

Mendel University in Brno

2023 MENDELU Employee Satisfaction Survey



HR EXCELLENCE IN RESEARCH

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Introduction

The Survey of employee satisfaction with work and working environment at MENDELU has been carried out for the third time in relation to an important milestone in HR management, which is the move to the next phase of implementation of the HRS4R strategy, this year together with the HR Excellence in Research Award.

The main objective was to understand the needs, preferences and attitudes of employees in relation to their work environment, working conditions, leadership, communication, development, and other aspects of their professional life. We also strived to ascertain the extent to which our university complies with the principles of the European Charter for Researchers, which we signed in October 2017. We mainly included in the survey topics that are currently resonating at the university.

Methodology survey

The survey was conducted anonymously using a questionnaire created in MS Forms. The link to this questionnaire was available to all employees in two languages (Czech and English).

The questionnaire included 31 questions, 3 of which were used to build the respondent's profile. The questions were closed, semi-closed and open-ended. The respondent was asked about the job position held at MENDELU, the part of the job the respondent holds, and the respondent's gender.

The identification questions were followed by a set of questions on the University's Strategic Plan and Human Resource Management. The respondents' connection to the university, their opinion of the university's organizational culture and their opinion of the working conditions at the university, including the possibility of career advancement and professional development, were surveyed. Respondents were asked about their ability to influence events at the university and their membership of advisory or decision-making bodies. In the next part of the questionnaire, respondents commented on their experiences with discrimination at the university, Safe MENDELU, and selection procedures at the university. This was followed by questions regarding scientific research and its ethics. Respondents were also given the opportunity to indicate what specific support they would like to receive from the Rector's Offices and the university facilities. They were also asked about their possible leaving MENDELU, whether they would recommend working at MENDELU or studying there to their friends and family, and the contribution of the HR Award to the University. At the end of the questionnaire, respondents were given the opportunity to write anything they thought would improve both the working and non-working environment at the university.

In analysing the data obtained from the survey, absolute and relative frequencies were determined for each question and then correlations were examined with respect to the nature of the data. The responses given by the respondents were classified based on their job positions, gender and constituent parts at which they work. As 23 respondents selected the 'other/do not wish to specify' option for gender, these were disregarded when analysing the relationships between gender and responses questions. The results of the analyses are rendered in charts and tables.

The following abbreviations were used to make the graphical presentation clearer:

AF – The Faculty of AgriSciences

FFWT – The Faculty of Forestry and Wood Technology

FBE – The Faculty of Business and Economics

FH – The Faculty of Horticulture

FRDIS – The Faculty of Regional Development and International Studies

ILL – The Institute of Life-Long Learning

RO and UF – Rector's offices and university facilities

UE and SDCA – university estates, i.e. University Forest Enterprise Masaryk Forest in Křtiny, the University Agriculture Enterprise in Žabčice, and the Student Dormitory and Canteen Administration

Respondents

An e-mail requesting participation in the survey was sent to all of 1 876 MENDELU employees. 501 respondents completed the questionnaire and the return rate was 26.7%. For the purpose of the survey, job positions were divided into categories according to the University's Internal Catalogue of Work, i.e. into positions:

- academic (including academic research) positions,
- non-academic research positions,
- technical-economic positions,
- manual labour positions.

In addition, academic and non-academic research positions were divided into two categories according to the R1 – R4 classification (see [COUNCIL RECOMMENDATION on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe](#)). The categories are as follows:

- R1 – First Stage Researcher
- R2 – Recognised Researcher
- R3 – Established Researcher
- R4 – Leading Researcher

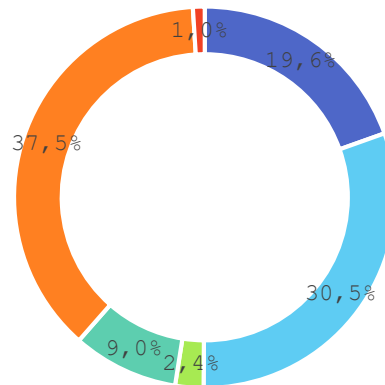
For the purpose of this survey, the R1 – R2 and R3 – R4 categories were merged.

Among the respondents, 308 were members of academic staff and researchers, 188 were in technical and economic positions, and 5 were manual labour positions. 268 women and 210 men filled in the questionnaire. There were 16 questionnaires completed in English.

Results

The following section of the final report presents the results of the employee satisfaction survey. The response was processed for each question of the electronic questionnaire. In selected cases, responses to questions were monitored with respect to the respondent's position, gender, or the part of the university at which the respondent works. The structure of the chapter corresponds to the structure of the questionnaire, i.e. the questions are in the same order labelled with the same numbers.

- 1. What position do you work at MENDELU?** If you work in more than one position, please indicate the one with a larger FTE or the one that is more important to you. Please answer all questions in this questionnaire with respect to the selected position.



- Academic staff: Associate Professor, Professor, Researcher, Senior Researcher
- Academic staff: Lecturer, Assistant, Assistant Professor, Researcher - Doctoral Student, Postdoctoral Researcher
- Non-academic scientific research staff: Project Researcher III and IV
- Non-academic scientific research staff: Research Technician, Project Researcher I and II
- Administrative staff
- Manual labour staff

Figure 1 Job positions of respondents (n = 501).

Among the respondents who completed the questionnaire, 50.1% were members of academic staff, 11.4% were non-academic researchers, 37.5% work in technical and economic positions, and 1.0% were manual labour positions. In terms of the R1–R4 classification, 39.5% of staff members were in the R1–R2 category and 22% in the R3–R4 category.

2. Which constituent part do you work at? If you work at more than one constituent part, please indicate the one where you have a larger FTE or the one that is more important to you personally. Please answer all questions in this questionnaire with respect to the selected position.

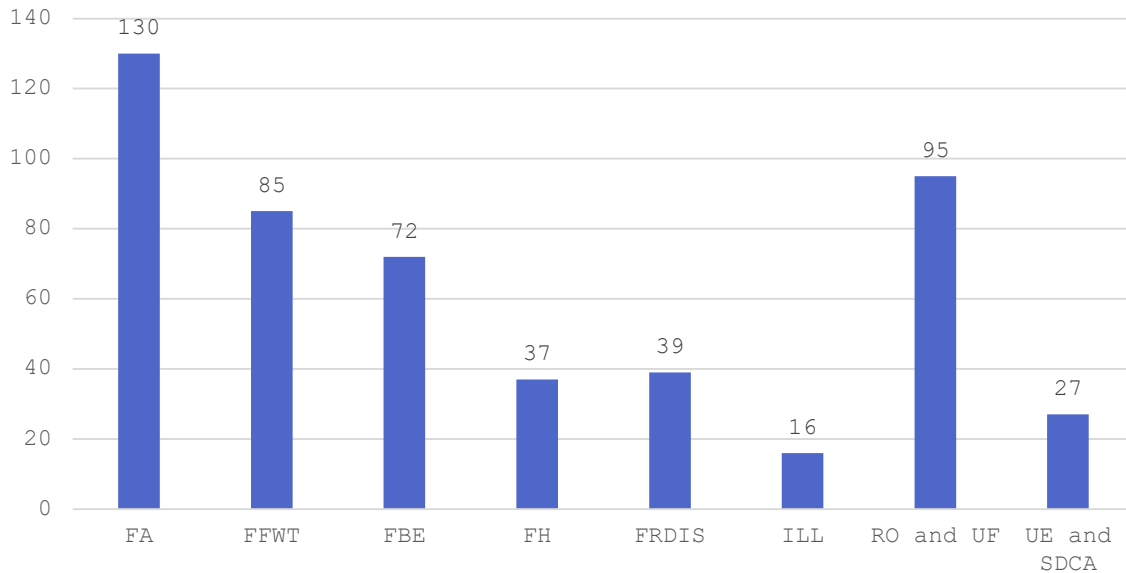


Figure 2 Respondents by the constituent part they work at (n = 501).

Of the total of 501 respondents, the largest number (25.9%) were employees of the Faculty of AgriSciences, followed by employees of the Rector's Offices and university facilities (19.0%). In addition, 11 employees of the Student Dormitory and Canteen Administration, 4 employees of the University Forest Enterprise Masaryk Forest in Křtiny and 12 employees of the University Agriculture Enterprise in Žabčice completed the questionnaire.

3. You are:

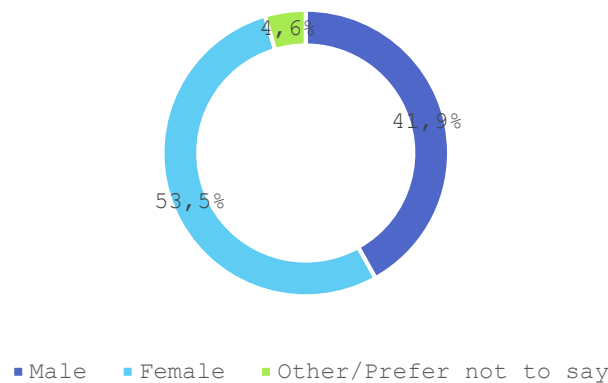


Figure 3 Gender of respondents (n = 501).

4. To what extent do you agree with the following statements regarding the University's Strategic Plan?

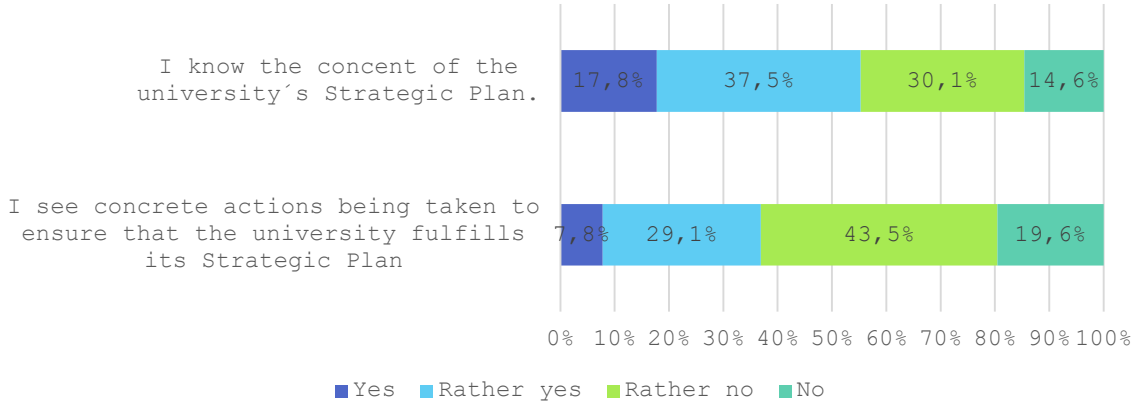


Figure 4 Knowledge of the University's Strategic Plan and its implementation (n = 501)

A total of 277 respondents (55.3%) answered that they knew what the content of the University's Strategic Plan was and 224 (44.7%) did not know the content of the Strategic Plan. 185 respondents (36.9%) stated that they could see specific steps that are happening to meet the Strategic Plan. On the other hand, 316 respondents (63.1%) answered that they do not see specific steps that are being taken to meet the Strategic Plan.

5. To what extent do you agree with the following statements regarding the strategic management of human resources that is a pre-requisite for maintaining the HR Excellence in Research Award?

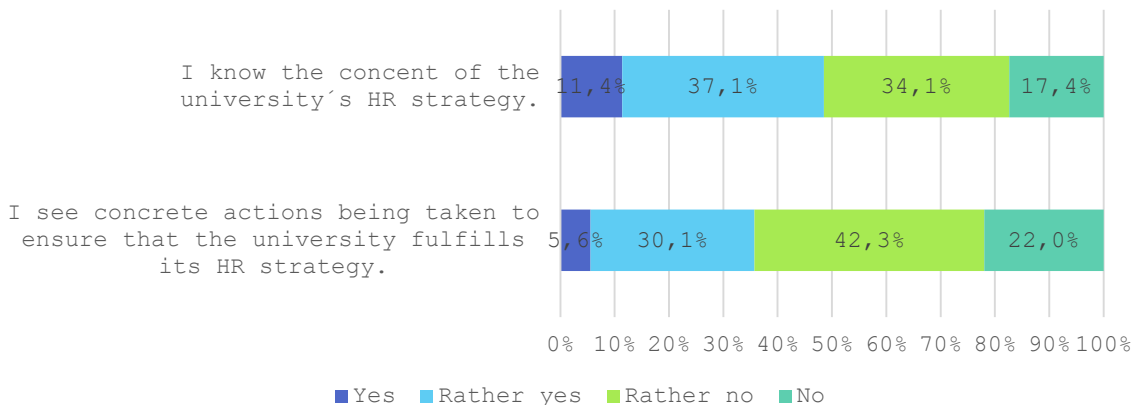


Figure 5 Knowledge of the university's human resource management strategy and its implementation (n = 501).

Regarding the question on strategic human resource management, 245 respondents (48.5%) know what is included in the strategy. 260 respondents (51.5%) do not know the content of the

HR Strategy. 179 respondents (35.7%) see concrete steps leading to the implementation of the HR Strategy.

6. What is your connection to the university? Do you feel that you work for the university or more for your faculty/unit or just for yourself/your project?

- I feel connected to the whole university.
- I only feel a connection to my faculty or workplace.
- I only feel a connection to my job or project.
- I don't feel any connection.

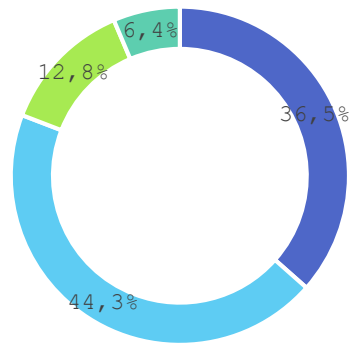


Figure 6 Employee connections to the university (n = 501).

222 of the respondents felt connected primarily to their faculty or unit. There were 183 respondents who feel a connection to the university. 32 respondents do not feel any connection to the university.

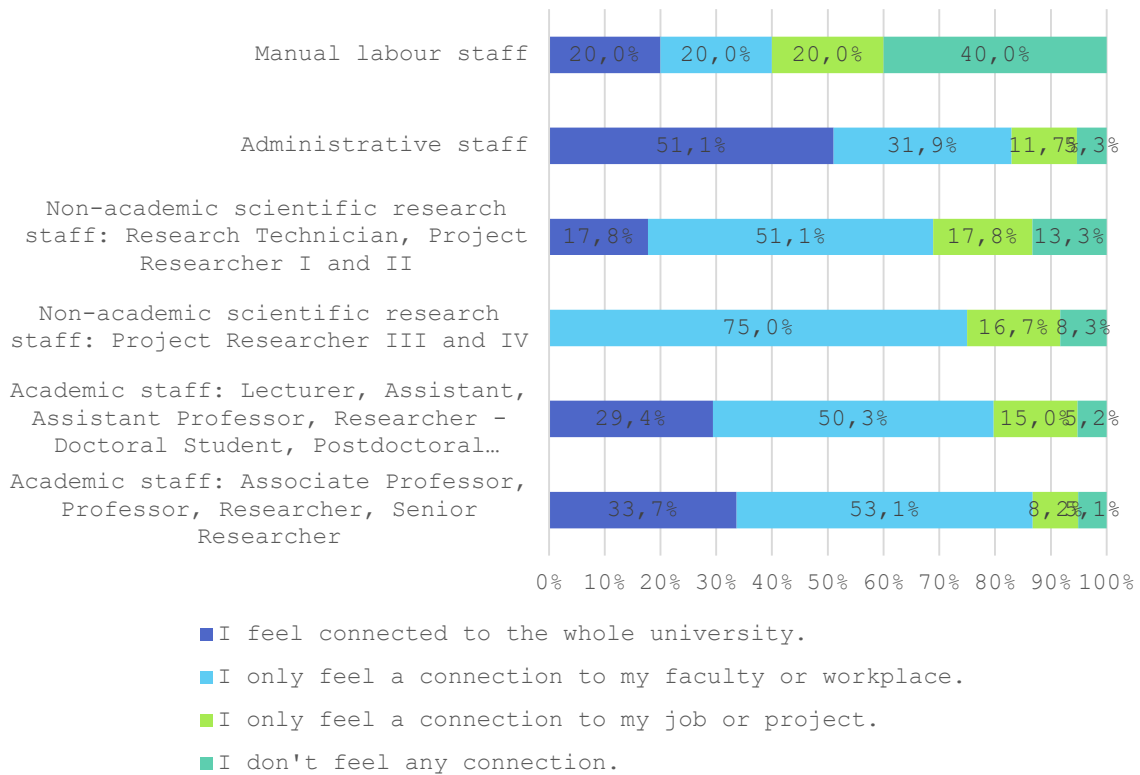


Figure 7 Degree of connection to the university by respondent's job position. (n = 501)

As can be seen from the graph (Figure 7), academic and research staff members feel predominantly connected to their faculty or unit. The connection to the university prevails in those who work in technical and economic positions. Approximately one third of members of academic staff also feel connected to the university.

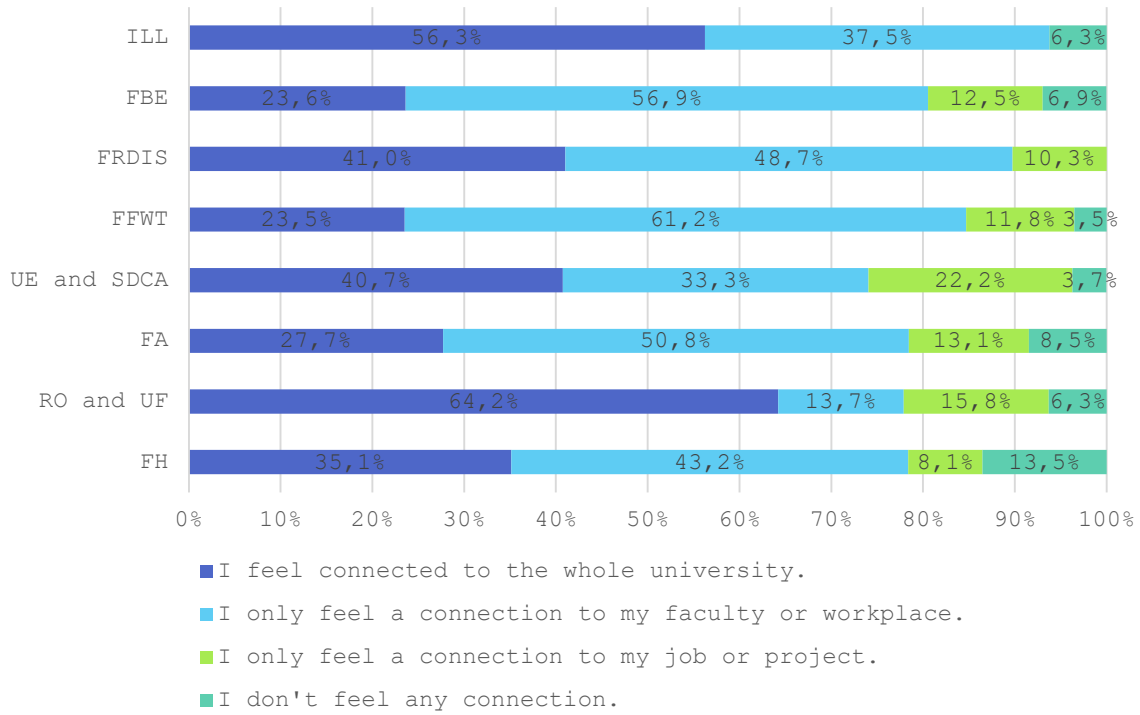


Figure 8 Level of connection to the university by constituent part (n = 501).

In terms of affiliation to a constituent part, the connection to the university is predominant among employees of the Institute of Life-Long Learning (56.3%) and employees of the Rector’s Office and university facilities (64.2%). More than half of the employees of the Faculty of Business and Economics (56.9%) and the Faculty of Forestry and Wood Technology (61.2%) and the Faculty of AgriSciences (50.8%) feel a connection primarily to a faculty or unit.

7. How do you perceive the organisational culture of the entire university?

Regarding the question on organisational culture, respondents were asked to assess equal treatment at the university, compliance with regulations at the university, internal communication across the university, and the overall atmosphere/mood and relationships between male and female employees at the university.

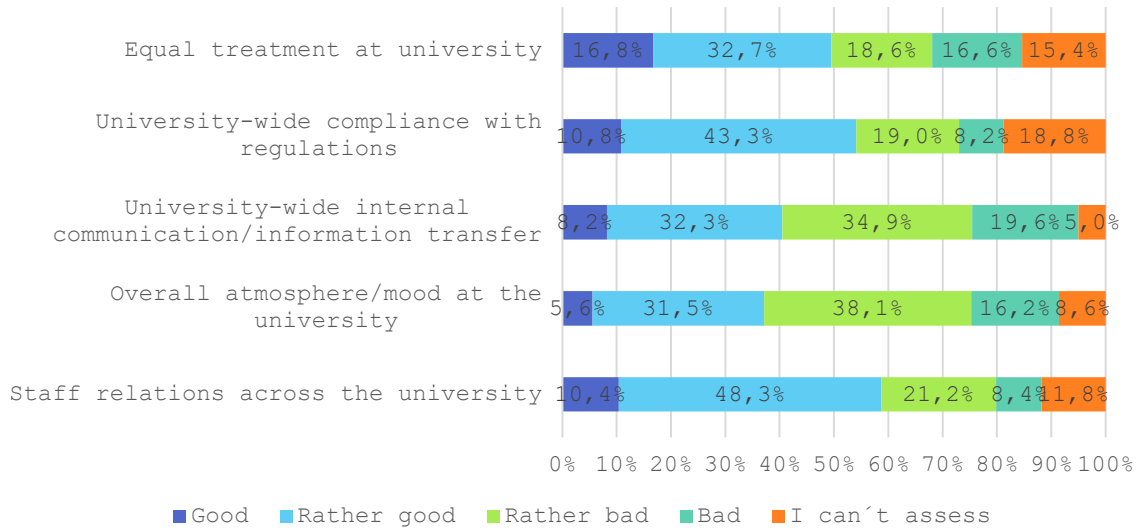


Figure 9 Perceptions of the organisational culture of the university. (n = 501)

58.7% of respondents have a positive view of the relationship between male and female employees. As far as the general atmosphere is concerned, negative perception prevails (54.3%) as well as in the case of internal communication, which is perceived negatively by 54.5% of respondents.

The level of relationships between staff members across the University

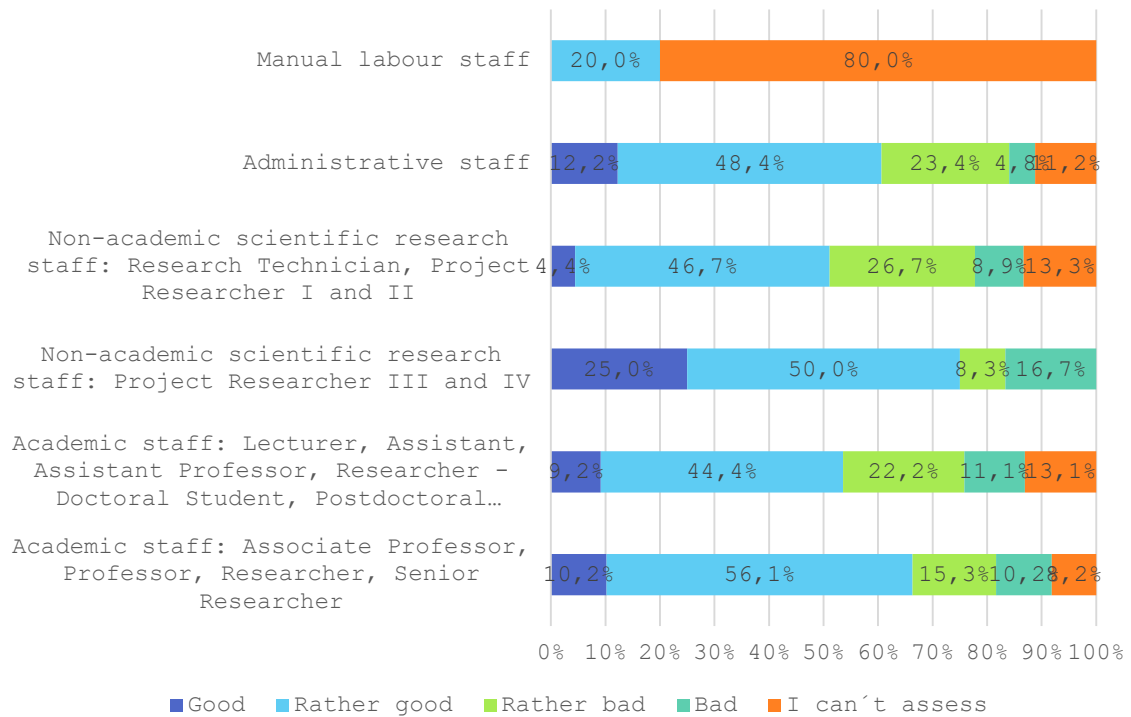


Figure 10 Level of relationships between male and female staff across the university by position. (n = 501)

With the exception of employees in manual labour positions, where 4 out of 5 employees responded that they were unable to assess the level of relationships between employees, positive assessments of the level of relationships prevail for other positions. The assessment is highest in the job position “Non-academic researcher: project researcher III and IV” where 75% of respondents assess relationships positively.

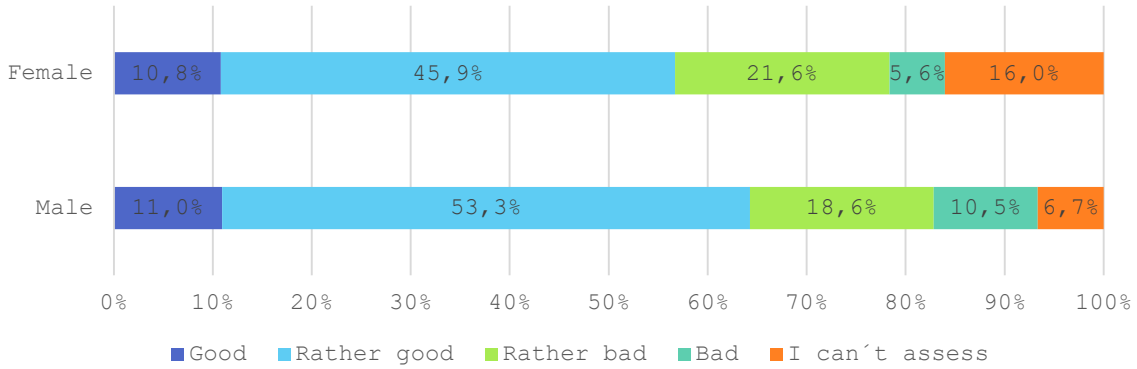


Figure 11 Level of relationships between male and female staff members across the university by gender (n = 478).

Overall atmosphere/mood at the university

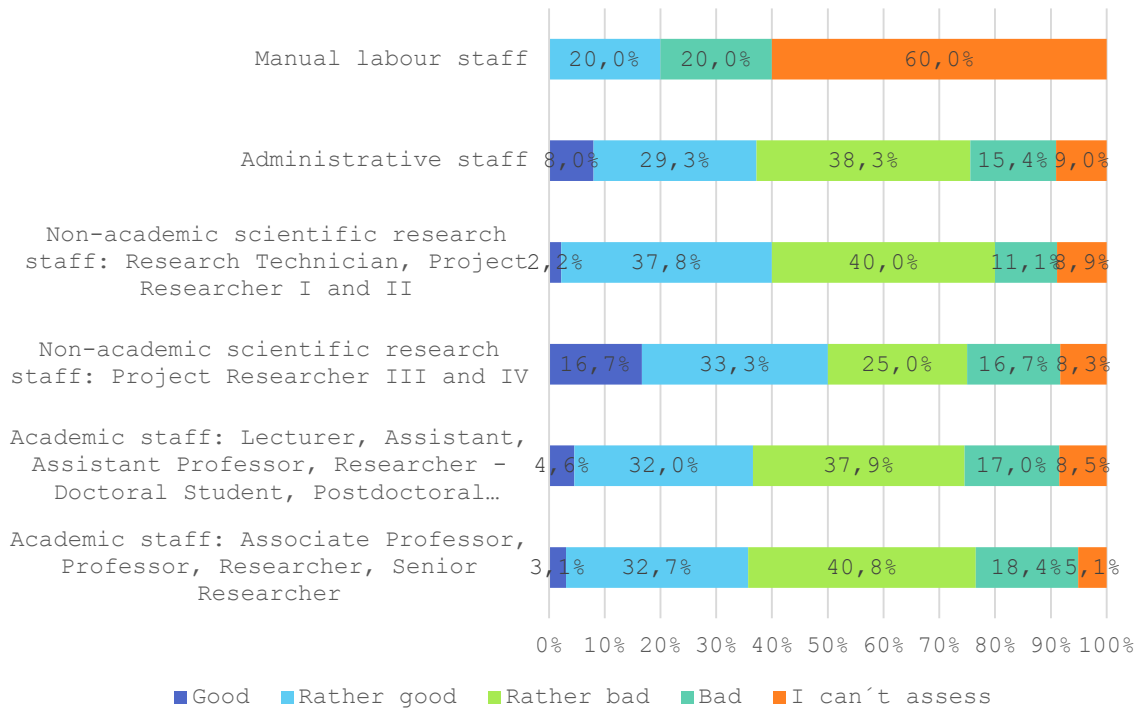


Figure 12 Overall atmosphere at the university by respondent's job position. (n = 501)

The overall atmosphere at the university was rated rather negatively by the respondents. The situation is different only for the employees in manual labour positions, where 3 out of 5 respondents were unable to assess the situation, and project researchers III and IV, where

50% assessed the atmosphere positively, 41.7% negatively, and the remaining 8.3% were not able to assess the situation. Respondents working in other positions always assessed the atmosphere negatively in more than 50%. The atmosphere at the university is assessed most negatively by employees at the positions of associate professors, professors, researchers and senior researchers (59.2% of respondents).

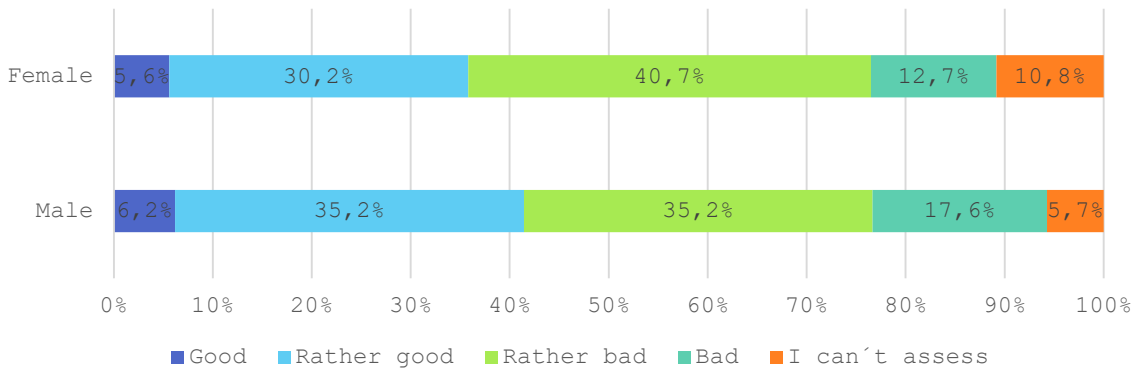


Figure 13 Overall atmosphere at the university by respondent's gender. (n = 478)

Equal treatment at university

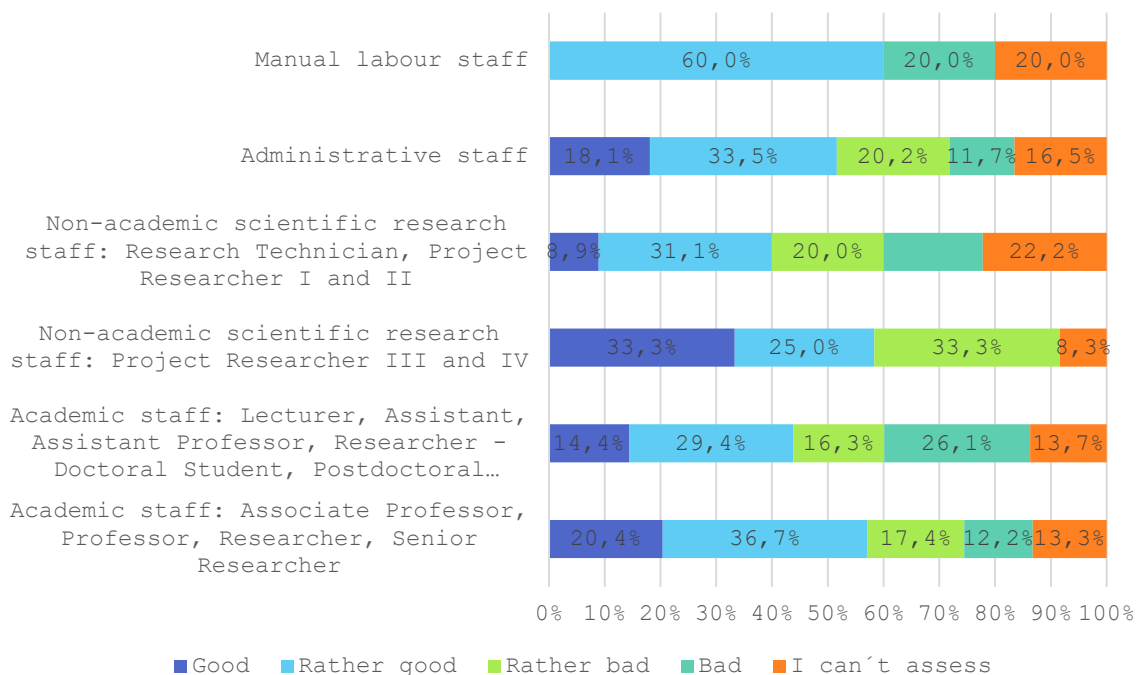


Figure 14 Opinion of equal treatment at university by respondent's position. (n = 501)

When considering equal treatment at the university, a positive view always prevails for all positions. It is most prevalent in manual labour positions and project researchers III and IV, followed by associate professors, professors, researchers, senior researchers, and administrative positions. For these positions, more than 50% of respondents have a positive opinion of equal treatment at the university.

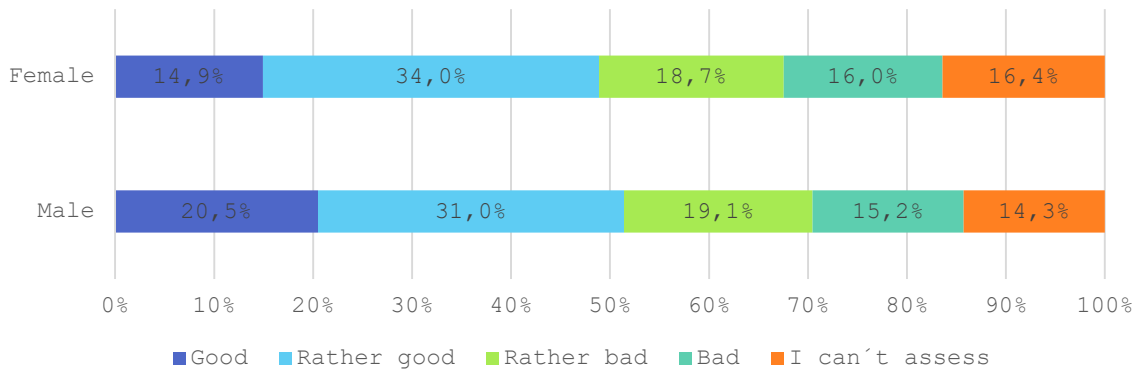


Figure 15 Opinion of equal treatment at university by gender. (n = 478)

8. Do you have the right conditions at MENDELU to be able to do your job to the best you can?

When asked about suitable working conditions, respondents were asked to agree or disagree with statements relating to work facilities, work-life balance, remuneration, being assigned tasks by their supervisors, job security, staff behaviour at the university, and fear of losing their jobs.

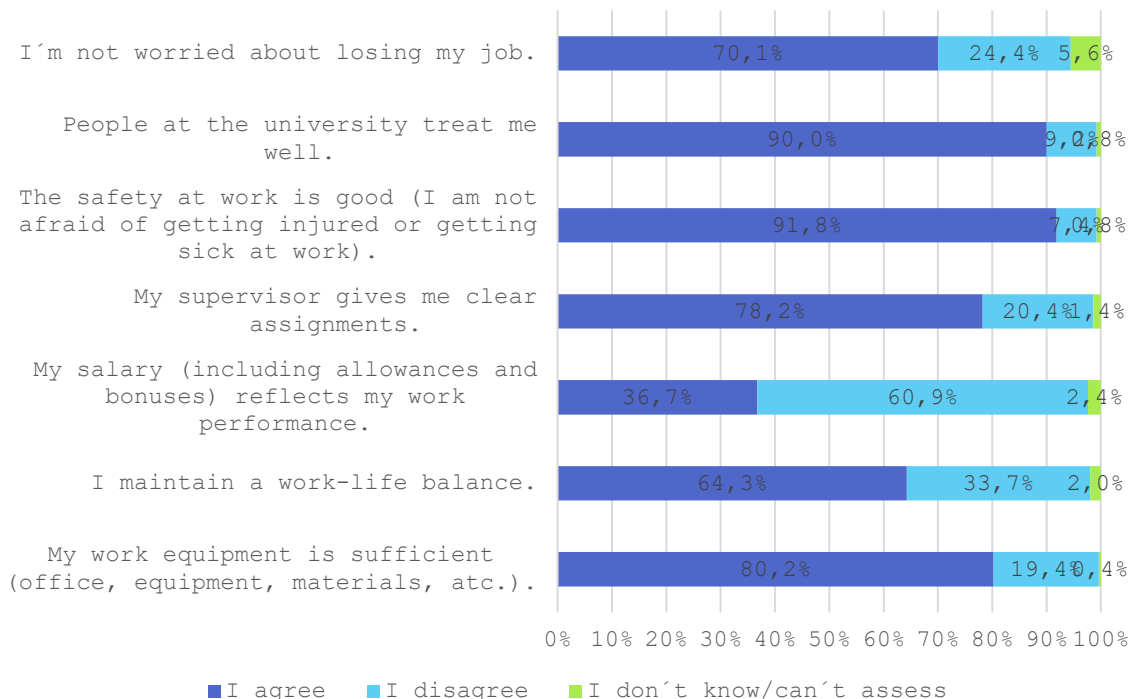


Figure 16 Conditions for performing work activity (n = 501).

When evaluating the conditions for performing their work activity, the respondents disagreed only in the case of the adequacy of remuneration. Only 36.7% of the respondents answered that the remuneration corresponded to their work results.

Work equipment

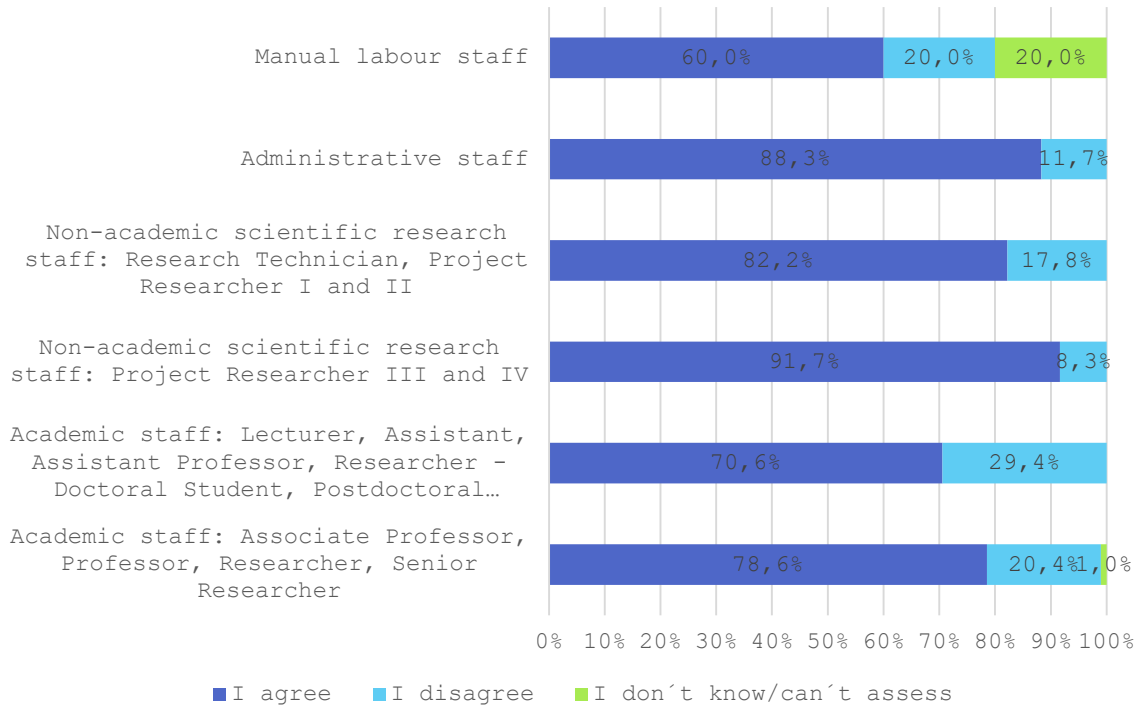


Figure 17 Opinion of sufficiency of work equipment by respondents' job positions. (n = 501)

Wage assessment

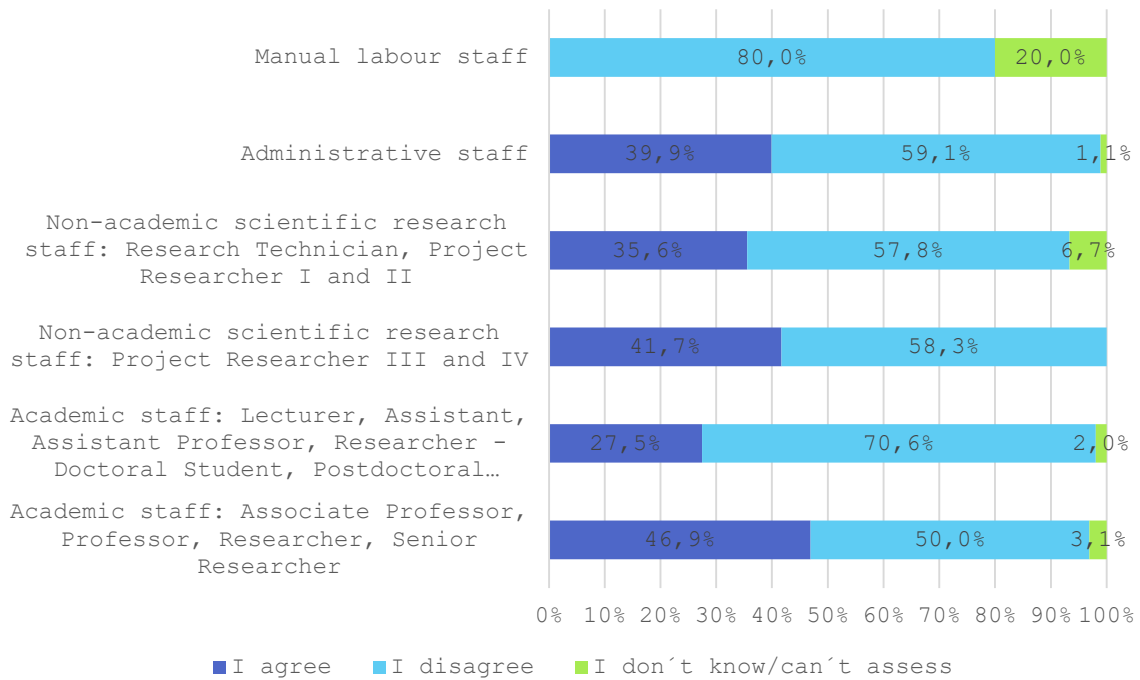


Figure 18 Level of agreement with the adequacy of remuneration by respondents' job positions. (n = 501)

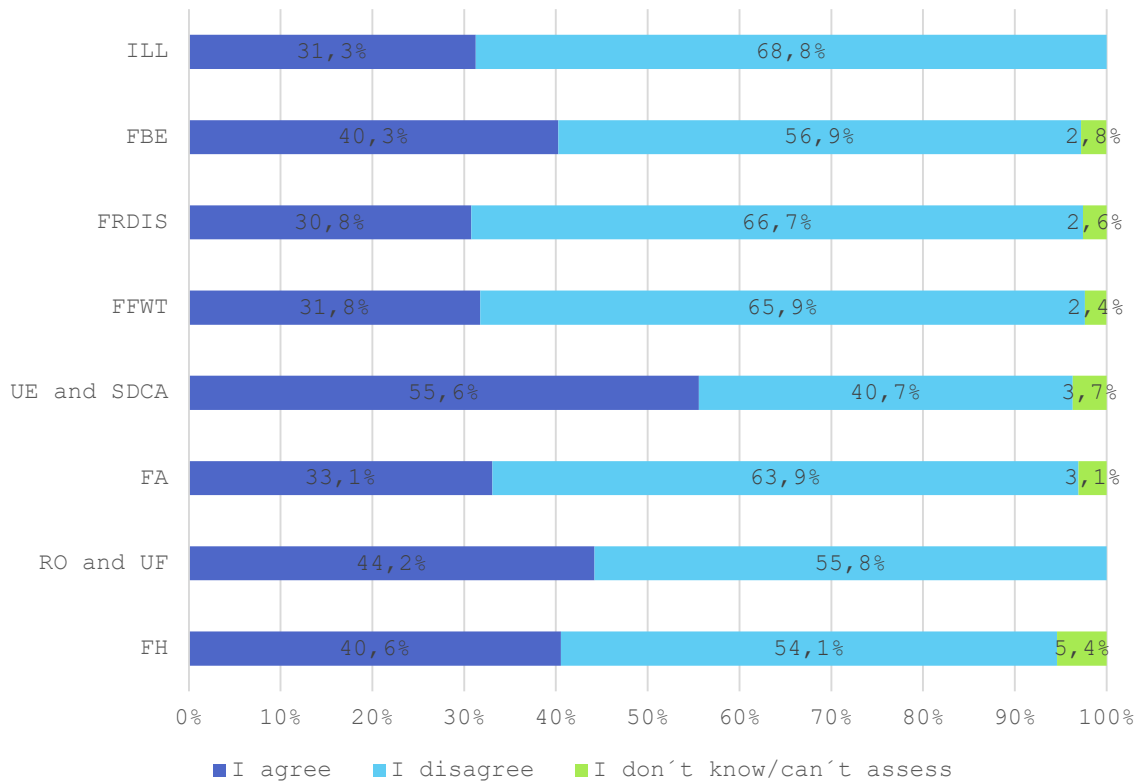


Figure 19 Level of agreement with adequacy of remuneration by constituent part (n = 501).

Only respondents working at university estates and the Student Dormitory and Canteen Administration agree with the statement that their remuneration corresponds to work performance (55.6% of respondents). In the case of other constituent parts of the university, disagreement with the adequacy of remuneration prevails. The largest number of disapproving responses was registered at the Institute of Life-Long Learning, the Faculty of Regional Development and International Studies, and the Faculty of Forestry and Wood Technology.

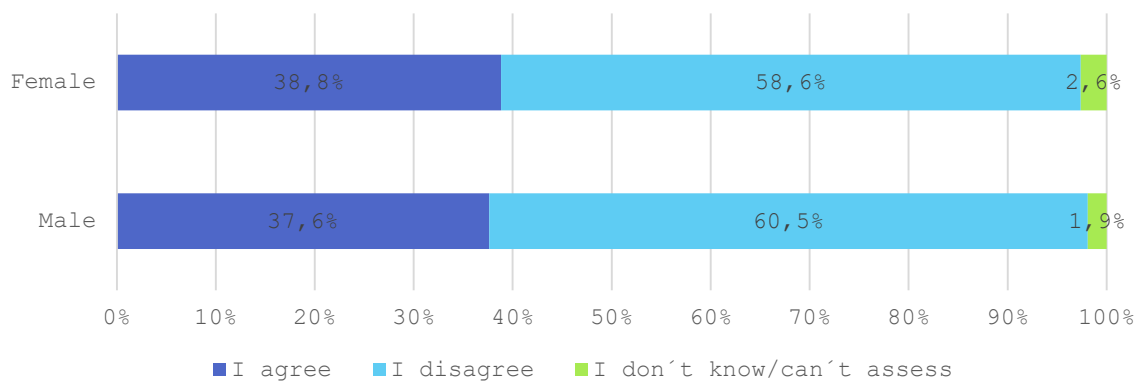


Figure 20 Level of agreement with adequacy of remuneration by gender. (n = 478)

9. To what extent does your job description match what you actually do at work?

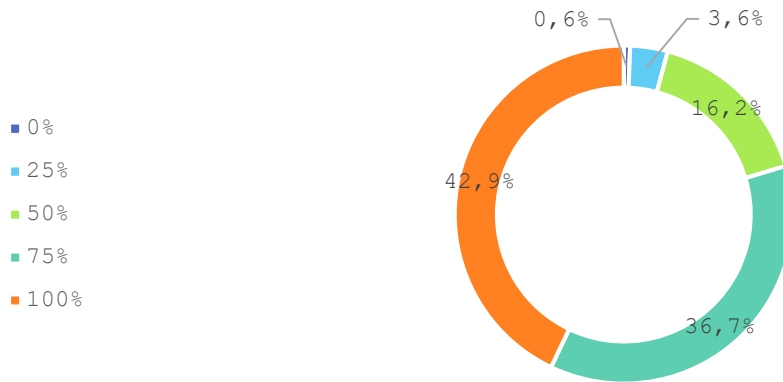


Figure 21 Matching job description to actual scope of work (n = 501).

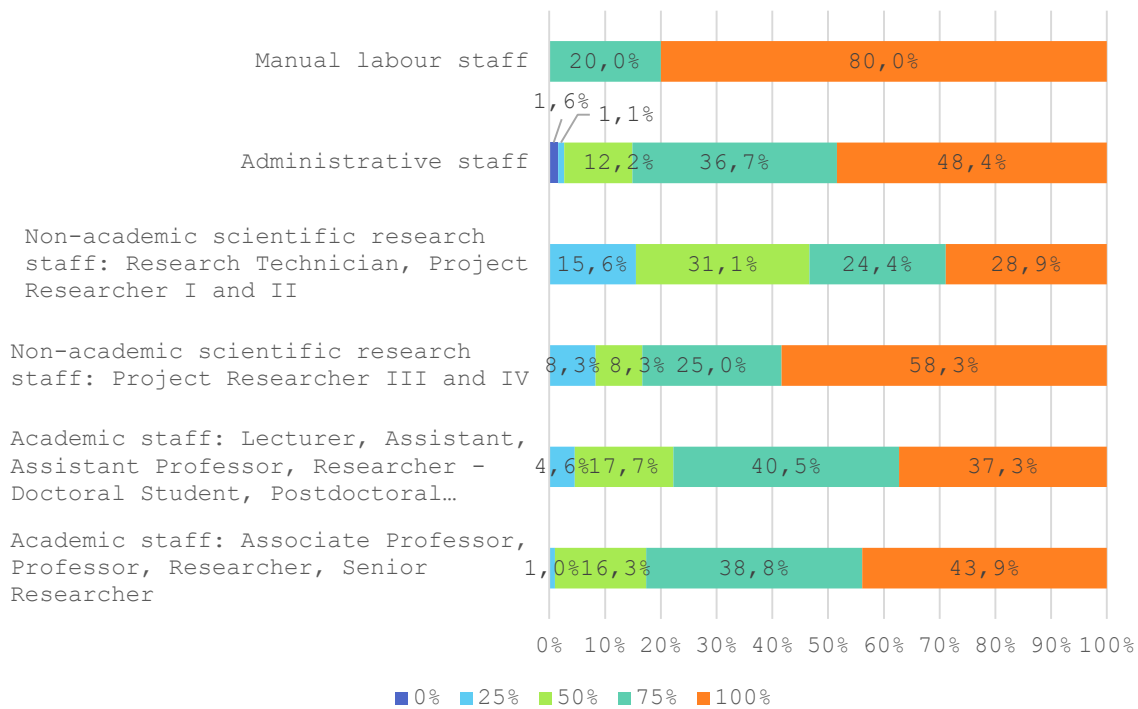


Figure 22 Degree to which the job description matches the scope of work in relation to the respondents' positions. (n = 501)

The highest degree of correspondence between the job description and the scope of work is in the case of manual labour positions. 4 respondents out of 5 rated correspondence at 100% (one at 75%). 100% correspondence also prevailed among project researchers III and IV, at 58.3%. The 75% to 100% correspondence prevails in technical and economic positions

according to 86.5% of respondents. For positions in the R1 – R2 category, the correspondence is the lowest.

10. To what extent does your FTE correspond to the amount of work you actually do?

- I often have nothing to do.
- The working hours are enough for me, sometimes I have less work.
- The working hours fully correspond to the amount of work.
- The working hours are barely enough for me.

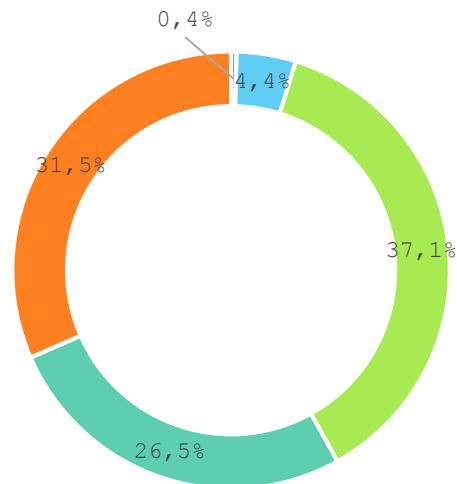


Figure 23 FTE and actual work done (n = 501).

58% of respondents do more work than their FTE. Only 37.1% of respondents rate the FTE as corresponding to the amount of work done.

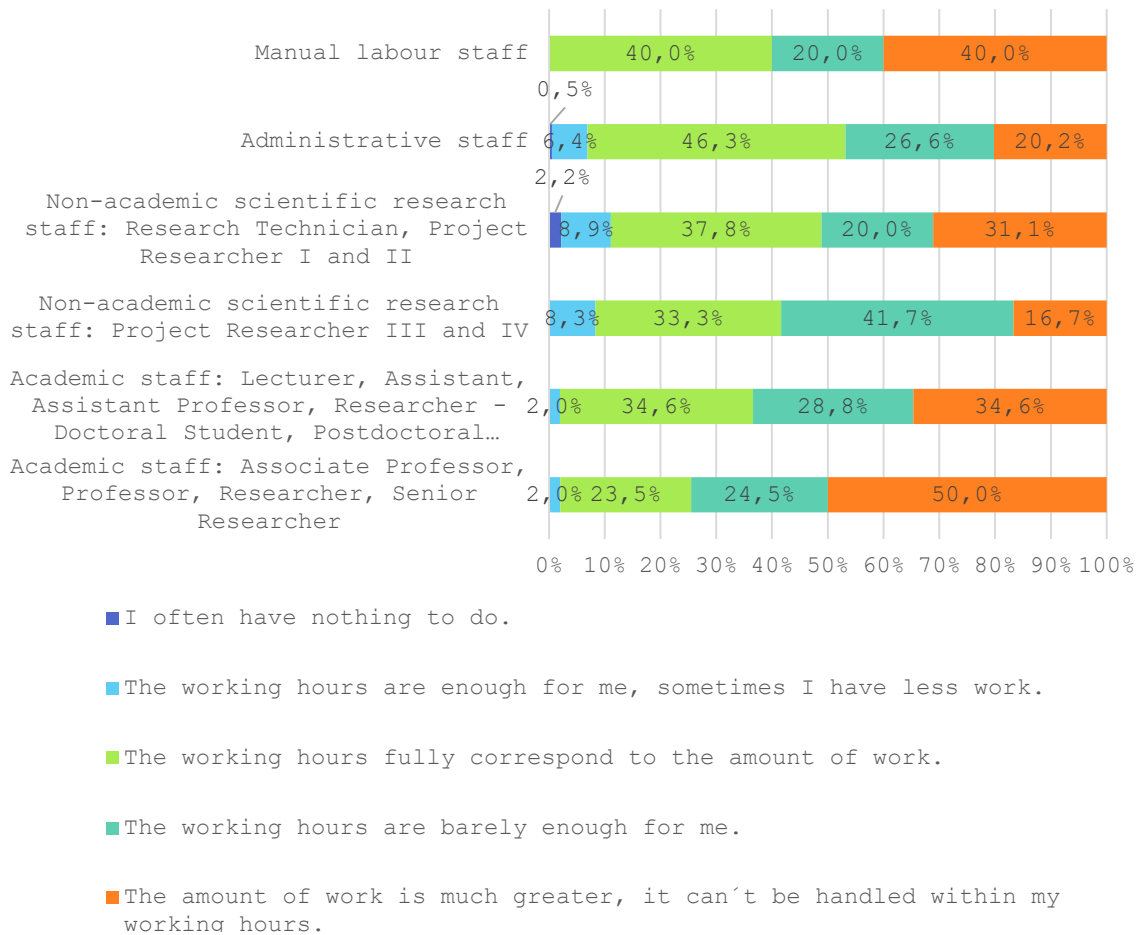


Figure 24 Workload relative to FTE by respondent position. (n = 501)

The most significant discrepancy between the FTE and the amount of work done was reported in the case of the academic positions of associate professors, professors, researchers, and senior researcher, with 74.5%. 50% of respondents in these positions even rate the amount of work as much more than can be handled in a full-time job. On the other hand, the highest number of respondents in the technical and economic positions (46.3%) answered that the FTE fully corresponds to the amount of work. However, almost the same number of respondents in this position (46.8%) also answered that the FTE is not sufficient or the amount of work is much greater than the FTE. The members of academic staff show the greatest overload.

11. Do you receive recognition for your work at MENDELU (in the sense of verbal appreciation, acclaim, admiration)?

Recognition for work was assessed in terms of verbal appreciation, acclaim and admiration from colleagues and peers in the unit, from the immediate supervisor, at the constituent part and at the university.

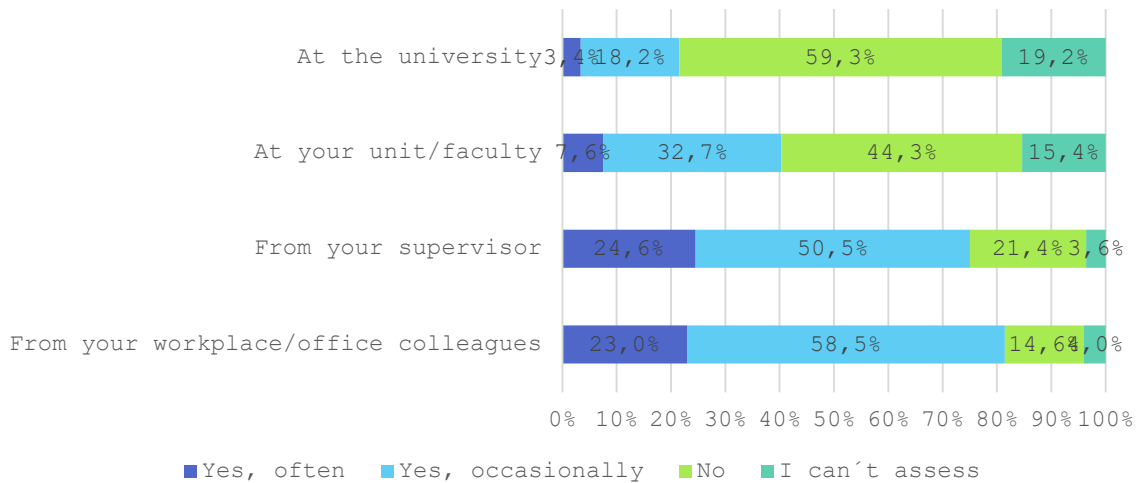


Figure 25 Recognition for work done. (n = 501)

A positive finding is that staff members receive recognition for their work from their peers (81.5%) and from their supervisors (75.1%). However, 59.3% of respondents did not receive recognition at the university level.

Recognition for work done by colleagues in the unit

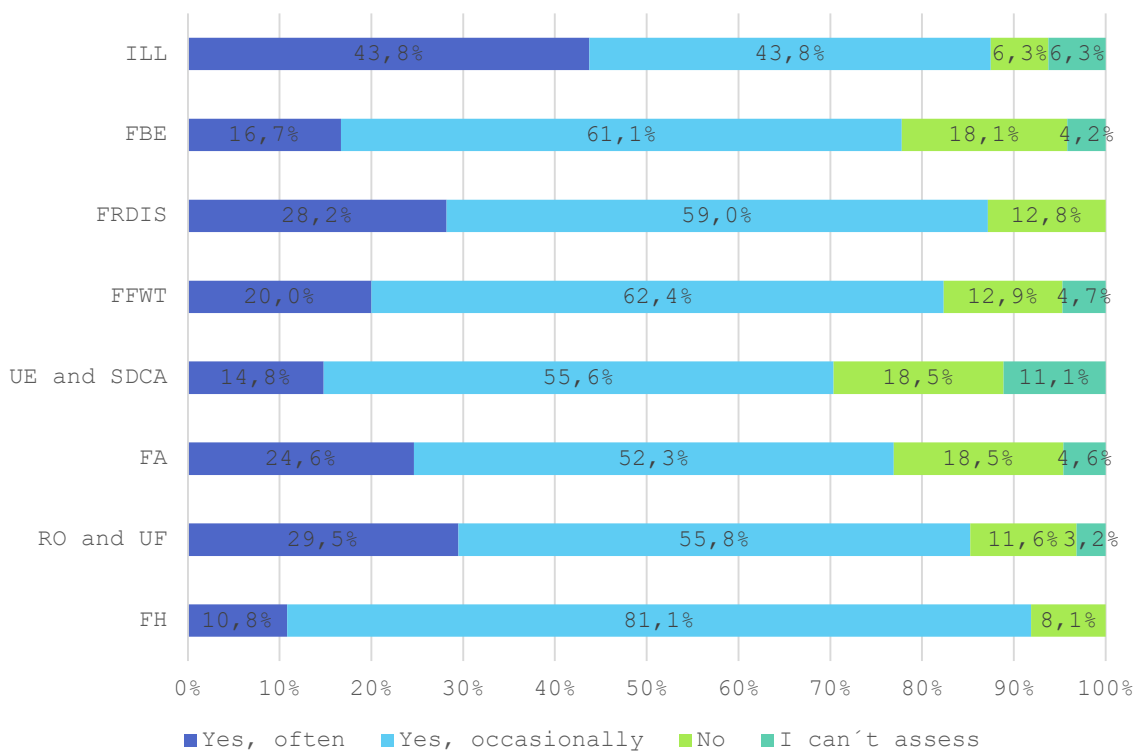


Figure 26 Recognition for work done by colleagues in the unit by constituent part. (n = 501).

Employees at the Faculty of Horticulture receive the most recognition for their work from their colleagues (91.9%).

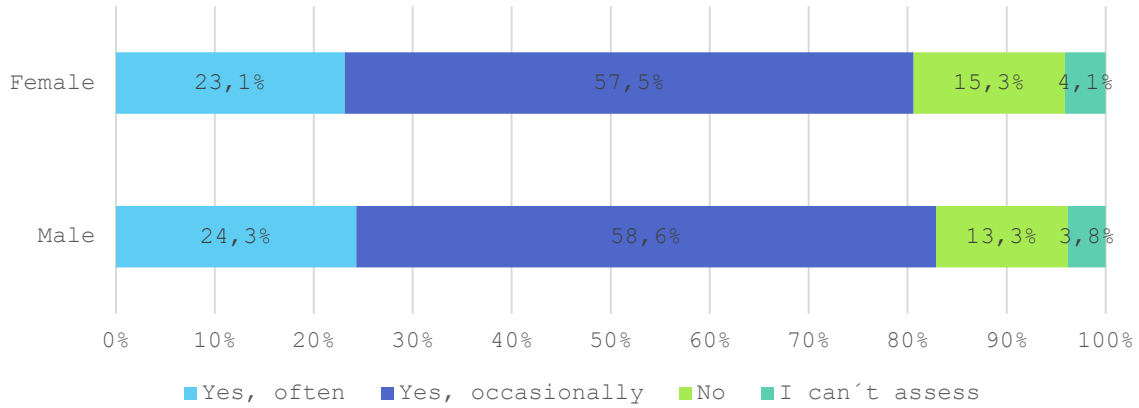


Figure 27 Recognition for work done by colleagues in the unit by gender of respondent. (n = 478)

Recognition for the work done by immediate superior(s)

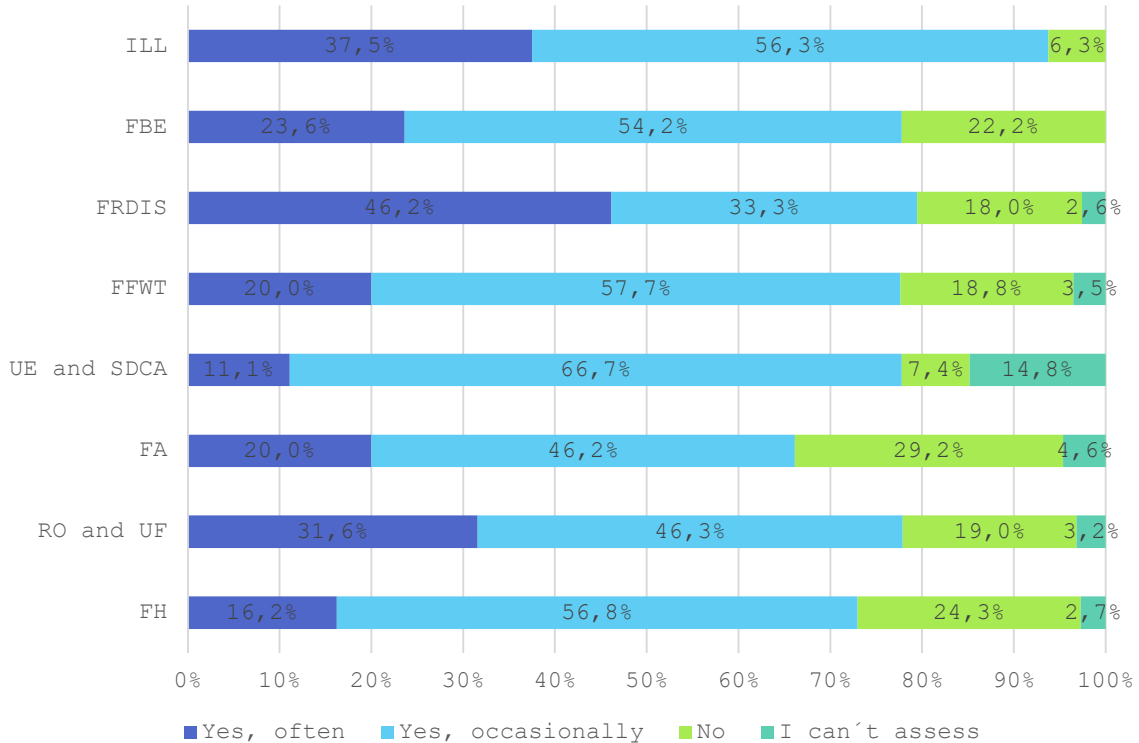


Figure 28 Recognition for work done by immediate superior(s) by constituent part (n = 501).

The majority of respondents answered that they receive recognition for the work they do from their supervisors. Employees at the Institute of Life-Long Learning receive the most recognition (93.8% of respondents), while those at the Faculty of AgriSciences receive the least (66.2% of respondents). 29.2% of respondents from the Faculty of AgriSciences do not get recognition from their superiors.

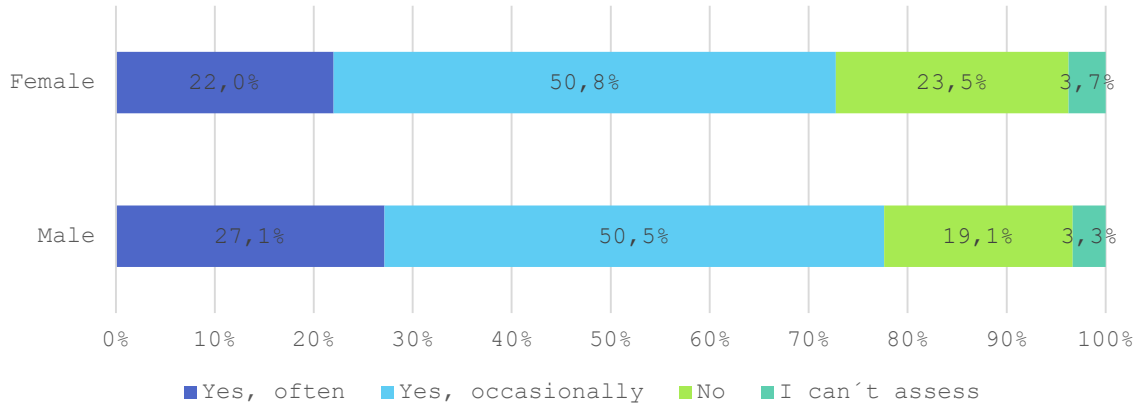


Figure 29 Recognition for work done by direct supervisor(s) by gender of respondent. (n = 478)

Recognition for work done at a constituent part

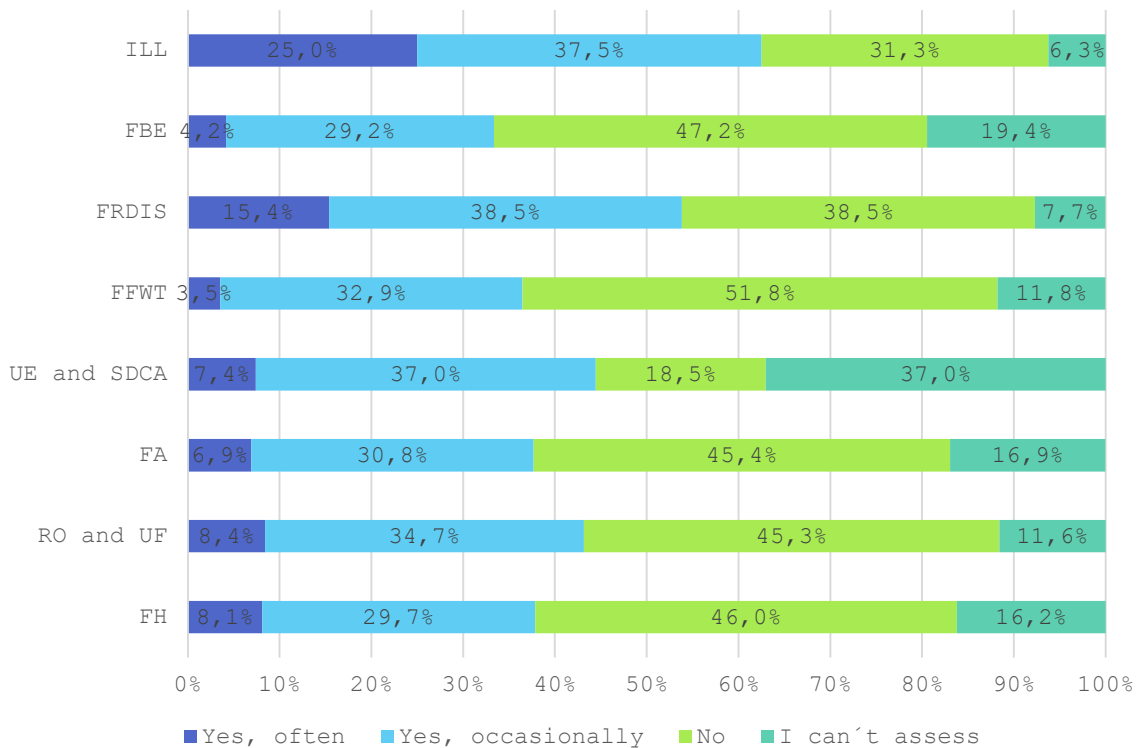


Figure 30 Recognition for work done at a constituent part by constituent part. (n = 501)

12. At your unit, do you hold individual meetings with your supervisor at least once a year regarding the results of your work, or do you receive feedback?

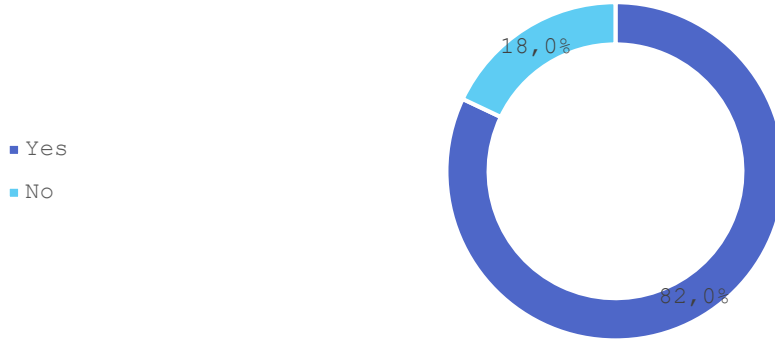


Figure 31 Individual meetings with supervisor (n = 501).

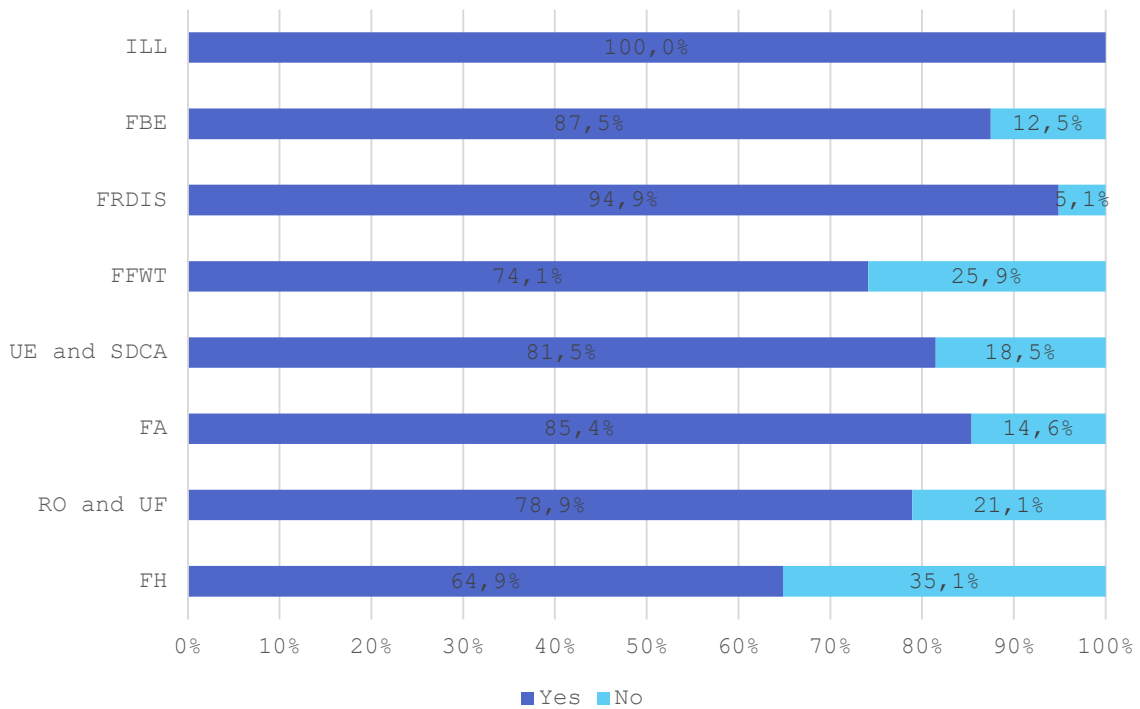


Figure 32 Does your unit have individual meetings with your supervisor at least once a year? (n = 501)

All of the respondents from the Institute of Life-Long Learning answered that individual meetings with supervisors take place at least once a year at their unit. At the Faculty of Horticulture, only 64.9% of respondents answered this way.

13. Do you have a written annual personal plan prepared in cooperation with your supervisor? If you hold more than one position at MENDELU, please answer for the one you indicated at the beginning of this questionnaire.

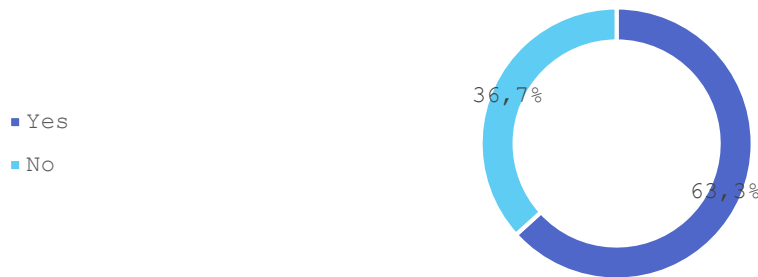


Figure 33 Written annual personal plan (n = 501).

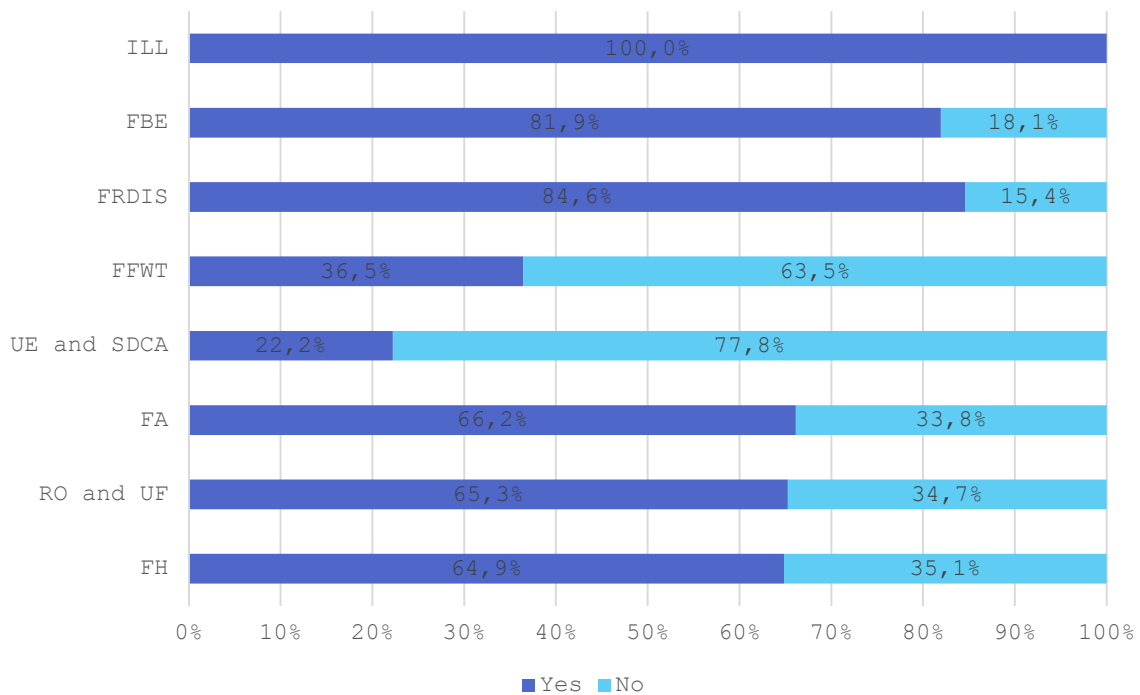


Figure 34 Written annual personal plan by constituent part (n = 501).

The annual personal plan is written by 100% of respondents working at the Institute of Life-Long Learning. 84.6% of respondents at the Faculty of Regional Development and International Studies and 81.9% of respondents at the Faculty of Business and Economics prepare an annual personal plan in writing. The smallest proportion of respondents (36.5%) who work at a faculty and responded positively is from the Faculty of Forestry and Wood Technology. The largest number of respondents who do not have a written personal plan prepared in cooperation with their supervisor (22.2%) work at the university estates and the Student Dormitory and Canteen Administration.

14. Does your position at MENDELU allow for career advancement? (Career advancement is a change in an employee's job classification to the next position within his/her career path, i.e. promotion. Such as from assistant from assistant to lecturer, from officer to supervisor.)

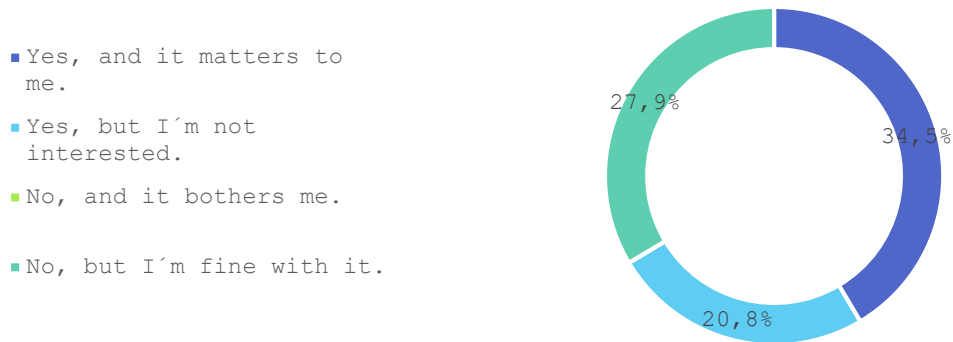


Figure 35 Career advancement opportunities at MENDELU (n = 501)

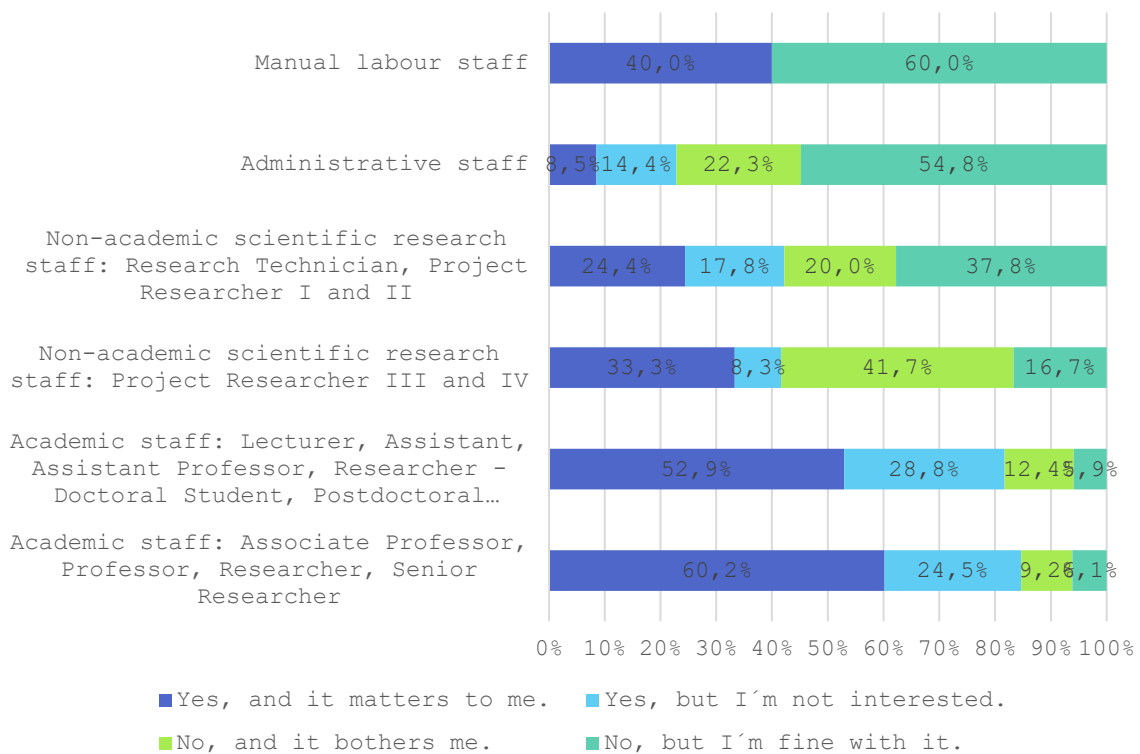


Figure 36 Existence of career advancement opportunities at MENDELU by respondents' job positions. (n = 501)

Project researchers III and IV are the most interested in career advancement (answers “Yes and I care about it” and “No and I don't care about it”). They also expressed the most dissatisfaction with the impossibility of career advancement (41.7%). The most opportunities for career advancement are in academic positions.

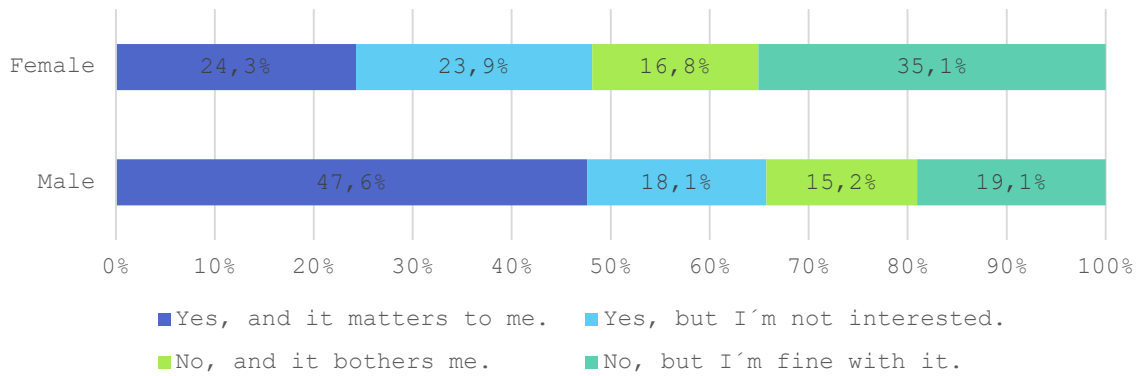


Figure 37 Existence of career advancement opportunities at MENDELU by gender. (n = 478)

There is a noticeable difference between men and women when asked about the possibility of career advancement in their positions. The percentage of men who have the possibility of career advancement and care about it is 47.6%, while only 24.3% of women answered this way. On the other hand, 35.1% of women answered that they do not have the possibility of career advancement and do not care, while only 19.1% of men answered this way.

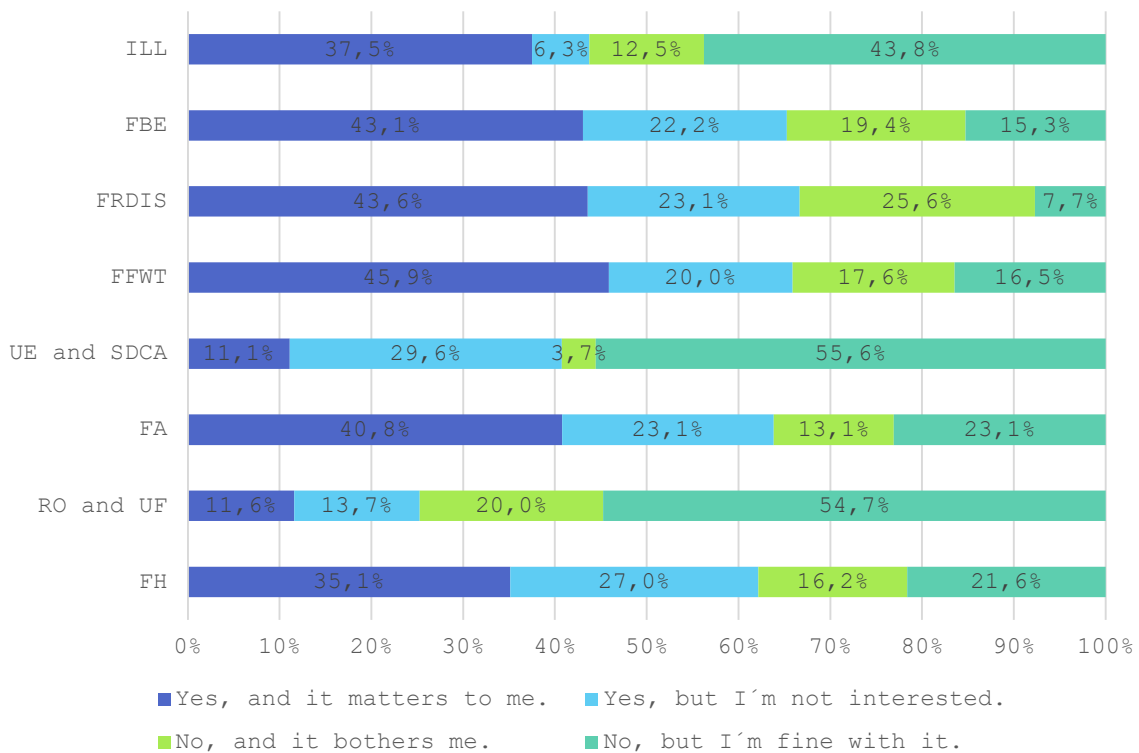


Figure 38 Existence of career advancement opportunities at MENDELU by constituent part (n = 501)

The biggest interest in career advancement (responses “Yes and I care about it” and “No and I mind it”) was expressed by employees of the Faculty of Regional Development and International Studies (69.2%), followed by employees of the Faculty of Forestry and Wood Technology (63.5%), and the Faculty of Business and Economics (62.5%).

15. Do you have any opportunity for professional development in your position at MENDELU? (Professional development is the development of employee's knowledge, competences and qualifications in his/her current profession and position, such as participation in training, conferences, networking, mentoring, coaching, etc.)

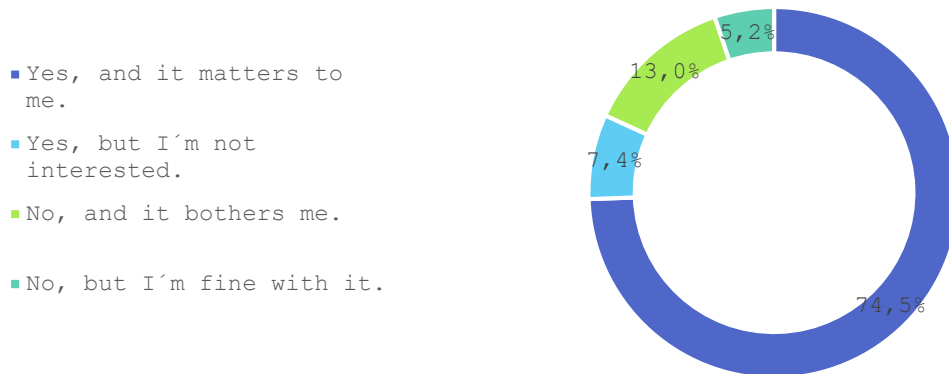


Figure 39 Professional development opportunities within the position. (n = 501)

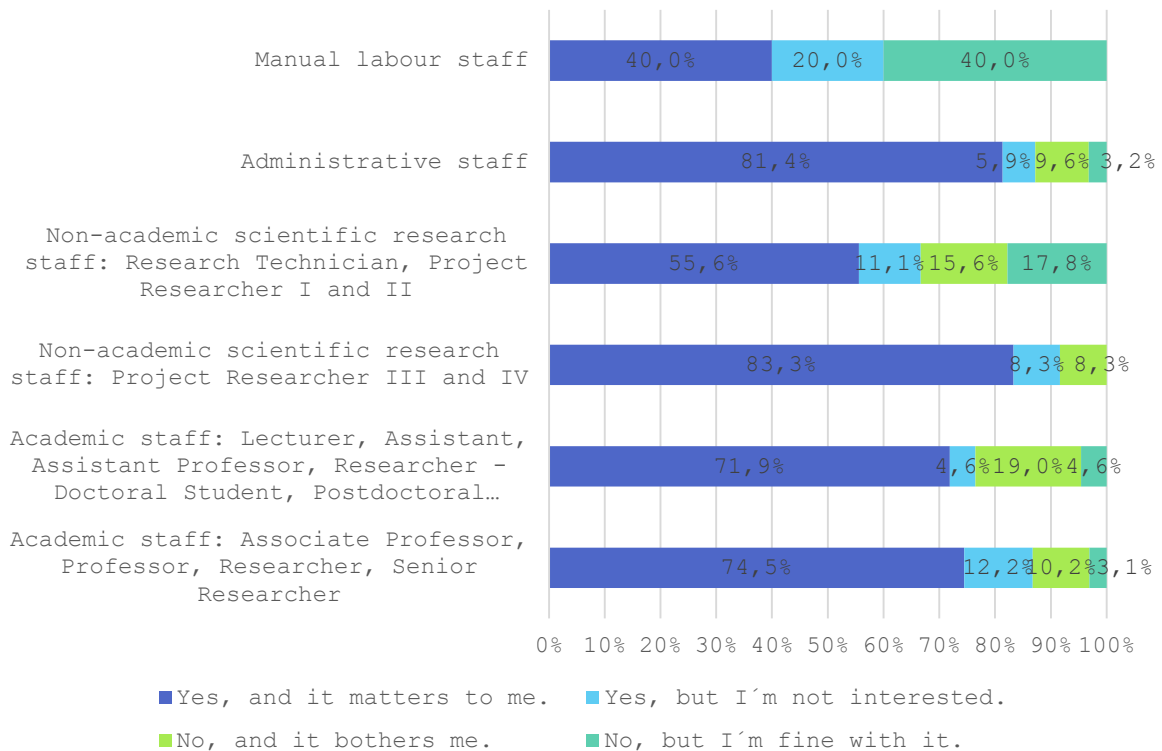


Figure 40 Existence of professional development opportunities at MENDELU by respondent's position. (n = 501)

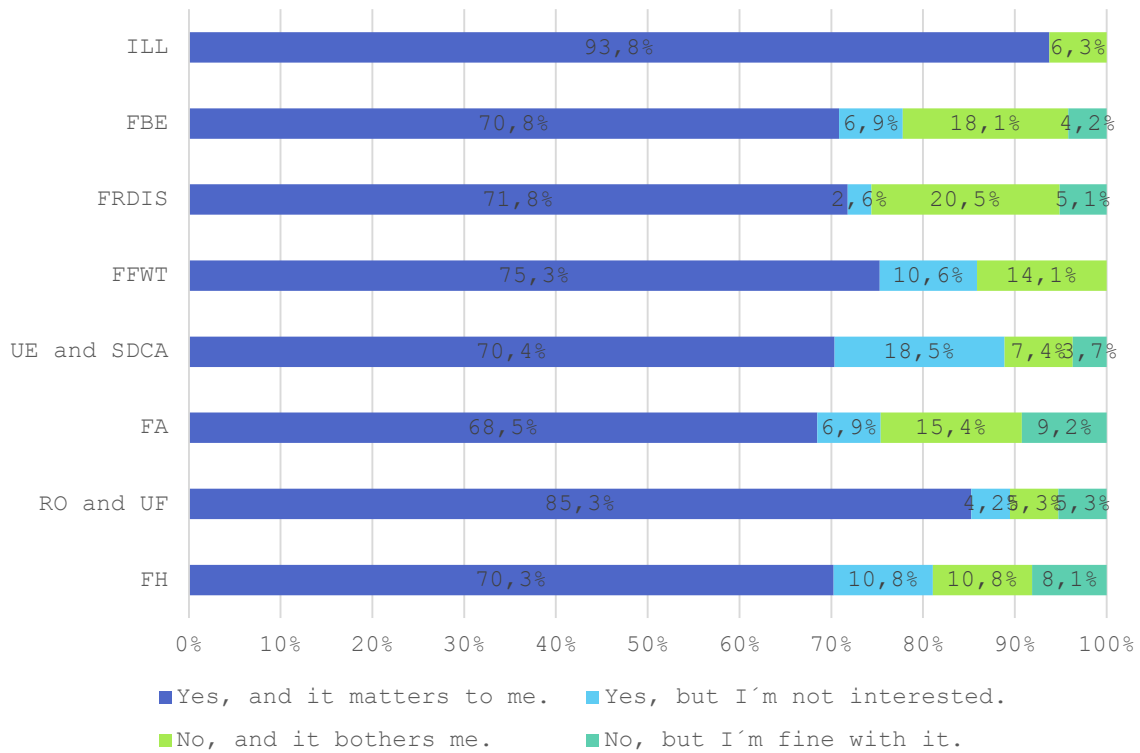


Figure 41 Existence of professional development opportunities at MENDELU by constituent part (n = 501)

Across all constituent parts, the predominant response is that there is a possibility for professional development and that respondents care about it. 93.8% of respondents at the Institute of Life-Long Learning answered this way, and 85.3% of respondents at the Rector's Offices and university facilities. A significant proportion of respondents (20.5%) working at the Faculty of Regional Development and International Studies answered that professional development is not possible in their case and that it bothers them. The same answer was given by 18.1% of respondents from the Faculty of Business and Economics and 15.4% of respondents from the Faculty of AgriSciences.

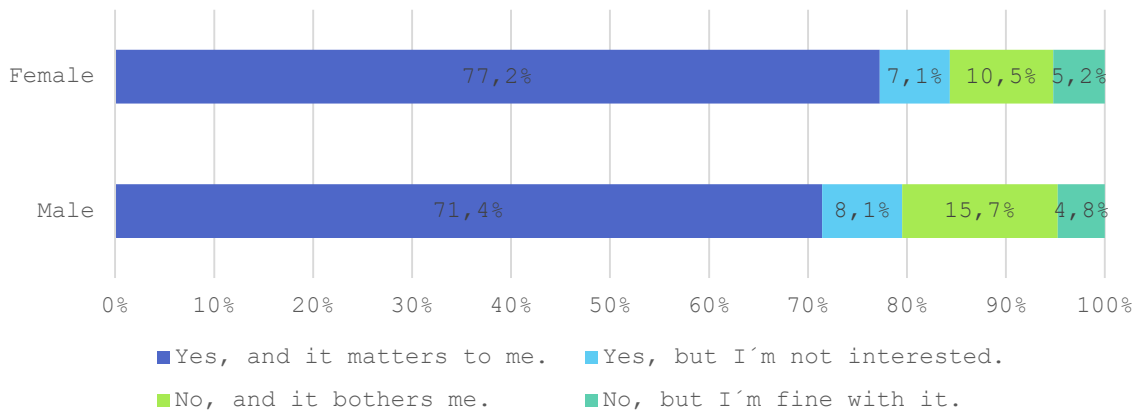


Figure 42 Existence of professional development opportunities at MENDELU by gender. (n = 478)

Although there were differences in responses between men and women in the case of career advancement (Figure 37), when asked about professional development opportunities, the responses of men and women were almost identical.

16. Do you have sufficient opportunities to influence the events at MENDELU, for example through various advisory and decision-making bodies?

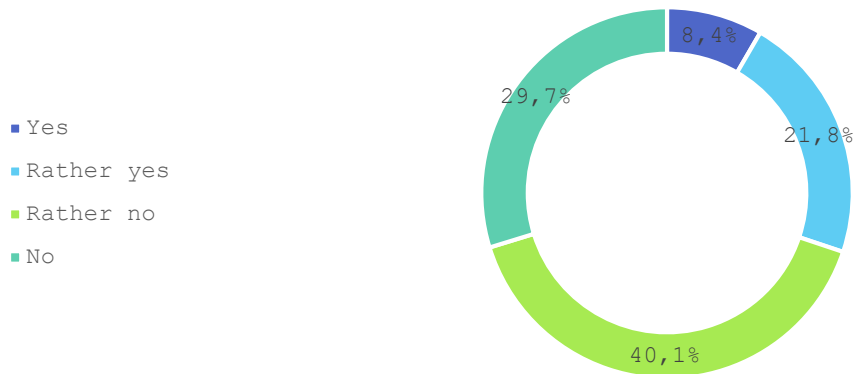


Figure 43 Ability to influence events at MENDELU. (n = 501)

30.2% of respondents have the possibility to influence what happens at MENDELU. A larger share of respondents (69.8%) do not have this possibility.

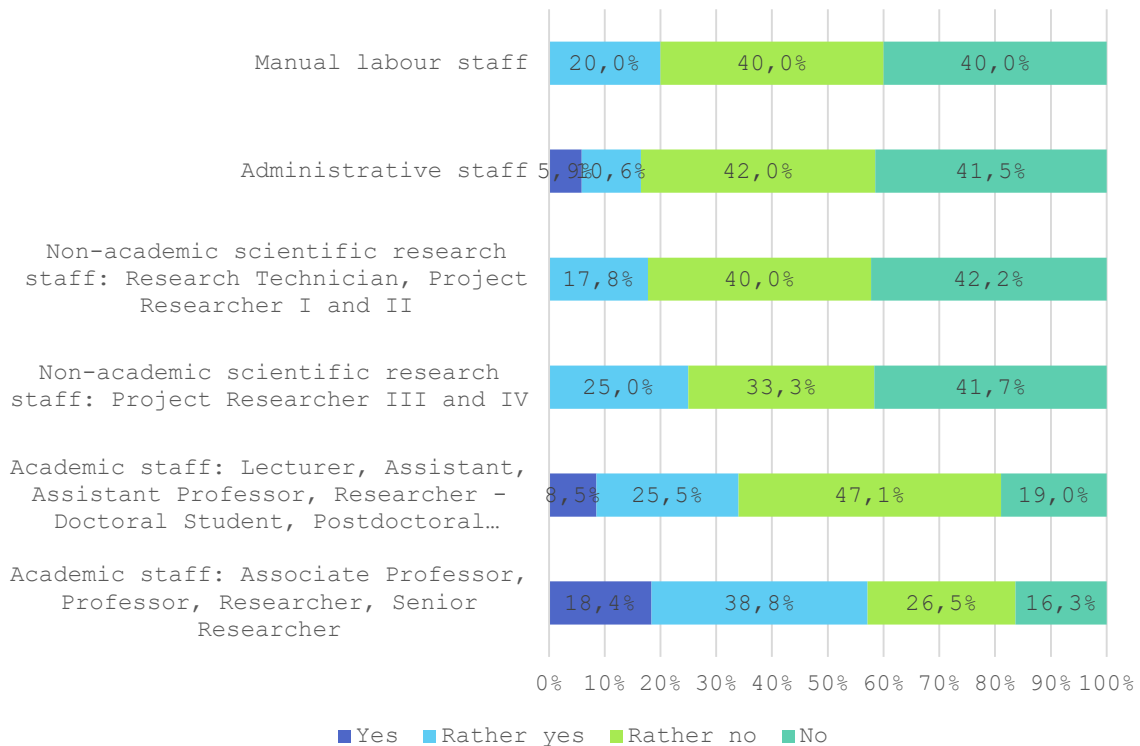


Figure 44 Ability to influence events at MENDELU by respondent's job position. (n = 501)

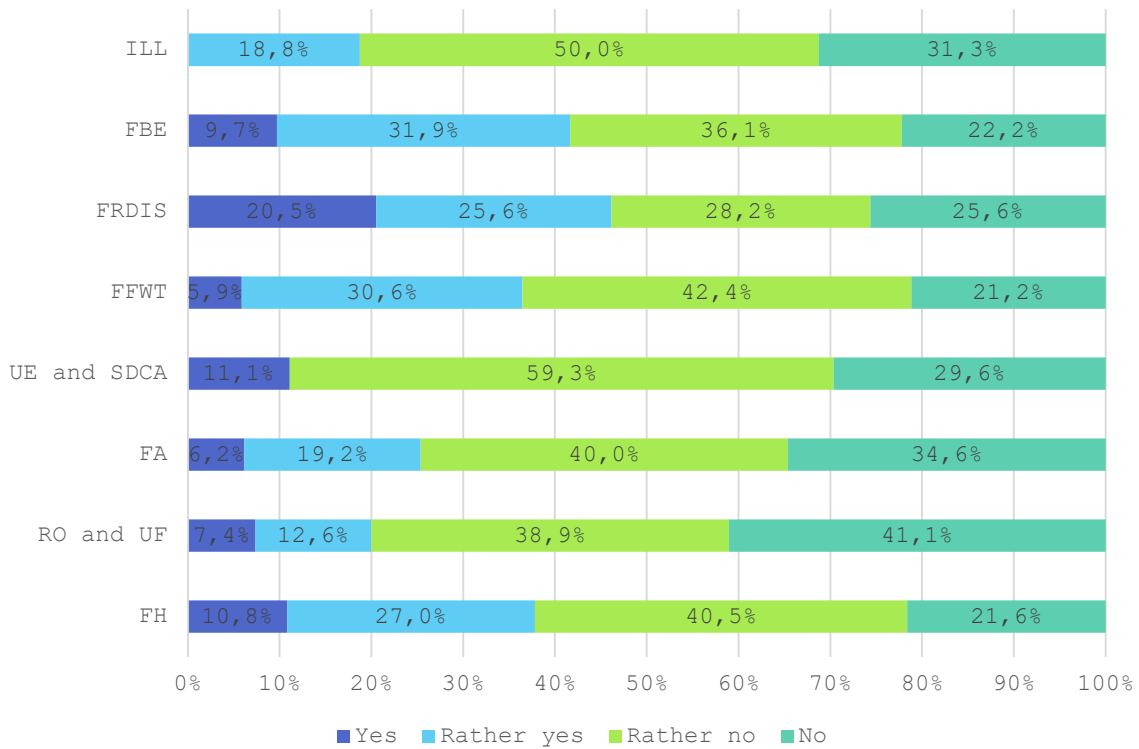


Figure 45 Ability to influence events at MENDELU by constituent part. (n = 501)

Respondents working at the Faculty of Regional Development and International Studies (46.1%) are the most likely to be able to influence events at the university. Employees from the university farms and the Student Dormitory and Canteen Administration are the least likely to influence events (11.1%), followed by employees of the Institute of Life-Long Learning (18%) and the Rector's Offices and university facilities (20%). Among the faculties, respondents working at the Faculty of AgriSciences have the least possibility to influence the events at the university (25.4%).

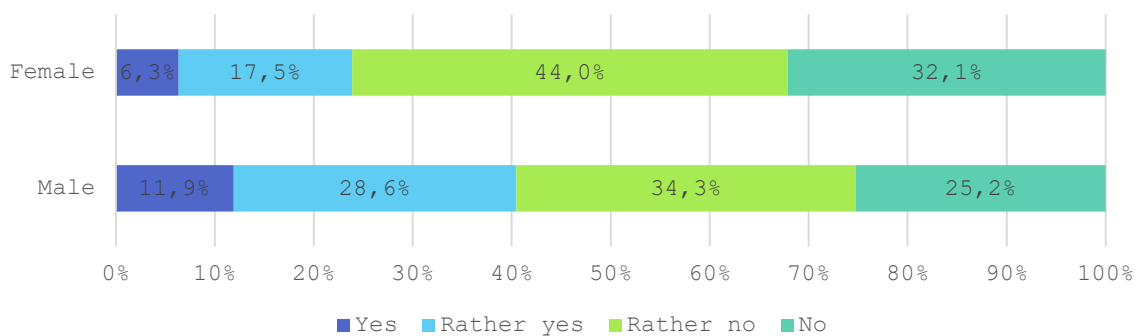


Figure 46 Ability to influence events at MENDELU by gender. (n = 478)

The proportion of male respondents who have the opportunity to influence the events at MENDELU is 40.5%. For women, this proportion is only 23.8%.

17. If you are not a member of advisory or decision-making bodies, what is the reason?

As the question was semi-open, respondents had the opportunity to write their own answer. The most common reasons outside what was offered in the questionnaire are also listed in the table (Table 1). All others are grouped under the “Other” option (such as little influence of authorities, favouritism).

Table 1 Reasons for not being a member of advisory and decision-making bodies. (n = 501)

Answer	absolute number	relative number
I can't because my position doesn't allow it.	116	27.4
I've never been offered.	102	24.1
I'm not interested.	54	12.7
I do not know	40	9.4
Other:	25	5.9
I was not elected.	24	5.7
I don't know how to get on such a committee/body.	24	5.7
I wouldn't dare.	19	4.5
Lack of time	10	2.4
I'm a member.	10	2.4

Only 54 respondents (12.7%) indicated that they were not interested in serving on university advisory and decision-making bodies. Almost a third of respondents answered that their position did not allow them to be members.

18. Have you ever encountered any kind of discrimination at MENDELU?

The question asked respondents about different types of discrimination. This included discrimination in teamwork, in the organisation of working hours, in access to projects and interesting tasks, in career advancement and professional development, in access to information, and in remuneration and benefits.

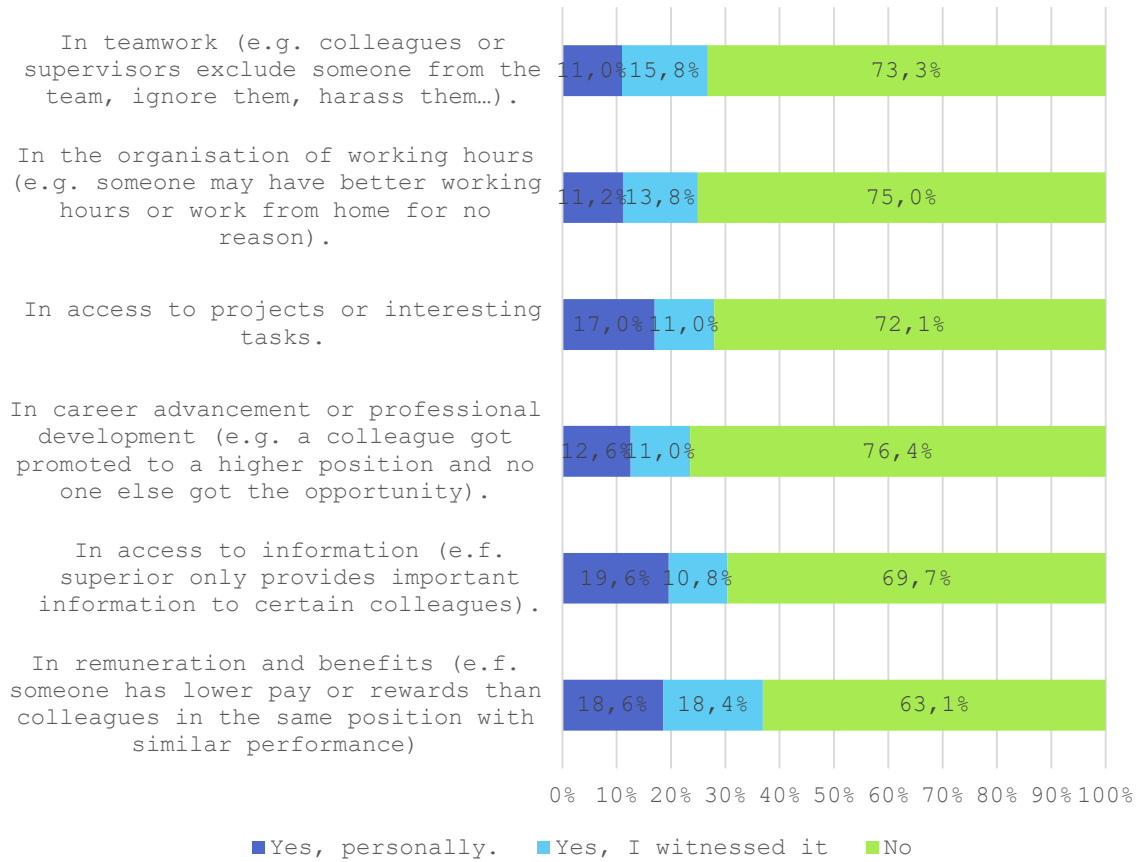


Figure 47 Experience with discrimination at MENDELU. (n = 501)

Respondents have the most experience of discrimination in remuneration and benefits, where 37% of respondents have experienced discrimination personally or as witnesses. This is followed by discrimination in access to information, experienced by 30.4% of respondents, and discrimination in access to projects and interesting tasks (28%).

Discrimination in remuneration and benefits

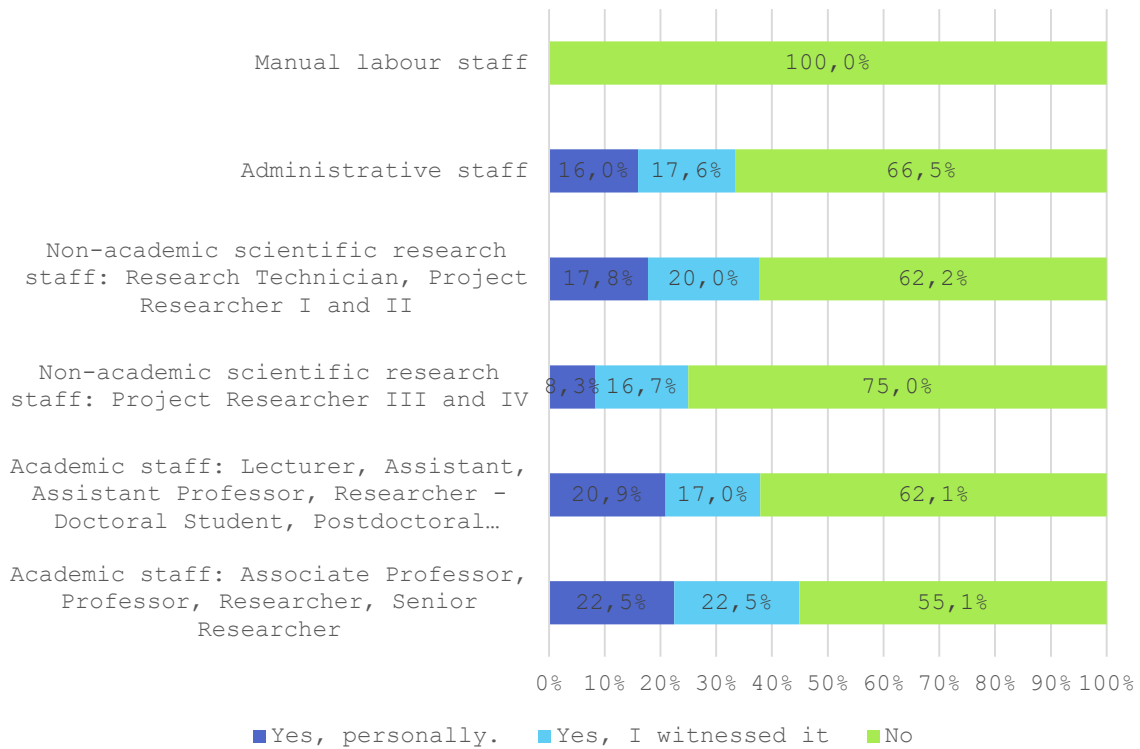


Figure 48 Employee experience with discrimination in remuneration and benefits by position. (n = 501).

Only manual labour positions never encountered discrimination in remuneration and benefits. Members of academic staff have the most experience with such discrimination. For associate professors, professors, and senior researchers, this is 45.0%, and for other academic staff members, the total is 37.9%. 37.8% of respondents in the positions of research technician and project I and II researcher also experienced discrimination.

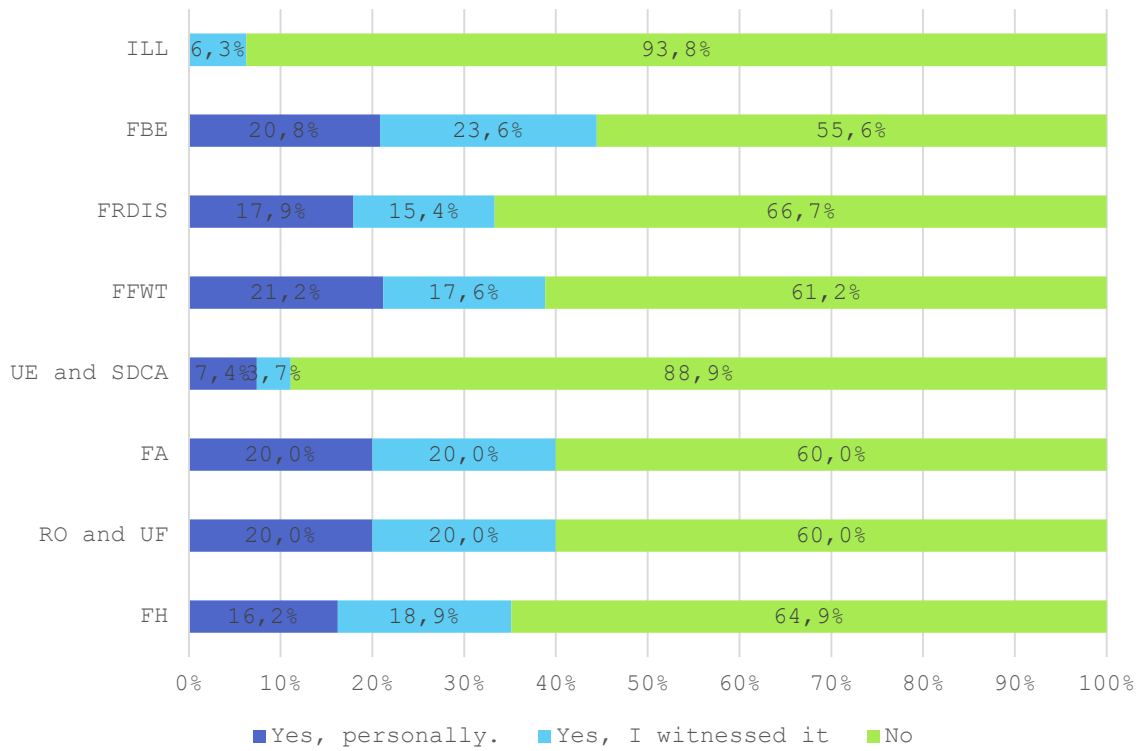


Figure 49 Employee experience with discrimination in remuneration and benefits by constituent part. (n = 501).

Respondents at the Institute of Life-Long Learning (6.3%) and the university farms and the Housing and Cafeteria Administration had the least experience with discrimination in remuneration and benefits (11.1 %). The respondents at the Faculty of Business and Economics had the highest experience with discrimination (44.4%).

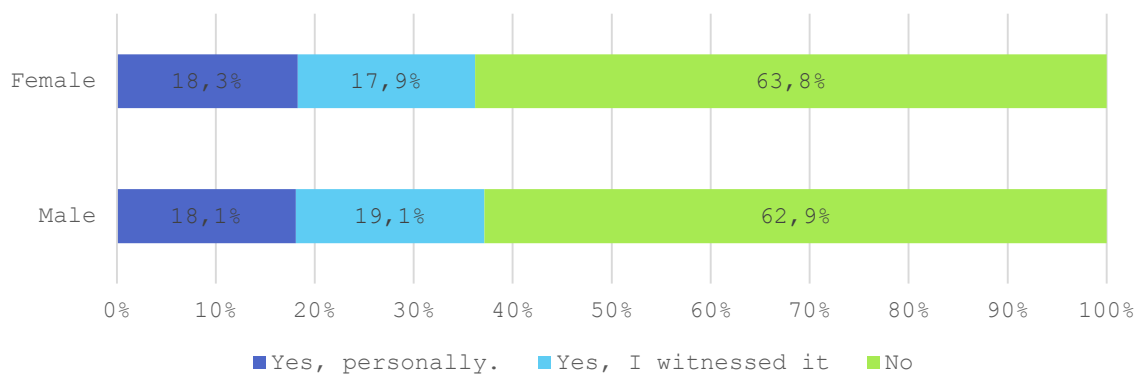


Figure 50 Employee experience with discrimination remuneration and benefits by gender. (n = 478).

Discrimination in access to information

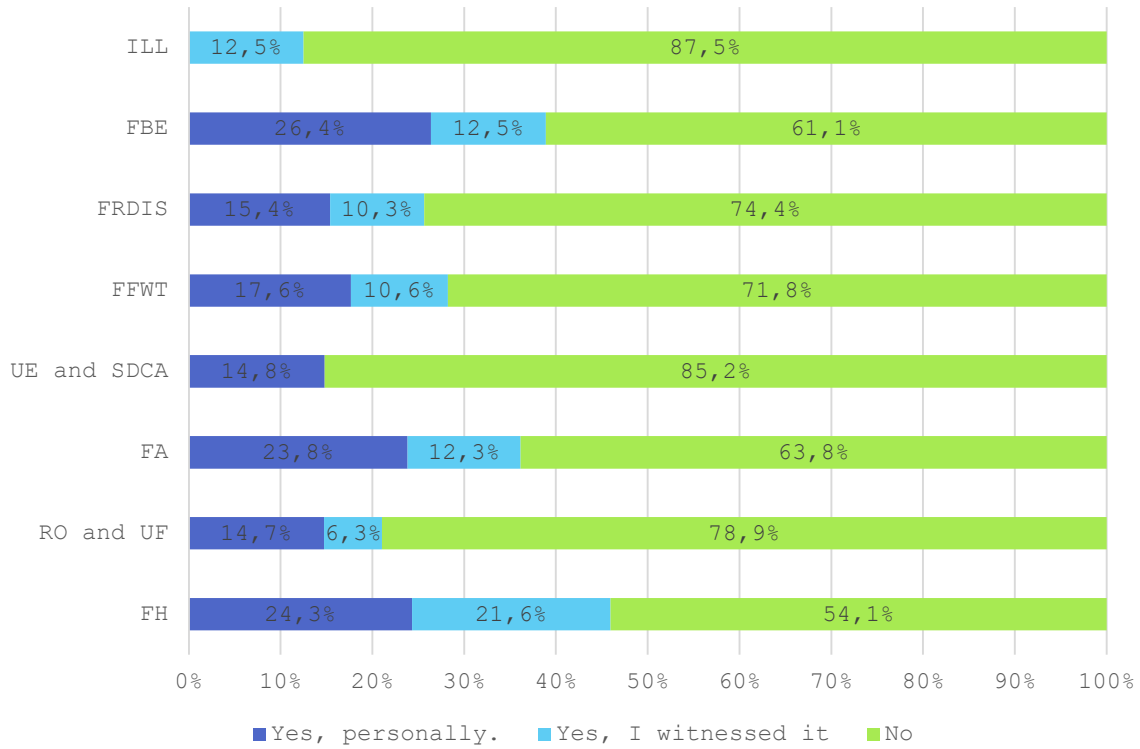


Figure 51 Employee experience with discrimination in access to information by constituent part. (n = 501)

Discrimination in access to information was experienced by 44.9% of respondents working at the Faculty of Horticulture, which is the highest of all constituent parts. This is followed by the Faculty of Business and Economics, where 38.9% of respondents encountered this type of discrimination, and the Faculty of AgriSciences with 36.1% of respondents.

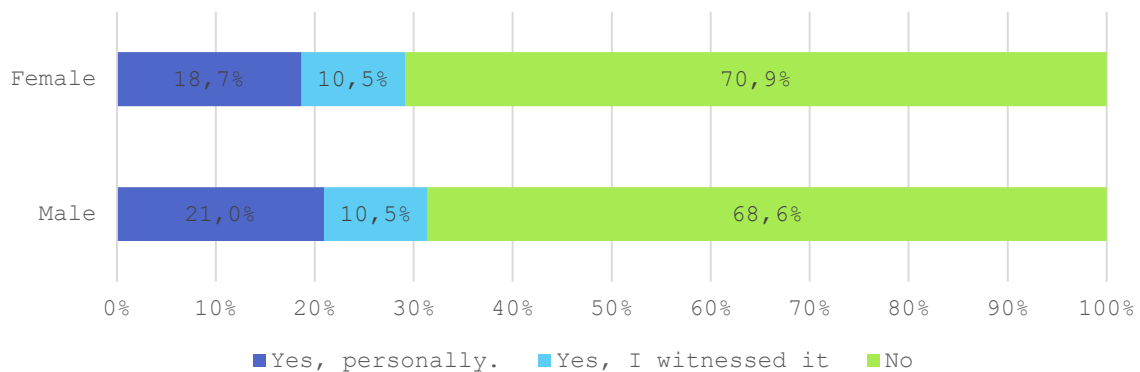


Figure 52 Employee experience with discrimination in access to information by gender of respondents. (n = 478)

Discrimination in career advancement or professional development

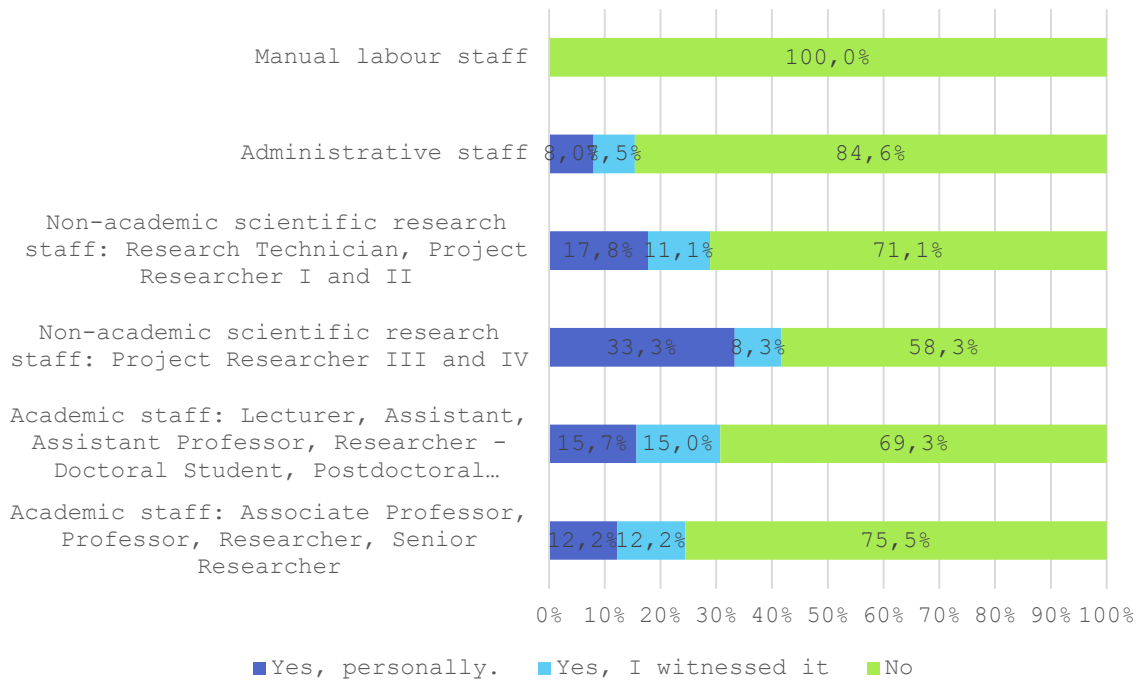


Figure 53 Employee experience with discrimination in career advancement or professional development by position. (n = 501)

Respondents have the most experience with discrimination in career advancement and professional development in the position of project researcher III and IV. 41.6% of these respondents have experienced discrimination. 33.3% of respondents have even experienced discrimination personally.

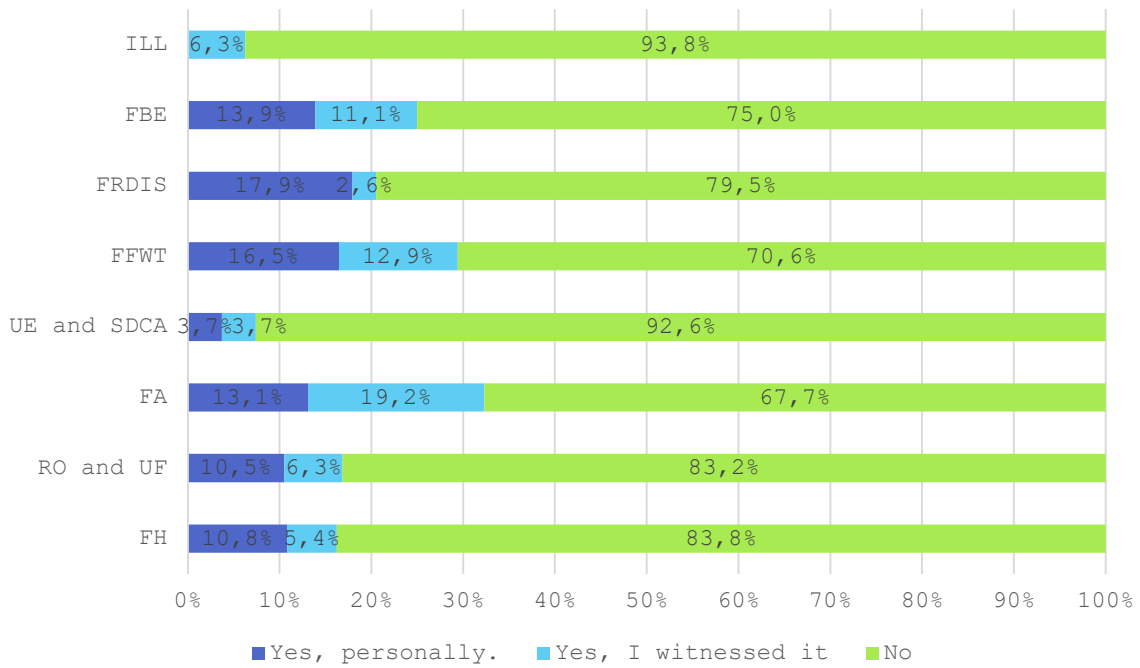


Figure 54 Employee experience with discrimination in career advancement or professional development by constituent part. (n = 501)

Discrimination in career advancement or professional development was experienced by 32.3% of the respondents who work at the Faculty of AgriSciences, with 19.2% of these respondents as witnesses. This is followed by the Faculty of Forestry and Wood Technology, where this type of discrimination was encountered by 29.4% respondents. However, direct personal experience with discrimination prevails here (16.5% respondents).

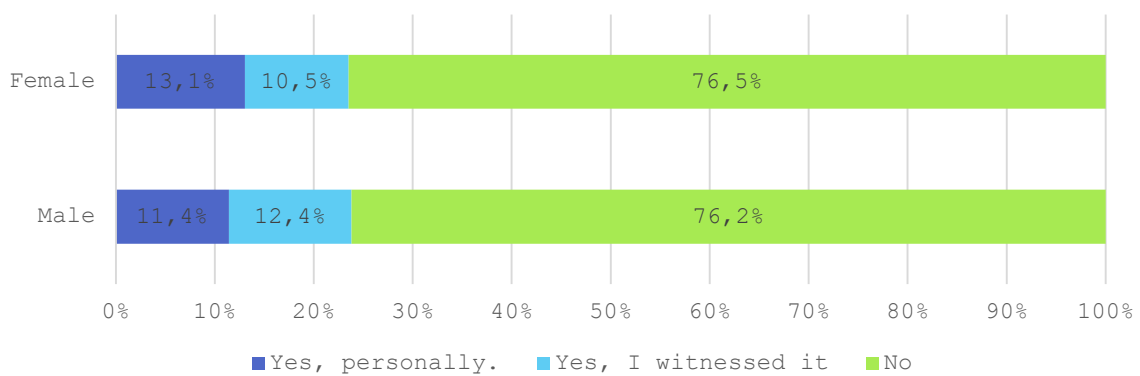


Figure 55 Employee experience with discrimination in career advancement or professional development by gender. (n = 478)

Discrimination in access to projects or interesting tasks

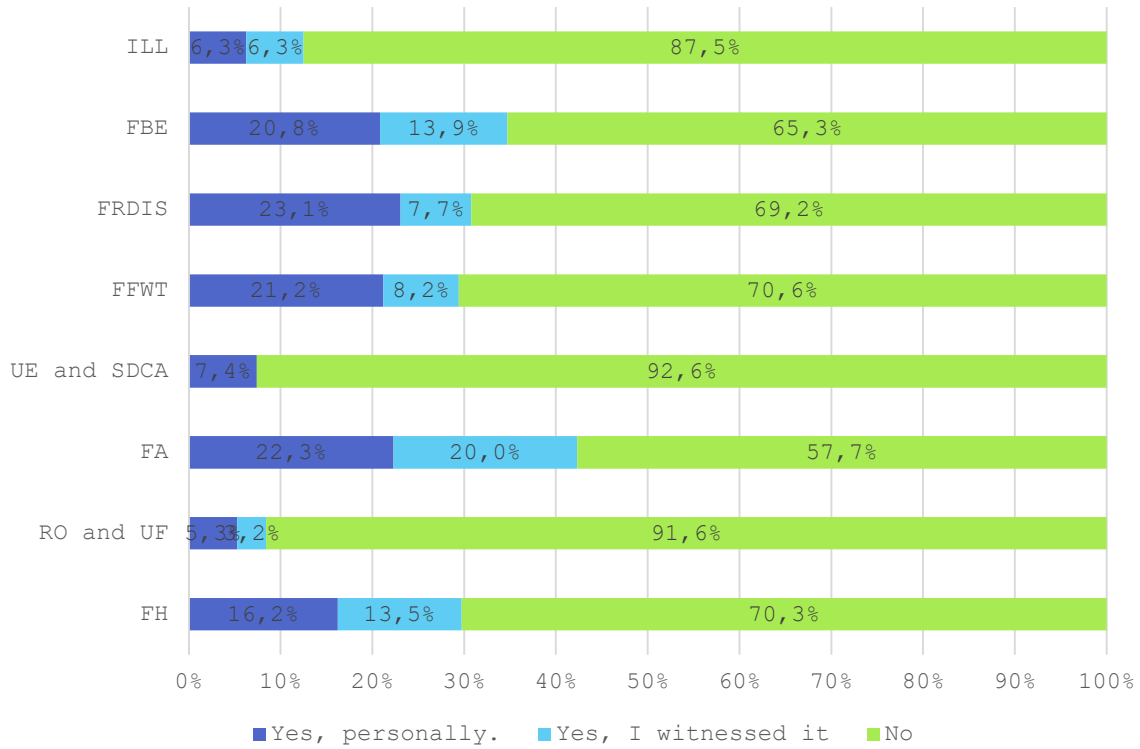


Figure 56 Employee experience with discrimination in access to projects or tasks of interest by constituent part. (n = 501)

Discrimination in access to projects or interesting tasks is encountered most by respondents at the Faculty of AgriSciences. 42.3% of respondents employed at the Faculty of AgriSciences have experience with this type of discrimination. The second place is occupied by the Faculty of Business and Economics, where 34.7% of respondents have experienced discrimination.

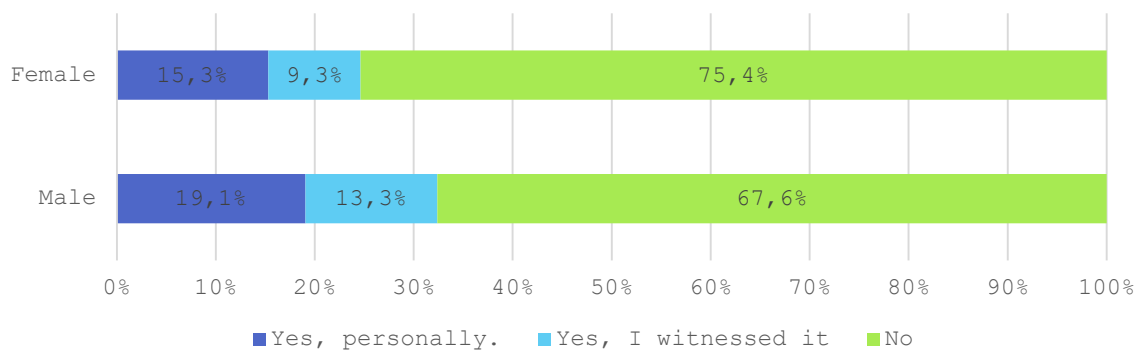


Figure 57 Employee experience with discrimination in access to projects or tasks of interest by gender. (n = 478)

Discrimination in the organisation of working hours

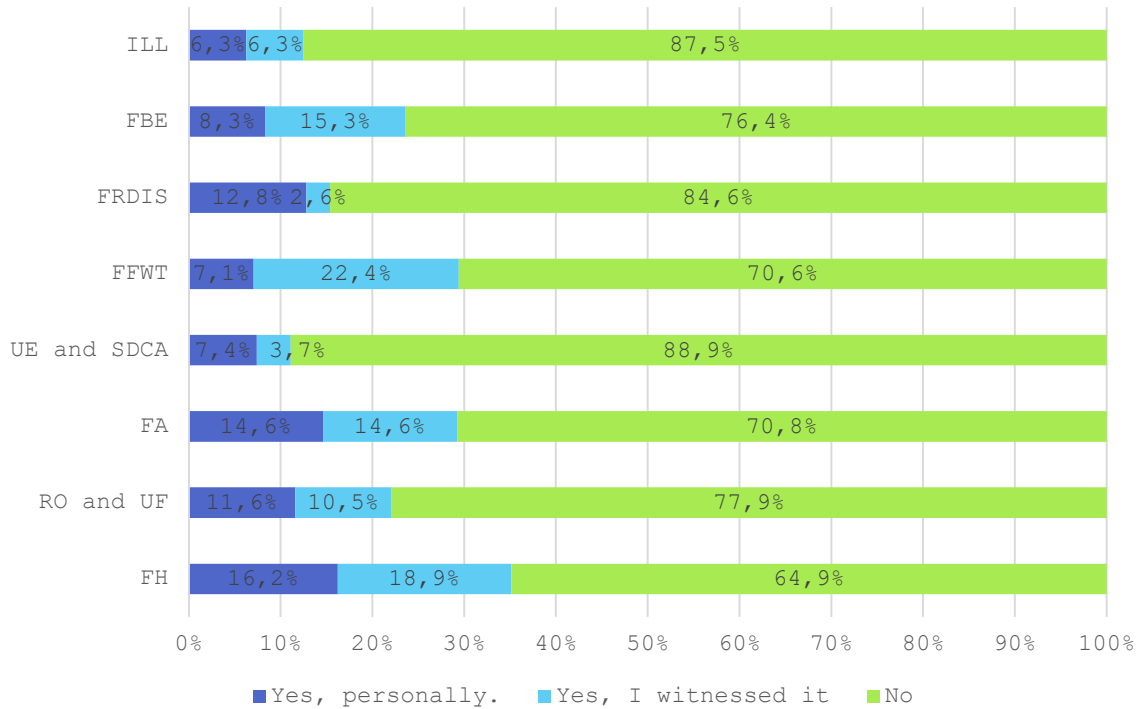


Figure 58 Employee experience with discrimination in the organisation of working hours by constituent part. (n = 501)

Respondents working at the Faculty of Horticulture have the greatest experience with discrimination in the organisation of work. 35.1% of respondents have experienced discrimination. Respondents from the university estates and the Student Dormitory and Canteen Administration have the least experience with discrimination in the organisation of working hours (11.1%). 7.4% of respondents have personal experience and 3.7% of respondents have witnessed discrimination.

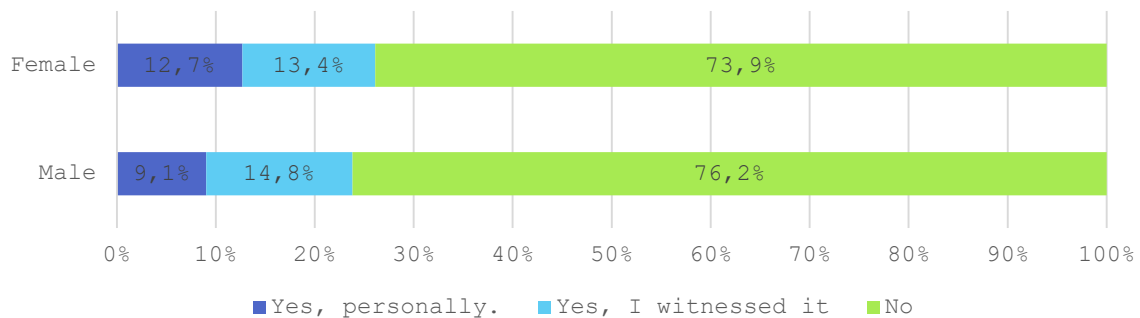


Figure 59 Employee experience with discrimination in the organisation of working hours by gender. (n = 478)

Discrimination in teamwork

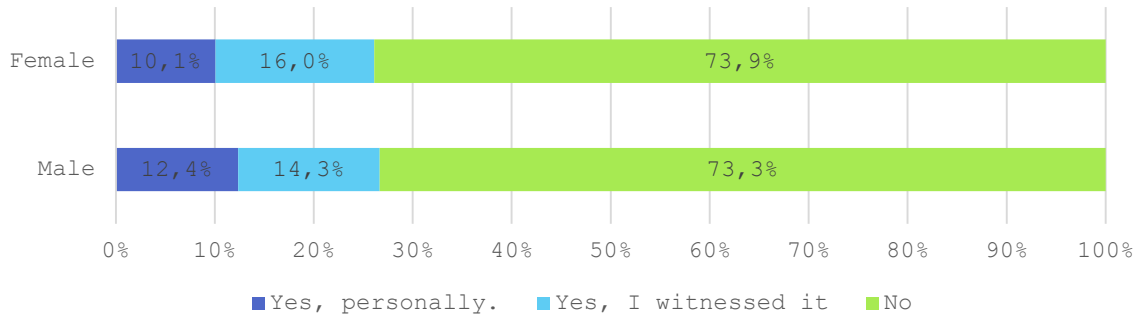


Figure 60 Employee experience with discrimination in teamwork by gender. (n = 478)

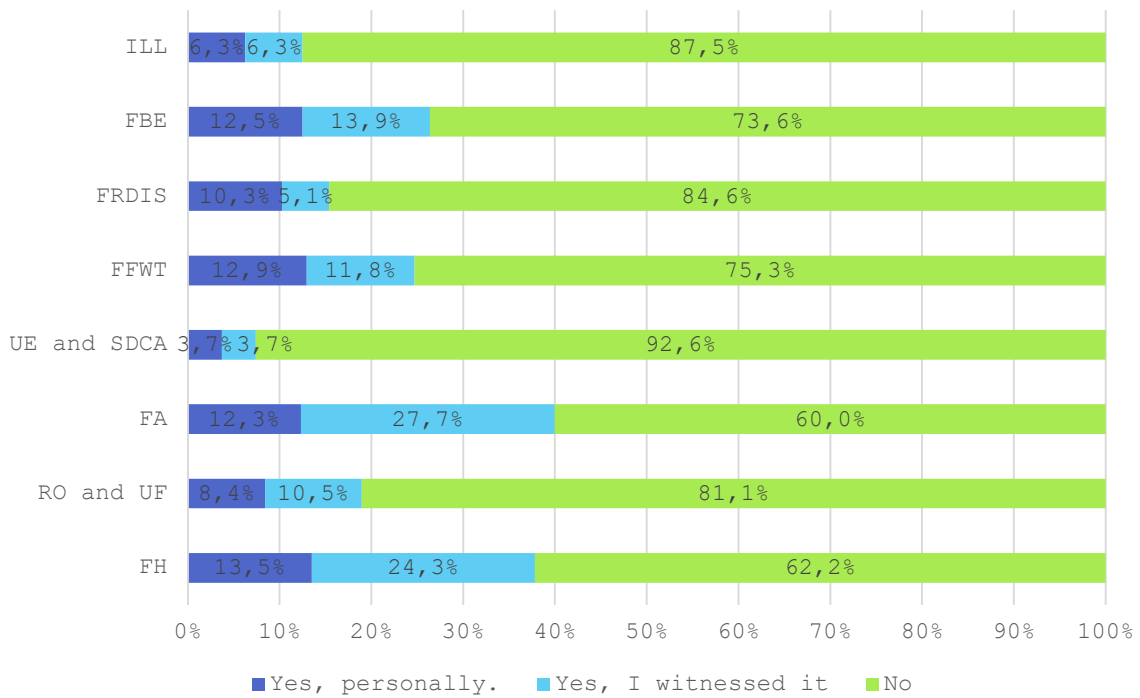


Figure 61 Employee experience with discrimination in teamwork by constituent part. (n = 501)

Significant discrimination in teamwork is found at the Faculty of AgriSciences (40%) and the Faculty of Horticulture (37.8%). This type of discrimination is encountered least at the university estates and the Student Dormitory and Canteen Administration (7.4%) and at the Institute of Life-Long Learning (12.6%).

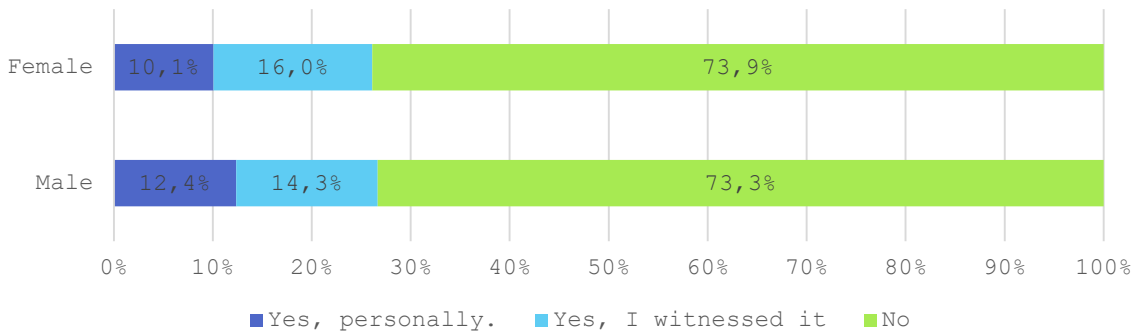


Figure 62 Employee experience with discrimination in teamwork by gender. (n = 478)

19. According to you, Safe MENDELU (orlz.mendelu.cz/bezpecnamendelu) is:

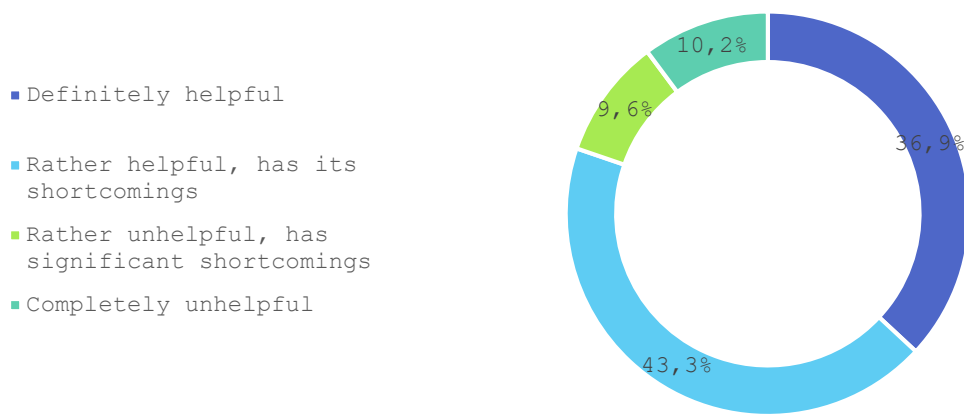


Figure 63 Opinion on the usefulness of Safe MENDELU. (n = 501)

402 respondents find Safe MENDELU useful. 48 respondents find Safe MENDELU rather useless with significant shortcomings and 51 respondents find it completely useless.

20. Do you have confidence in the advisors for Safe MENDELU (orlz.mendelu.cz/advisors-for-safe-mendelu)?

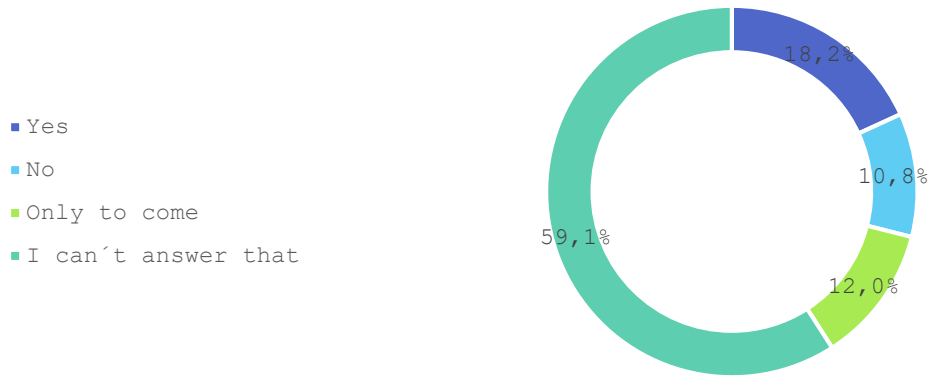


Figure 64 Confidence in Safe MENDELU advisors. (n = 501)

More than half of respondents (296) could not answer whether they had confidence in the advisors for Safe MENDELU.

21. From your point of view, are the selection procedures for staffing positions at MENDELU sufficiently transparent?

The transparency of the selection procedures was assessed by the respondents in terms of the job description of the advertised position, the process of the selection procedure, the set selection criteria, the composition of the selection committee, and the person(s) deciding on the selection of candidates.

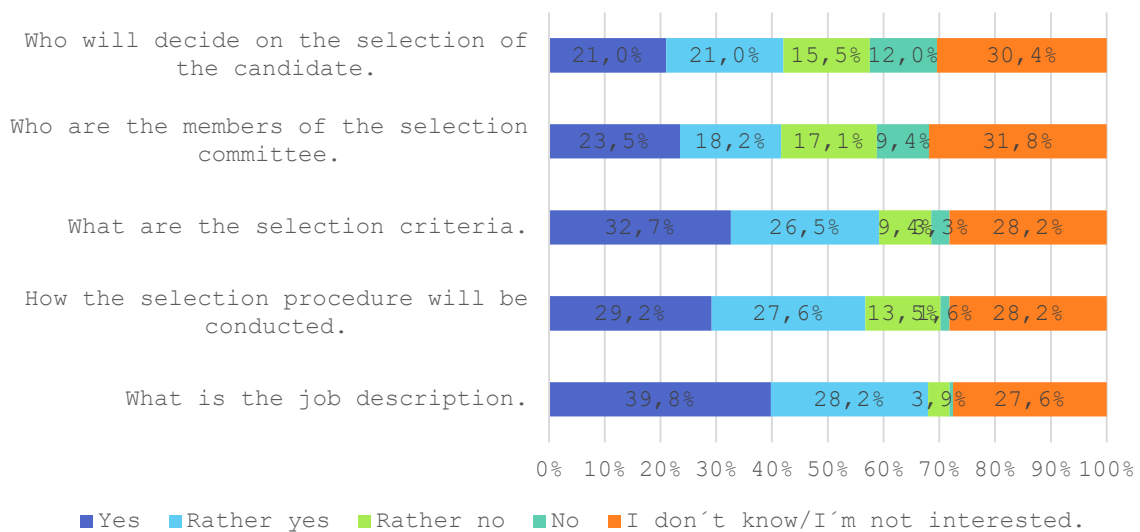


Figure 65 Opinion of the transparency of selection procedures for staffing positions at MENDELU. (n = 490)

Selection procedures are sufficiently transparent in terms of the job description of the advertised position for 68.0% of respondents. The composition of the selection committee (41.7%) and who decides on the selection of candidates (42.0%) are considered transparent by the lowest proportion of respondents. The answer “I don't know/I'm not interested” accounts for a significant proportion. This is always about one third of the respondents.

22. Do you think that jobs at MENDELU are staffed by the most suitable candidates?

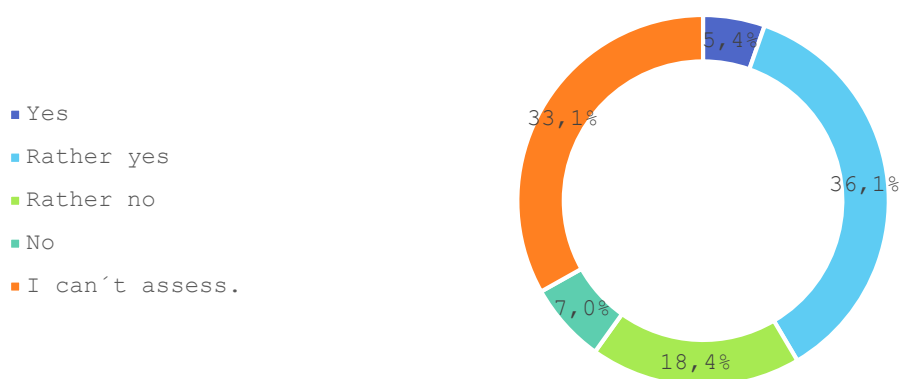


Figure 66 Opinion of staffing jobs at MENDELU (n = 501)

A total of 208 respondents think that jobs are staffed by the most suitable candidates. 166 respondents were not able to answer this question. According to 127 respondents, jobs are not staffed by the most suitable candidates.

23. What do you think about customising selection procedures to specific candidates?

Table 2 Opinions of customising selection procedures to specific candidates. (n = 501)

Opinion of customised selection procedures for specific candidates	number of times chosen
Positive attitude	
It's okay, we support the career advancement of our own employees.	147
It's okay, we can accept a person we know well.	145
It's okay, it helps PhD students in particular to get a job at a place where they are studying.	108
Total number of positive attitudes	400
Negative attitude	
This is not right; it encourages academic inbreeding, i.e. staffing positions with our own graduates and employees, which is a barrier to creativity, diversity of approaches, development and perpetuates the regional character of the university.	147

It's not okay because it's not fair.	79
Total number of negative attitudes	226
No opinion	
I have no opinion.	106

24. If you work in an academic or research position, do you feel sufficiently free in your research activities at MENDELU?

The question was addressed to staff in academic and research positions. Therefore, fully completed questionnaires from 302 respondents were processed.

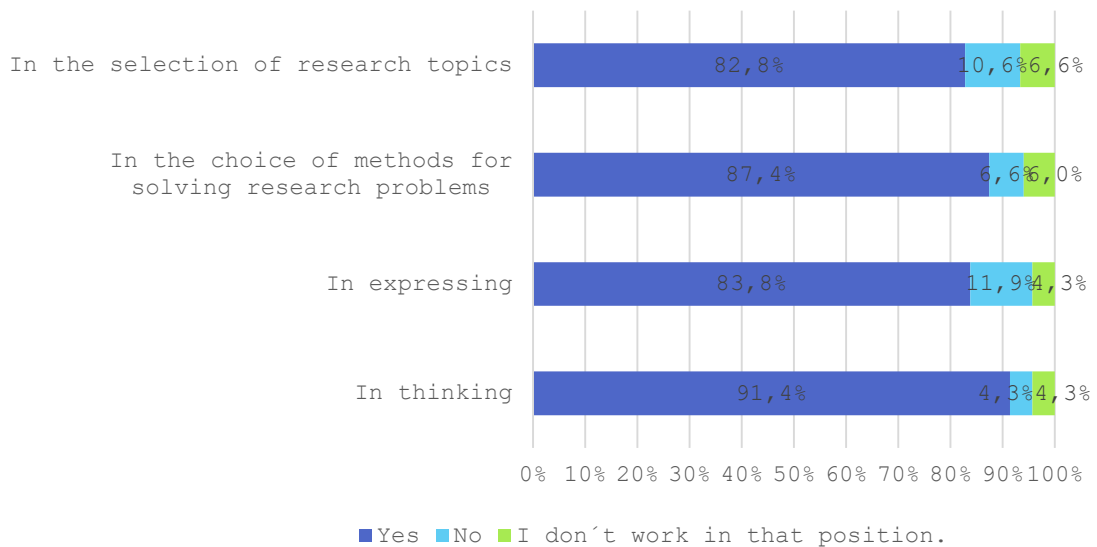


Figure 67 Sense of freedom of members of academic staff and researchers in research activities at MENDELU. (n = 302)

The sense of freedom perceived by members of academic staff and researchers in research activities was assessed in the areas of thinking, expressing themselves, and choosing methods to solve research problems and choosing research topics. In all of these surveyed areas, the lowest share of respondents feeling freedom was employed in the “Non-academic research positions: research technicians, project researchers I and II.” This proportion is lowest in terms of choosing research topics. 60% of respondents feel free to do so (Figure 71). In the choice of methods for researching problems, 67.5% of respondents in this position feel freedom (Figure 70); in the case of freedom of expression in research activities it is 72.5% of respondents (Figure 69) and in terms of thinking in research

activities, 77.5% of respondents in the position of research technicians and project researchers I and II (

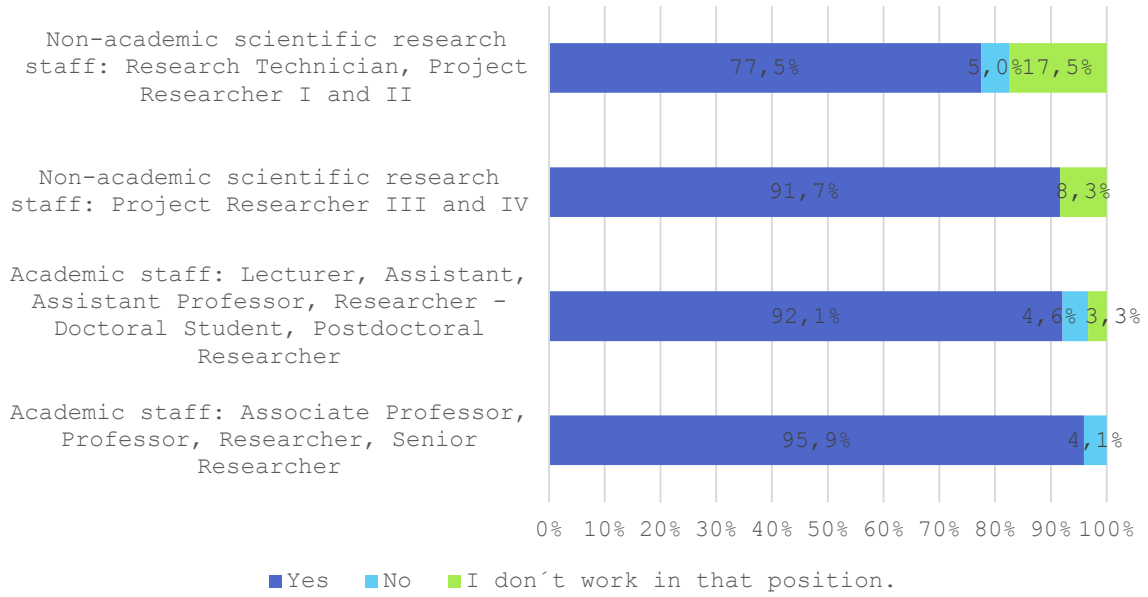


Figure 68).

Freedom of thought in research work

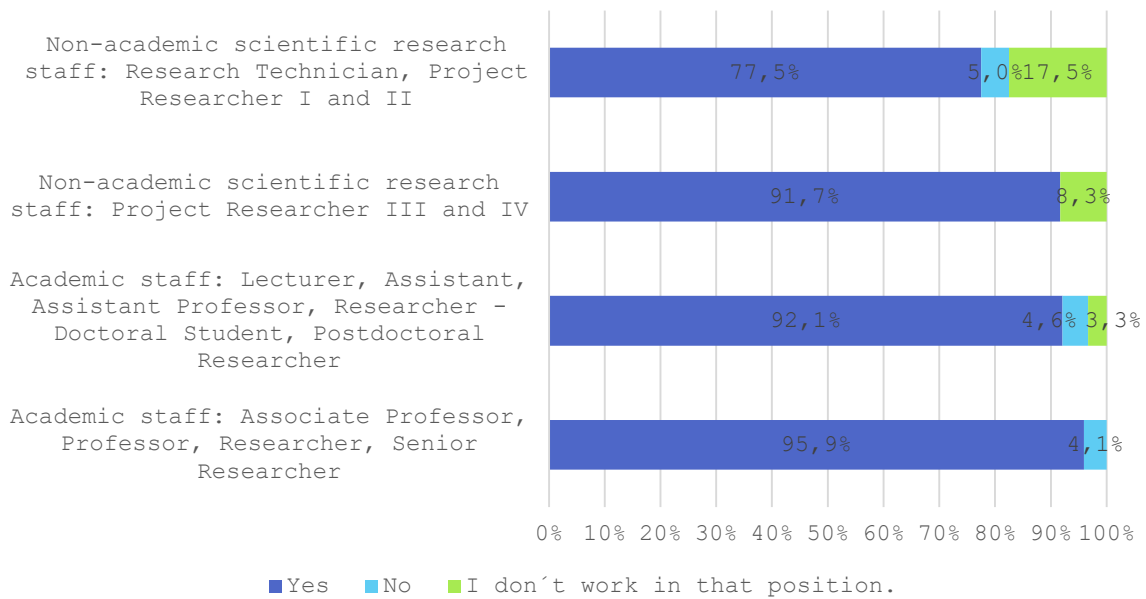


Figure 68 Feeling of freedom in thinking during research activities at MENDELU by position. (n = 302).

Freedom of expression in research

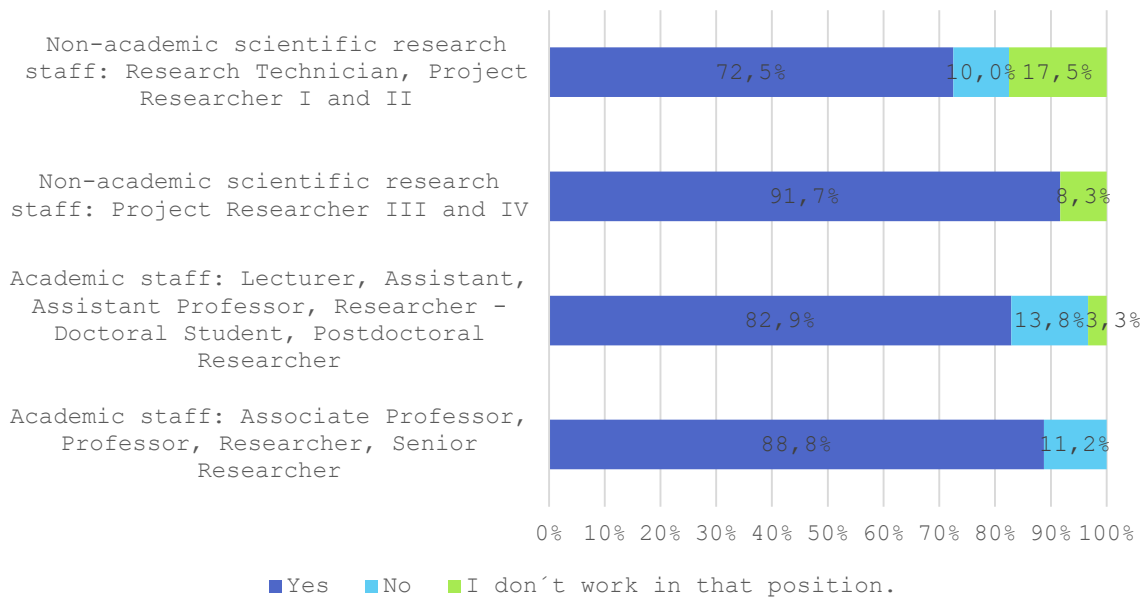


Figure 69 Feeling of freedom of expression in research activities at MENDELU by position. (n = 302).

Freedom in the choice of methods for researching problems

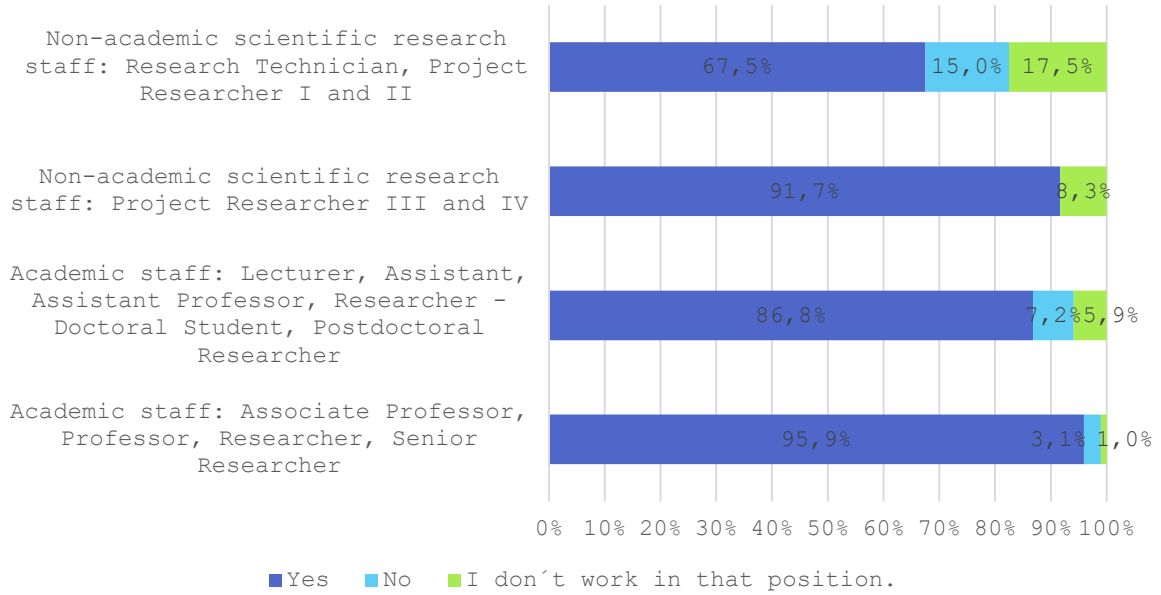


Figure 70 Sense of freedom in the choice of problem research methods at MENDELU by position. (n = 302)

Freedom in the choice of research topics in research activities

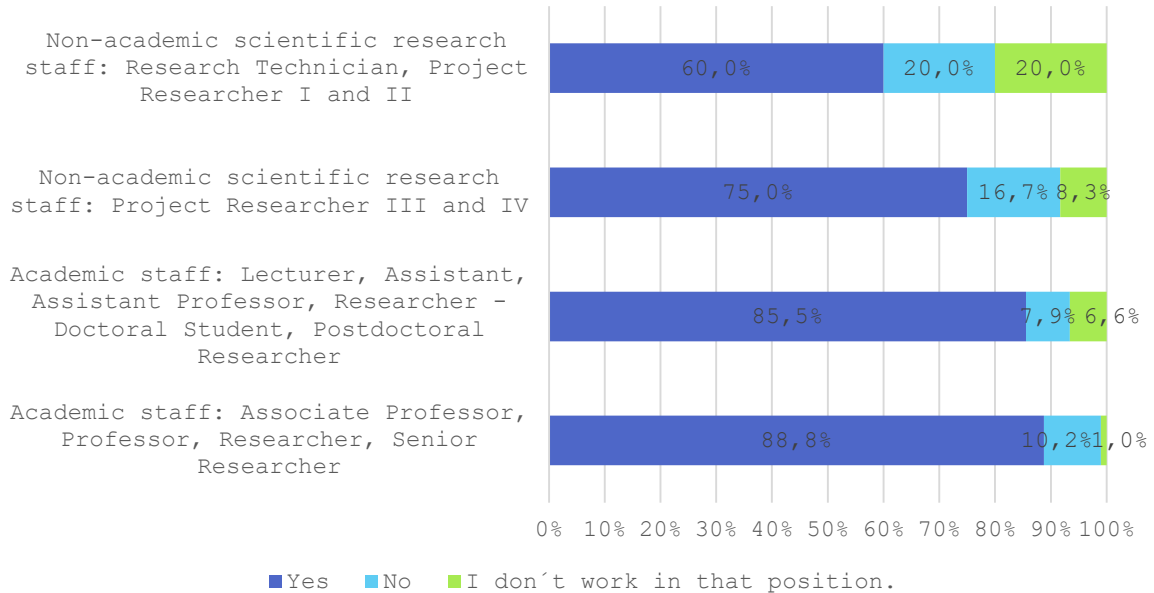


Figure 71 Sense of freedom in choosing research topics at MENDELU by position. (n = 302)

25. Which areas of research ethics do you think MENDELU should pay more attention to? You can check more than one option or add your own.

This question was semi-open, giving respondents the opportunity to comment openly on the issue and to add their own areas for attention. The following were listed as other areas and issues that need to be addressed in terms of research ethics: bossing, transparency and ethics in the allocation of funds, people who have violated the code of ethics in senior positions and still remain at the university, support for early career scientists and their education in research ethics as a prevention, using failed project proposals, misuse of funds to buy space in the authors' collective in MDPI journals, unauthorized use of shared data, data theft, fair remuneration based on publication results and projects obtained, unsolicited interference of corporations in academic activities, opaque work of the Ethics Committee, quality and relevance of research at MENDELU.

Table 3 Choice of significant areas of research ethics (n = 471)

Areas of research ethics	number of times chosen
Personal misconduct in the research environment (such as inappropriate personal behaviour, harassment, etc.).	214
Basic research misconduct (such as fabrication and falsification of data, plagiarism, etc.)	201
Publication-related errors (such as undeserved authorship, duplicate or partial dissemination of publications, etc.).	197
I can't answer that.	172
Financial and other misconduct (such as misuse of peer review, misuse of research funds, etc.).	128
Data-related errors (such as failure to maintain primary data, failure to make data available to the research community, etc.).	112
Errors related to research procedures (such as use of inappropriate methods, abuse of laboratory animals, etc.).	83
Other:	18

26. What specific support would you like to receive from the Rector's Offices and the university facilities?

Respondents were given the opportunity to indicate in an open-ended question what support they would like to receive from the Rector's Offices and the university facilities.

27. Are you considering leaving MENDELU?

- Yes, I am already in the process of terminating my employment or about to do so.
- Not yet, but prospectively, yes.
- No, but I have a fixed-term employment contract which will not (probably or definitely) be renewed.
- No, although I am not happy at MENDELU.

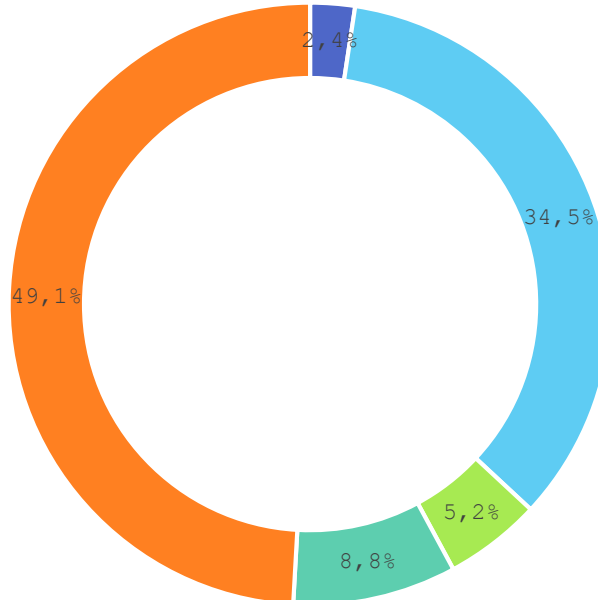


Figure 72 Possibility of employees leaving MENDELU (n = 501)

A significant proportion of the respondents (34.5%, i.e. 173) answered that they were not considering leaving the university at the moment, but that they would in the future. 12 respondents were in the process of terminating their employment at the time of completing the questionnaire or were planning to do so in the near future. A total of 63.1% of respondents (i.e. 316) were not considering leaving. However, 44 respondents indicated that they were staying despite not being happy at the University.

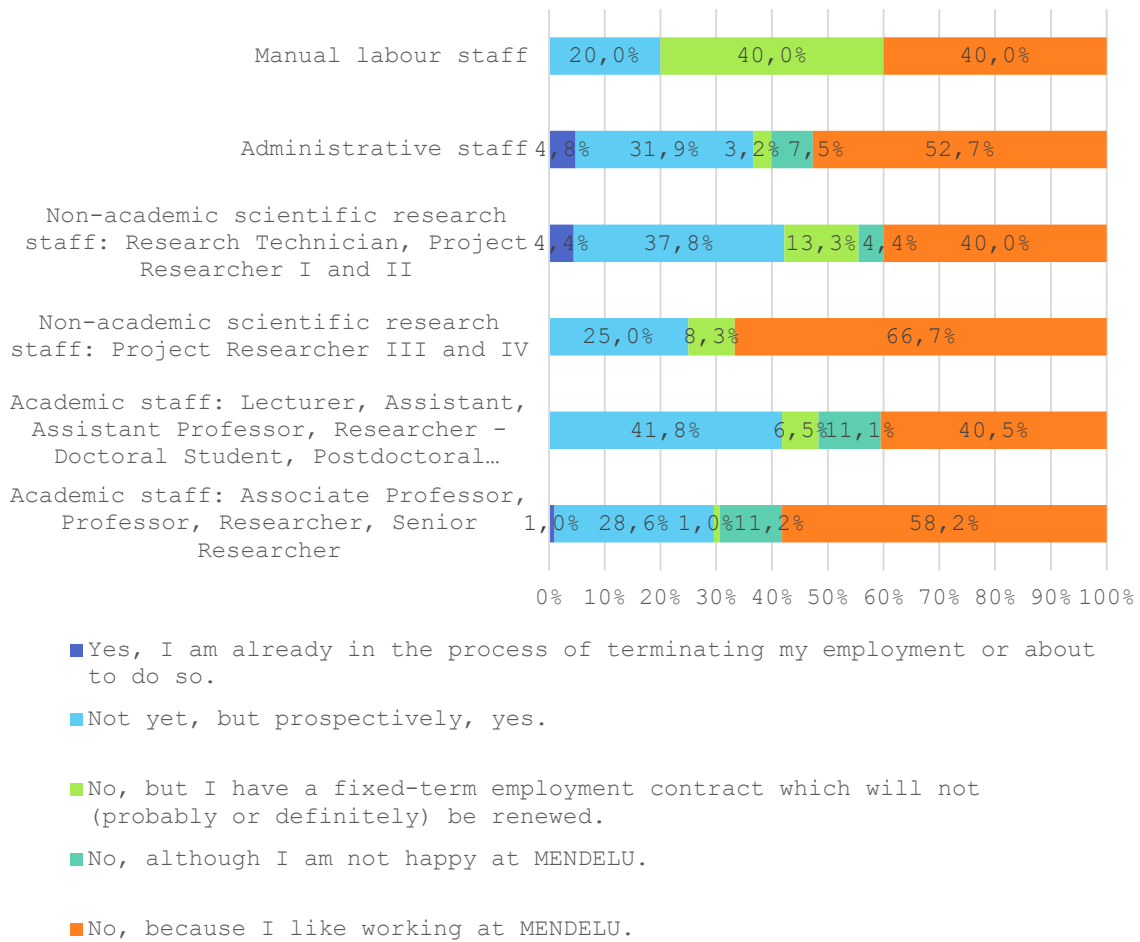


Figure 7372 Possibility of employee leaving MENDELU by position at MENDELU. (n = 501)

41.8% of instructors, assistants, lecturers, researchers, PhD students and postdocs are planning to leave the university, as are 37.8% of research technicians and project researchers I and II. For this group of respondents, 2 others are in the process of leaving. 31.9% of respondents in technical and economic positions are also planning to leave. For this group of respondents, another 9 are in the process of leaving or are planning to do so. The last respondent who is in the process of terminating employment is working in an academic position of associate professor, professor, researcher, senior researcher.

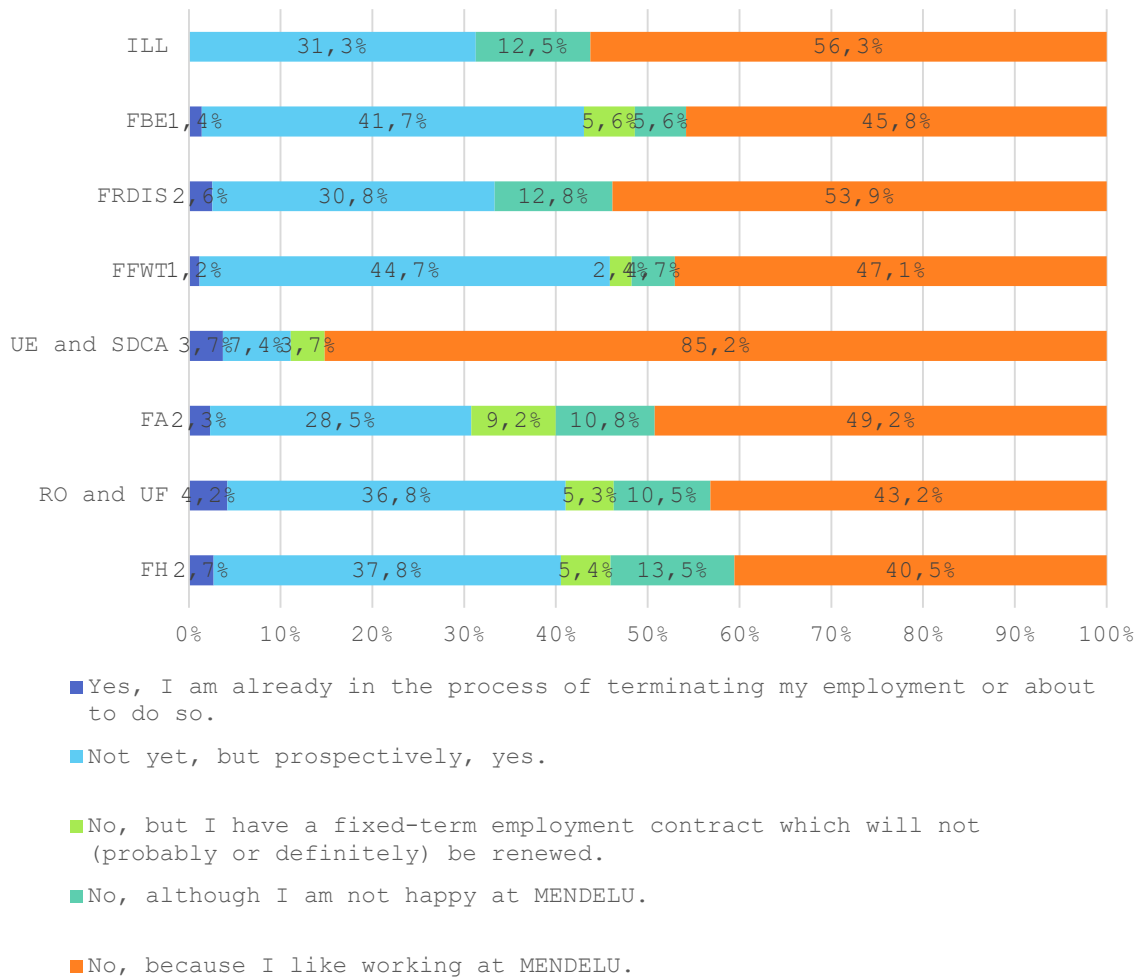


Figure 74 Possibility of leaving MENDELU by constituent part. (n = 501)

Respondents working at the Faculty of Forestry and Wood Technology are most likely to consider leaving. This is 44.7% of respondents working at that faculty, i.e. 38 employees. 41.7% of respondents working at the Faculty of Business and Economics (30 employees) are also considering leaving in the future. A significant share of employees in the Rector’s Offices and university facilities (36.8%) are also considering leaving. This concerns 36 employees. Another 4 employees are already in the process of leaving or are planning to do so. 85.2% of the respondents working at the university farms or the Housing and Cafeteria Administration are not considering leaving because they find working at MENDELU suitable. This is the highest proportion among all constituent parts of the university. 23 out of 27 respondents answered this way.

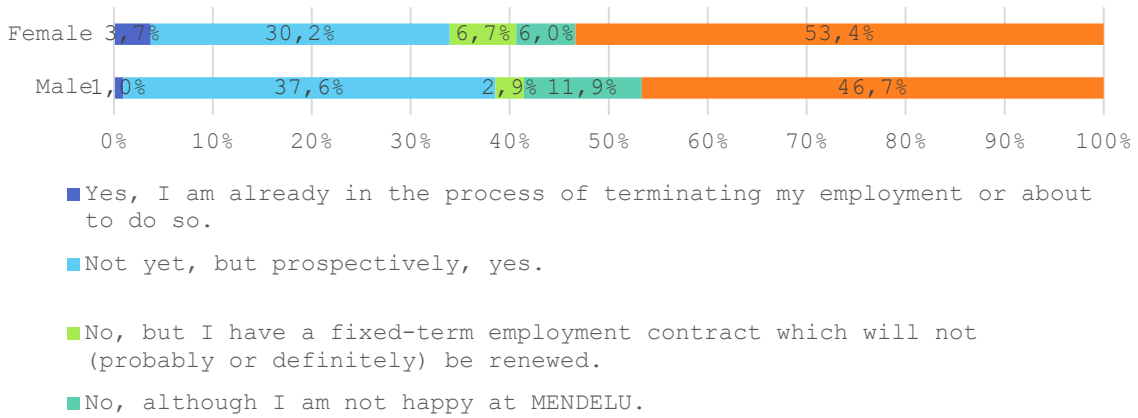


Figure 75 Possibility of employee leaving MENDELU by gender. (n = 478)

28. Would you recommend working at MENDELU to your friends and family?

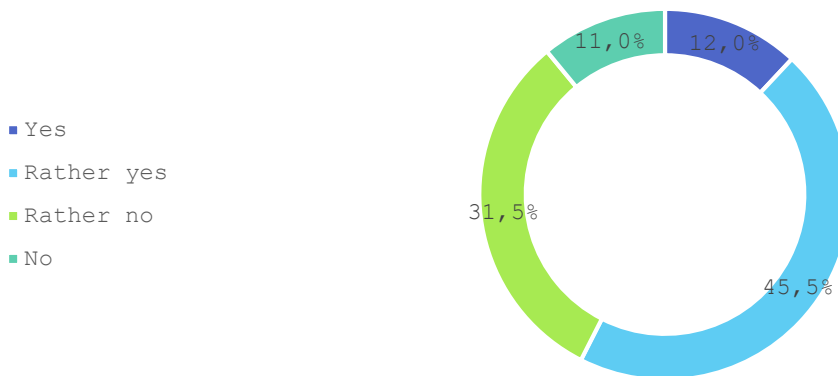


Figure 76 Position regarding recommending work at MENDELU to friends and family. (n = 501)

42.5% of respondents answered that they would not recommend working at MENDELU to their friends and family. This is 213 respondents.

29. Would you recommend studying at MENDELU to your friends and family?

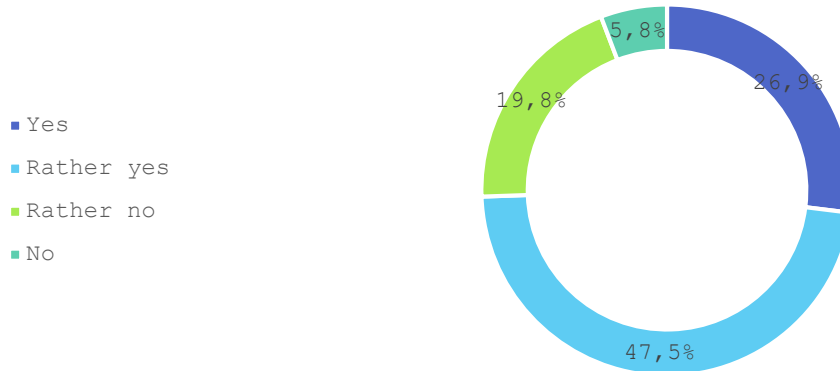


Figure 77 Position regarding recommending studies at MENDELU to friends and family. (n = 501)

74.5% of respondents would recommend studying at MENDELU to their friends and family.

30. Do you think that the HR Award is an asset to the university?

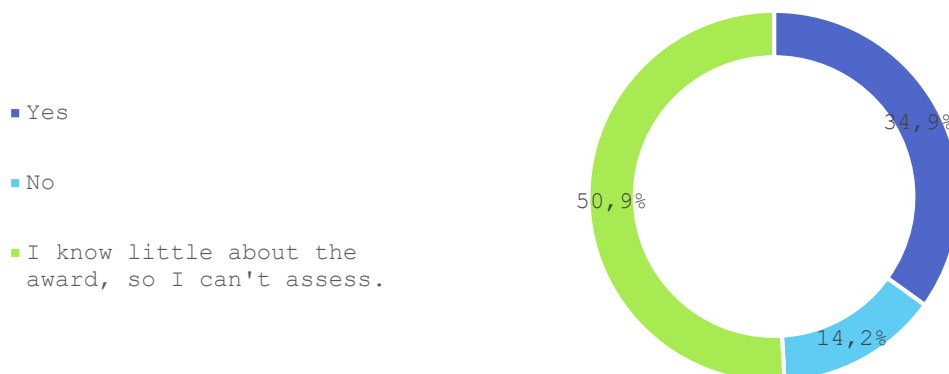


Figure 78 Position regarding the benefits of the HR Award for the university. (n = 501)

More than half of the respondents (50.9%) could not answer the question as they knew very little about the HR Award. 34.9% of respondents think that the HR Award is an asset to the university.

31. What could make our university a better place to work and live? Please provide your recommendations or other comments.

259 respondents answered this question. The recommendations and comments of respondents on the question are presented in the annex of the final report in Czech language.

Conclusion

The 2023 Employee Satisfaction Survey 2023 was intended to help identify areas for the University to focus on when revising the HR Management Strategy, as well as to report to university management on the needs, preferences and attitudes of employees.

The key findings are:

About half of the respondents are not familiar with **strategic documents** such as the University's Strategic Plan and HR Management Strategy. Almost two thirds of them do not see concrete steps of their implementation.

Employees feel **connected to** their faculty/constituent part/unit, especially members of academic staff and researchers. Non-academic researchers III and IV do not feel connected to the university at all.

The organisational culture of the university was assessed in terms of: equal treatment at the university, compliance with university regulations, internal communication across the university, overall atmosphere/mood and relationships between employees. Respondents rated interpersonal relations and compliance with regulations the best (overwhelmingly positive responses), and rated the overall atmosphere/mood and internal communication the worst. Equal treatment is rated positively by half of the respondents.

The vast majority of employees are satisfied with **their working conditions**, except for their remuneration. Manual labour staff perceive them the worst.

The correspondence between the job description and the scope of work is fully or 75% matched for 80% of respondents.

The FTE and the actual work done do not match for 58% of respondents. These employees claim to be working more than they should. This is mostly the case for senior academic positions.

Recognition for the work people do comes mainly from their immediate surroundings, i.e. colleagues and supervisors. Within the university, this tends not to be the case.

Feedback from supervisors in the form of an individual meeting is received at least once a year by 82% of respondents. Two thirds have **an annual personal plan**.

The possibility of career advancement concerns about half of the respondents, and about half of them is also interested in it. Those who have this option and are interested in it are about 35%.

Professional development is seen as available by more than 80% of respondents, while only about 13% are not interested in it.

People tend not to have the possibility **to influence what happens at MENDELU**. However, only one tenth of respondents said they were not interested in doing so.

The question about the **experience with discrimination** was answered mostly negatively, i.e. most people do not experience discrimination. If they do, it is mainly in the area of remuneration.

Safe MENDELU is rated as generally useful, with only a tenth of respondents not liking it at all.

The **MENDELU Safety Advisors** are trusted (fully or partially) by just under a third of respondents.

The **transparency of selection procedures** is rated rather positively; transparency is rated slightly worse only on the question of who decides on the selection of the candidate and who is a member of the selection committee. Confidence in the **selection of the most suitable candidates** is about 40%, but the answer is rather yes. **Selection procedures customised to specific candidates** are overwhelmingly rated as the right thing to do.

Freedom in research activities is perceived by the vast majority of respondents in all described aspects.

Personal misconduct in the research environment (such as inappropriate personal behaviour, harassment, etc.), basic misconduct in research (such as fabrication and falsification of data, plagiarism, etc.), and misconduct related to publication (such as undeserved authorship, duplicate or partial dissemination of publications, etc.) are perceived as **ethical priorities in research activities**.

Up to 35% of respondents is considering **leaving MENDELU**. Half of the respondents are satisfied at the university.

More than 40% of respondents would not recommend **MENDELU for employment** to their friends and family.

Three quarters of the respondents would **recommend studying at MENDELU** to their friends and family.

Half of the respondents still knows little **about the HR Excellence in Research Award** and its benefits for the university.

In terms of **gender**, the results are very similar, i.e. neither women nor men significantly dominate the responses. The only exception is the question on the possibility of career advancement, where almost half of the men but only a quarter of the women chose the answer "Yes and I care about it". And also the question about the possibility of influencing events at the university, where only less than a quarter of women answer positively, while 40% of men answer positively.

We also looked at the variation in responses in terms of positions, and in particular the **R1-R2** categories, i.e. members of academic staff and first and second stage researchers. These are the ones emphasised in the European Charter for Researchers. This category accounted for 40% of respondents. Half of them feel mainly connected to their faculty. Half of them also perceive the relationships at the university as good or rather good and notice the bad atmosphere/mood at the university. Academic staff in this category are more dissatisfied with their remuneration than the R3-R4 and technical and economic staff categories. Non-academic project researchers are also the least likely to report correspondence between their job description and the scope of work relative to the respondent's position. In terms of meeting the FTE, more than half of the respondents find it difficult to do their job within the given FTE. Career advancement opportunities are particularly available to those in academic positions in this category. More than a third of non-academic project researchers do not have this possibility and do not mind the impossibility of promotion. Compared to other positions, these employees also have the fewest opportunities for professional development and the least interest in it, second to manual labour staff. The inability to influence what happens at the university appears again in the R1-R4 categories most with non-academic researchers I and

II. 40% percent of the R1-R2 category employees do not want to leave MENDELU because they enjoy their work there. About another 40% are planning to do so.

The results of the survey by constituent part, including the university entertainments and the Student Hostels and Canteen Administration, are processed separately as are the responses by foreign employees, i.e. questionnaires completed in English.

The following topics appeared mainly in the open-ended responses to questions that explored **staff expectations of the Rector's Offices and university facilities and recommendations for what could make our university a better place to work and live:**

Expectations of staff from Rector's Offices and university facilities:

- Rector's Offices and university facilities as a service to academic staff members and researchers,
- willingness and desire to cooperate,
- a functional economic department,
- better project and legal support,
- less bureaucracy, or taking it off academic staff and researchers,
- more effective internal communication,
- synergies between units,
- effective digitalisation (including interconnectivity of systems).

Recommendations on what could make our university a better place to work and live:

- higher wages,
- executive employee awards,
- transparent funding,
- a higher awareness
- a clear vision for the direction of the university,
- better communication and collaboration, both between individuals and faculties,
- no scheming,
- better cleaning and environmentally friendly waste management,
- secured parking,
- uniform working practices and conditions across the university,
- better IT support, especially better UIS or its replacement,
- modern management,
- more belonging,
- better relationships between superiors and subordinates,
- balance between teaching and publishing, including the opportunity to choose what members of academic staff want to focus on,
- decreasing the administrative burden.

The results of the survey will be taken into account in the new Human Resources Management Strategy (HRS4R) for the 2024 – 2026 period and also in the gender audit that the university will run at the end of 2024.