

Jihočeská univerzita
v Českých Budějovicích
University of South Bohemia
in České Budějovice

Summary of a questionnaire survey results 2024



Preparation for Renewal Phase HR Award and Improved Action
Plan

University of South Bohemia (USB)
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PURPOSE AND STRUCTURE OF THE QUESTIONNAIRE

The aim of the questionnaire survey was to find out opinions on the analysed areas of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code).

The questionnaire was aimed at finding out views on the University, its working environment, reconciliation of family and work life and other aspects that affect employees and are also reflected in their work performance, and to create an idea of the development of the University of South Bohemia. The aim was also to determine the shift in individual perspectives over time and whether there has been a positive or negative change in some areas. The results of the questionnaire survey will be used, for example, in the preparation of the Improved HR Award Action Plan and in other development activities.

The questionnaire replicates the questions from the 2018 survey, minor adjustments were made according to the most frequent comments (possibility to select "I cannot evaluate", "leave unanswered", more open questions on the topics, better explanation of the purpose and what the survey is used for), which were reflected.

- Questionnaire processed in MS Forms (link, QR code)
- CZ and EN version
- 38 closed and 9 open questions
- 6 thematic headings: basic profile of the respondent; 4 areas according to the Charter - Ethical and professional aspects, Recruitment, Working conditions and social security, Education and training and Additional questions and comments.
- Format: Anonymous, no login
- Distribution: 18 April 2024
- Closing date: 10 May 2024
- Average completion time: 18:22 min
- Communication channels: e-mail JU Sender, Rector's College, direct approach to deans asking for faculty promotion, individually
- Mailing list: 3,800 e-mail addresses (all JU employees, including externists and Ph.D. students)
- Return rate: 258 responses (of which 13 questionnaires were completed in EN), thus a return rate of 6.8%

Coordination and processing of the survey: Strategy and Development Department

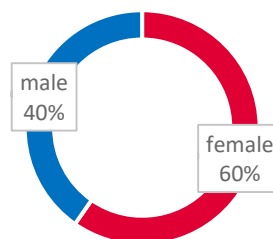


RECORD OF ANSWERS

Basic profile of the respondent

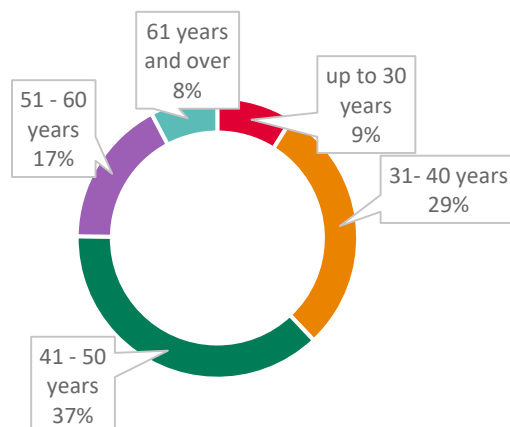
1. Gender

	Number
female	154
male	104
Total	258



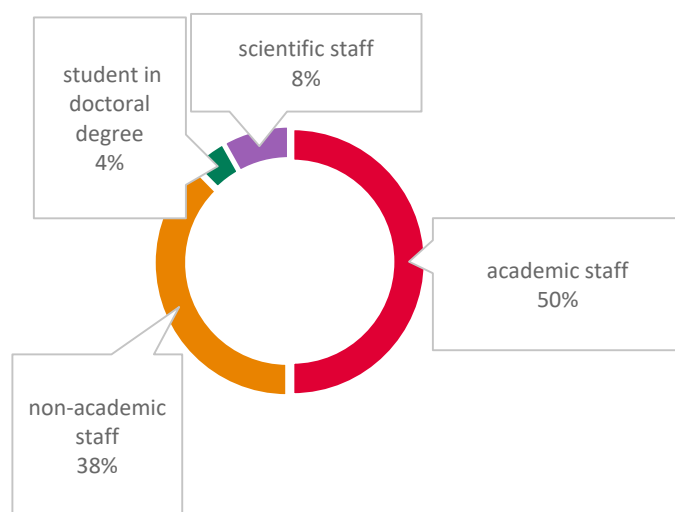
2. Indicate your age, please

	Number
up to 30 years	23
31- 40 years	75
41 - 50 years	96
51 - 60 years	44
61 years and over	20
Total	258



3. You work within the USB as

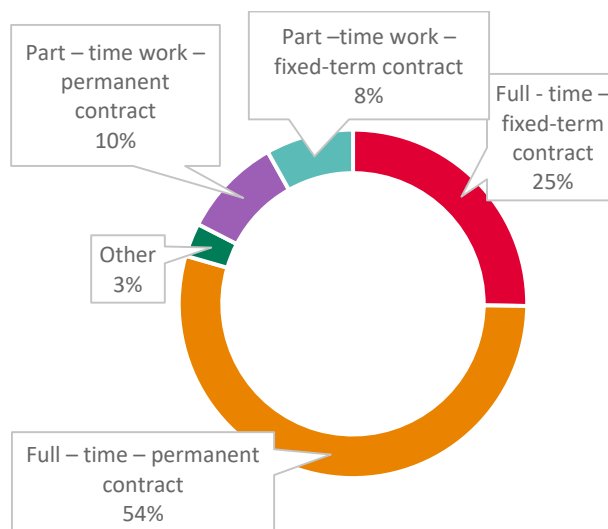
	Number
academic staff	129
non-academic staff	97
student in doctoral degree	11
scientific staff	21
Total	258





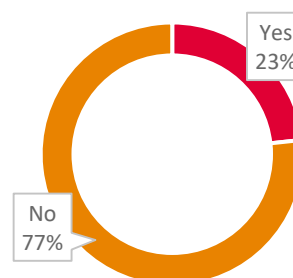
4. What kind of work contract do you have?

	Number
Full - time – fixed-term contract	65
Full – time – permanent contract	140
Other (contract for work, agreement on working activity)	8
Part – time work – permanent contract	24
Part –time work – fixed-term contract	21
Total	258



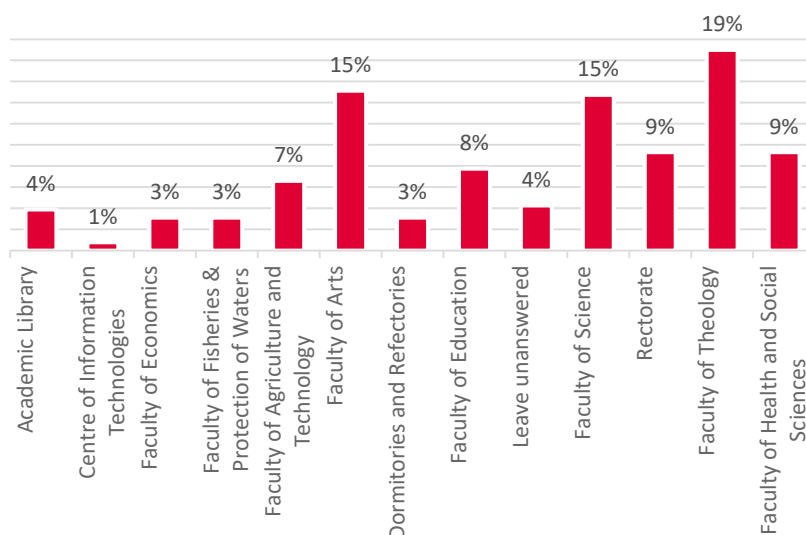
5. Are you a senior executive?

	Number
Yes	60
No	198
Total	258



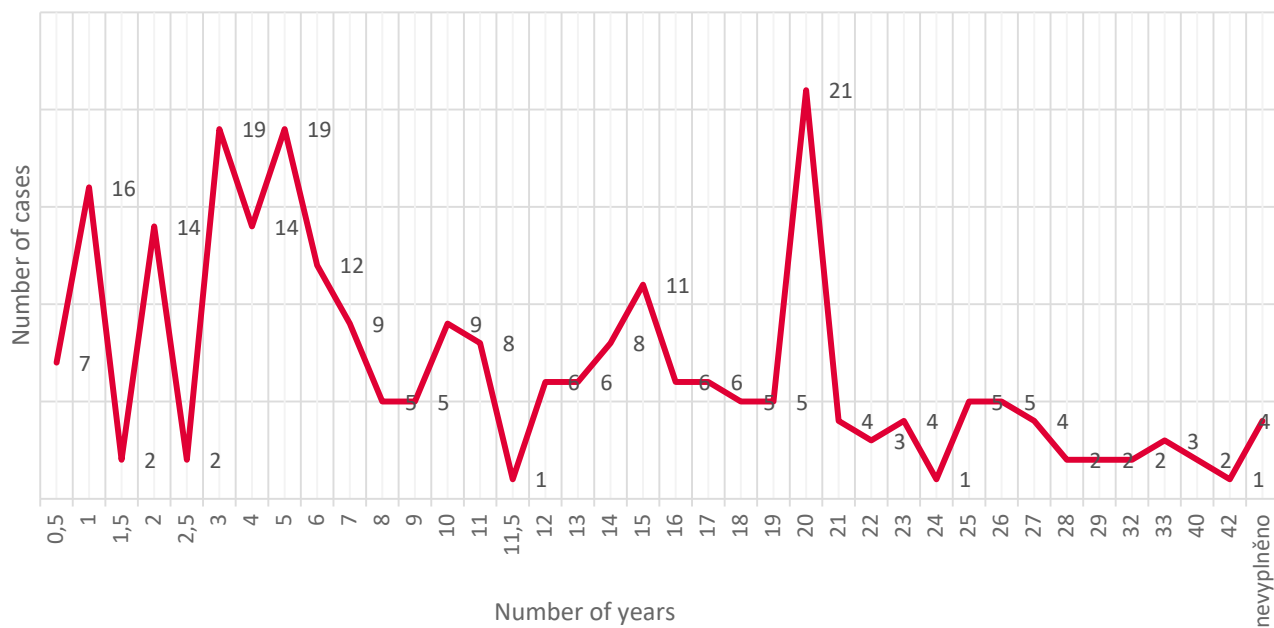
6. What part of the university/faculty do you mainly work in?

	Number
Academic Library	10
Centre of Information Technologies	2
Faculty of Economics	8
Faculty of Fisheries & Protection of Waters	8
Faculty of Agriculture and Technology	17
Faculty of Arts	39
Dormitories and Refectories	8
Faculty of Education	20
Leave unanswered	11
Faculty of Science	38
Rectorate	24
Faculty of Theology	49
Faculty of Health and Social Sciences	24
Total	258





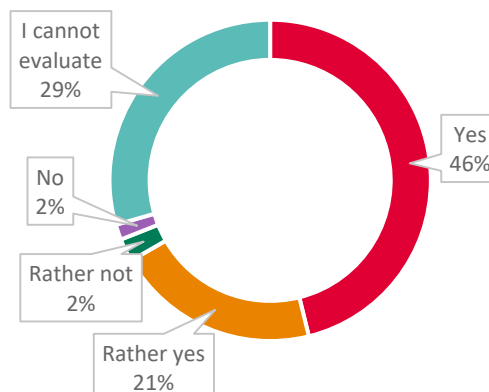
7. How long have you been working at the USB?



Ethical and professional aspects

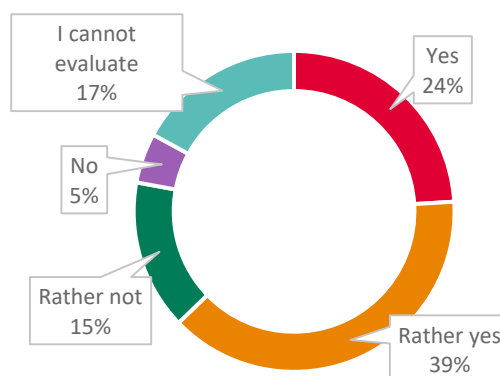
8. Are you satisfied with the USB's approach to freedom of research?

	Number
Yes	119
Rather yes	53
Rather not	6
No	4
I cannot evaluate	76
Total	258



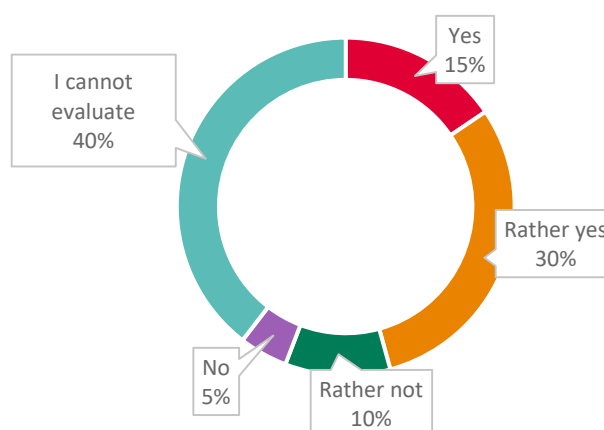
9. Do you think the USB supports employee creativity?

	Number
Yes	62
Rather yes	100
Rather not	39
No	13
I cannot evaluate	44
Total	258



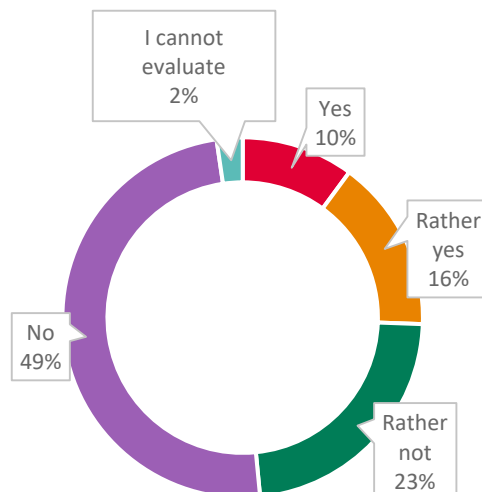
10. Are you satisfied with the USB's support of your research activities?

	Number
Yes	40
Rather yes	78
Rather not	26
No	12
I cannot evaluate	102
Total	258



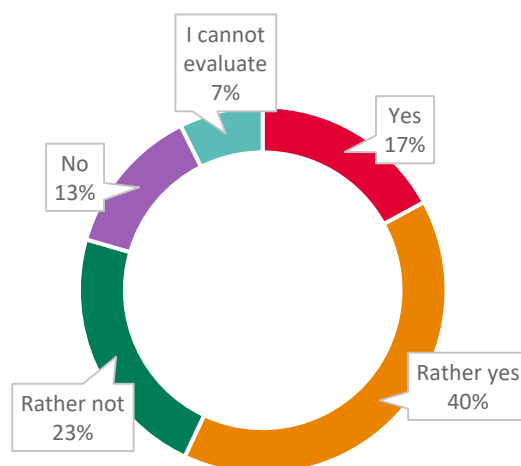
11. Are you actively involved in decision-making processes within the USB?

	Number
Yes	26
Rather yes	40
Rather not	59
No	127
I cannot evaluate	6
Total	258



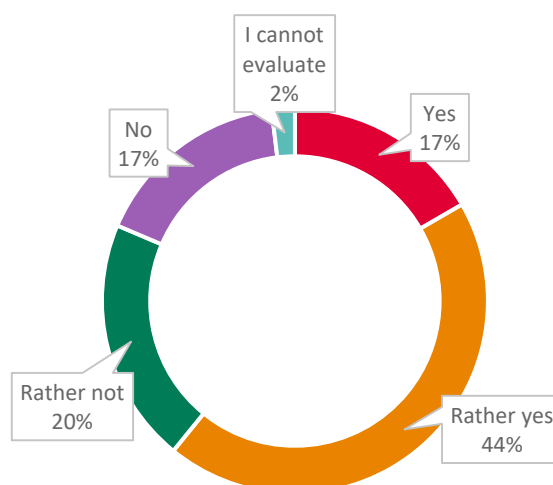
12. Do you think the USB provides you with sufficient information on its operation and management?

	Number
Yes	44
Rather yes	103
Rather not	58
No	34
I cannot evaluate	19
Total	258



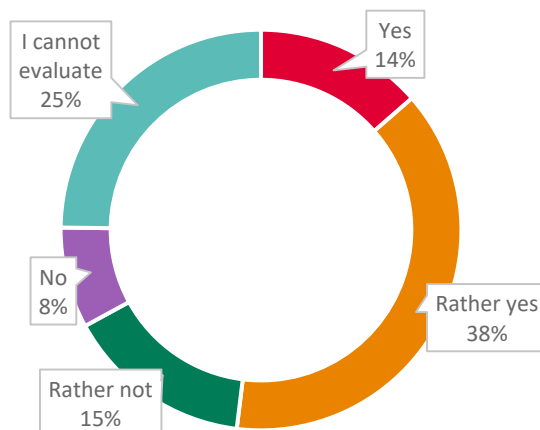
13. Do you think the USB website is informative and well-structured?

	Number
Yes	43
Rather yes	114
Rather not	53
No	43
I cannot evaluate	5
Total	258



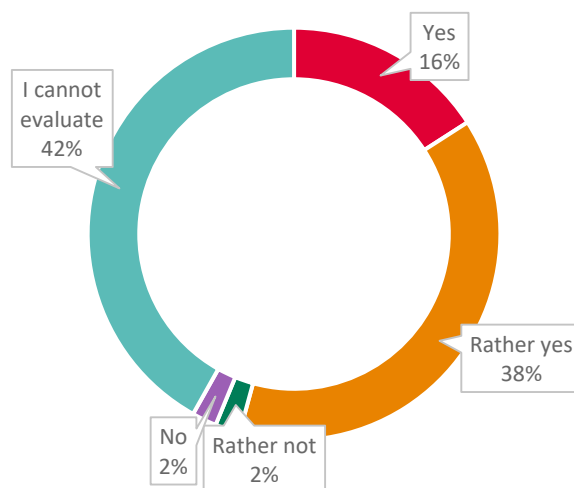
14. Do you think that USB communicates effectively with the public?

	Number
Yes	35
Rather yes	99
Rather not	39
No	21
I cannot evaluate	64
Total	258



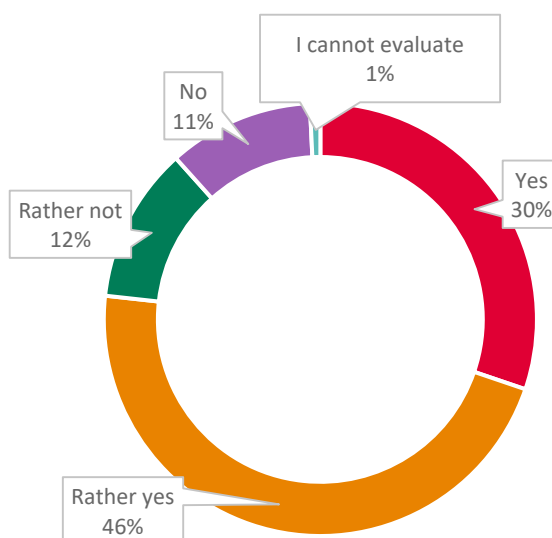
15. Do you identify with Strategic Plan of USB?

	Number
Yes	41
Rather yes	99
Rather not	5
No	5
I cannot evaluate	108
Total	258



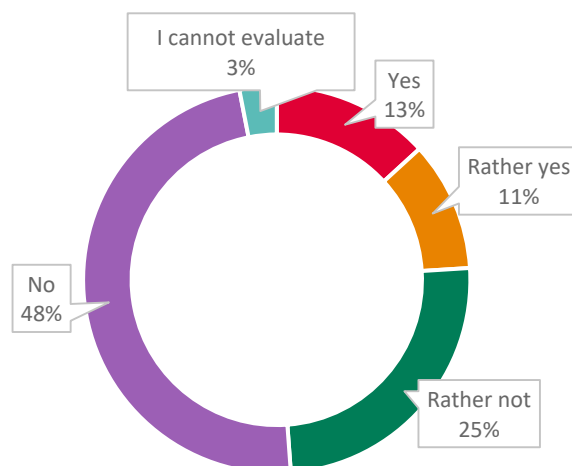
16. Are you satisfied with the interpersonal relationships in the workplace?

	Number
Yes	78
Rather yes	120
Rather not	30
No	28
I cannot evaluate	2
Total	258



17. Do you ever experience morally unacceptable behaviour in the workplace?

	Number
Yes	34
Rather yes	28
Rather not	64
No	124
I cannot evaluate	8
Total	258



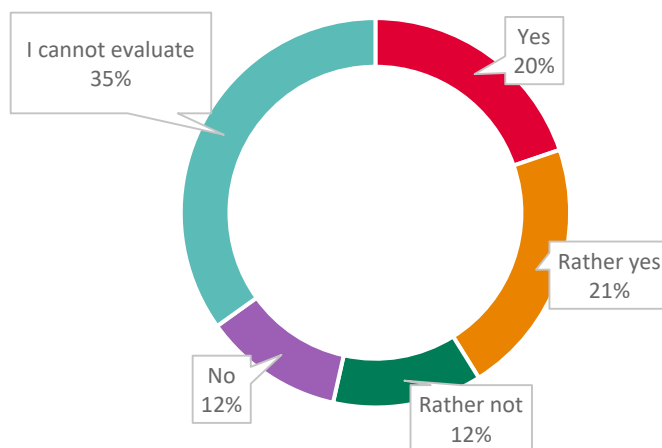
18. If you have encountered unwanted behaviour of your colleagues at work, what was the form? (Verbal harassment, physical harassment, sexual harassment, bullying, discrimination, etc.)

Open question: 54 responses

The most common experiences were: bullying, bossing, mobbing, discrimination, verbal and sexual harassment, non-transparent communication, intellectual property disputes, non-acceptance of new processes and unwillingness to cooperate.

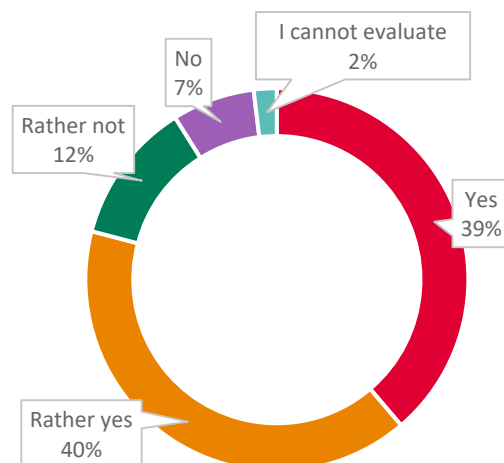
19. Do you think there are enough options for submitting different types of complaints (e.g. being bullied by your supervisor) at USB?

	Number
Yes	51
Rather yes	55
Rather not	32
No	30
I cannot evaluate	90
Total	258



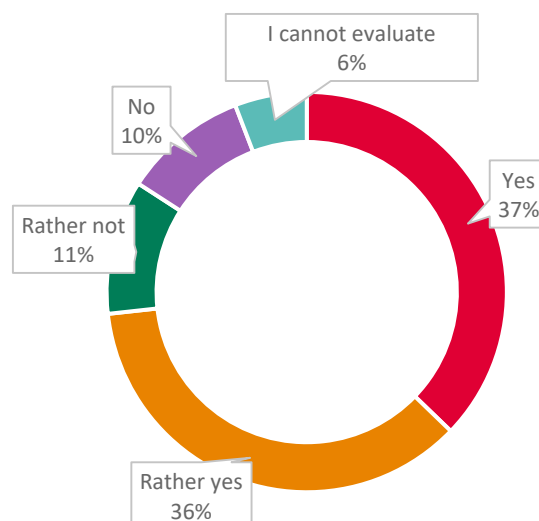
20. Do you think that USB allows you to combine professional and family life appropriately

	Number
Yes	100
Rather yes	104
Rather not	31
No	18
I cannot evaluate	5
Total	258



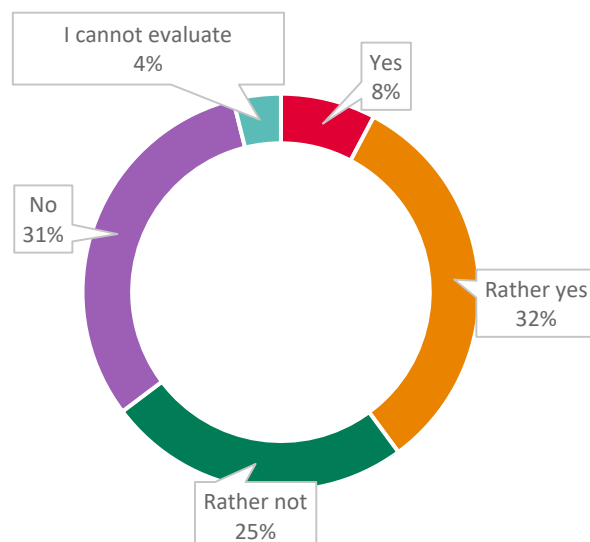
21. Are you satisfied with how your work performance is assessed by your supervisor?

	Number
Yes	96
Rather yes	93
Rather not	28
No	26
I cannot evaluate	15
Total	258



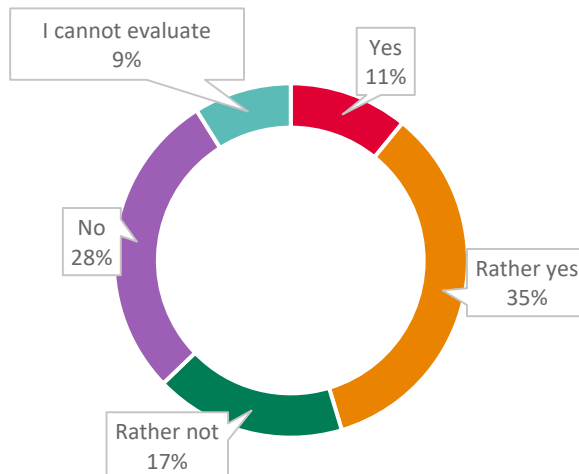
22. Are you satisfied with the financial reward you receive?

	Number
Yes	20
Rather yes	83
Rather not	64
No	81
I cannot evaluate	10
Total	258



23. Are you satisfied with benefits the USB provides to you?

	Number
Yes	28
Rather yes	89
Rather not	45
No	73
I cannot evaluate	23
Total	258

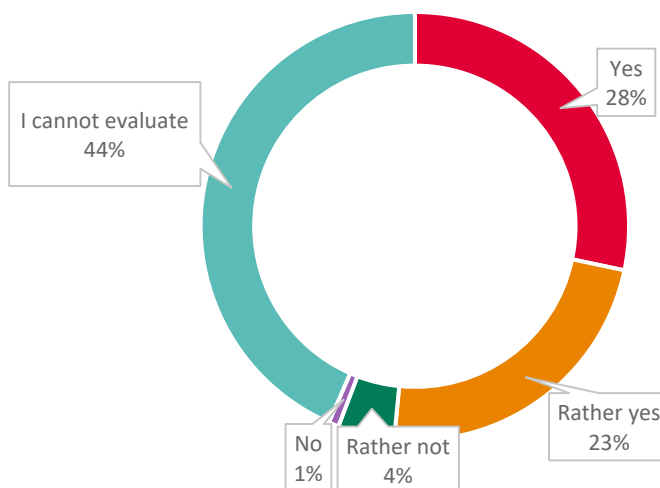


24. What other benefits would you like to be provided to you?

Open question: employees would most like to see wage increases and pension contributions (similar products), support for education, support for leisure activities and health, support for homeworking and flexible working hours, increase children's group capacity, available licences, access to databases, contribution to professional literature.

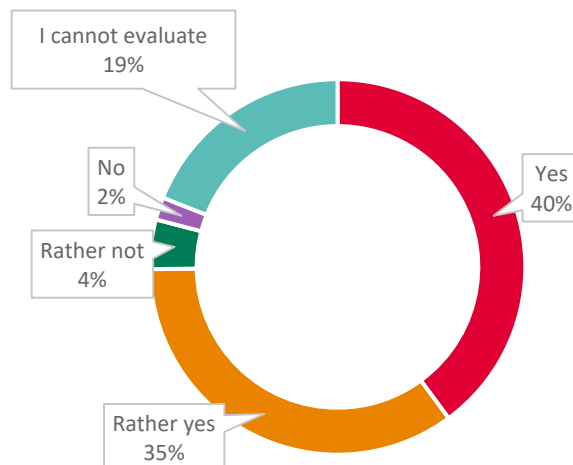
25. Do you consider the USB approach to the protection of intellectual property to be sufficient?

	Number
Yes	73
Rather yes	60
Rather not	11
No	2
I cannot evaluate	112
Total	258



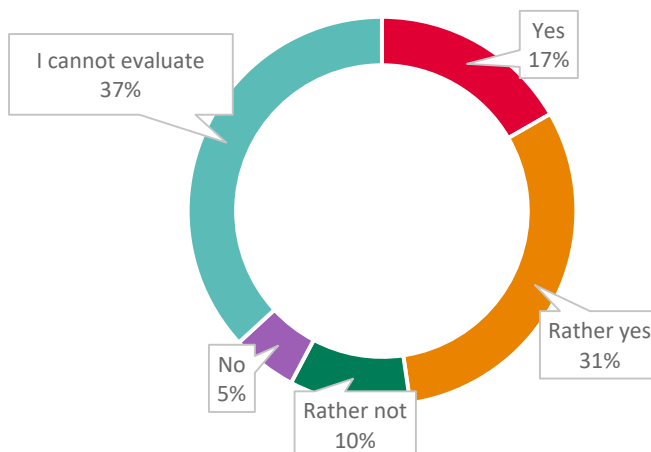
26. Are you satisfied with the USB's privacy/confidential information access?

	Number
Yes	103
Rather yes	90
Rather not	11
No	5
I cannot evaluate	49
Total	258



27. Do you think that USB uses public money effectively?

	Number
Yes	43
Rather yes	80
Rather not	26
No	14
I cannot evaluate	95
Total	258



28. If you have observations on the topic "ethical and professional aspects", please provide them.

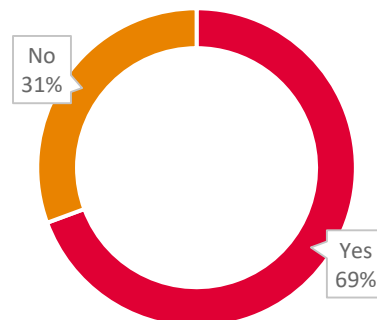
Open question: 25 responses

In the units of occurrences, the following recommendations were mentioned: strengthening motivational elements in the evaluation of employees (academics, scientists, non-academics), transparent access to resources (finances, staff capacity) and their communication, open communication regarding the direction of the JU and its units (all areas of activities), measures to improve interpersonal relations in the workplace - ethics, professionalism, strengthening opportunities for conflict resolution (all areas - freedom of research, teaching, management).

Recruitment of new staff

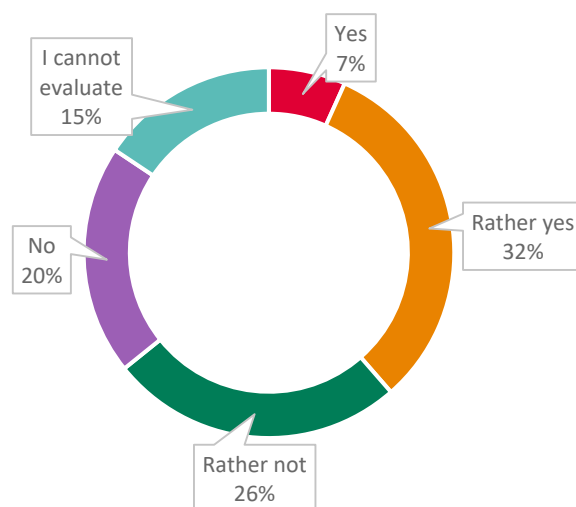
29. Did you participate in the selection process for your position?

	Number
Yes	179
No	79
Total	258



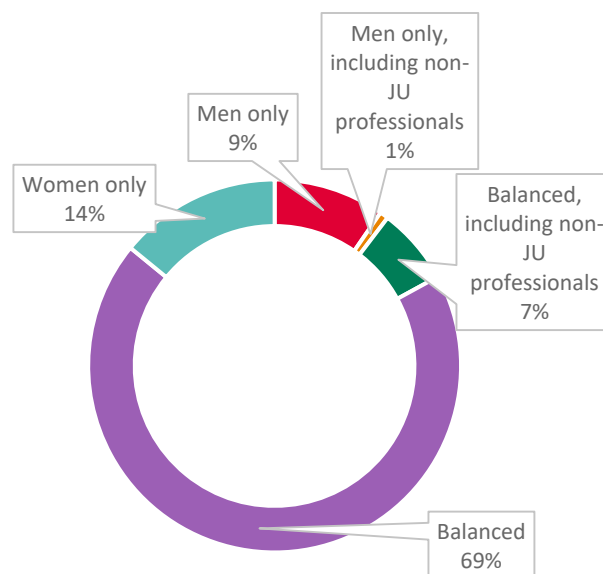
30. Did you consider this selection process challenging?

	Number
Yes	12
Rather yes	57
Rather not	46
No	36
I cannot evaluate	28
Yes	179



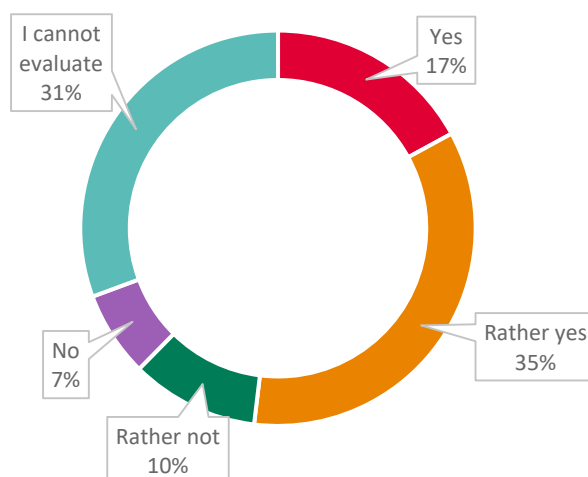
31. If you participated in the selection procedure, what was the composition of your commission? (Males and females, foreign experts, experts outside the USB, etc.)

	Number
Men only	13
Men only, including non-JU professionals	1
Balanced, including non-JU professionals	9
Balanced	93
Women only	19
Total	135



32. Do you think that vacancies within the USB are advertised sufficiently?

	Number
Yes	44
Rather yes	90
Rather not	27
No	18
I cannot evaluate	79
Total	258



33. What would you recommend to change in the offer of vacant positions at USB?

Open question: overwhelmingly answered without comment.

The following recommendations were made within the units of occurrences: greater use of social networks for promotion, targeting graduates at the JU and outside the JU, specifying the job description in more detail in the advertisements and indicating specific financial remuneration rather than referring to the salary grade, use of the Universitas portal, transparent offer of project positions and support for the return of Czech experts from abroad, making the offer on the JU website more transparent (e.g., include the part in the description of the advertisement).

34. If you have observations on the topic "recruitment of new staff", please provide them.

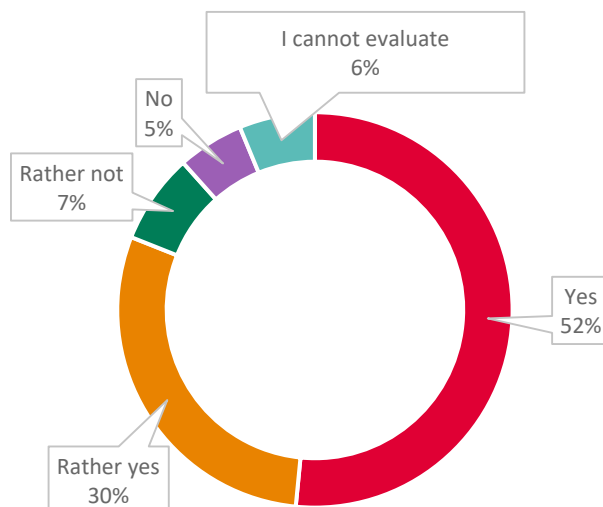
Open question: overwhelmingly answered without comment.

Within the units of occurrences: strict adherence to the rules for filling managerial positions held by academics - avoiding academic inbreeding; strong assessment of the professional quality of the candidate - avoiding cognitive bias; elaboration of an adaptation process/plan, motivation programme and career plans/dragons; more support in recruiting and following up foreign staff.

Working conditions and social security

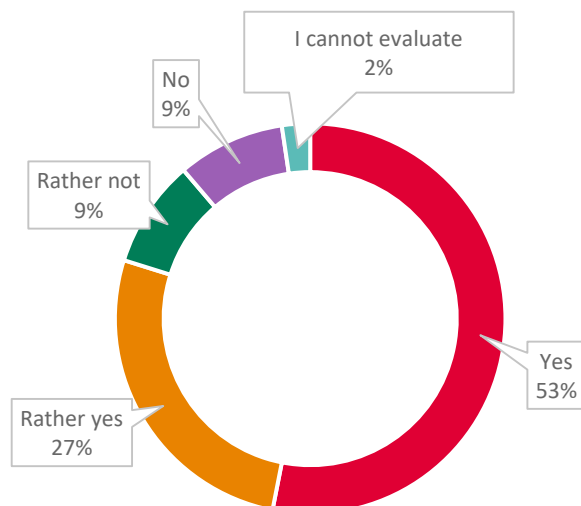
35. Were you given enough time to adapt to the new environment when you started work in your position?

	Number
Yes	133
Rather yes	76
Rather not	19
No	14
I cannot evaluate	16
Total	258



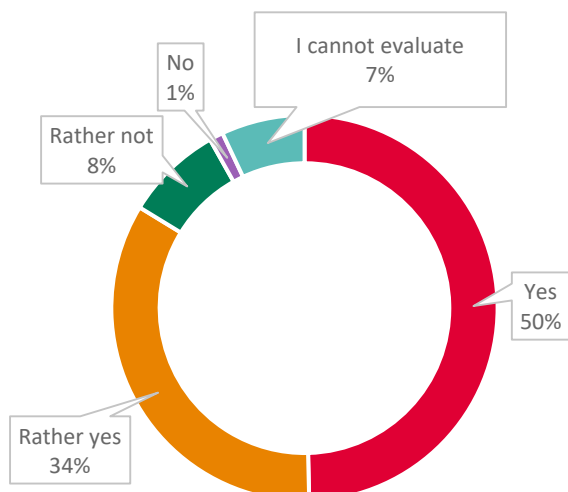
36. During the adaptation period, did you receive support either from the superior or a person designated by the superior?

	Number
Yes	137
Rather yes	69
Rather not	23
No	23
I cannot evaluate	6
Total	258



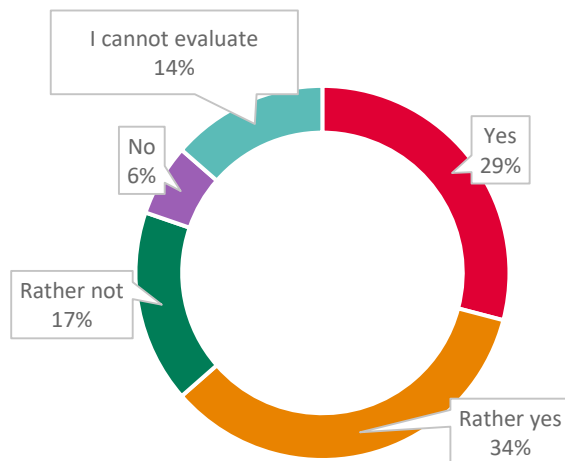
37. Are you proud of working at USB?

	Number
Yes	128
Rather yes	88
Rather not	21
No	3
I cannot evaluate	18
Total	258



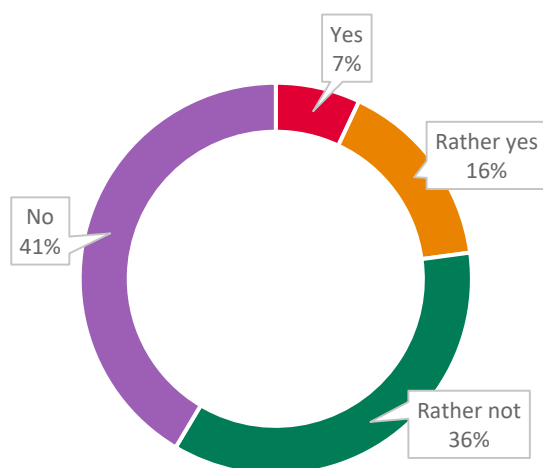
38. Would you recommend the USB as a perspective employer?

	Number
Yes	75
Rather yes	89
Rather not	43
No	16
I cannot evaluate	35
Total	258



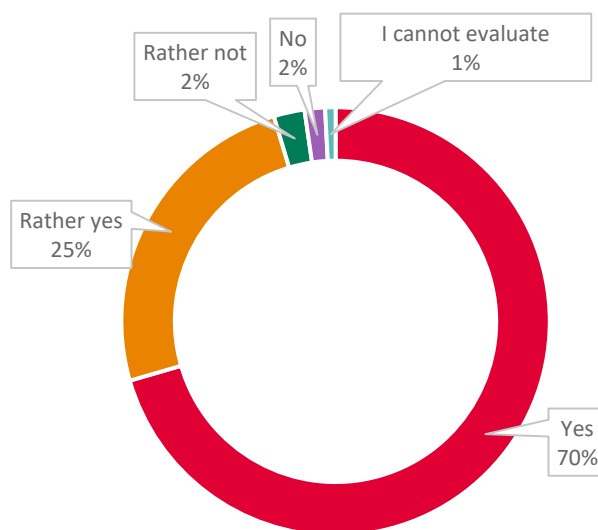
39. Are you considering leaving the USB and looking for another work?

	Number
Yes	18
Rather yes	41
Rather not	92
No	107
Total	258



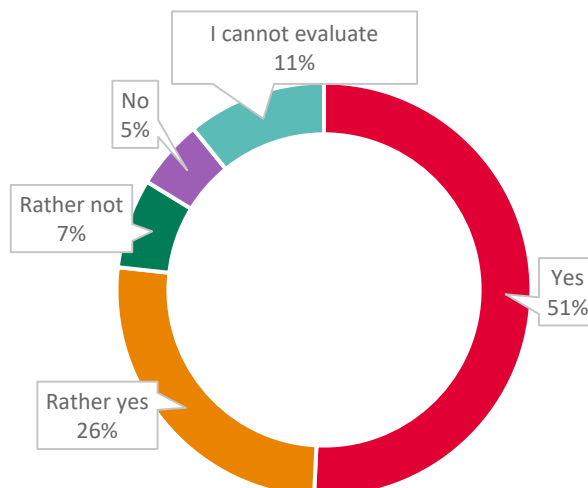
40. Do you know what the USB expects from you and what your job description is?

	Number
Yes	182
Rather yes	64
Rather not	6
No	4
I cannot evaluate	2
Total	258



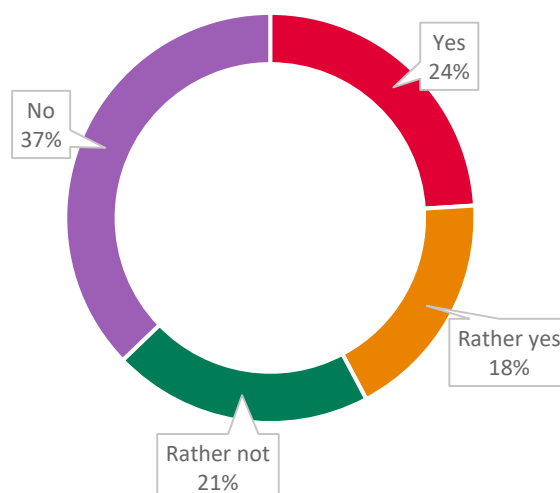
41. Do you think that you are sufficiently informed by the USB about the possibilities of foreign mobility?

	Počet
Yes	131
Rather yes	67
Rather not	18
No	14
I cannot evaluate	28
Total	258



42. Do you use international mobility for your further career growth?

	Number
Yes	62
Rather yes	47
Rather not	53
No	96
Total	258



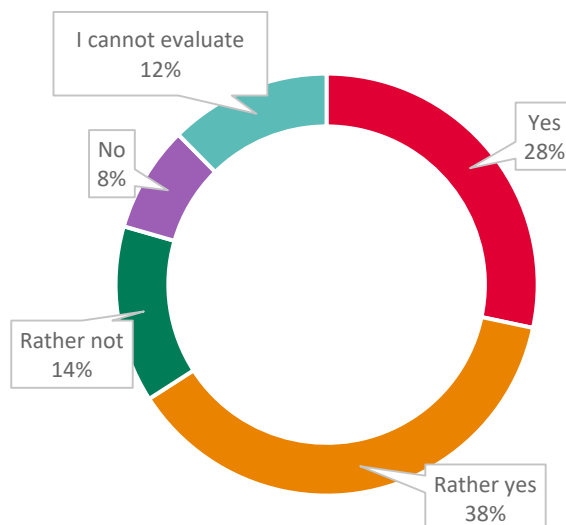
43. If you have observations on the topic "working conditions and social security", please provide them.

Open question: room for improvement, dissatisfaction was mentioned in the following areas: low salary, increase in workload (administrative, pedagogical, creative - only increasing, nothing decreasing), lack of processes in general, unclear competences - not fulfilling the entrusted agenda and its transfer to more diligent colleagues outside the administration, non-transparent communication, lack of motivation programme.

Education and training

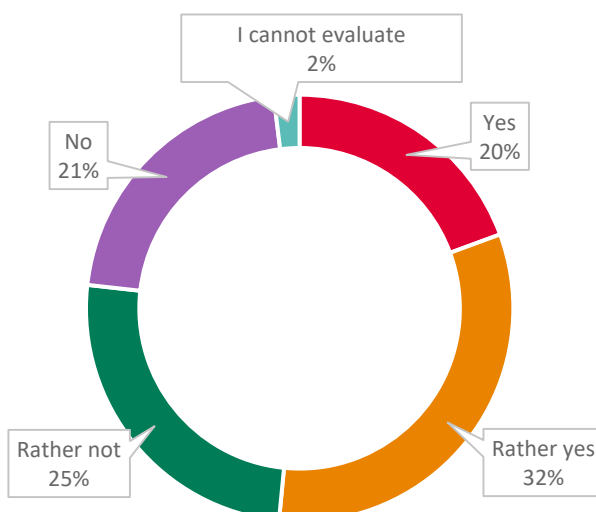
44. Do you think that USB provides sufficient opportunities for further education/career development?

	Number
Yes	73
Rather yes	97
Rather not	35
No	21
I cannot evaluate	32
Total	258



45. Do you use these options within the USB? (training workshops, language courses, e-learning, etc.)

	Number
Yes	50
Rather yes	83
Rather not	65
No	55
I cannot evaluate	5
Total	258



46. If you have observations on the topic "education and training", please provide them.

Open question: extension of the offer/support for participation in specialised courses tailored to the assigned agenda, extension of the offer of e-learning courses, greater access to mobility and foreign courses/lectures, streamlining of the offer, development plan and expected competences, inability to attend courses during working hours due to high workload.



Additional questions and comments

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

Higher financial valuation

Reduction of administrative burden, bureaucracy

Open and transparent, clear communication

Digitisation, computerisation and set-up of processes

Interpersonal - interfactual/interpartite - inter-working relationships

Top management of the university, faculties to be staffed by more managers, not academics - by principle they cannot handle all responsibilities and leadership

Competent management (transparent selection procedures) and clear direction

Equal opportunities and conditions, support for growth, development

Audit of staff/agency workload and reflection in appraisal

Development in AI

Dynamic and flexible solutions, prioritization

Better promotion of the University, city, region (also abroad)

Human approach and empathy

RECOMMENDATIONS, ACTIONS

Ethical and professional aspects

Benefits

Implemented at the institutional level: pension contribution, meal allowance, increase in meal allowance (collective agreement), increase in salary scales (wage regulation) and transparent remuneration, support for creative leave (Career Code), social fund (R 581), new HNZ evaluation system and discussion of HAP/creativity evaluation parameters.

Partially/in process/discussion: promotion of leisure activities and employee health (workout and playground built), telework and flexible working hours (individual), staff training (individual), drinking regime in summer months, discounted services from partners (tariffs, banking services), renewal of office equipment, improvement of Canteen services, sabbatical.

Other suggestions: children's group capacity, licences, access to databases, contribution to literature.

Other comments

Implemented at institutional level: revision of the ethical infrastructure, revision of the Ombudsman's role and anchoring in the organisational rules (Improved Action Plan activity), training and empowerment of managers, support for the career centre and psychological counselling room, promotion of well-being (Gender Equality Plan activity), direction of science and research, intellectual property issues (Revised Action Plan activity - R&D strategy).

Partially/in process/discussion: Open science, open access, AI elements, security - (Improved Action Plan).

Recruitment of new staff

Overall comments for recruitment

Partially/in process/discussion: Extension of Welcome Office services, support for international environment - recruitment and adaptation of foreign staff (Improved Action Plan activity); training of selection committee members (elimination of unconscious biases, assessment of quality and experience of candidates, incl. mobility, foreign experience).

Working conditions and social security

Overall comments for recruitment

Partially/in process/discussion: regular increases in salary rates, remuneration strategy (core x project time), including linkage to staff appraisal and setting of relevant appraisal parameters, setting of career paths, support for reconciliation of work and family life (addressed across all universities in the Czech Republic - PPROVŠ HRM strategy project).

Education and training

Partially/in process/discussion: making the web offer more transparent and including it in the JU e-shop, staff training concept, project resources.