West Pomeranian University of Technology in Szczecin

HR EXCELLENCE IN RESEARCH

Comparison of the results of surveys in area of *HR Excellence in Research* conducted in the years 2018 and 2021

Agree | Neither Disagree Nor Agree | Disagree

	2018			2021		
The ZUT gives me the possibility to choose which research I'll be doing.	79	12	9	90	8	3
At ZUT are complied generally accepted ethical practices, such as conscientiousness, trustworthiness and reliability of operations.	79	14	7	85	10	4
Research taken at the university are important to society.	66	26	8	75	20	5
The ZUT gives the ability to obtain all necessary permits and complete necessary formalities before starting work (including research).	62	27	11	70	22	8
The research results are stored in such a way that control can be provided.	70	24	6	77	20	3
During the research work are keep rules of safety at work.	78	15	7	85	11	3
During research work, I can make use of good practices and experiences of more experienced scientists.	71	17	12	79	15	6
I try to take all neccessery actions, which can provide that research results are getting to general public.	56	29	15	67	26	8
I notice discrimination at ZUT, among by gender, age, origin, language, etc.	19	12	69	12	13	75
I think it is good that the ZUT has create staff appraisal system, which takes into account their research creativity and research results (including publications, patents, international mobility. etc.).	53	26	21	73	17	11
At the ZUT are clearly defined standards and procedures of recruitment for researchers.	56	27	17	68	22	10
Recruitment for every vacancy is carry out by objective Selection Committee.	56	30	14	67	24	9
Every candidate for the scientific position receives information about the strengths and weaknesses of her/his application.	28	49	23	38	51	11
At the university, achievements and professional qualifications are valued more than seniority.	21	56	23	58	30	12
At the ZUT are clearly rules to apply for a doctoral and postdoctoral degree.	83	12	5	90	7	3
Doctoral candidates are perceived at the ZUT as professionals.	35	35	30	52	33	15
Research Environment (laboratories, infrastructure, training) stimulate me to make decision about new research.	48	25	27	62	21	17
Hours of my work are flexible enough to allow me doing research.	79	8	13	82	8	10
Working at the ZUT gives me stabilization in my career.	44	22	34	69	17	14
At the ZUT is a gender balance, ie. In each unit and at every level of career is more or less equally between women and men.	40	40	20	55	30	16
International mobility is at the ZUT positively evaluated.	76	17	7	83	13	4
Cooperation with business / industry is evaluated at university positively.	73	17	10	80	15	5
At every stage of careers employees have access to career advice.	57	28	15	64	27	9
Co-authorship of the publications is positively evaluated in the periodical evaluation of academic staff.	54	31	15	68	21	11
At work it's balance between scientific activity and teaching.	44	26	30	53	22	25
The interests of my unit are represented by representatives in the relevant information, consultation and decision-making bodies of the University.	56	27	17	68	23	9
Experienced researchers are trying to build positive relationships with early stage researchers.	61	25	14	71	20	10
Experienced scientists devote their time for young researchers to introduce them to the world of science.	49	22	29	68	20	12
The ZUT provides continuous development through participation in training courses, conferences, workshops, etc.	59	19	22	80	12	8
I have access to funding for the continuing development of skills and qualification.	49	22	29	70	17	14
If early stage researchers have doubts in research or perform of professional duties, they can contact with designated person.	62	25	13	60	29	11
In terms of gender, the university has a policy of equal opportunities at the recruitment stage, subsequent career levels and also in access to further development.				75	21	5
At the university, attention is paid to integrating the gender dimension into the research carried out.				31	58	11
Principles and practices regarding intellectual property rights are clearly defined and properly respected.				82	15	3
Confidential and informal assistance is provided in resolving of work-related conflicts and disputes at the university.				50	39	12
there are incentive schemes at the university to encourage researchers to obtain research funding from external sources.				57	26	18
The organisational culture of the university builds a sense of community between different groups of employees.				51	28	22
The pandemic situation and the associated remote working have not affected my efficiency at work.				66	15	18
The employer has taken appropriate steps to allow work to be provided during the pandemic.				83	10	7
I believe that the university is adapted to the needs of people with disabilities.				74	16	10
I believe that the university is well prepared in the administrative context to receive researchers from abroad.				67	23	10