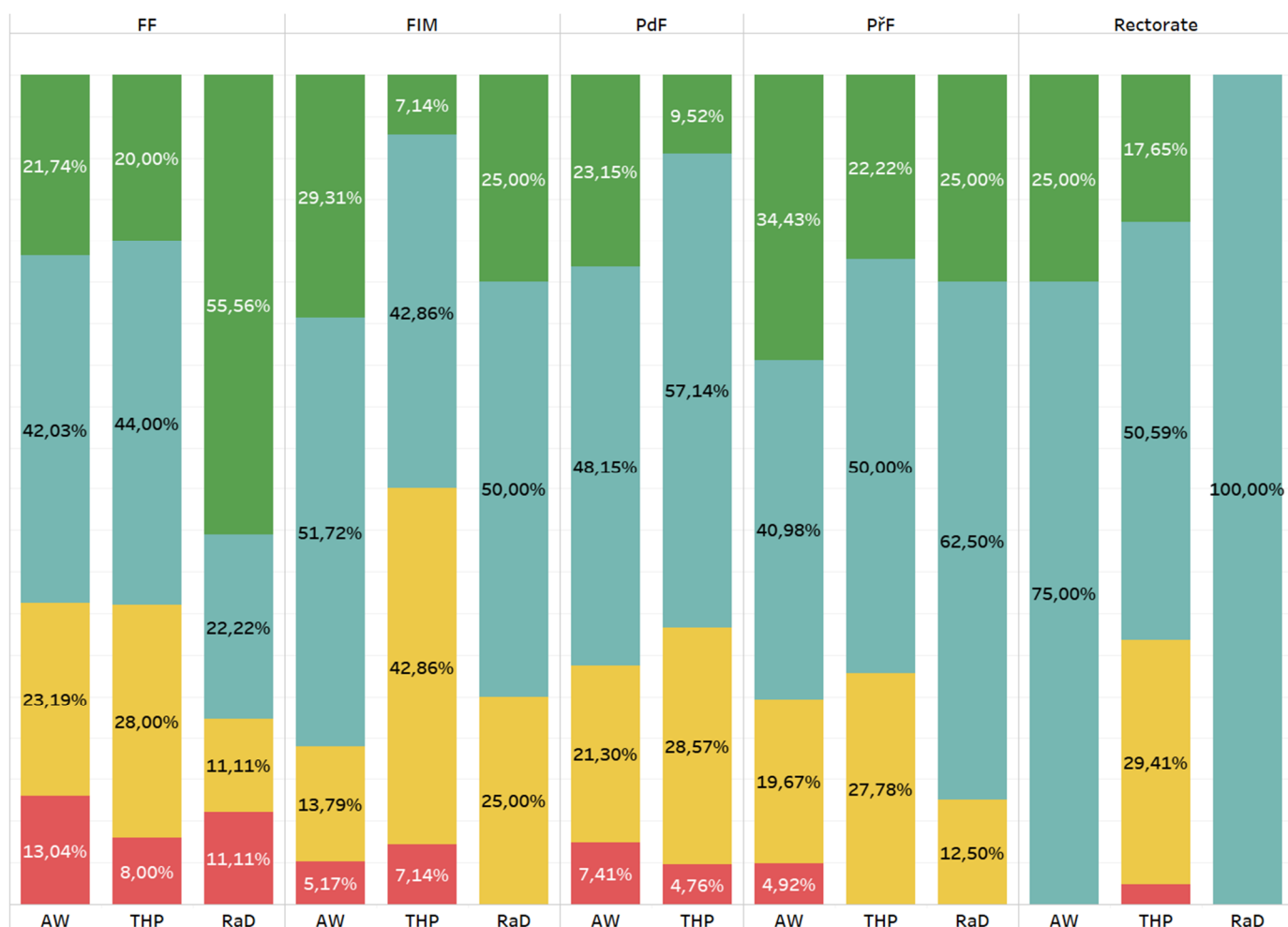


Q: Does your financial evaluation correspond to the complexity of your work?

Summary of finances and transparency

- There is a certain percent of people who do not feel their pay is transparent (around 10-13% are convinced strongly).
- Other 10-42% of people are not convinced that they can present results of their work.
- Most of unsatisfied people are located at the FF and FIM.

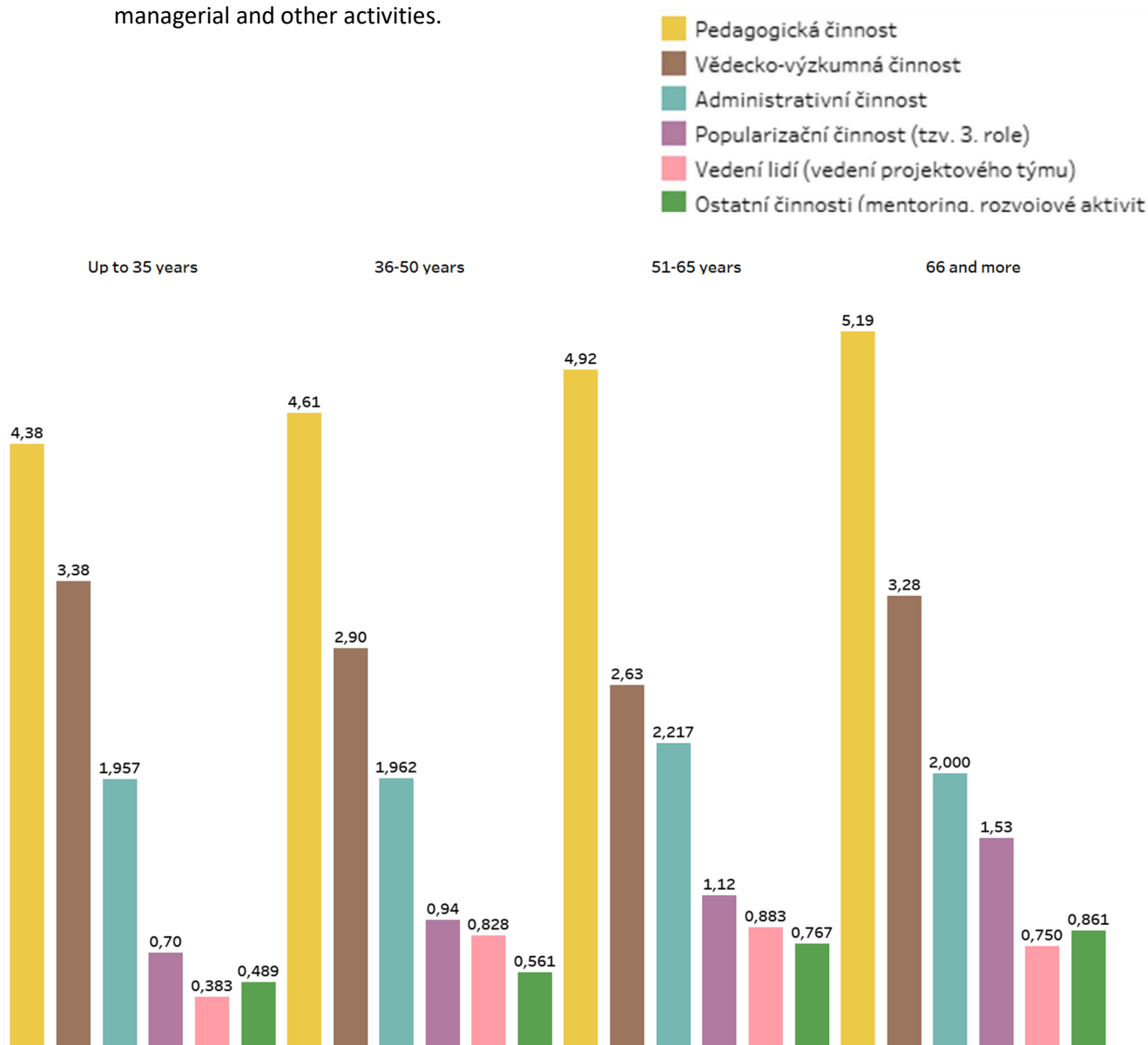
■ Definitely yes
 ■ Probably yes
 ■ Probably no
 ■ Definitely no



Q: Do you consider the way of your pay determination transparent?

Scientific and teaching activity in points – AW

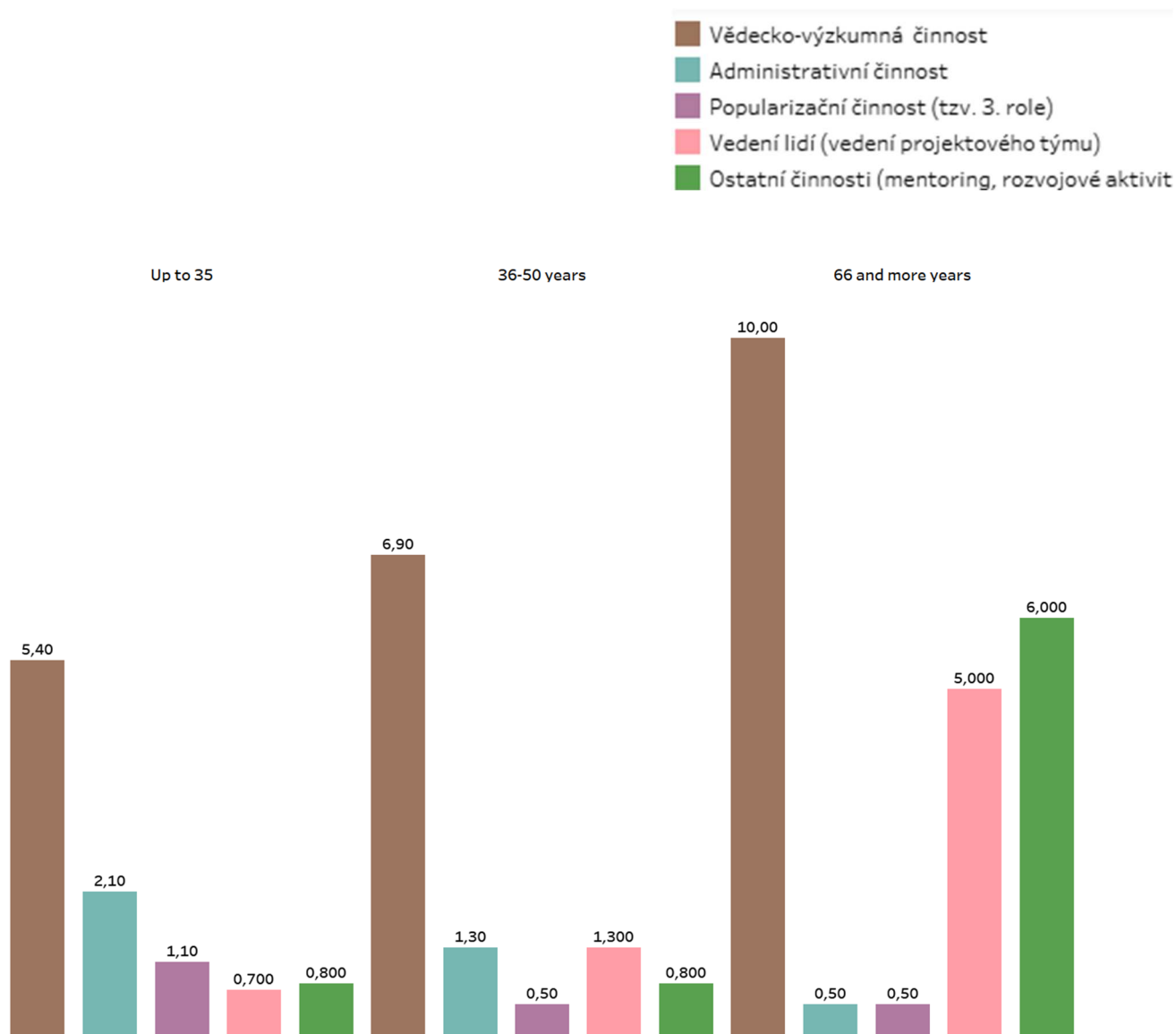
- Most time with teaching activities was spent by the oldest and youngest age group (5.19 and 4.38, respectively).
- In popularization activity (3rd role), the trend is similar (0.7 and 1.53 in the category up to 35 years and 66 and more respectively).
- Most time was spent with science and research by the youngest and oldest age category (around 3.3).
- Administrative work reached, on average, two points.
- Overall, AW dedicate most of their time to teaching and science and least time to managerial and other activities.



Q: On scale 0-10 (0 is zero, 10 is 100 %) how much time are you dedicating to:
teaching, popularization activity (3rd role), scientific and research activities, administrative work,
managerial activities, other jobs

Research activities – R&D

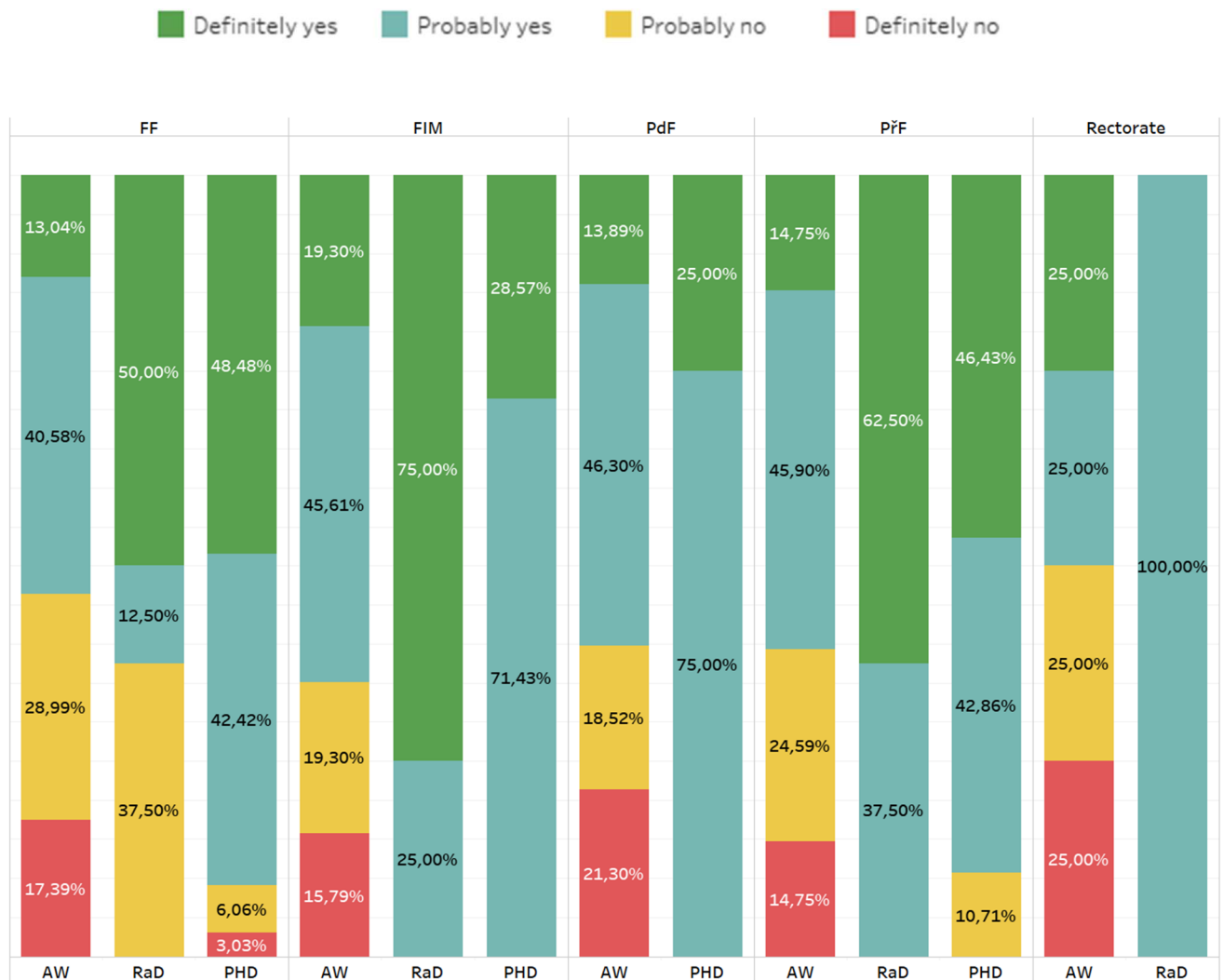
- Researchers spend most of their work time doing science (5.4-10); in the oldest age category, they devote most time to managerial activities (5) and others (6).
- The least time is spent by popularization activity (1.10 in the youngest category).
- Administrative works share similar pattern, with slightly more time in younger categories.



Q: On scale 0-10 (0 is zero, 10 is 100 %) how much time are you dedicating to: popularization activity (3rd role), scientific and research activities, administrative work, managerial activities, other jobs

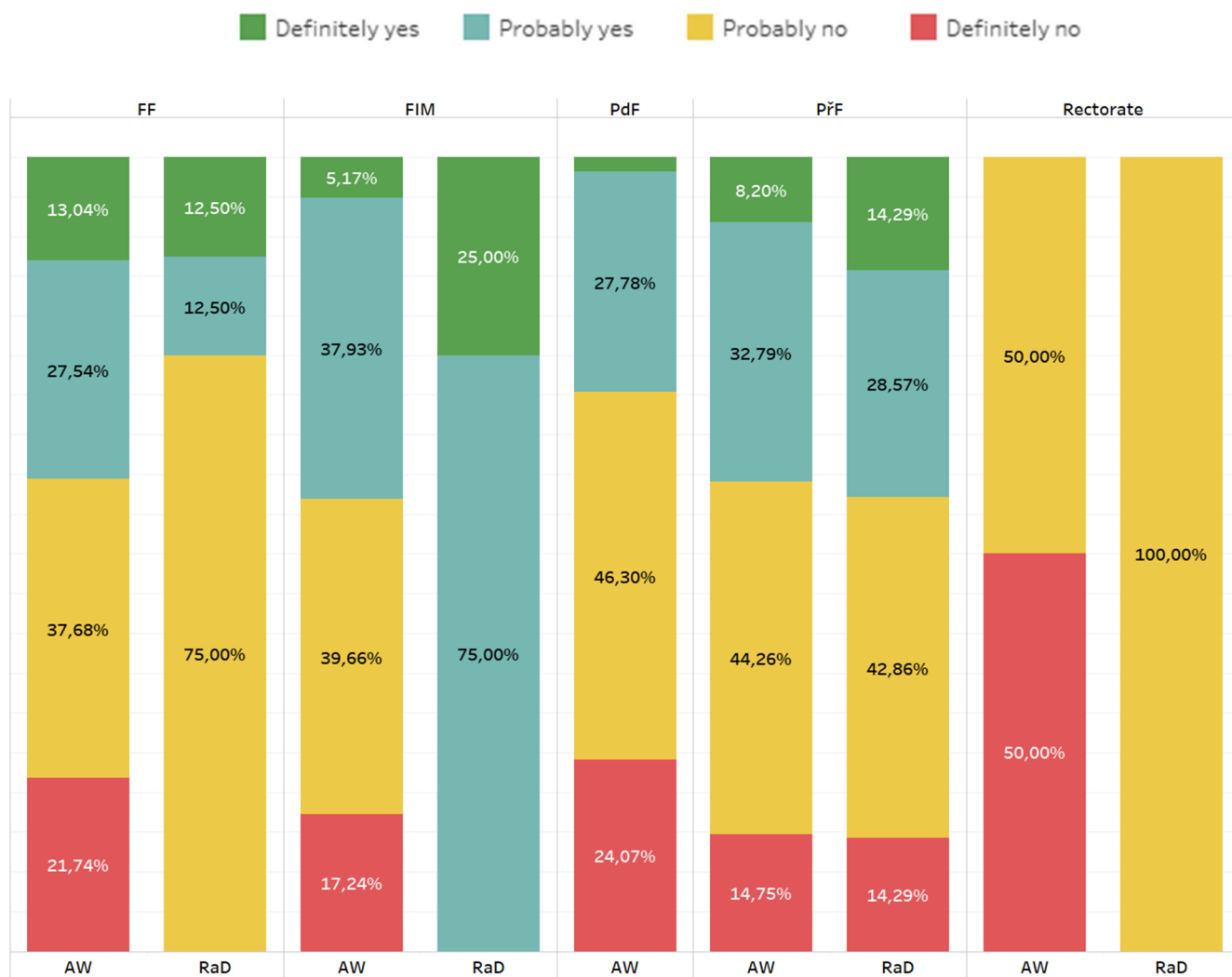
Summary of administrative support for research

- In terms of administrative support, the respondents are divided.
- At the FF, half of AW do not think they have enough support; the results are similar for R&D. On the other hand, PhD at the FF feel enough support.
- At the FIM, 1/3 of AW also do not feel enough support, but researchers and PhD students feel enough support.
- At the PdF, only PhD students feel enough support, the rest of the workers are split in half.
- At the PŘF, 40% of AW do not feel enough support.



Summary for time for science popularization

- Majority of the staff feels that they do not have enough time for science popularization, except researchers at the FIM.
- AW are a group with most people who provide “definitely no”.



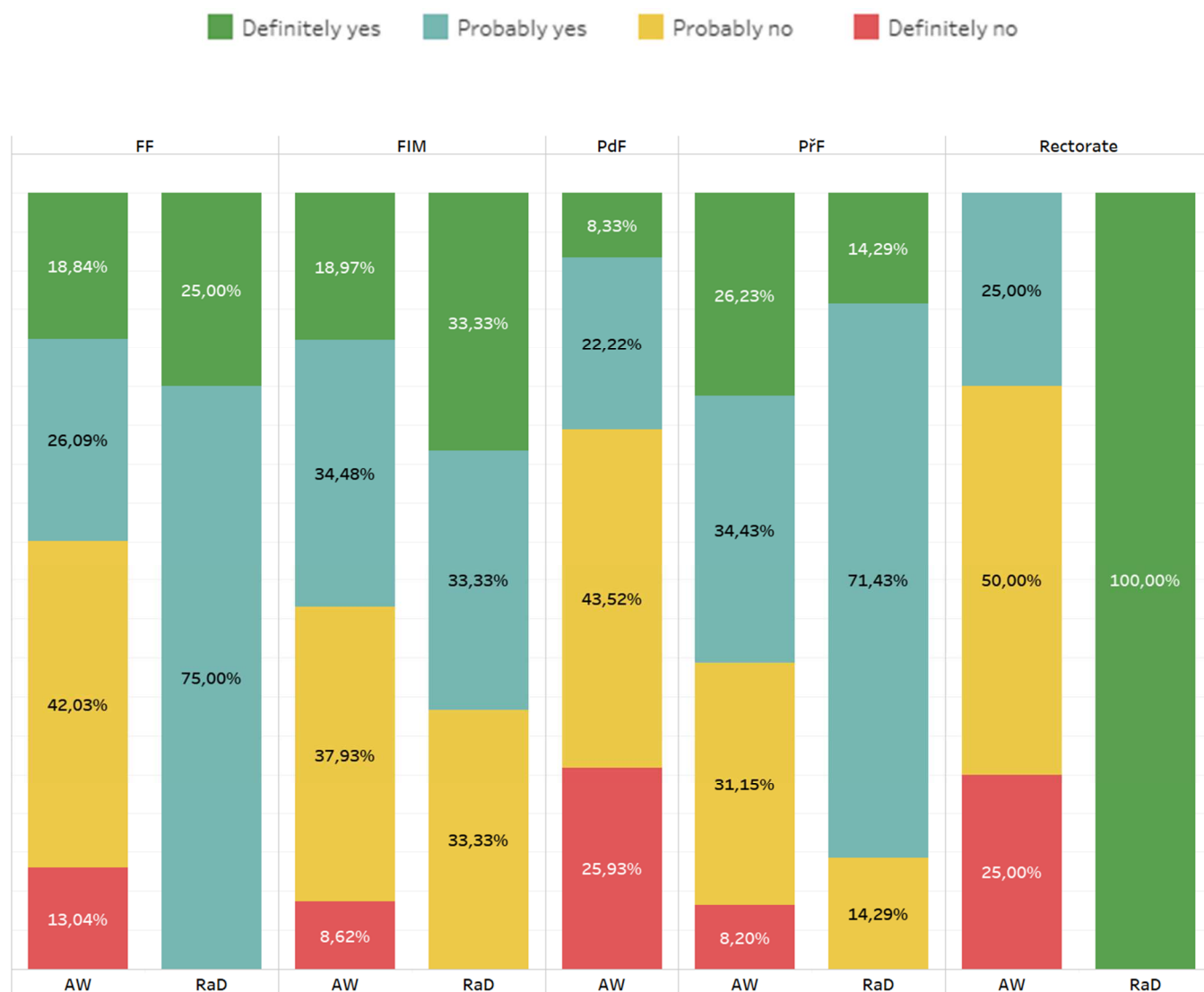
Summary for time for managerial activities

- Majority of AW workers are not managers.
- Most time is spent by managerial activities by people at the Rectorate and, to a certain degree, at the PŘF.
- There is also a majority of satisfied researchers at the FIM.



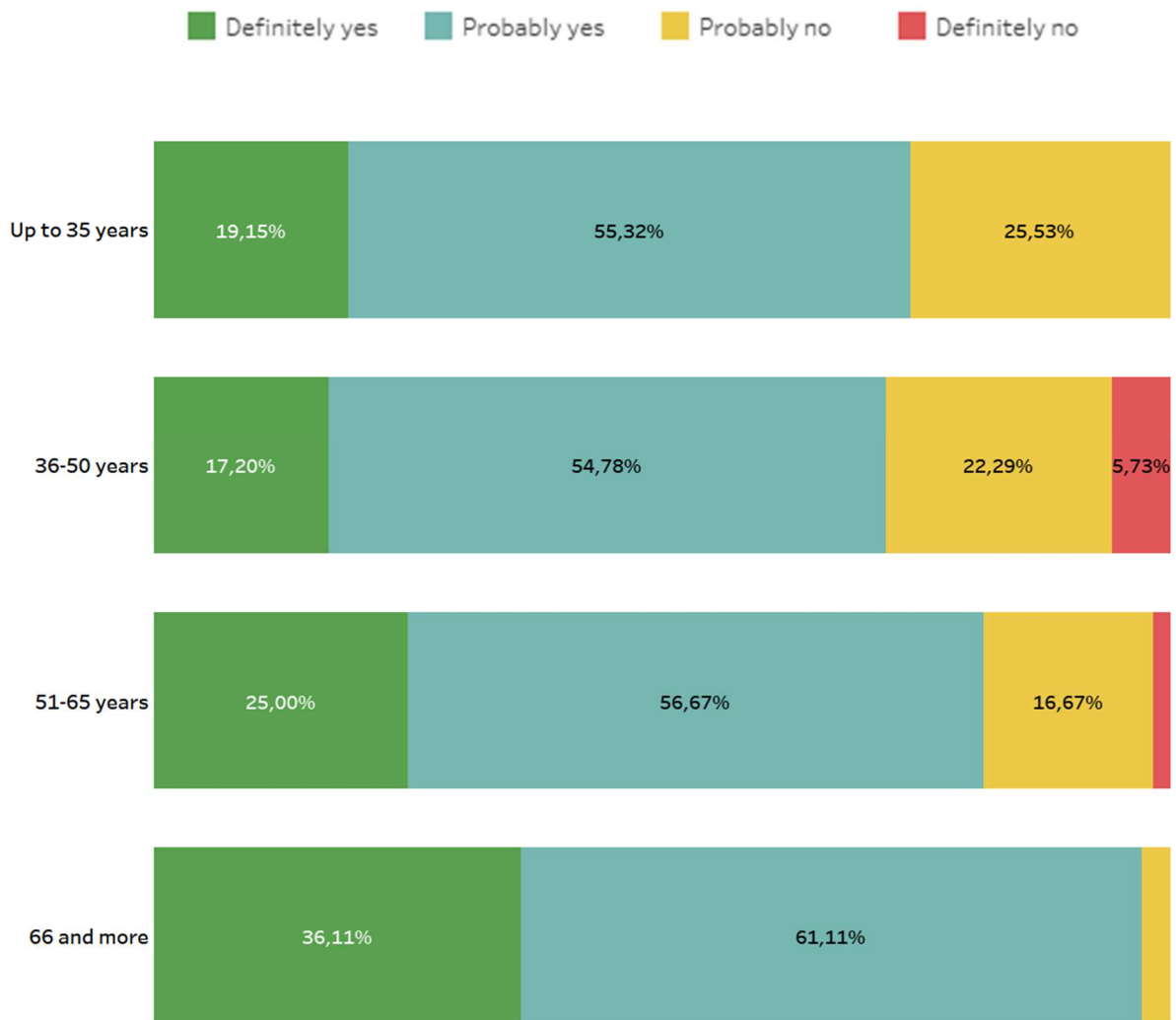
Summary of time for research

- Most of the workers do not feel they have enough time for research. Worse situation is among AW across all faculties – 50-75% of them do not have enough time for research.
- The situation is better among researchers – except for the FIM, where there are 33% of respondents not having enough time.



Time for teaching – AW

- The oldest age category has enough time for teaching but in the age category 36-50 years, there are people who answered “probably no” or “definitely no”(almost 28%).
- The youngest category also has ¼ of respondents who feel that they do not have enough time for preparation.



Teaching and financial evaluation – AW

- Teaching is reflected in their pay in 70-80% in the youngest and oldest age category, in 60% in the category 51-65 years, and 45% in the category 36-50 years.
- This category (36-50 years) is also most dissatisfied with reflection of teachings in their salary.



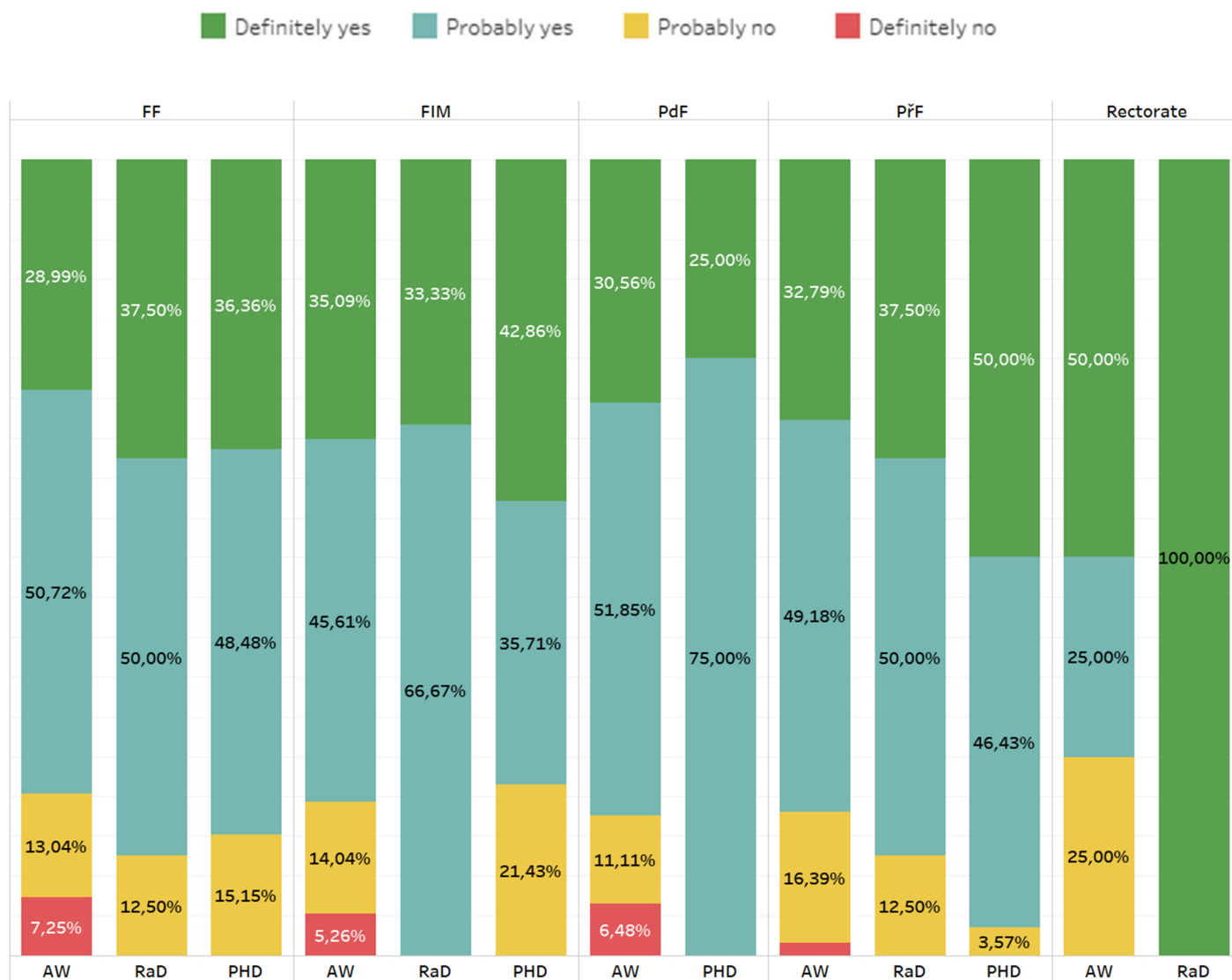
Summary for finances and popularisation of science

- Workers are split in half in their answer to this question.
- The higher number of people who provide “definitely no” as an answer in lot of cases is interesting.
- Most positive answers about science popularization and finances were provide by PhD; among AW, there are 17-21% who are strongly convinced that their science-popularization activities are not reflected in their pay.



Summary of equipment for science

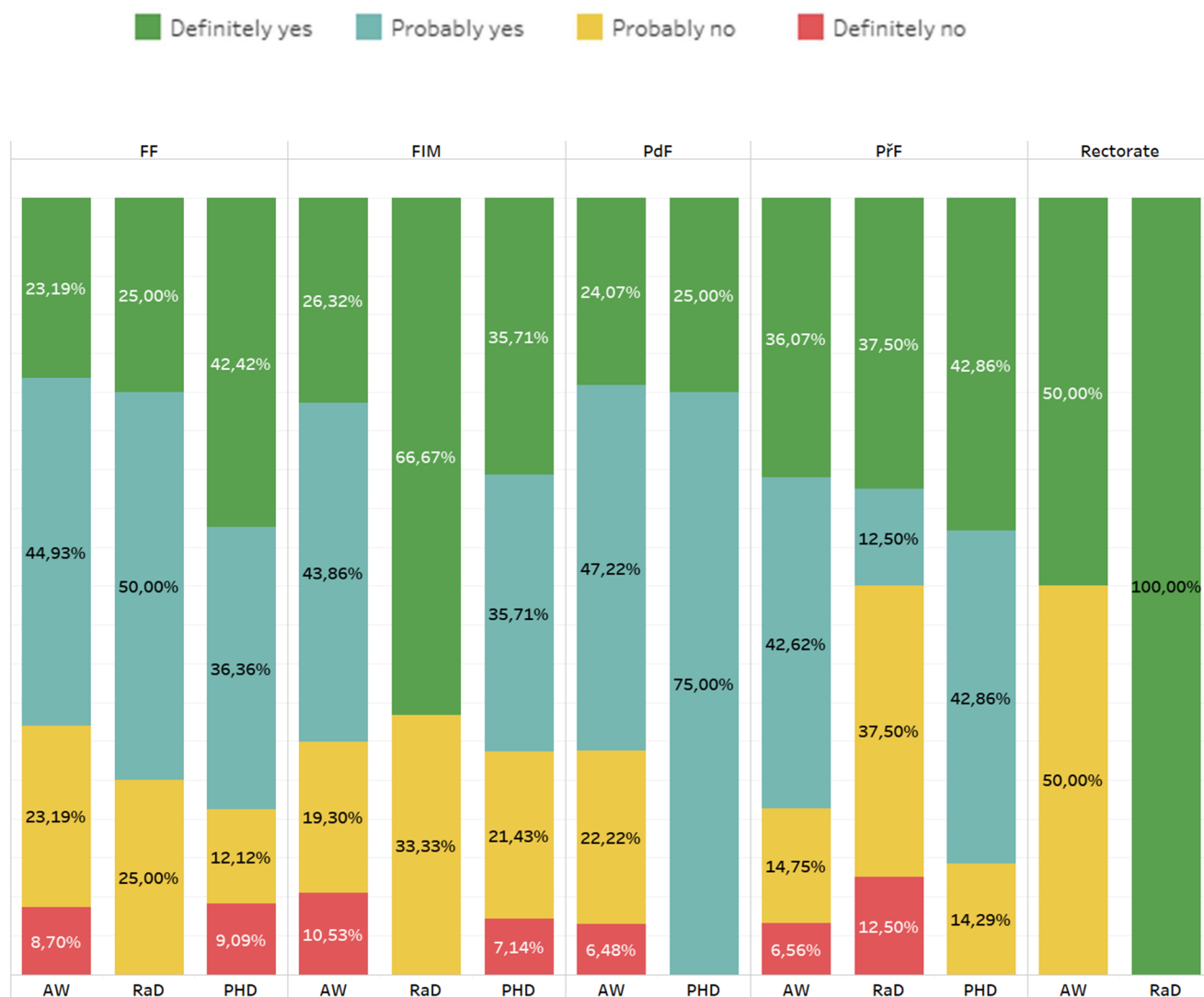
- More than 75% of workers have sufficient equipment.
- Some AW across all faculties do not think they have sufficient equipment (around 20%).



Q: Does the UHK provide you with sufficient material and equipment for research (devices, software, laboratories, scientific literature, electronic databases etc.)?

Summary for finances from science

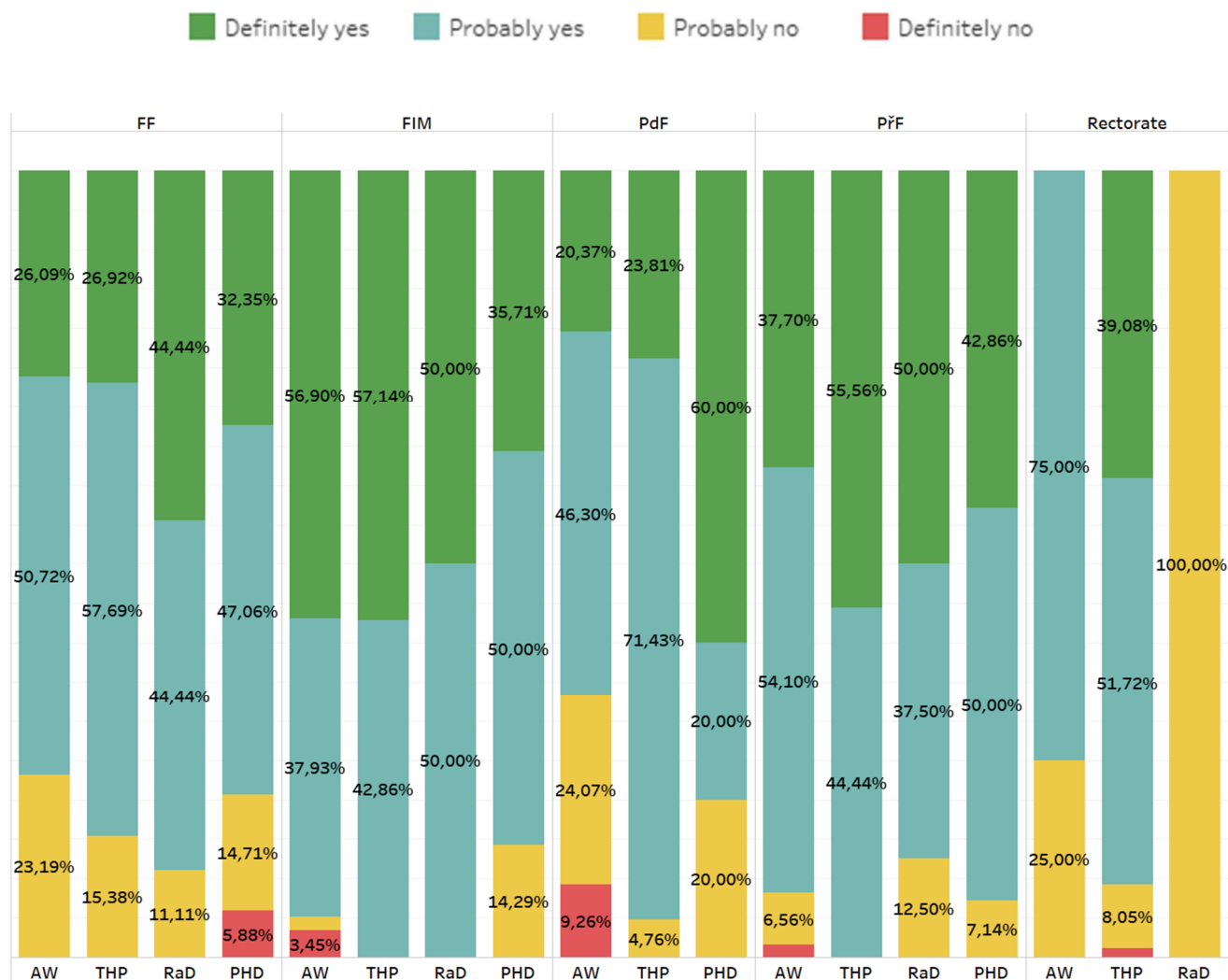
- Scientific activity is reflected in their pay in more than 50% of respondents all over the university.
- Researchers across all faculties are the category with the most negative perception of correlation between science and pay.
- The FIM and parts of the PŘF have the most number of people unhappy with correlation between science and pay.



Q: Are your science/research popularization activities reflected sufficiently in your pay?

Summary for balance of professional and personal life

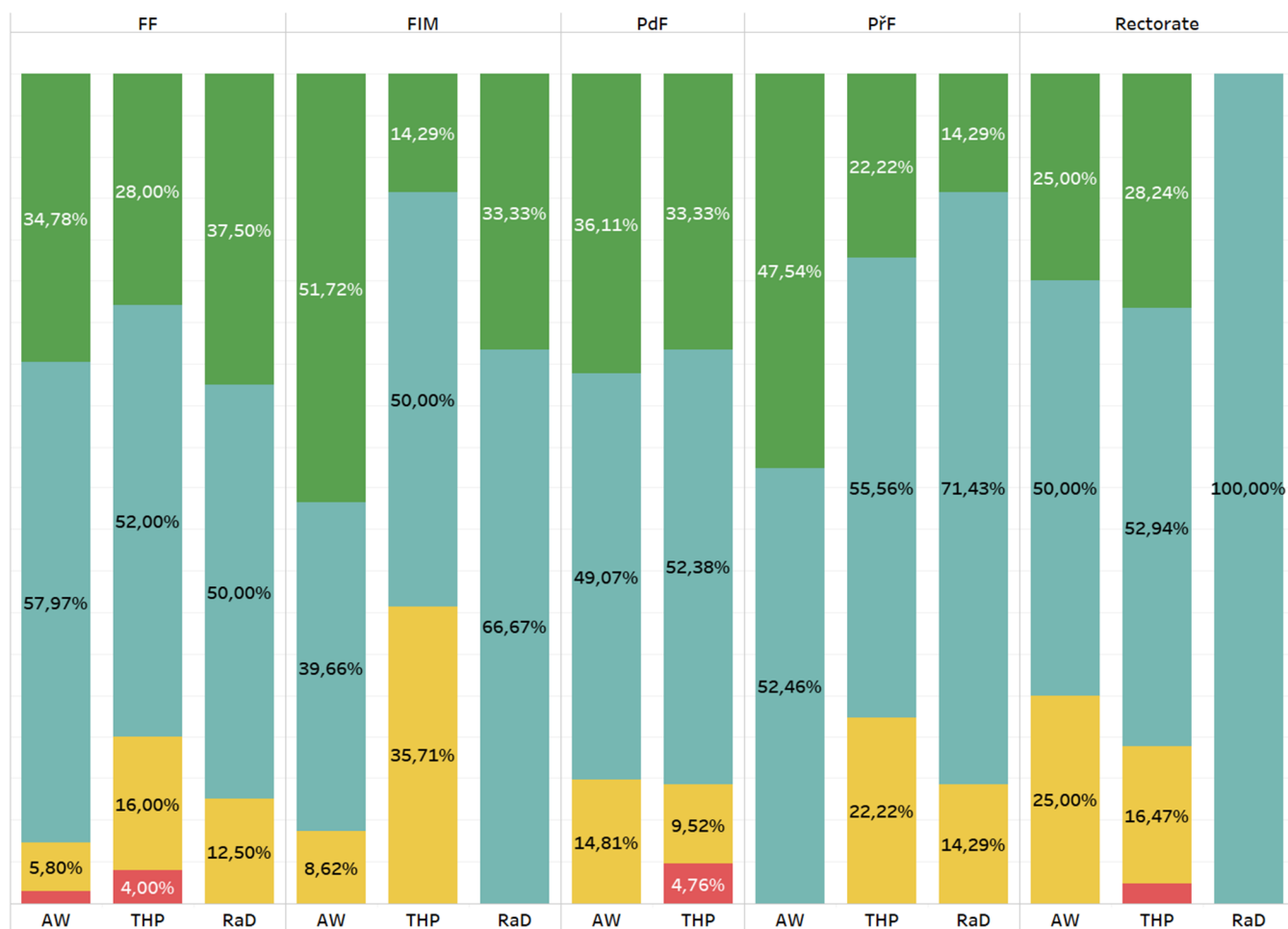
- Majority of the UHK respondents have work-life balance although there are several dissatisfied groups (AW at the FF and PdF and PhD at the FF) –there are also 100% respondents at the Rectorate but it is due to the smaller number of respondents.



Summary of satisfaction with benefits

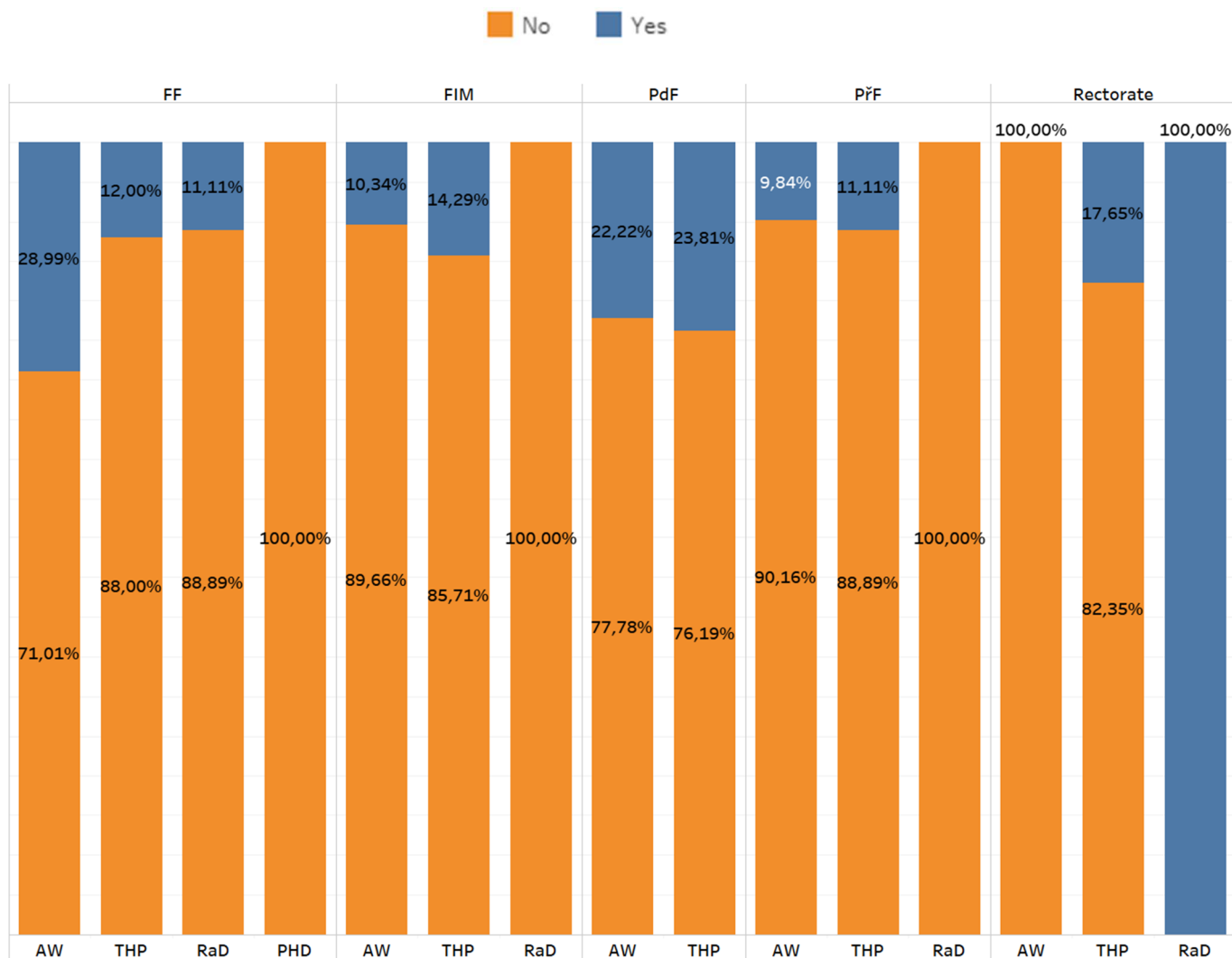
- AW workers were mostly satisfied with their benefits – although there were 25% at the Rectorate who were not.
- THPs were the most dissatisfied with benefits (35% at the FIM, around 18% at the Rectorate and the FF).

■ Definitely yes
 ■ Probably yes
 ■ Probably no
 ■ Definitely no



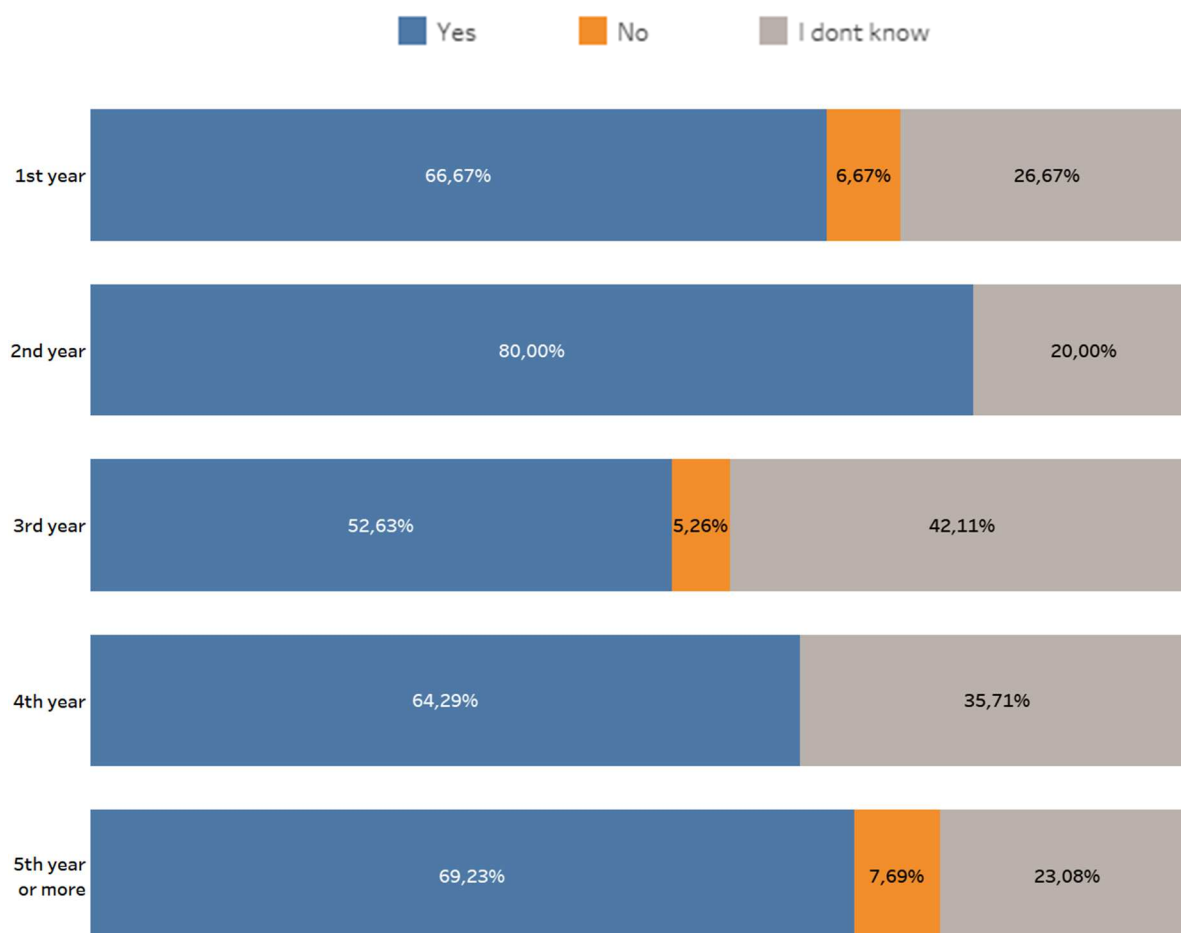
Summary of changing the employer

- Overall, at the UHK, there are around 10-20% of people who are thinking of changing the employer – most of them are AW at the FF and PdF and THPs at the PdF.
- Researchers want to change the employer at the FF only (11% of cases).



Staying at the UHK after studies – PhD

- Majority of the PhD students across all years would like to stay at the UHK after they finish their studies.
- The answer “I do not know” is provided mostly by 3rd-year students.



Are you thinking of staying at the UHK after completion of your doctoral studies (if it is possible)?

1. PROFESSIONAL AND ETHICAL ASPECTS

2. WORKING CONDITIONS AND SOCIAL INSURANCE

3. PERSONAL DEVELOPMENT

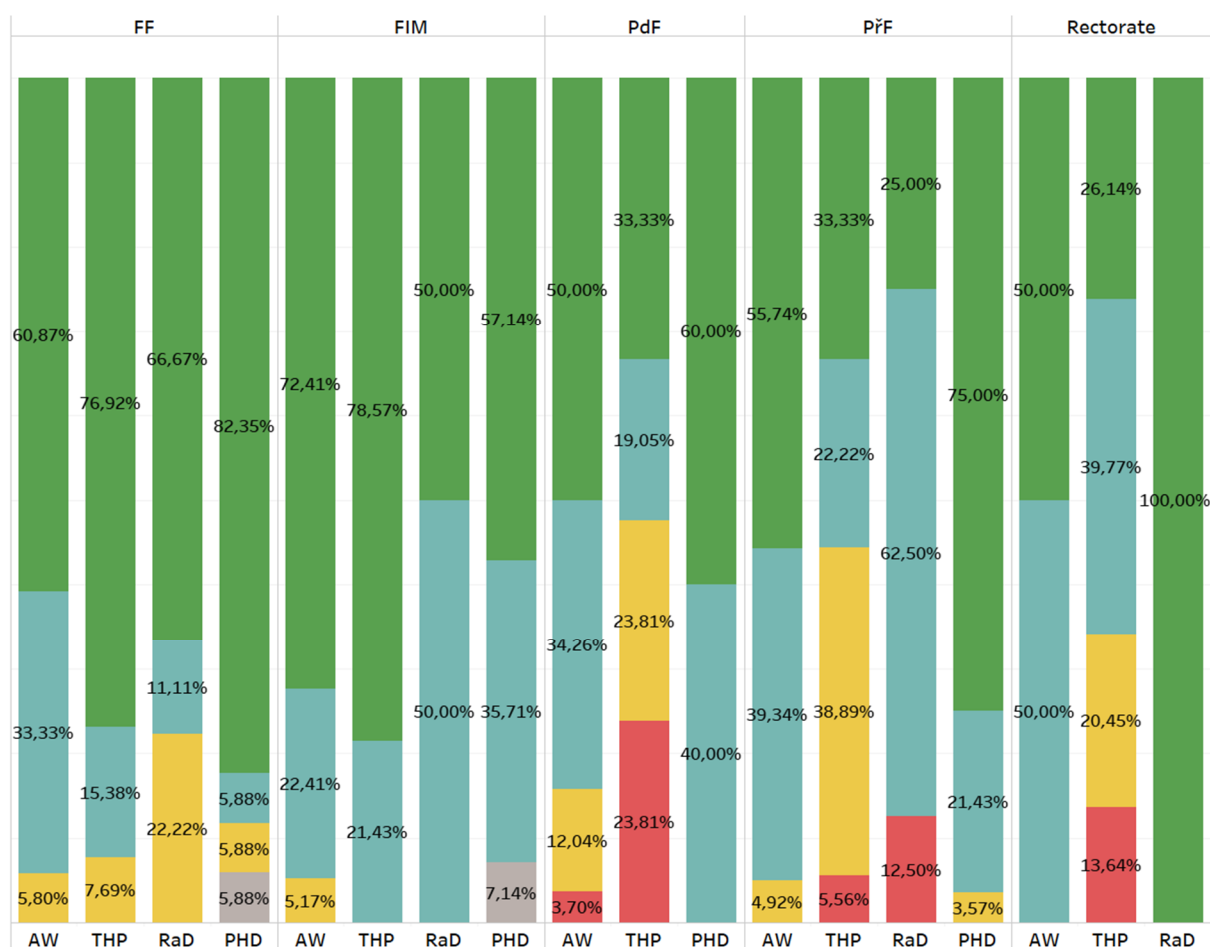
4. EMPLOYEES' WORK EVALUATION

5. STRATEGIC COMMUNICATION

Summary of knowledge of possible mobility

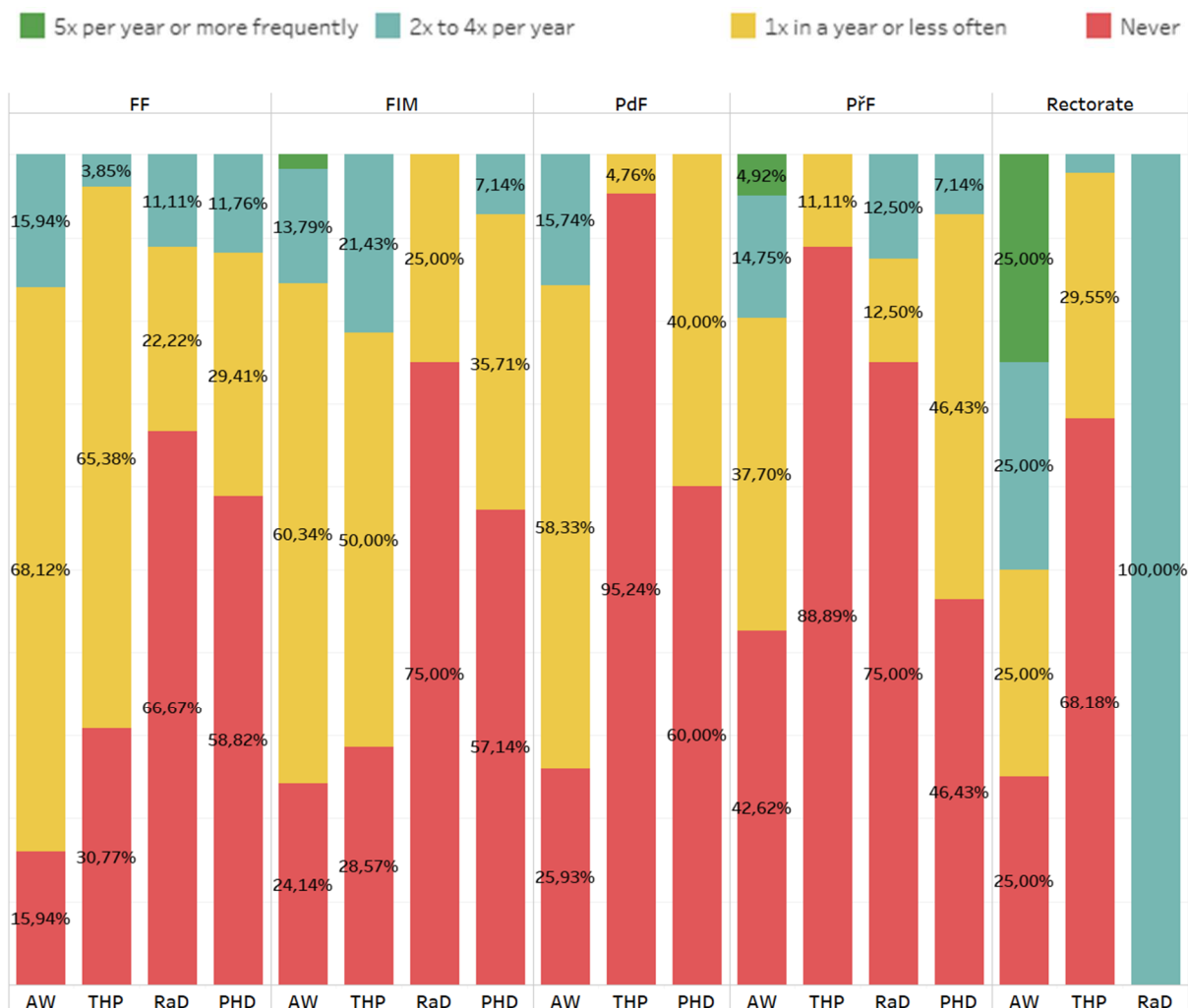
- The highest ratio of workers who have little or no information about mobility, is among THP workers (almost 50% at the PdF, over 40% at the PŘ and 34% at the Rectorate).
- PhD students show the best information about mobility; only 8% at the whole university do not have proper information about it.
- AW is also well situated, except for the PdF (where 15% of workers are missing the information about mobility).

■ Definitely yes
 ■ Probably yes
 ■ Probably no
 ■ Definitely no
 ■ I don't know



Summary of short-term⁴ mobility

- Academic workers are the only ones who travel more than 5 times per year (25% at the Rectorate and almost 5% at the PpF). At the FF, 68% of AW travelled at least once per year and 16 % 2-4 times.
- THP workers are among those who travel less often (95% at the PdF never travelled) but there are also THP workers from the FIM (21.4%) who travelled 2-4 times per year.
- Among PhD students, 45-60% never travelled on a short term basis.

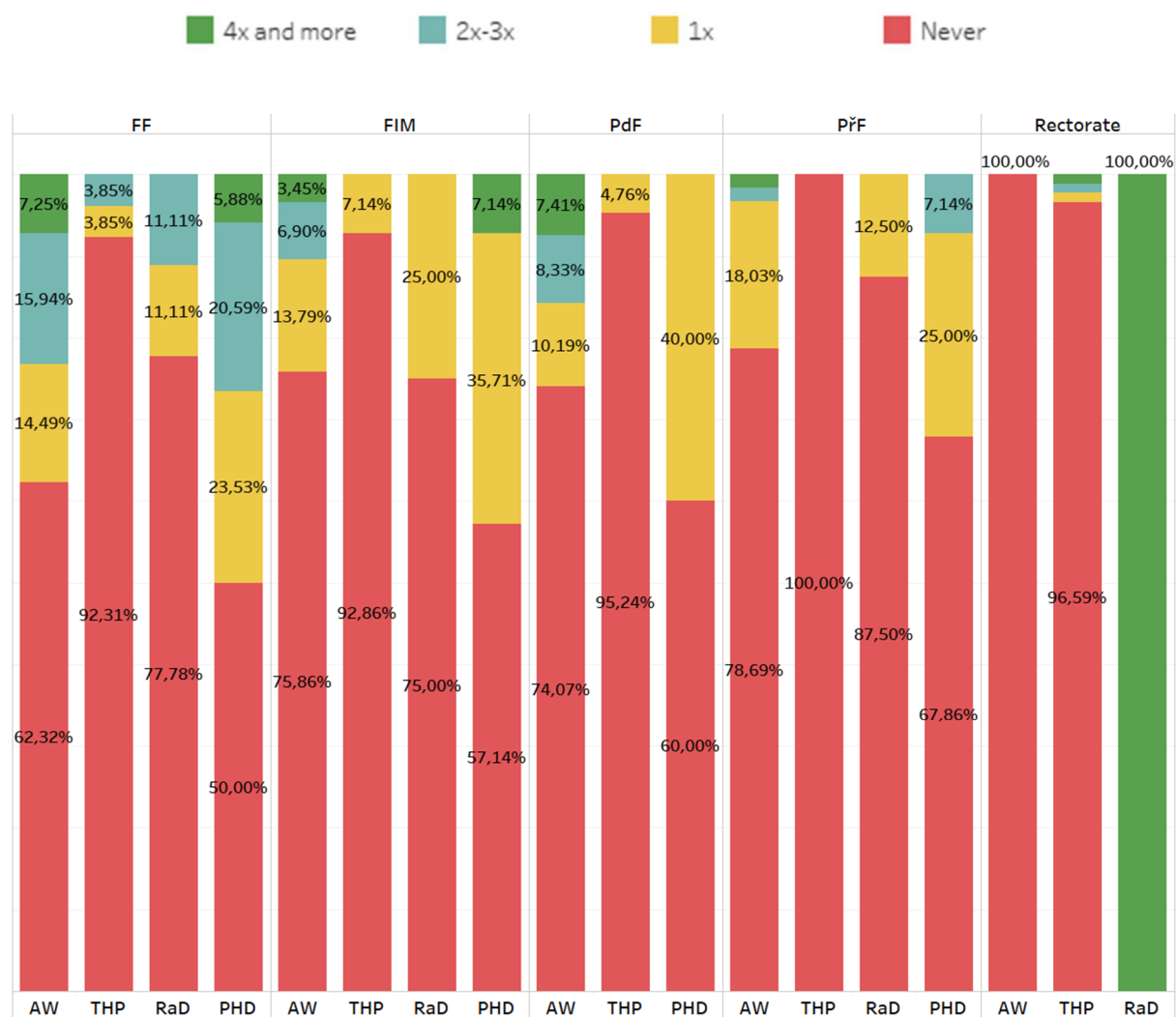


⁴ Up to 30 days

Q: How often do you go for a short-term foreign mobility (i.e. maximum 30-day stay abroad) offered by the UHK ?

Summary of long-term⁵ mobility

- In terms of longer mobility, most workers travelled abroad at the FF – 7.25% AW and 6% PhD students travelled more than 4 times per year.
- AW at different faculties travelled most often (7.4% at the PdF and 3.5% at the FIM).
- THPs are the group with least traveling for longer than 31 days (more than 90% never travelled abroad).
- Mobility of PHD students is good in general – at least 40% of PhD students travelled abroad at least once.

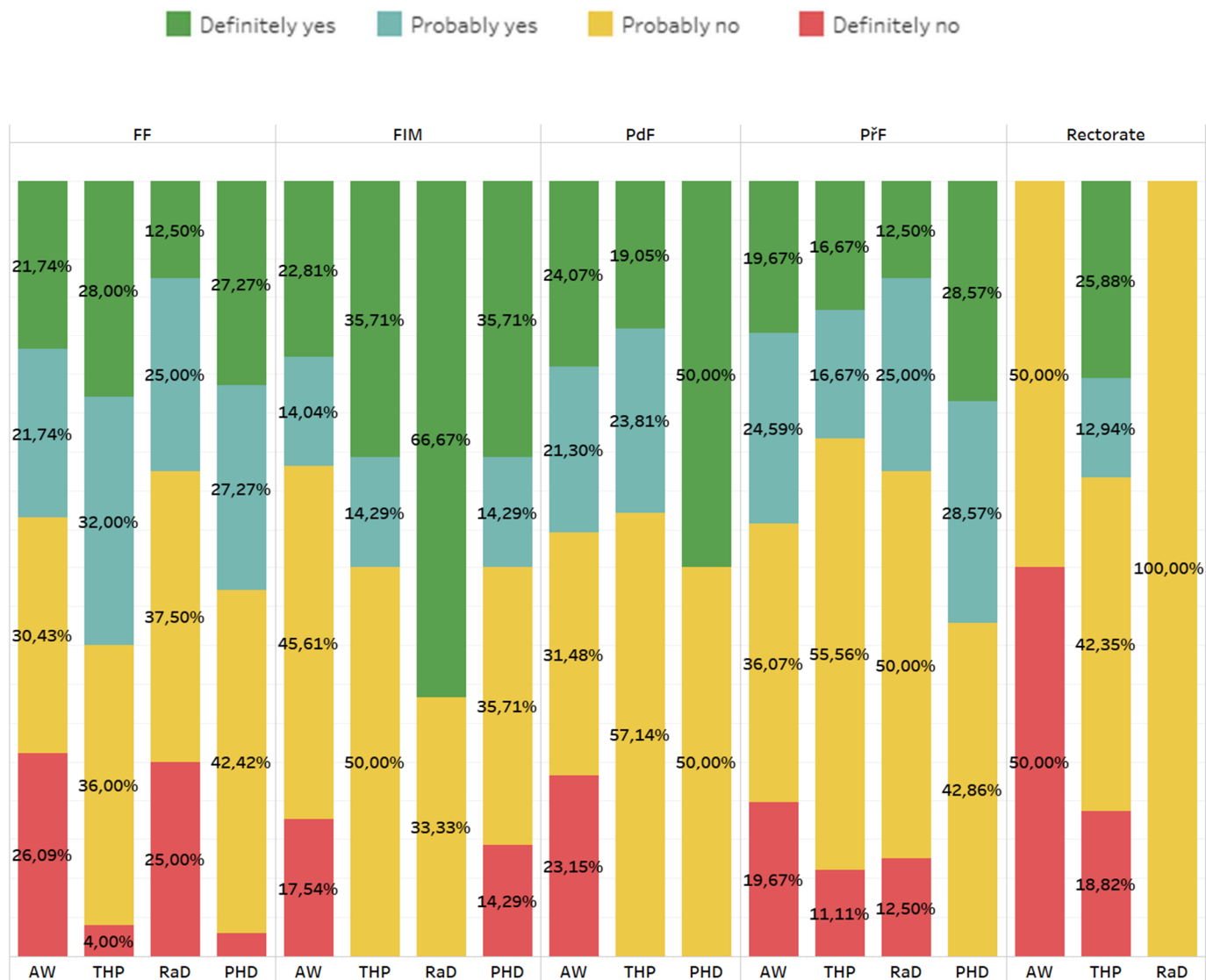


⁵ More than 31 days

Q: How many times during your work at the UHK did you go for a long-term foreign mobility (i.e. a minimum 31-day stay abroad)?

Summary of cross-section mobility (internship)

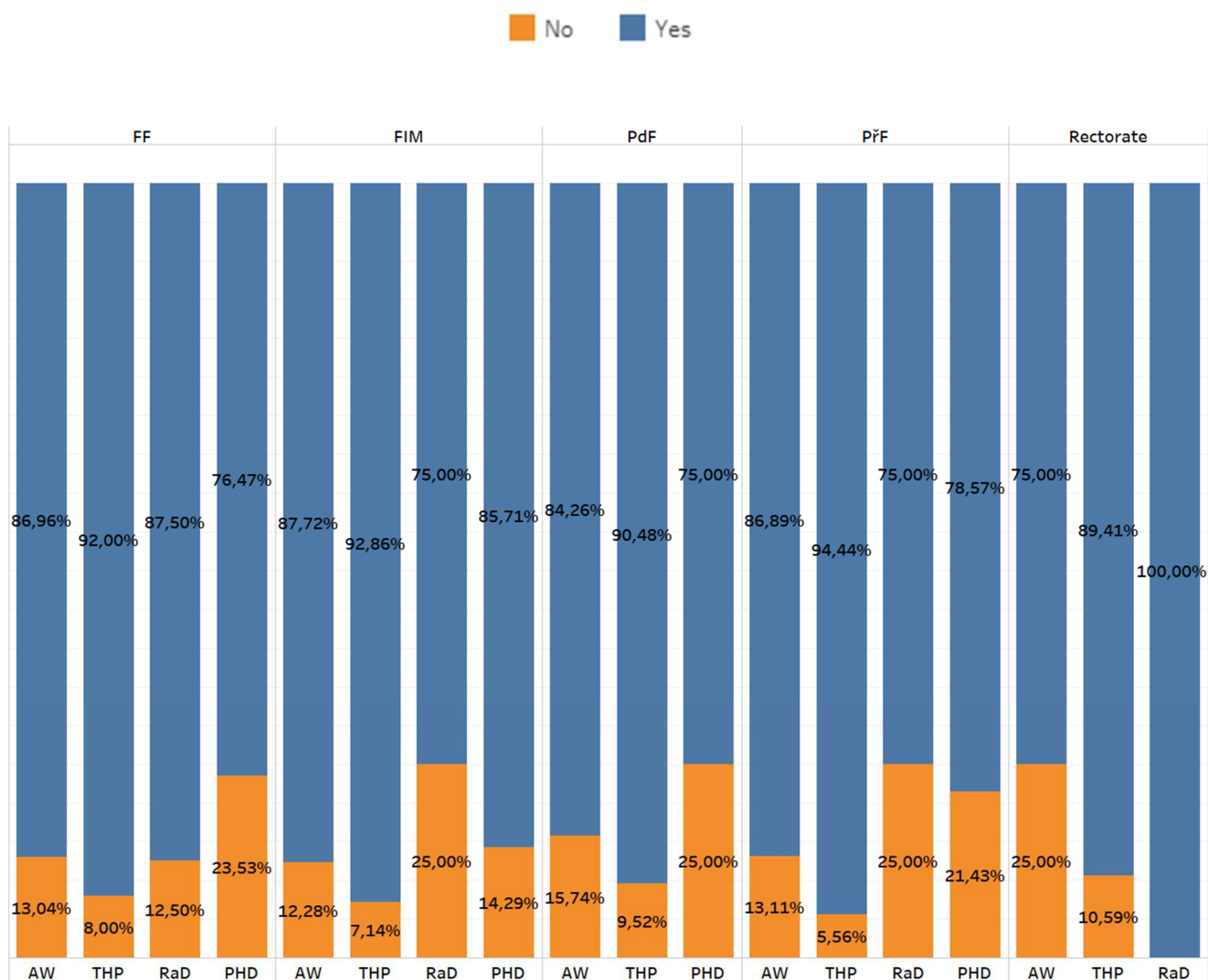
- Majority (except for researchers at the FIM) are not interested in cross-section mobility.
- There is one half of PhD students who are interested.
- Not even AW are that much interested (only around 30-40% of them).



Q: Would you be interested in a cross-sector mobility (traineeship in a private company, government/public sector)?

Experience with cross-sector mobility (internship)

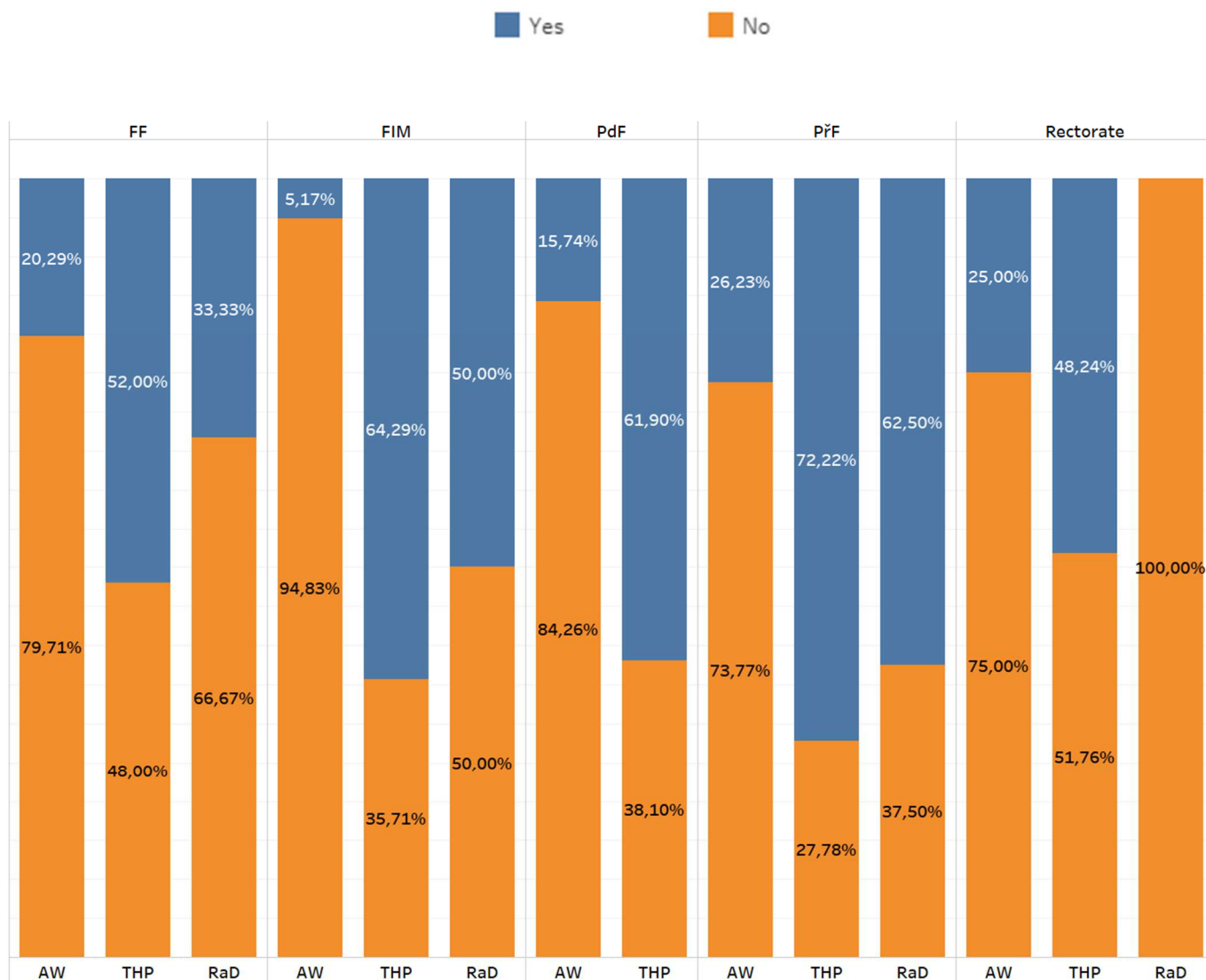
- In addition to the PhD students, most workers have experience with cross-section mobility while at the Rectorate, 75% only of AWs have experience with cross section mobility.



Q: Do you have any experience with a cross-sector mobility (traineeship in a private company, government/public sector)?

Summary of the yearly plan of career development activities

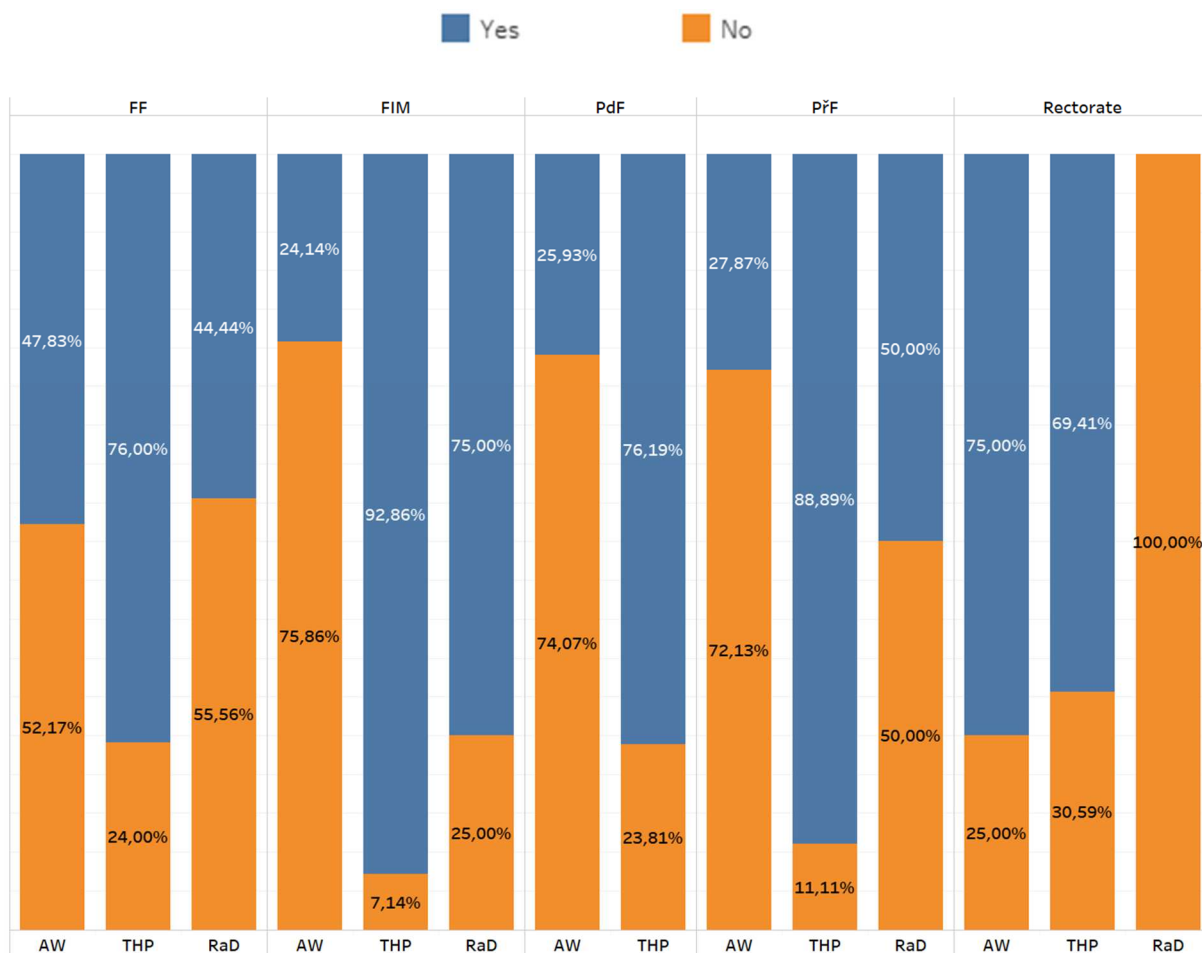
- Most AW do not have plans for career development although there are 25% positive answers at the Rectorate.
- THPs belong to workers who have their plan for career development in most cases (usually more than 50%).
- As to researchers, the answers depend on where they are.



Q: Are your annual career development plans being created?

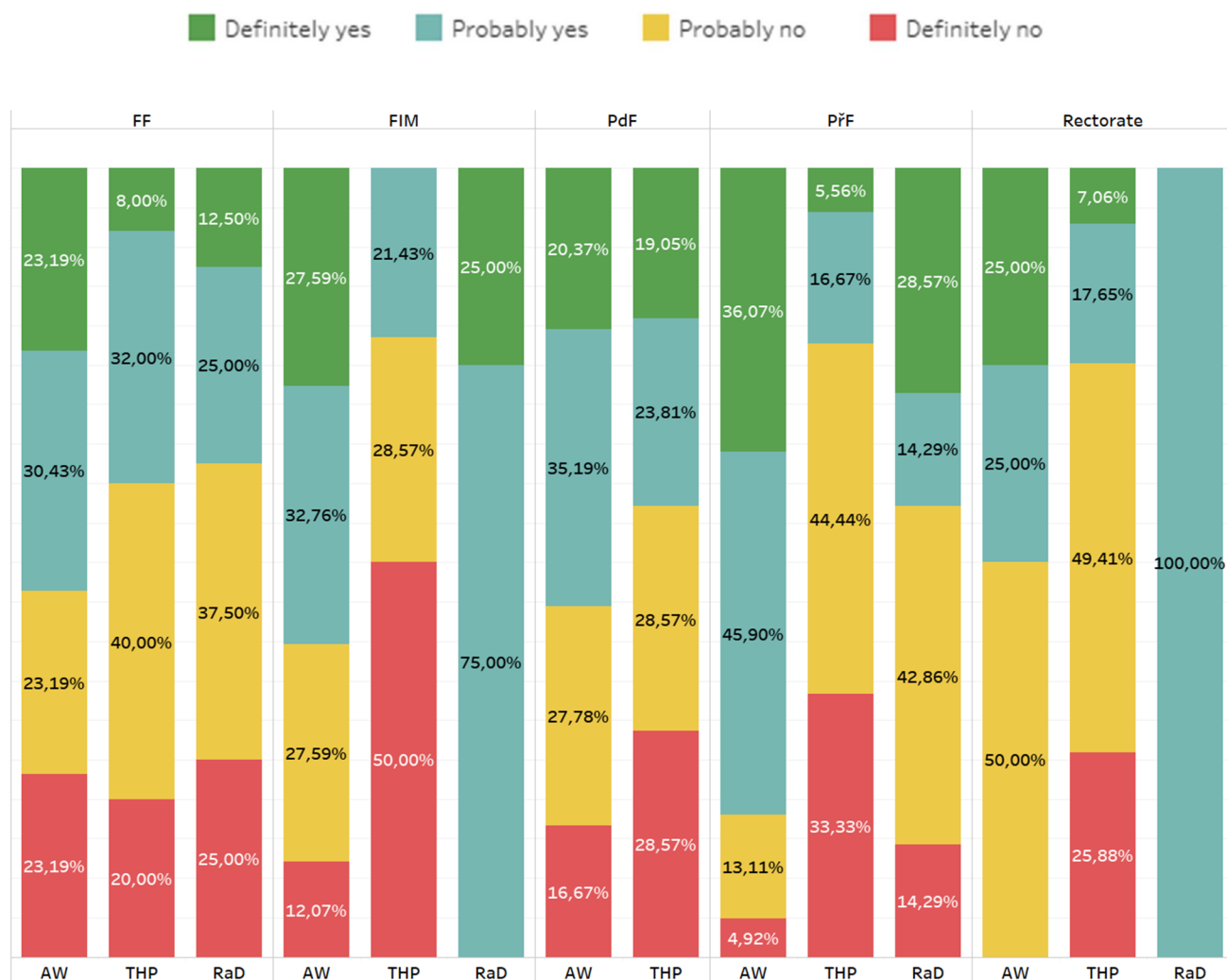
Summary of strategy with superior about career progress

- AW is the group where the answers to questions about career progress are mostly negative.
- THPs, on the other hand, have most people with career progress plans.



Summary of education and financial evaluation

- Among THPs there are most people who do not think that continuous education could bring them better financial evaluation (78% at the FIM, 79% at the PŘF and 75% at the Rectorate).
- AW show an opposite result but there are still around 50% of them who think that education does not have any positive effect on their salary.
- Researchers are most satisfied at the FIM (not a single negative answer like at the Rectorate), on the other hand, there were more than 68% of unhappy researches at the FF and PŘF.



Q: Is your continuous education and professional development reflected in your pay?

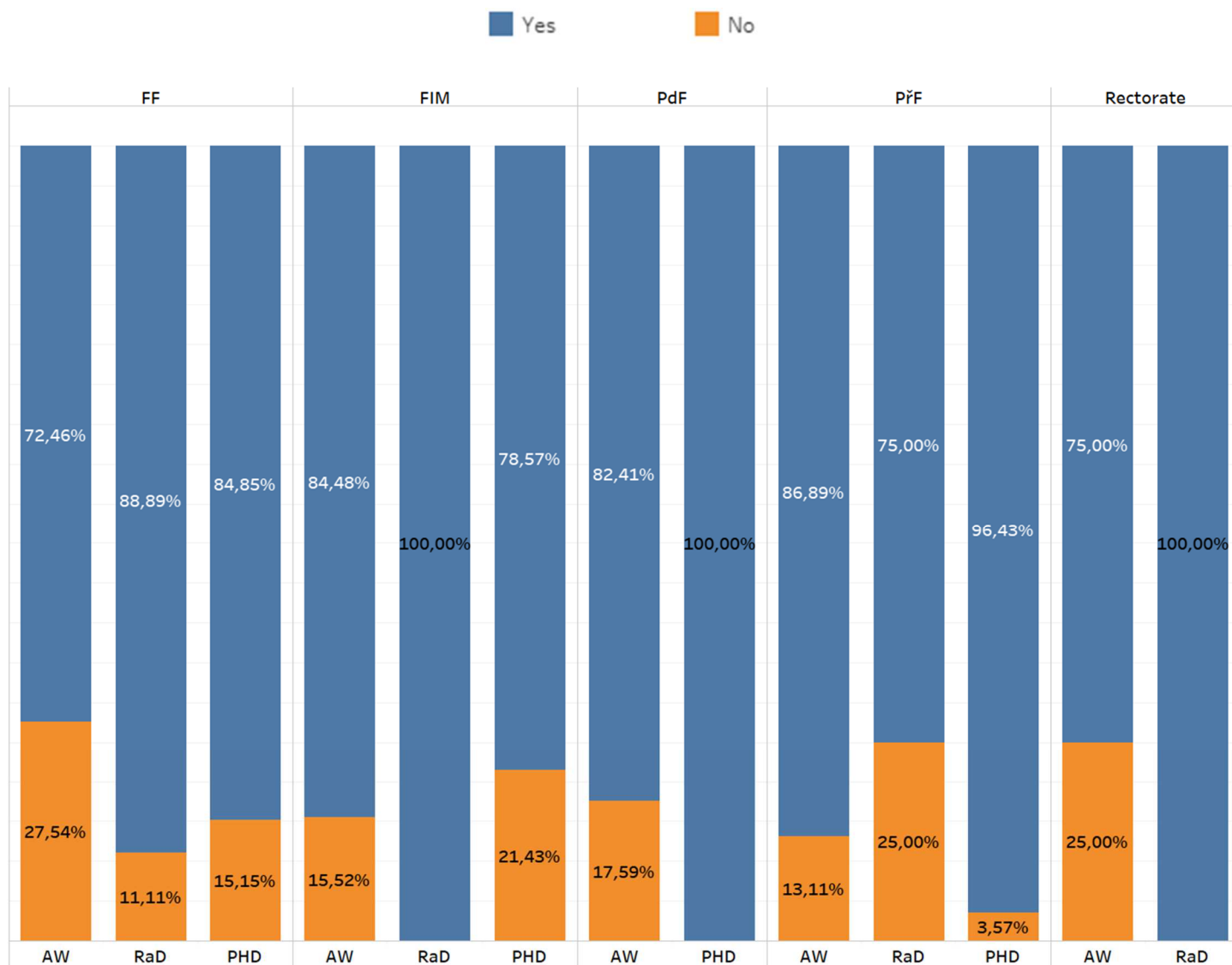
Summary of possibility of career development

- Possibilities for career development are somewhat positive but they are getting less positive with age (30% do not think positively about their career in the oldest age group in contrast to 6.4% in the youngest age group).



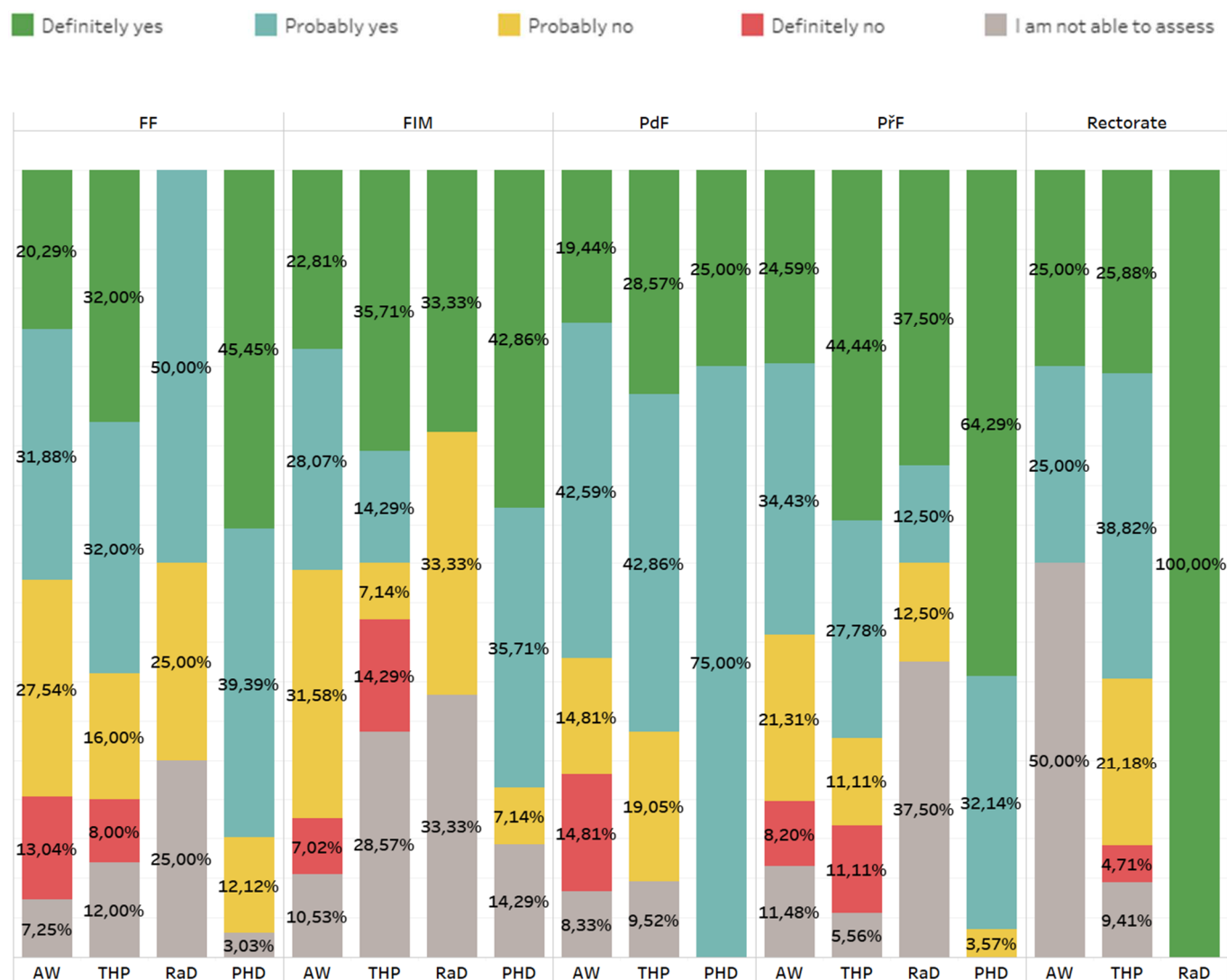
Summary of help in scientific development

- Most of AW know whom to contact to help them with their scientific development.
- Most people who do not know are located in the category 36-50 years.



Summary of support from more experienced

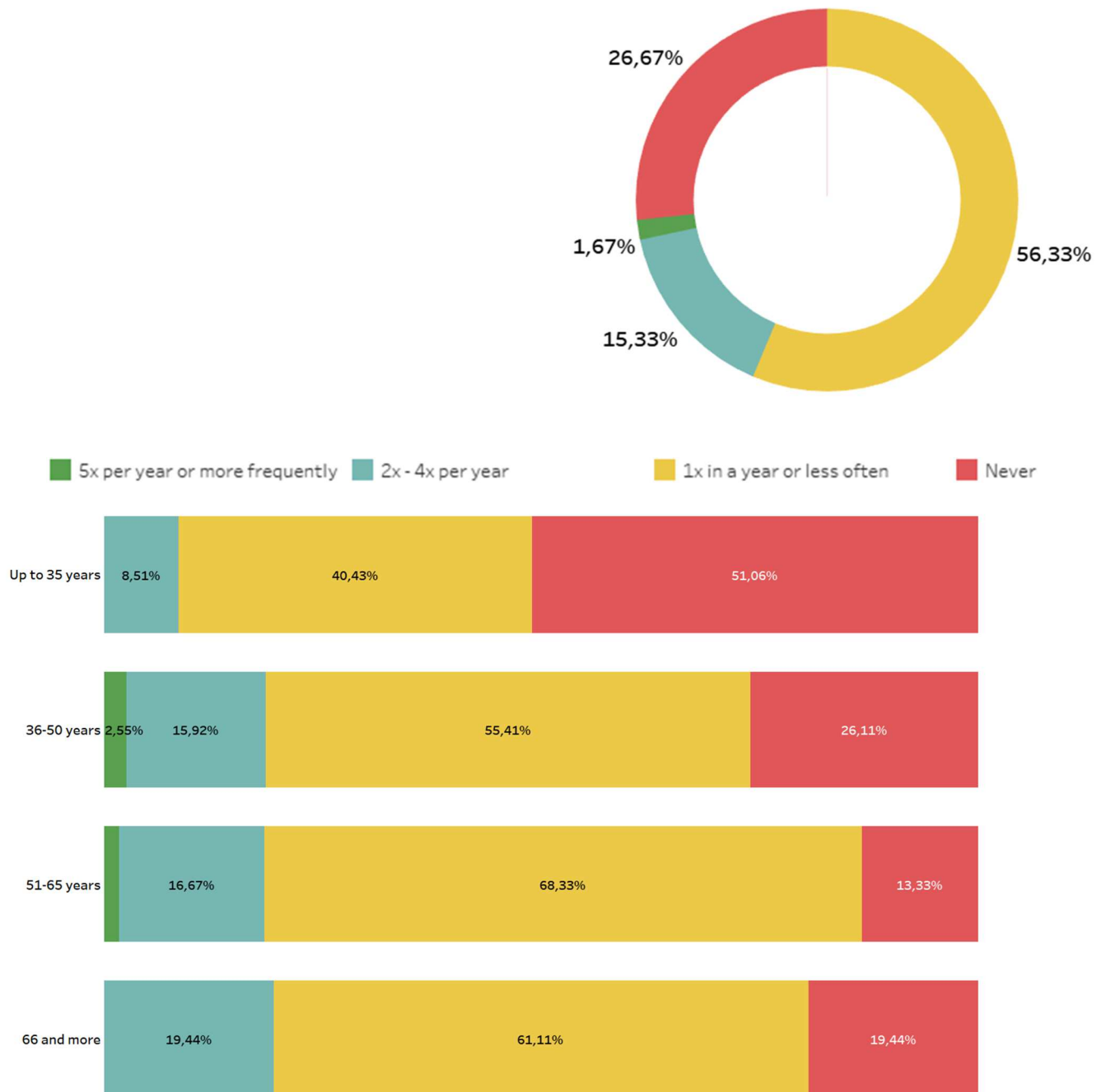
- Ph.D. students are the group which feels most support from more experienced colleagues.
- The FF has most people who do not feel enough support (most of them are AW – 41%).
- Researchers were the category in which most people were not able to assess (33% at the FIM and 37.5 % at the PŘF).
- THPs feel best support at the PdF and PŘF (almost 70%).



Q: Is there efficient support or leadership provided by more experienced workers at the UHK?

Short-term mobility – AW

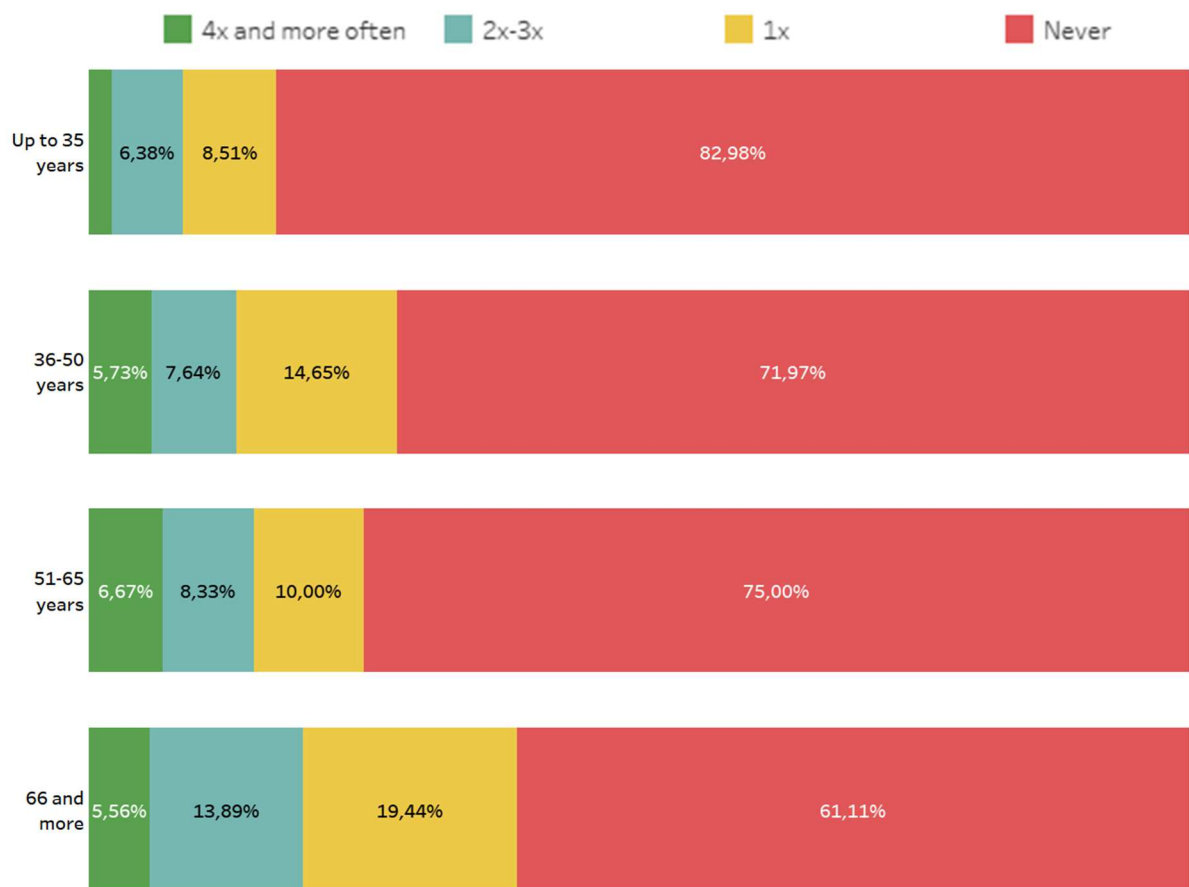
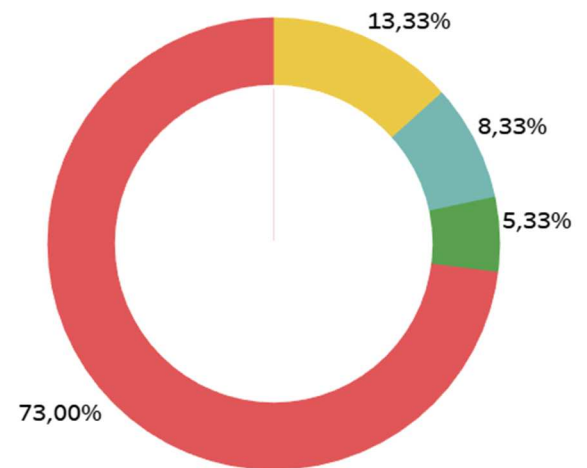
- Among AW, only 26.6% never experienced any kind of short-term mobility and 17% did it more than twice.
- In the youngest age group, more than 50% of workers never experienced any short-term mobility.
- Overwhelming majority from age group 51-65 (almost 90%) travelled abroad at least once.



Q: How often do you go for a short-term foreign mobility (i.e. maximum 30-day stay abroad) offered by the UHK?

Long-term mobility – AW

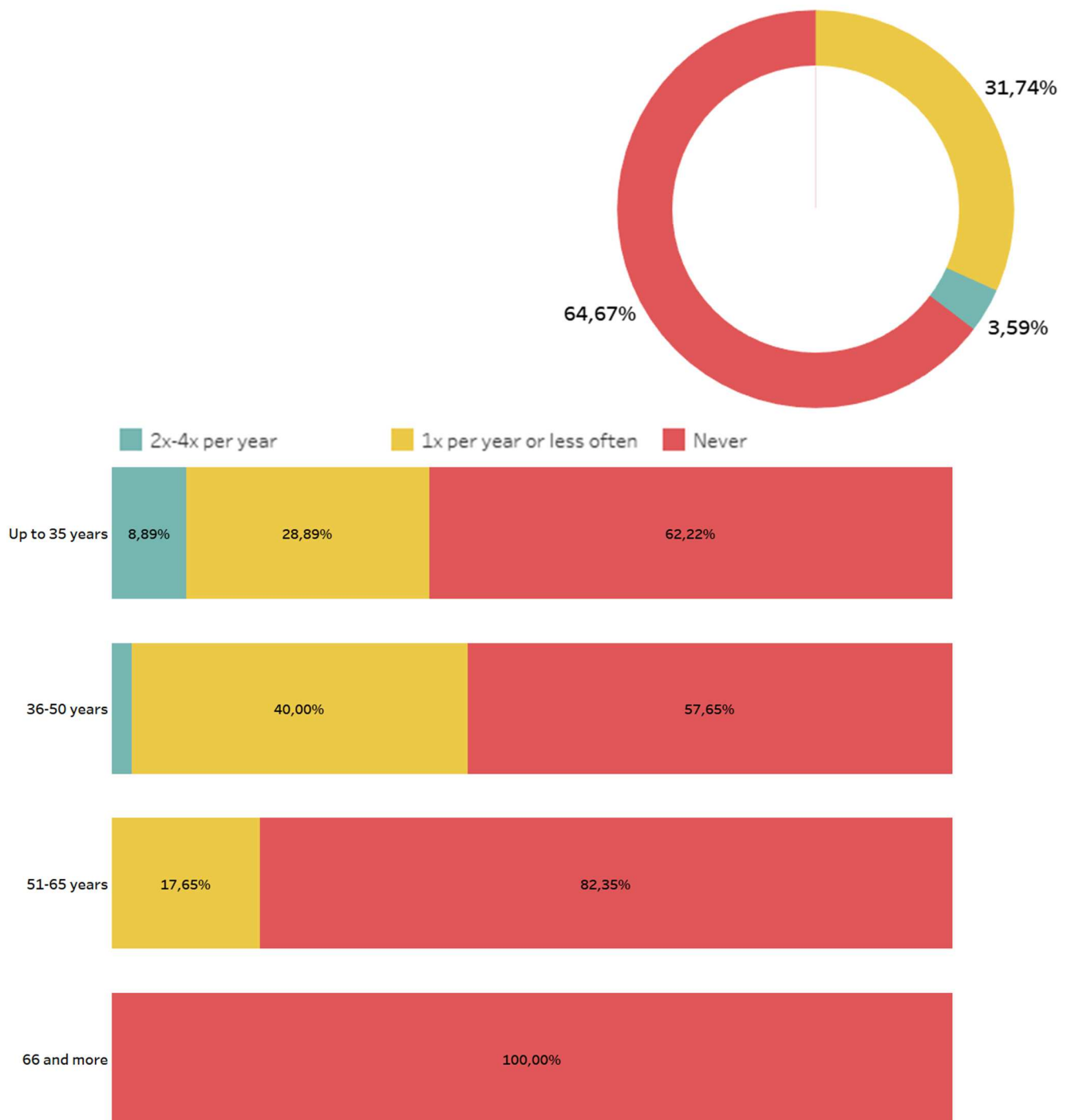
- In terms of long-term mobility, 73% of AW never travelled abroad for more than 31 days, but more than 5% travelled at least 4 times.
- The number of AW who never travelled abroad is slowly decreasing with age except for the age group 51-65 years; however, there are most people in this group who travelled 4 times and more.
- The oldest age group travelled most although the greatest part of them travelled just once.



Q: How often do you go for a short-term foreign mobility (i.e. maximum 30-day stay abroad) offered by the UHK?

Short-term mobility⁶ - THP

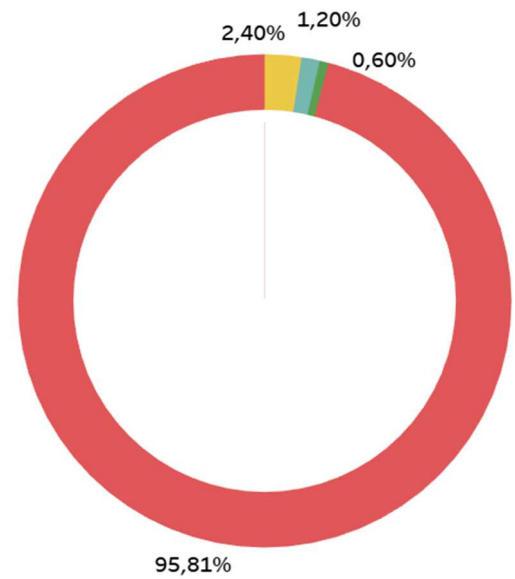
- As to THP workers, 35% went for a short-term mobility at least once.
- Among those who travelled for up to 30 days abroad there are most workers in the age category of up to 35 years – 9% of people who travelled more than twice.
- 17.6% of older workers (51-65 years of age) travelled only once.



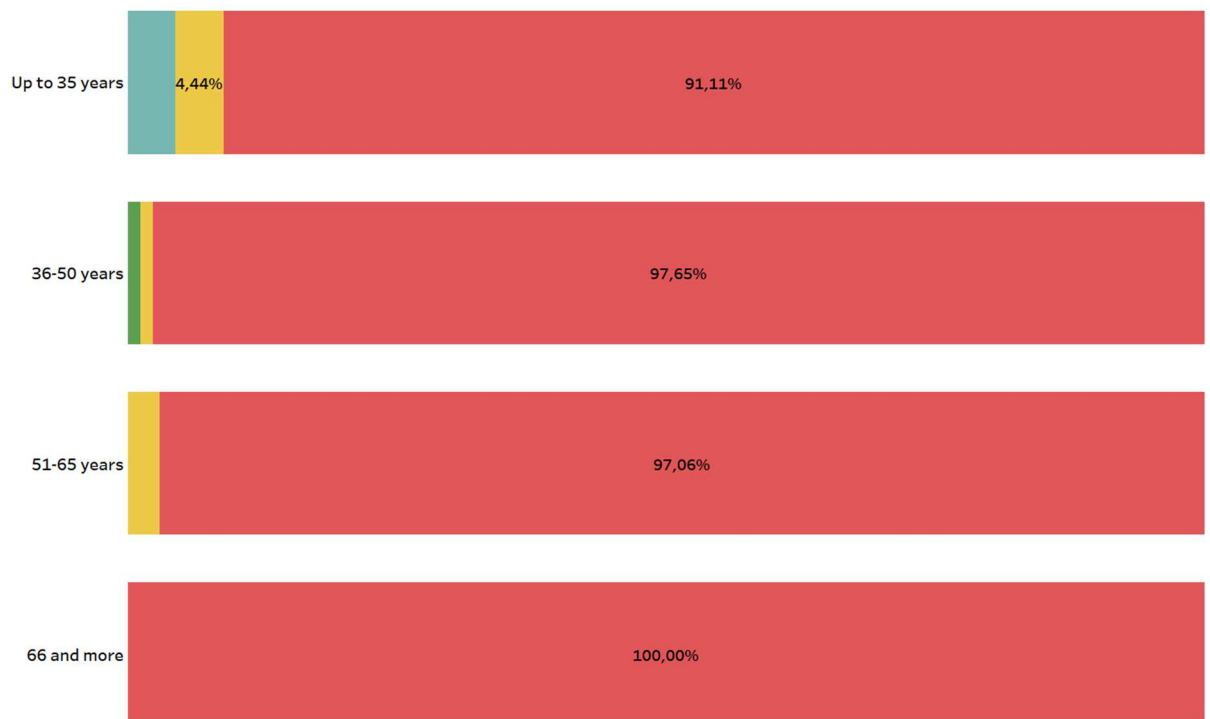
⁶ Up to 30 days

Long-term⁷ mobility – THP

- From among THP workers, more than 95% never experienced any kind of long-term mobility.
- Only in the age category up to 35 years there are 8% of people who travelled abroad for more than 31 days.
- In the age category between 36-50 years, there is 1% of people who travelled more than 4 times.



■ 4x and more
 ■ 2x-3x
 ■ 1x
 ■ Never

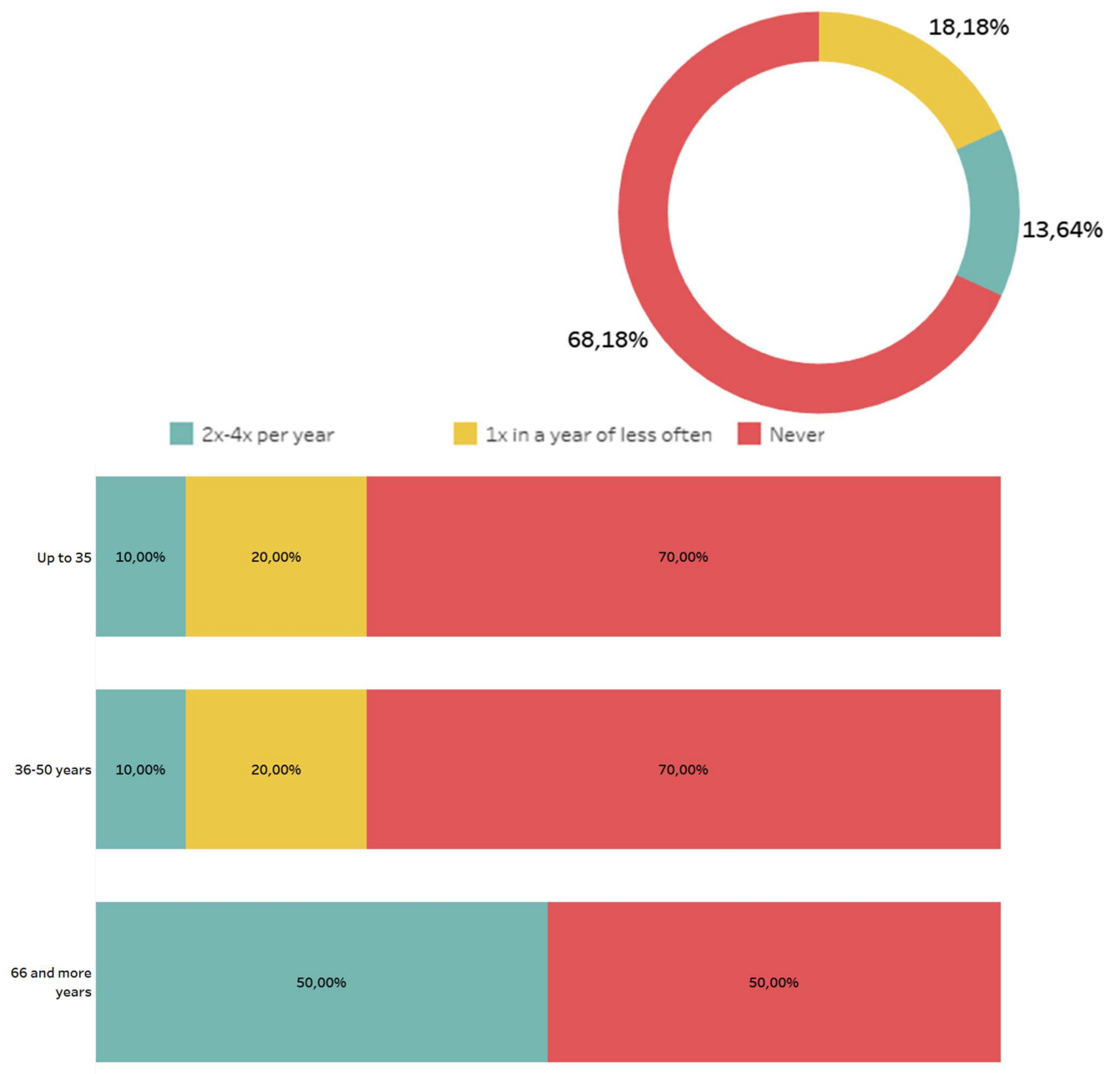


⁷ Over 31 days

Q: How many times during your work at the UHK did you go for a long-term foreign mobility (i.e. a minimum 31-day stay abroad)?

Short-term mobility – R&D

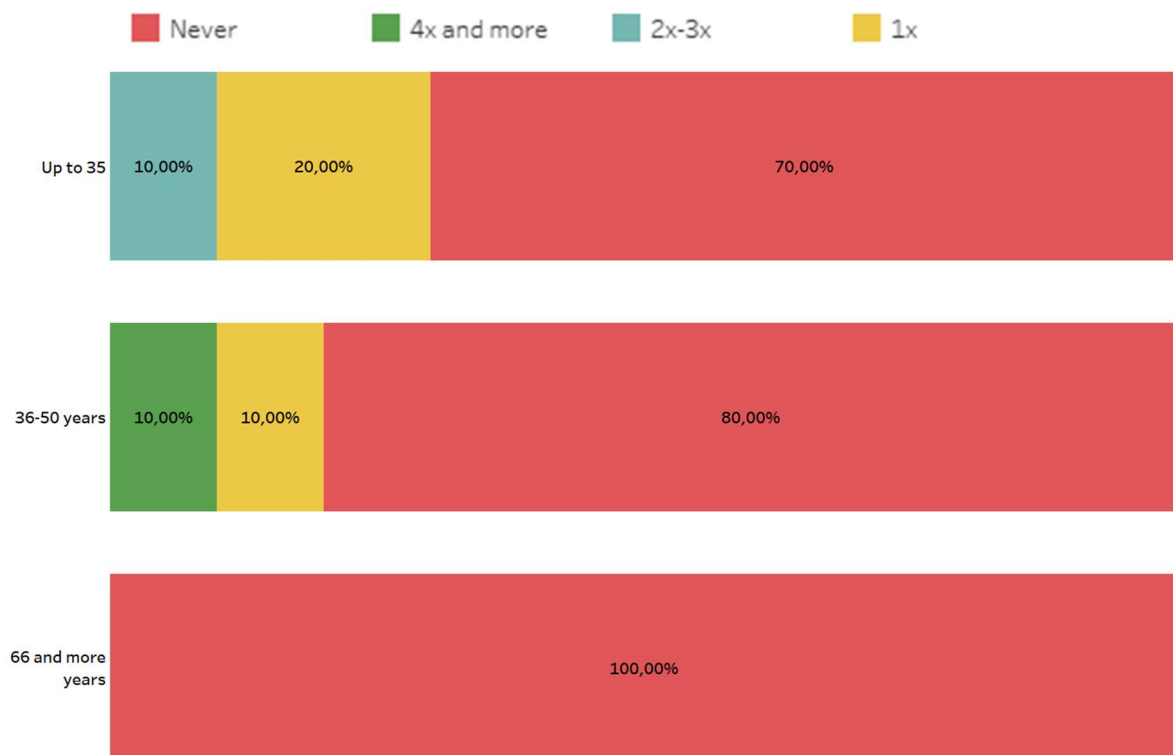
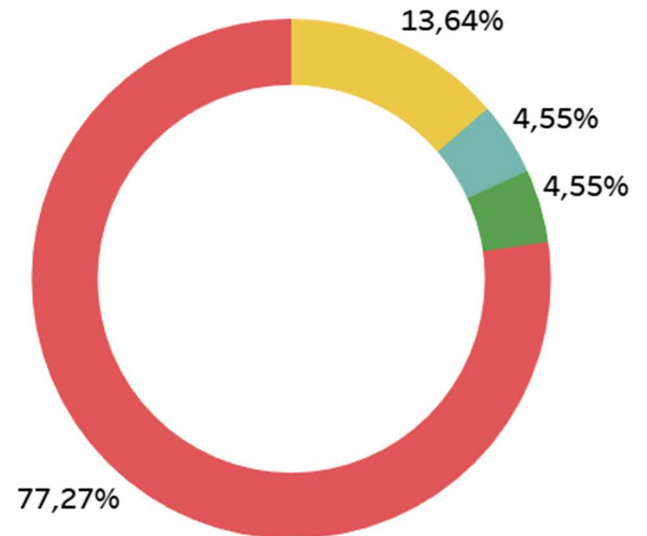
- From among R&D workers, 68% never went for any short-term mobility.
- Proportions across the age groups are the same except for the oldest age category.



Q: How often do you go for a short-term foreign mobility (i.e. maximum 30-day stay abroad) offered by the UHK ?

Long-term mobility – R&D

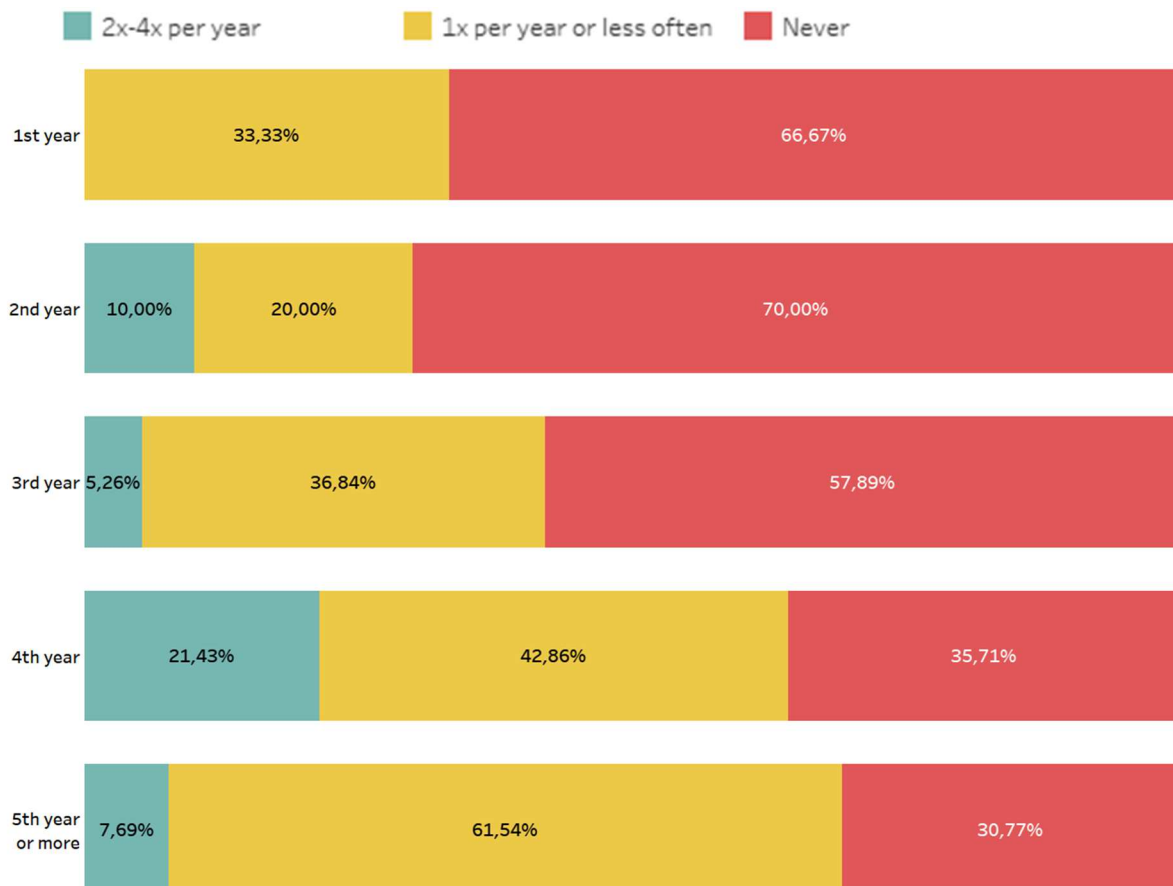
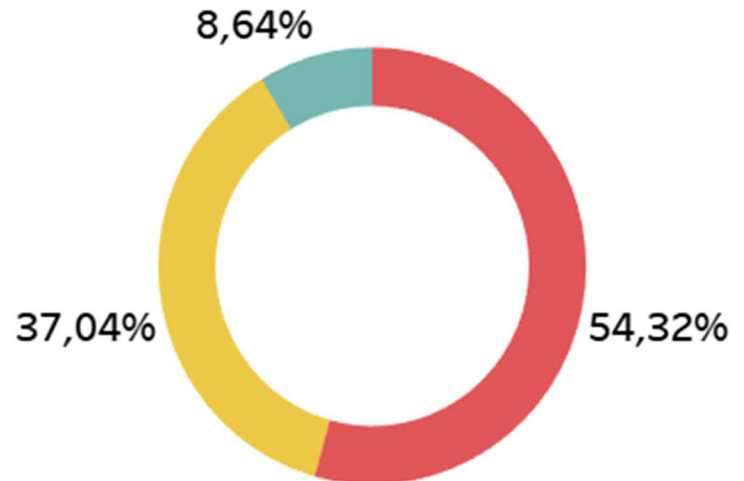
- 77% of R&Ds have never been on any long-term mobility but 4.5% have been on 4 and more mobilities.
- Age distribution is similar to the short-term mobility; there are slightly more people in the youngest age group and in the middle age group who have been on long –term mobility



Q: How many times during your work at the UHK did you go for a long-term foreign mobility (i.e. a minimum 31-day stay abroad)?

Short-term mobility – PhD

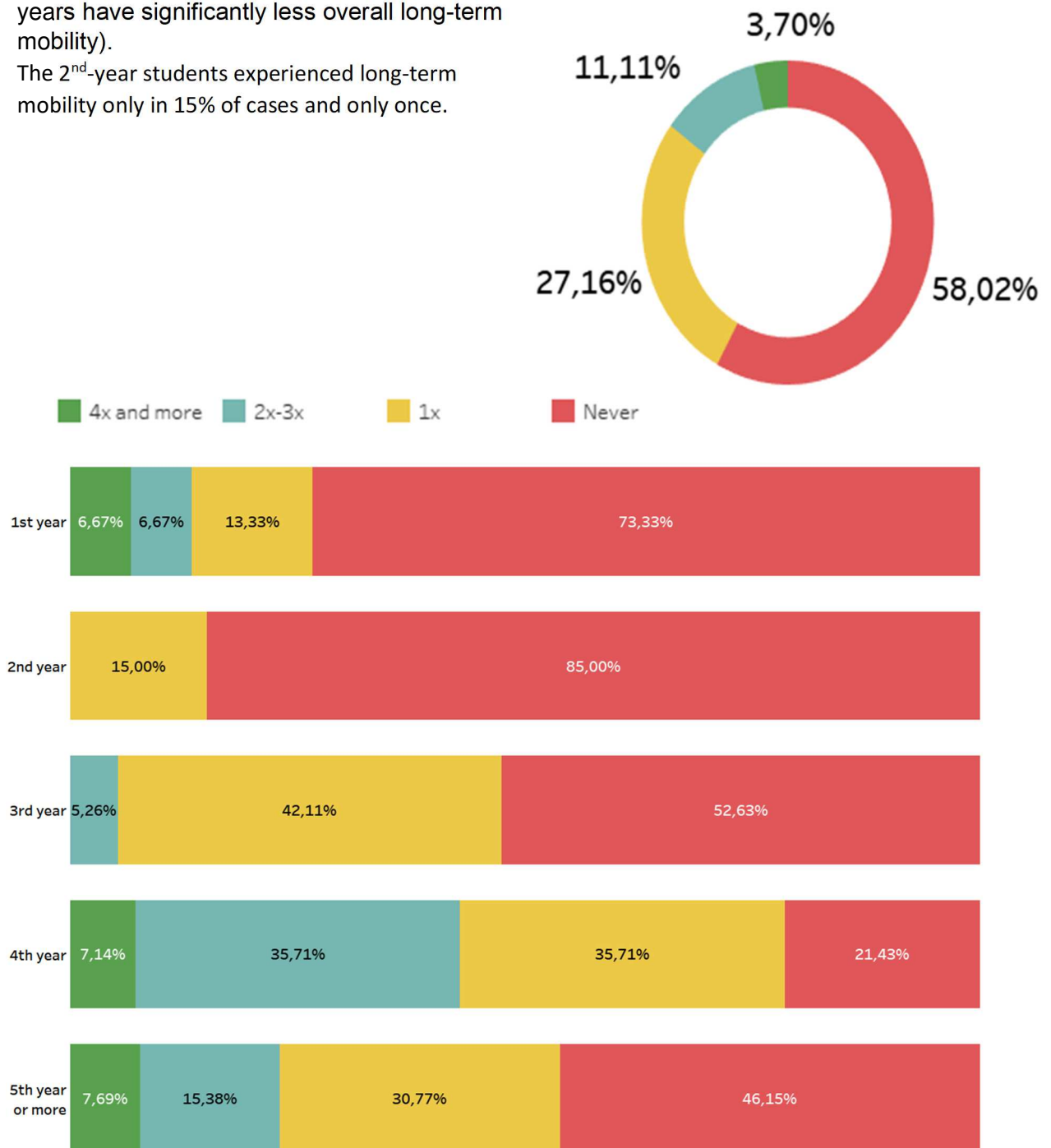
- More than 45% of PhD students experienced short-term mobility at least once and other 8.6% did it more than twice.
- More than 33% of the 1st-year students have already experienced this type of mobility.
- Almost 70% of the 5th-year students experienced mobility at least once.



Q: How often do you go for a short-term foreign mobility (i.e. maximum 30-day stay abroad) offered by the UHK ?

Long-term mobility – PhD

- From among PhD students, more than 40% experienced any kind of long-term mobility (14% even more than once).
- The 4th-year students did most “travelling” abroad (7.14% more than 4 times, similar to the 5th and 1st year although those two years have significantly less overall long-term mobility).
- The 2nd-year students experienced long-term mobility only in 15% of cases and only once.

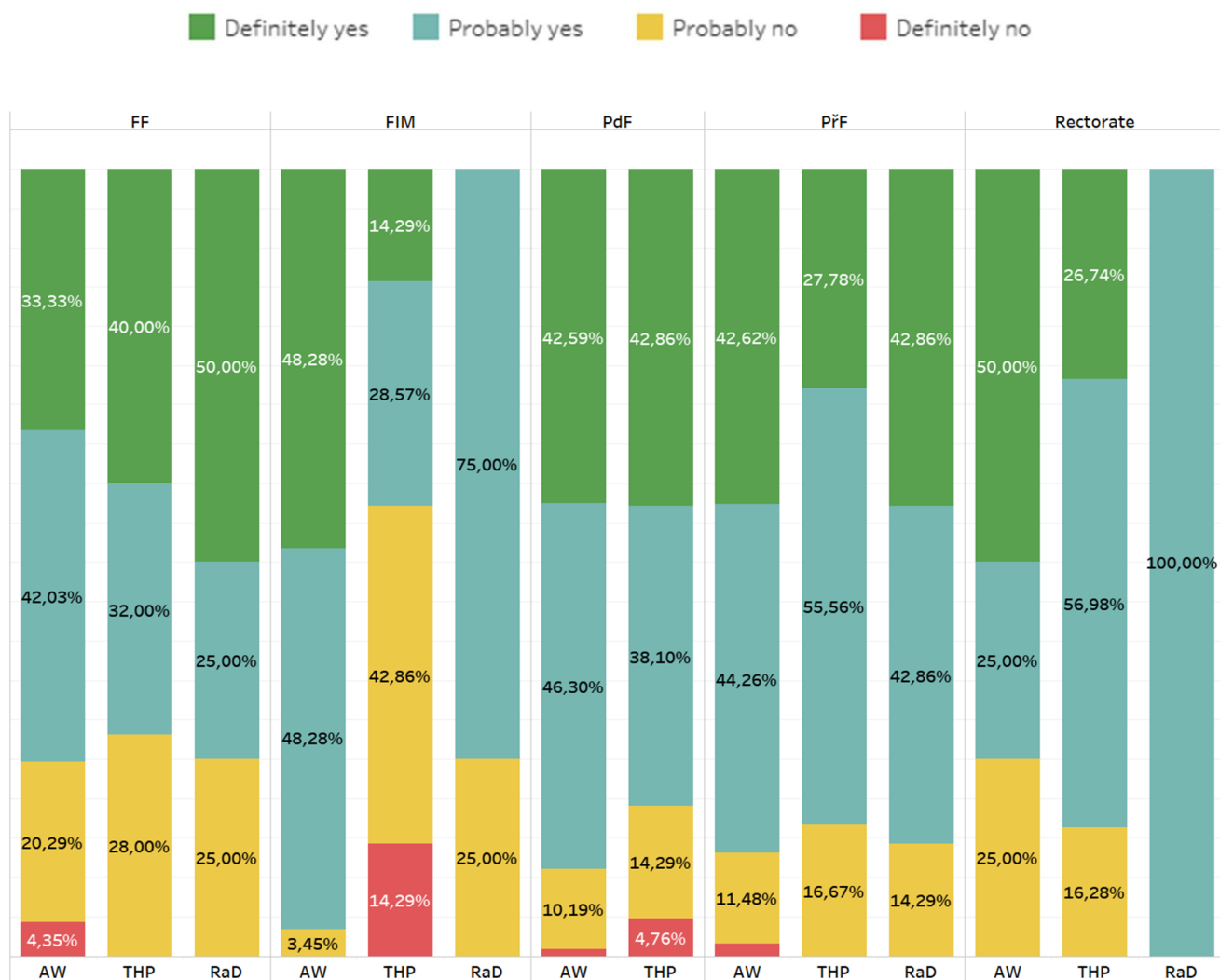


Q: How many times during your work at the UHK did you go for a long-term foreign mobility (i.e. a minimum 31-day stay abroad)?

1. PROFESSIONAL AND ETHICAL ASPECTS
2. WORKING CONDITIONS AND SOCIAL INSURANCE
3. PERSONAL DEVELOPMENT
- 4. EMPLOYEES' WORK EVALUATION**
5. STRATEGIC COMMUNICATION

Summary of work evaluation, principles

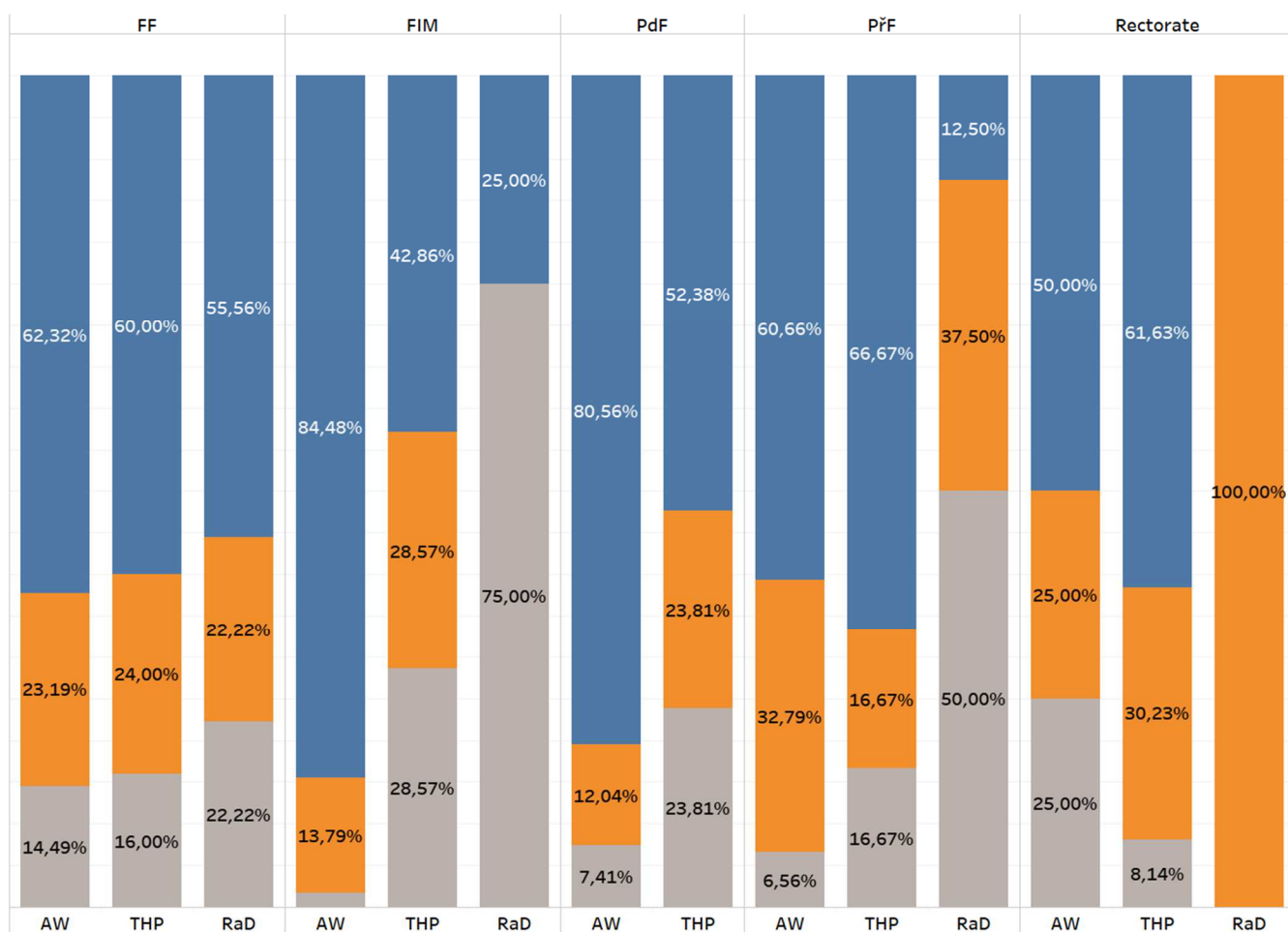
- At the FIM there is higher percentage of negative perception of work evaluation (56% for THP and 25% for researchers. AW at the same faculty provided only 3.5% of negative answers.
- At the PŘF, the number of negative answers is lower – around 15%.



Summary of evaluation by superior

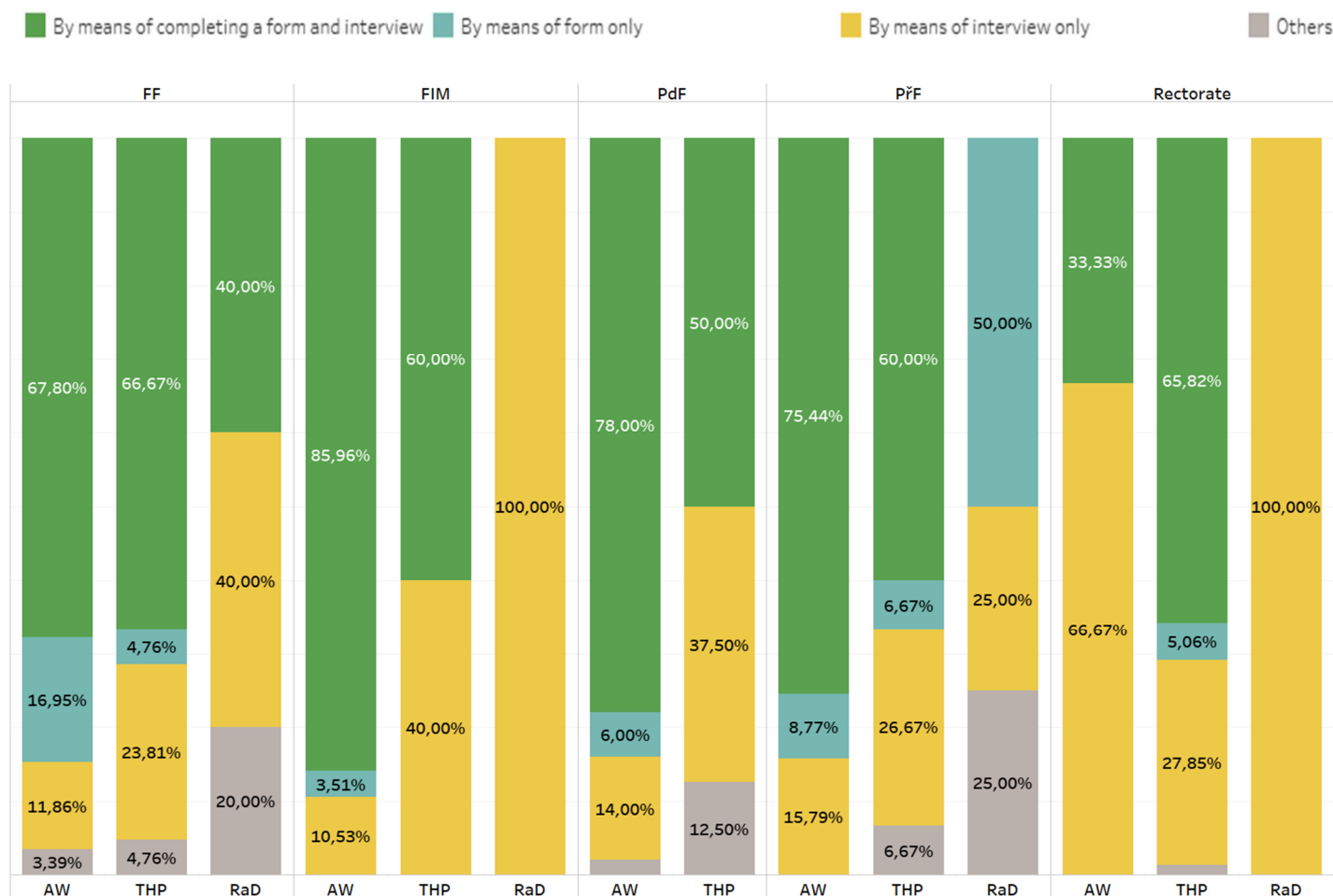
- Most of the workers are evaluated, usually in form of regular reevaluation (except for researchers at the PŘF – only 12.5% of them are evaluated regularly).
- Researchers at the FIM and PŘF are not evaluated as much as the others (75% and 50%, respectively).
- Least people who are not evaluated are located at the PdF.

■ Yes, regularly ■ Yes, irregularly ■ I am not evaluated



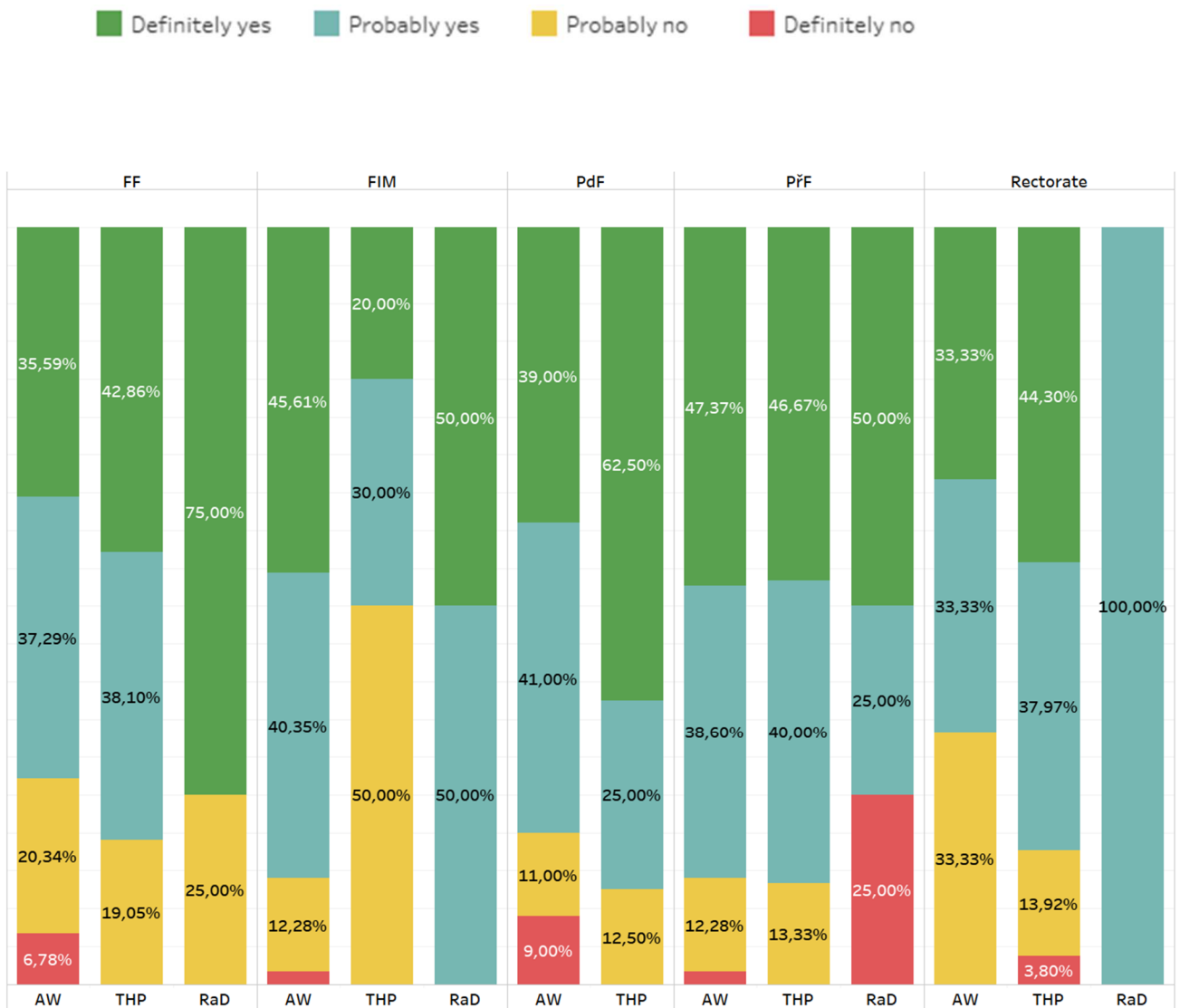
Summary of the form of evaluation

- Majority of participants are evaluated by both interviews and forms; except for researchers at the Rectorate and FIM where all of them are evaluated by interviews only.
- THPs are also evaluated often by interviews only.
- Other forms of evaluation are often present for researchers (20-25%).



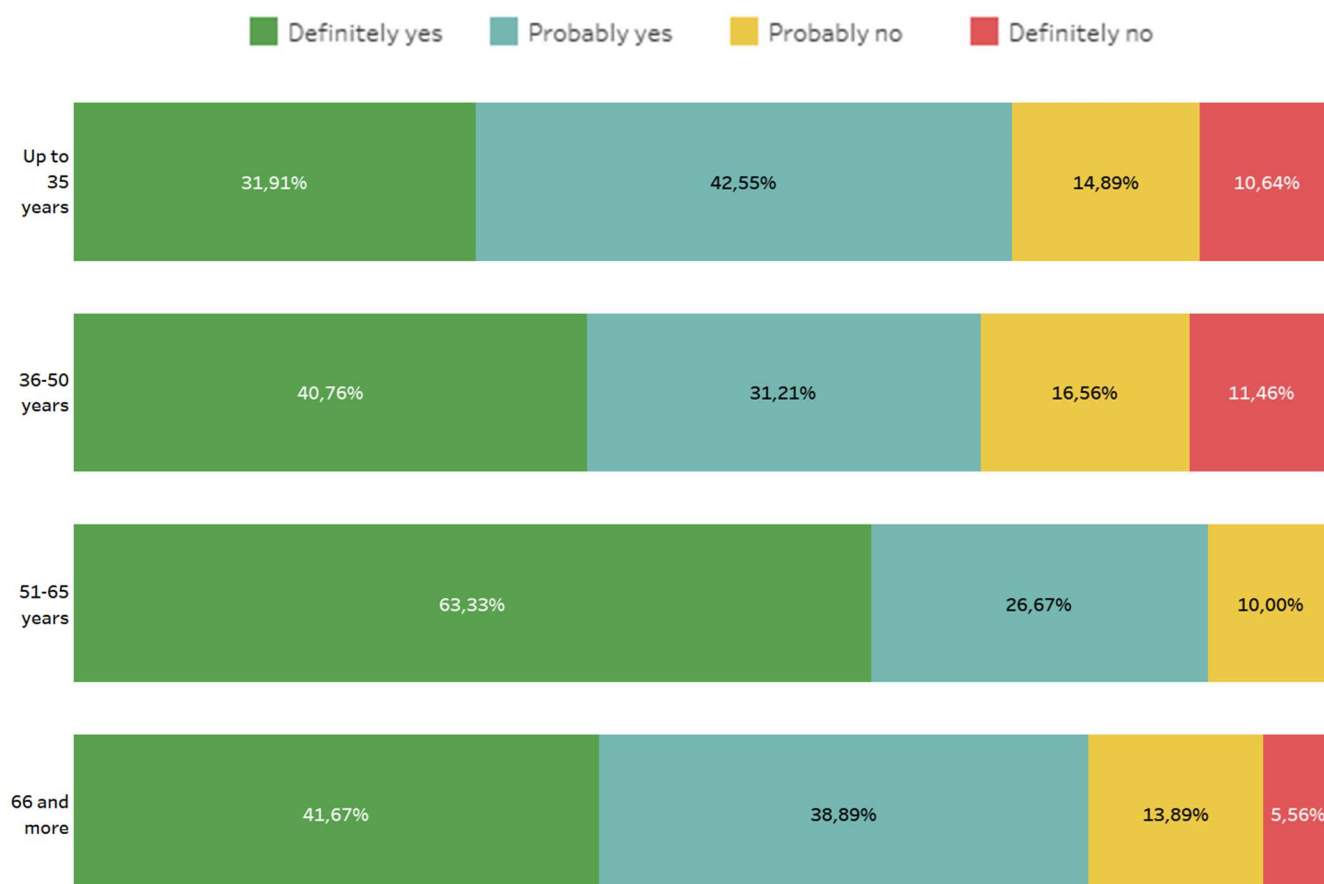
Summary of evaluation by future development

- Majority of AW perceived their evaluation as important for their future development.
- THPs (50% at the FIM) and researchers (25% at the PŘF and FF) are the most negative about their future development but on the other hand, researchers at the FIM provided positive answers.
- AW are consistent about perceiving the evaluation as useful in almost 70% across the university.



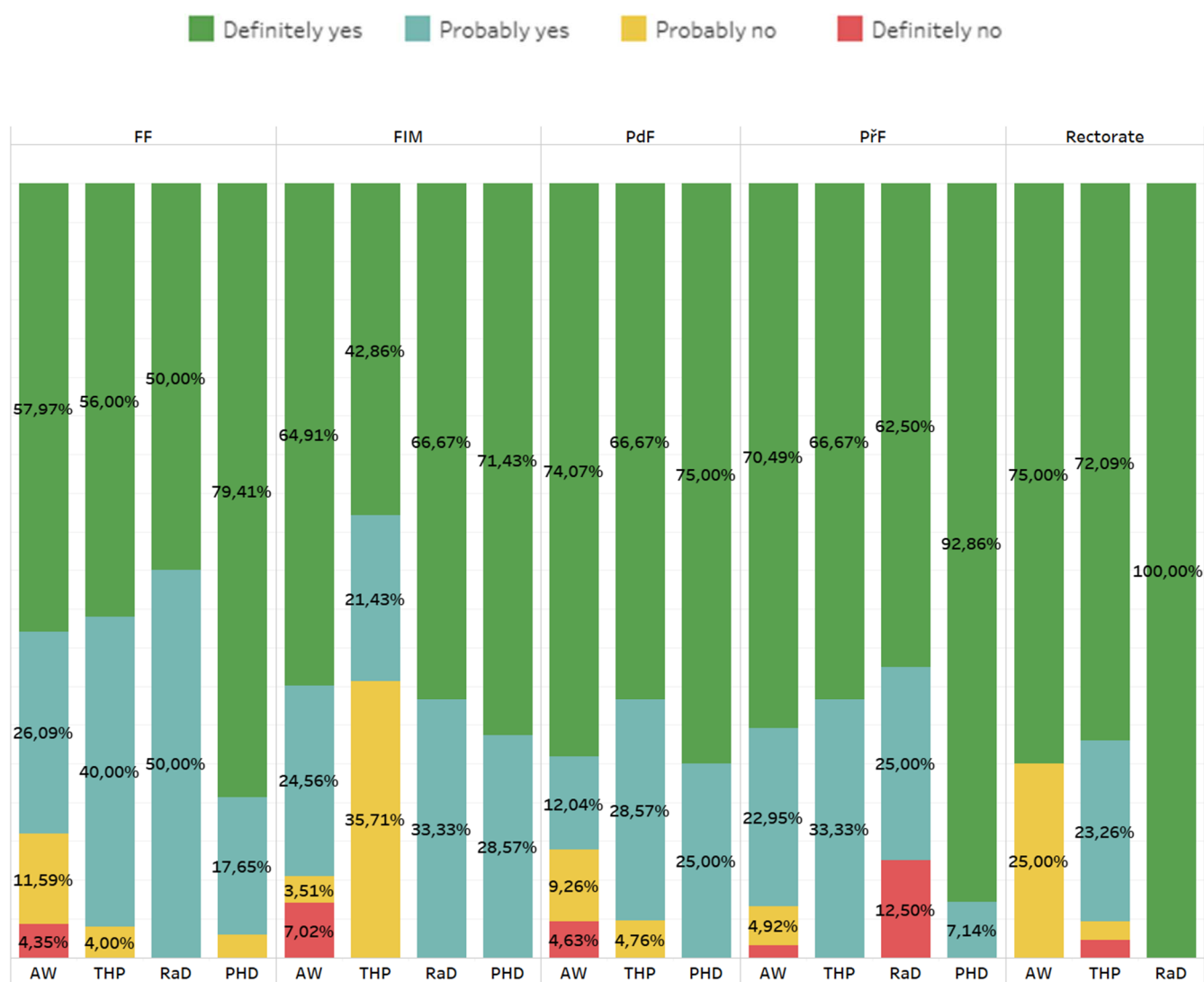
Evaluation by students – AW

- Most AW are familiar with their students' evaluation in the age category 51-65 years (90%).
- Almost 30% in the age category 36-50 years are not familiar with those evaluations.



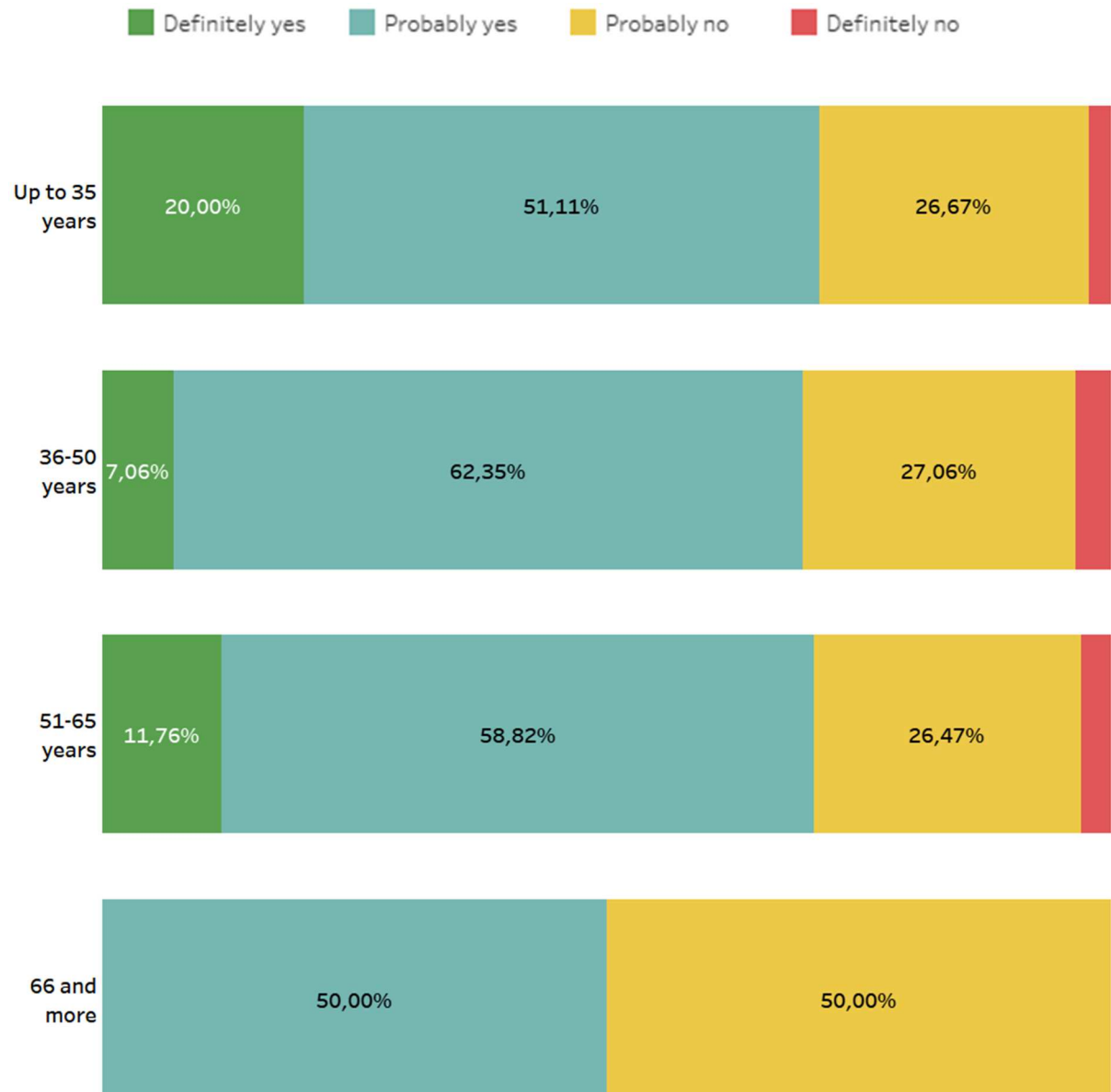
Summary of confidence in the superior

- Across the university, there is confidence to the superiors.
- Several exceptions were found: AW at the FF(16%), FIM (11%) and PdF (13 %), THP at the FIM (35.7%) and researchers at the PŘF (12.5%).
- PhD students show the best confidence to their superiors.



Recognized position by age – THP

- From among the THP workers, most of them perceive their position as recognized in all age groups; they are split half-and-half in oldest group only.
- 20% of people in the youngest group perceive their position as completely recognized.
- Workers in the age group 36-50 years are most neutral as most people answered “probably yes” or “probably no”.

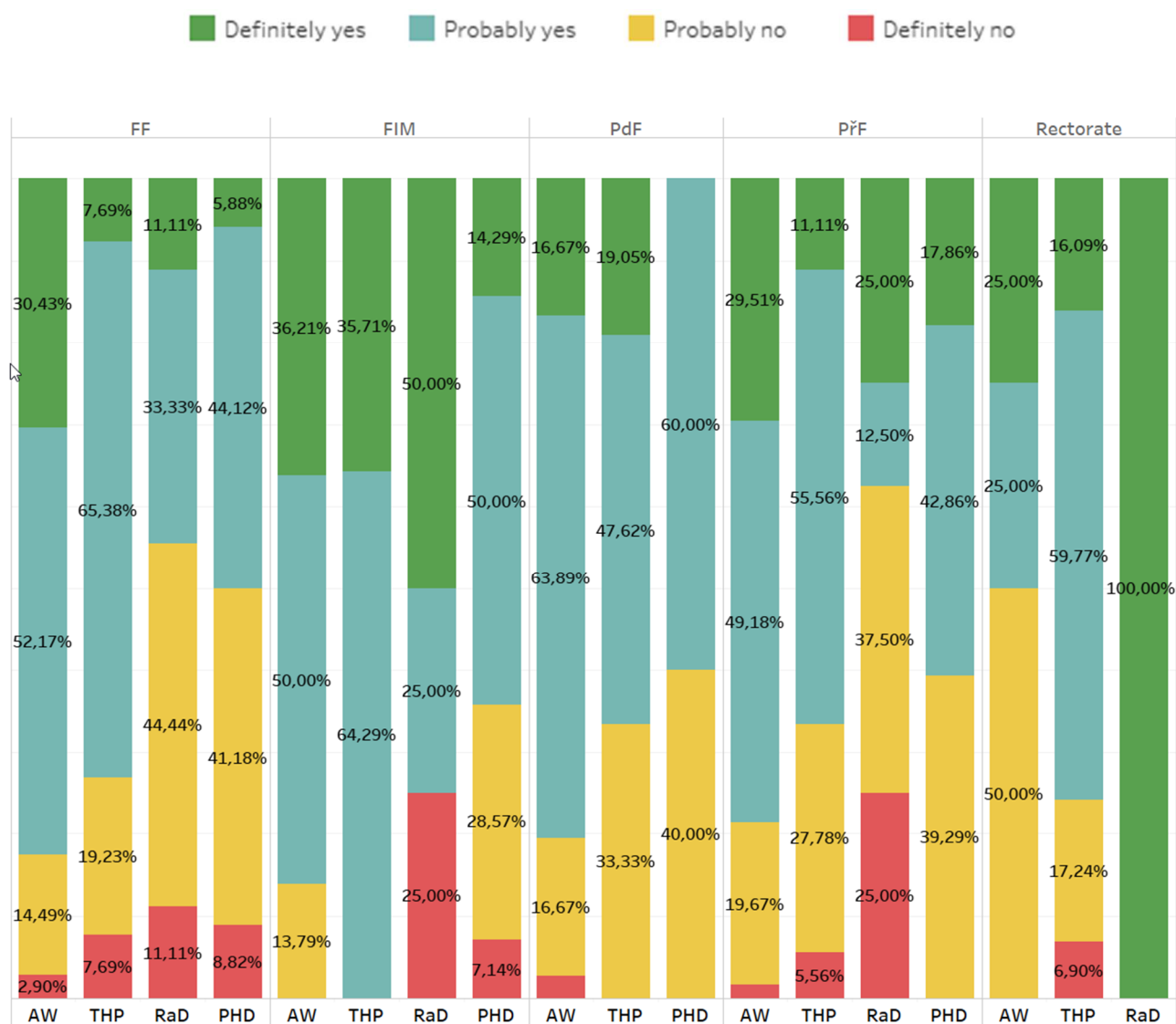


Q: Do you perceive your position as recognized?

1. PROFESSIONAL AND ETHICAL ASPECTS
2. WORKING CONDITIONS AND SOCIAL INSURANCE
3. PERSONAL DEVELOPMENT
4. EMPLOYEES WORK EVALUATION
- 5. STRATEGIC COMMUNICATION**

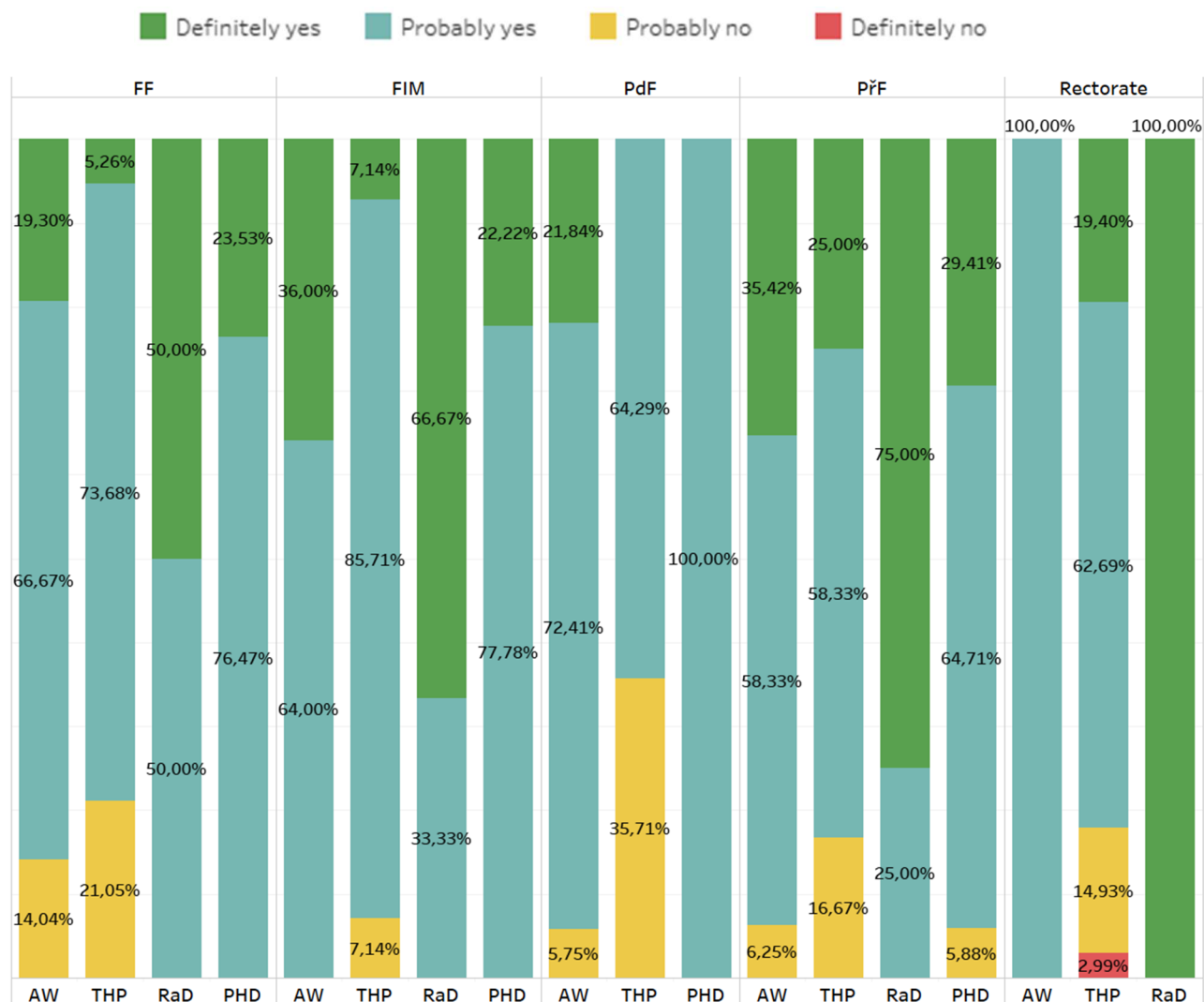
Summary of strategic aims at the UHK

- The R&D and AW groups have the best knowledge about the strategic aims across the UHK.
- The UHK strategic aims were perceived less by the R&D group at the individual faculties.
- PhD students are in the middle; around 30-40% of them do not know the UHK strategic aims for sure.



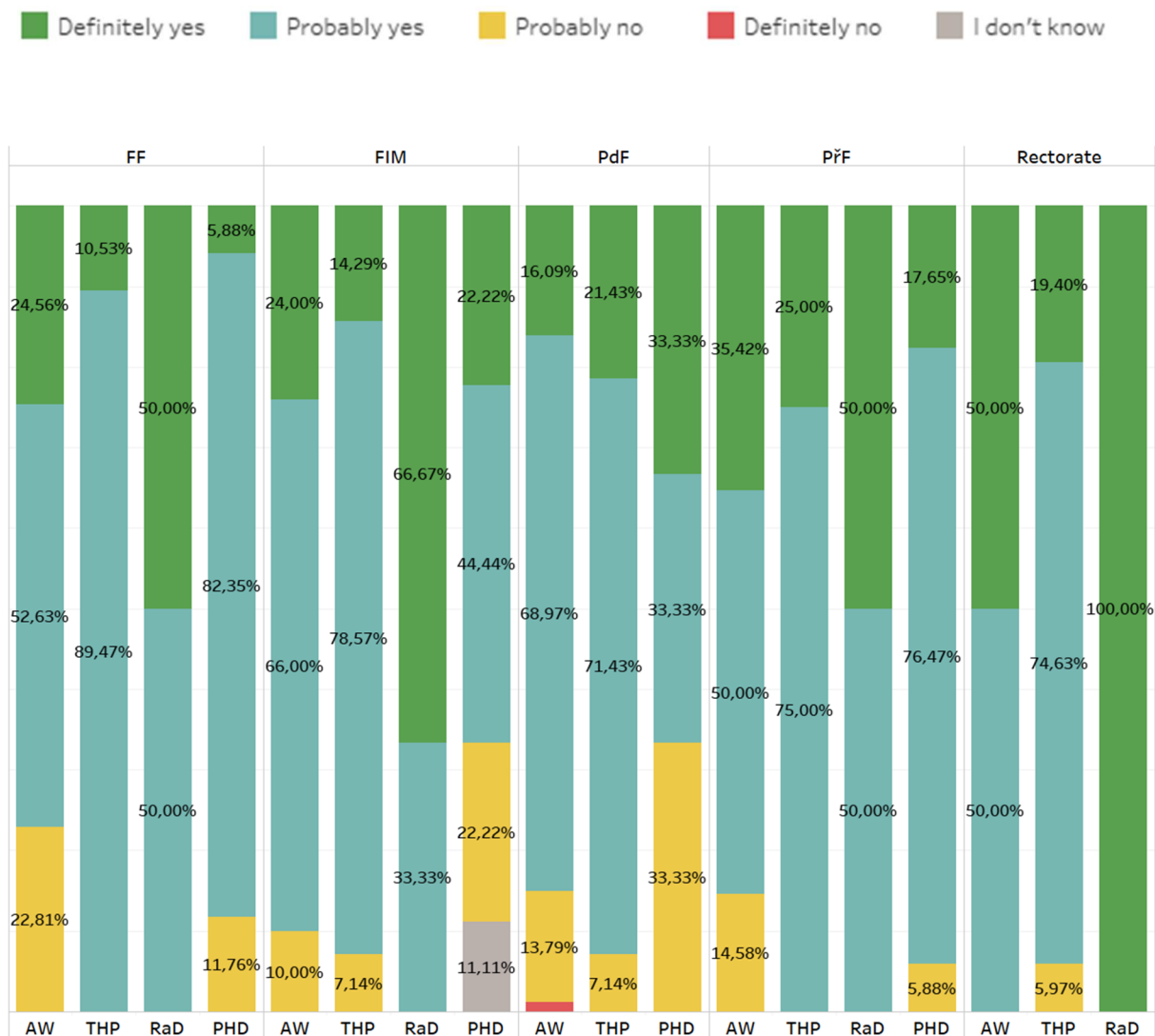
Summary of contribution to strategic aims

- Most people from the UHK know how to contribute to the UHK strategic goals.
- Some THP workers at all faculties and even at the Rectorate do not know how they can do it, however, the PdF and FF show the highest ratio (35.7% and 21%, respectively).



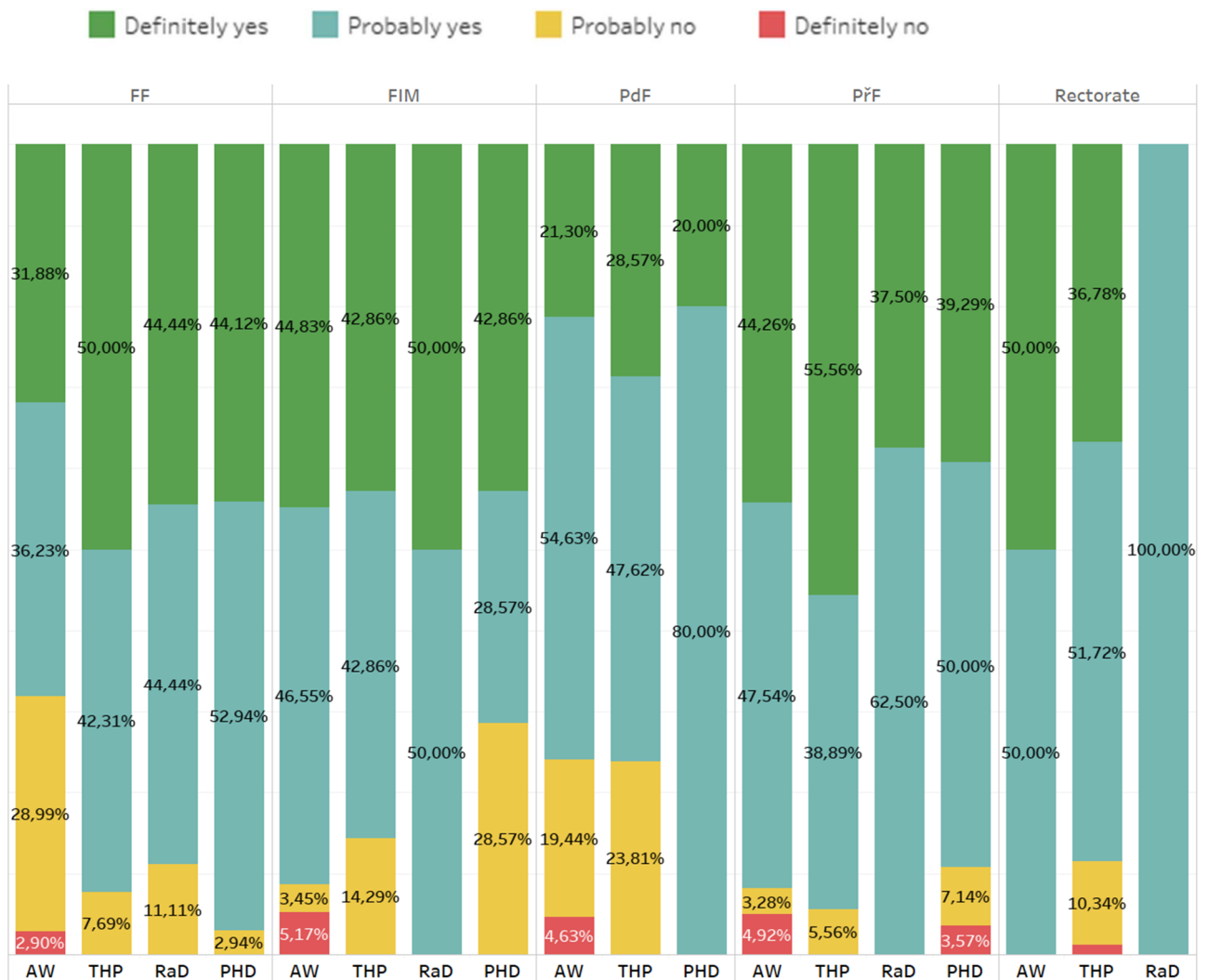
Summary of identification with strategic goals

- Most people from the UHK are identifying themselves with the UHK strategic goals.
- R&D and THP are categories that have most positive answers.
- PhD students at the FIM and PdF tend to be more reserved about their identification with the strategic goals (20-30%).



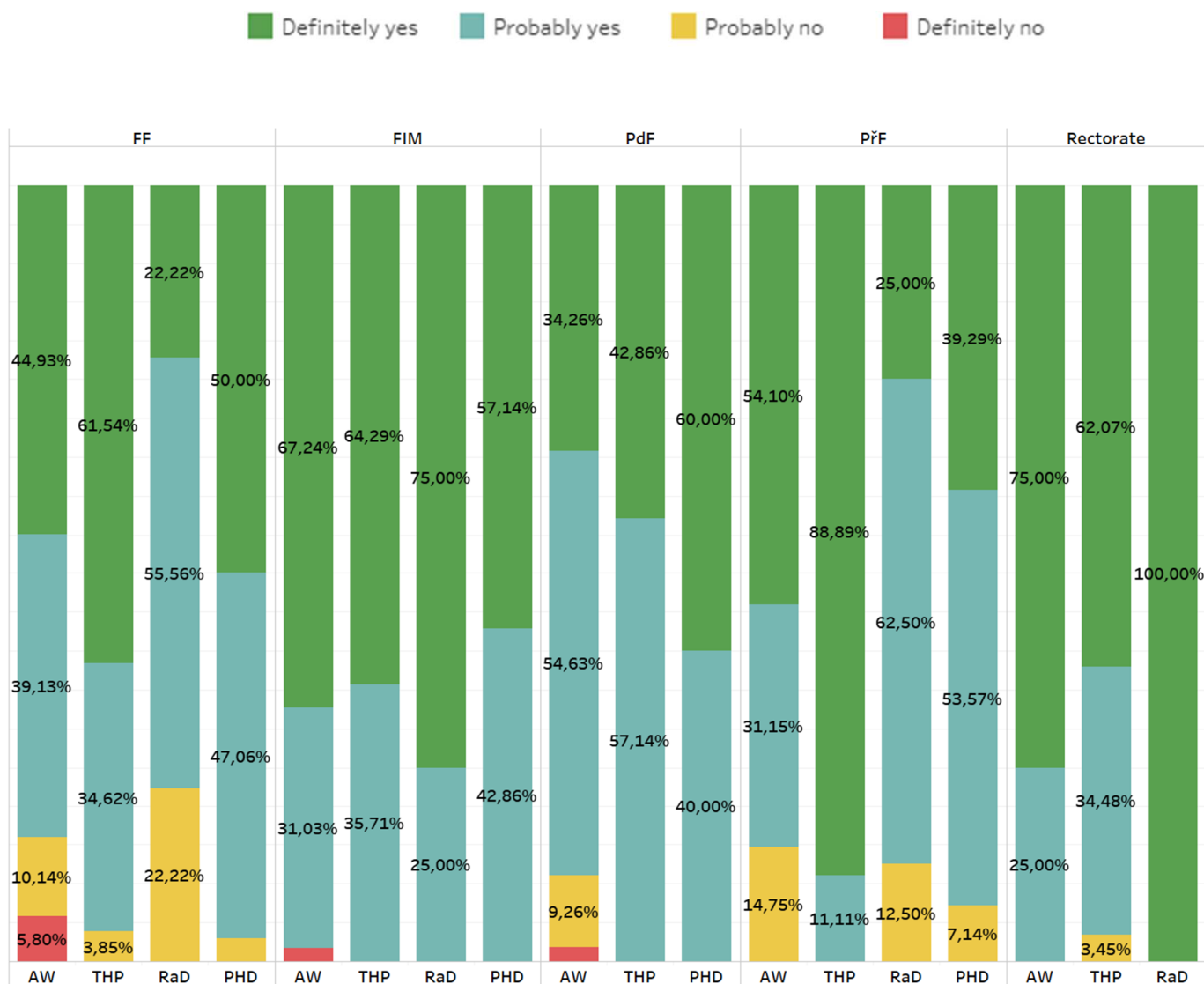
Summary of the UHK recommendation as an employer

- The highest percentage of employees who would not recommend UHK as an employer are among AW at every faculty except the Rectorate.
- A significant amount of PhD students at the FIM and PŘF wouldn't also recommend UHK as an employer.



Summary of the UHK as a stable employer

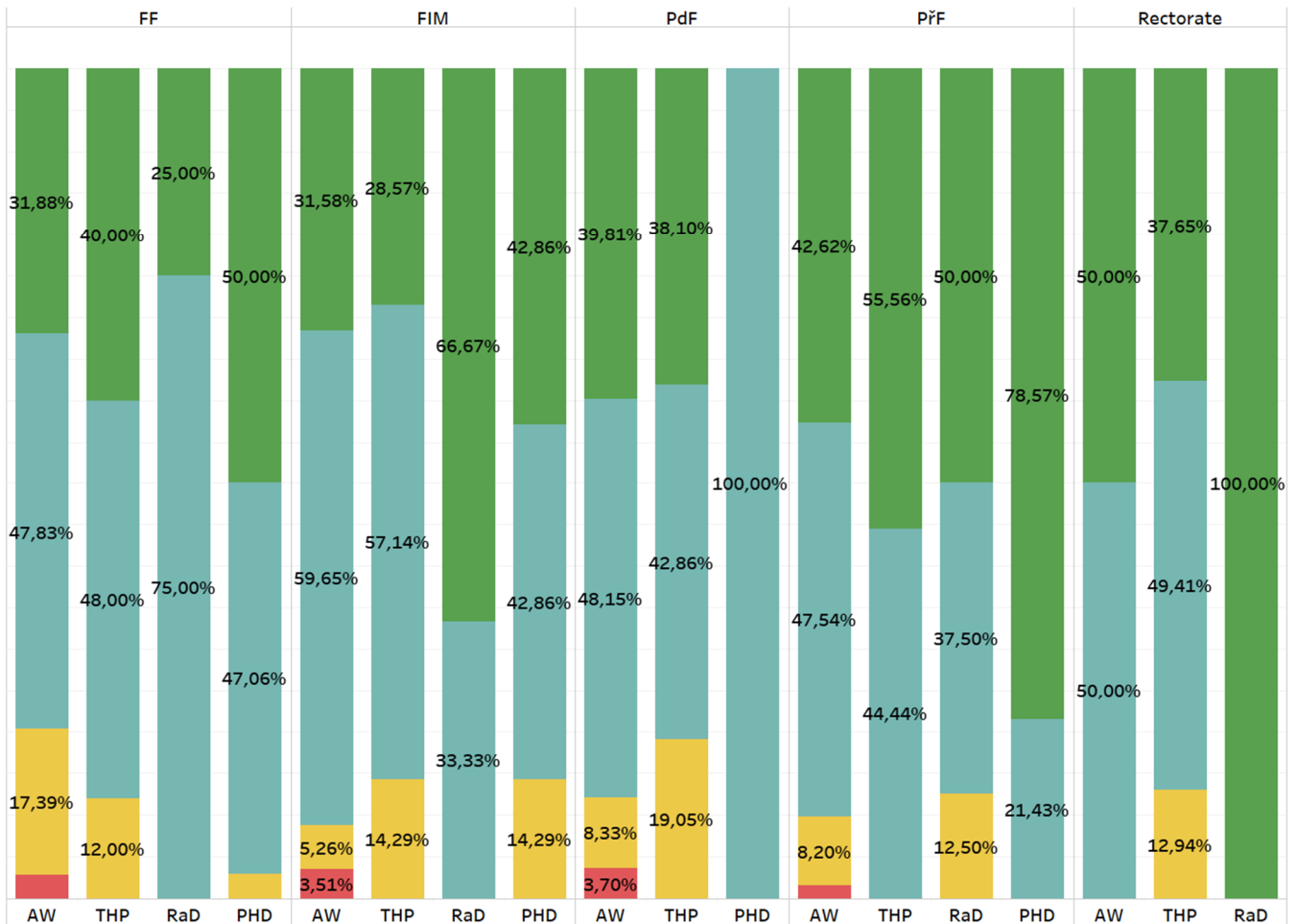
- Except for AW at the FF (16%) and PdF (10.5%), the UHK is perceived as a stable employer.
- Researchers at the FF (22.2%) are also somewhat negative about the UHK as a stable employer.



Summary of relationships at workplace

- Most workers perceive the relationship at their workplace as positive.
- Slight problems can be found between AW and THPs across all faculties where good relationship are not perceived.

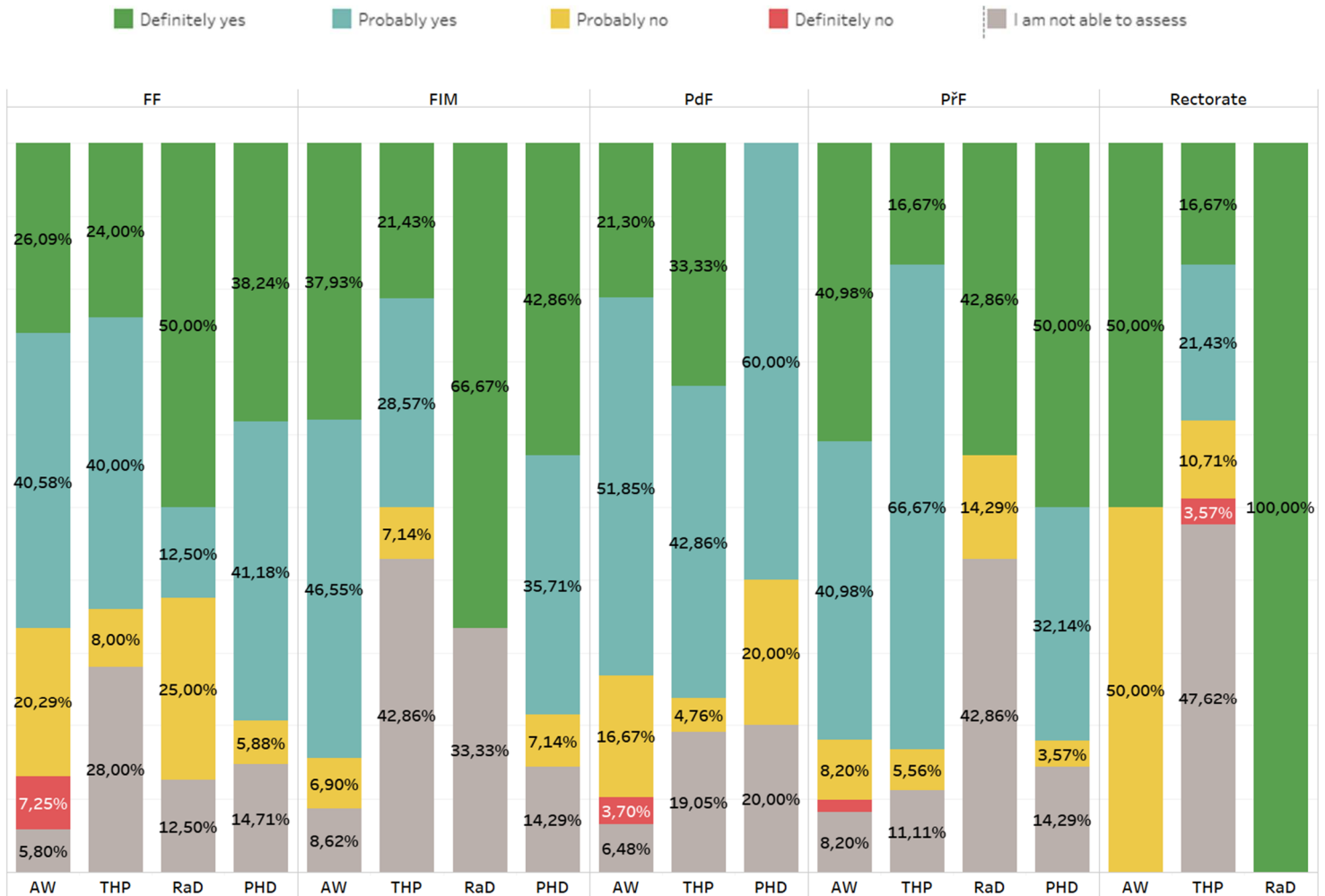
■ Definitely yes
 ■ Probably yes
 ■ Probably no
 ■ Definitely no



Q: Is there good atmosphere and good relationship with colleagues at your site (faculty, Rectorate)?

Summary of support from faculty

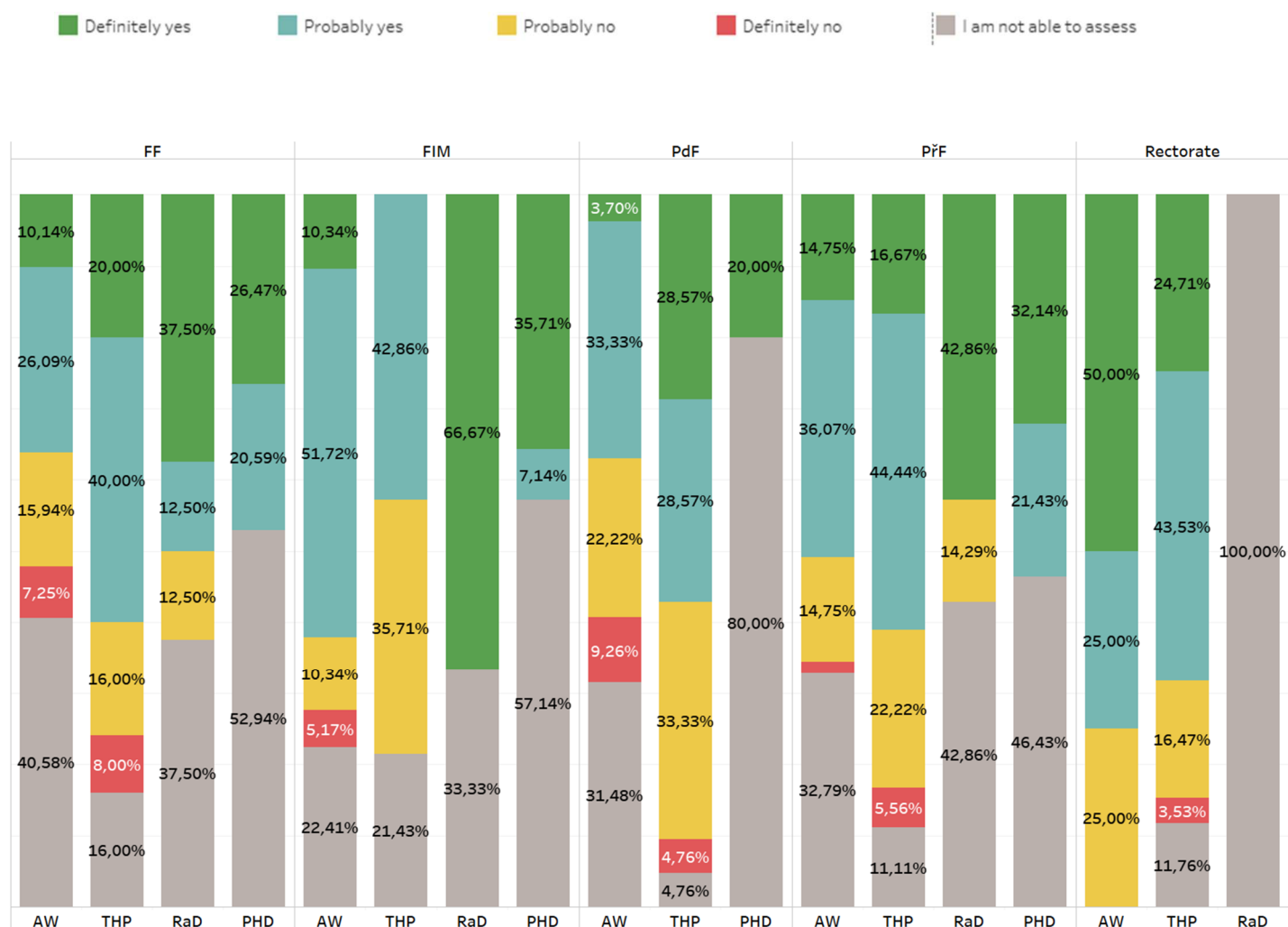
- Most people at the UHK feel support from their faculty.
- The greatest negativity is found among AW at the FF (28%) and among AW at the PdF (19%).
- At the Rectorate, there is 50% of AW but this is due to the low number of people located there.



Q: Does the faculty provide you with sufficient (methodological,organizational, administrative etc.) support required for your work?

Summary of support from the Rectorate

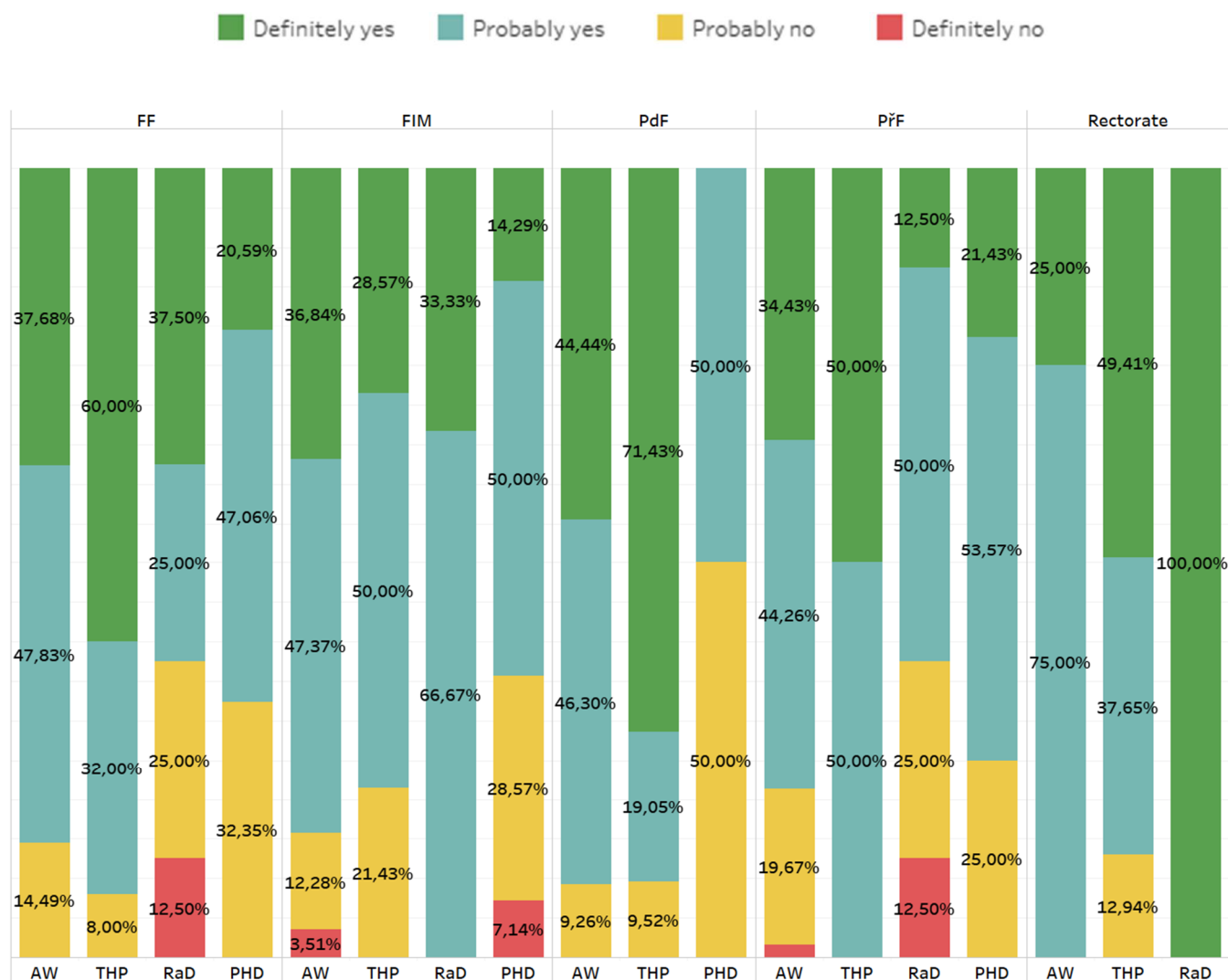
- Support from the Rectorate is not as strong as from faculties; there is also a significant number of people who are not able to assess – most of them are among PhD students and academic staff.
- THPs across all faculties are among the group with the most dissatisfied but also satisfied workers.
- Researchers have a stable 30-66% share of strongly convinced people.



Q: Does the Rectorate provide you with sufficient (methodological, organizational, administrative etc.) support required for your work?

Summary of internal regulations

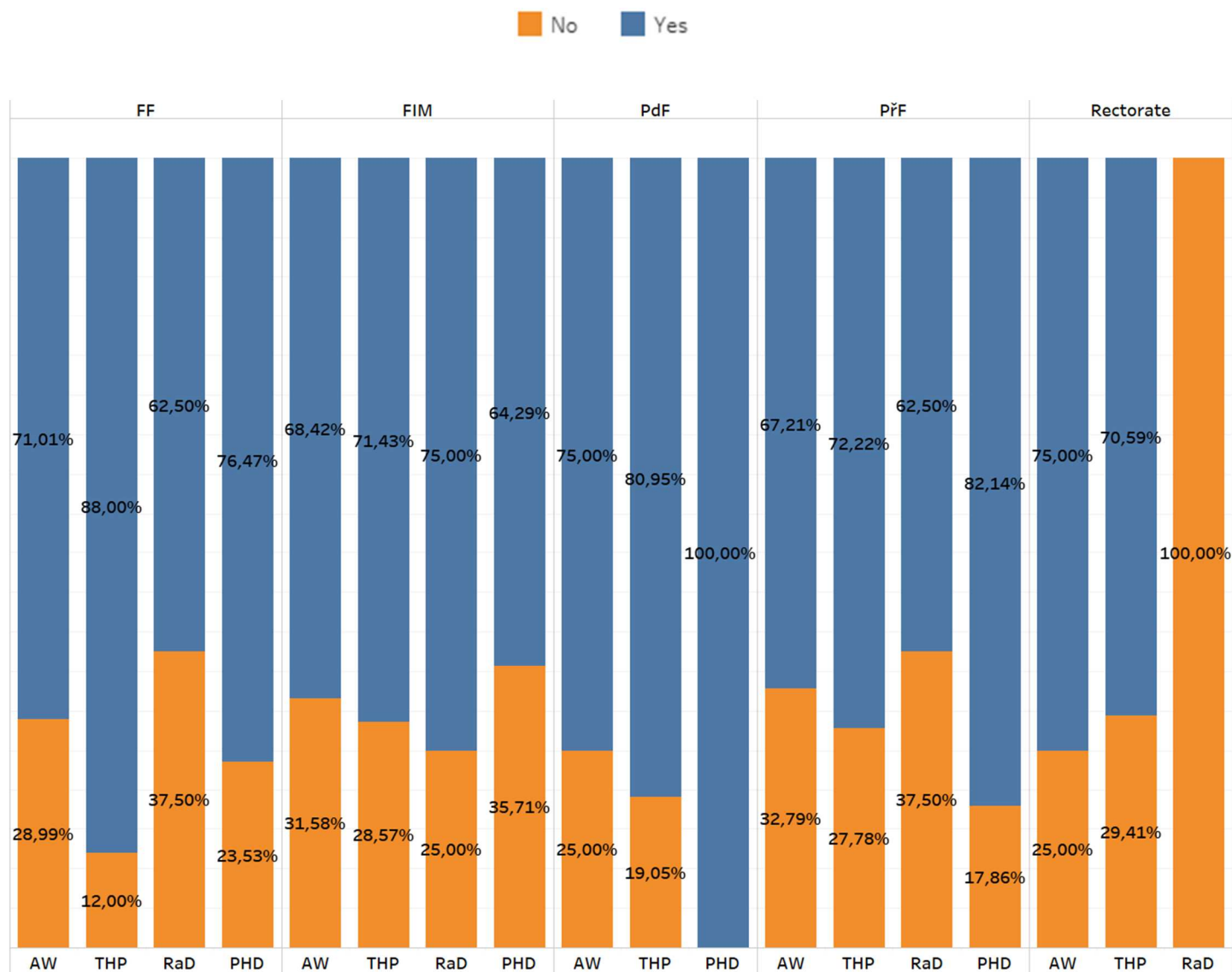
- Internal acts are mostly known by employees and students.
- Researchers at the whole UHK (except for the FIM) are the group where there are most people without knowledge of these regulations.
- Also some PhD students are unfamiliar with them.



Q: Do you know the managing acts and internal regulations relevant for your position?

Active participation beyond your position

- Most people from the university would be interested in higher participation beyond their positions.
- Except for researchers at the Rectorate and PhD at the PdF, most of people who do not want to contribute more beyond their position are researchers at the FF and PŘF (37.5%).



Q: Are you interested in active participation in the UHK activities beyond your position?

Summary of coordination between faculties

- Coordination between faculties is the topic that was answered by lots of people as “I am not able to assess”.
- Among those who were able to assess, there are mostly positive reactions, except for great negativity among THPs at the FIM (14.5%), THP at the PŘF (22.2%) and AW at the FF (16%).



Q: Would you appreciate greater coordination of activities among the faculties by the Rectorate?

CONTACTS DETAILS

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