

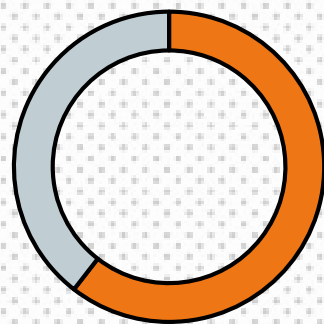
QUESTIONNAIRE SURVEY RESULTS 2023



QUESTIONNAIRE SURVEY HRS4R

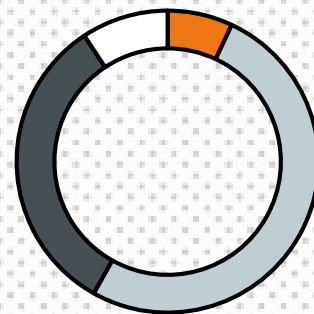
Possibility to fill in the questionnaire: October 13 – 30, 2023
Number of answers: 43
Availability: MS Forms, with the address @utb.cz
Language version: Czech, English

Pohlaví



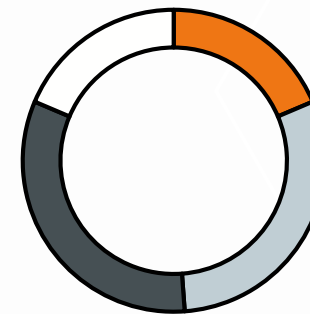
■ Muži ■ Ženy

Věk



■ 20-30 ■ 30-40 ■ 40-50 ■ 50+

Počet let na UTB



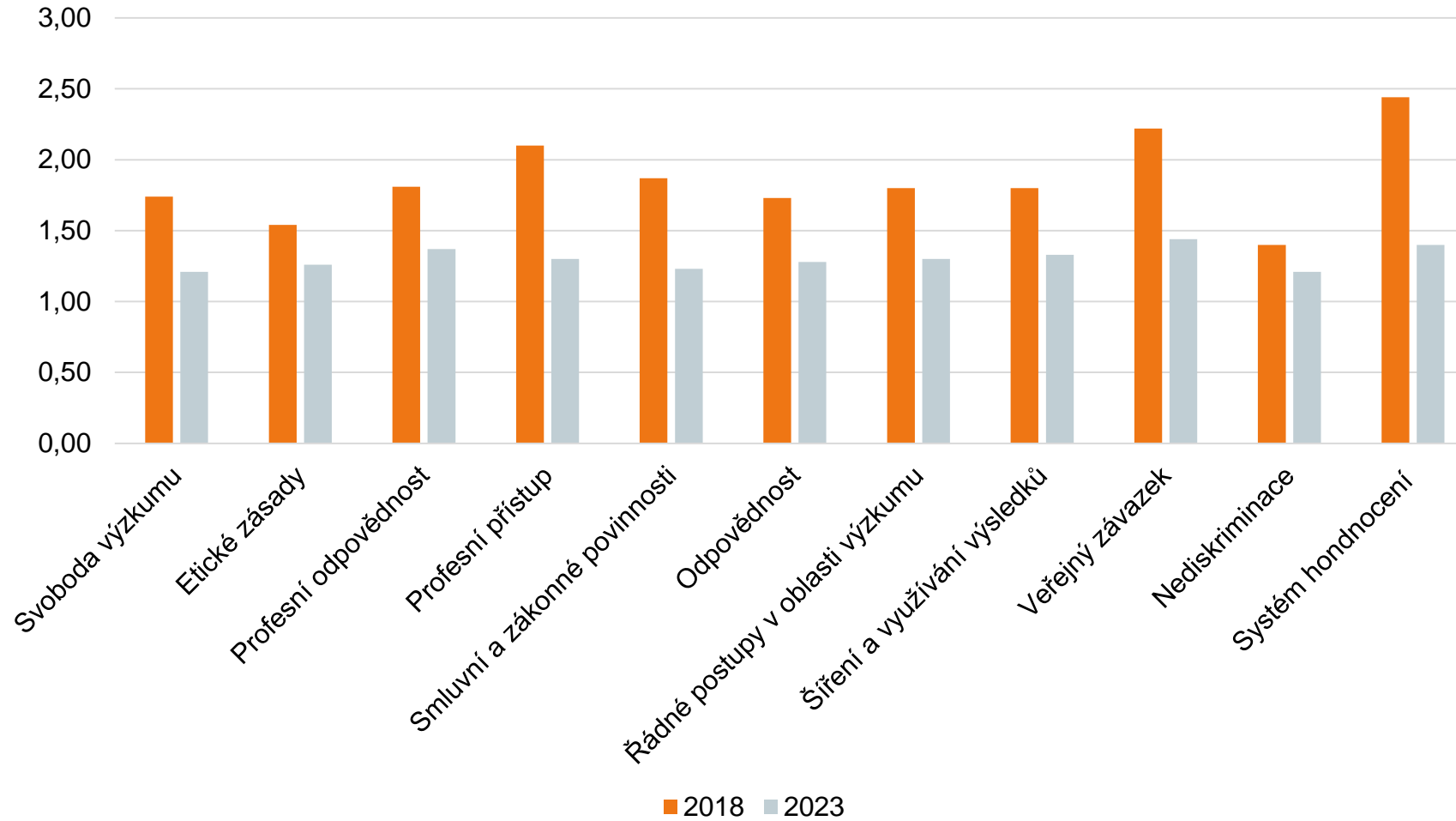
■ 0-5 ■ 5-10 ■ 10-15 ■ 15+

Počet let ve VaV



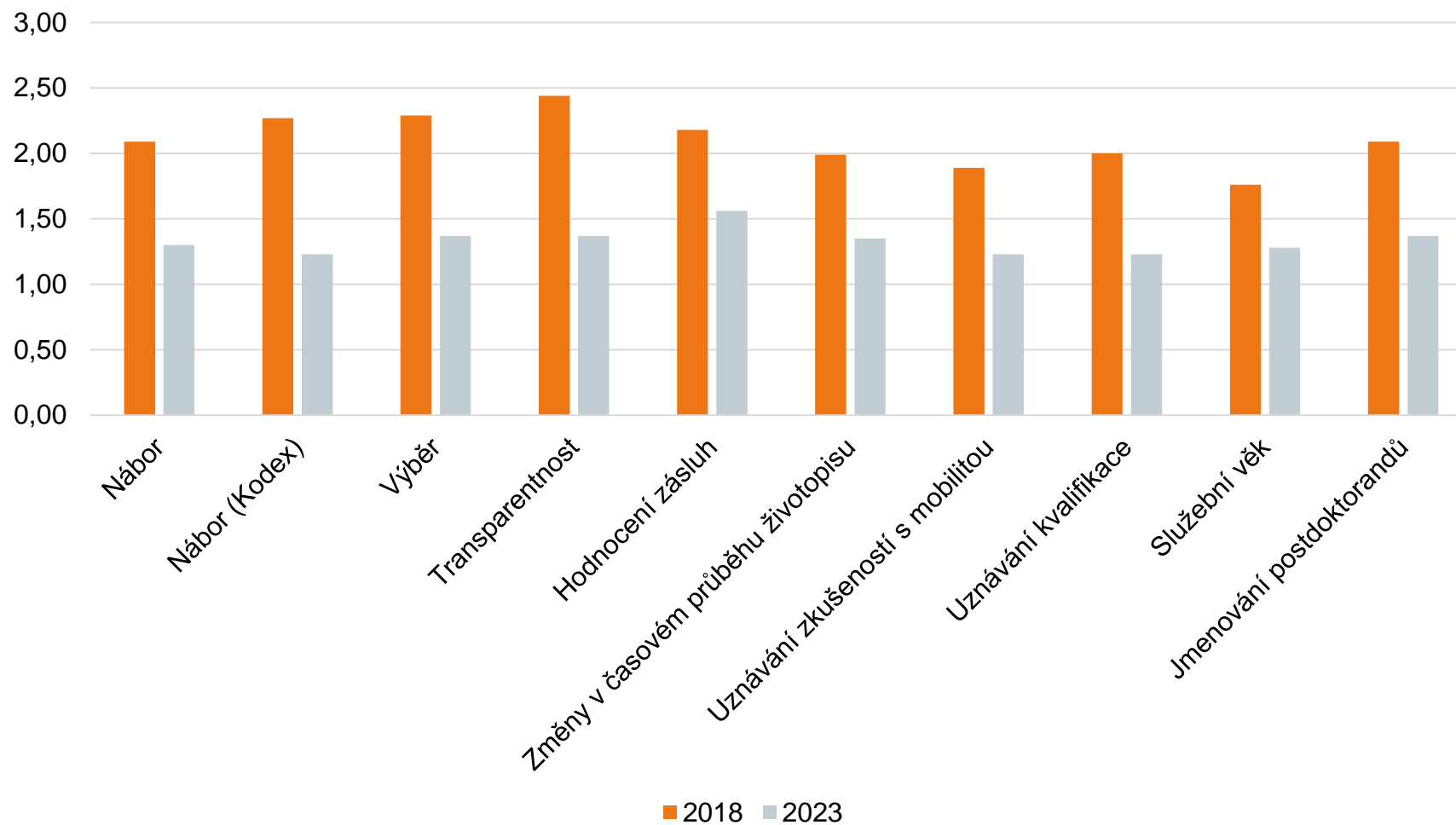
■ 0-5 ■ 5-10 ■ 10-15 ■ 15+

A. Ethical and professional aspects



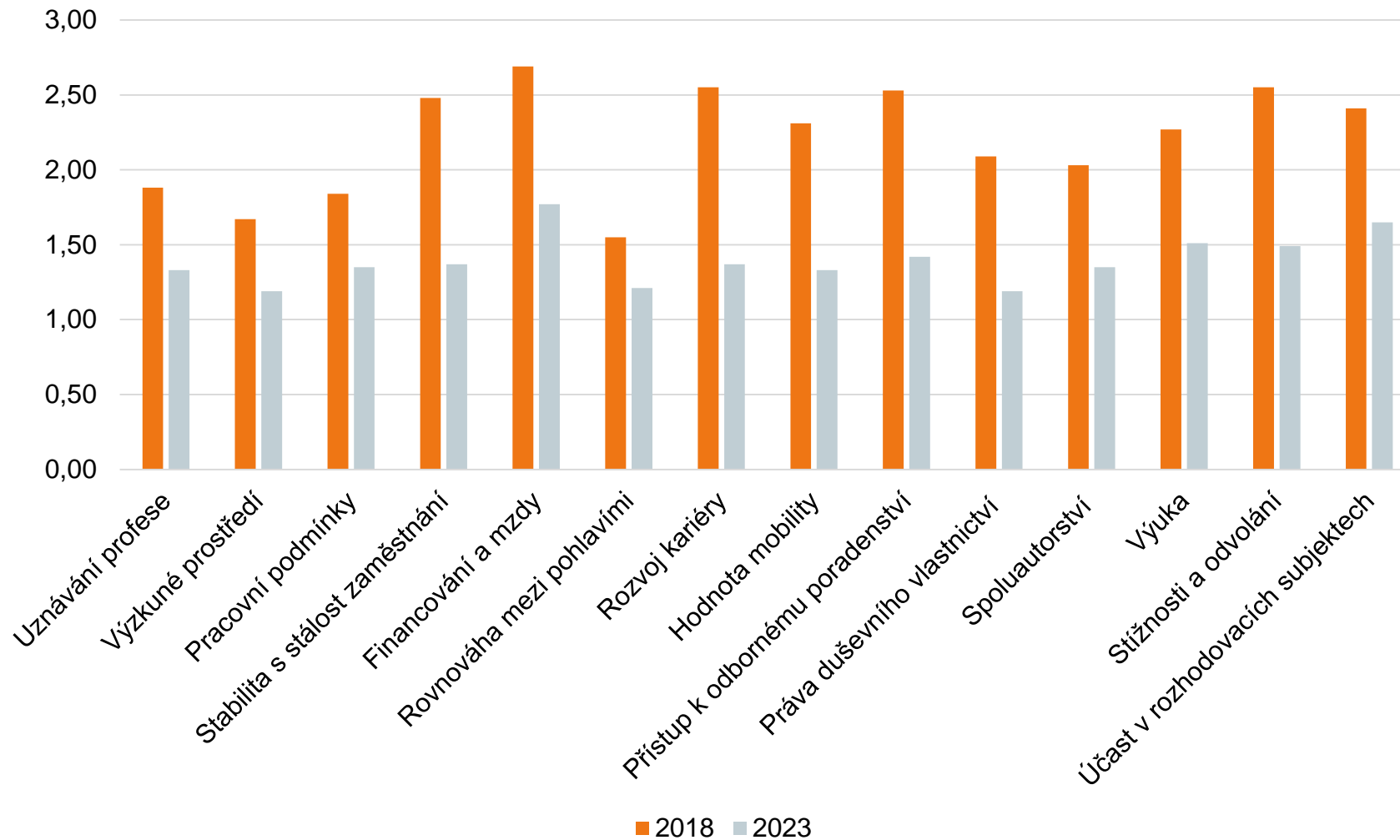
	2018	2023	Difference
Research Freedom	1,74	1,23	-0,51
Ethical Principles	1,54	1,26	-0,28
Professional Responsibility	1,81	1,37	-0,44
Professional Approach	2,10	1,30	-0,80
Contractual and Legislative Responsibilities	1,87	1,23	-0,64
(Personal) responsibility	1,73	1,28	-0,45
Good Practice in Research	1,80	1,30	-0,50
Dissemination and Exploitation of Results	1,80	1,23	-0,57
Public Obligations	2,22	1,44	-0,78
Non-discrimination	1,40	1,21	-0,19
Valuation System	2,44	1,40	-1,04

B. Recruitment of Staff



	2018	2023	Difference
Recruitment	2,09	1,30	-0,79
Recruitment (Codex)	2,27	1,23	-1,04
Selection	2,29	1,37	-0,92
Transparency	2,44	1,37	-1,07
Merit Evaluation	2,18	1,56	-0,62
Changes in the Chronological Order of CVs	1,99	1,35	-0,64
Mobility Experience Recognition	1,89	1,23	-0,66
Qualification Recognition	2,00	1,23	-0,77
Service Age	1,76	1,28	-0,48
Nomination as a Post-Doctoral Student	2,09	1,37	-0,72

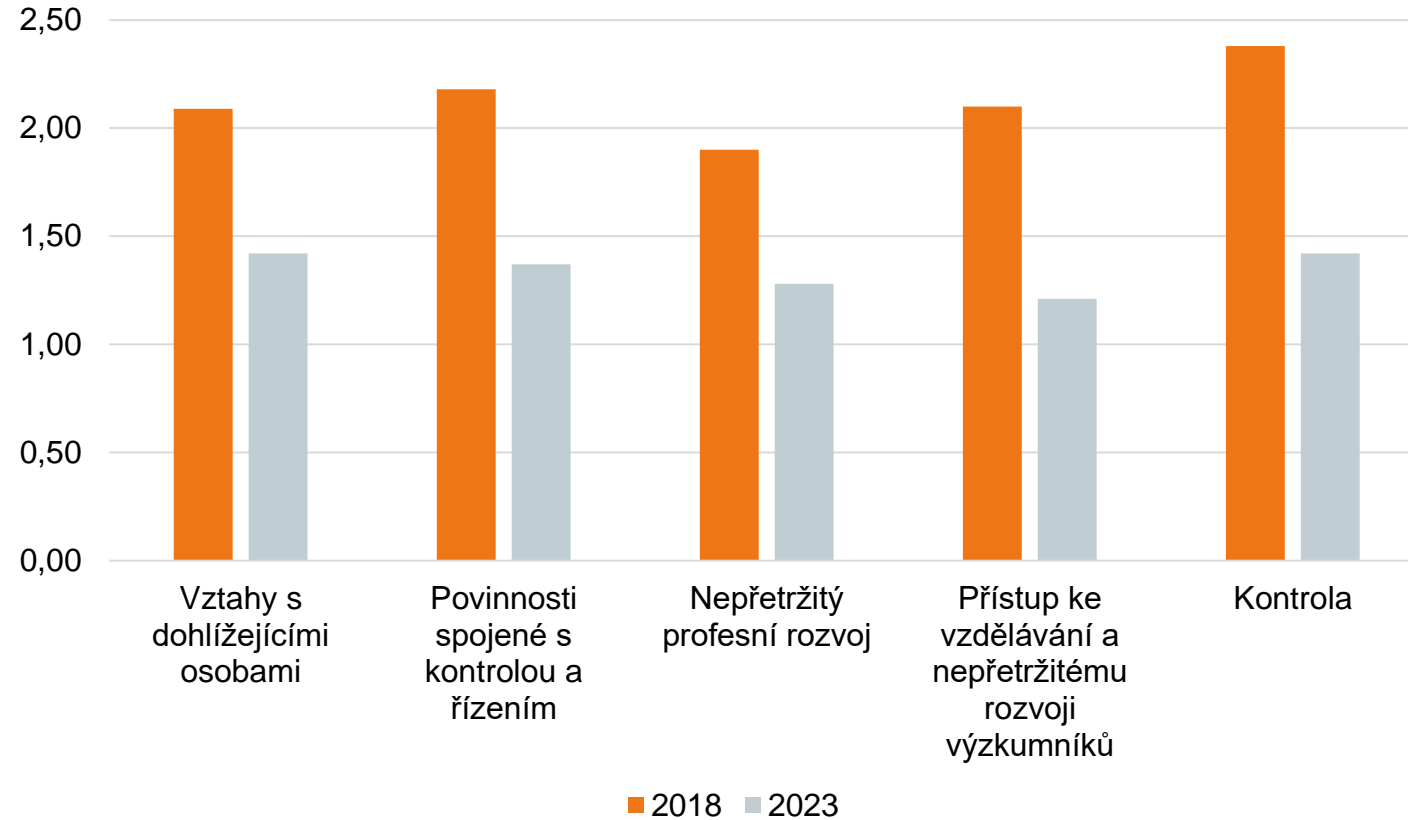
C. Working conditions and social security



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	2018	2023	Difference
Professional Recognition	1,88	1,33	-0,55
Research Environment	1,67	1,19	-0,48
Working Conditions	1,84	1,35	-0,49
Stability and Permancy of Employment	2,48	1,37	-1,11
Financing and Wages/Salaries	2,69	1,77	-0,92
Gender Equality	1,55	1,21	-0,34
Career development	2,55	1,47	-1,08
The Value of Mobility	2,53	1,33	-0,98
Access to Professional Advisory Services	2,53	1,42	-1,11
Right to Intellectual Property	2,09	1,19	-0,90
Co-authorship	2,03	1,35	-0,68
Tuition	2,27	1,51	-0,76
Complaints and Appeals	2,55	1,49	-1,06
Participation in Decisive Subjects	2,41	1,65	-0,76

D. Training and Development



	2018	2023	Difference
Relationships with Supervisory Persons	2,09	1,42	-0,67
Responsibilities Associated with Controls and Management	2,18	1,37	-0,81
Continual Professional Development	1,90	1,28	-0,62
Access to Education and the Continual Development of Research Staff	2,10	1,21	-0,89
Controls	2,38	1,47	-0,91