



Satisfaction survey of BUT employees in 2020

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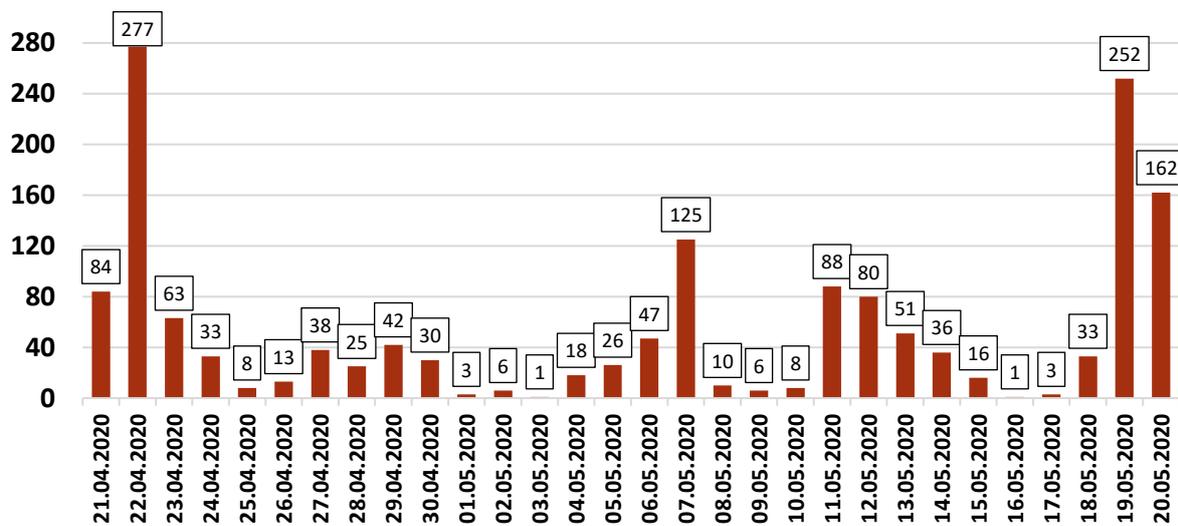
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1. Introduction

From 21 April 2020 to 21 May 2020, an online survey was conducted at the Brno University of Technology to find out how employees – especially researchers – feel at the university, how they perceive the work environment and what areas need to be improved in the future. The aim of the survey was to obtain information that would help to prepare reasonable action plans within the process of obtaining the HR Award. The information would also be used for the strategy of human resources management at BUT.

Chart: Daily frequency questionnaire completion



2. List of Abbreviations

Due to the need to find out the answers from a group of employees connected with the research (as a basis for the elaboration of a GAP analysis and an action plan for obtaining the HR Award), we worked with the following distinction:

AS – Academic staff

BUT – Brno University of Technology

CEITEC – Central European Institute of Technology

CESA – Centre of Sports Activities

CISC – Computer and Information Services Centre

CL – Central Library

FA – Faculty of Architecture

FBM – Faculty of Business and Management

FCE – Faculty of Civil Engineering

FEEC – Faculty of Electrical Engineering and Communication

FFA – Faculty of Fine Arts

FCH – Faculty of Chemistry

FIT – Faculty of Information Technology

FME – Faculty of Mechanical Engineering

HRDS – Halls of Residence and Dining Services

IFE – Institute of Forensic Engineering

LLI – Lifelong Learning Institute

Postdoc – Person with doctoral degree (Ph.D.), gained less than 5 years ago, and contract with indefinite duration

RO – Rektor's Office

RS – Research staff

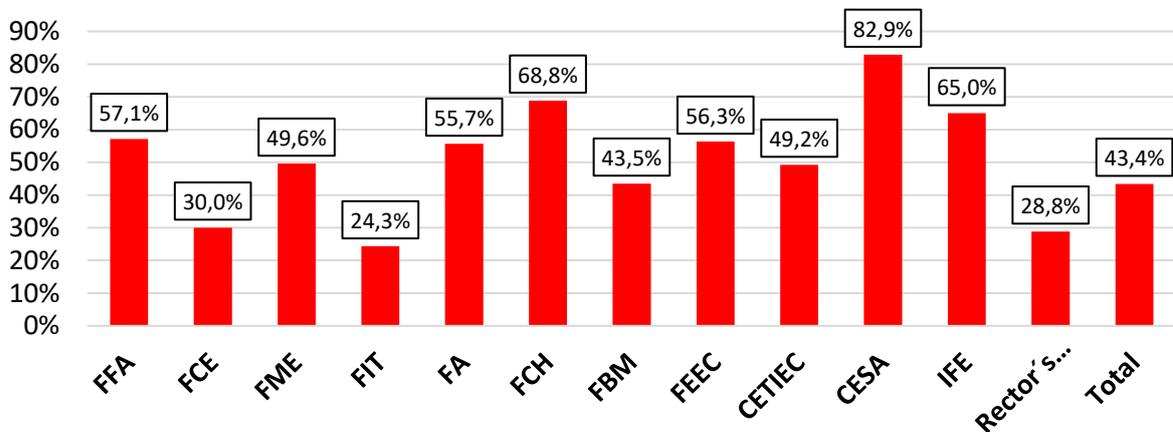
TOS – Technical/ Office staff

VUTIUM – Academic Publishing

3. Methodology

The exploratory survey was based on a quantitative research design; the key data collection method was a questionnaire survey. All employees of the Brno University of Technology were invited to participate in the questionnaire survey. As of 31 March 2020, the total physical number of employees was 3,651. The sent questionnaire was completed by total of 1,585 respondents who thus took part in the survey. This represented a total response rate of 43.4%. The response rate of the individual divisions of the university is shown in the chart below. The structure of the respondents is described in more detail in the next chapter. The average time to complete the questionnaire was 942 seconds (almost 16 minutes).

Chart: Response rate of questionnaires at individual divisions of the university



The questionnaire survey was conducted through the online platform Click4Survey, which provides sufficient functions for the preparation of the questionnaire and meets all requirements for personal data protection and data protection in general. The questionnaire was available to all employees in two language versions (Czech and English). The link to the questionnaire was sent by the BUT via a message. The survey contained a total of 61 survey features (questions), 9 of which focused on the socio-demographic and professional characteristics of respondents, 48 were closed questions surveying the respondents' attitudes and 4 were open questions that allowed the respondents to comment on all relevant topics. The (closed) survey questions were divided into areas based on the principles of the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*. These were the following four basic areas:

1. Ethical and professional aspects
2. Recruitment and selection of employees
3. Working conditions
4. Training and development

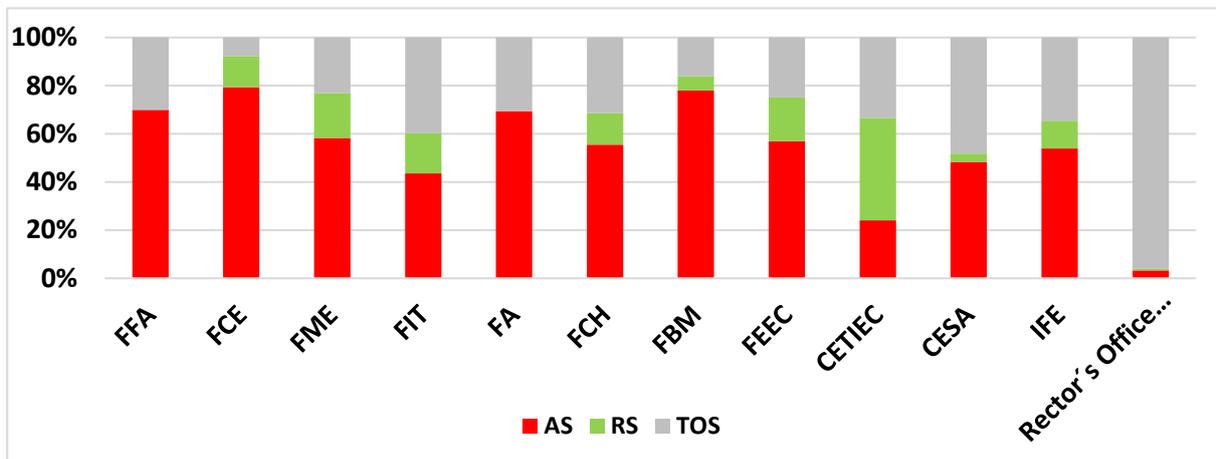
The analysis of the results was performed with respect to the whole sample and with regard to three explicitly selected categories: AS – academic staff, RS – research staff incl. postdocs, and TOS – technical/office staff. The questionnaire was structured with regard to the above; it contained filters and 2 types of questions common to all respondents or questions concerning only some of the above-mentioned categories of persons. Therefore, the total number of answers may vary from question to question. As part of the processing of answers, the answers of women and men were additionally processed.

Respondents answered closed survey questions on a scale from 1 to 4, where the numbers had the following meanings: 1 – definitely no, 2 – rather no, 3 – rather yes, 4 – definitely yes. In order to interpret the obtained data, the answers were categorised into two groups as the charts were prepared (the answers *definitely no* and *rather no* were joined and at the same time the answers *rather yes* and *definitely yes* were also joined). Tables and charts were created within descriptive statistics using absolute and relative frequencies only from valid answers. Despite the fact that not all items of the questionnaire were mandatory, the average response rate of the individual questions ranged from 95 to 100%.

4. Structure of respondents

The questionnaire was filled in by 1,585 respondents, which represented a total response rate of 43.4%. The response rate of individual divisions of the university is shown in the chart on page 2. The largest response rate was recorded at the Centre of Sports Activities (almost 83%) and the smallest share of completed questionnaires was returned from the Rector's Office and other divisions (LLI, CISC, FME, VUTIUM, HRDS) – in total almost 29%. The chart below shows the extent to which employees completed questionnaires on individual divisions of the university according to their job positions. These data are, of course, influenced by the very structure of employees at these divisions – for example, not as many AS or RS work at the Rector's Office as at the faculties.

Chart: Response rate of questionnaires at individual division of the university according to the structure of respondents

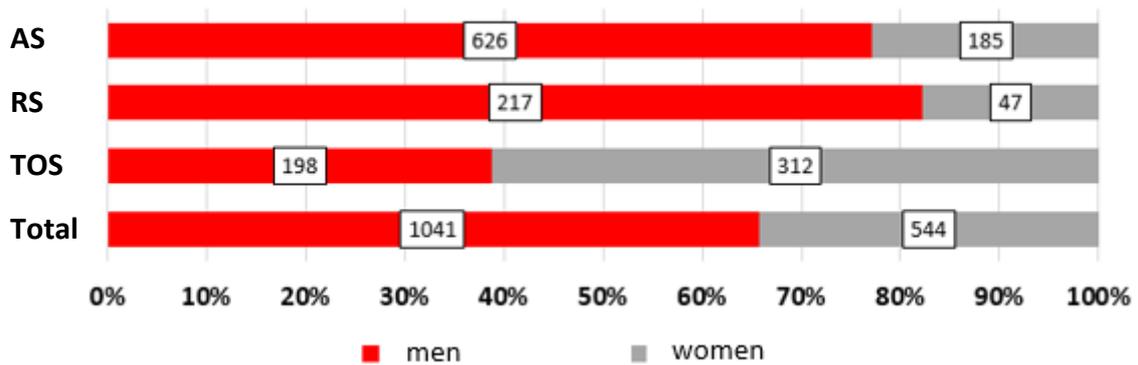


The set of respondents consisted of two thirds of men (65.7%) and one third of women (34.3%). In absolute numbers, this meant 1,041 men and 544 women. Half of the respondents – 811 persons – were RS, less than 17% (264 persons) were RS and a third of respondents – 510 persons (32.2%) – were TOS. A total of 27 foreigners participated in the survey, who used the English version of the questionnaire.

Table: Structure of respondents by job position and gender

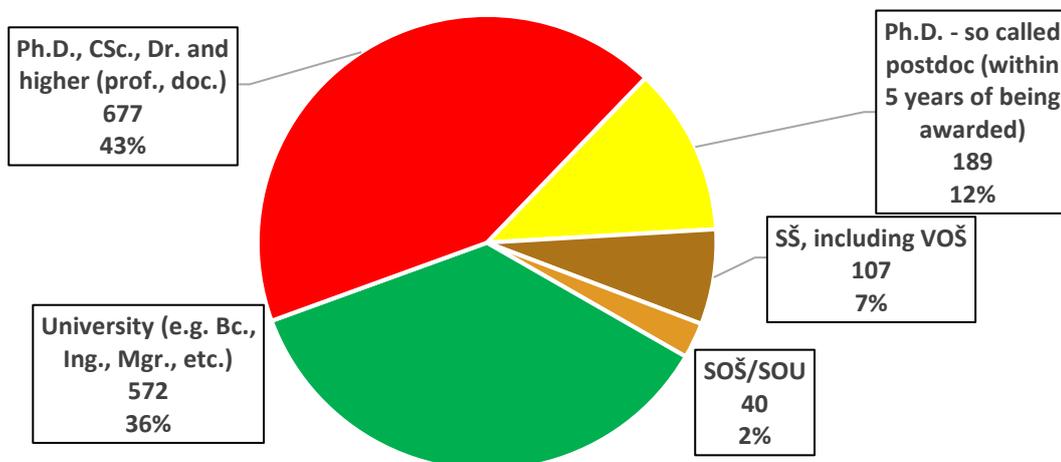
	men		women		total	
AS	626	77,2 %	185	22,8 %	811	51,2 %
RS	217	82,2 %	47	17,8 %	264	16,7 %
TOS	198	38,8 %	312	61,2 %	510	32,2 %
Total	1041	65,7 %	544	34,3 %	1585	100 %

Chart: Structure of respondents by job position and gender



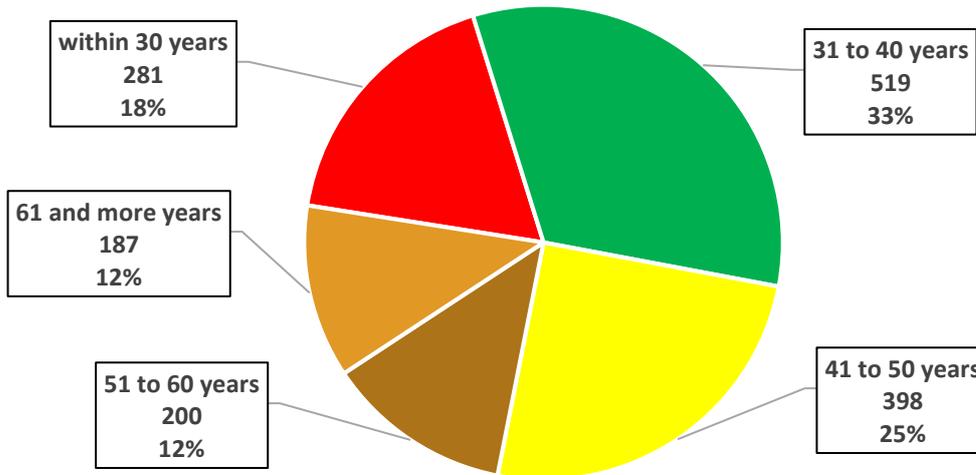
Among the respondents, the most represented were persons with a doctoral education (acquired more than 5 years ago), or the holders of professor or docent degrees (a total of 43%). The postdocs, i.e. persons who obtained a doctoral degree (PhD) less than 5 years ago, accounted for 12% of the respondents. The second largest group of respondents consisted of persons with a bachelor's or master's degree (36% in total). The group of respondents with a secondary education was the least represented in the survey in terms of level of education – they made up about one tenth.

Chart: Structure of respondents by education



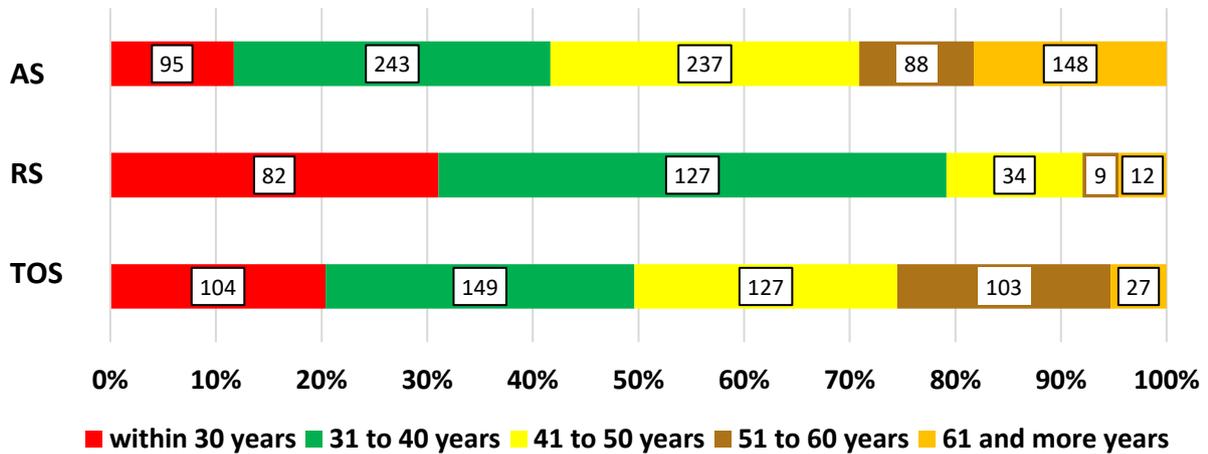
In terms of age structure, respondents aged 31–40 were the most represented in the survey, accounting for a full third. One quarter consisted of respondents aged 41–50 years. The smallest group was made up of respondents older than 61 years (12%).

Chart: Structure of respondents by age groups



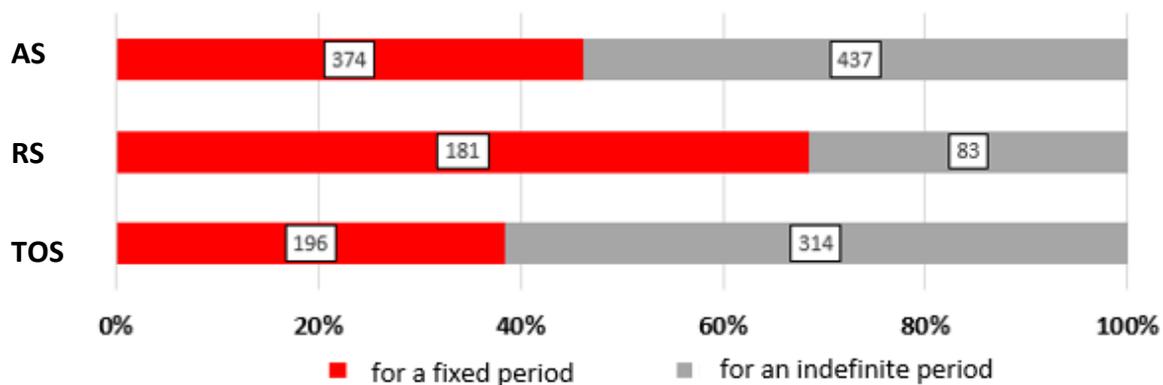
The chart below shows how the individual age groups were represented in the survey by job positions. In general, it can be stated that within all three monitored positions (AS, RS, TOS) the largest group of respondents were persons aged 31-40 years.

Chart: Structure of respondents by job position and age group



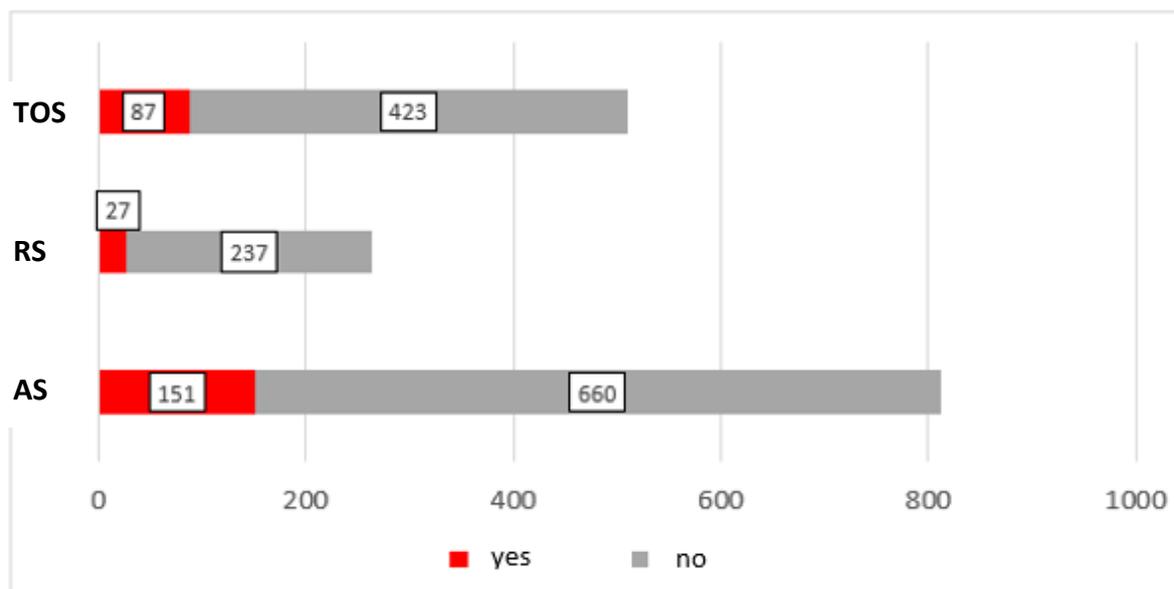
More than half of the respondents stated that they have an indefinite contract of employment. However, on the chart below, it is possible to see the duration of the employment contract that the respondents had concluded in the individual monitored job positions. While more than half of AS and TOS have an indefinite employment contract, more than two thirds of RS have a fixed-term employment contract.

Chart: Structure of respondents by duration of employment and job position



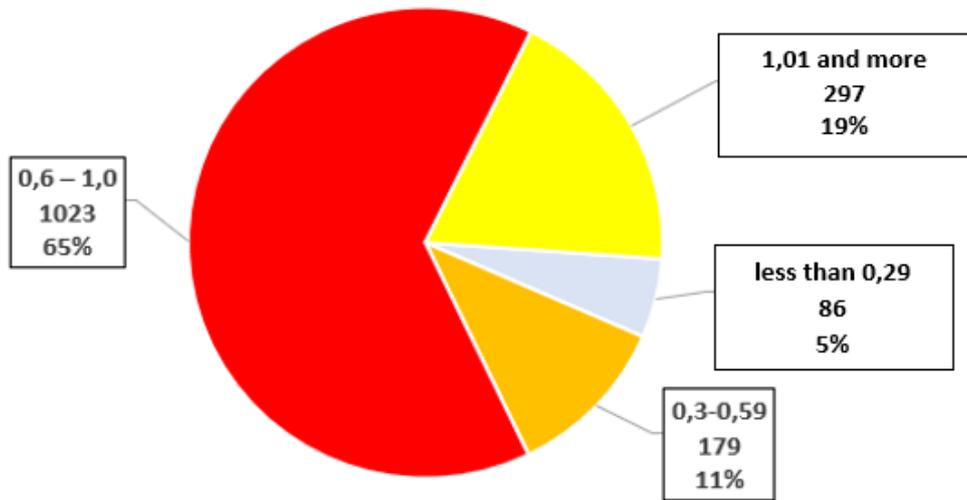
Almost 17% of respondents were in a managerial position at the time of the survey. The chart below specifies the share of managers represented by respondents within individual job positions. There were twice as many managers among men than among women.

Chart: Share of respondents in a managerial position



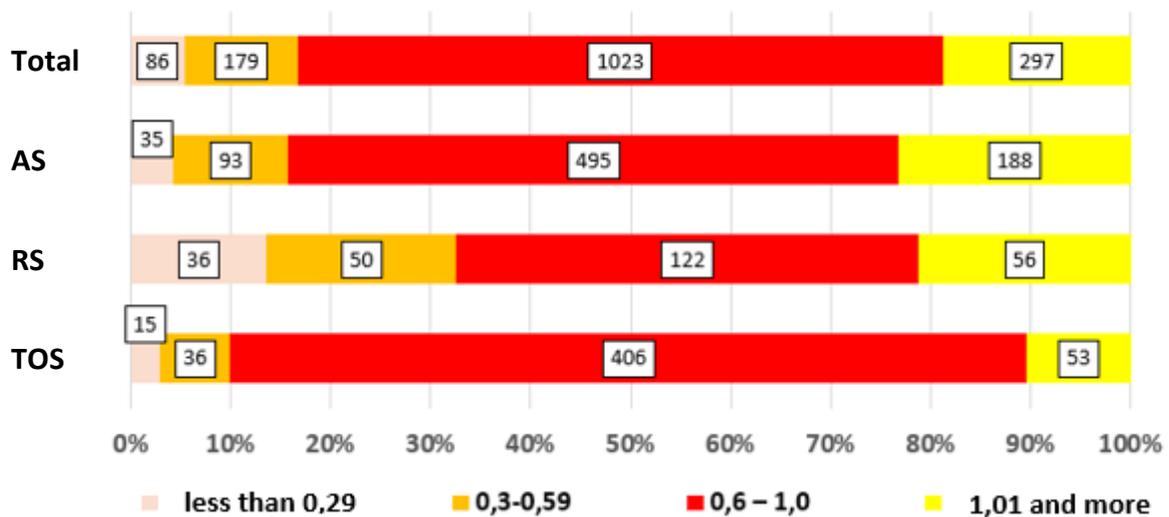
Two thirds of respondents (65%) worked part-time in the range of 0.6–1 FTE. One fifth of respondents at BUT worked for more than one FTE (i.e. 1.01). About a tenth of respondents (11%) had a part-time job, i.e. a workload in the range of 0.3–0.59 FTE.

Chart: Structure of respondents according to the FTE



If we focus on the respondents' FTEs according to individual job positions, we can state that the largest share of FTEs higher than 1.01 was in respondents in the position of RS or AS. However, these workers also most often worked part-time.

Chart: Structure of respondents according to the FTE and job position

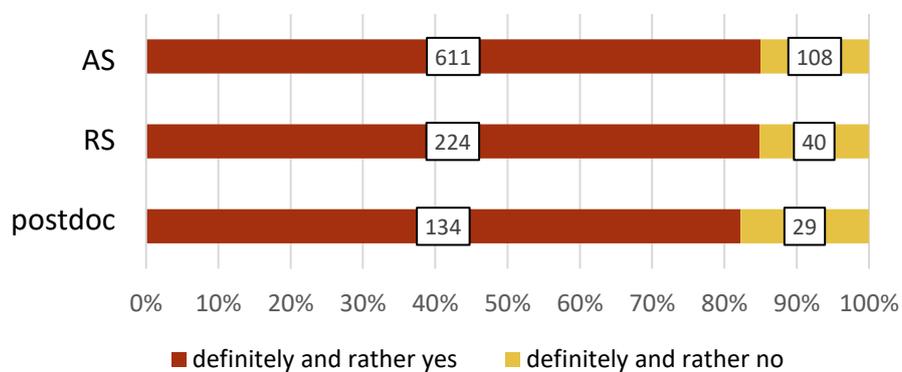


5. Survey results

5.1 Ethical and professional aspects

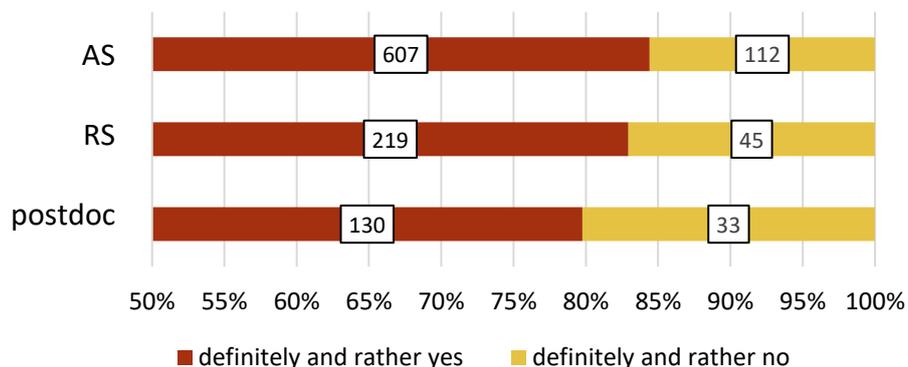
Almost 90% of respondents from the AS and RS believed that the university strives to ensure that the results of employee research are relevant and beneficial to society as a whole. Looking at the chart below, we can say that women were relatively more inclined to hold this opinion.

Chart: Relevance and usefulness of research



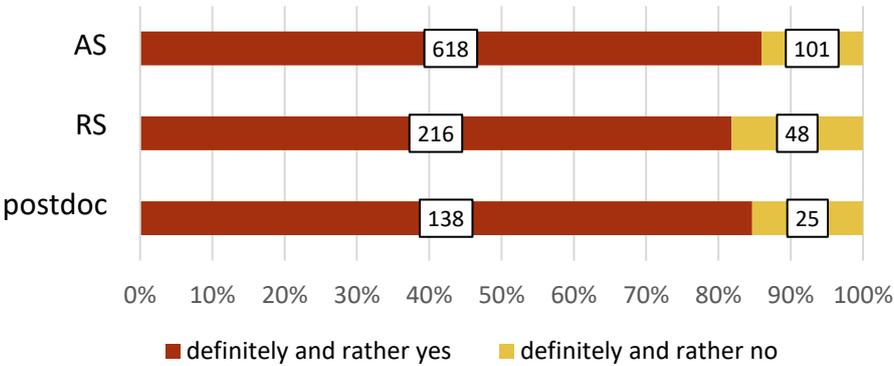
More than 3/4 of the respondents from the RS and AS agreed that the university supports the dissemination and publication of research results, including the putting of these results into practice.

Chart: Support for dissemination of results and putting to practice



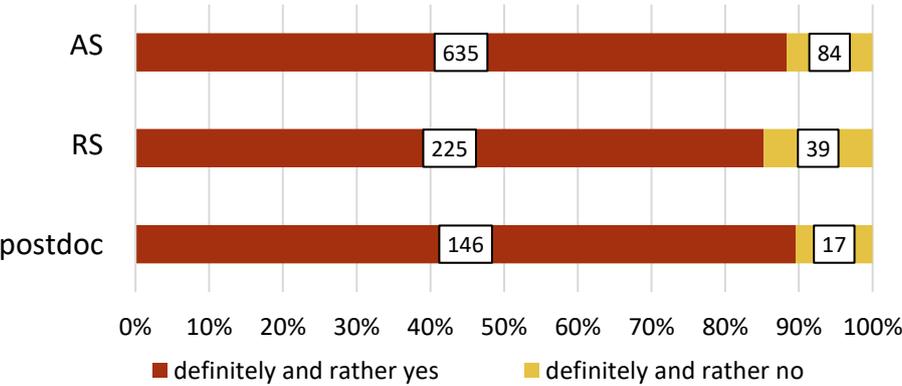
More than 3/4 of the respondents believed that the legal protection of research results, intellectual property and employees' works is adequately ensured at the university. This opinion was relatively most often held by women (91%).

Chart: Ensuring legal protection of research results



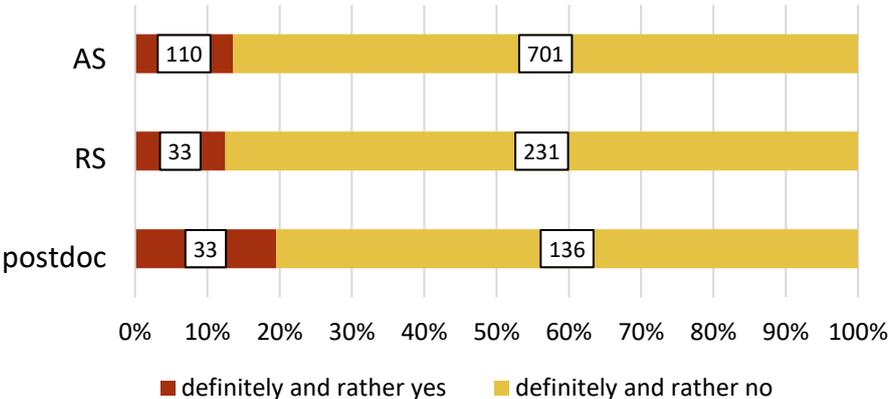
More than 3/4 of the respondents were convinced that the university supports autonomy, creativity and freedom of research, including the methods used. More than 1/5 of the RS thought otherwise.

Chart: Promotion of autonomy, creativity and freedom of research



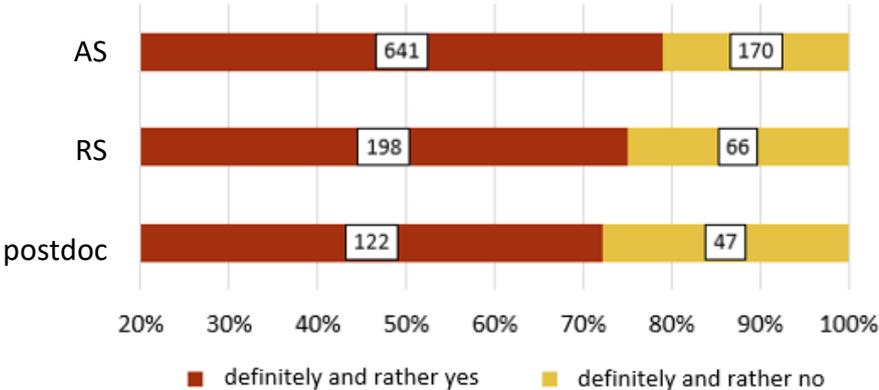
One of the questions also focused on the Code of Conduct and its violation. Again, overall, almost 90% of respondents were not aware of any breaches of this standard at the university in connection with the ethics of research and publishing. However, almost 2/5 of the postdocs have encountered breaches of the Code of Conduct.

Chart: Violation of the Code of Conduct



In total, more than 3/4 of respondents from the ranks of RS and AS thought that more experienced AS and RS are sufficiently trying to build positive relationships with junior employees in order facilitate their effective development.

Chart: Building relationships with junior scientists

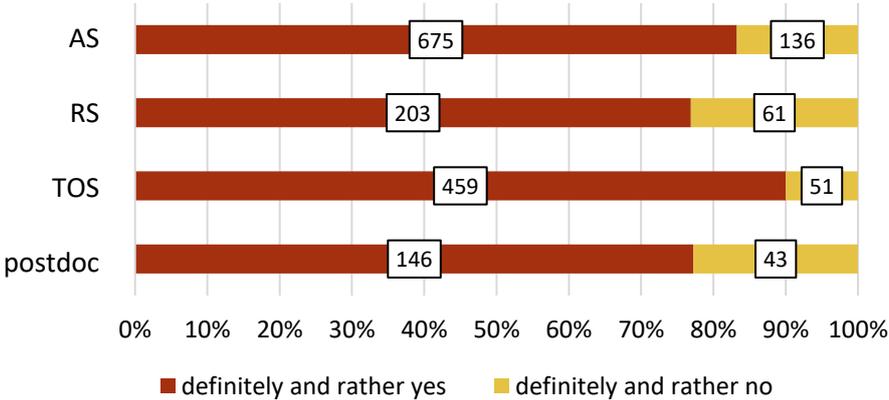


From a gender perspective, women’s and men’s views on ethical issues differ slightly. Women more often chose affirmative answers to questions regarding the university’s promotion of dissemination, autonomy, creativity and freedom of research, while men more often affirmed the violation of the Code of Conduct and building of relationships with junior researchers.

5.2 Recruitment and selection of employees

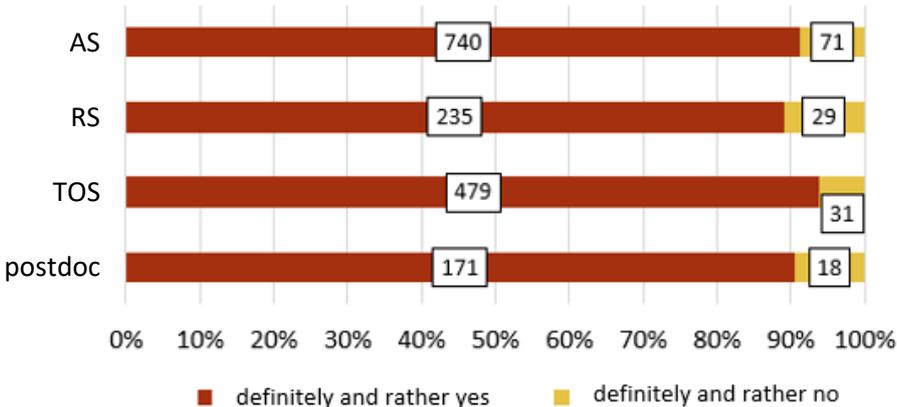
The selection procedures at the university are a very sensitive matter. The survey revealed that more than 3/4 of respondents believe that university selection procedures are open, efficient and transparent. Minor nuances in relative frequencies according to selected groups of respondents can be seen in the chart below.

Chart: Transparency of selection procedures



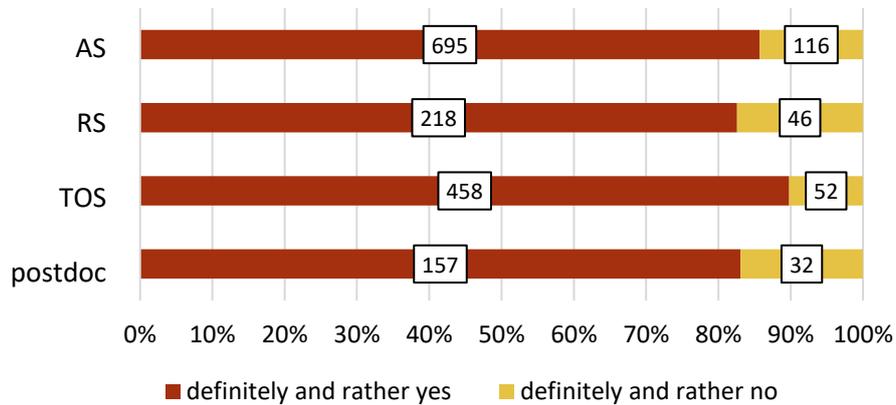
According to the vast majority of respondents in our survey, advertisements for university’s selection procedures contain job requirements.

Chart: Adequacy of job requirements in advertisements



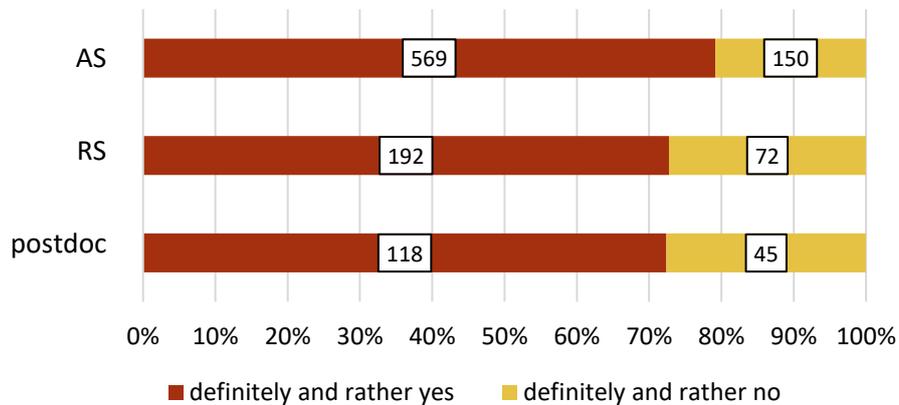
The answers to the following question only confirm the previous findings. Overall, more than 3/4 of the respondents agreed with the statement that the experience and competencies of candidates relevant to the job position are the main indicators in the selection procedures. A relatively lower share of affirmative answers was recorded for RS and postdocs.

Chart: Relevance of indicators in selection procedures



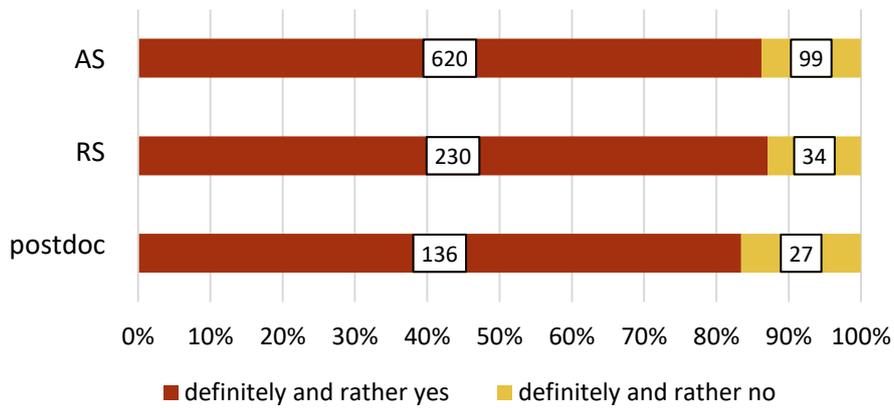
Awareness of the conditions of selection procedures was the subject of another question in the survey. About a quarter of respondents do not think that job seekers are sufficiently informed.

Chart: Awareness of the conditions of selection procedures



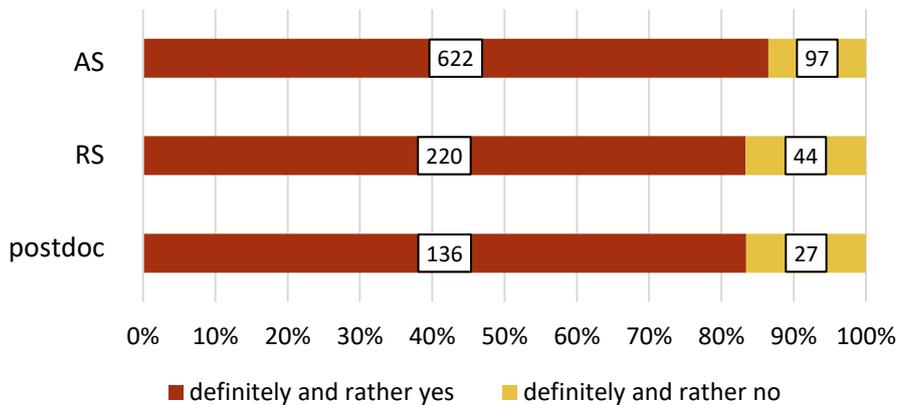
Overall, more than 3/4 of the respondents were of the opinion that the selection committees are made up of relevant experts from various fields. The respondents' opinion regarding this matter did not differ significantly even when the answers were assessed according to different groups.

Chart: Relevance of experts in selection committees



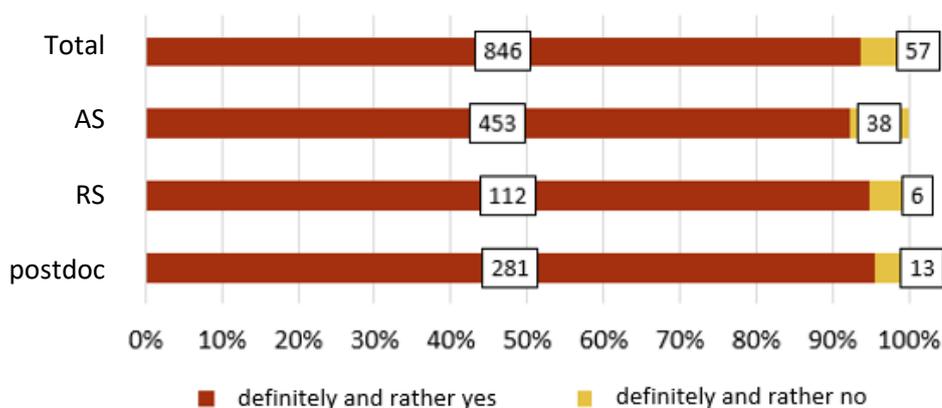
Again, a total of more than 3/4 of the respondents believed that the selection committee evaluates the applicant's scientific activity and general experience, including professional experience, scientific independence and mobility, if they are applying for a position at the Brno University of Technology. The chart below shows only minimal differences between the observed groups.

Chart: Evaluation methods of the selection committees



There was agreement on the answers to the question of whether adequate support for the members of the committee was provided by administrative staff in the selection procedures, even though only half of the respondents provided their opinions on it. Others said they have never been a member of the committee. The chart shows the results of the answers of only those respondents who were at some point members of the selection committee.

Chart: Support of administrative staff to selection committees

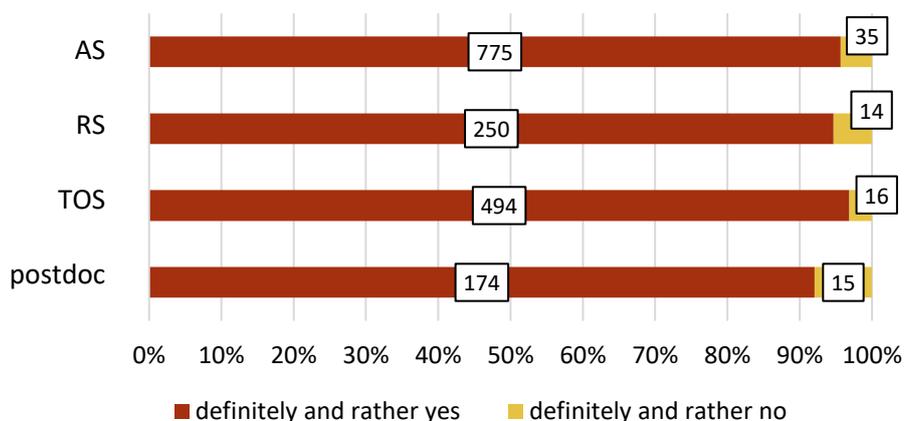


In the area of recruitment and selection of employees, female satisfaction was clearly higher than male satisfaction. Women chose more positive answers to all the questions, such as the transparency of selection procedures, awareness of selection procedures, and the adequacy of requirements in advertisements. In some of the questions, the difference between the views of men and women was as high as 8%.

5.3 Working conditions

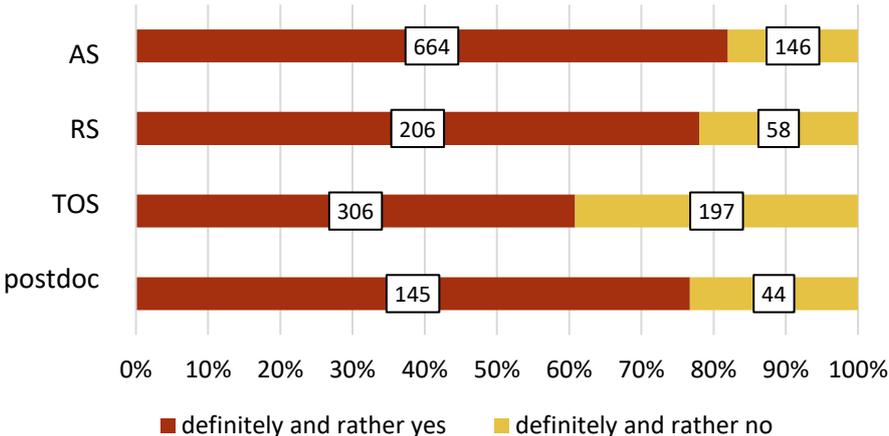
Overall, the vast majority of respondents declared that they knew their rights and obligations laid down in internal regulations in connection with occupational safety and health, or fire protection. Almost 2/3 of them answered definitely yes.

Chart: Knowledge of rights and obligations – occupational safety and health



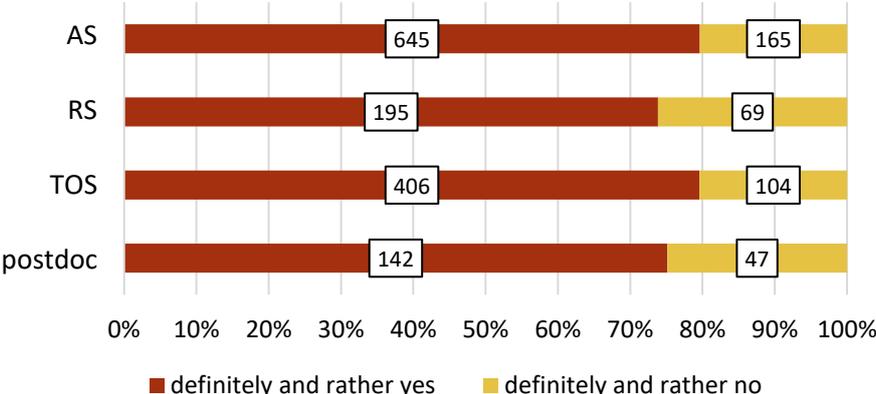
In connection with the knowledge of rights and obligations in internal regulations, which relate to research and development, or project management, the results were no longer so clearly positive. A total of about 3/4 of respondents affirmed their knowledge. At the same time, almost 2/5 of TOS stated that they do not have the necessary knowledge in this area, as well as about 1/4 of both RS and AS.

Chart: Knowledge of rights and obligations – research and development (project management)



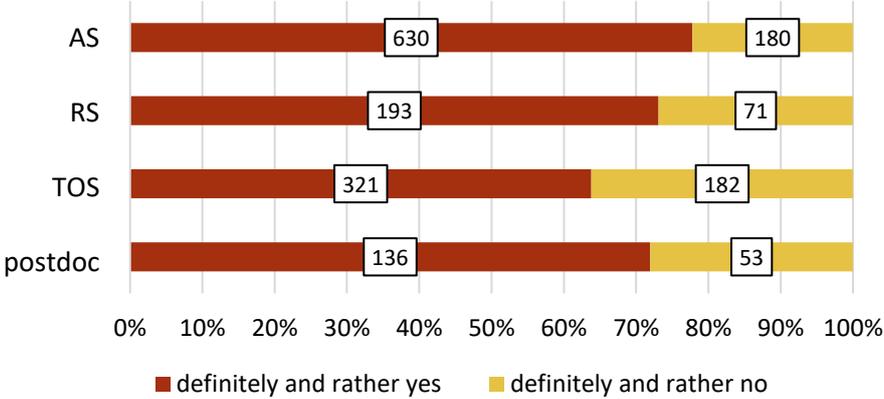
As with the previous case, the respondents were aware of the rights and obligations related to the protection of intellectual property and copyright. Almost 3/4 declared that they are familiar with this topic. The AS and TOS are apparently the most acquainted with this topic, with the RS on the other end of the spectrum. The differences between the selected groups are evident from the chart below.

Chart: Knowledge of rights and obligations – protection of intellectual property and copyright



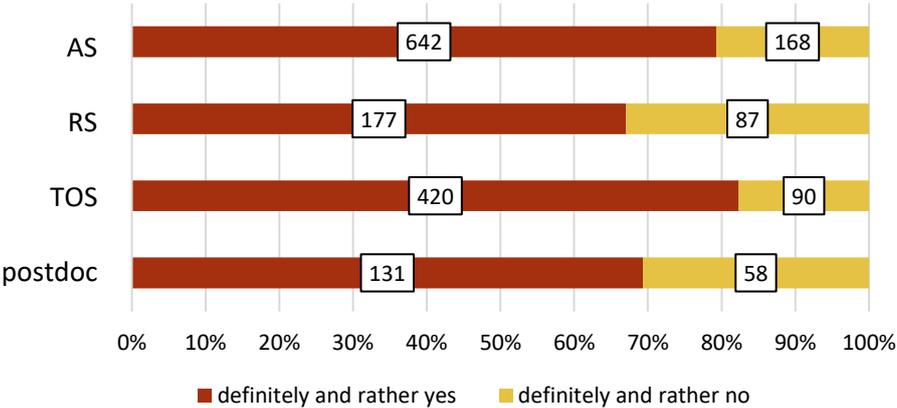
According to the results of the survey, about 3/4 of the respondents were generally acquainted with the University’s Code of Conduct. The highest relative degree of its knowledge was declared by the AS, the lowest by the TOS.

Chart: Knowledge of rights and obligations – Code of Conduct



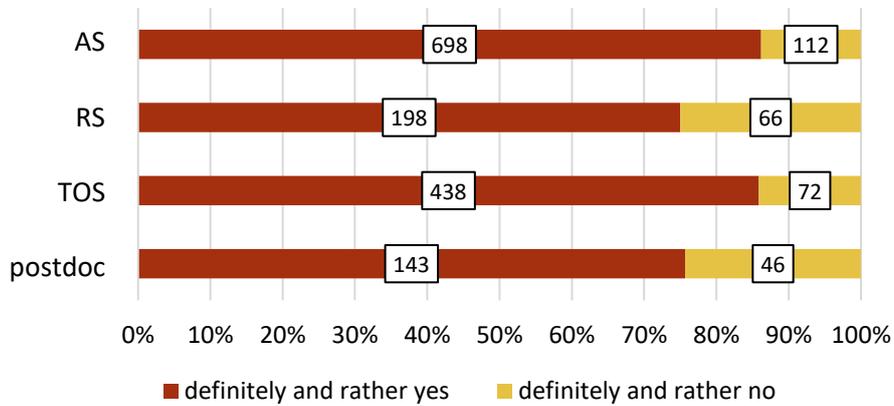
It can be stated that the level of respondents’ knowledge in the field of labour law is relatively high. More than 3/4 of them answered this question as definitely yes or rather yes. A relatively lower rate of declared knowledge in this area was recorded in the case of the RS or postdocs, on the contrary, the TOS declared the highest rate.

Chart: Knowledge of rights and obligations – labour law



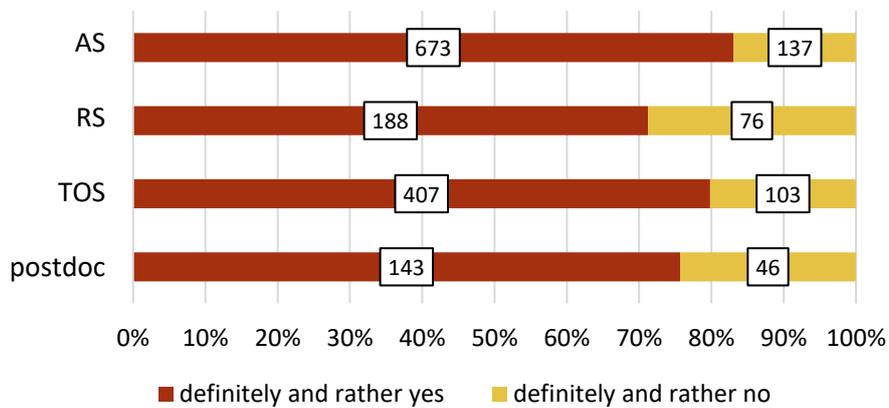
All important and necessary information for employees, especially internal regulations, is easily accessible on the university's website according to about 80% of respondents. In our survey, women agreed with this statement the most.

Chart: Availability of information on the website



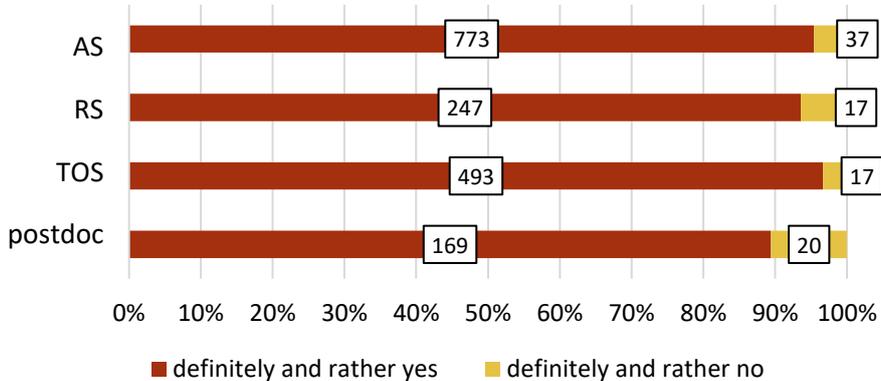
Roughly 4/5 of the employees agreed with the statement that they have the opportunity to get acquainted with the content of the university's strategic documents, such as the Strategic Intent. The RS agreed the least with this statement.

Chart: Opportunity to get acquainted with the content of strategic documents



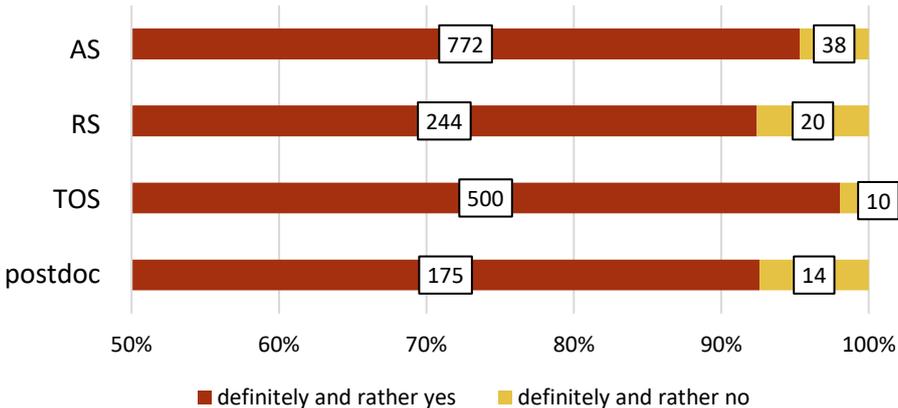
Respondents' answers to the question concerning sufficient compliance with preventive measures and legislative rules in the field of occupational safety and health, including fire protection at the university, were very positive.

Chart: Compliance with OSH and fire protection rules



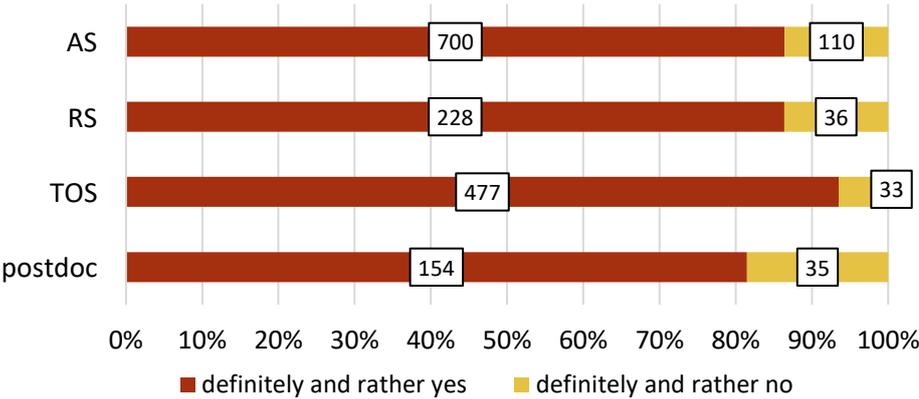
A minimum of respondents acknowledged the possibility that some university staff could be discriminated against on the basis of gender, age, ethnic, national or social origin, religion (faith), sexual orientation, language, disability, political opinion or economic status.

Chart: Discrimination against university staff



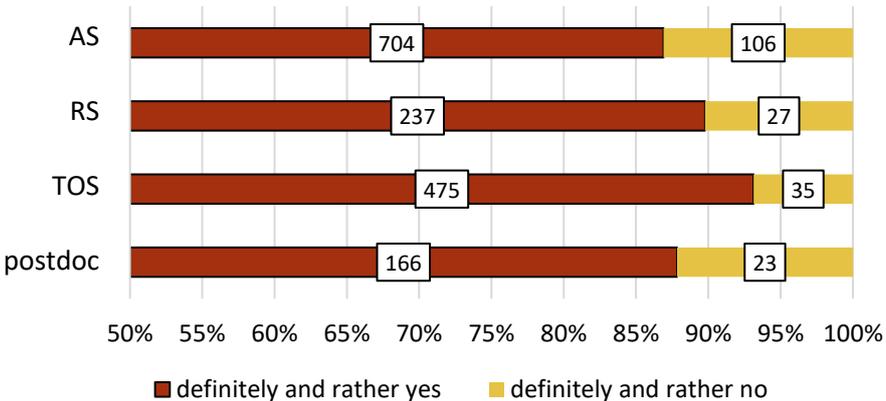
More than 1/5 of the respondents were of the opinion that the university does not provide its employees with such technical and work facilities that correspond to current requirements and trends. Even 1/5 of the AS respondents think so. The TOS are most satisfied with their facilities.

Chart: Satisfaction with technical and work facilities



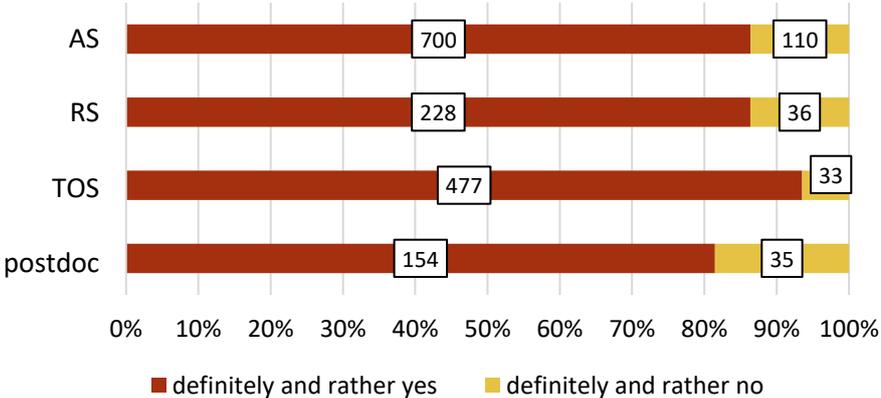
The work environment is a very important attribute that can affect not only employee performance but also employee satisfaction. When asked whether employees feel comfortable in the environment where they perform their work, more than 4/5 of the respondents answered in the affirmative. According to the survey, almost 1/5 of AS respondents feel relatively uncomfortable.

Chart: Comfortability in the working environment



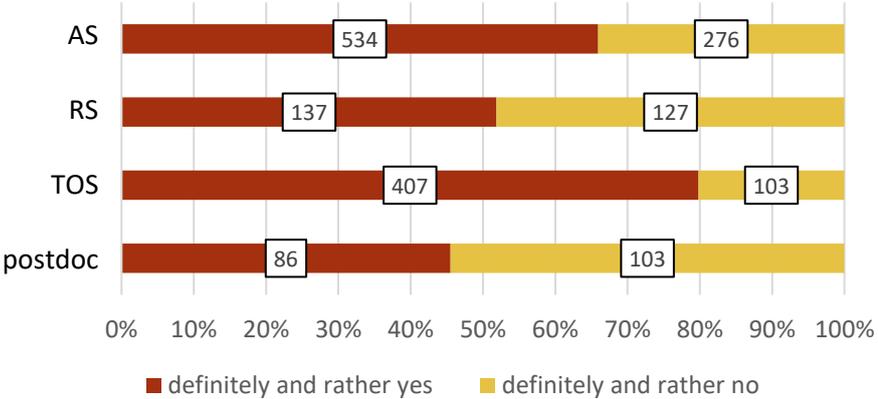
Nowadays, flexible work-life balance is also a trend and a prerequisite for successful and efficient work performance. Therefore, a question concerning this issue was included in our survey either. The good news is that, overall, respondents offered affirmative answers to this question. The TOS respondents agreed the most.

Chart: Possibility to reconcile work and personal life



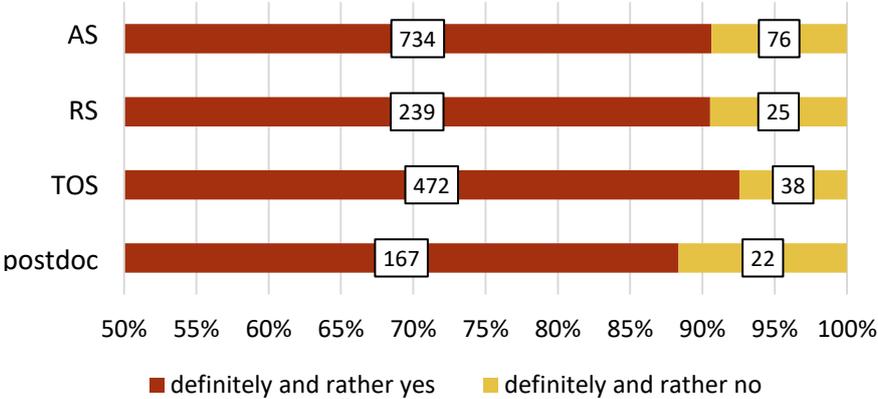
The answers to the question of whether the university provides its employees with stability, for example in the form of employment contracts for an indefinite period, no longer showed such a strong agreement. Overall, 1/3 of employees do not feel that the university provides them with such stability. This view was significantly reflected in the respondents from the RS group, where more than half of the respondents did not feel stability. In the case of the For RS, this may be caused by their work on projects that have a fixed duration.

Chart: Feeling of job stability



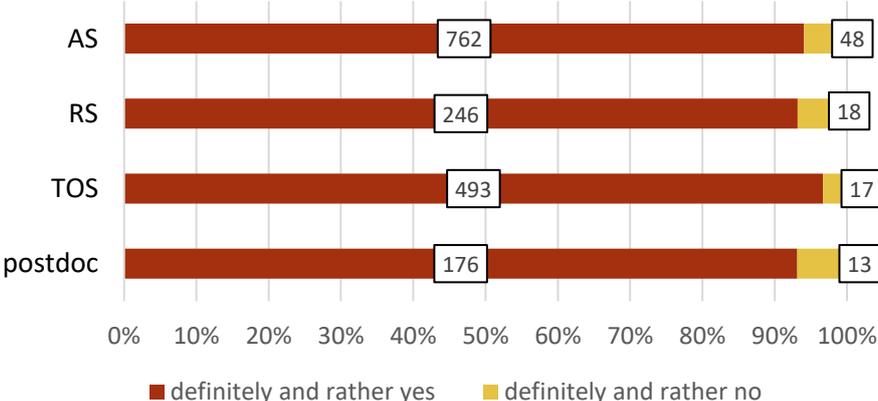
Employees with disabilities or other disadvantages certainly work at the university, and over 80% of respondents agreed that the university creates adequate working conditions for such employees.

Chart: Conditions for workers with disabilities or disadvantages



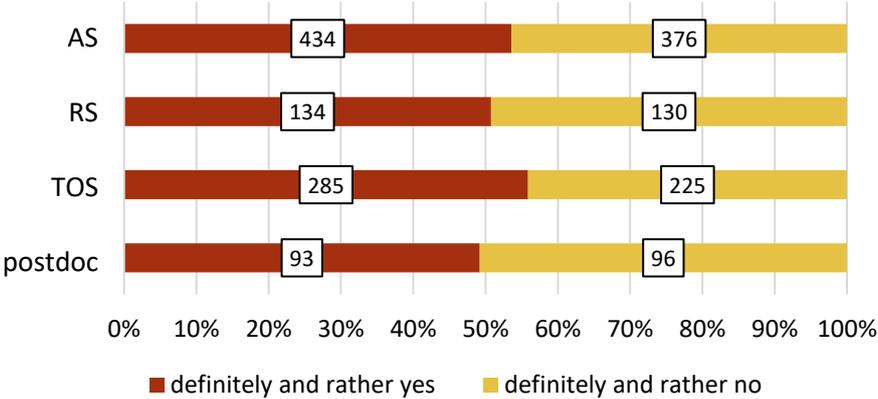
In essence, the respondents answered the following question in a similar way, which concerned the smooth return of workers who return to work after a break for personal or family reasons. The vast majority agreed with the statement that this process is really smoothly at the university.

Chart: Possibility to return to work after a break



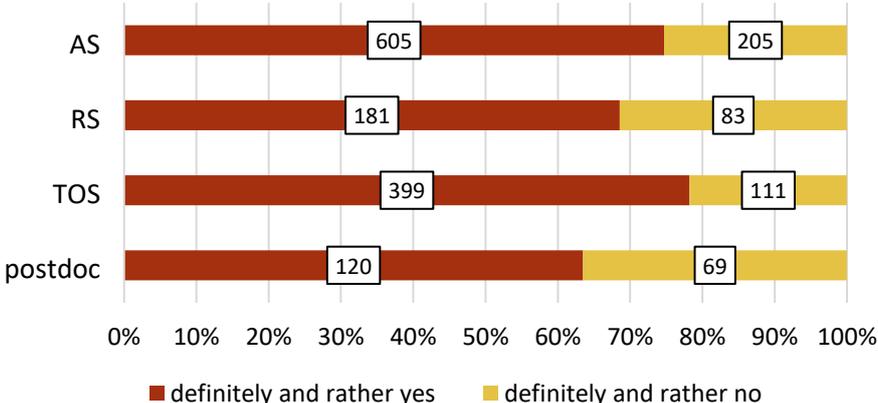
More than half of the total number of respondents were of the opinion that within the university there is an equal representation of men and women at all levels of job positions, including managerial positions. This opinion was shared by all monitored groups of respondents with slight deviations.

Chart: Equal representation of men and women in job positions



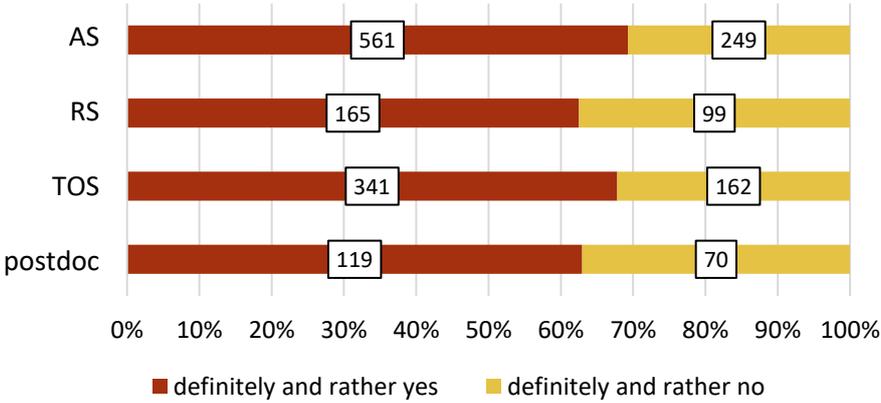
A total of 3/4 of the respondents believed that the university had adequate procedures for handling employee complaints regarding working conditions and workplace relations. However, within the RS group, a full 1/3 was of the opposite opinion.

Chart: Adequate procedures for handling employee complaints



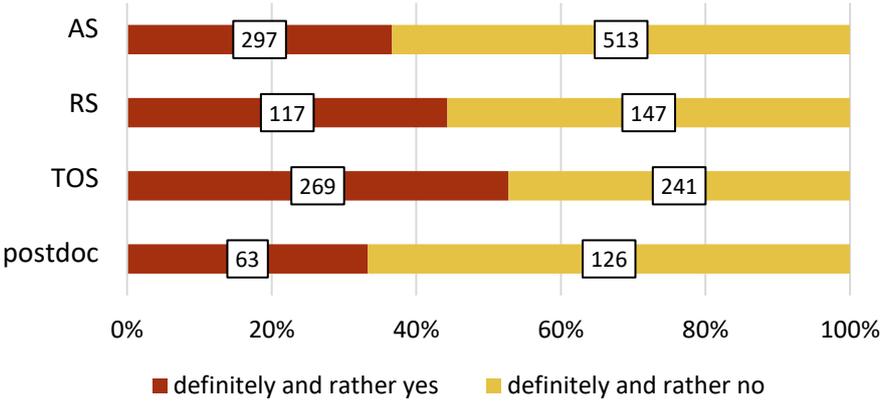
The fact that only 1/3 of the respondents believe that they cannot influence what is happening at the university through its bodies can certainly be considered an interesting and important result of the survey. The RS agree with this opinion the most.

Chart: Possibility to influence events at the university through its bodies



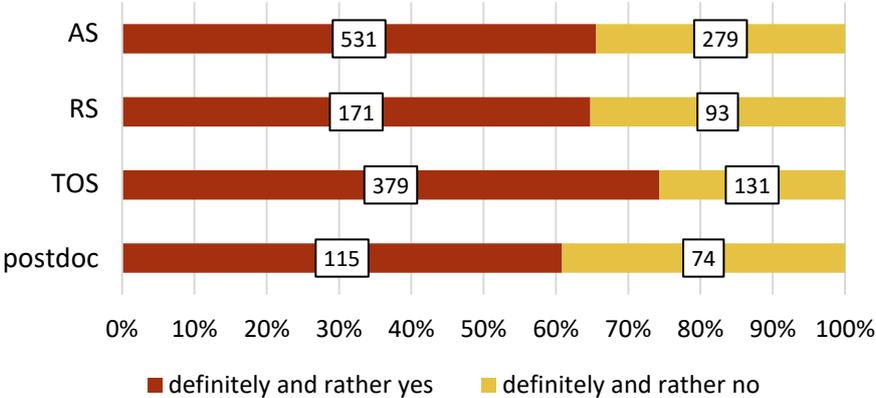
The vast majority of respondents were convinced that the wage conditions at the university did not sufficiently and adequately reflect the level of responsibility and performance of employees. This opinion was most prevalent in the AS and then specifically in postdocs.

Chart: Wage conditions vs. responsibility and performance



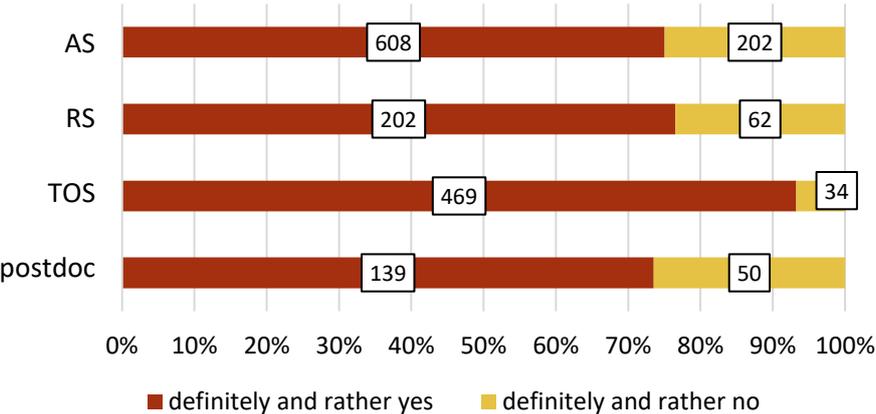
According to the results of the survey, almost 3/4 of respondents were satisfied with the range of employee benefits provided at the university. The TOS were the most satisfied with this category. The group of postdocs was the least satisfied with the benefits.

Chart: Satisfaction with employee benefits



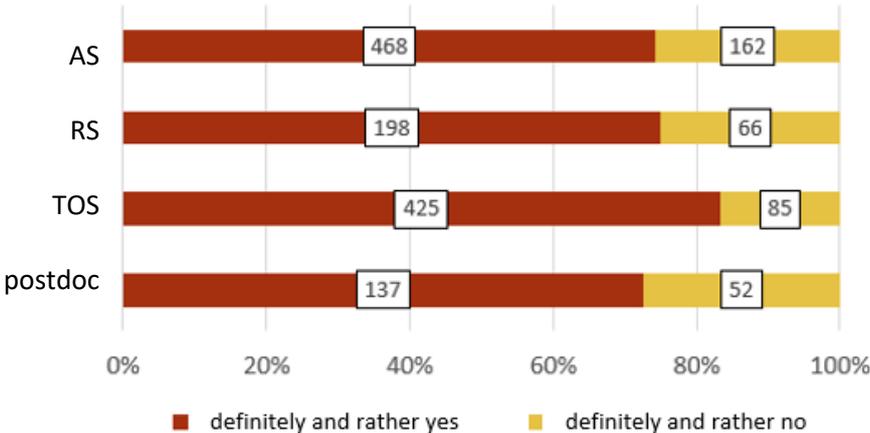
More than 4/5 of the total number of respondents were of the opinion that the technical and administrative staff of the university provided sufficient support and information to academic staff. However, on a closer look, it can be stated that while over 90% of the TOS share this opinion, in the RS and AS, it is only 3/4 of them.

Chart: Sufficient support for academic staff



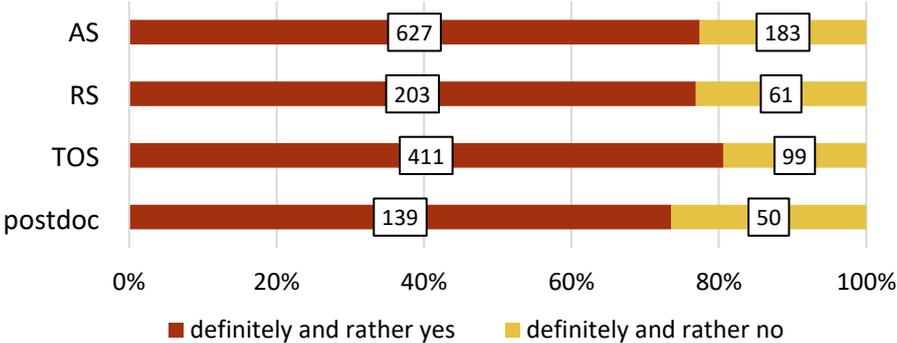
Regarding the question focused on the handling of complaints, it is possible to say that more than 3/4 of the respondents agreed with the statement describing the process of handling complaints as impartial, fair and transparent.

Chart: Transparency and fairness in the handling of complaints



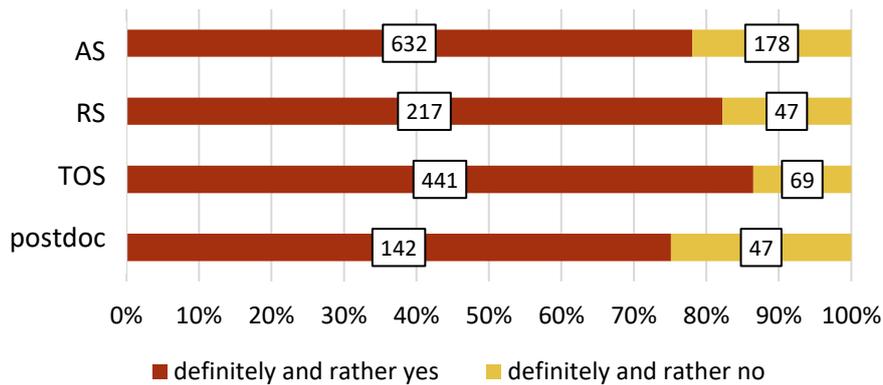
Also, more than 3/4 of the respondents believed that the university had effective mechanisms in place to address possible discrimination. There were no differences between the groups in this opinion.

Chart: Mechanisms for tackling discrimination



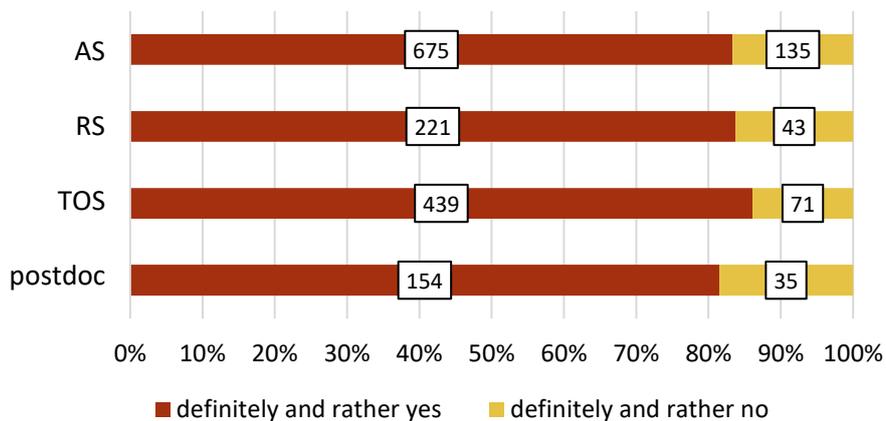
Almost 1/5 of the respondents felt that they were not sufficiently and in time informed about news or changes that concerned the performance of their work activities. However, there are differences between the respondents' answers.

Chart: Sufficient information about news and changes



More than 3/4 of all respondents thought that working conditions at the university were reasonable for everyone, regardless of the type of employment contract. In this opinion, the respondents' opinions basically did not differ from each other.

Chart: Adequacy of working conditions according to the type of contract

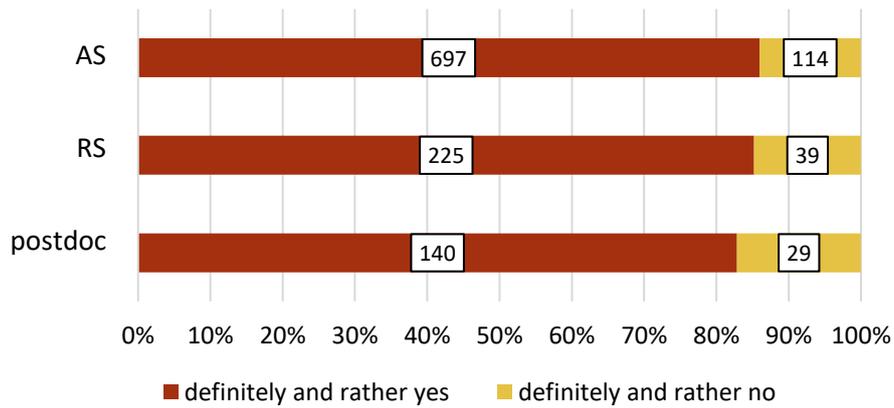


There was a disagreement between men and women in the area of working conditions. Women felt more positively about the issues of knowledge of rights and obligations in the field of intellectual property and copyright, knowledge of rights and obligations in the field of labour law, availability of internal regulations, compliance with OSH and fire protection rules, satisfaction with the work environment, work-life balance, feeling of stability in employment, the adequacy of wage conditions and employee benefits. The most significant difference was recorded in the question regarding support for academic staff, which was 12%.

5.4 Training and development

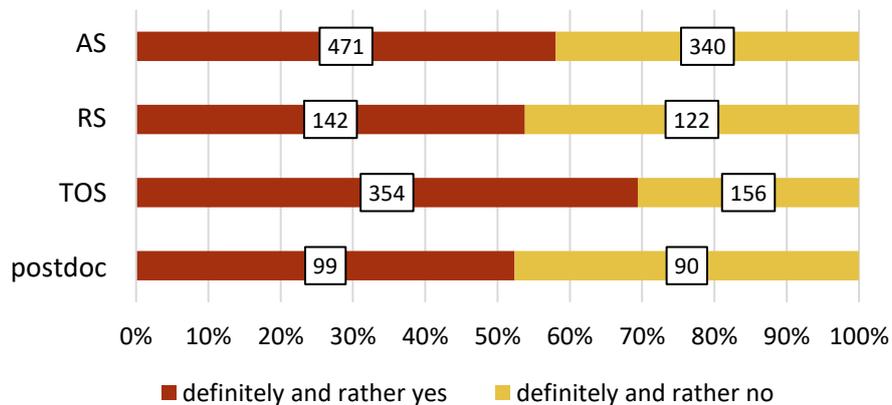
According to more than 3/4 of the respondents, the university provides employees with sufficient background and opportunities for cooperation with other universities, research institutes or practical placements (companies). Respondents' answers did not differ according to the monitored groups.

Chart: Background for cooperation with other workplaces and practices



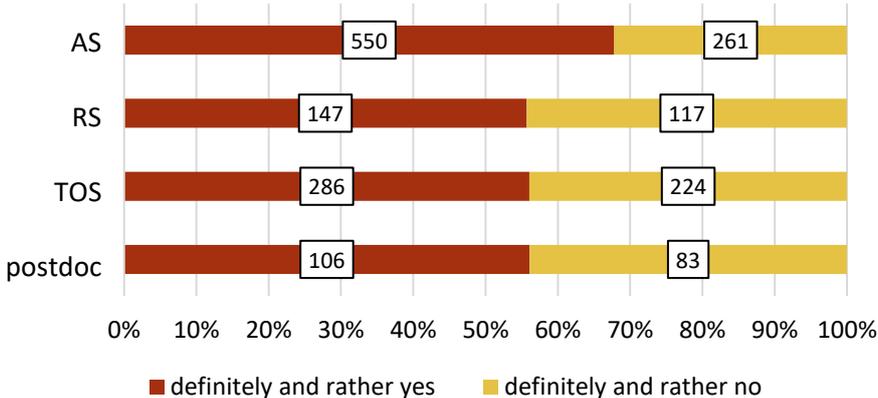
According to more than 3/5 of respondents, advice and feedback regarding their performance is provided at all stages of their careers. This view was most represented among the TOS. However, the RS group believes the opposite, as does the AS.

Chart: Providing advice and feedback on work performance



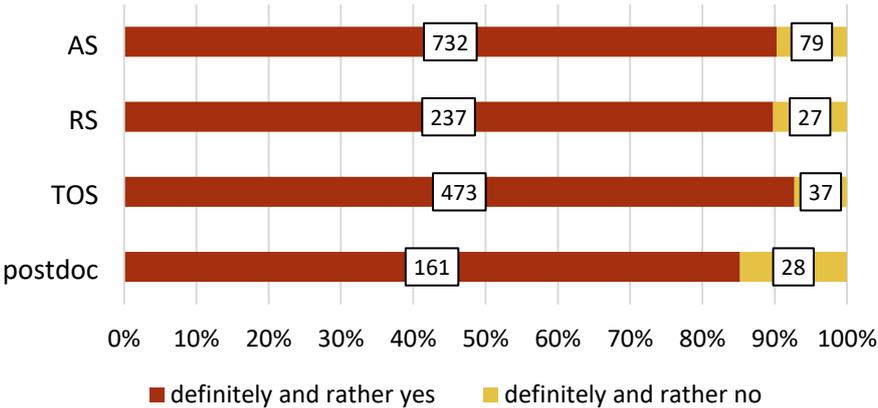
Less than 3/4 of respondents were convinced that there are tools at the university for regular evaluation of employees. However, there were differences in responses between the groups. The existence of such evaluation tools is confirmed mainly by the AS, while the RS and TOS agree with such a statement equally in 50% of the cases.

Chart: Existence of tools for regular employee evaluation?



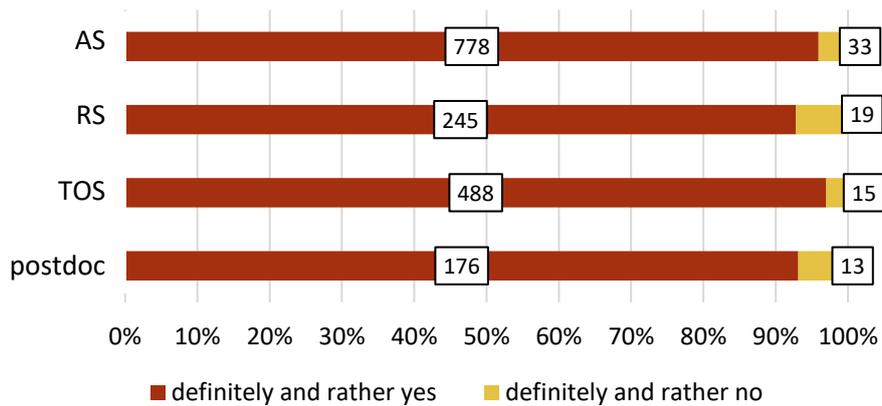
90% of respondents confirmed that new employees can turn to a more experienced colleague in connection with the performance of their duties and tasks, who will provide them with appropriate support. The answers of the respondents do not differ according to the monitored groups.

Chart: Possibility to ask a more experienced colleague or expert for help



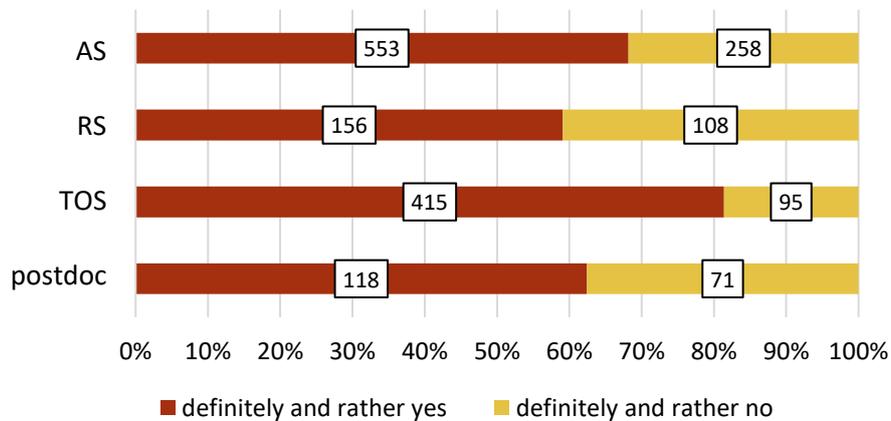
Most respondents agreed that the university actively supports and provides access to international or other mobility programmes.

Chart: Active support and access to mobility programmes



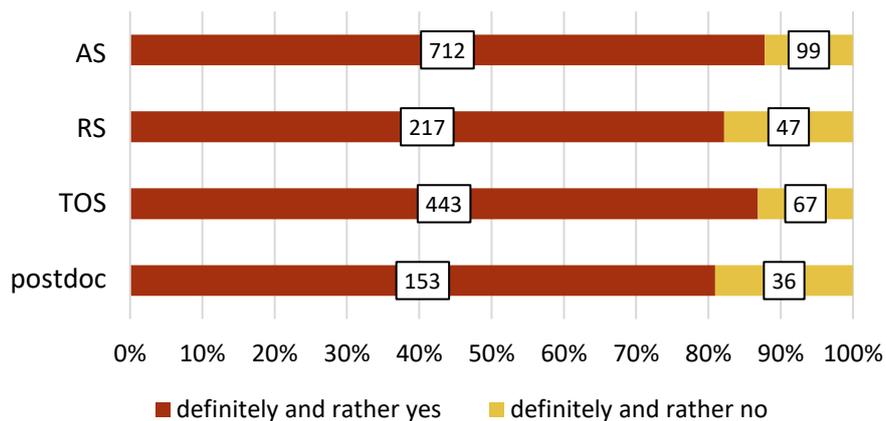
Less than 1/3 of respondents thought that the university was not trying to acquire and retain talented, gifted or promising employees. In particular, the RS are of opinion, as it was stated by almost half of them. On the contrary, 4/5 of the TOS were of the opinion that the university was making effort in this direction.

Chart: Efforts to attract talented and gifted employees



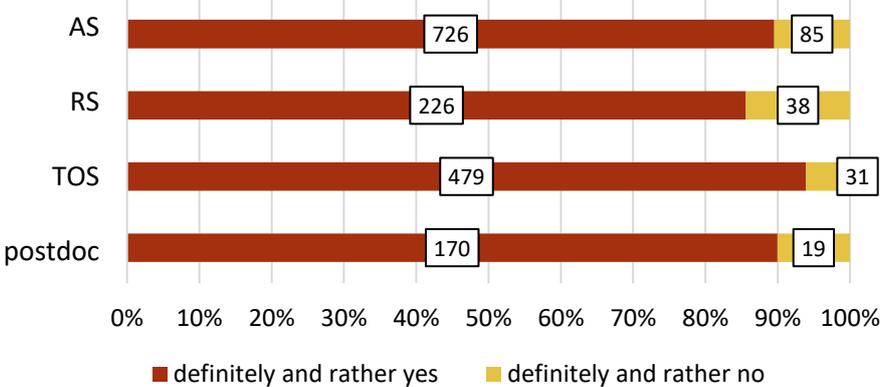
In total, more than 3/4 of the respondents agreed that the university allows them to grow professionally. 1/5 of the respondents from the ranks of the RS or the postdocs did not agree with the above.

Chart: Possibility of professional growth



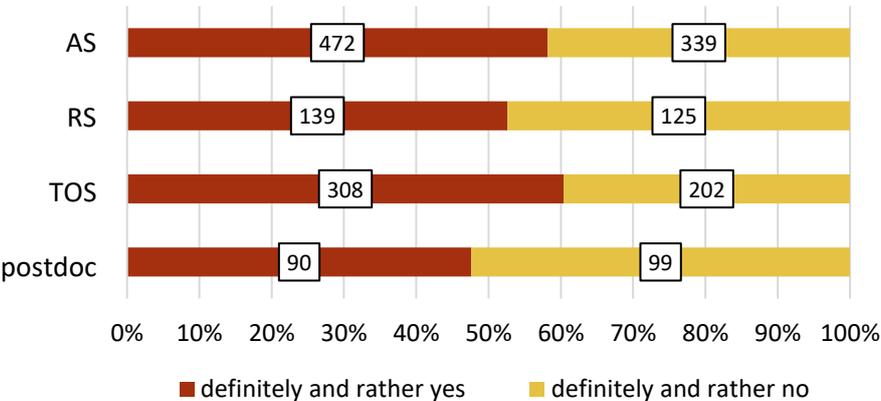
The existence of a university system, through which employees are informed about the possibilities of further education, was confirmed by almost 90% of survey respondents. However, 1/5 of the RS did not agree with this statement.

Chart: Awareness of further education opportunities?



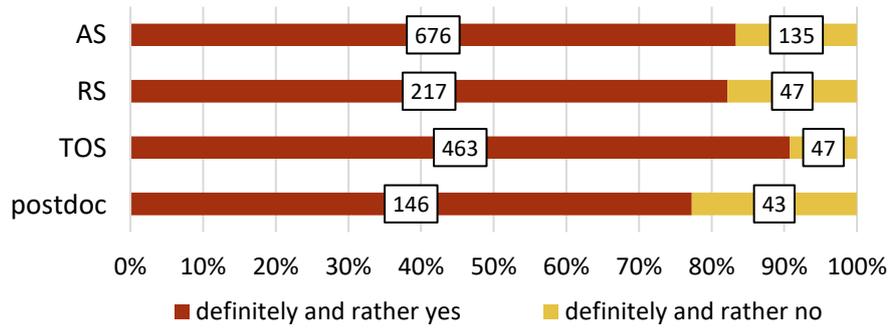
The majority of the total number of respondents agreed that personal activity aimed at improving the employee’s qualifications is taken into account in their evaluation.

Chart: Taking into account personal activity to improve qualifications in evaluation



Overall, almost 1/5 of respondents disagreed with the statement that further education or other forms of professional development of university staff are supported.

Chart: Support for further education and professional development



In the field of education and development, the opinions of men and women differed only minimally, with women expressing themselves a little more positively. The most noticeable difference was apparent in the question regarding the acquisition of talented and gifted employees. 14% more women than men agreed with the opinion that the university is trying hard enough to attract talented and gifted workers.

6. Summary of results

The survey took place in the period from 21 April 2020 to 21 May 2020 by means of an electronic questionnaire, which was filled in by 1,585 respondents from all parts of the BUT. There are also 27 foreigners included in this number. The total response rate was 43%. There were 1,041 men (65.7%) and 544 women (34.3%) among the respondents. Of the total number of respondents, 51.2% were academic staff, 16.7% were research staff and 32.2% were technical/office staff.

6.1 Closed questions

6.1.1 Ethical and professional aspects

Nearly 90% of respondents from the academic and research staff believe that the university strives to make employee research results relevant and beneficial to society as a whole. A total of 84% of respondents from the research and academic staff agree that the university supports the dissemination and publication of research results, including the putting of these results into practice. 85% of the respondents believe that the legal protection of research results, intellectual property and employees' works is adequately ensured at the university. 87% of the respondents are convinced that the university supports autonomy, creativity and freedom of research, including the methods used. However, about 15% of the research staff think otherwise.

Overall, almost 90% of respondents are not aware of any cases of violation of the BUT Code of Conduct in connection with research and publishing at the university. However, almost one-fifth of the postdocs confirm that they encounter such cases. More than 75% of respondents from the ranks of RS and AS thought that the more experienced academic staff are sufficiently trying to build positive relationships with junior employees in order facilitate their effective development.

6.1.2 Recruitment and selection of employees

As the results of the survey show, 85% of respondents believe that the university's selection procedures are open, efficient and transparent, and at the same time 93% of respondents agree that advertisements for the university's selection procedures contain a reasonable range of job requirements. Overall, 87% of the respondents agreed with the statement that the experience and competencies of candidates relevant to the job position are the main indicators in the selection procedures. Relatively lower levels of consent in this area have been recorded among the research staff, postdocs and men. Roughly one quarter (23%) of respondents do not think that job seekers at BUT are sufficiently informed. Overall, 86% of respondents think that selection committees are made up of relevant experts from different fields, and at the same time 85% of respondents believe that the selection committees evaluate the candidate's scientific activity and general experience, including professional experience, scientific independence and mobility.

6.1.3 Working conditions

The vast majority of respondents (96%) knows their rights and obligations laid down in internal regulations in connection with occupational safety and health, or fire protection. Almost 2/3 of them answered definitely yes. A total of roughly ¾ of the respondents agreed that they were familiar with internal regulations concerning research and development, or project administration. At the same time, almost 2/5 of the TOS stated that they did not have the necessary knowledge in this area and about 1/4 of the research and academic staff stated the same. Almost 3/4, specifically 73%, declared that they were familiar with the regulations concerning intellectual property and copyright. Apparently, the academic staff are the most familiar with this topic (77%), while the technical/office staff are on the other end of the spectrum (64%).

According to the results of the survey, about 78% of the respondents are generally acquainted with the University's Code of Conduct. The relatively highest level of its knowledge was declared by women (82%), and the relatively smallest by the research staff (73%). More than 3/4 of the respondents confirmed their knowledge of the labour law. A relatively lower level of knowledge in this area was recorded among the research staff and postdocs. On the contrary, it was the highest among the technical/office staff. According to 84% of the respondents, all important and necessary information for employees, especially internal regulations, is easily accessible on the university's website. In our survey, women (88%) agreed with the statement the most, while the research staff (75%) agreed with it the least. Roughly 4/5 of the respondents agreed with the statement that they have the opportunity to get acquainted with the content of the university's strategic documents, such as the Strategic Intent and others. The research staff agreed with this statement the least (approximately 70%).

An incredible 96% of respondents were satisfied with the observance of preventive measures and legislative rules concerning occupational safety and health, including fire protection at the university. Overall, only 4% of the respondents acknowledged the possibility that some university staff could be discriminated against on the basis of gender, age, ethnic, national or social origin, religion (faith), sexual orientation, language, disability, political opinion or economic status. Only 2% of the technical/office staff expressed this opinion, but on the other hand, up to 8% of the research staff shared this opinion. A total of 15% of the respondents is of the opinion that the university does not provide its employees with such technical and work facilities that correspond to current requirements and trends. As much as 19% of the academic staff think so. The technical/office staff are the most satisfied with their facilities (91%).

90% of respondents felt comfortable in the environment where they perform their activities. According to the results of the survey, 14% of respondents from the ranks of the academic staff were relatively uncomfortable, but only 7% of the technical/office staff were of a similar opinion. The good news is that a total of 89% of respondents confirmed that the university allows them to keep a good work-life balance. The TOS (93%) agreed the most with this statement, while the academic staff agreed the least (87%). Overall, a third of employees do not feel that the university provides them with stability, for example in the form of contracts for an indefinite period. This view was significantly reflected in the research staff respondents, who did not feel the stability in 48% of the cases. A total of 9 out of 10

respondents agree that the university creates adequate working conditions for physically and medically disadvantaged employees.

The vast majority of respondents agreed with the statement that the return of workers after a break for personal or family reasons is not problematic at the university. More than half of the respondents (54%) believe that there is no equal representation of men and women at all levels of jobs at the university, including managerial positions. A total of three quarters of the respondents believe that the university has adequate procedures for handling employee complaints regarding working conditions and workplace relations. However, within the research staff, a whole third believe the opposite. One third of respondents think that they cannot influence what is happening at the university through its bodies. The research staff agree with this opinion the most (37%). The vast majority of respondents is convinced that the wage conditions at the university do not sufficiently and adequately reflect the level of responsibility and performance of employees. This opinion was mostly recorded among the academic staff and specifically in postdocs, where the level of dissatisfaction with wage conditions reaches up to 65%. According to the results of the survey, almost 68% of the respondents were satisfied with the range of employee benefits provided at the university. The technical/office staff are most satisfied with this category (75%). The group of postdocs is the least satisfied with the benefits – approx. 61%.

More than 4/5 of the respondents were in general of the opinion that the technical and administrative staff of the university provided sufficient support and information to academic staff. Among the respondents, this opinion is held by 93% of technical/office staff, 77% of the research staff and only 75% the academic staff. Overall, four-fifths of respondents (81%) agree that the complaint handling process is impartial, fair and transparent. However, about 25% of the research staff disagree with this statement. More than 78% of the respondents believed that the university had effective mechanisms in place to address possible discrimination. Almost a fifth of the respondents (18%) say that they are not sufficiently and in time informed about news or changes that concern the performance of their work activities. More than 84% of all respondents think that working conditions at the university are reasonable for everyone, regardless of the type of employment contract. In this opinion, the respondents' opinions basically do not differ from each other.

6.1.4 Training and development

According to 86% of the respondents, the university provides employees with sufficient background and opportunities for cooperation with other universities, research institutes or practical placements (companies). According to more than three-fifths of respondents (61%), advice and feedback on their performance is provided at all stages of their career at the university. This opinion is most represented among the technical/office staff (70%). However, 46% of the research staff believe otherwise, as do 42% of the academic staff.

A total of 62% of the respondents is convinced that there are tools at the university for regular evaluation of employees. The existence of such tools is confirmed mainly by the academic staff – in 68% of cases, while the research and technical/office staff agree with such a statement in 56% of cases.

90% of the respondents confirms that new employees can turn to a more experienced colleague (expert) in connection with the performance of their duties and tasks, who will provide them with appropriate support. The answers of the respondents do not differ according to the monitored groups.

A total of 95% of the respondents agrees that the university actively supports and provides access to international or other mobility programmes. Only 7% of the surveyed research staff disagree with the above statement.

Less than a third of the respondents thinks that the university is not trying to acquire and retain talented, gifted or promising employees. In particular, the research staff are convinced of this (40%). On the contrary, 4/5 of the technical/office staff think that the university is making effort in this direction.

Overall, 87% of the respondents agree that the university allows them to grow professionally. 19% of the surveyed research staff (or postdocs) did not agree with that.

The existence of a university system, through which employees are informed about the possibilities of further education, is confirmed by almost 90% of survey respondents. However, 14% of the research staff disagree with this statement, while only 6% of the TOS are of the same opinion.

The majority of the total number of respondents (58%) agreed that personal activity aimed at improving the employee's qualifications is taken into account in their evaluation. The research staff agreed with this statement the least (approximately 53%).

Overall, 15% of the respondents disagreed with the statement that further education or other forms of professional development of university staff are supported. Among respondents from the research staff, it was as much as 18%, but among the technical/office staff, it was only 9%.

ANSWERS

1. We would be happy if you commented here on any topic from the survey (research freedom, publishing ethics (ethics of publishing), recruitment, employee benefits, learning and development opportunities, complaints etc.).

As a foreigner, I feel that University Apollo system should be in English so that it'll be much more useful. Also, it will attract more people. Open access to the advance laboratory should be promoted. In my experience, some group utilize the university/institute premises and not open to everyone. I recommend the university should promote free access so that it'll attract more people and enhance the research potential.

I am postdoc at Mendel university. Our research group is perfect and all researchers have the ability to do free in research. My colleagues are friendly and our supervisor kind and has good knowledge. The university instruments with a satisfied level. I wish all researchers have this opportunity to work in similar this research group

I have nothing to say.

I would like to receive more employee benefits. +Other than a few lunch vouchers every year.

More support for research

Ppportunities for further education

Research positions should not be strictly dependent on projects. Although, it is ok to be constantly evaluated and reinforced based on successful proposals.

Somewhat unclear rules for selections, promotion of researchers; a lot of important information can be found but it is not so easily accessible or clear; the Intraportal contains link "Guide for employees+Login to Office356". Please remove that Office 356 note, it looks like that is is guide to Office not information for employees.

The freedom of research at university depends upon different group leader or boss. For example, i have definitely good boss regarding this but probably other have not as some of my friends struggling with this at the university. Discrimination on the basis of language and skin colour is huge at the BUT, CEITEC (BUT) and university accommodation office. Also, if there is a research group meeting, it's going to be happen in Czech language most of the times, although they know that they have English speaking colleagues. It is quite interesting that you wants to hire a English speaking researcher but you do not want to speak English?? Also we need to sign a document of our presence without understanding any of the contents/talks of the meeting. +I do not think that BUT and CEITEC have enough employees benefits. For examples, if an full-time employee wants to live in the dormitory, most of times they have to fight for getting a separate room without room mate. In the 30-40 years of age, no body wants to share a room with a bachelor student. University or CEITEC should seriously think about it. really. Privacy is quite important for a researcher.

The most important think that I don't know who can solve it is moving the living place everi year

There is research freedom, as to my knowledge up to now, I never had to justify my work to my advisor, he was always supportive!

Working here as a foreign employee is not easy. The many of administrative staff are not able to or willing to speak a foreign language (English). As you know, being together with different nations is the key of success and development. And the language is the most important part of it. I would strongly recommend increasing the number of all kind of staff who speak English and provide all kind official document in English as well.

2. Why would you recommend the university as an employer?

A very good environment of work, encouragement of innovation and good-quality research, professional and respectful staff and colleagues, etc.

Because my institute has a great environment for working with very good technical staff and top instruments.

Because of the work freedom and the scientific opportunities.

fair conditions for research and education

High importance for the national industry, favourite mix of disciplines

I cannot speak for every department at my faculty, but I feel that being an employee at my university has enabled me to use the knowledge I learned and experience I gained before coming to BUT, and then let me 'grow' in my job and expand my expertise by encouraging me to go to international conferences, seminars, etc.

I wouldn't do it.

It provides great working environment with kind staff (FEEC-UEEN)

No comments

The working environment is great (inclusive, international, challenging) with lots of support from the administrative staff. Great working facilities.

Tries and encourages good practises.

wide range of self-improvement possibilities

3. Why would you not recommend the university as an employer?

Awkward administration; paper forms; paper receipts; +should be electronic+apollo system very complicated and unfriendly

But so far not all is really realized.

I believe BUT is not still an international university. It is not ready to provide equal working conditions or environment for foreign researchers and staff.

I don't think it's the best university in city.

I have no reason for that!

limited contracts.

Relatively lower salaries

Sorry to say but there is not certain future/enough opportunities for foreign employees at the university and CEITEC.

4. If you had the chance to change something at the university, what would it be?

An additional Gym or a Basketball court nearby!

Fair planning for development of institutes+giving sufficient space for research and education

First and foremost, I respect Czech language and culture from the bottom of my heart. But if a country's research really want to develop and to be able to recognized on world's map, one should need to be quite open minded as well offer better salaries or at least some benefits for researchers. ++Secondly, i would like to encourage English language environment (which is most common between researchers from different countries) within the university. ++Thirdly, once in a month there should be seminar over ethics in research, discrimination based on gender, skin colour and language. ++Fourth, separate accommodation for all employees who wants to live in the dormitories. Fifth, I would like to promote the university research in different talk shows, magazines and world scientific forums extensively and give a task to research groups one by one each month. ++Sixth, University/CEITEC should recognize the ability of a researcher, his results, number of publications in a year in order to evaluate his/her true potential. This would also mean that how effective he/she were during the year. On the basis of this, there should be an increment in the salaries (ever a little is worthwhile to recognize their efforts). This will give them a boost to publish more quality articles and consequently the university ranking will increase in the scientific research field.++

I would exchange some people from management / leadership :)

I'll make all research facility as open access to every researcher in the university unconditionally.

Increase the communications between international staff and local staff.

Reduction of inbreeding

Support for publishing and dissemination

The university should require PhD candidates to have a working knowledge two foreign European languages before they graduate. Why should students in the Bachelor program, English for Electrical Engineering and Informatics, be required to master English, one of German, Spanish or Russian, and Czech (if from outside the Czech Republic), while a Doctoral students only need to pass a PhD exam--an exam which is often no more difficult than the English exam they had in their Master's program!