

Survey focused on teachers, PhD. students and researchers



Príloha: dotazník

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Dear respondent.

We would appreciate if you could take time to complete the following **anonymous** questionnaire.

University committed itself to follow the principles included in [The European Charter for Researchers & the Code of Conduct for their Recruitment](#).

The aim is to gain the HR Excellence in Research award- HRS4R, thanks which the university management strives to improve its internal processes. The following survey will be one of the sources used for the preparation of the application for this award.

At the same time, it is a survey of employees' satisfaction, on the basis of which we will make an effort to improve the working environment at UNIZA

WORKING CONDITIONS AND TEAM WORK

1 UNIZA offers appropriate working conditions.

Nápoveda k otázke: *Working conditions include e.g. benefits, vacations, working time, providing of meals, etc.*

Completely agree
 Agree
 Partially agree
 Do not agree
 Do not agree at all

2 What kind of improvement of working conditions would you welcome?

3 I consider the work performance evaluation system to be just and fair.

Nápoveda k otázke: *Select one answer.*

Completely agree
 Agree
 Partially agree
 Do not agree
 Do not agree at all

4 Why do you NOT consider the work performance evaluation system to be just and fair?

Nápoveda k otázke: *Share with us your opinion*

5 I consider my salary to be:

Nápoveda k otázke: *Select one answer.*

- Low Appropriate Above average

6 UNIZA offers a stimulating work environment with adequate equipment.

Nápoveda k otázke: *A stimulating work environment: an environment that motivates you to progress in research; adequate equipment: laboratory equipment, etc.*

- Completely agree Agree Partially agree Do not agree Do not agree at all

7 Why do you NOT agree with the statement that UNIZA offers a stimulating work environment with appropriate equipment?

Nápoveda k otázke: *Share with us your opinion*

8 Do you perceive the work environment at UNIZA as safe?

Nápoveda k otázke: *With regard to your physical and mental health and overall feeling of safety at work.*

- Completely agree Agree Partially agree Do not agree Do not agree at all

9 Why do you NOT perceive the environment at UNIZA as safe?

Nápoveda k otázke: *Share your opinion with us anonymously.*

10 I am aware, what is expected from me and how my research contributes to the goals of my organizational unit.

Nápoveda k otázke: *Organizational unit = department, institute or other type of organizational unit, in which you work.*

Completely agree
 Agree
 Partially agree
 Do not agree
 Do not agree at all

11 Do you feel to be a part of a research team that shares a common goal?

Nápoveda k otázke: *Select one answer.*

Completely agree
 Agree
 Partially agree
 Do not agree
 Do not agree at all

12 For each of the listed questions, indicate one, the most appropriate option for you.

Nápoveda k otázke: *Select one answer in each row.*

	Yes	No	I do not know.
Does your direct manager consider your suggestions related to work improvements?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you think that your direct manager is competent to perform his/her position?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you receive adequate expert help from your direct manager?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you receive regular constructive feedback from your direct manager?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Are you afraid of admitting your mistake in front of your direct manager?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does your direct manager provide you sufficient help with the further development of your career?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

MY MOTIVATION AND ATTITUDE TO WORK

13 Identify the three most important work motivators for you (assign them a number from 1 to 3, with 1 being the most important motivator):

Nápoveda k otázke: 1= the MOST important motivator; 3= the LEAST significant motivator

	1	2	3
Interesting work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stability and job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The possibility of career growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moral recognition (praise)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competences and responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workplace atmosphere and good relations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14 My job:

Nápoveda k otázke: *Select one answer.*

- I enjoy it and it meets my expectations.
 I enjoy it.
 I do not enjoy it.
 I do not enjoy it and it does not meet my expectations.

15 Why do you NOT enjoy your job or why does it NOT meet your expectations?

Nápoveda k otázke: *Share with us your opinion*

16 Are you searching for opportunities to leave?

Nápoveda k otázke: *Select one answer*

- Yes No

EDUCATION AND FURTHER DEVELOPMENT

17 I am motivated to learn continuously and/or to grow professionally.

Nápoveda k otázke: *Not only in the form of participation in conferences, but also through self-study, etc.*

- Completely agree Agree Partially agree Do not agree Do not agree at all

18 UNIZA provides novice teachers with adequate education in the field of didactics.

Nápoveda k otázke: *Select one answer.*

- Yes No I do not know

19 Which areas would be of your interest when it comes to training and education?

Nápoveda k otázke: *Select one or more answers*

- How to apply for a European/international grant Project management Communication skills Managerial skills Language courses
- Other...

20 Mobility of employees (geographical, but also interprofessional, intersectorial) is actively supported.

Nápoveda k otázke: *Select one answer.*

- Completely agree Agree Partially agree Do not agree Do not agree at all

RECRUITMENT

21 During the recruitment process:

Nápoveda k otázke: *Select one answer in each row.*

Agree Do not agree I do not know

Career breaks (e.g. parental leave, long-term sick leave, etc.) are not evaluated negatively.

Evaluated is the lifelong professional development (not only significant achievements at a certain career stage).

Mobility (geographical or interprofessional or intersectoral) is viewed positively and is taken into account.

Creativity is evaluated positively and taken into account.

Independence is evaluated positively and taken into account.

Other professional experience and skills are positively evaluated (e.g. knowledge transfer, work with the general public, etc.)

22 I consider the recruitment process at UNIZA to be transparent and fair.

Nápoveda k otázke: *Select one answer.*

Completely agree Agree Partially agree Do not agree Do not agree at all

23 Why do you NOT consider the recruitment process at UNIZA to be transparent and fair?

Nápoveda k otázke: *Share with us your opinion*

24 After the end of the recruitment process, I was informed about the result.

Nápoveda k otázke: *Select one answer.*

Yes No I do not remember

ETHICS AND FURTHER ASPECTS

25 I am aware of the fact that one of the university guidelines is the Code of Ethics.

Nápoveda k otázke: *Select one answer.*

Yes No

[Code of Ethics of University of Žilina](#)

26 I am aware of the fact that The Gender Equality Plan is one of the university guidelines.

Nápoveda k otázke: *Select one answer.*

Yes No

[UNIZA Gender Equality](#) (Section "Employees")

27 I consider the equality of opportunities to be applied in my department also in regard to gender and age.

Nápoveda k otázke: *Select one answer.*

Yes Partially yes No I do not know

28 Do you think that it is possible to commit plagiarism at UNIZA by employees without being later revealed ?

Nápoveda k otázke: *Select one answer.*

Yes No I do not know

29 If you wanted to file a complaint, would you know whom to contact at UNIZA?

Nápoveda k otázke: *Select one answer.*

Yes Partially yes No

30 Would you have confidence that your complaint will be resolved thoroughly and fairly?

Nápoveda k otázke: *Select one answer.*

Yes Partially yes No Rather not I do not know

31 I have at least basic information on the protection of intellectual property rights.

Nápoveda k otázke: *Select one answer.*

- Yes No

32 I am aware of at least basic principles of the "open science" and/or "open access".

Nápoveda k otázke: *Select one answer.*

- Yes No

[UNESCO Recommendation on Open Science](#)

33 I am aware of my obligations regarding the protection of data within my research activity.

Nápoveda k otázke: *Select one answer.*

- Completely agree Agree Partially agree Do not agree Do not agree at all

34 I try to inform the general public about the results of my scientific work:

Nápoveda k otázke: *Select one answer.*

- On a yearly basis More often than on a yearly basis I do not inform

35 I present the results of my scientific work to the public through:

Nápoveda k otázke: *Select one or more answers.*

- The Open day of my workplace Communication channels of the university: website, social media, etc. Events for the public - e.g. Night of researchers Media (e.g. press releases, participation in radio or television programmes)
- Others...

36 From which source do you get the most information about events at UNIZA:

Nápoveda k otázke: *Select one or more answers.*

- From the direct manager From colleagues Meetings E-mail Announcements to employees UNIZA web
- UNIZA Information Magazine ("Spravodajca") UNIZA social networks

37 Would you be interested in English version of the UNIZA Information Magazine ("Spravodajca")?

Nápoveda k otázke: *Select one answer.*

- Yes
 No
 I am not sure

GENERAL INFORMATION

38 Your sex:

Nápoveda k otázke: *Select one answer.*

- Female
 Male
 I do not want to state

39 Your age:

Nápoveda k otázke: *Select one answer.*

- Less than 30
 31-40
 41-50
 51-60
 61 and more

40 Within UNIZA I work at:

Nápoveda k otázke: *Select one answer.*

- Faculty
 Other university institute

41 Within the organizational structure, I perform a managerial position.

Nápoveda k otázke: *Select one answer.*

- Yes
 No

42 Your position:

Nápoveda k otázke: *Select one answer.*

- PhD. researcher
 University teacher-lecturer
 University teacher-assistant
 University teacher- professor assistant
- University teacher- associate professor
 University teacher-professor
 Researcher

43 I have enough time for research.

Nápoveda k otázke: *Select one answer.*

- Yes No

44 How long have you been doing research?

Nápoveda k otázke: *Select one answer.*

- Less than 4 years 4-10 years 11-20 years More than 20 years

45 Have you worked in research also in other organization than UNIZA? (Question relates to work, not to internship.) In case of the work abroad, please state the country.

Nápoveda k otázke: *Select one answer*

- Yes, in Slovakia No
 Yes, abroad

THANK YOU FOR YOUR TIME!

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