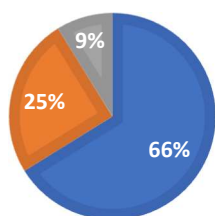


## PRIMARY RESULTS OF THE HR AWARD QUESTIONNAIRE AT ICS

### 1. INPUT DATA

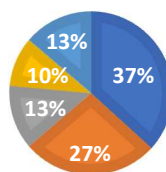
#### GENDER

■ men ■ women ■ without an answer



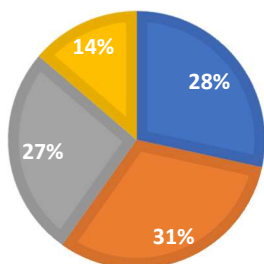
#### AGE COMPOSITION

■ up to 30 years ■ 31–40 years  
■ 41–50 years ■ over 50 years  
■ without an answer



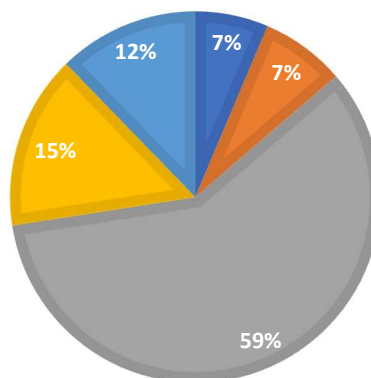
#### LENGHT OF WORK AT ICS

■ less than 2 years ■ 2 to 10 years  
■ more than 10 years ■ without an answer



#### POST AT ICS

■ researcher (before reaching Ph.D.)  
■ researcher (after reaching Ph.D.)  
■ IT professional  
■ administrative worker, managerial position,  
marketing position  
■ without an answer





The numerical expression of answers on the scale:

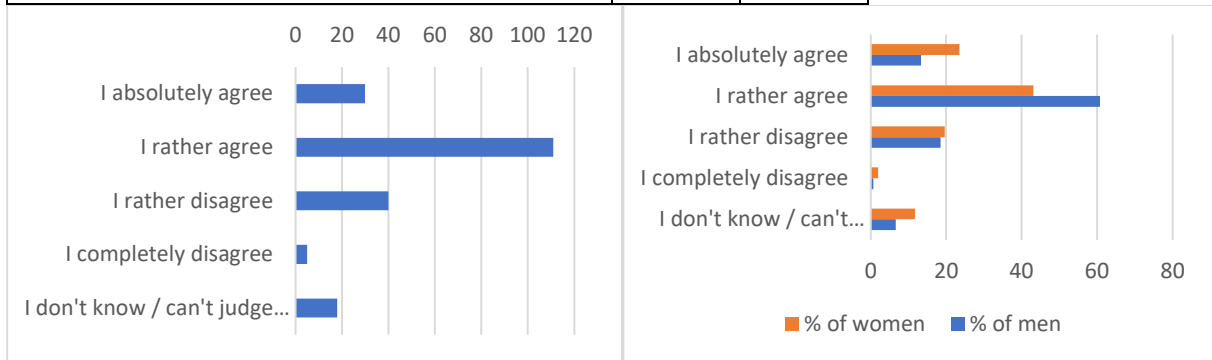
I absolutely agree	4
I rather agree	3
I rather disagree	2
I completely disagree	1
I don't know / can't judge (or unanswered)	NA

## 2. WORKING CONDITIONS

### 5) ICS creates an environment that stimulates me to achieve quality work performance.

Average score: 2,89

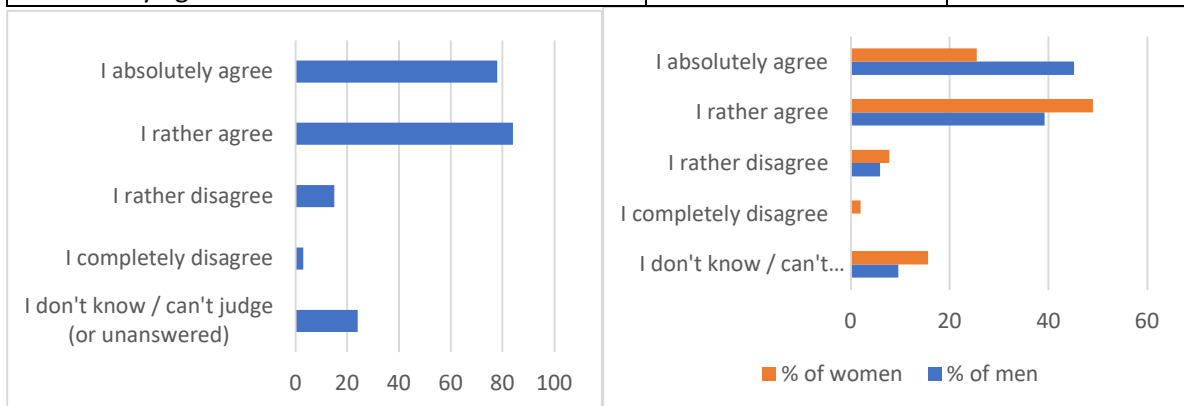
I absolutely agree	30	15%
I rather agree	111	54%
I rather disagree	40	20%
I completely disagree	5	2%
I don't know / can't judge (or unanswered)	18	9%



### 6) I have the opportunity to come up with new ideas and suggestions for improvement.

Average score: 3,32

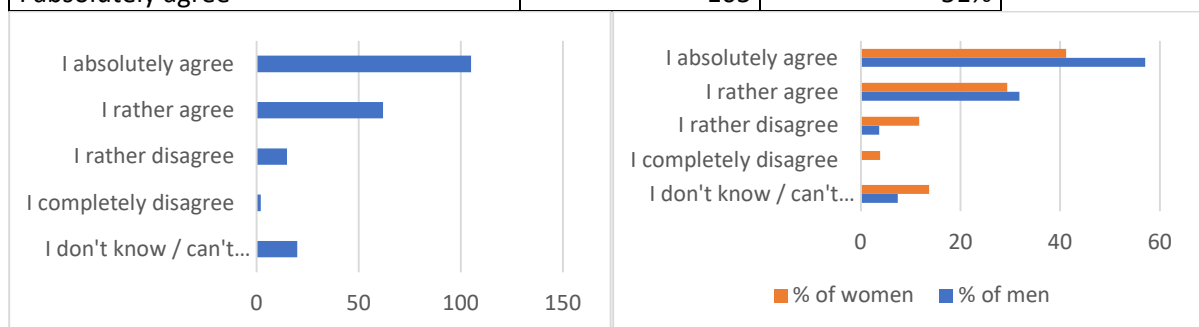
I don't know / can't judge (or unanswered)	24	12%
I completely disagree	3	1%
I rather disagree	15	7%
I rather agree	84	41%
I absolutely agree	78	38%



## 7) ICS enables to harmonize work with personal and family life.

Average score: 3,47

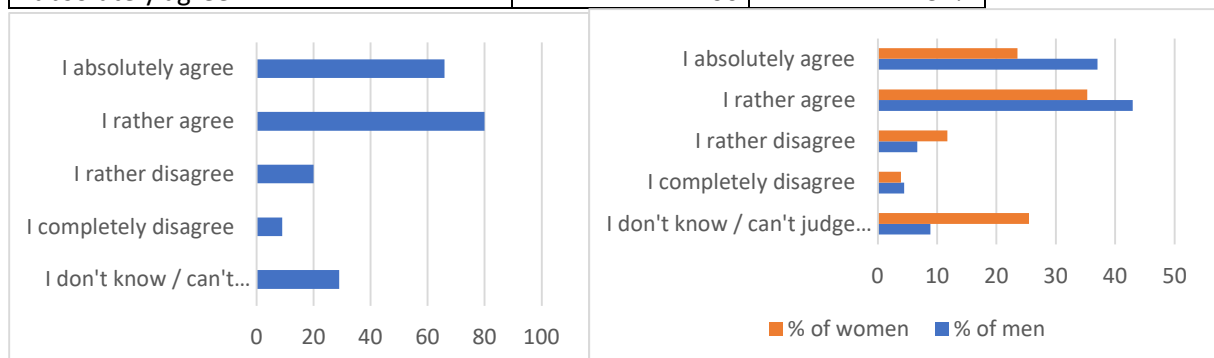
I don't know / can't judge (or unanswered)	20	10%
I completely disagree	2	1%
I rather disagree	15	7%
I rather agree	62	30%
I absolutely agree	105	51%



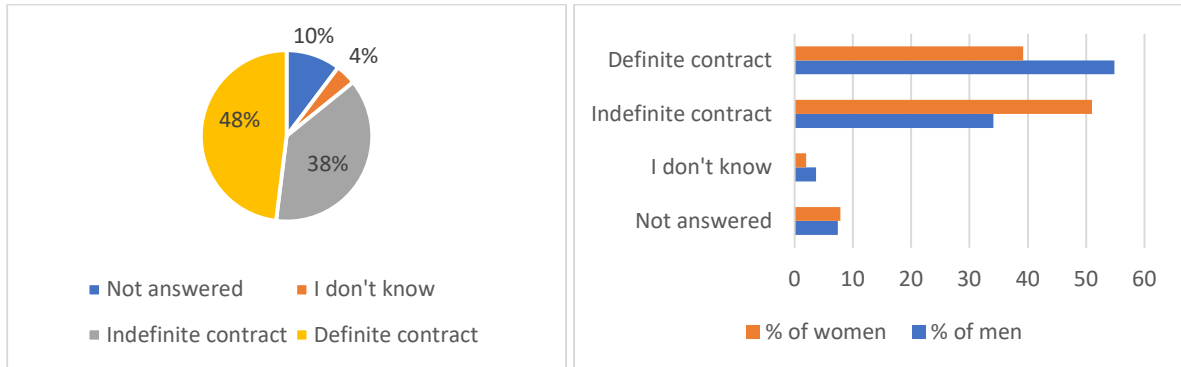
## 8) I'm not afraid of losing my job.

Average score: 3,16

I don't know / can't judge (or unanswered)	29	14%
I completely disagree	9	4%
I rather disagree	20	10%
I rather agree	80	39%
I absolutely agree	66	32%

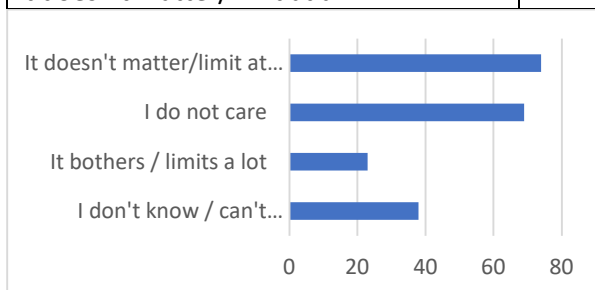


## 9) I have an employment contract for:

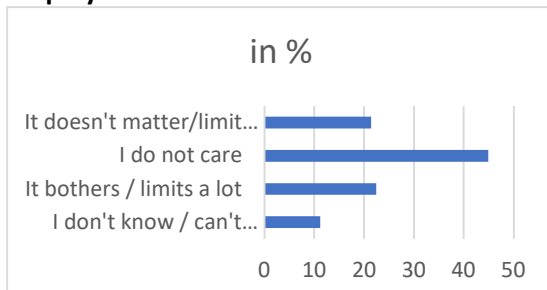


## 10) The fact that I have a contract for a (in)definite period tells me:

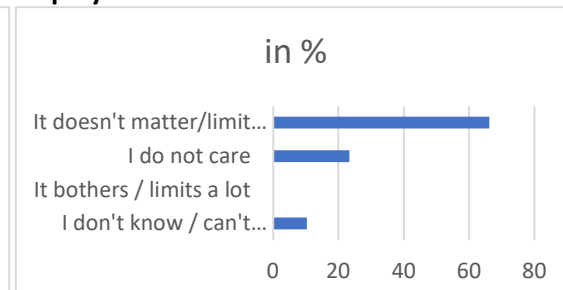
I don't know / can't judge (or unanswered)	38	19%
It bothers / limits a lot	23	11%
I do not care	69	34%
It doesn't matter/limit at all	74	36%



### Employees with a definite contract:



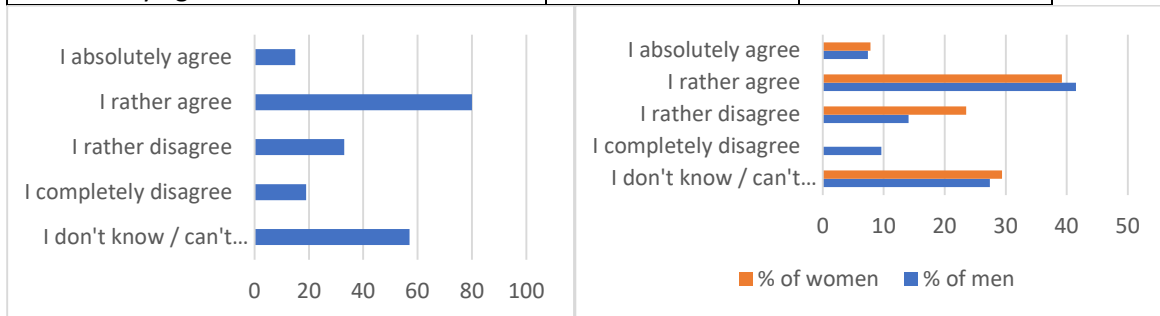
### Employees with an indefinite contract:



## 11) I think that the ICS management has a clear vision.

Average score: 2,62

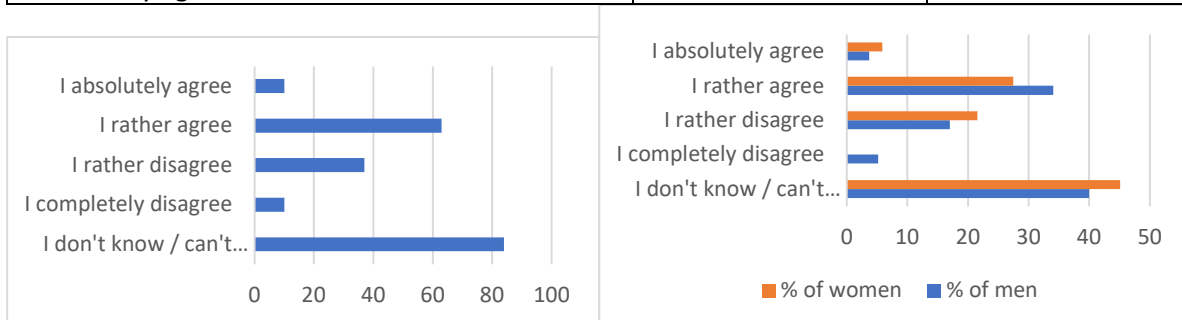
I don't know / can't judge (or unanswered)	57	28%
I completely disagree	19	9%
I rather disagree	33	16%
I rather agree	80	39%
I absolutely agree	15	7%



## 12) I think that ICS fulfills its vision.

Average score: 2,61

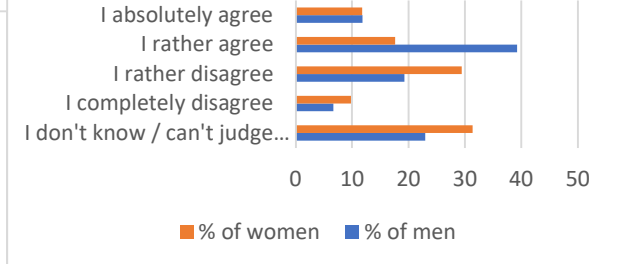
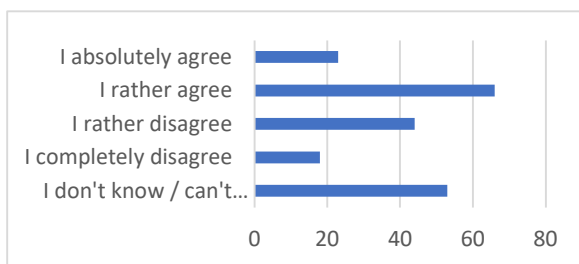
I don't know / can't judge (or unanswered)	84	41%
I completely disagree	10	5%
I rather disagree	37	18%
I rather agree	63	31%
I absolutely agree	10	5%



## 13) I have the opportunity to influence development at ICS (direction, work environment, new topics, organizational culture, etc.).

Average score: 2,62

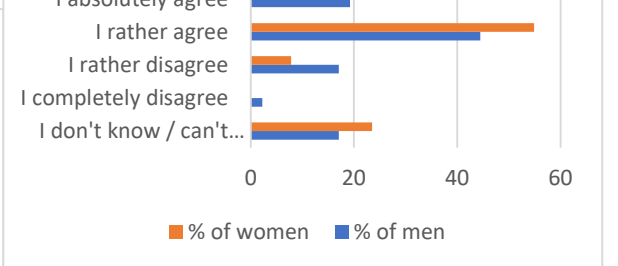
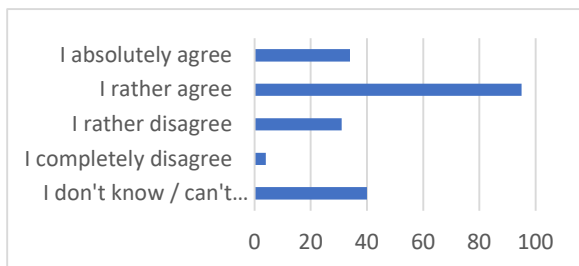
I don't know / can't judge (or unanswered)	53	26%
I completely disagree	18	9%
I rather disagree	44	22%
I rather agree	66	32%
I absolutely agree	23	11%



## 14) With the other divisions of ICS, I am cooperating very well.

Average score: 2,97

I don't know / can't judge (or unanswered)	40	20%
I completely disagree	4	2%
I rather disagree	31	15%
I rather agree	95	47%
I absolutely agree	34	17%

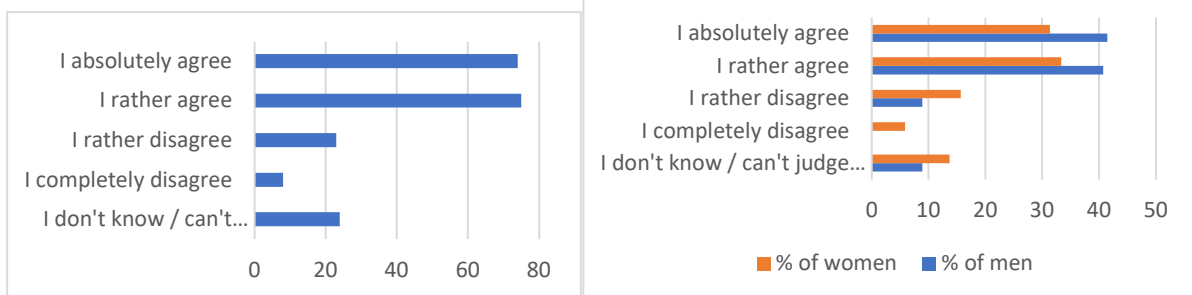




## 15) I am treated as an equal and important employee.

Average score: 3,19

I don't know / can't judge (or unanswered)	24	12%
I completely disagree	8	4%
I rather disagree	23	11%
I rather agree	75	37%
I absolutely agree	74	36%

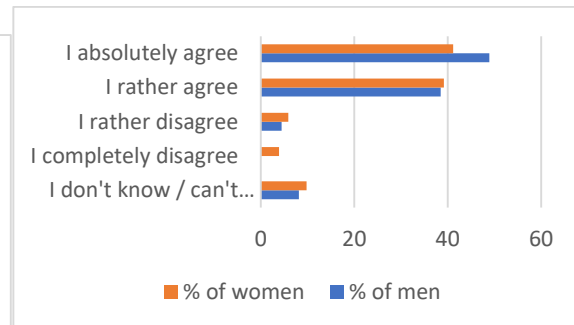
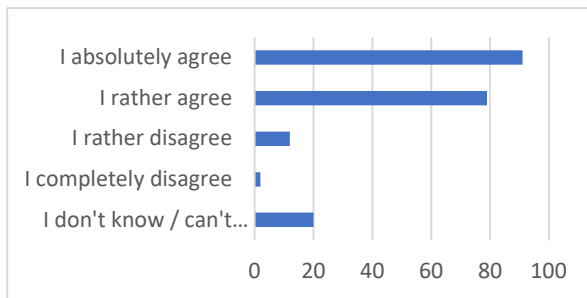


## 16) I have the resources (equipment, technology, information) I need to do my job effectively.

Average score: 3,41

I don't know / can't judge (or unanswered)	20	10%
I completely disagree	2	1%
I rather disagree	12	6%
I rather agree	79	39%
I absolutely agree	91	45%

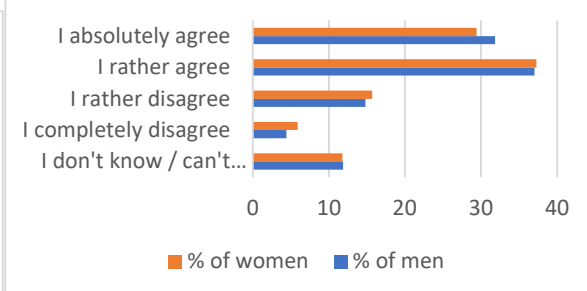
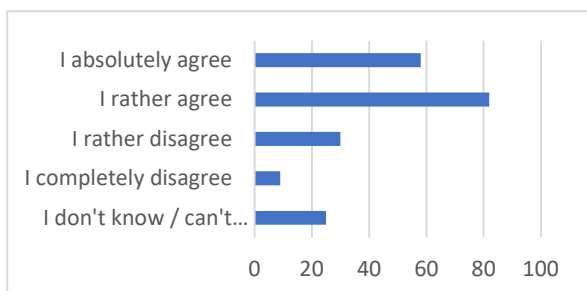




## 17) I am not unnecessarily disturbed at the workplace, and I can concentrate on my work.

Average score: 3,06

I don't know / can't judge (or unanswered)	25	12%
I completely disagree	9	4%
I rather disagree	30	15%
I rather agree	82	40%
I absolutely agree	58	28%

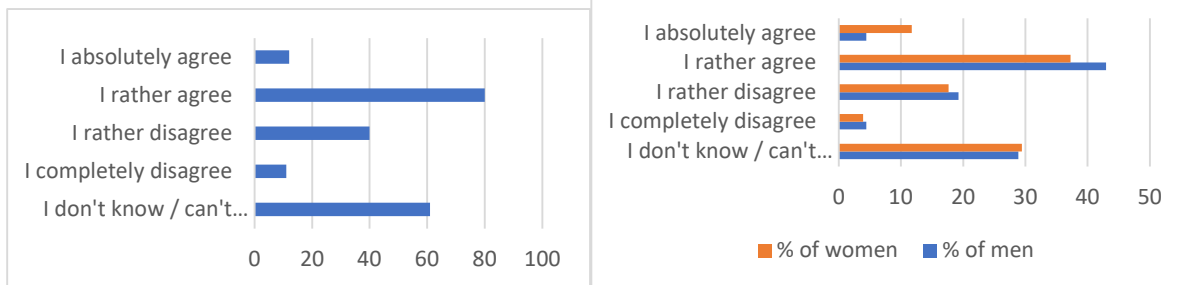


## 18) I can rely on my colleagues. We are one team.

a) at ICS level

Average score: 2,65

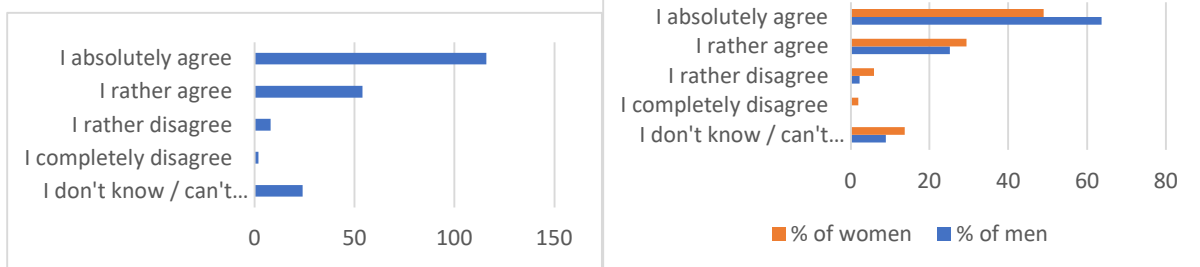
I don't know / can't judge (or unanswered)	61	30%
I completely disagree	11	5%
I rather disagree	40	20%
I rather agree	80	39%
I absolutely agree	12	6%



## b) at the level of our team

Average score: 3,58

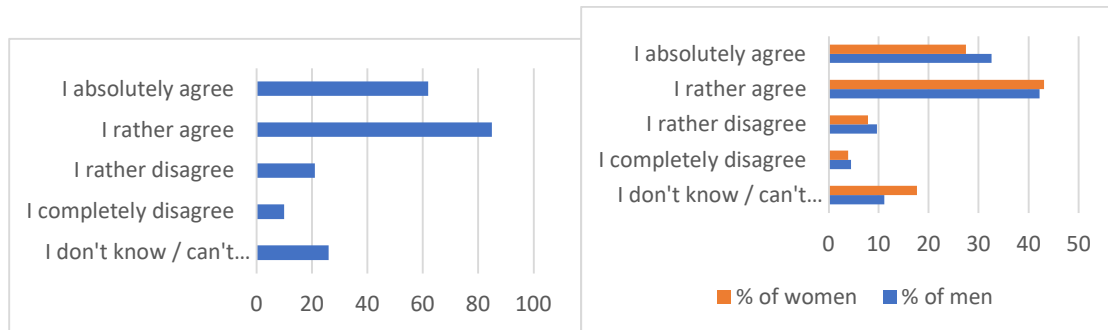
I don't know / can't judge (or unanswered)	24	12%
I completely disagree	2	1%
I rather disagree	8	4%
I rather agree	54	26%
I absolutely agree	116	57%



## 19) The administrative workload does not keep me from fulfilling my work activities.

Average score: 3,12

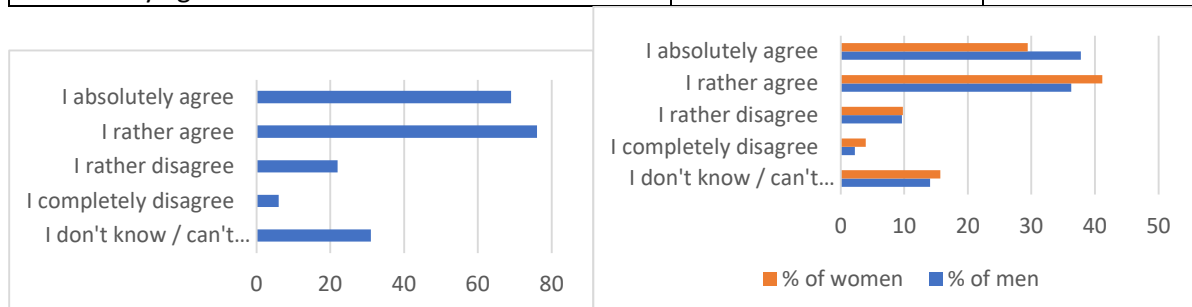
I don't know / can't judge (or unanswered)	26	13%
I completely disagree	10	5%
I rather disagree	21	10%
I rather agree	85	42%
I absolutely agree	62	30%



## 20) My supervisor involves me in work decisions that influence my work.

Average score: 3,20

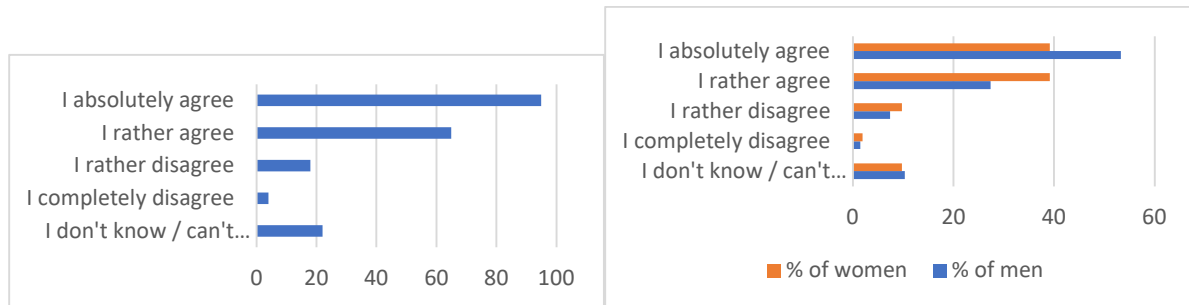
I don't know / can't judge (or unanswered)	31	15%
I completely disagree	6	3%
I rather disagree	22	11%
I rather agree	76	37%
I absolutely agree	69	34%



## 21) My supervisor listens to me and responds to my comments.

Average score: 3,38

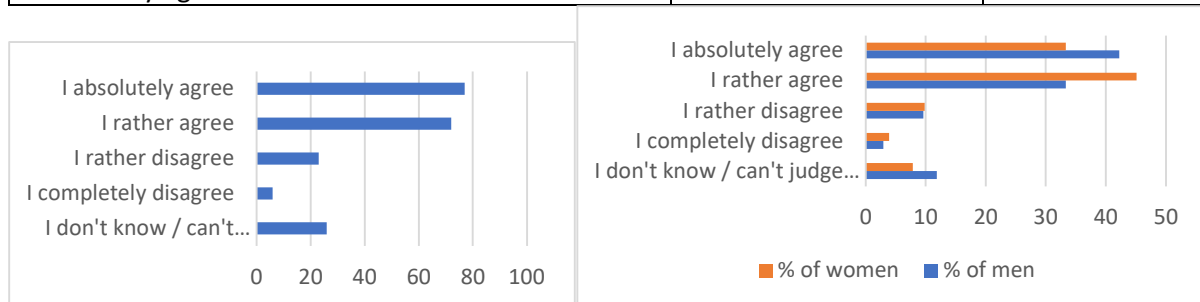
I don't know / can't judge (or unanswered)	22	11%
I completely disagree	4	2%
I rather disagree	18	9%
I rather agree	65	32%
I absolutely agree	95	47%



## 22) The tasks are set to me comprehensibly and clearly.

Average score: 3,24

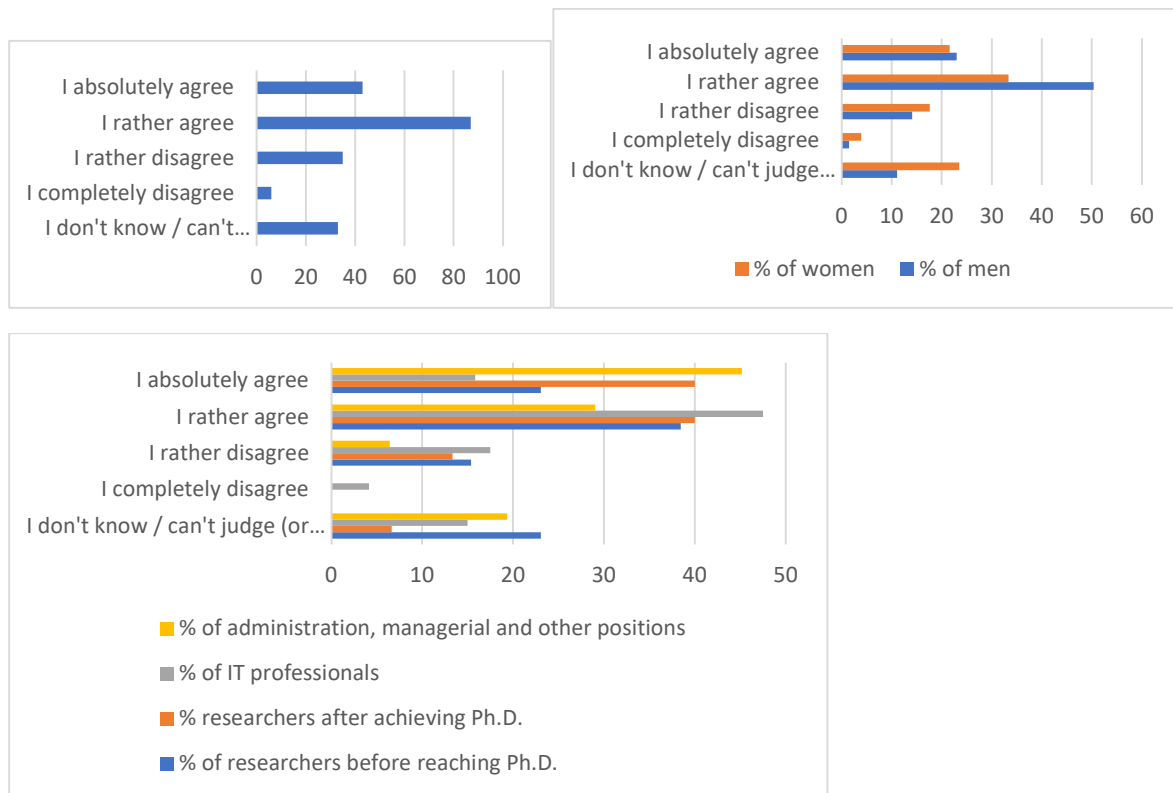
I don't know / can't judge (or unanswered)	26	13%
I completely disagree	6	3%
I rather disagree	23	11%
I rather agree	72	35%
I absolutely agree	77	38%



## 23) I am satisfied with my financial evaluation.

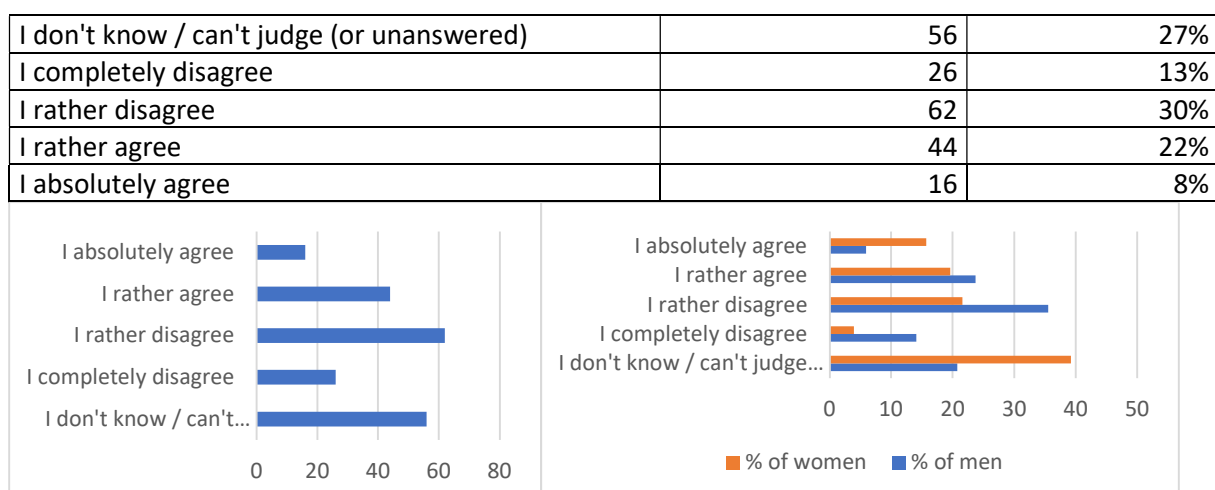
Average score: 2,98

I don't know / can't judge (or unanswered)	33	16%
I completely disagree	6	3%
I rather disagree	35	17%
I rather agree	87	43%
I absolutely agree	43	21%

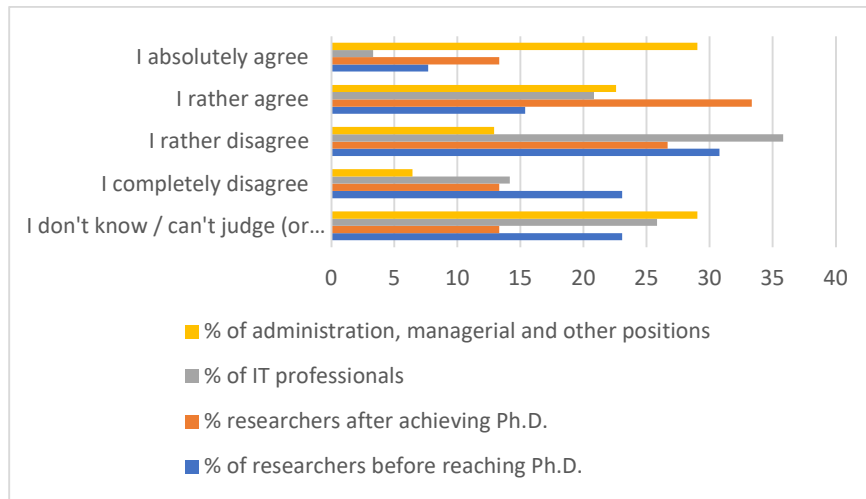


## 24) I think that my financial evaluation corresponds to what I would get elsewhere in my field of activity.

Average score: 2,34



# MUNI ICS



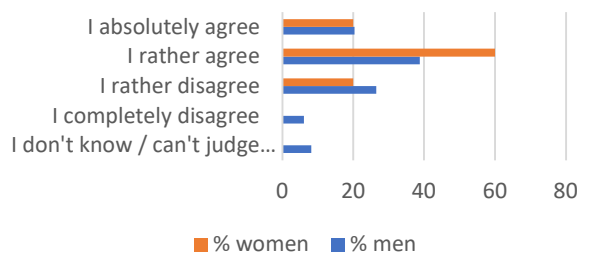
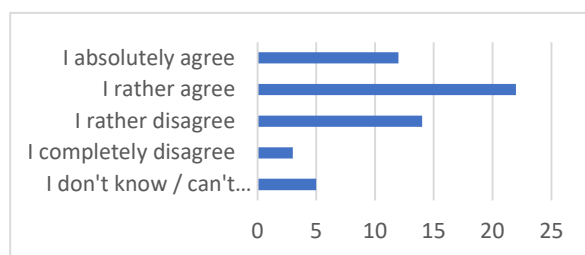
## 3. LECTURERS AND STUDENTS

### a) Lecturers

**26) Teaching (including guidance or consultation of final theses) is perceived at ICS as a full-fledged part of my work.**

Average score: 2,84

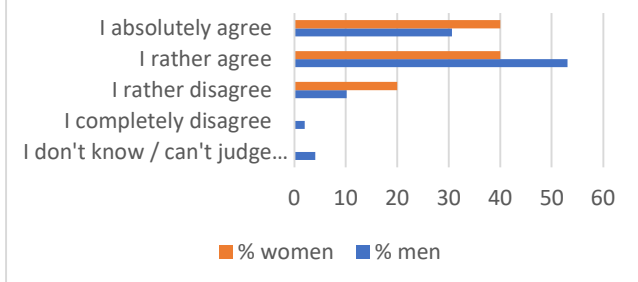
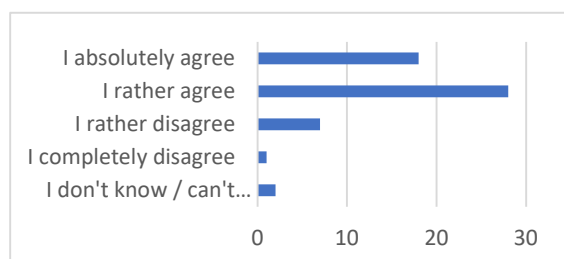
I don't know / can't judge (or unanswered)	5	9%
I completely disagree	3	5%
I rather disagree	14	25%
I rather agree	22	39%
I absolutely agree	12	21%



**27) Pedagogical workload does not prevent me from fulfilling my work duties.**

Average score: 3,17

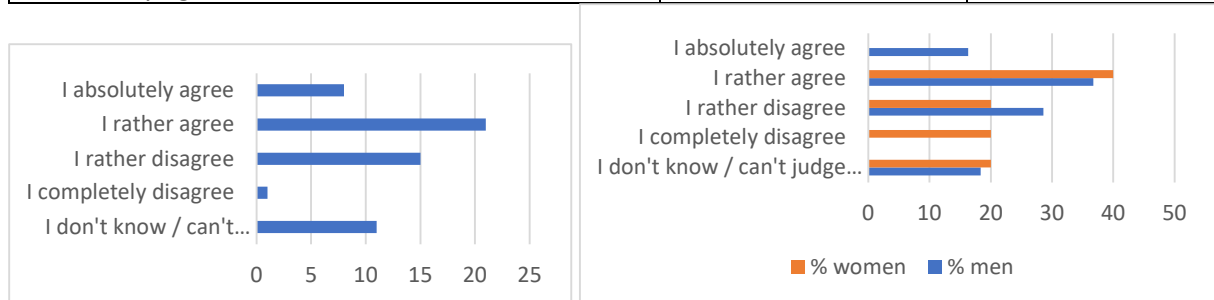
I don't know / can't judge (or unanswered)	2	4%
I completely disagree	1	2%
I rather disagree	7	13%
I rather agree	28	50%
I absolutely agree	18	32%



**28) At MUNI, I am provided with the possibility of expert training for teaching and education activities at the level.**

Average score: 2,80

I don't know / can't judge (or unanswered)	11	20%
I completely disagree	1	2%
I rather disagree	15	27%
I rather agree	21	38%
I absolutely agree	8	14%

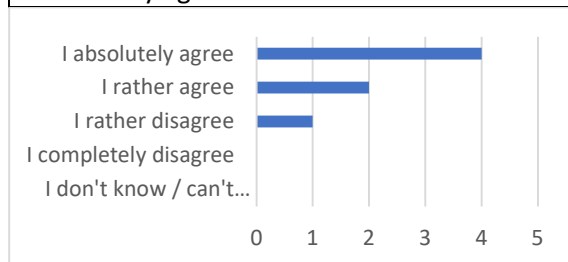


## b) doctoral students

**30) I maintain regular contact with my trainer or consultant.**

Average score: 3,43

I don't know / can't judge (or unanswered)	0	0%
I completely disagree	0	0%
I rather disagree	1	14%
I rather agree	2	29%
I absolutely agree	4	57%

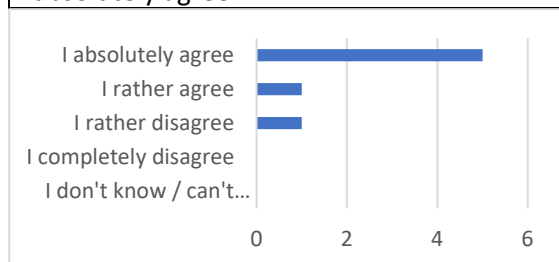


**31) I think that my trainer or consultant provides me with professional advice.**

Average score: 3,57



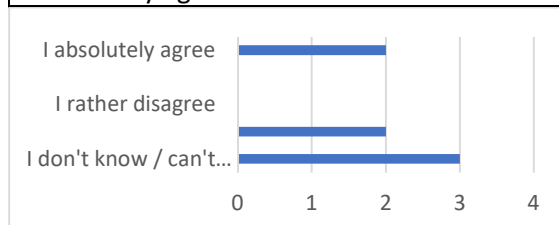
I don't know / can't judge (or unanswered)	0	0%
I completely disagree	0	0%
I rather disagree	1	14%
I rather agree	1	14%
I absolutely agree	5	71%



**32) At MUNI, there is a clearly designated person to whom I can turn at the beginning of my career in questions related to my work duties or career.**

Average score: 2,50

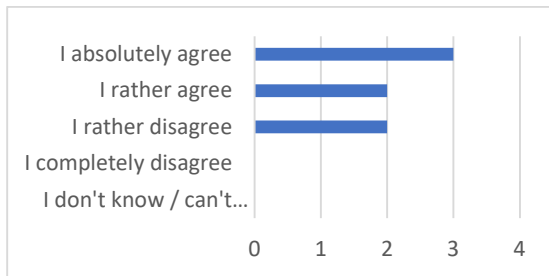
I don't know / can't judge (or unanswered)	3	43%
I completely disagree	2	29%
I rather disagree	0	0%
I rather agree	0	0%
I absolutely agree	2	29%



**33) My duties do not preclude me from the responsibilities associated with my doctoral studies.**

Average score: 3,14

I don't know / can't judge (or unanswered)	0	0%
I completely disagree	0	0%
I rather disagree	2	29%
I rather agree	2	29%
I absolutely agree	3	43%

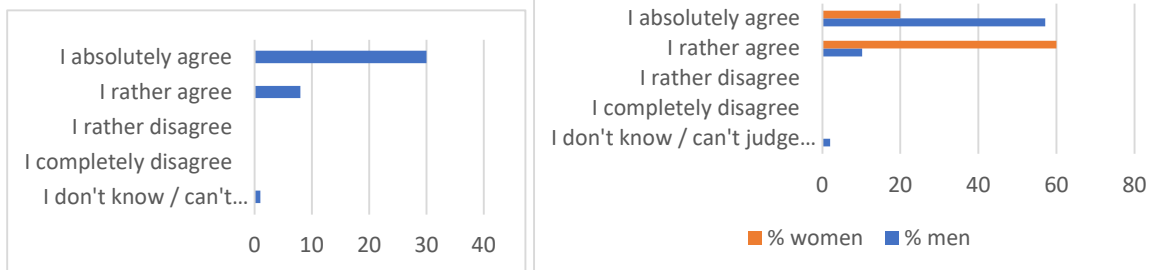


## c) bachelor and master students

### 35) ICS creates conditions in which I can continue my studies without any problems.

Average score: 3,79

I don't know / can't judge (or unanswered)	1	3%
I completely disagree	0	0%
I rather disagree	0	0%
I rather agree	8	21%
I absolutely agree	30	77%

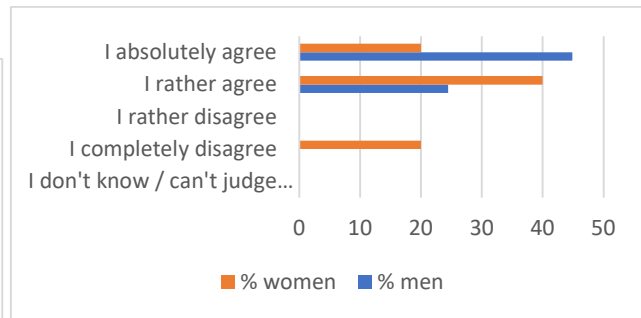
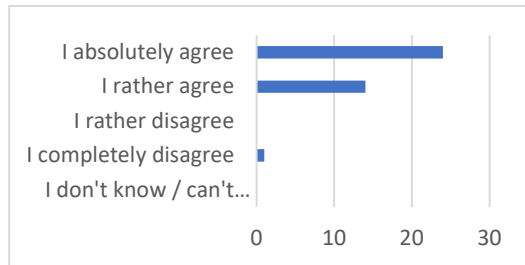


### 36) As part of my job at ICS, I learn and develop.

Average score: 3,56

I don't know / can't judge (or unanswered)	0	0%
I completely disagree	1	3%
I rather disagree	0	0%
I rather agree	14	36%
I absolutely agree	24	62%

# MUNI ICS

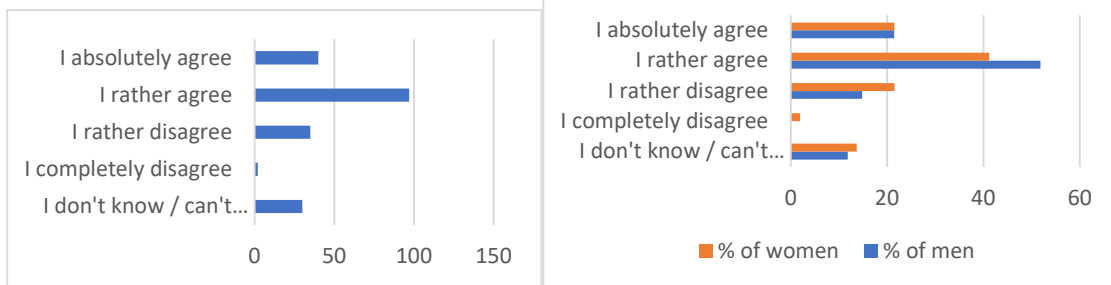


## 4. MOTIVATION

### 37) I am motivated enough for my performance.

Average score: 3,01

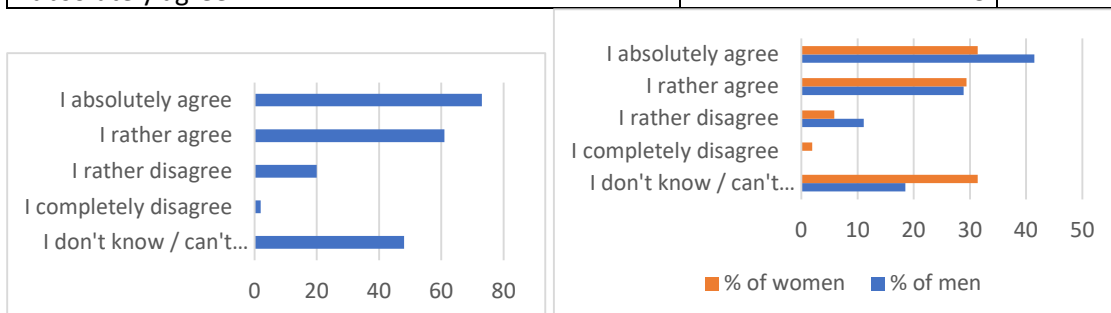
I don't know / can't judge (or unanswered)	30	15%
I completely disagree	2	1%
I rather disagree	35	17%
I rather agree	97	48%
I absolutely agree	40	20%



### 38) My supervisor supports my efforts to improve work performance.

Average score: 3,31

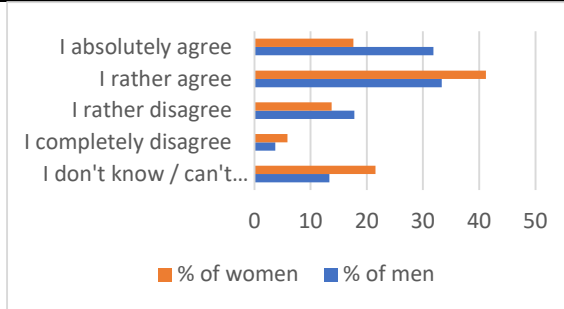
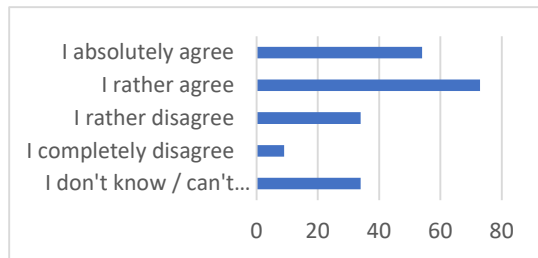
I don't know / can't judge (or unanswered)	48	24%
I completely disagree	2	1%
I rather disagree	20	10%
I rather agree	61	30%
I absolutely agree	73	36%



### 39) I get enough feedback from my supervisor.

Average score: 3,01

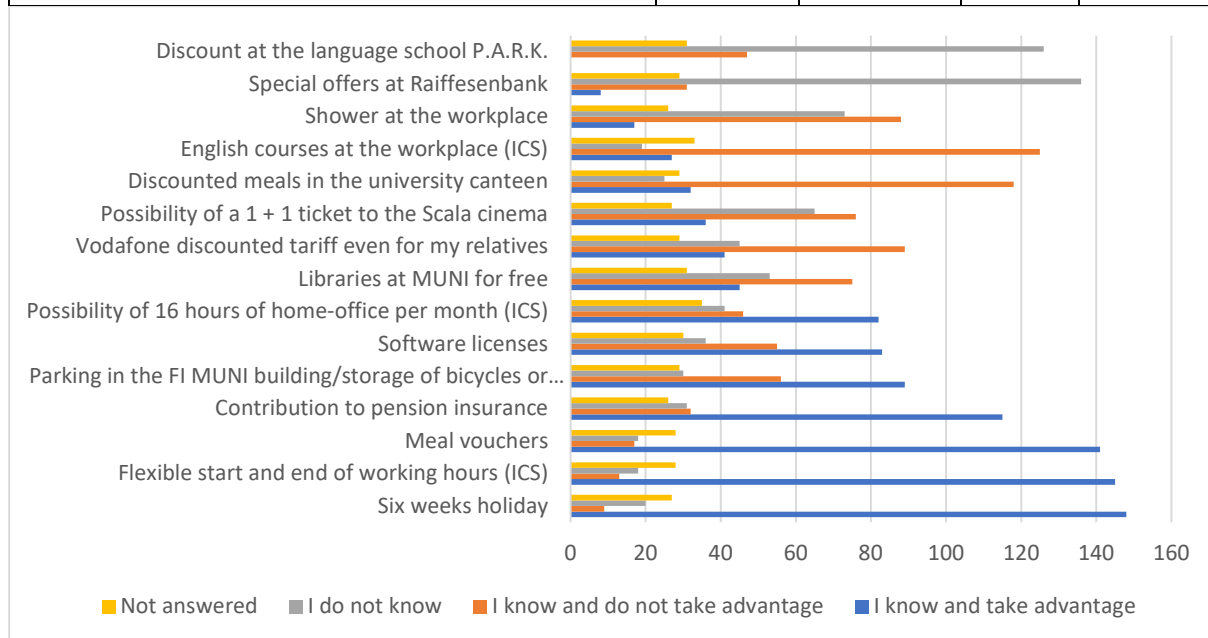
I don't know / can't judge (or unanswered)	34	17%
I completely disagree	9	4%
I rather disagree	34	17%
I rather agree	73	36%
I absolutely agree	54	26%



## 40) Benefits:

	I know and take advantage	I know and do not take advantage	I do not know	Not answered
Six weeks holiday	148	9	20	27
Flexible start and end of working hours (ICS)	145	13	18	28
Meal vouchers	141	17	18	28
Contribution to pension insurance	115	32	31	26
Parking in the FI MUNI building/storage of bicycles or scooters (ICS)	89	56	30	29
Software licenses	83	55	36	30
Possibility of 16 hours of home-office per month (ICS)	82	46	41	35
Libraries at MUNI for free	45	75	53	31
Vodafone discounted tariff even for my relatives	41	89	45	29
Possibility of a 1 + 1 ticket to the Scala cinema	36	76	65	27
Discounted meals in the university canteen	32	118	25	29
English courses at the workplace (ICS)	27	125	19	33
Shower at the workplace	17	88	73	26
Special offers at Raiffesenbank	8	31	136	29
Discount at the language school P.A.R.K.	0	47	126	31
	I know and take advantage	I know and do not take advantage	I do not know	Not answered
Six weeks holiday	73%	4%	10%	13%
Flexible start and end of working hours (ICS)	71%	6%	9%	14%
Meal vouchers	69%	8%	9%	14%
Contribution to pension insurance	56%	16%	15%	13%

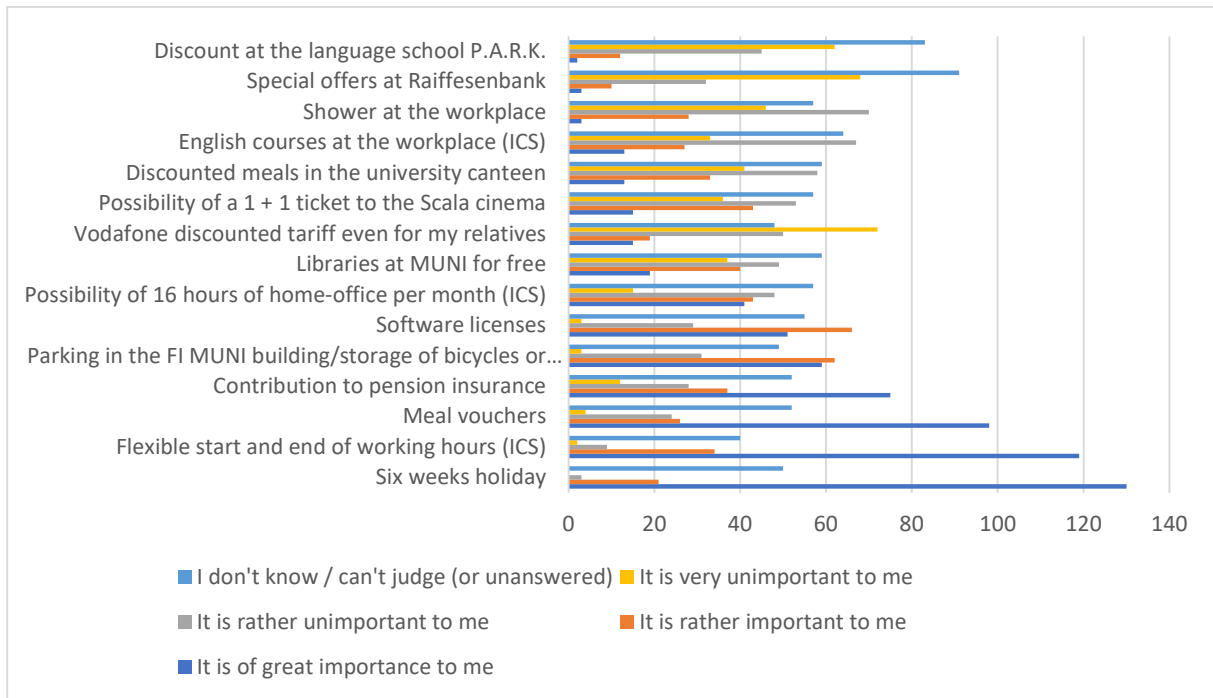
Parking in the FI MUNI building/storage of bicycles or scooters (ICS)	44%	27%	15%	14%
Software licenses	41%	27%	18%	15%
Possibility of 16 hours of home-office per month (ICS)	40%	23%	20%	17%
Libraries at MUNI for free	22%	37%	26%	15%
Vodafone discounted tariff even for my relatives	20%	44%	22%	14%
Possibility of a 1 + 1 ticket to the Scala cinema	18%	37%	32%	13%
Discounted meals in the university canteen	16%	58%	12%	14%
English courses at the workplace (ICS)	13%	61%	9%	16%
Shower at the workplace	8%	43%	36%	13%
Special offers at Raiffesensbank	4%	15%	67%	14%
Discount at the language school P.A.R.K.	0%	23%	62%	15%



	It is of great importance to me	It is rather important to me	It is rather unimportant to me	It is very unimportant to me	I don't know / can't judge (or unanswered)
Six weeks holiday	130	21	3	0	50
Flexible start and end of working hours (ICS)	119	34	9	2	40
Meal vouchers	98	26	24	4	52
Contribution to pension insurance	75	37	28	12	52
Parking in the FI MUNI building/storage of bicycles or scooters (ICS)	59	62	31	3	49
Software licenses	51	66	29	3	55
Possibility of 16 hours of home-office per month (ICS)	41	43	48	15	57

# MUNI ICS

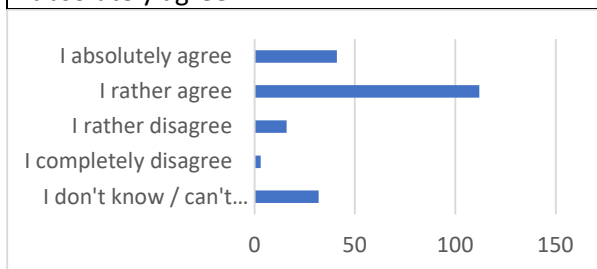
Libraries at MUNI for free	19	40	49	37	59
Vodafone discounted tariff even for my relatives	15	19	50	72	48
Possibility of a 1 + 1 ticket to the Scala cinema	15	43	53	36	57
Discounted meals in the university canteen	13	33	58	41	59
English courses at the workplace (ICS)	13	27	67	33	64
Shower at the workplace	3	28	70	46	57
Special offers at Raiffesenbank	3	10	32	68	91
Discount at the language school P.A.R.K.	2	12	45	62	83
	It is of great importance to me	It is rather important to me	It is rather unimportant to me	It is very unimportant to me	I don't know / can't judge (or unanswered)
Six weeks holiday	64%	10%	1%	0%	25%
Flexible start and end of working hours (ICS)	58%	17%	4%	1%	20%
Meal vouchers	48%	13%	12%	2%	25%
Contribution to pension insurance	37%	18%	14%	6%	25%
Parking in the FI MUNI building/storage of bicycles or scooters (ICS)	29%	30%	15%	1%	24%
Software licenses	25%	32%	14%	1%	27%
Possibility of 16 hours of home-office per month (ICS)	20%	21%	24%	7%	28%
Libraries at MUNI for free	9%	20%	24%	18%	29%
Vodafone discounted tariff even for my relatives	7%	9%	25%	35%	24%
Possibility of a 1 + 1 ticket to the Scala cinema	7%	21%	26%	18%	28%
Discounted meals in the university canteen	6%	16%	28%	20%	29%
English courses at the workplace (ICS)	6%	13%	33%	16%	31%
Shower at the workplace	1%	14%	34%	23%	28%
Special offers at Raiffesenbank	1%	5%	16%	33%	45%
Discount at the language school P.A.R.K.	1%	6%	22%	30%	41%



## 42) I am satisfied with the benefits that the employer offers.

Average score: 3,11

I don't know / can't judge (or unanswered)	32	16%
I completely disagree	3	1%
I rather disagree	16	8%
I rather agree	112	55%
I absolutely agree	41	20%





## 43) What other employee benefits would you welcome?

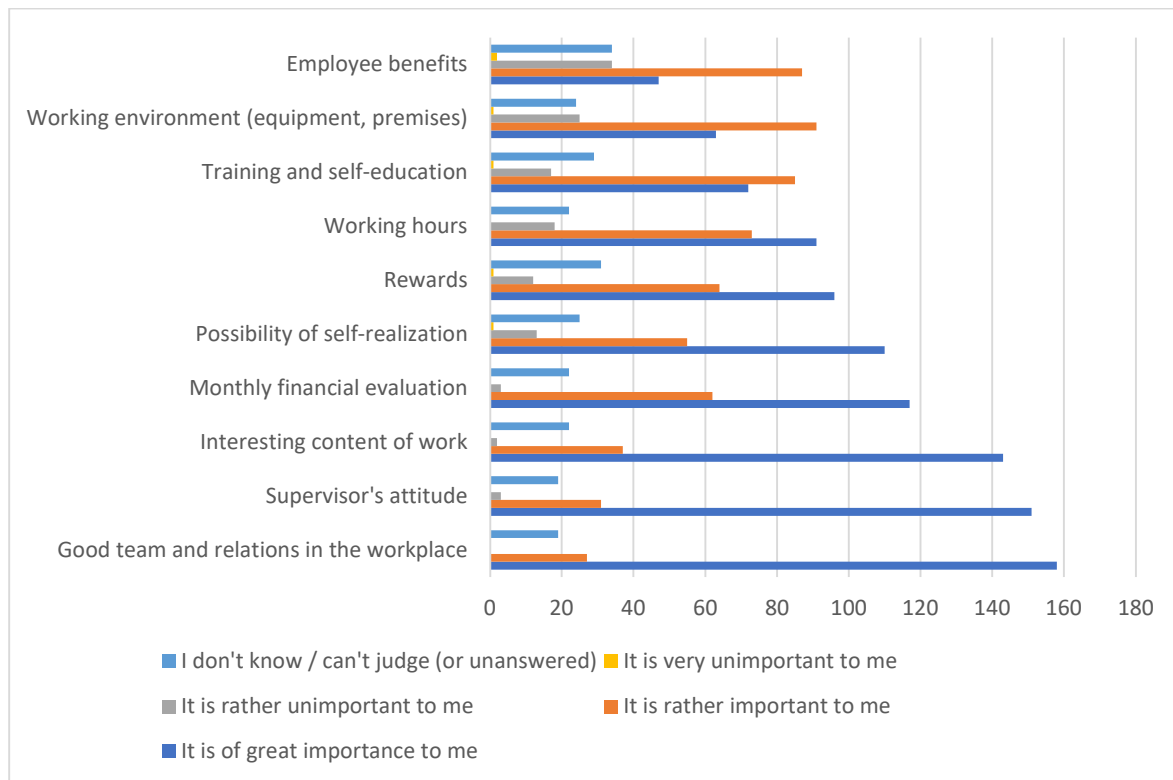
Benefit	Frequency	Percentage of answers
Multisport card / sports allowance	35	21,6
More home-office	14	8,6
Coffee/tea for free	10	6,2
Sick-days	9	5,6
Fruits (vegetables) in the workplace for free	9	5,6
Education, certification	9	5,6
Free language courses (more courses, not only English / discounted teaching at ULC)	7	4,3
Parking (even after moving / for all)	6	3,7
Multipass/flexipass/activepass	6	3,7
Contribution to culture	5	3,1
Seven weeks holiday	5	3,1
Babysitting/company kindergarten	3	1,9
Cafeteria	3	1,9
Relax corner	3	1,9
Dedicated time for education / possibility to enroll in courses at MUNI free of charge	3	1,9
Lunches/snacks /vending machine at the workplace	3	1,9
Air conditioning	2	1,2
Holiday allowance	2	1,2
Filtered water	2	1,2
Unlimited data / paid internet	2	1,2
Massages	2	1,2
Sabbatical	2	1,2
A passive participation in conferences	1	0,6
Proofreading of professional texts in English	1	0,6
Possibility to buy equipment (ntb, telephone)	1	0,6
Swimming	1	0,6
Space for exercise/stretching during working hours	1	0,6
Possibility to have your electrical appliances	1	0,6
Interest-free loans	1	0,6
Allowance for the maintenance of pets	1	0,6

Discounted purchase of hardware	1	0,6
Meal allowance instead of meal vouchers	1	0,6
Possibility of testing new PCs, mobile phones and their evaluation	1	0,6
Discount on the purchase of equipment for smart-home and other IoT things	1	0,6
Business mobile of your choice even for personal use	1	0,6
PC also for personal use	1	0,6
Quality company doctor	1	0,6
Discounted tariff (not Vodafone)	1	0,6
Discount to Scala for more than one movie per month	1	0,6
Meal card	1	0,6
Smaller / quieter offices	1	0,6
MSDNAA Microsoft	1	0,6

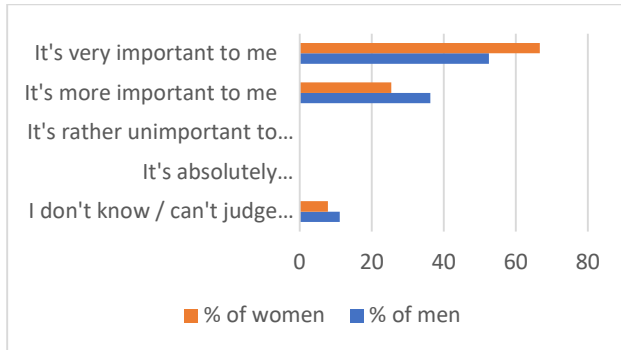
#### 44) To what extent are these factors important to you:

	It is of great importance to me	It is rather important to me	It is rather unimportant to me	It is very unimportant to me	I don't know / can't judge (or unanswered)
Good team and relations in the workplace	158	27	0	0	19
Supervisor's attitude	151	31	3	0	19
Interesting content of work	143	37	2	0	22
Monthly financial evaluation	117	62	3	0	22
Possibility of self-realization	110	55	13	1	25
Rewards	96	64	12	1	31
Working hours	91	73	18	0	22
Training and self-education	72	85	17	1	29
Working environment (equipment, premises)	63	91	25	1	24
Employee benefits	47	87	34	2	34
	It is of great importance to me	It is rather important to me	It is rather unimportant to me	It is very unimportant to me	I don't know / can't judge (or unanswered)
Good team and relations in the workplace	77%	13%	0%	0%	9%
Supervisor's attitude	74%	15%	1%	0%	9%

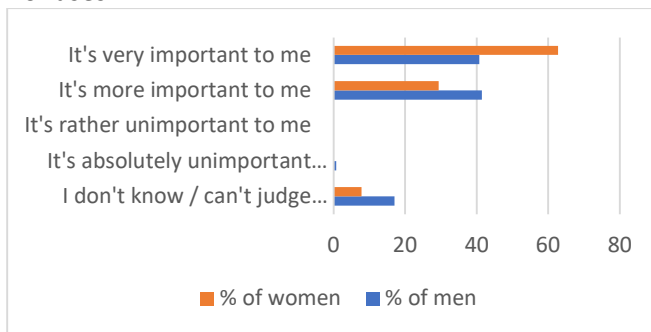
Interesting content of work	70%	18%	1%	0%	11%
Monthly financial evaluation	57%	30%	1%	0%	11%
Possibility of self-realization	54%	27%	6%	0%	12%
Rewards	47%	31%	6%	0%	15%
Working hours	45%	36%	9%	0%	11%
Training and self-education	35%	42%	8%	0%	14%
Working environment (equipment, premises)	31%	45%	12%	0%	12%
Employee benefits	23%	43%	17%	1%	17%



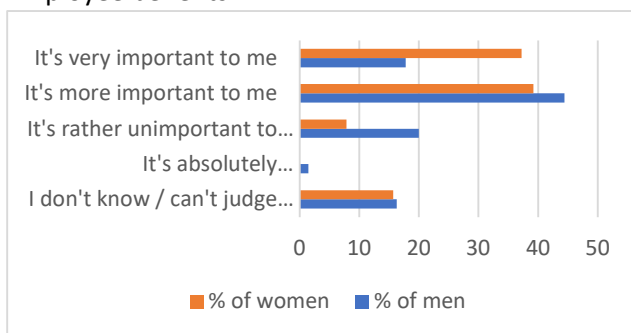
## Monthly financial evaluation



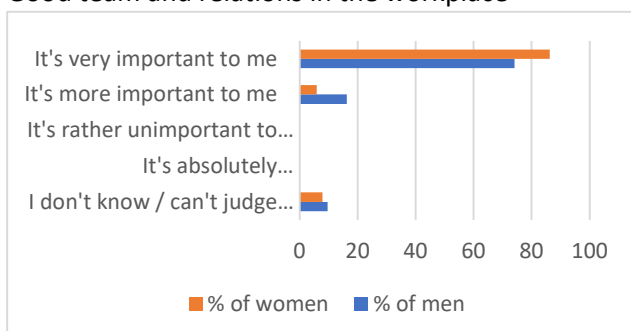
## Bonuses



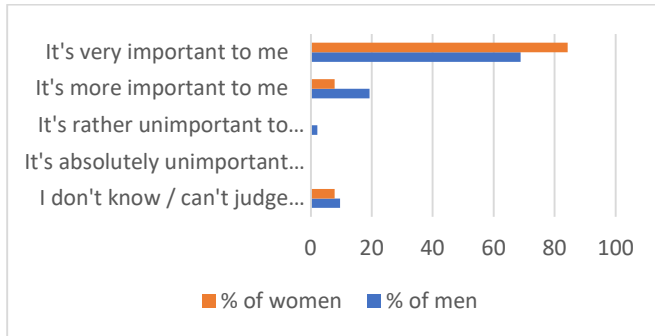
## Employee benefits



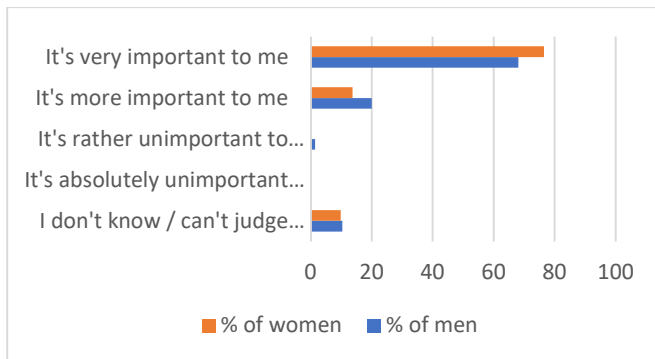
## Good team and relations in the workplace



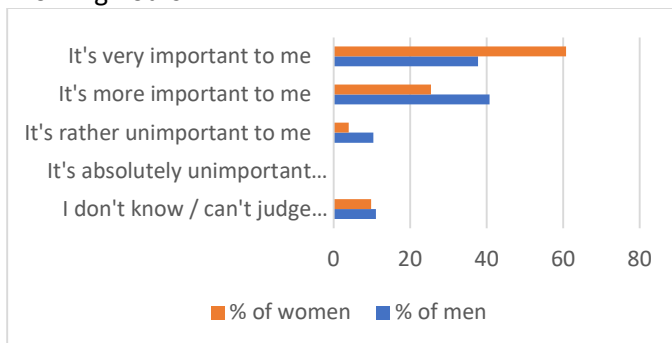
## Supervisor's attitude



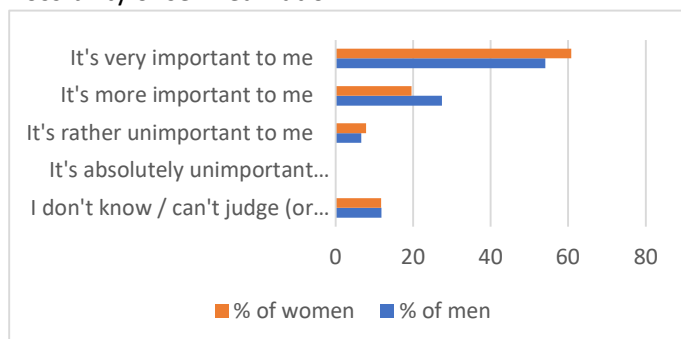
## Interesting content of work



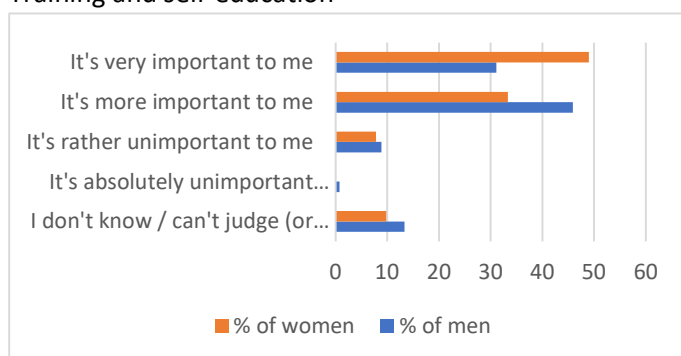
## Working hours



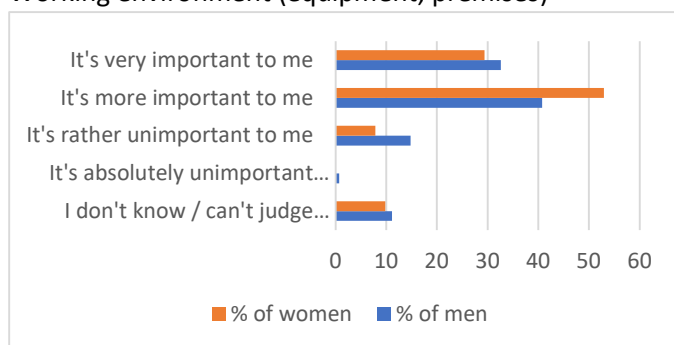
## Possibility of self-realization



## Training and self-education



## Working environment (equipment, premises)

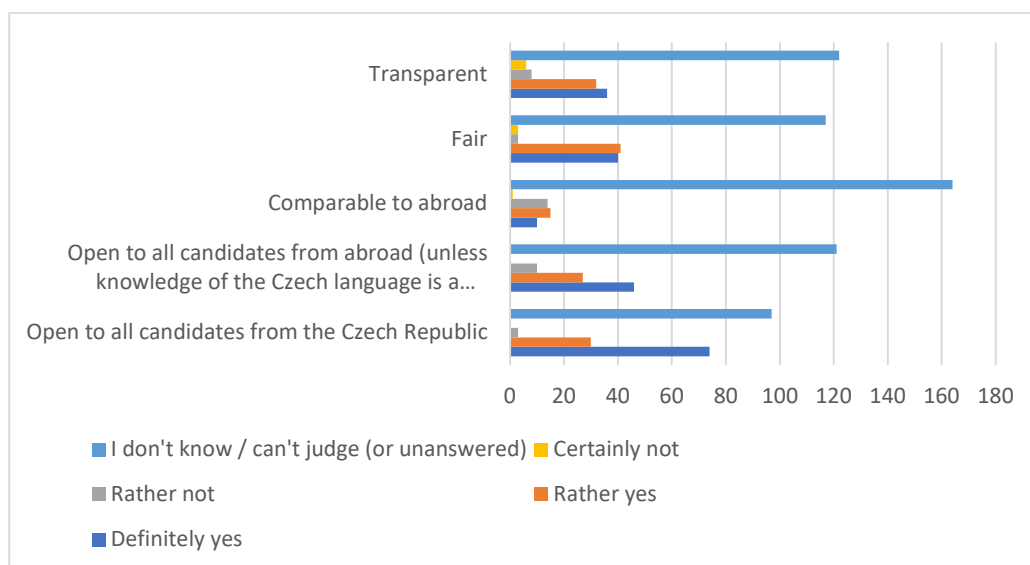


## 5. RECRUITMENT AND SELECTION PROCEDURE

### 45) In my opinion, recruitment at ICS is:

A problem area? **YES**

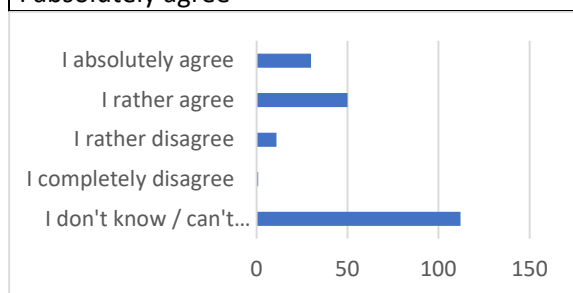
	Definitely yes	Rather yes	Rather not	Certainly not	I don't know / can't judge (or unanswered)
Open to all candidates from the Czech Republic	74	30	3	0	97
Open to all candidates from abroad (unless knowledge of the Czech language is a condition of the position)	46	27	10	0	121
Comparable to abroad	10	15	14	1	164
Fair	40	41	3	3	117
Transparent	36	32	8	6	122
	Definitely yes	Rather yes	Rather not	Certainly not	I don't know / can't judge (or unanswered)
Open to all candidates from the Czech Republic	36%	15%	1%	0%	48%
Open to all candidates from abroad (unless knowledge of the Czech language is a condition of the position)	23%	13%	5%	0%	59%
Comparable to abroad	5%	7%	7%	0%	80%
Fair	20%	20%	1%	1%	57%
Transparent	18%	16%	4%	3%	60%



## 46) The requirements imposed on candidates in selection procedures correspond to the characteristics of the advertised positions.

Average score: 3,18

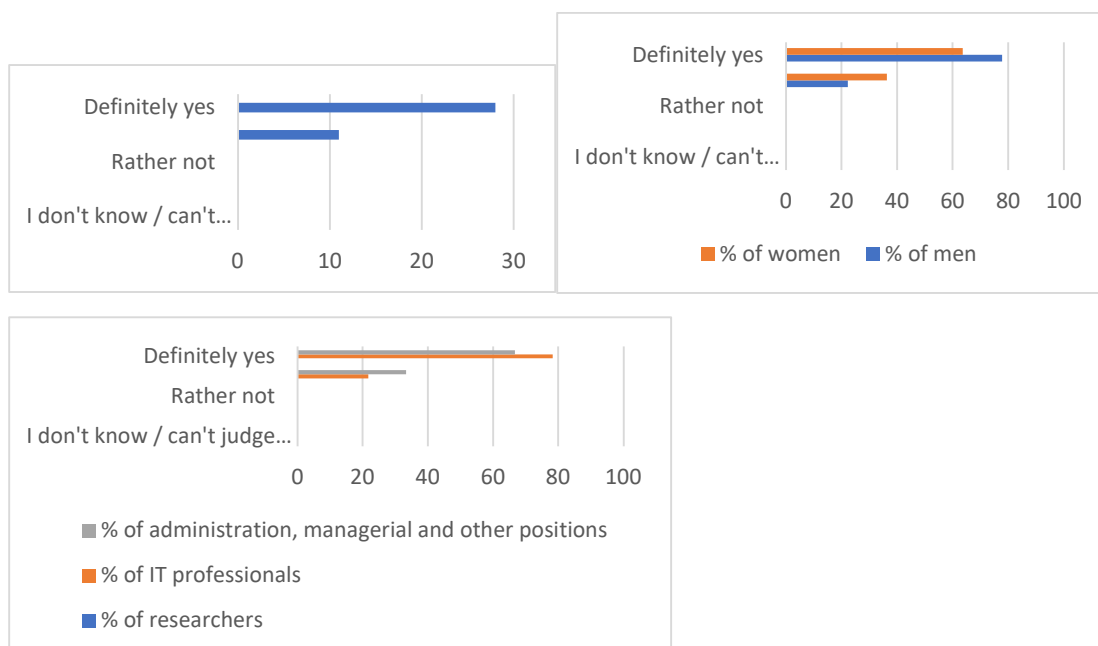
I don't know / can't judge (or unanswered)	112	55%
I completely disagree	1	0%
I rather disagree	11	5%
I rather agree	50	25%
I absolutely agree	30	15%



## 48) Were you provided with sufficient information during the selection procedure?

I don't know / can't judge (or unanswered)	0	0%
Certainly not	0	0%
Rather not	0	0%
Rather yes	11	28%
Definitely yes	28	72%



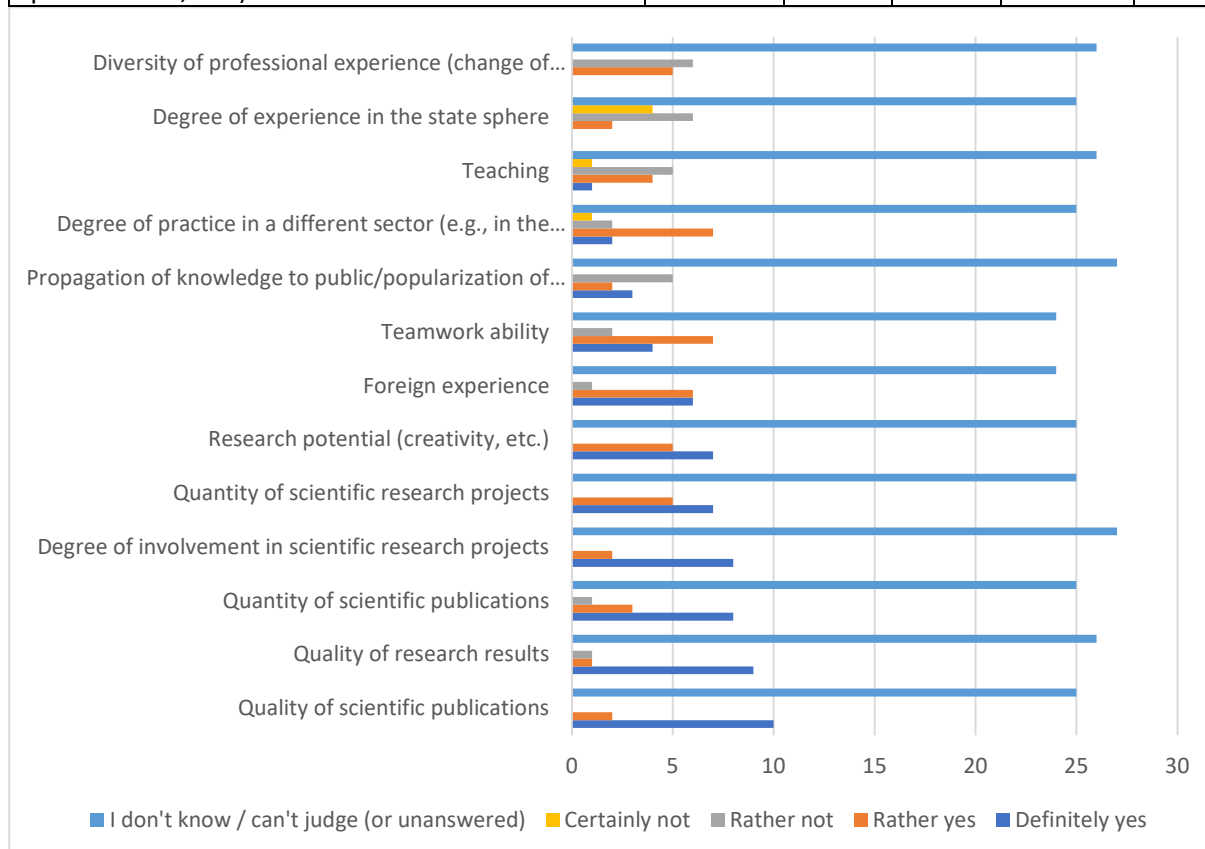


## For selection committees:

### 52) What selection criteria do you think are applied in the ICS selection procedures for research positions?

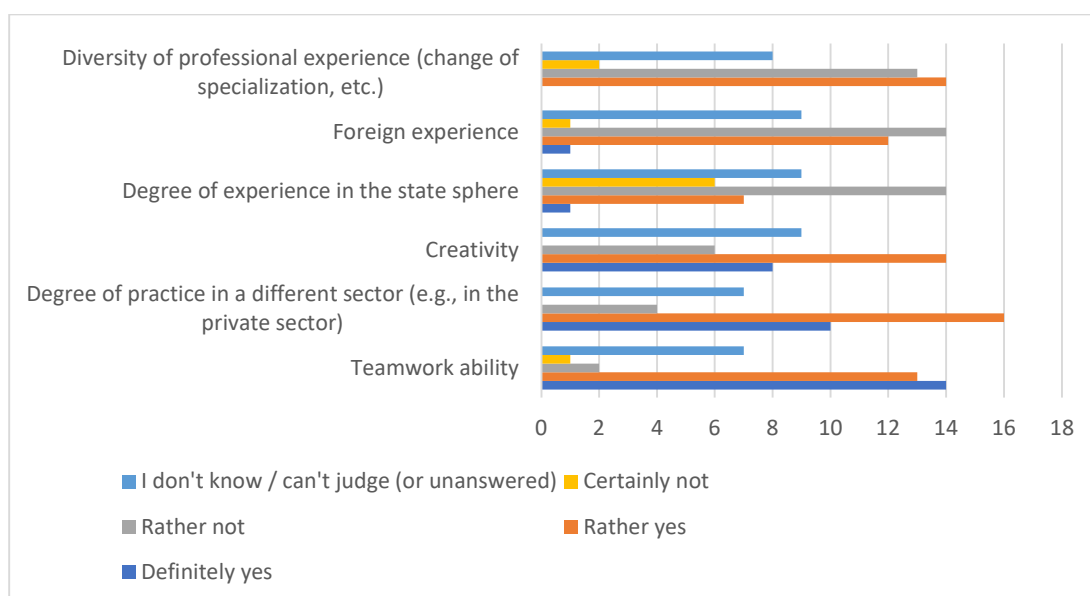
	Definitely yes	Rather yes	Rather not	Certainly not	I don't know / can't judge (or unanswered)
Quality of scientific publications	10	2	0	0	25
Quality of research results	9	1	1	0	26
Quantity of scientific publications	8	3	1	0	25
Degree of involvement in scientific research projects	8	2	0	0	27
Quantity of scientific research projects	7	5	0	0	25
Research potential (creativity, etc.)	7	5	0	0	25
Foreign experience	6	6	1	0	24
Teamwork ability	4	7	2	0	24
Propagation of knowledge to public/popularization of scientific knowledge	3	2	5	0	27
Degree of practice in a different sector (e.g., in the private sector)	2	7	2	1	25
Teaching	1	4	5	1	26
Degree of experience in the state sphere	0	2	6	4	25
Diversity of professional experience (change of specialization, etc.)	0	5	6	0	26
	Definitely yes	Rather yes	Rather not	Certainly not	I don't know / can't judge (or unanswered)

Quality of scientific publications	27%	5%	0%	0%	68%
Quality of research results	24%	3%	3%	0%	70%
Quantity of scientific publications	22%	8%	3%	0%	68%
Degree of involvement in scientific research projects	22%	5%	0%	0%	73%
Quantity of scientific research projects	19%	14%	0%	0%	68%
Research potential (creativity, etc.)	19%	14%	0%	0%	68%
Foreign experience	16%	16%	3%	0%	65%
Teamwork ability	11%	19%	5%	0%	65%
Propagation of knowledge to public/popularization of scientific knowledge	8%	5%	14%	0%	73%
Degree of practice in a different sector (e.g., in the private sector)	5%	19%	5%	3%	68%
Teaching	3%	11%	14%	3%	70%
Degree of experience in the state sphere	0%	5%	16%	11%	68%
Diversity of professional experience (change of specialization, etc.)	0%	14%	16%	0%	70%



**In your opinion, what selection criteria are applied in the selection procedures at the ICS for non-research positions?**

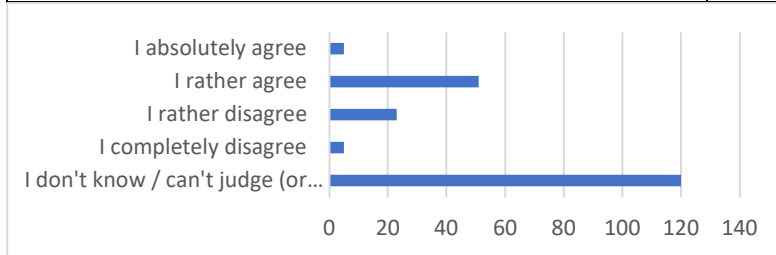
	Definitely yes	Rather yes	Rather not	Certainly not	I don't know / can't judge (or unanswered)
Teamwork ability	14	13	2	1	7
Degree of practice in a different sector (e.g., in the private sector)	10	16	4	0	7
Creativity	8	14	6	0	9
Degree of experience in the state sphere	1	7	14	6	9
Foreign experience	1	12	14	1	9
Diversity of professional experience (change of specialization, etc.)	0	14	13	2	8
	Definitely yes	Rather yes	Rather not	Certainly not	I don't know / can't judge (or unanswered)
Teamwork ability	38%	35%	5%	3%	19%
Degree of practice in a different sector (e.g., in the private sector)	27%	43%	11%	0%	19%
Creativity	22%	38%	16%	0%	24%
Degree of experience in the state sphere	3%	19%	38%	16%	24%
Foreign experience	3%	32%	38%	3%	24%
Diversity of professional experience (change of specialization, etc.)	0%	38%	35%	5%	22%



**54) In my experience, the recruitment process at the ICS raises the interest of suitable candidates.**

Average score: 2,67

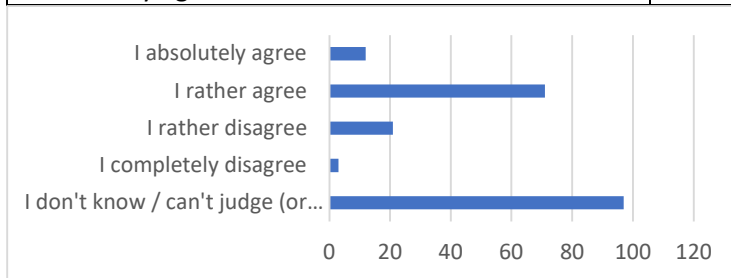
I don't know / can't judge (or unanswered)	120	59%
I completely disagree	5	2%
I rather disagree	23	11%
I rather agree	51	25%
I absolutely agree	5	2%



**56) I have the impression that qualified candidates are selected within the selection procedure.**

Average score: 2,86

I don't know / can't judge (or unanswered)	97	48%
I completely disagree	3	1%
I rather disagree	21	10%
I rather agree	71	35%
I absolutely agree	12	6%

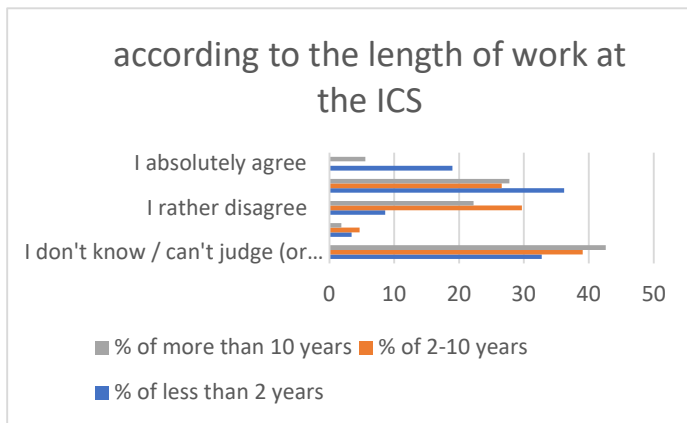
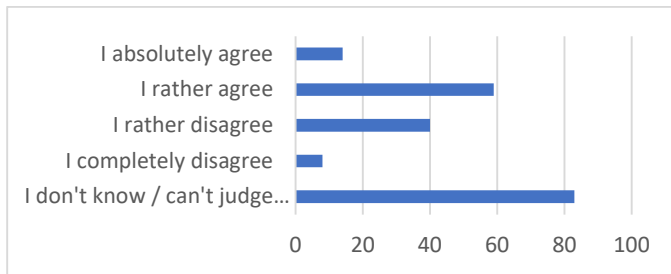


**57) In my opinion, the process of starting and adapting (onboarding) of the new employees at ICS works well.**

Average score: 2,65

I don't know / can't judge (or unanswered)	83	41%
I completely disagree	8	4%
I rather disagree	40	20%
I rather agree	59	29%
I absolutely agree	14	7%

# MUNI ICS

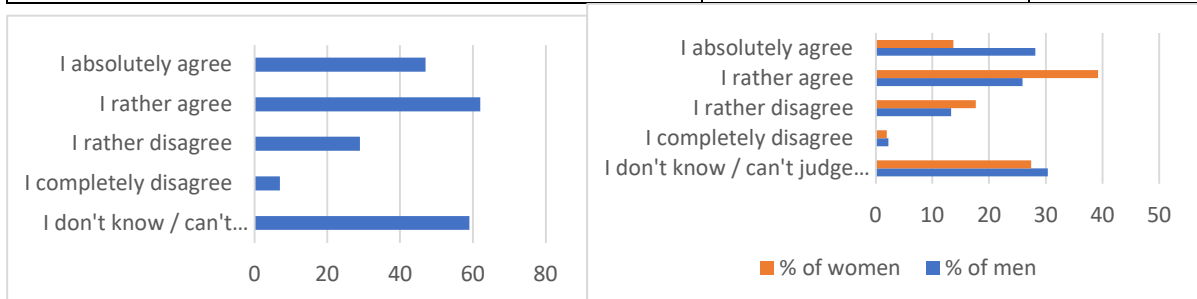


## 6. EVALUATION AND CAREER

**58) I am sufficiently acquainted with the employee evaluation process (annual evaluation interview) at ICS.**

Average score: 3,03

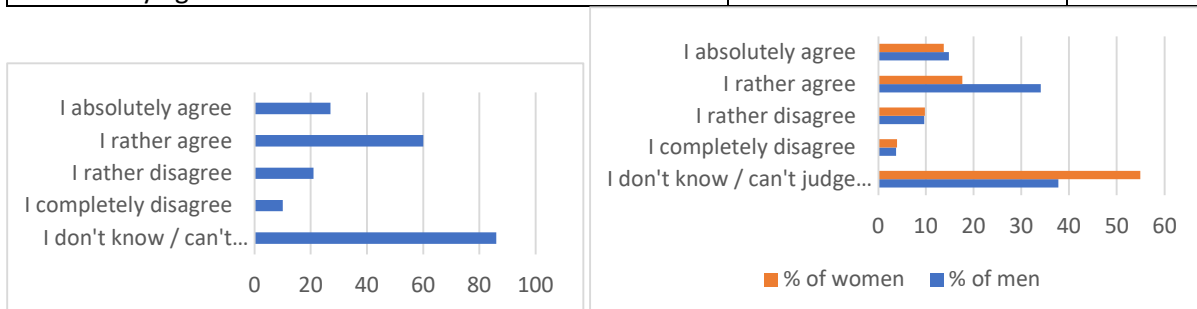
I don't know / can't judge (or unanswered)	59	29%
I completely disagree	7	3%
I rather disagree	29	14%
I rather agree	62	30%
I absolutely agree	47	23%



**59) The criteria within the evaluation of employees are relevant in consideration of my work.**

Average score: 2,88

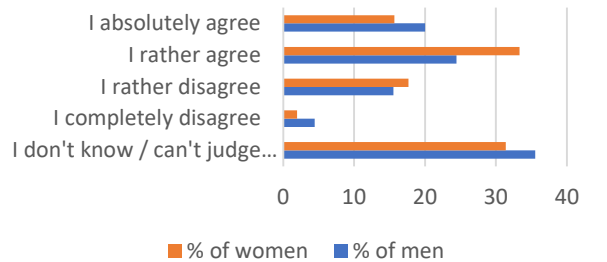
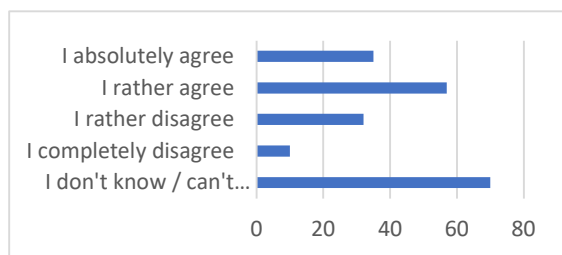
I don't know / can't judge (or unanswered)	86	42%
I completely disagree	10	5%
I rather disagree	21	10%
I rather agree	60	29%
I absolutely agree	27	13%



## 60) I am provided with sufficient feedback within the evaluation of employees.

Average score: 2,87

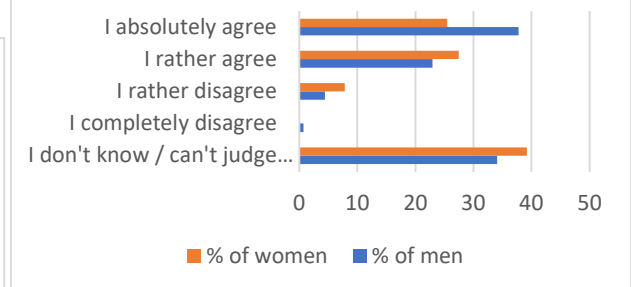
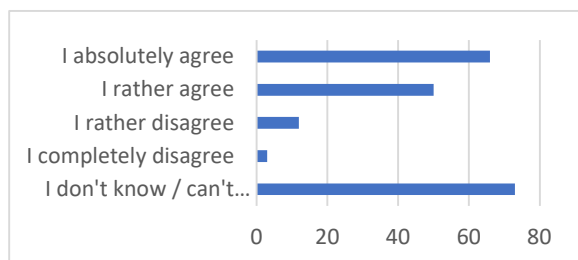
I don't know / can't judge (or unanswered)	70	34%
I completely disagree	10	5%
I rather disagree	32	16%
I rather agree	57	28%
I absolutely agree	35	17%



## 61) My superior evaluates my work performance fairly.

Average score: 3,37

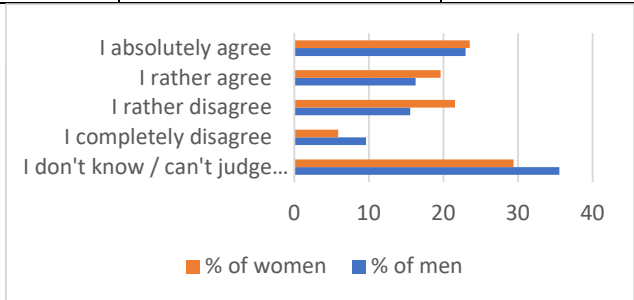
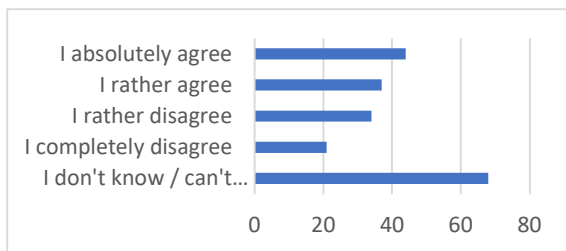
I don't know / can't judge (or unanswered)	73	36%
I completely disagree	3	1%
I rather disagree	12	6%
I rather agree	50	25%
I absolutely agree	66	32%



## 62) My superior sufficiently justifies my financial evaluation's amount and composition (tariff, surcharges and rewards).

Average score: 2,76

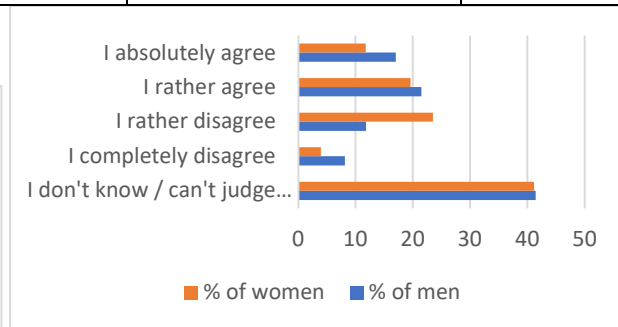
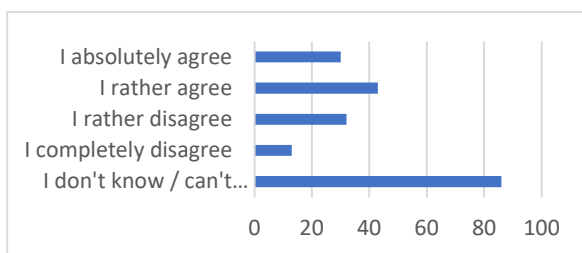
I don't know / can't judge (or unanswered)	68	33%
I completely disagree	21	10%
I rather disagree	34	17%
I rather agree	37	18%
I absolutely agree	44	22%



## 63) My superior or I continue to work with the evaluation results (revision and fulfillment of goals, educational plan, response to suggestions).

Average score: 2,76

I don't know / can't judge (or unanswered)	86	42%
I completely disagree	13	6%
I rather disagree	32	16%
I rather agree	43	21%
I absolutely agree	30	15%

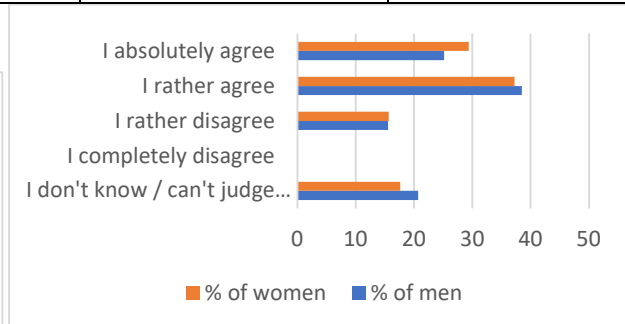
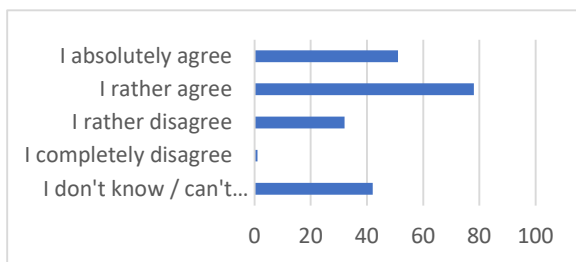




## 64) I am supported in continuous education and development of knowledge and skills.

Average score: 3,10

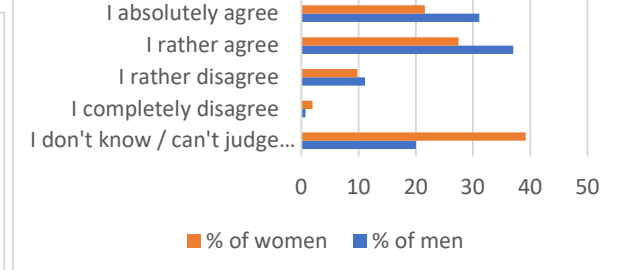
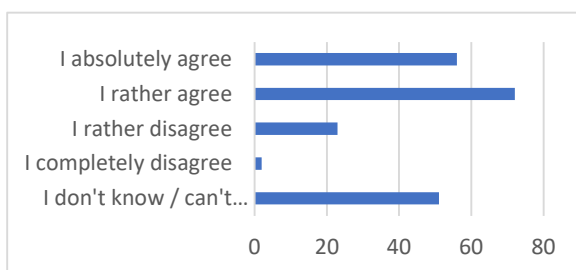
I don't know / can't judge (or unanswered)	42	21%
I completely disagree	1	0%
I rather disagree	32	16%
I rather agree	78	38%
I absolutely agree	51	25%



## 65) Experienced employees (project managers, team leaders or very professional colleagues) take for granted the sharing of their knowledge and experience with other colleagues as a natural part of their role.

Average score: 3,19

I don't know / can't judge (or unanswered)	51	25%
I completely disagree	2	1%
I rather disagree	23	11%
I rather agree	72	35%
I absolutely agree	56	27%

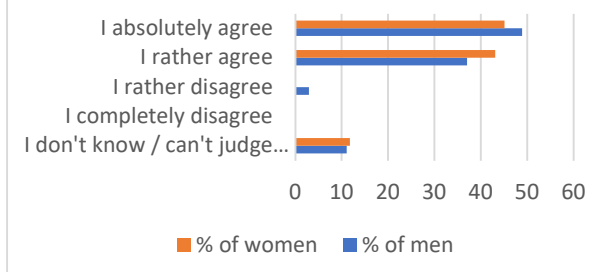
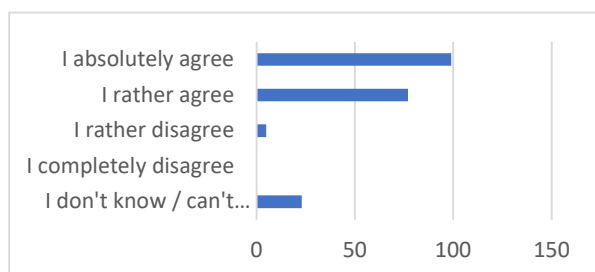


## 66) I continuously make efforts to develop my abilities, knowledge and skills.

Average score: 3,52

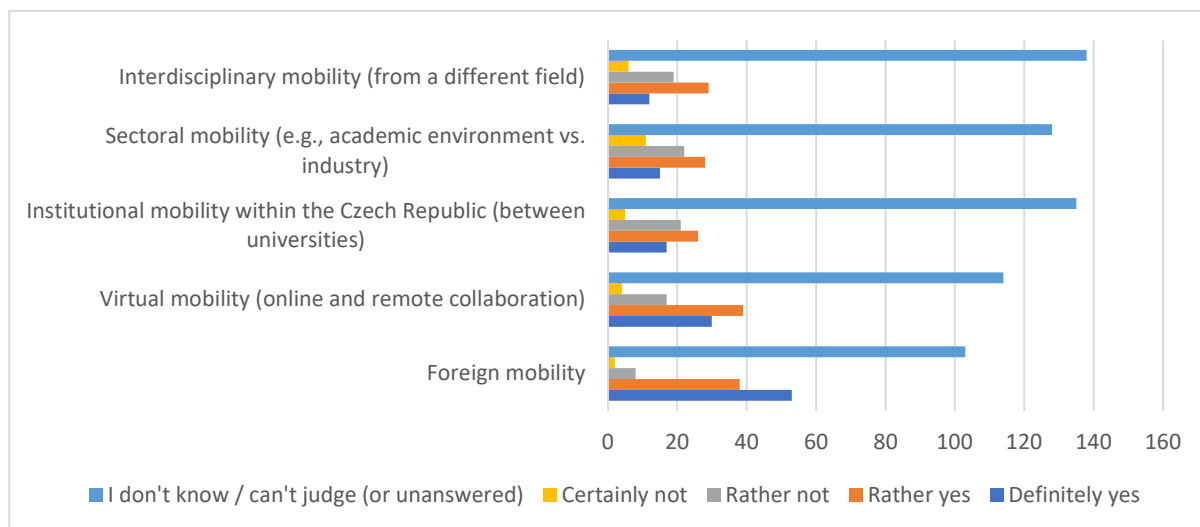
I don't know / can't judge (or unanswered)	23	11%
I completely disagree	0	0%
I rather disagree	5	2%

I rather agree	77	38%
I absolutely agree	99	49%



**68) I believe that ICS appreciates and supports the following mobility of employees at all stages of their careers:**

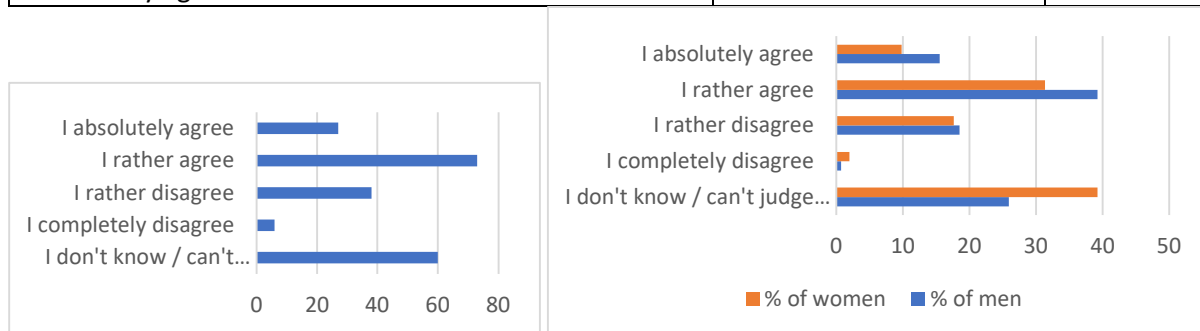
	Definitely yes	Rather yes	Rather not	Certainly not	I don't know / can't judge (or unanswered)
Foreign mobility	53	38	8	2	103
Virtual mobility (online and remote collaboration)	30	39	17	4	114
Institutional mobility within the Czech Republic (between universities)	17	26	21	5	135
Sectoral mobility (e.g., academic environment vs. industry)	15	28	22	11	128
Interdisciplinary mobility (from a different field)	12	29	19	6	138
	Definitely yes	Rather yes	Rather not	Certainly not	I don't know / can't judge (or unanswered)
Foreign mobility	26%	19%	4%	1%	50%
Virtual mobility (online and remote collaboration)	15%	19%	8%	2%	56%
Institutional mobility within the Czech Republic (between universities)	8%	13%	10%	2%	66%
Sectoral mobility (e.g., academic environment vs. industry)	7%	14%	11%	5%	63%
Interdisciplinary mobility (from a different field)	6%	14%	9%	3%	68%



## 69) At ICS, I am provided with sufficient support for my career development.

Average score: 2,84

I don't know / can't judge (or unanswered)	60	29%
I completely disagree	6	3%
I rather disagree	38	19%
I rather agree	73	36%
I absolutely agree	27	13%

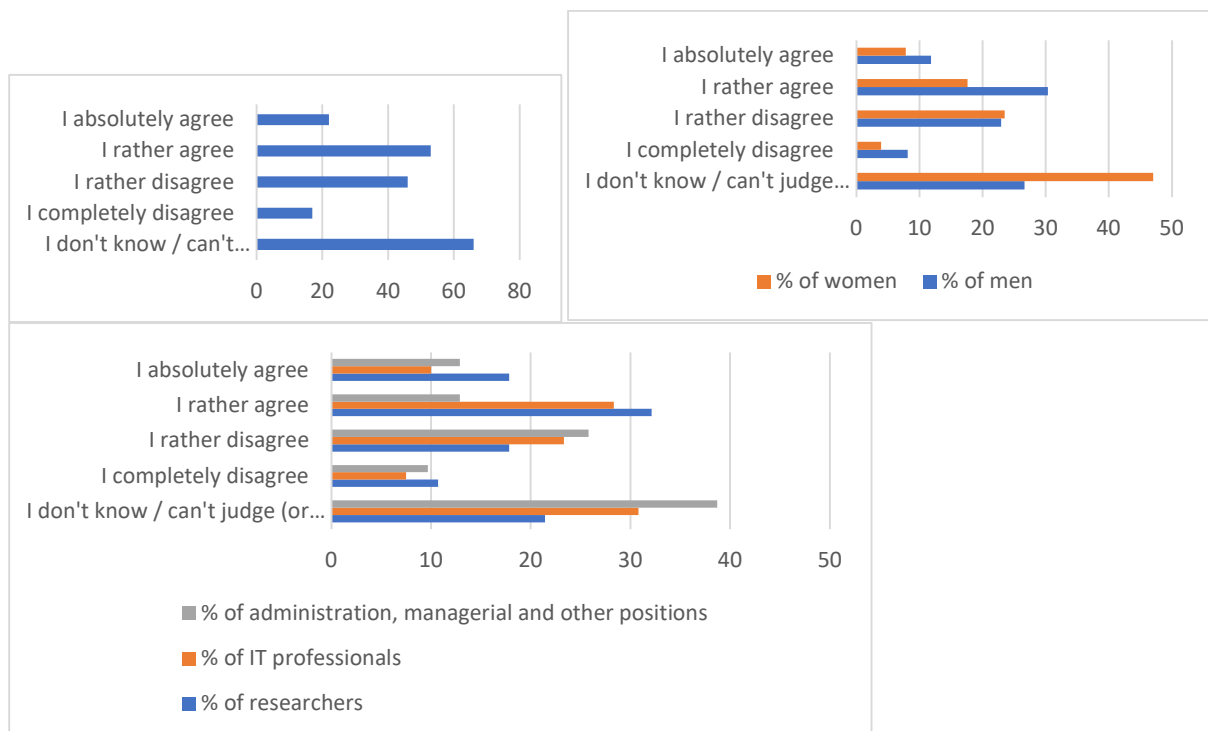


## 70) At ICS, I know where I can move in my career and what needs to be done/fulfilled.

Average score: 2,58

I don't know / can't judge (or unanswered)	66	32%
I completely disagree	17	8%
I rather disagree	46	23%
I rather agree	53	26%
I absolutely agree	22	11%

# MUNI ICS

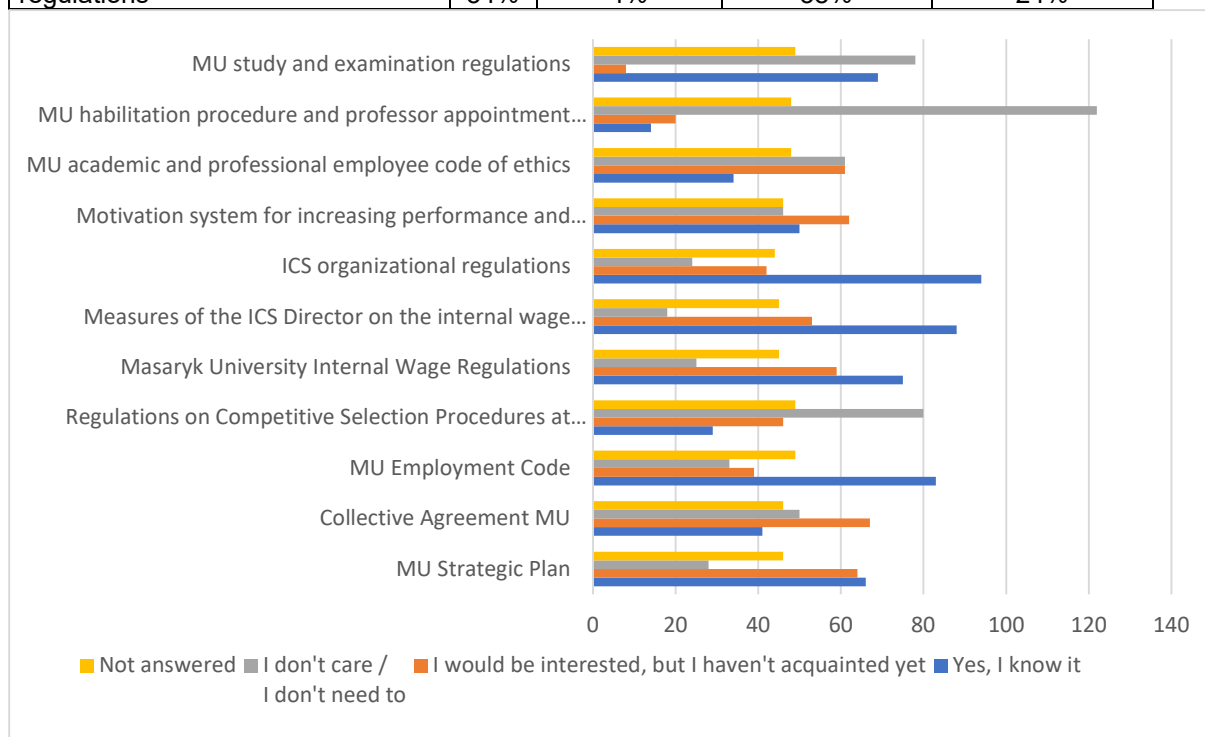


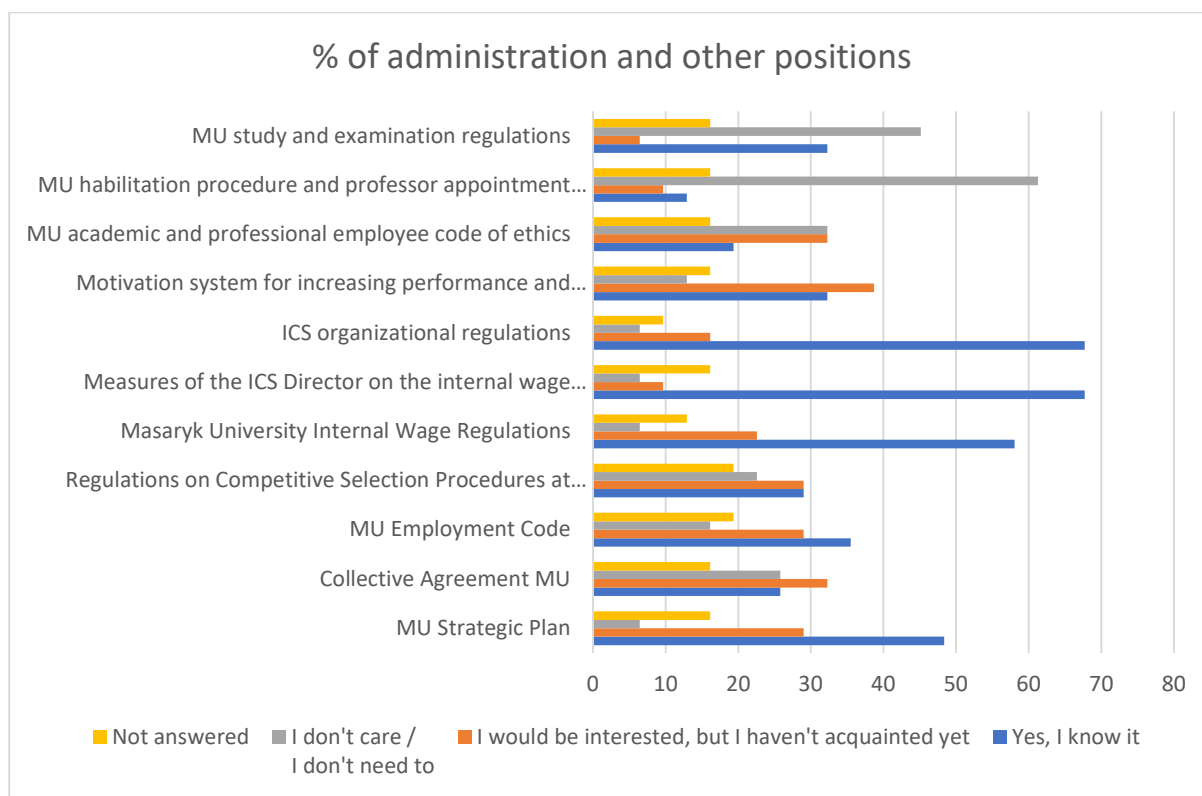
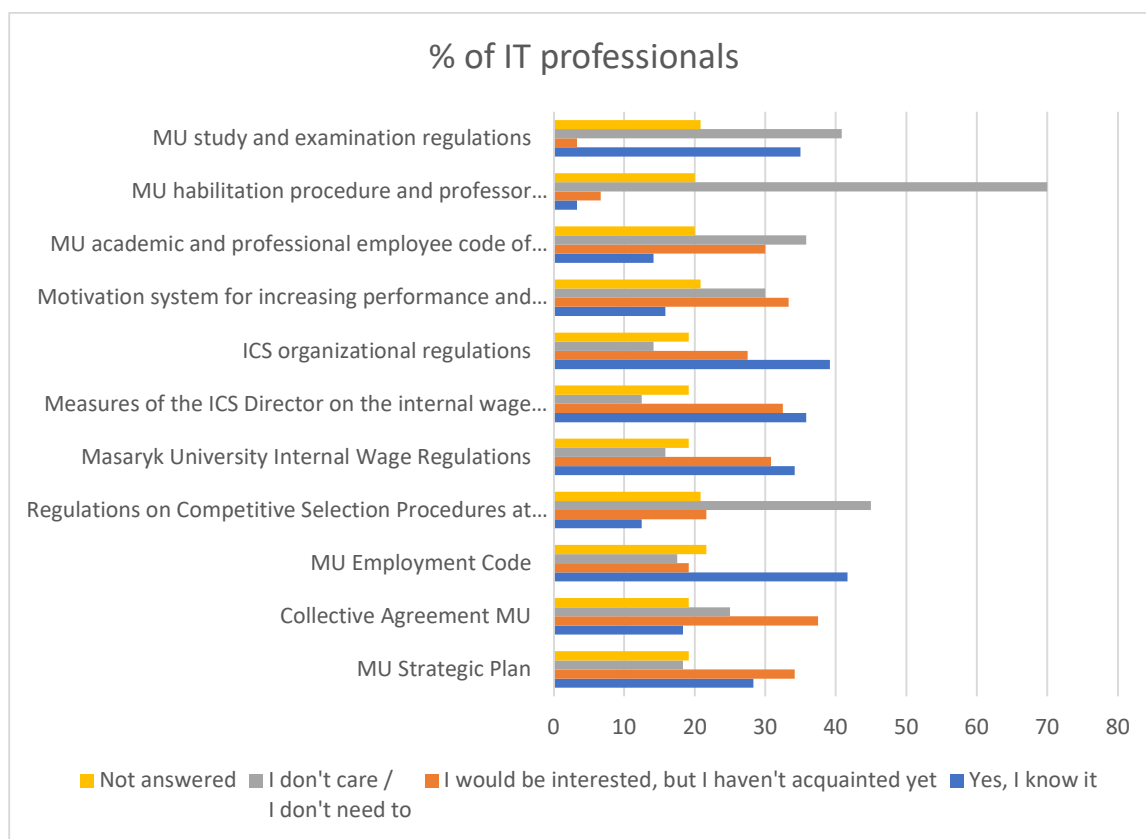
## 7. ORGANIZATION AND ADMINISTRATION

### 71) I am acquainted with the following university or constitutional documents:

	Yes, I know it	I would be interested, but I haven't acquainted yet	I don't care / I don't need to	Not answered
MU Strategic Plan	66	64	28	46
Collective Agreement MU	41	67	50	46
MU Employment Code	83	39	33	49
Regulations on Competitive Selection Procedures at Masaryk University	29	46	80	49
Masaryk University Internal Wage Regulations	75	59	25	45
Measures of the ICS Director on the internal wage regulation + catalog of positions (ICS)	88	53	18	45
ICS organizational regulations	94	42	24	44
Motivation system for increasing performance and quality in the field of R&D at ICS	50	62	46	46
MU academic and professional employee code of ethics	34	61	61	48
MU habilitation procedure and professor appointment procedure regulations	14	20	122	48
MU study and examination regulations	69	8	78	49
	Yes, I know it	I would be interested, but I haven't acquainted yet	I don't care / I don't need to	Not answered
MU Strategic Plan	32%	31%	14%	23%
Collective Agreement MU	20%	33%	25%	23%
MU Employment Code	41%	19%	16%	24%
Regulations on Competitive Selection Procedures at Masaryk University	14%	23%	39%	24%
Masaryk University Internal Wage Regulations	37%	29%	12%	22%
Measures of the ICS Director on the internal wage regulation + catalog of positions (ICS)	43%	26%	9%	22%
ICS organizational regulations	46%	21%	12%	22%
Motivation system for increasing performance and quality in the field of R&D at ICS	25%	30%	23%	23%

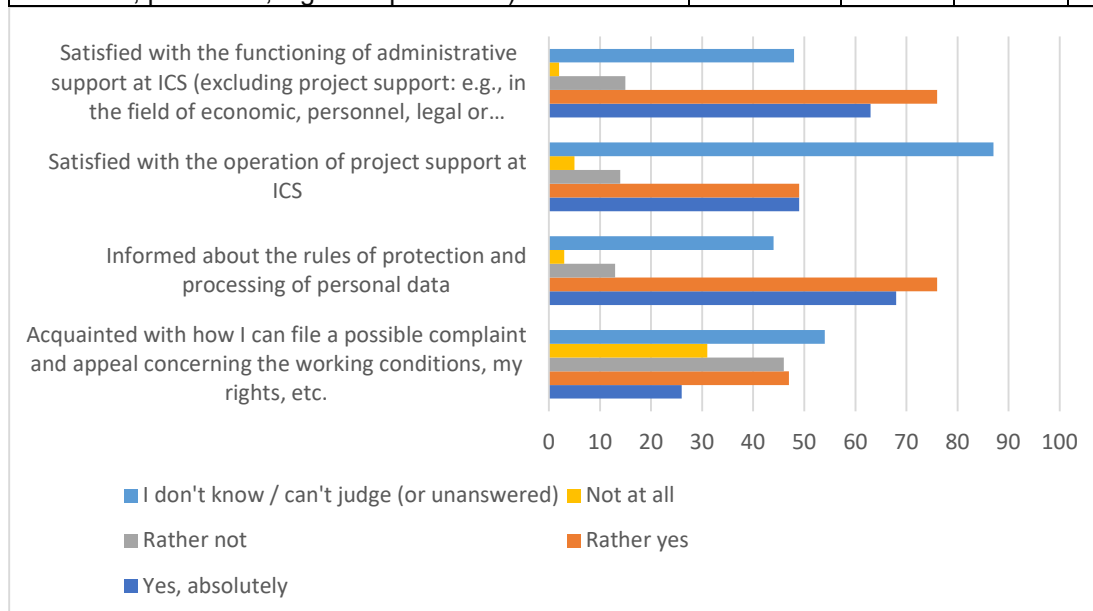
MU academic and professional employee code of ethics	17%	30%	30%	24%
MU habilitation procedure and professor appointment procedure regulations	7%	10%	60%	24%
MU study and examination regulations	34%	4%	38%	24%





## 72) In consideration of my work needs, I am sufficiently:

	Yes, absolutely	Rather yes	Rather not	Not at all	I don't know / can't judge (or unanswered)
Acquainted with how I can file a possible complaint and appeal concerning the working conditions, my rights, etc.	26	47	46	31	54
Informed about the rules of protection and processing of personal data	68	76	13	3	44
Satisfied with the operation of project support at ICS	49	49	14	5	87
Satisfied with the functioning of administrative support at ICS (excluding project support: e.g., in the field of economic, personnel, legal or operational)	63	76	15	2	48
	Yes, absolutely	Rather yes	Rather not	Not at all	I don't know / can't judge (or unanswered)
Acquainted with how I can file a possible complaint and appeal concerning the working conditions, my rights, etc.	13%	23%	23%	15%	26%
Informed about the rules of protection and processing of personal data	33%	37%	6%	1%	22%
Satisfied with the operation of project support at ICS	24%	24%	7%	2%	43%
Satisfied with the functioning of administrative support at ICS (excluding project support: e.g., in the field of economic, personnel, legal or operational)	31%	37%	7%	1%	24%

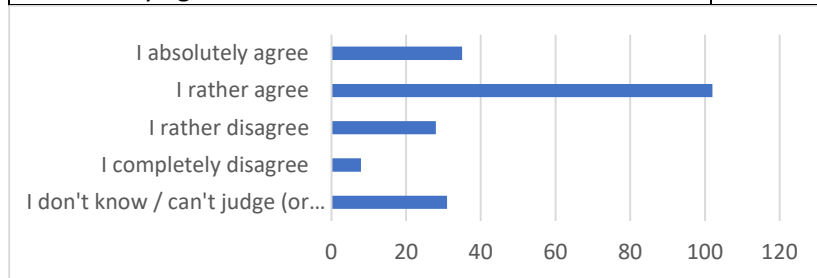




## 73) I am sufficiently informed about what is happening at ICS.

Average score: 2,95

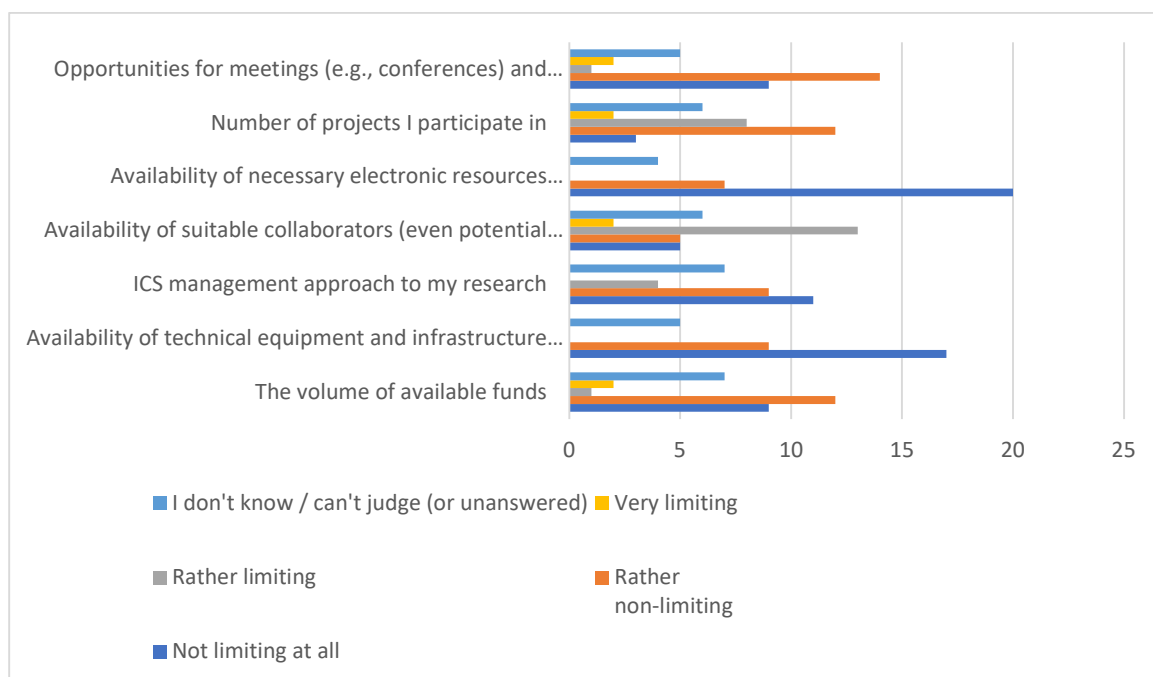
I don't know / can't judge (or unanswered)	31	15%
I completely disagree	8	4%
I rather disagree	28	14%
I rather agree	102	50%
I absolutely agree	35	17%



## 8. RESEARCH

**75) To what extent do the following circumstances restrict the freedom of your research?**

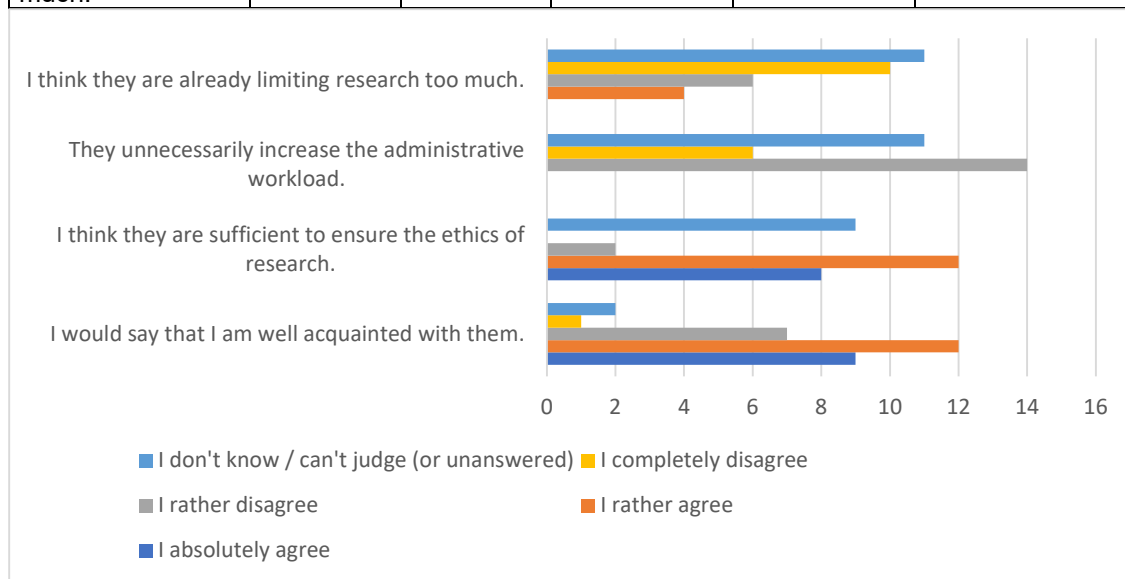
	<b>Not limiting at all</b>	<b>Rather non- limiting</b>	<b>Rather limiting</b>	<b>Very limiting</b>	<b>I don't know / can't judge (or unanswered)</b>
The volume of available funds	9	12	1	2	7
Availability of technical equipment and infrastructure (computing power, data space, software licenses, workstations, video conferencing)	17	9	0	0	5
ICS management approach to my research	11	9	4	0	7
Availability of suitable collaborators (even potential ones).	5	5	13	2	6
Availability of necessary electronic resources (articles, books)	20	7	0	0	4
Number of projects I participate in	3	12	8	2	6
Opportunities for meetings (e.g., conferences) and mobility (scientific internships, sabbatical) within the scientific community	9	14	1	2	5
	Not limiting at all	Rather non-limiting	Rather limiting	Very limiting	I don't know / can't judge (or unanswered)
The volume of available funds	29%	39%	3%	6%	23%
Availability of technical equipment and infrastructure (computing power, data space, software licenses, workstations, video conferencing)	55%	29%	0%	0%	16%
ICS management approach to my research	35%	29%	13%	0%	23%
Availability of suitable collaborators (even potential ones).	16%	16%	42%	6%	19%
Availability of necessary electronic resources (articles, books)	65%	23%	0%	0%	13%
Number of projects I participate in	10%	39%	26%	6%	19%
Opportunities for meetings (e.g., conferences) and mobility (scientific internships, sabbatical) within the scientific community	29%	45%	3%	6%	16%



**76) Regarding tools to ensure the ethical aspects of scientific work (e.g., the MUNI Code of Ethics, the Ethics Committee, ethical standards in your field, etc.):**

	I absolutely agree	I rather agree	I rather disagree	I completely disagree	I don't know / can't judge (or unanswered)
I would say that I am well acquainted with them.	9	12	7	1	2
I think they are sufficient to ensure the ethics of research.	8	12	2	0	9
They unnecessarily increase the administrative workload.	0	0	14	6	11
I think they are already limiting research too much.	0	4	6	10	11
	I absolutely agree	I rather agree	I rather disagree	I completely disagree	I don't know / can't judge (or unanswered)
I would say that I am well acquainted with them.	29%	39%	23%	3%	6%

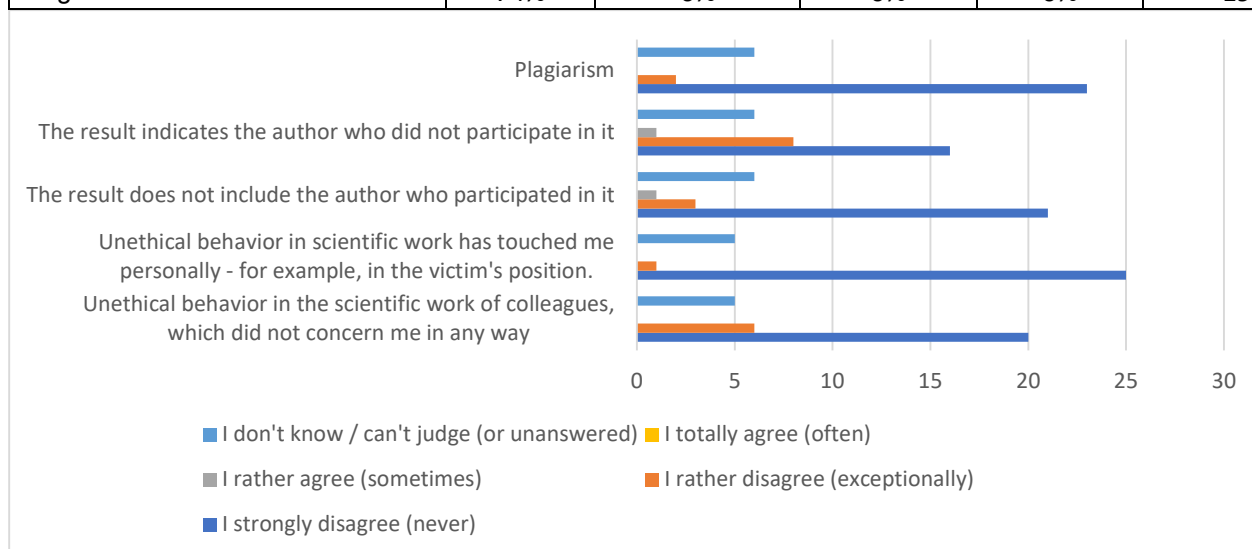
I think they are sufficient to ensure the ethics of research.	26%	39%	6%	0%	29%
They unnecessarily increase the administrative workload.	0%	0%	45%	19%	35%
I think they are already limiting research too much.	0%	13%	19%	32%	35%



## 77) In the last three years, I have encountered the following unethical behavior within ICS:

	I strongly disagree (never)	I rather disagree (exceptionally)	I rather agree (sometimes)	I totally agree (often)	I don't know / can't judge (or unanswered)
Unethical behavior in the scientific work of colleagues, which did not concern me in any way	20	6	0	0	5
Unethical behavior in scientific work has touched me personally - for example, in the victim's position.	25	1	0	0	5
The result does not include the author who participated in it	21	3	1	0	6
The result indicates the author who did not participate in it	16	8	1	0	6
Plagiarism	23	2	0	0	6
	I strongly disagree (never)	I rather disagree (exceptionally)	I rather agree (sometimes)	I totally agree (often)	I don't know / can't judge (or unanswered)

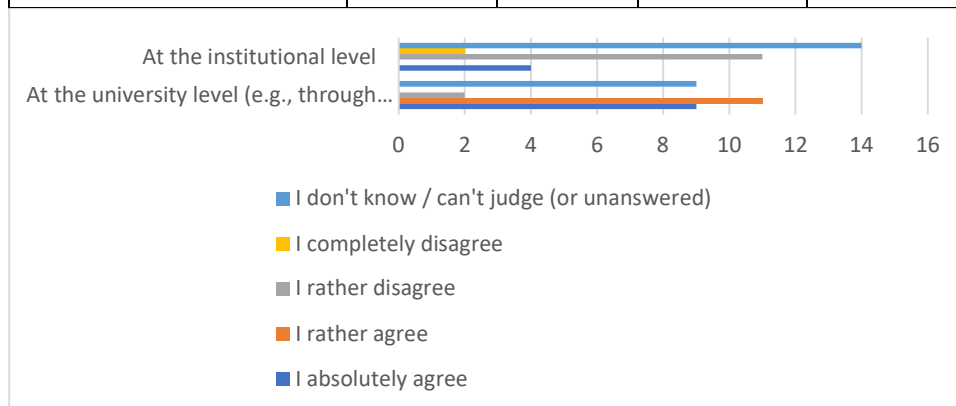
Unethical behavior in the scientific work of colleagues, which did not concern me in any way	65%	19%	0%	0%	16%
Unethical behavior in scientific work has touched me personally - for example, in the victim's position.	81%	3%	0%	0%	16%
The result does not include the author who participated in it	68%	10%	3%	0%	19%
The result indicates the author who did not participate in it	52%	26%	3%	0%	19%
Plagiarism	74%	6%	0%	0%	19%



**78) In my opinion, the university provides sufficient information on intellectual property (rights to use original works or inventions, e.g., copyright or industrial property):**

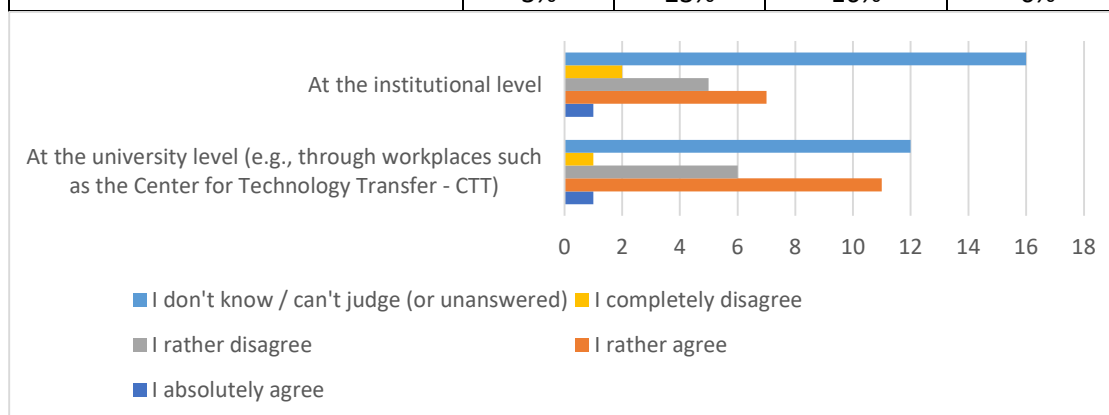
	I absolutely agree	I rather agree	I rather disagree	I completely disagree	I don't know / can't judge (or unanswered)
At the university level (e.g., through workplaces such as the Center for Technology Transfer - CTT)	9	11	2	0	9
At the institutional level	4	0	11	2	14
	I absolutely agree	I rather agree	I rather disagree	I completely disagree	I don't know / can't judge (or unanswered)
At the university level (e.g., through workplaces such as the Center for Technology Transfer - CTT)	29%	35%	6%	0%	29%

At the institutional level	13%	0%	35%	6%	45%
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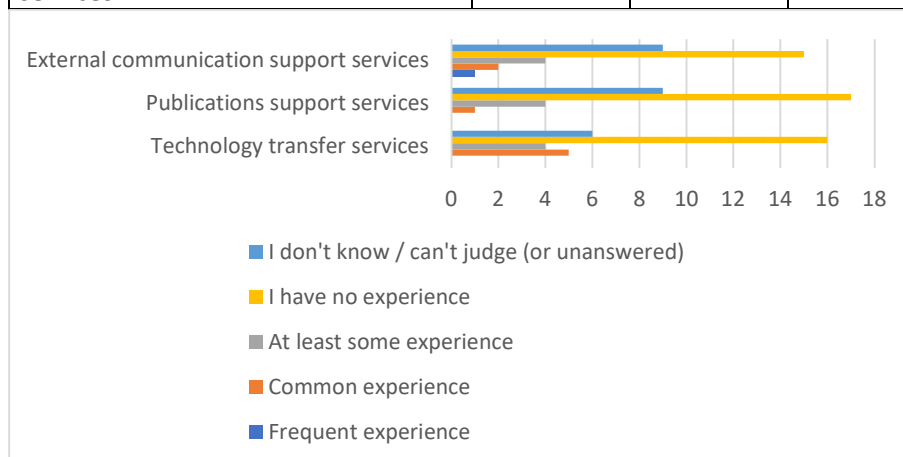
## 79) Personally, I feel the university's support for the commercial use of my research work:

	I absolutely agree	I rather agree	I rather disagree	I completely disagree	I don't know / can't judge (or unanswered)
At the university level (e.g., through workplaces such as the Center for Technology Transfer - CTT)	1	11	6	1	12
At the institutional level	1	7	5	2	16
	I absolutely agree	I rather agree	I rather disagree	I completely disagree	I don't know / can't judge (or unanswered)
At the university level (e.g., through workplaces such as the Center for Technology Transfer - CTT)	3%	35%	19%	3%	39%
At the institutional level	3%	23%	16%	6%	52%



80) With which of the following departments that help researchers put the results of their research into practice and promote them, do you have personal experience?

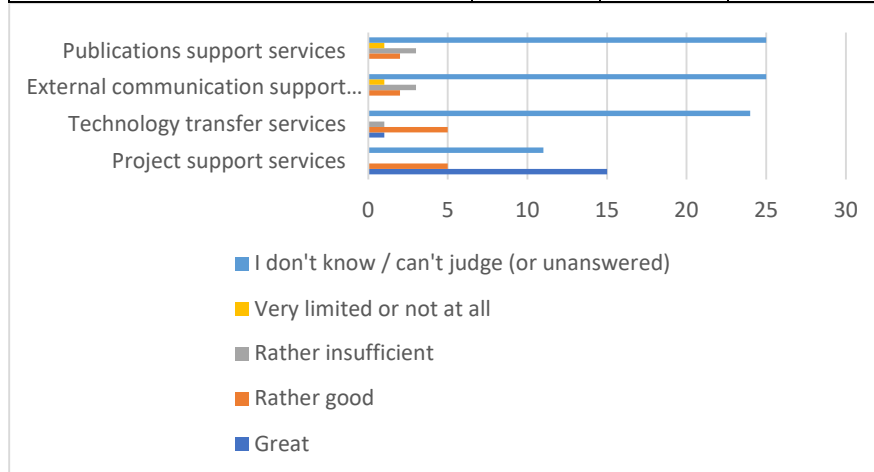
	Frequent experience	Common experience	At least some experience	I have no experience	I don't know / can't judge (or unanswered)
Technology transfer services	0	5	4	16	6
Publications support services	0	1	4	17	9
External communication support services	1	2	4	15	9
	Frequent experience	Common experience	At least some experience	I have no experience	I don't know / can't judge (or unanswered)
Technology transfer services	0%	16%	13%	52%	19%
Publications support services	0%	3%	13%	55%	29%
External communication support services	3%	6%	13%	48%	29%



81) To what extent will the department usually help you to resolve your request if you contact them?

	Great	Rather good	Rather insufficient	Very limited or not at all	I don't know / can't judge (or unanswered)
Project support services	15	5	0	0	11
Technology transfer services	1	5	1	0	24
External communication support services	0	2	3	1	25
Publications support services	0	2	3	1	25
	Very well	Rather good	Rather insufficient	Very limited or not at all	I don't know / can't judge (or unanswered)

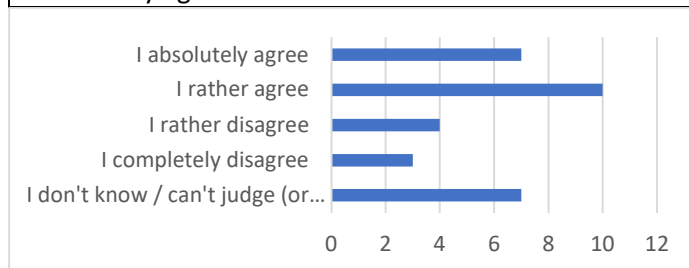
Project support services	48%	16%	0%	0%	35%
Technology transfer services	3%	16%	3%	0%	77%
External communication support services	0%	6%	10%	3%	81%
Publications support services	0%	6%	10%	3%	81%



## 82) I feel that the remuneration system within the Motivation System for Improving Performance and Quality in Research is set up fairly

Average score: 2,88

I don't know / can't judge (or unanswered)	7	23%
I completely disagree	3	10%
I rather disagree	4	13%
I rather agree	10	32%
I absolutely agree	7	23%

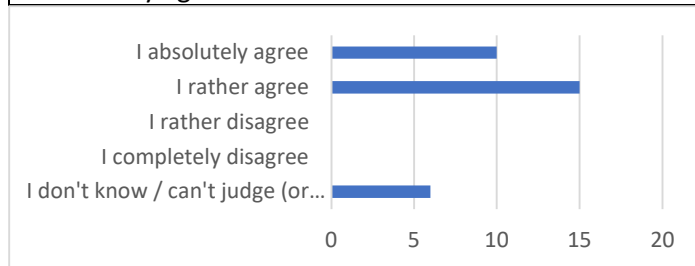




**83) I believe that at MUNI, as the author of scientific results, I have secured legal protection of intellectual property.**

Average score: 3,40

I don't know / can't judge (or unanswered)	6	19%
I completely disagree	0	0%
I rather disagree	0	0%
I rather agree	15	48%
I absolutely agree	10	32%

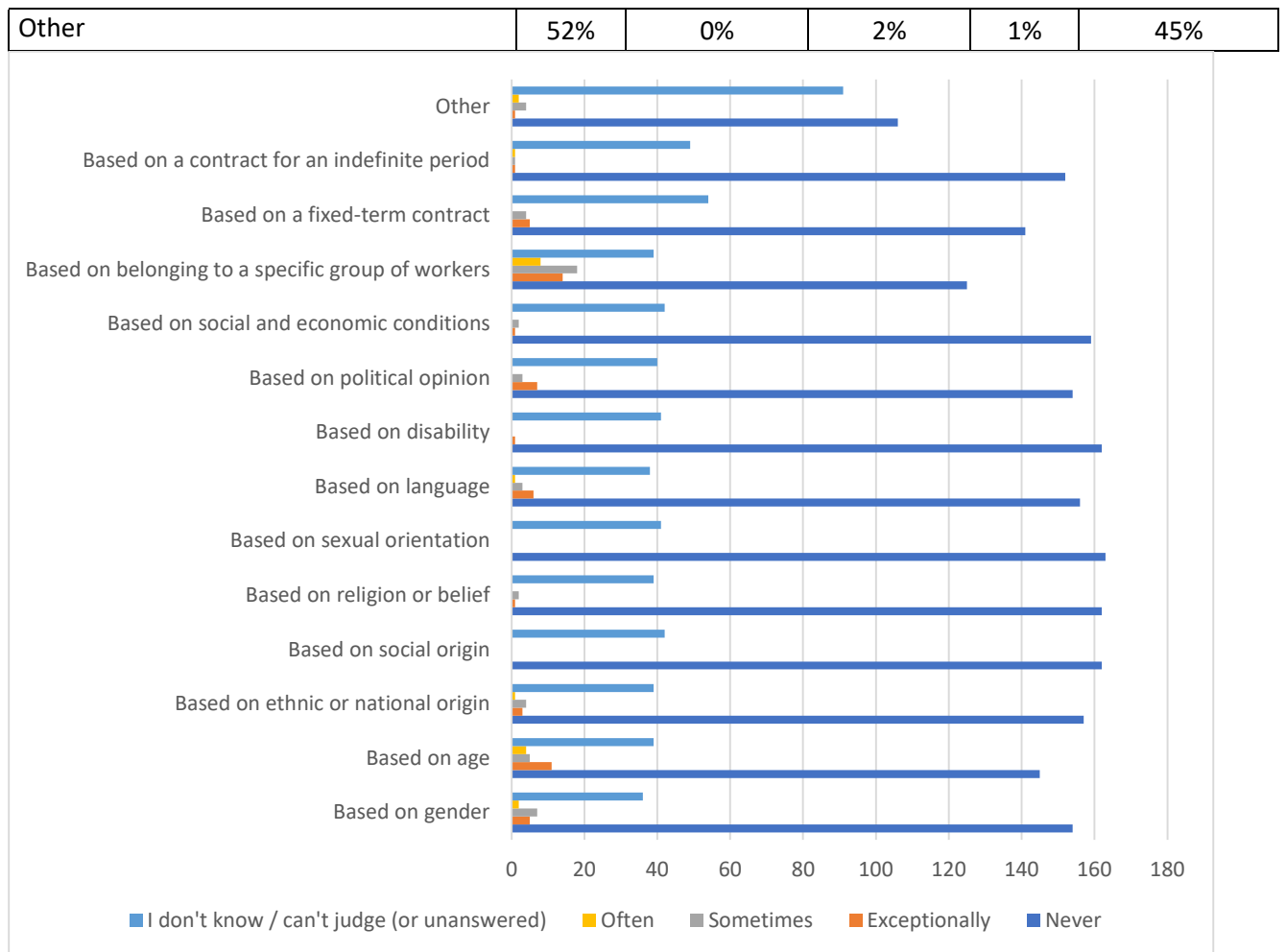


## 9. DISCRIMINATION

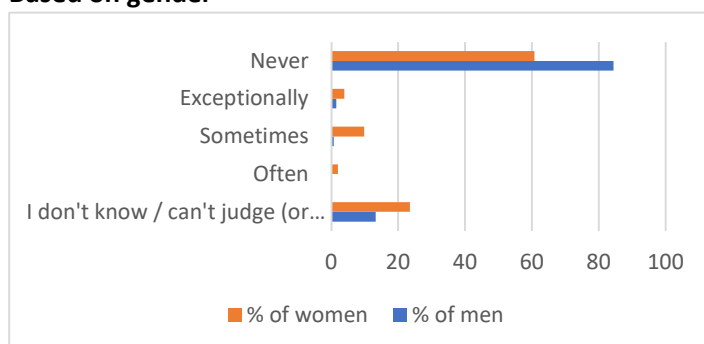
**84) In the last three years, I have met the following form of discriminatory behavior at the ICS:**

**a) In relation to my person**

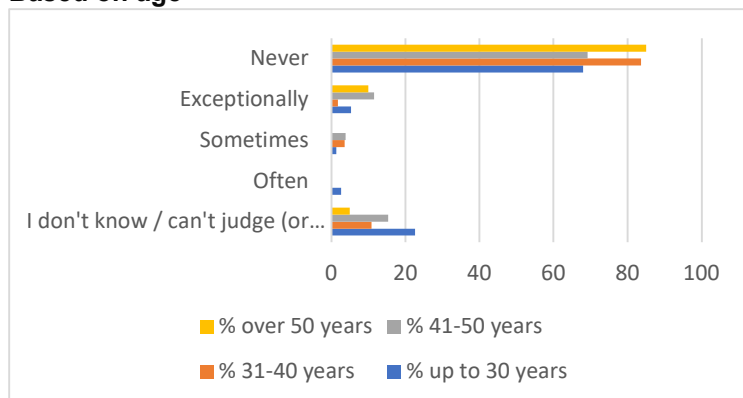
	Never	Exceptionally	Sometimes	Often	I don't know / can't judge (or unanswered)
Based on gender	154	5	7	2	36
Based on age	145	11	5	4	39
Based on ethnic or national origin	157	3	4	1	39
Based on social origin	162	0	0	0	42
Based on religion or belief	162	1	2	0	39
Based on sexual orientation	163	0	0	0	41
Based on language	156	6	3	1	38
Based on disability	162	1	0	0	41
Based on political opinion	154	7	3	0	40
Based on social and economic conditions	159	1	2	0	42
Based on belonging to a specific group of workers	125	14	18	8	39
Based on a fixed-term contract	141	5	4	0	54
Based on a contract for an indefinite period	152	1	1	1	49
Other	106	1	4	2	91
	Never	Exceptionally	Sometimes	Often	I don't know / can't judge (or unanswered)
Based on gender	75%	2%	3%	1%	18%
Based on age	71%	5%	2%	2%	19%
Based on ethnic or national origin	77%	1%	2%	0%	19%
Based on social origin	79%	0%	0%	0%	21%
Based on religion or belief	79%	0%	1%	0%	19%
Based on sexual orientation	80%	0%	0%	0%	20%
Based on language	76%	3%	1%	0%	19%
Based on disability	79%	0%	0%	0%	20%
Based on political opinion	75%	3%	1%	0%	20%
Based on social and economic conditions	78%	0%	1%	0%	21%
Based on belonging to a specific group of workers	61%	7%	9%	4%	19%
Based on a fixed-term contract	69%	2%	2%	0%	26%
Based on a contract for an indefinite period	75%	0%	0%	0%	24%



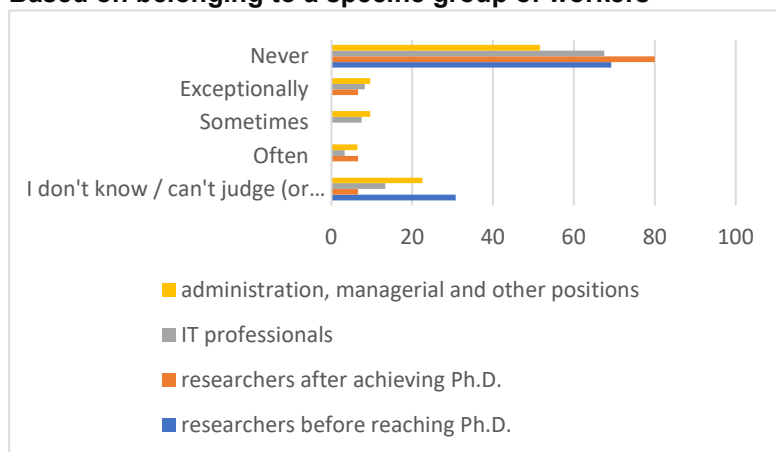
## Based on gender



## Based on age



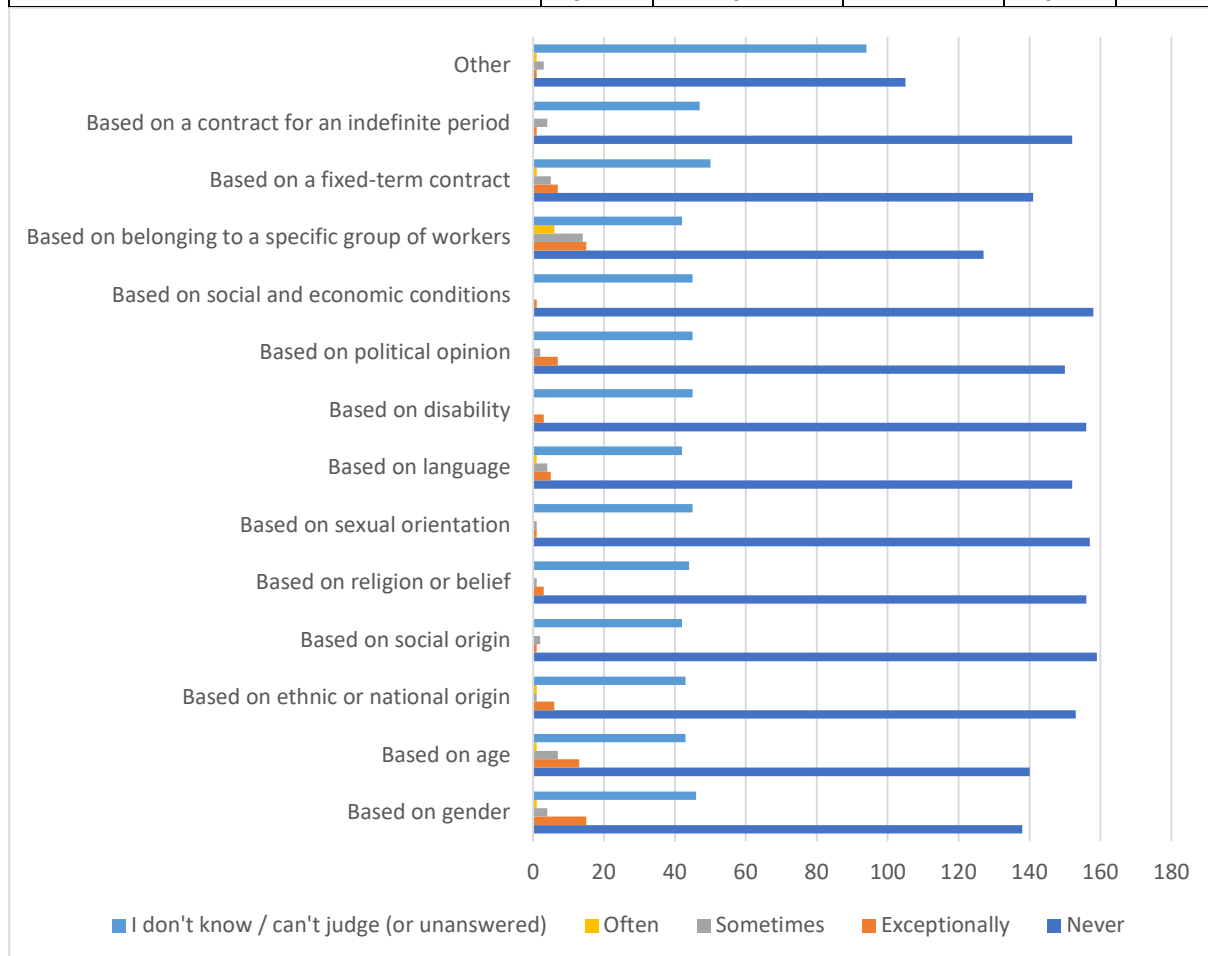
## Based on belonging to a specific group of workers



## b) I have witnessed discriminatory behavior towards another person:

	Never	Exceptionally	Sometimes	Often	I don't know / can't judge (or unanswered)
Based on gender	138	15	4	1	46
Based on age	140	13	7	1	43
Based on ethnic or national origin	153	6	1	1	43
Based on social origin	159	1	2	0	42
Based on religion or belief	156	3	1	0	44
Based on sexual orientation	157	1	1	0	45
Based on language	152	5	4	1	42
Based on disability	156	3	0	0	45
Based on political opinion	150	7	2	0	45
Based on social and economic conditions	158	1	0	0	45
Based on belonging to a specific group of workers	127	15	14	6	42
Based on a fixed-term contract	141	7	5	1	50

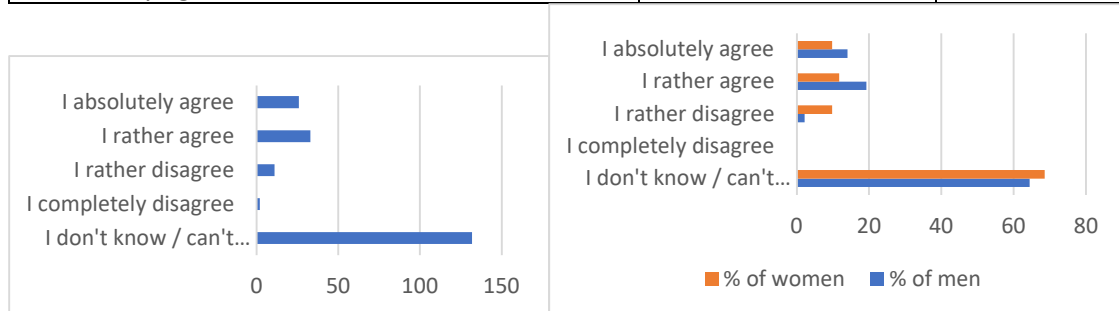
Based on a contract for an indefinite period	152	1	4	0	47
Other	105	1	3	1	94
	Never	Exceptionally	Sometimes	Often	I don't know / can't judge (or unanswered)
Based on gender	68%	7%	2%	0%	23%
Based on age	69%	6%	3%	0%	21%
Based on ethnic or national origin	75%	3%	0%	0%	21%
Based on social origin	78%	0%	1%	0%	21%
Based on religion or belief	76%	1%	0%	0%	22%
Based on sexual orientation	77%	0%	0%	0%	22%
Based on language	75%	2%	2%	0%	21%
Based on disability	76%	1%	0%	0%	22%
Based on political opinion	74%	3%	1%	0%	22%
Based on social and economic conditions	77%	0%	0%	0%	22%
Based on belonging to a specific group of workers	62%	7%	7%	3%	21%
Based on a fixed-term contract	69%	3%	2%	0%	25%
Based on a contract for an indefinite period	75%	0%	2%	0%	23%
Other	51%	0%	1%	0%	46%



## 85) In my opinion, MUNI has efficient tools to prevent discrimination.

Average score: 3,15

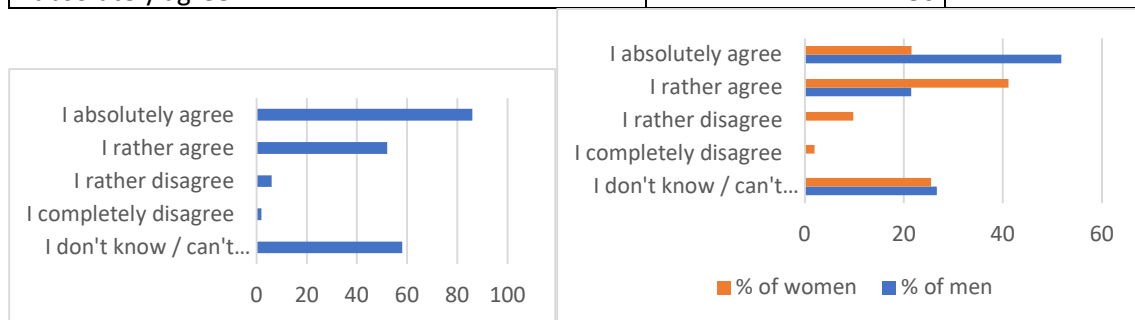
I don't know / can't judge (or unanswered)	132	65%
I completely disagree	2	1%
I rather disagree	11	5%
I rather agree	33	16%
I absolutely agree	26	13%



## 86) In my opinion, men and women have equal working conditions at ICS.

Average score: 3,52

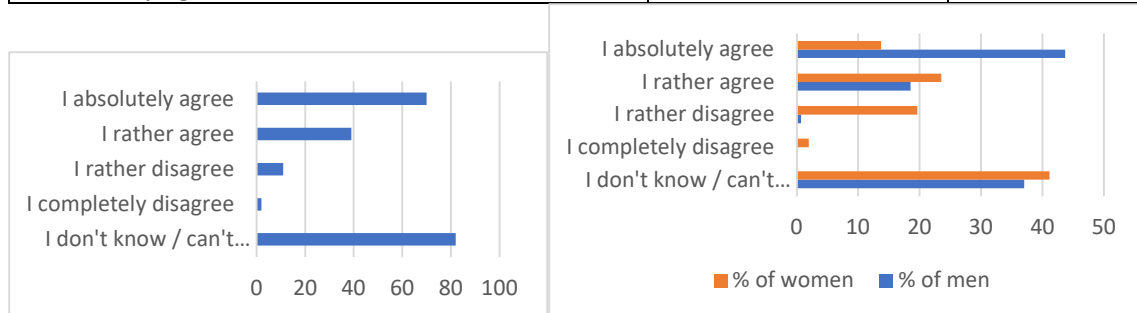
I don't know / can't judge (or unanswered)	58	28%
I completely disagree	2	1%
I rather disagree	6	3%
I rather agree	52	25%
I absolutely agree	86	42%



**87) In my opinion, men and women have equal opportunities at ICS (remuneration, a career ladder promotion, access to various job positions, including managerial positions, etc.).**

Average score: 3,45

I don't know / can't judge (or unanswered)	82	40%
I completely disagree	2	1%
I rather disagree	11	5%
I rather agree	39	19%
I absolutely agree	70	34%

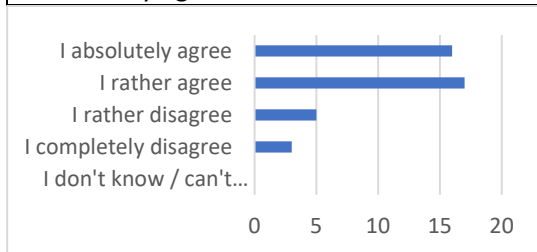


## 10. LEADERSHIP

**89) I am aware of the duties of the leading position at ICS (what are my competencies, duties, rights, etc.).**

Average score: 3,12

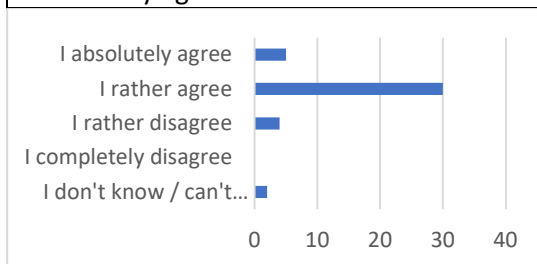
I don't know / can't judge (or unanswered)	0	0%
I completely disagree	3	7%
I rather disagree	5	12%
I rather agree	17	41%
I absolutely agree	16	39%



**90) I manage to lead my subordinates to work independently.**

Average score: 3,03

I don't know / can't judge (or unanswered)	2	5%
I completely disagree	0	0%
I rather disagree	4	10%
I rather agree	30	73%
I absolutely agree	5	12%

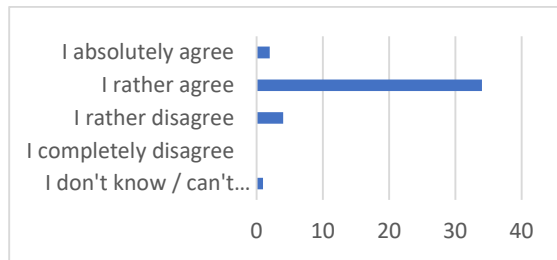


**91) I manage well my subordinates and divide their tasks.**

Average score: 2,95

I don't know / can't judge (or unanswered)	1	2%
I completely disagree	0	0%
I rather disagree	4	10%
I rather agree	34	83%
I absolutely agree	2	5%

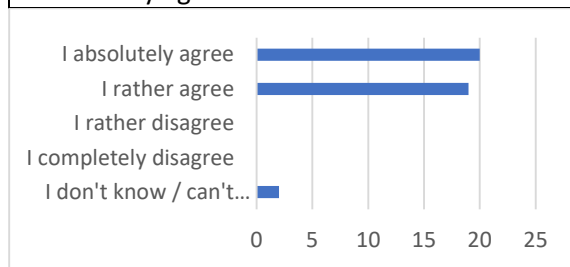




## 92) I support my subordinates in taking responsibility.

Average score: 3,51

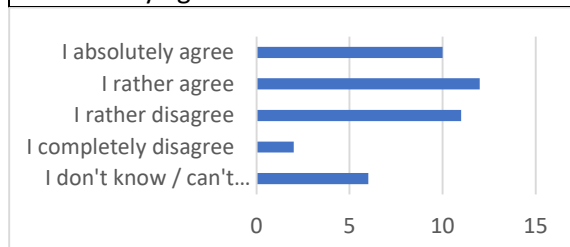
I don't know / can't judge (or unanswered)	2	5%
I completely disagree	0	0%
I rather disagree	0	0%
I rather agree	19	46%
I absolutely agree	20	49%



## 93) I provide my subordinates feedback about their financial reward amount (tariff, performance premium and bonuses).

Average score: 2,86

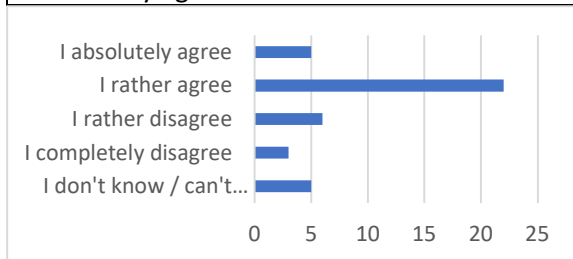
I don't know / can't judge (or unanswered)	6	15%
I completely disagree	2	5%
I rather disagree	11	27%
I rather agree	12	29%
I absolutely agree	10	24%



**94) I continue to work with the results of my subordinates' annual evaluation (revision and fulfillment of priorities, educational plan, response to suggestions).**

Average score: 2,81

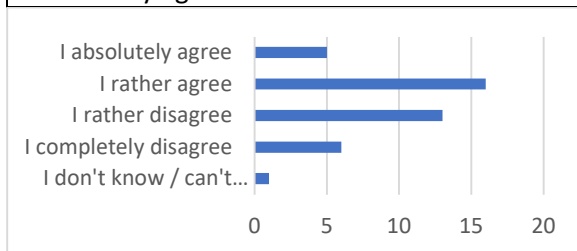
I don't know / can't judge (or unanswered)	5	12%
I completely disagree	3	7%
I rather disagree	6	15%
I rather agree	22	54%
I absolutely agree	5	12%



**95) I have opportunities from ICS to be educated in managerial skills.**

Average score: 2,50

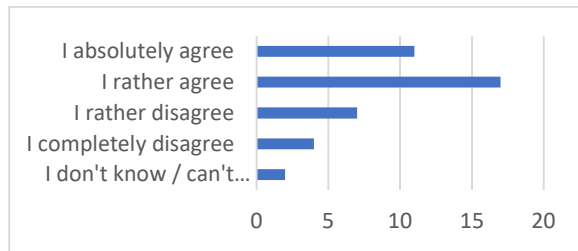
I don't know / can't judge (or unanswered)	1	2%
I completely disagree	6	15%
I rather disagree	13	32%
I rather agree	16	39%
I absolutely agree	5	12%



**96) I know who to turn to if I am not sure about people management.**

Average score: 2,90

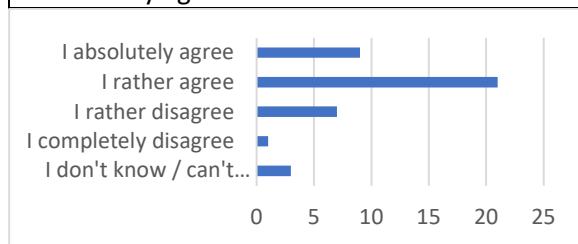
I don't know / can't judge (or unanswered)	2	5%
I completely disagree	4	10%
I rather disagree	7	17%
I rather agree	17	41%
I absolutely agree	11	27%



## 97) I have ICS support for the education of my subordinates.

Average score: 3,00

I don't know / can't judge (or unanswered)	3	7%
I completely disagree	1	2%
I rather disagree	7	17%
I rather agree	21	51%
I absolutely agree	9	22%



## 11. CONCLUSION

### 98) I would recommend ICS as a potential employer to my relatives.

Average score: 3,05

I don't know / can't judge (or unanswered)	33	16%
I completely disagree	5	2%
I rather disagree	28	14%
I rather agree	91	45%
I absolutely agree	47	23%

