

**HR Excellence in Research survey results
at West Pomeranian University of Technology in Szczecin
- November 2021**

NO	QUESTION	ANSWER	2021 [%]
1.	The ZUT gives me the possibility to choose which research I'll be doing	Agree	89,78
		Neither Disagree Nor Agree	7,59
		Disagree	2,63
2.	At ZUT are generally accepted ethical practices, such as conscientiousness, trustworthiness and reliability of operations	Agree	85,44
		Neither Disagree Nor Agree	10,37
		Disagree	4,18
3.	Research taken at the university are important to society	Agree	74,77
		Neither Disagree Nor Agree	20,43
		Disagree	4,80
4.	The ZUT gives the ability to obtain all necessary permits and complete necessary formalities before starting work (including research)	Agree	70,28
		Neither Disagree Nor Agree	21,98
		Disagree	7,74
5.	The research results are stored in such a way that control can be provided	Agree	77,24
		Neither Disagree Nor Agree	19,66
		Disagree	3,09
6.	During the research work are keep rules of safety at work	Agree	85,45
		Neither Disagree Nor Agree	11,15
		Disagree	3,40
7.	During research work, I can make use of good practices and experiences of more experienced scientists	Agree	79,42
		Neither Disagree Nor Agree	14,71
		Disagree	5,88
8.	I try to take all necessary actions, which can provide that research results are getting to general public	Agree	66,56
		Neither Disagree Nor Agree	25,54
		Disagree	7,89
9.	I notice discrimination at ZUT, among by gender, age, origin, language, etc.	Agree	11,77
		Neither Disagree Nor Agree	13,31
		Disagree	74,92
10.	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.)	Agree	72,60
		Neither Disagree Nor Agree	16,56
		Disagree	10,84
11.	At the ZUT are clearly defined standards and procedures of recruitment for researchers	Agree	68,42
		Neither Disagree Nor Agree	21,98
		Disagree	9,60
12.	Recruitment for every vacancy is carry out by objective Selection Committee	Agree	67,33
		Neither Disagree Nor Agree	23,84
		Disagree	8,82
13.	Every candidate for the scientific position receives information about the strengths and weaknesses of her/his application	Agree	37,92
		Neither Disagree Nor Agree	50,93
		Disagree	11,15
14.	At the university, achievements and professional qualifications are valued more than seniority	Agree	57,74
		Neither Disagree Nor Agree	30,03
		Disagree	12,23
15.	At the ZUT are clearly rules to apply for a doctoral and postdoctoral degree	Agree	89,94
		Neither Disagree Nor Agree	7,28
		Disagree	2,79
16.	Doctoral candidates are perceived at the ZUT as professionals	Agree	51,70
		Neither Disagree Nor Agree	33,13
		Disagree	15,17
17.	Research Environment (laboratories, infrastructure, training) stimulate me to make decision about new research	Agree	62,23
		Neither Disagree Nor Agree	21,21
		Disagree	16,56
18.	Hours of my work are flexible enough to allow me doing research	Agree	81,73
		Neither Disagree Nor Agree	8,36
		Disagree	9,91
19.	Working at the ZUT gives me stabilization in my career	Agree	68,73
		Neither Disagree Nor Agree	16,87
		Disagree	14,40
20.	At the ZUT is a gender balance, i.e. In each unit and at every level of career is more or less equally between women and men	Agree	54,64
		Neither Disagree Nor Agree	29,72
		Disagree	15,64
21.	International mobility is at the ZUT positively evaluated	Agree	83,12
		Neither Disagree Nor Agree	13,00
		Disagree	3,87

22.	Cooperation with business / industry is evaluated at university positively	Agree	80,18
		Neither Disagree Nor Agree	14,55
		Disagree	5,26
23.	At every stage of careers employees have access to career advice	Agree	64,09
		Neither Disagree Nor Agree	27,09
		Disagree	8,83
24.	Co-authorship of the publications is positively evaluated in the periodical evaluation of academic staff	Agree	68,11
		Neither Disagree Nor Agree	21,21
		Disagree	10,68
25.	At work it's balance between scientific activity and teaching	Agree	52,63
		Neither Disagree Nor Agree	22,14
		Disagree	25,24
26.	The interests of my unit are represented by representatives in the relevant information, consultation and decision-making bodies of the University	Agree	68,42
		Neither Disagree Nor Agree	23,07
		Disagree	8,52
27.	Experienced researchers are trying to build positive relationships with early stage researchers	Agree	70,74
		Neither Disagree Nor Agree	19,50
		Disagree	9,75
28.	Experienced scientists devote their time for young researchers to introduce them to the world of science	Agree	68,12
		Neither Disagree Nor Agree	19,50
		Disagree	12,39
29.	The ZUT provides continuous development through participation in training courses, conferences, workshops, etc.	Agree	80,03
		Neither Disagree Nor Agree	11,61
		Disagree	8,36
30.	I have access to funding for the continuing development of skills and qualification	Agree	69,51
		Neither Disagree Nor Agree	16,56
		Disagree	13,93
31.	If early stage researchers have doubts in research or perform of professional duties, they can contact with designated person	Agree	59,91
		Neither Disagree Nor Agree	28,64
		Disagree	11,46
32.	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	Agree	74,61
		Neither Disagree Nor Agree	20,59
		Disagree	4,80
33.	At the university, attention is paid to integrating the gender dimension into the research carried out	Agree	31,27
		Neither Disagree Nor Agree	57,59
		Disagree	11,15
34.	Principles and practices regarding intellectual property rights are clearly defined and properly respected	Agree	81,89
		Neither Disagree Nor Agree	14,86
		Disagree	3,25
35.	Confidential and informal assistance is provided in resolving of work-related conflicts and disputes at the university	Agree	49,69
		Neither Disagree Nor Agree	38,70
		Disagree	11,61
36.	There are incentive schemes at the university to encourage researchers to obtain research funding from external sources	Agree	56,50
		Neither Disagree Nor Agree	25,70
		Disagree	17,80
37.	The organizational culture of the university builds a sense of community between different groups of employees	Agree	50,77
		Neither Disagree Nor Agree	27,71
		Disagree	21,52
38.	The pandemic situation and the associated remote working have not affected my efficiency at work	Agree	66,41
		Neither Disagree Nor Agree	15,48
		Disagree	18,11
39.	The employer has taken appropriate steps to allow work to be provided during the pandemic	Agree	82,51
		Neither Disagree Nor Agree	10,37
		Disagree	7,12
40.	I believe that the university is adapted to the needs of people with disabilities	Agree	74,00
		Neither Disagree Nor Agree	16,25
		Disagree	9,75
41.	I believe that the university is well prepared in the administrative context to receive researchers from abroad	Agree	67,02
		Neither Disagree Nor Agree	23,37
		Disagree	9,60