

HR Award 2020 @ FI –online questionnaire survey outputs

Information about the online questionnaire survey

FI MU organized the online questionnaire survey with the aim to collect feedback, comments, and proposals for improvement from the FI staff with respect to the situation of personnel policy and work with Human Resources. The obtained data has been used to prepare documentation needed for HRS4R certification, which helps to improve the needs of the Faculty staff.

The online questionnaire ran in a close connection with the HRS4R certification in order for the questions of the questionnaire to coincide with the Charter and Code. Some questions regarding services and related areas of the Faculty working conditions where dissatisfaction (mentioned during the work in the focus groups and previous discussions) was expected, were also included and verified. All questions aimed at the Faculty working conditions with the questionnaire being processed by internal offices and only for the Faculty purposes.

The establishment of the questionnaire and subsequent work with source data, with the authorization from Vice-Dean Matyas, were provided by Ing. Renata Vevodova. The source data was processed in Microsoft Excel.

The Faculty academic staff were assigned to a group according to the methodology of the European Commission, "TOWARDS A EUROPEAN FRAMEWORK FOR RESEARCH CAREERS", as follows:

R1: First Stage Researcher (up to the point of PhD),

R2: Recognised Researcher (PhD holders or equivalent who are not yet fully independent),

R3: Established Researcher (researchers who have developed a level of independence),

R4: Leading Researcher (researchers leading their research area or field).

The questionnaire survey ran in two steps:

Focus groups

The purpose of the survey within the focus groups was to verify meaningfulness, formulation and focus of questions for the compilation of an online questionnaire in the Information System of MU.

Part of the focus group was the presentation of the Principles stated in the Charter and Code, discussion about each of them, their role and importance in the questionnaire, as well as the importance of them within the Faculty working space.

There were 4 focus groups held, within the key R1-R4, with the consent of selected employees nominated by the Head of the relevant Department. The survey within the focus groups was held during January 2020 with 18 participating employees.

Online questionnaire set in the Information System MU

The online questionnaire was anonymous and it was prepared in the Information System of MU. The gathering of the questionnaires took place from March 25 to April 15, 2020.

The online questionnaire was divided into 10 thematic sections structured in cooperation with the Principles of Charter and Code. Each of the thematic sections had a free space to write a comment, observation, or to add the given response.

The questions answer possibilities included:

A scale of “4 (definitely yes)”, “3 (rather yes)”, “2 (rather not)”, or “1 (definitely not)”;

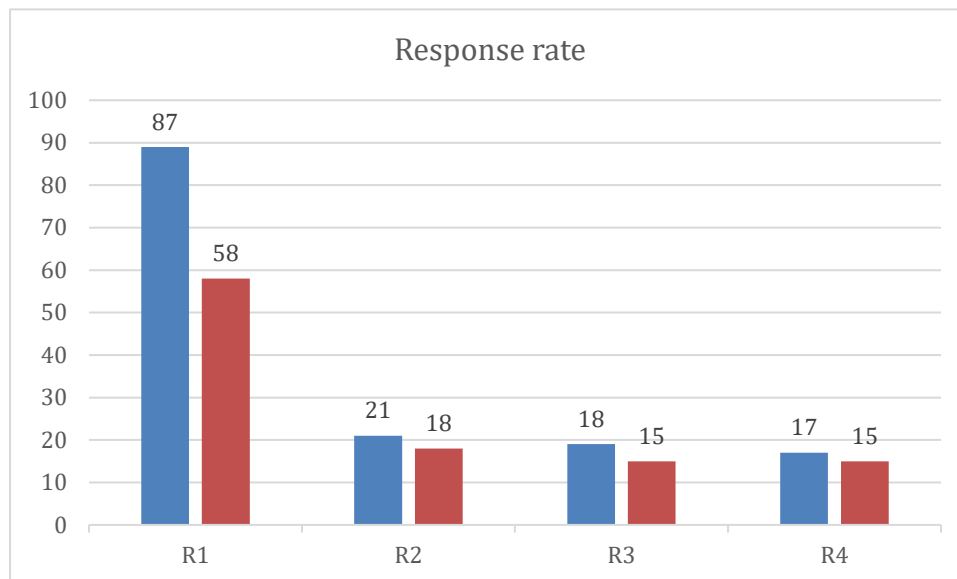
with answer “yes” or “no”;

with a comment.

Important: It was not mandatory for a completed questionnaire to have all the questions answered.

The online questionnaire was provided in both Czech and English.

A total of 143 employees and postgraduate students were asked to fill in the online questionnaire of which 106 completed the task. The response rate was 72.6% for all of the groups (R1-R4), with employees in the R2-R4 categories responding at a rate of 85.71%.



No. of persons asked to fill the questionnaire. No. of filled questionnaires.

Summary of the survey

Based on the results of the questionnaire survey and the discussion from the focus groups, the most problematic areas that connect closely with the Faculty's working space are mentioned below. The provided areas are significant due to either the low average score of responses across all categories of employees, a high number of written comments, or not so low average score of responses, however, the comments were so serious that it was important to address the issues at hand.

Thematic area, no. of the question	Average value of value	No. of comments
<i>Faculty evaluation system</i>		
9) I am well acquainted with the employee evaluation system used at my workplace.	3,08	6
10) The internal academic evaluation procedure gathers all important information about academic work.	2,75	3
11) Outcomes of the evaluation are linked to my career growth, professional development, and wage-payment.	2,94	2
12) The time needed to complete the process of the evaluation is relevant for my career growth.	2,96	
14) The internal evaluation criteria matches the decrease of work performance.	2,86	
15) At the Faculty, the career growth is based on achieved outcomes and obtained qualification.	2,93	
<i>Employee Recruitment/Selection Procedure for open academic positions</i>		
16) At the Faculty, job positions are staffed based on the results of open and transparent procedures used in selecting candidates.	3,55	7
18) The rules and conditions for postdoc positions are properly explained, including the requirements of further career and professional growth.	2,9	
<i>Working conditions</i>		
Teaching duties		5
Onboarding	Open question	
33) All academic employees – in respect to the set open and transparent requirements of the qualification – are met with the same treatment.	2,91	3
26) Project support service	2,42	2
34) If I come across unfair behaviour, I am supported with information on how to handle the situation.	3,09	
<i>Communication</i>		
48) At the faculty level, I have all the necessary information regarding strategies, policies, and	2,67	3

goals in time and are of quality – the system of communication is sufficient.		
49) At the department level, I have all the necessary information about strategies, policies and goals in time and are of quality – the system of communication is sufficient.	2,7	
50) At the laboratory level, I have all the necessary information about strategies, policies and goals in time and are of quality – the system of communication is sufficient.	3,01	
<i>Working surroundings and culture</i>	Answered as:	No. of comments
Unethical behaviour	Yes/No, options	2
Discrimination	Yes/No, options	2