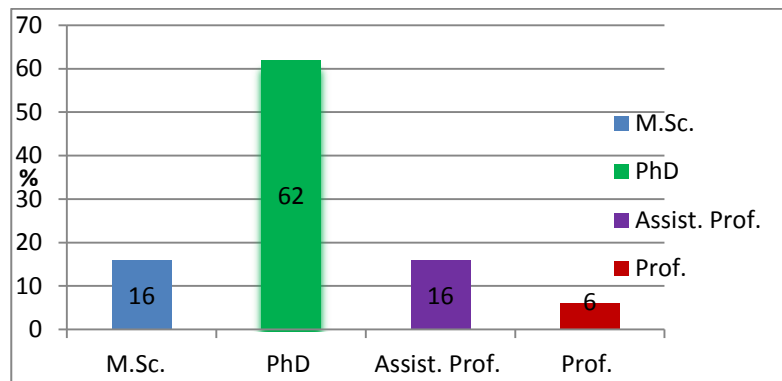# ITE Researcher Survey Report 2018

In 2016 ITE gained the HR Excellence in Research Award in recognition of the ITE's on-going commitment to adopting the principles of The European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers. The aim of the Charter and Code for Researchers is to ensure that the nature of the relationship between researchers and employers is conducive to successful research performance and to the career development of researchers.

The ITE Researcher Survey 2018 is a measure of ITE's commitment to our research staff and to the European Commission HR Excellence in Research Award. This survey form part of ITE's strategy within the HR Excellence in Research.
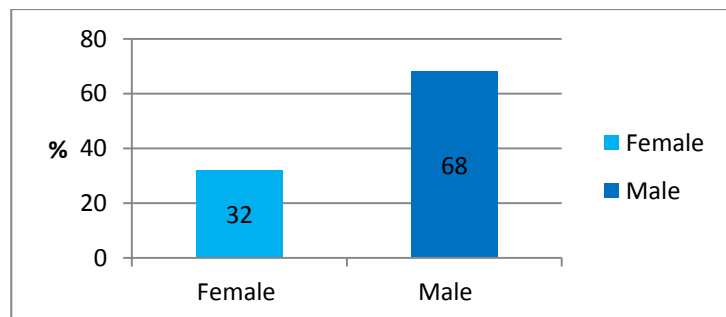
One of the main objectives of this survey is to provide information about changes needed to improve the HR Excellence in Research process in ITE and needs for further development. The internal survey was launched on June 12th 2018 and closed on 26th June 2018. During that period 80 researchers were employed in ITE and 62 responded to the survey (77%). The internal survey was conducted on-line and consisted of 20 questions. Rresearchers had an opportunity to share their remarks, propositions and comments. The survey gathered information on the four key areas identified by the European Commission within the Charter and Code for Researchers. The results of the Researcher Survey are presented in this report.
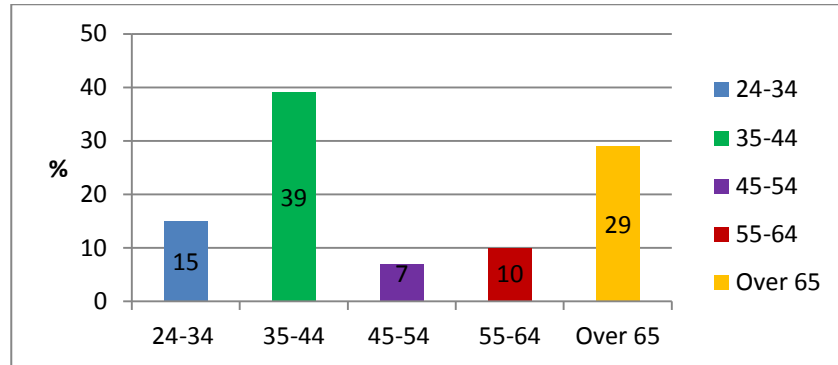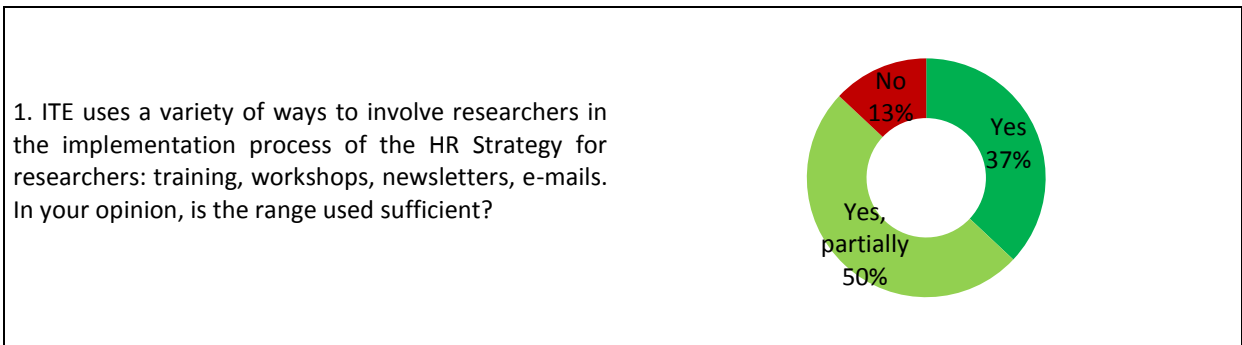
Breakdown of respondents by:
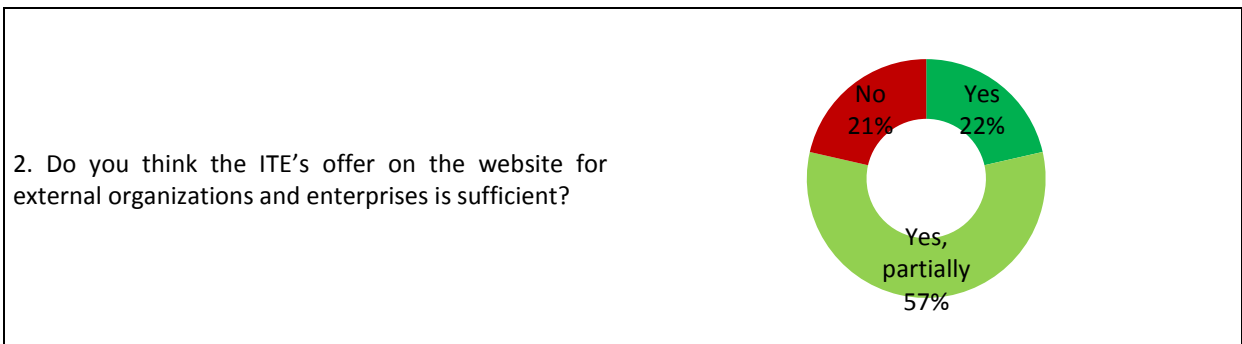
Title/degree:

Gender:

Age range:

INTERNAL SURVEY

1. ITE uses a variety of ways to involve researchers in the implementation process of the HR Strategy for researchers: training, workshops, newsletters, e-mails. In your opinion, is the range used sufficient?

No 13%
Yes 37%
Yes, partially 50%

Most researchers agree that their involvement is sufficient

2. Do you think the ITE's offer on the website for external organizations and enterprises is sufficient?


No 21%
Yes 22%
Yes, partially 57%

Most researchers think that the ITE offer on the website is sufficient

3. Are you satisfied with the system of disseminating information regarding scholarships, conferences, workshops and training via e-mail?

No 6%
Yes, partially 33%
Yes 61%
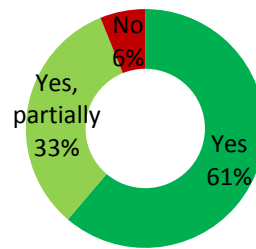
Most researchers is satisfied with the system of disseminating information

4. Is information sent to the public about research competitions for scientists (which are a potential source of research funding) and placing them on the Intra server and on the ITE website are sufficient help in finding sources of financing?

No 3%
Yes 33%
Yes, partially 64%
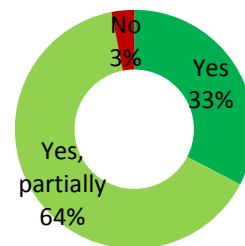
Most researchers agree that this information is sufficient help

5. Do you think it would be useful to organize additional internal workshops on the management of research infrastructure?

No 55%
Yes 45%
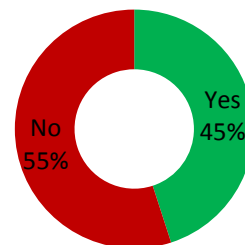
Many researchers think useful to organize additional workshops

6. Is the developed brochure for researchers about the training and working conditions available on the Intra server useful and contains all the information you need?

No 11%
Yes, partially 39%
Yes 50%
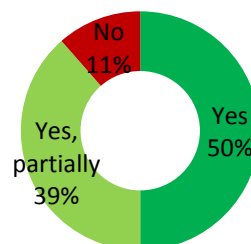
Most researchers think useful the brochure for researchers

7. According to your experience, would it be advisable to organize additional workshops on the financial management of the project?
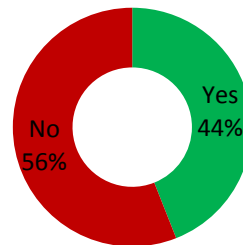
No 45%
Yes 55%
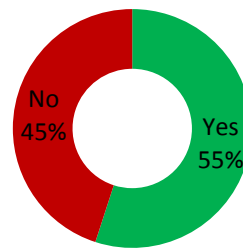
Many researchers think useful to organize additional workshops

8. Is the Intellectual Property Right's tab on the ITE website sufficient support in this area?

No 15%
Yes 28%
Yes, partially 57%
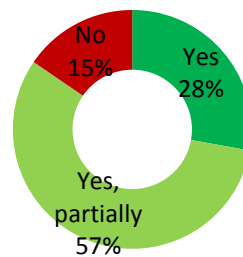
Most researchers agree that the IPR's tab is sufficient support

9. Would it be useful to organize another training at the Institute on the above topic?

No 56%
Yes 44%

Many researchers think useful to organize additional IPR's training

10. Do you consider it justified to continue training in the area of dissemination and use of research results?

No 38%
Yes 62%
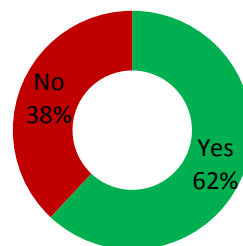
Many researchers think useful to organize additional training

11. Do you think it would be useful to organize workshop on the commercialization of research and cooperation with entrepreneurs?

No 35%

Yes 65%
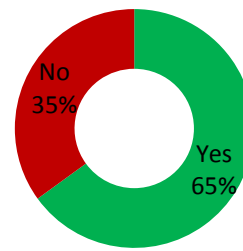
Many researchers think useful to organize the workshop

12. Do you consider the support for doctoral or postdoctoral dissertation offered in the Institute sufficient?

No 6%

Yes, partially 32%

Yes 62%
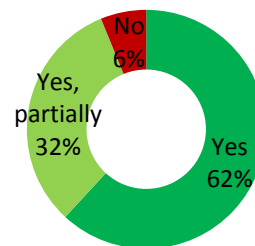
Most researchers agree that the support is sufficient

13. Do you assess the system of doctoral and post-doctoral research projects established in the institute selected in the competition, aimed at increasing the attractiveness of scientists' working conditions and ensuring the best possible conditions for the development of scientific staff well?

No 3%

Yes, partially 40%

Yes 57%
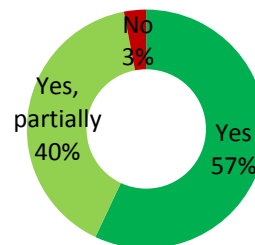
Most researchers assess the system well

14. Do you consider sufficient individual advice for researchers regarding the development of their careers?

No 29%

Yes 26%

Yes, partially 45%
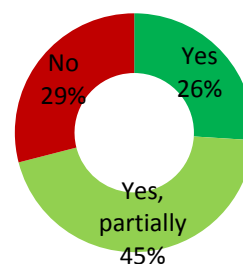
Many researchers think that the individual advice is sufficient but 29% of researchers think that the individual advice is insufficient.

15. How would you assess the evaluation system at the institute?

unsatisfactory 11%
satisfactory 42%
very good 47%
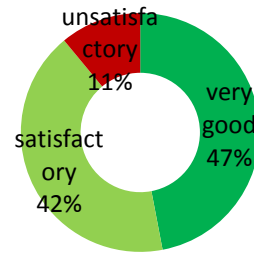
Most researchers assess the evaluation system very good or satisfactory

16. How do you assess support for researchers in organizing trips (administrative matters)?

unsatisfactory 4%
satisfactory 44%
very good 52%
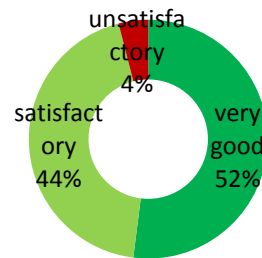
Most researchers assess support in organizing trips very good or satisfactory

17. Do you consider the promotion activities of the institute to be sufficient so far (publication of articles, science picnic)?

No 21%
Yes 24%
Yes, partially 55%
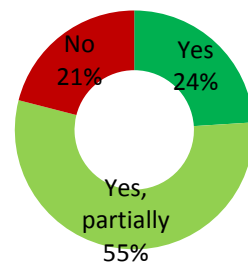
Most researchers think that the promotion activities are sufficient

18. Do you think it is necessary to appoint an impartial person at the institute to deal with complaints from researchers, including issues related to conflicts between researchers?

Yes 34%
No 66%
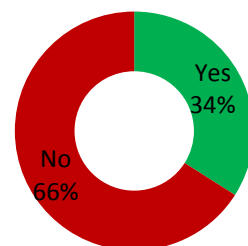
Many researchers think it is not necessary to appoint an impartial person to deal with complaints

19. Are the recruitment criteria for researcher positions in ITE sufficiently transparent and based on substantive knowledge?

Yes, partially 23%

No 3%

Yes 74%
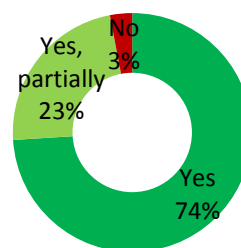
Most researchers agree that the recruitment criteria for researcher positions in ITE are sufficiently transparent

20. Are job offers sufficiently disseminated?

No 25%

Yes 75%
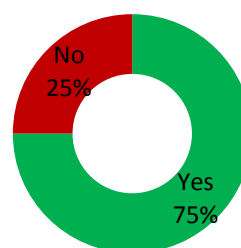
Many researchers think that ITE's job offers are sufficiently disseminated

Summary

Positive findings:

Researchers are committed to implementing the HR strategy

HR information is clearly and easily available to them

They are satisfied with the system of disseminating information regarding scholarships, conferences, workshops and trainings via e-mail

They are regularly encouraged to partake in trainings and workshops

They assess useful trainings and workshops provided to them

They assess the evaluation system very good or satisfactory

They mostly believe that the Institute offers very good support for doctoral or postdoctoral dissertation

They appreciate the facilities available to them when organizing business trips

They are aware of The Code of Ethics for Research Workers and of their responsibilities in that regard

They have experienced good practice in training and development opportunities

ITE practices transparent and merit based recruitment

Recommended areas of improvement:

Despite having various channels for internal communication around research competitions for scientists which are a potential source of research funding many researchers believe that these channels could be improved

Many researchers have concerns about IPR

Many researchers do not have anyone to advise them on career development

Researchers want more involvement with promotion activities of the Institute

Many researchers believe that the ITE's offer on the website for external organizations and enterprises could be improved

Target training to those areas as indicated by research staff

Further embed HR Excellence in Research Award in policy and culture of the Institute