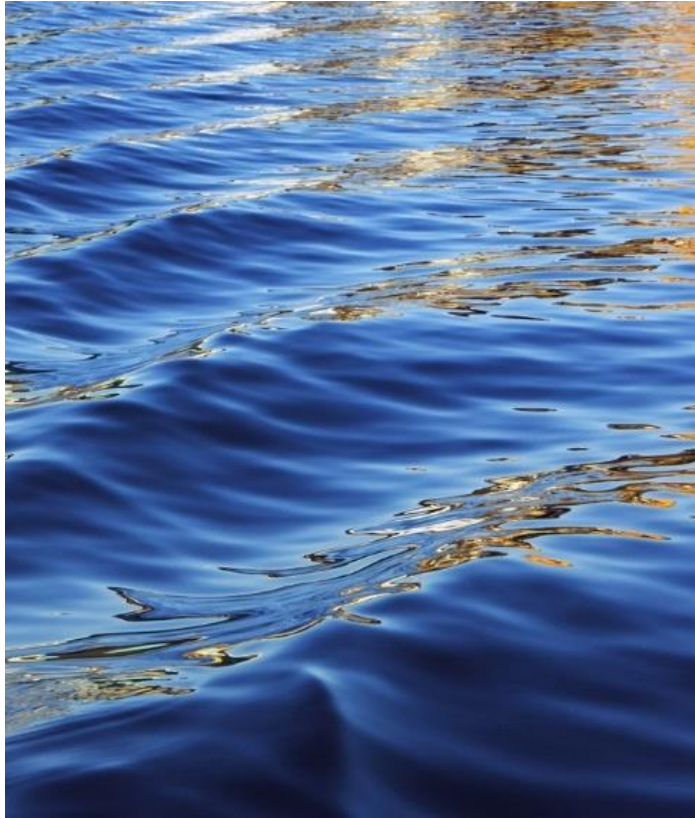




Survey HR Award

Institute of Philosophy CAS

2020



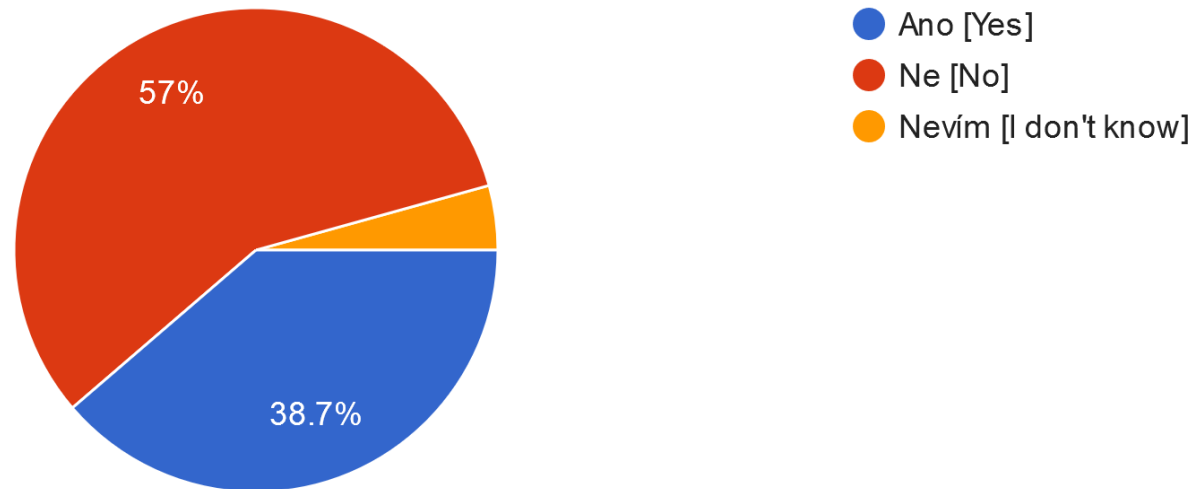
Basic Information

- Data collection: 8th June – 24th June 2020
- Respondents: distributed among 202 employees of FLÚ AV ČR
- Questionnaire return rate: 94 responses, i.e. 46,5 %
- Method of data collection: an on-line questionnaire – GoogleForms
- Authors of the questionnaire: Magdalena Krajewska, Petra Cabalová
- Consultation: Ondřej Lánský

Awareness of Code of Ethics

a) Znáte znění Etického kodexu výzkumných pracovníků AV ČR? [Do you know the content of the Code of Ethics for Researchers of the CAS?]

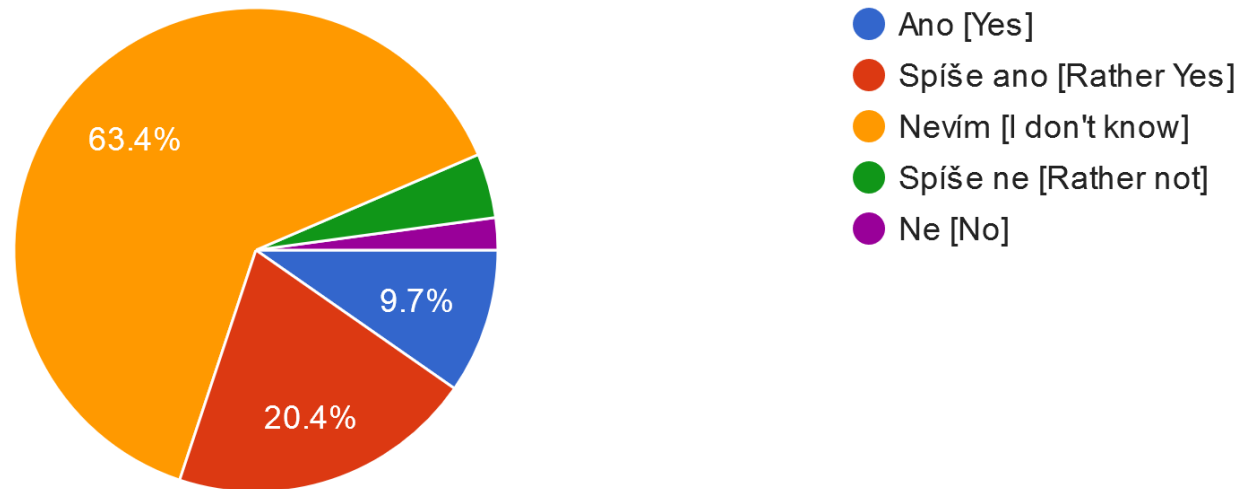
93 responses



Adequacy of Code of Ethics

b) Odpovídá podle Vašeho názoru Etický kodex AV ČR dostatečně potřebám pracovišť FLÚ? [In your opinion, is the Code of Ethics of the CAS adequate to the needs of our institute?]

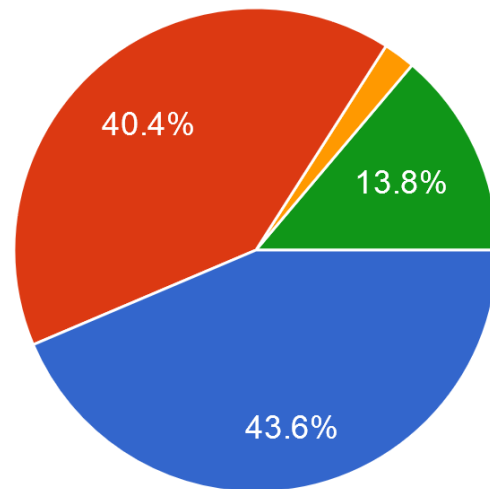
93 responses



Importance of Popularisation

a) Je ve Vaší odborné činnosti popularizace důležitá? [Is popularisation important for your research?]

94 responses

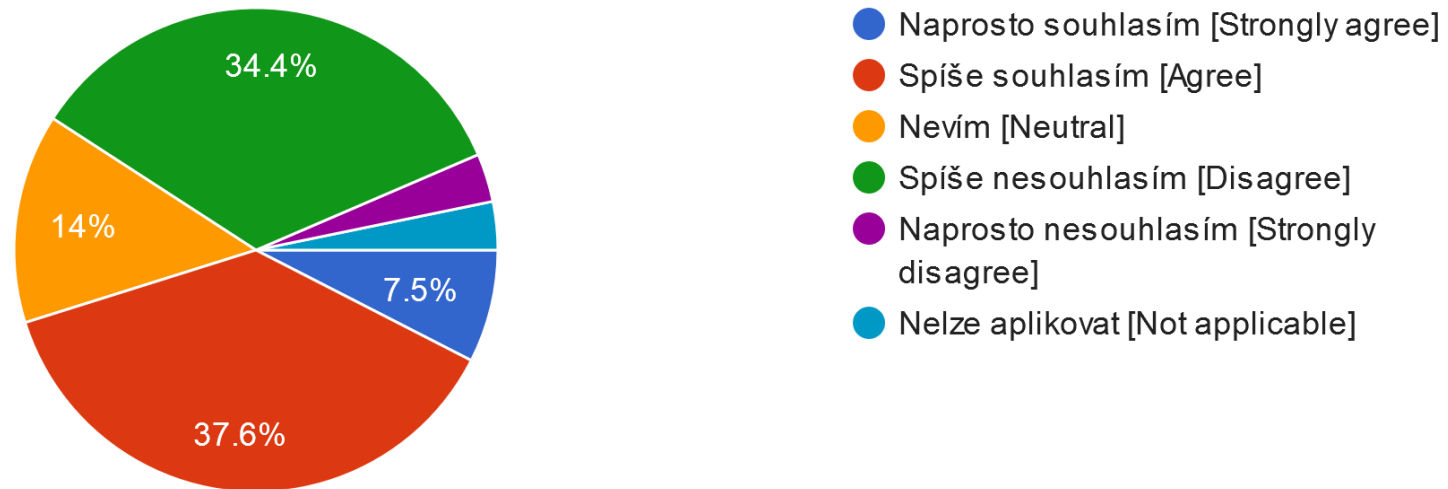


- Rozhodně ano [Definitely Yes]
- Spíše ano [Rather Yes]
- Nedokáži říct [I can't tell]
- Spíše ne [Rather not]
- Rozhodně ne [Definitely not]

Sufficiency of Popularisation

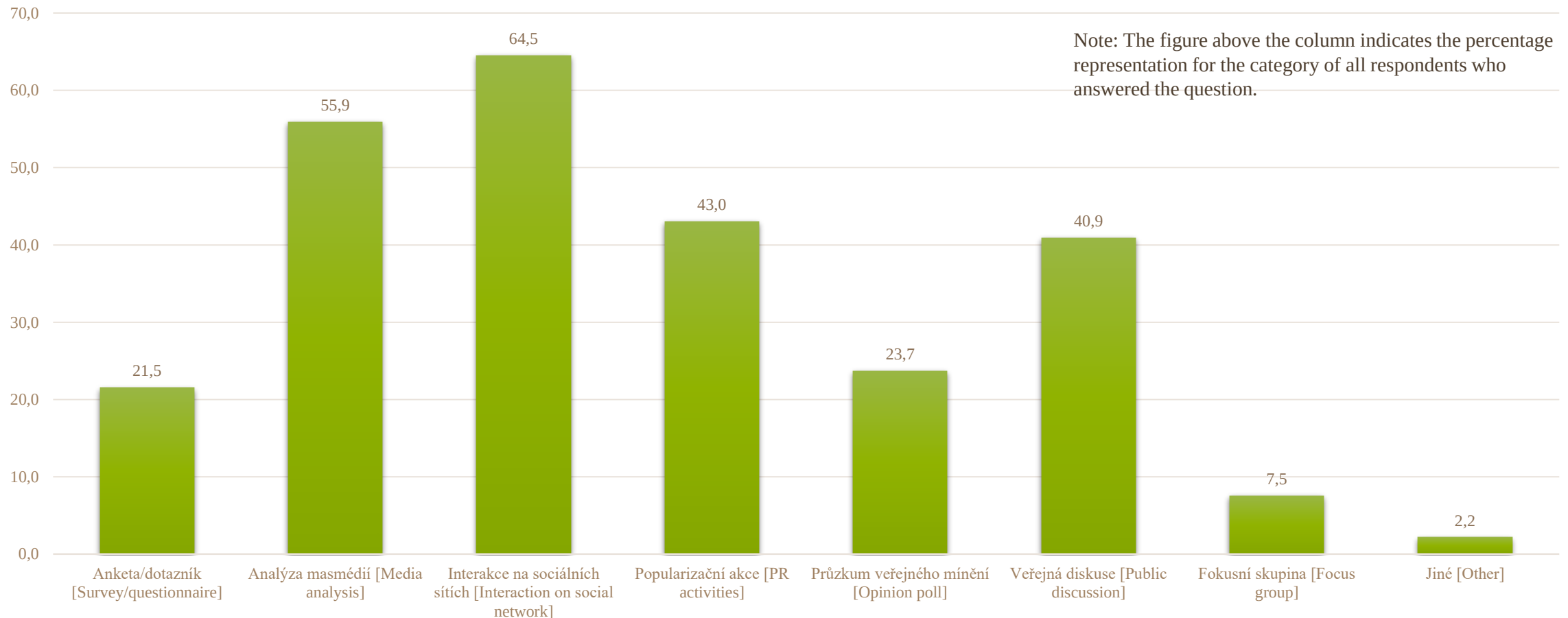
b) Vyjádřete míru souhlasu s následujícím výrokem: Moje odborná činnost je popularizována dostatečně [Please express your level of agreement with the following statement: My research is sufficiently made known to the general public]

93 responses



Public Engagement

c) Jakým způsobem byste zjišťovali, o která odborná témata se zajímá široká veřejnost? [How would you find out which scientific topics might be of interest to the general public?]



Methods of Public Engagement

- Open question: How could you better communicate the outcomes of your research to the public?
- 57 participants responded (i.e. 60,6 % of all respondents)

Interesting suggestions:

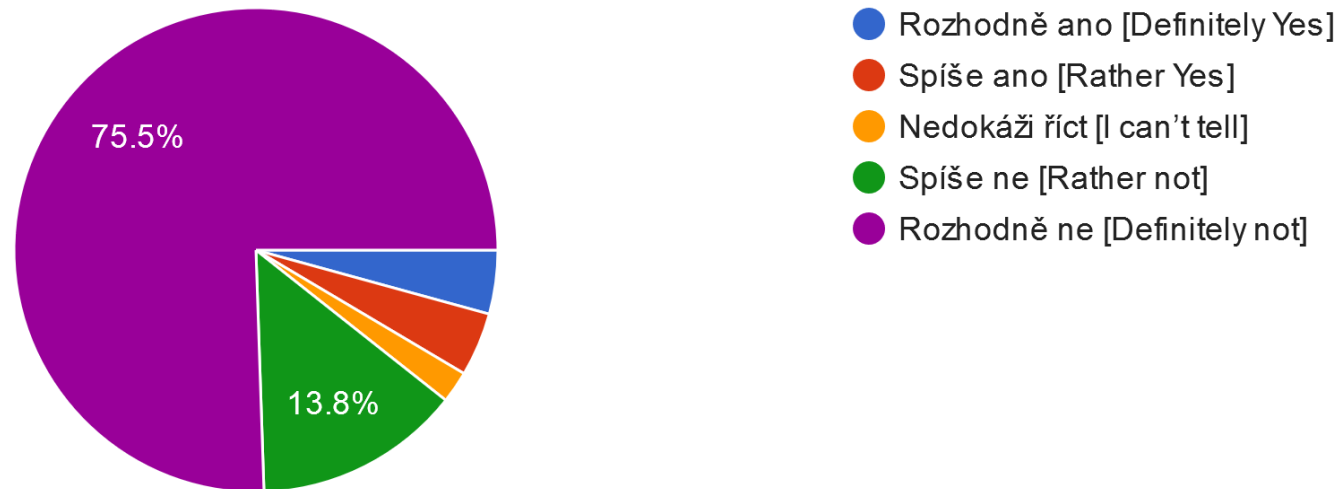
- creating a Youtube channel, podcasts; co-operation with universities (faculties of education) and high schools
- taking popularisation into account at attestations (note: only 2 respondents)

Selected categories of encoding	Results
Common media – including publishing (newspapers etc.) and interviews (radio, TV and so on)	23 (40,4 %)
New media – social media etc.	20 (35,1 %)
Activities of PR department	13 (22,8 %)
Public events	13 (22,8 %)
Evaluation of popularisation activities	2 (3,3 %)
Influence on education system	2 (3,3 %)
Unclassified	7 (12,3 %)

Research Freedom

a) Setkali jste se během svého působení ve Filosofickém ústavu s omezením svobody bádání?
[Have you ever experienced restrictions of research freedom during your work performance at the Institute of Philosophy?]

94 responses



Comments on Research Freedom

- Open question: Comment on question: Have you ever experienced restrictions of research freedom during your work performance at the Institute of Philosophy?
- 15 participants responded (i.e. 16 % of all respondents)

Conclusion:

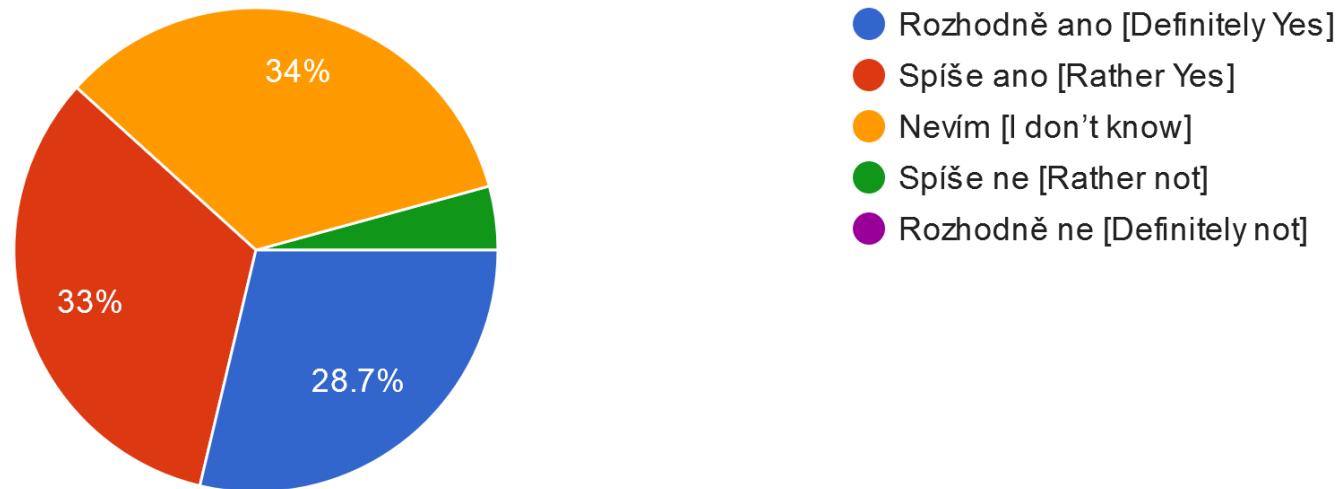
- confirmation of previous - quantitative - questions: there are no restrictions on freedom of research at FLÚ

Selected categories of encoding	Results
No restrictions	6 (40 %)
Indirectly (e.g. unpaid work, small rewards, trendy topics)	6 (40 %)
Funding and research grants	3 (20 %)
Political and economical pressure	2 (13,3 %)
Evaluation of popularisation activities	1 (6,7 %)
Unclassified	3 (20 %)

Protection of Research Freedom

b) Myslíte si, že ústav má účinné nástroje pro ochranu svobody bádání? [In your opinion, does the institute have sufficient tools for protection of research freedom?]

94 responses



Comments on Protection of Research Freedom

- Open question: Comment on question: In your opinion, does the institute have sufficient tools for protection of research freedom?
- 13 participants responded (i.e. 13,8 % of all respondents)

Selected categories of encoding	Results
No constraints	4 (30,8 %)
I don't know	4 (30,8 %)
Funding of research	2 (15,4 %)
Unclassified	5 (38,5 %)

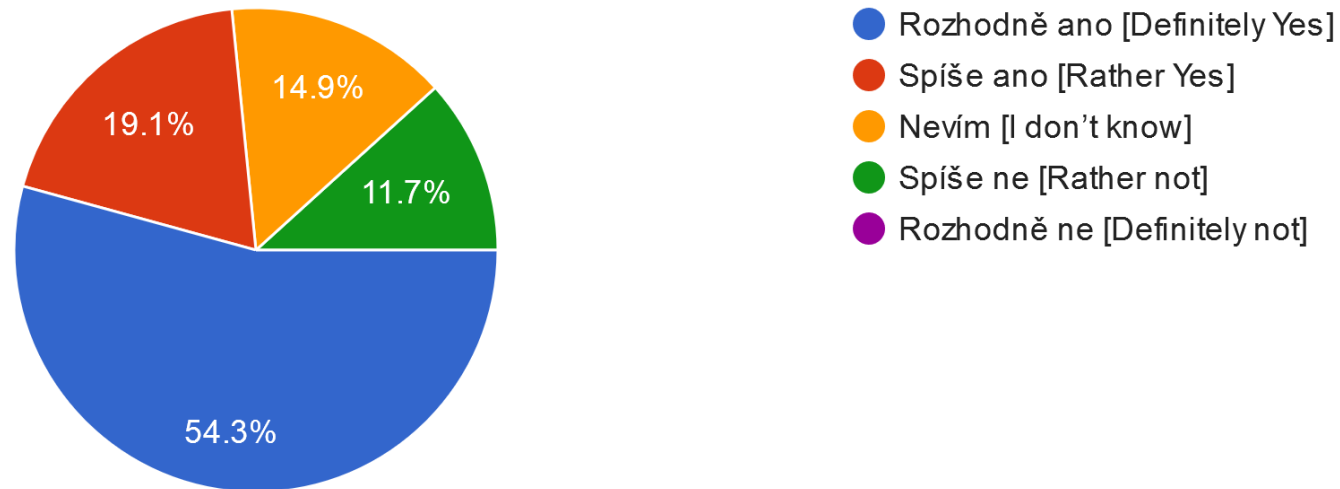
Conclusion:

- Confirmation of previous - quantitative - questions: FLÚ has effective tools to protect the research freedom

Environmental Sustainability

a) Považujete ekologickou udržitelnost pracoviště za důležité téma? [Do you consider the ecological sustainability of the workplace to be an important topic]?

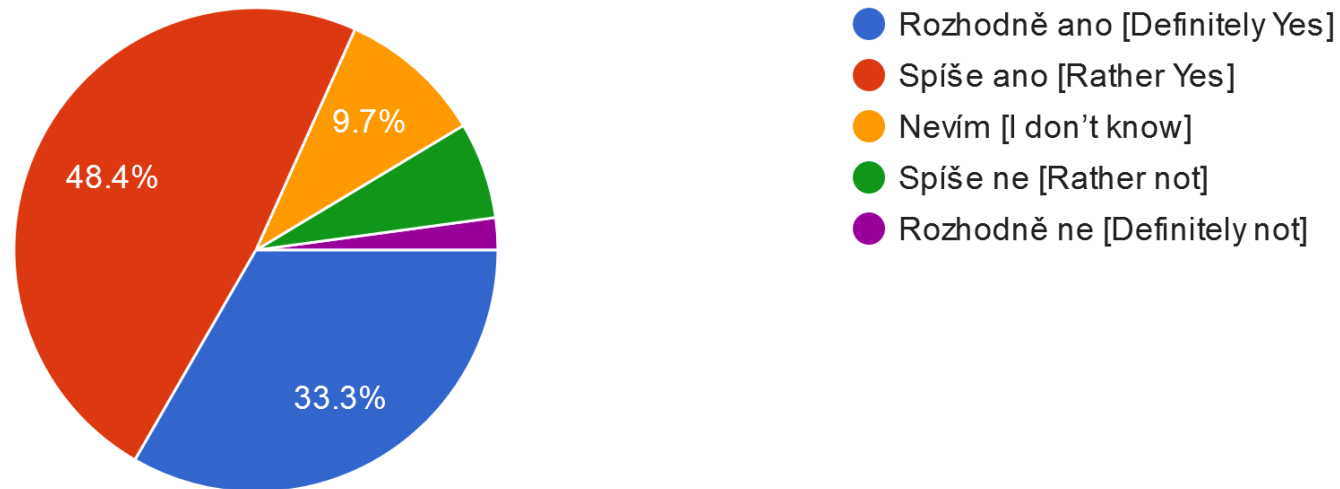
94 responses



Professional Attitude & Strategic Goals

b) Uvítali byste větší informovanost o výzkumných záměrech ostatních oddělení FLÚ? [Would you like to have an overview of the research proposals of other FLÚ departments]?

93 responses



Professional Responsibility

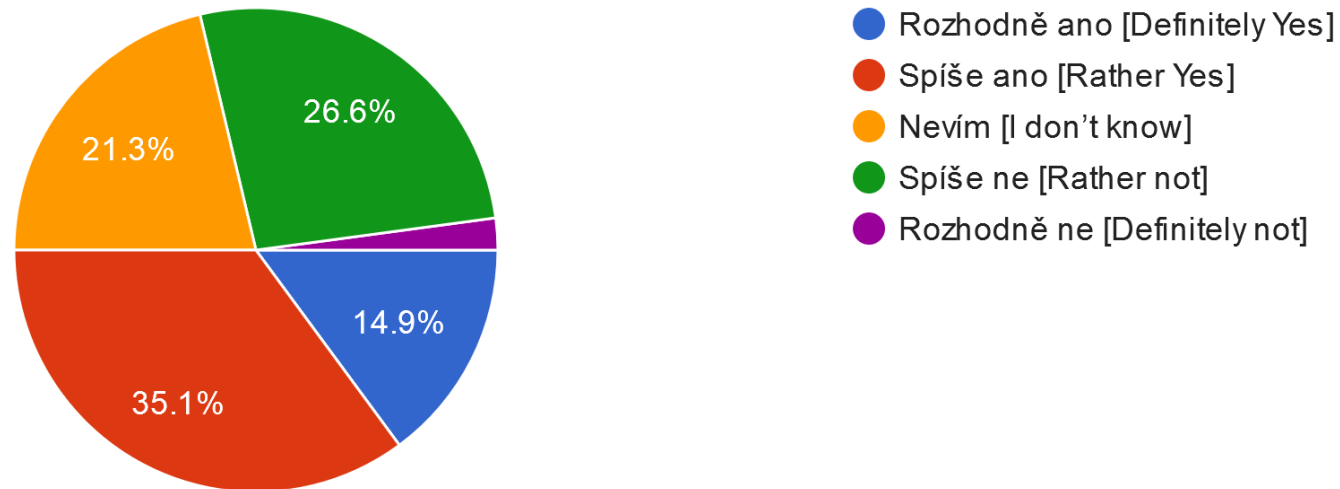
- Open question: Which procedures at the FLÚ would be useful to strengthen a systematic approach to detection of plagiarism or other unethical forms of publishing?
- 53 participants responded (i.e. 56,4 % of all respondents)
- Conclusion:
 - significant number of respondents does not consider it a problem (ca. one quarter)
 - the employees provided various suggestions: e.g. committee for ethics, double blind peer-review, etc.

Selected categories of encoding	Results
Proposals for specific tools	27 (50,9 %)
It's not a problem - nothing new needed	14 (26,4 %)
I don't know	10 (18,9 %)
Personal/professional responsibility	9 (17 %)
An incomprehensible question	2 (3,8 %)
Unclassified	3 (5,7 %)

Intellectual Property Rights

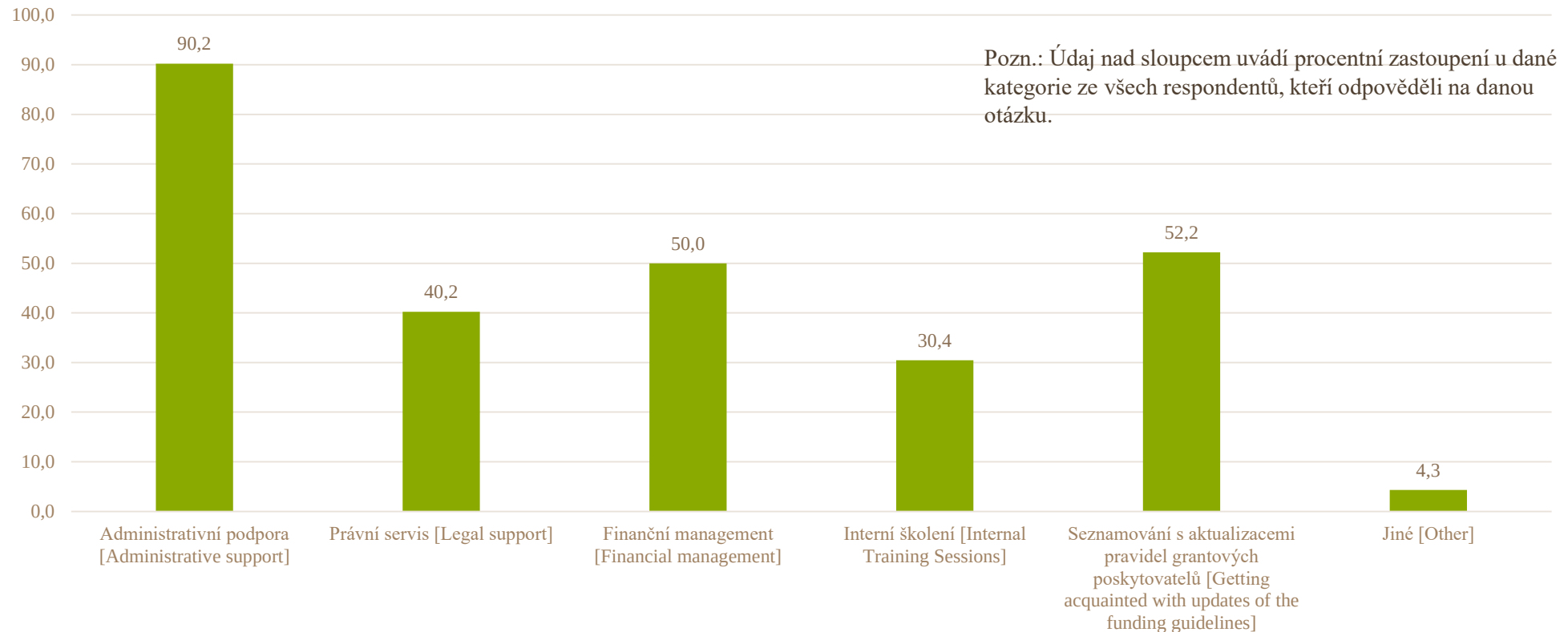
Chtěli byste mít více informací o předpisech a principech dodržování zásad duševního vlastnictví?
[Would you like to have more information on the regulations and principles related to Intellectual Property Rights?]

94 responses



Contractual and Legal Obligations

a) Čím podle Vás může FLÚ podpořit své výzkumné pracovníky při dodržování smluvních závazků vůči poskytovatelům grantů a spolupracujícím organizacím? [In your opinion, how can FLÚ support researchers in meeting contractual obligations to grant providers a



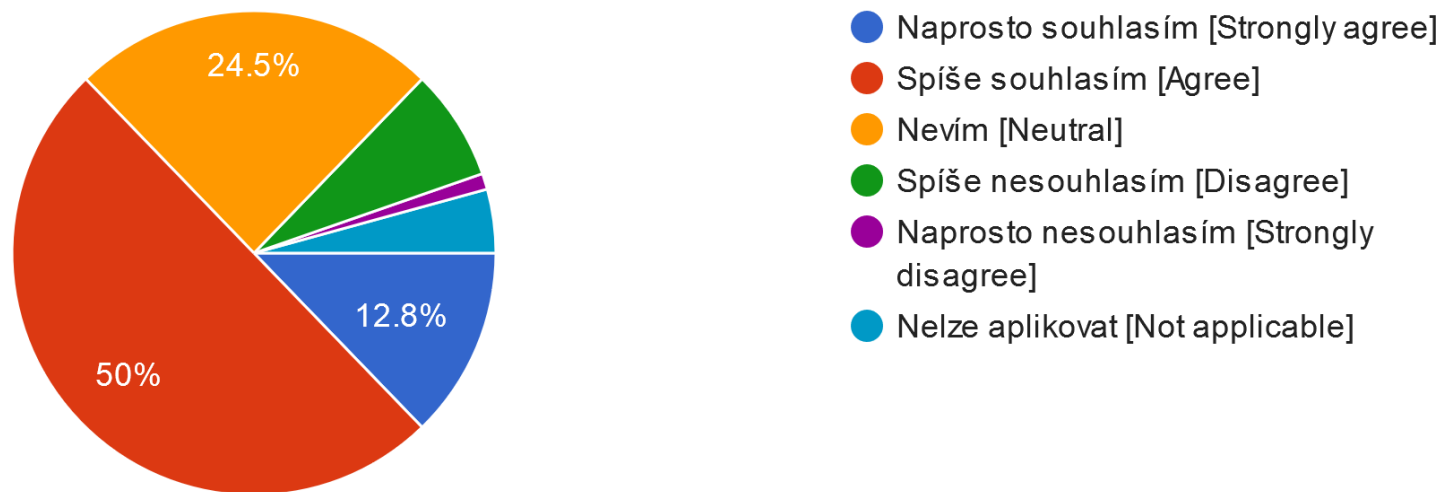
Comments on Contractual Obligations

- Open question: Comment on question: In your opinion, how can FLÚ support researchers in meeting contractual obligations to grant providers and cooperating organizations?
- 4 participants responded (i.e. 4,3 % of all respondents)
- Conclusion:
 - satisfaction with the work of the grant department and general administrative support

Relevance to Societal Needs

b) Vyjádřete míru souhlasu s následujícím výrokem: FLÚ dostatečně podporuje výzkum orientovaný svými cíli na aktuální společenské potřeby [Please express your level of agreement with the following statement: FLÚ sufficiently supports research referring by its goals to current societal needs]

94 responses



Comments on Relevance to Societal Needs

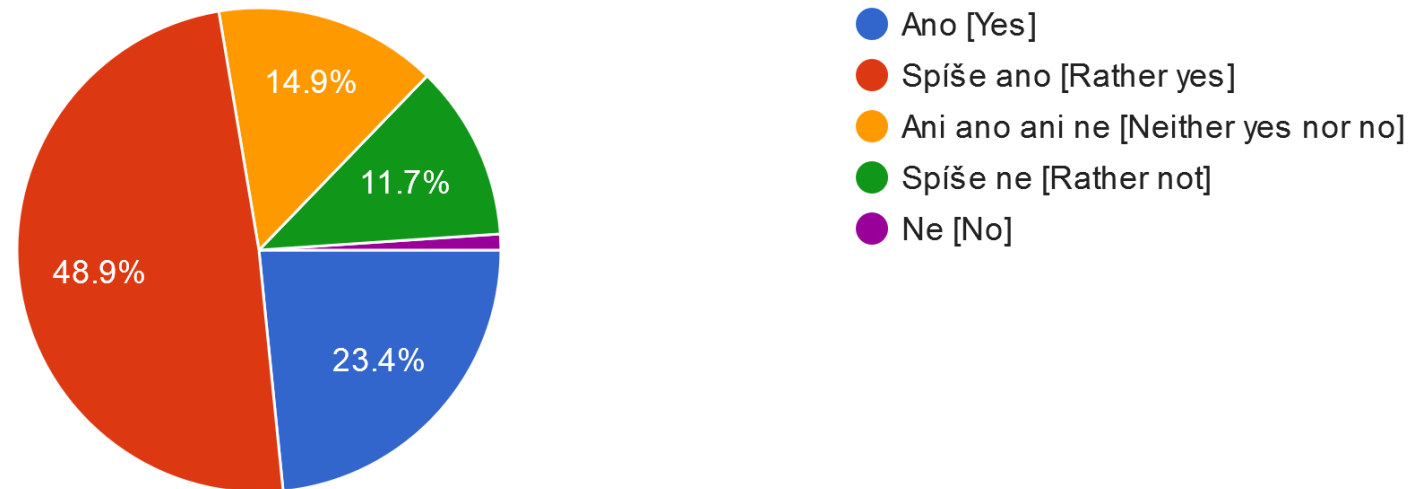
- Open question: Comment on question: Please express your level of agreement with the following statement: FLÚ sufficiently supports research referring by its goals to current societal needs.
- 17 participants responded (i.e. 18,1 % of all respondents)
- a wide range of answers and major difficulty with their categorising
- Conclusion:
 - variety of answers & difficult to categorise
 - low compliance rate

Selected categories of encoding	Results
It is not a goal or is not a primary goal	6 (35,3 %)
A question of determining societal needs	3 (17,6 %)
It is a goal already	3 (17,6 %)
At FLÚ this relation is missing	3 (17,6 %)
There is room for improvement	2 (11,8 %)
Formulation of goals of research work	2 (11,8 %)
Room for activities of PR department	1 (5,9 %)
Unclassified	2 (11,8 %)

Support for Publishing

a) Je podle Vás podpora vědeckých pracovníků při publikování v odborných časopisech a nakladatelstvích ze strany FLÚ dostatečná? [Do you think that the extent of FLÚ support to researchers in publishing in the high quality scientific journals and publishing houses is sufficient?]

94 responses



Comments on Support for Publishing

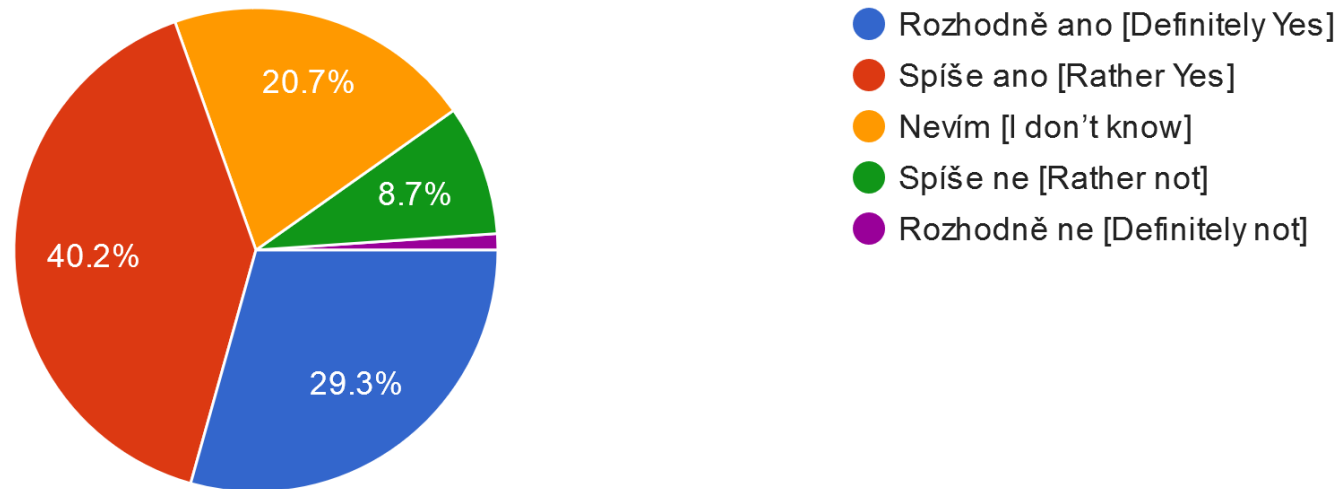
- Open question: Comment on question: Do you think that the extent of FLÚ support to researchers in publishing in the high quality scientific journals and publishing houses is sufficient?
- 18 participants responded (i.e. 19,1 % of all respondents)
- Conclusion:
 - respondents proposed various specific tools for improvement: typically additional funding for proofreading or publishing of books

Selected categories of encoding	Results
Specific recommendations: e.g. provision of language corrections	6 (33,3 %)
I am not aware of the existing support or whether it is insufficient	6 (33,3 %)
Lower expectations	2 (11,1 %)
Some authors publish only in Czech or "at home"(i.e. in Filosofia)	2 (11,1 %)
Greater emphasis on quality over quantity	2 (11,1 %)
Support is sufficient or not needed	1 (5,6 %)
Unclassified	1 (5,6 %)

Publishing - Open Access

b) Myslíte si, že by mělo být více vědeckých výstupů FLÚ publikováno formou Open Access? [Do you think that more research results of the FLÚ should be published in Open Access model]?

92 responses



Comments on Publishing - Open Access

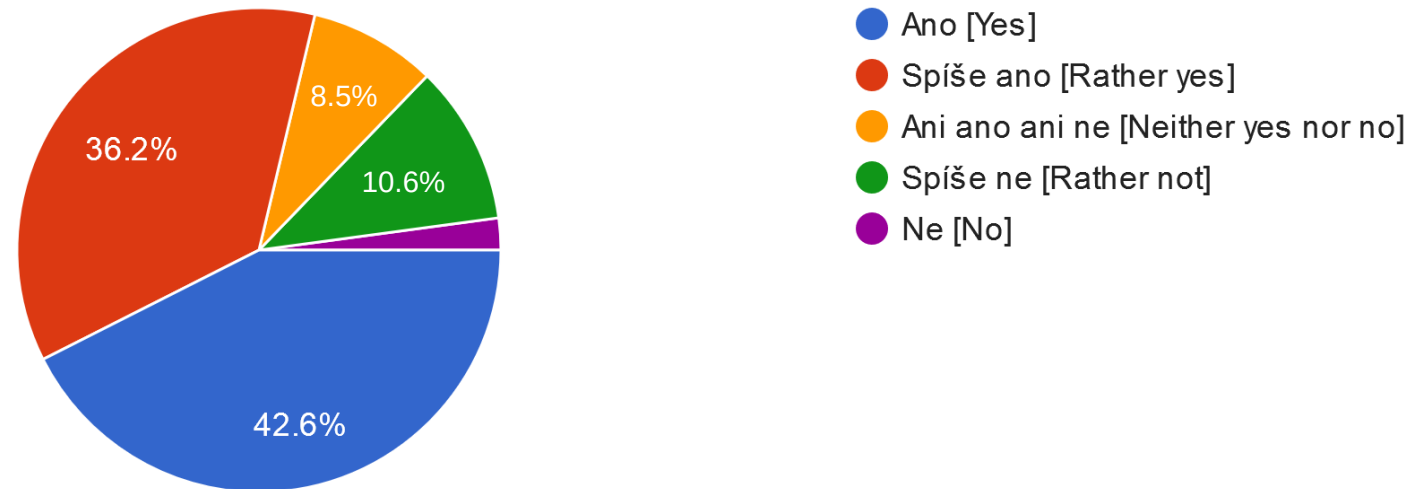
- Open question: Comment on question: Do you think that more research results of the FLÚ should be published in Open Access model?
- 15 participants responded (i.e. 16 % of all respondents)
- Conclusion:
 - there is a consensus on support for Open Access
 - but also other interesting opinions and suggestions occurred

Selected categories of encoding	Results
Support for Open Access	7 (46,7 %)
Doubts about Open Access	4 (26,7 %)
High costs of Open Access	4 (26,7 %)
Rejection of Open Access	2 (13,3 %)
Preservation of book and national culture	1 (6,7 %)
Unclassified	3 (26,7 %)

Risks of Predatory Journals

Domníváte se, že jste dostatečně obeznámen/a s riziky publikování v predátorských časopisech?
[Do you consider your level of awareness about the risks of publishing in predatory journals sufficient?]

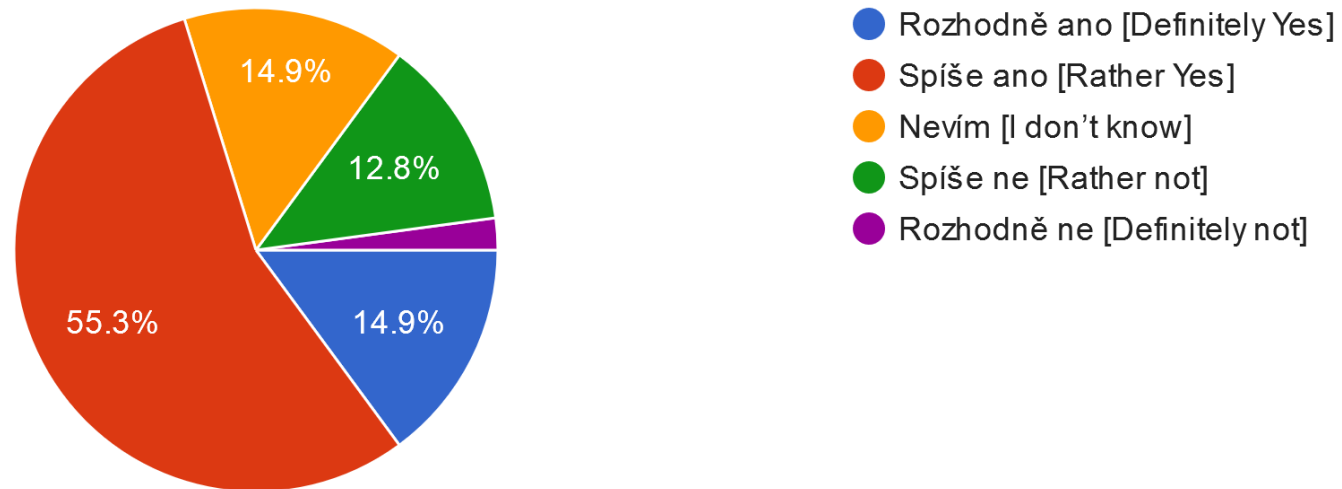
94 responses



Internal Communication

a) Jste spokojeni s mírou interní komunikace na našem ústavu? [You are satisfied with the level of internal communication at the FLÚ?]

94 responses



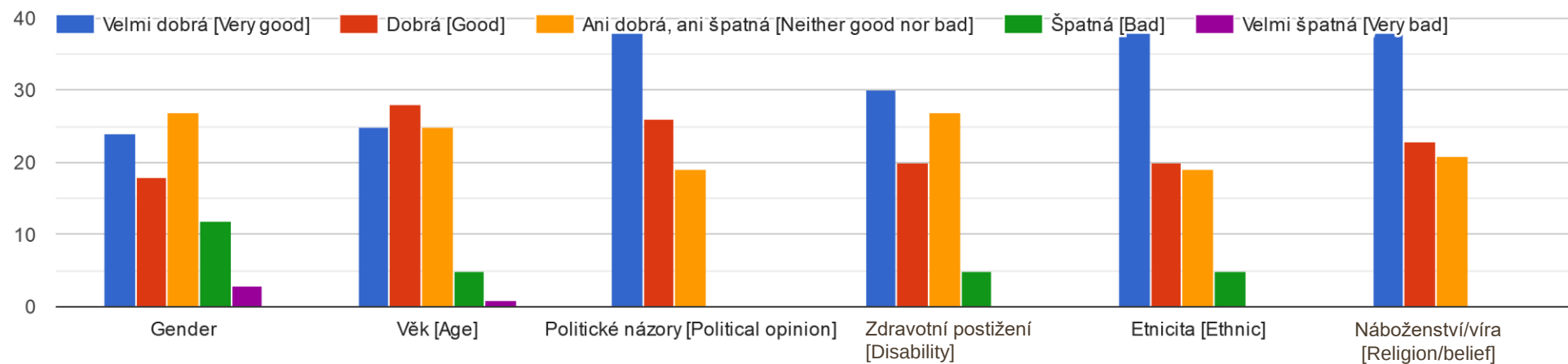
Internal Communication - New Forms

- Open question: What forms of discussion about various problematic issues at the workplace would you suggest (beyond the existing ones)?
- 36 participants responded (i.e. 38,3 % of all respondents)
- Conclusion:
 - there were 22 responses with specific suggestions – a prove of involvement of respondents

Selected categories of encoding	Results
Specific proposals: intranet, meetings with management, newsletter, consultations with the director, etc.	22 (61 %)
No need to introduce anything - it's OK	7 (19,4 %)
Good management-department communication, gaps in communication at the department level	7 (19,4 %)
I don't know / can't assess	5 (13,9 %)
Expand the range of internally shared information	5 (13,9 %)
Discuss the vision of the institute	2 (5,6 %)
Barriers for foreign colleagues	1 (2,8 %)
Unclassified	2 (5,6 %)

Non-discrimination

Jak hodnotíte antidiskriminační opatření FLÚ v těchto oblastech? [How would you evaluate non-discrimination measures at FLÚ concerning the following aspects?]



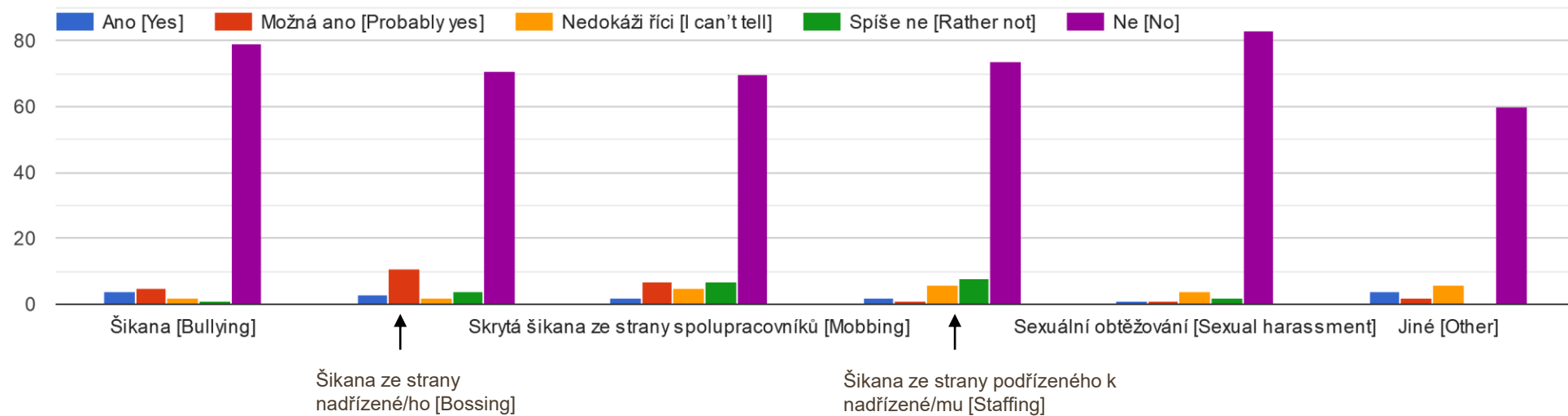
Comments on Non-discrimination

- Open question: Comment on question: How would you evaluate non-discrimination measures at FLÚ concerning the following aspects?
- 28 participants responded (i.e. 29,8 % of all respondents)
- Conclusion:
 - anti-discrimination measures are not known or, according to respondents, there is no discrimination (together ca. 54%)
 - problems are perceived in gender related issues

Selected categories of encoding	Results
I do not know the anti-discrimination measures	10 (35,7 %)
Gender discrimination is a problem	8 (28,6 %)
Discrimination is not a case (+/- no need to have measures against)	5 (17,9 %)
Lack of accessibility for disabled	4 (14,3 %)
Can not assess	4 (14,3 %)
Discrimination of young researchers	3 (10,7 %)
Barriers for foreign colleagues	3 (10,7 %)

Problematic Behaviour

Setkali jste se na pracovišti s morálně neakceptovatelnými formami chování? [Have you ever encountered a morally incorrect behaviour at the workplace?]



Comments on Problematic Behaviour

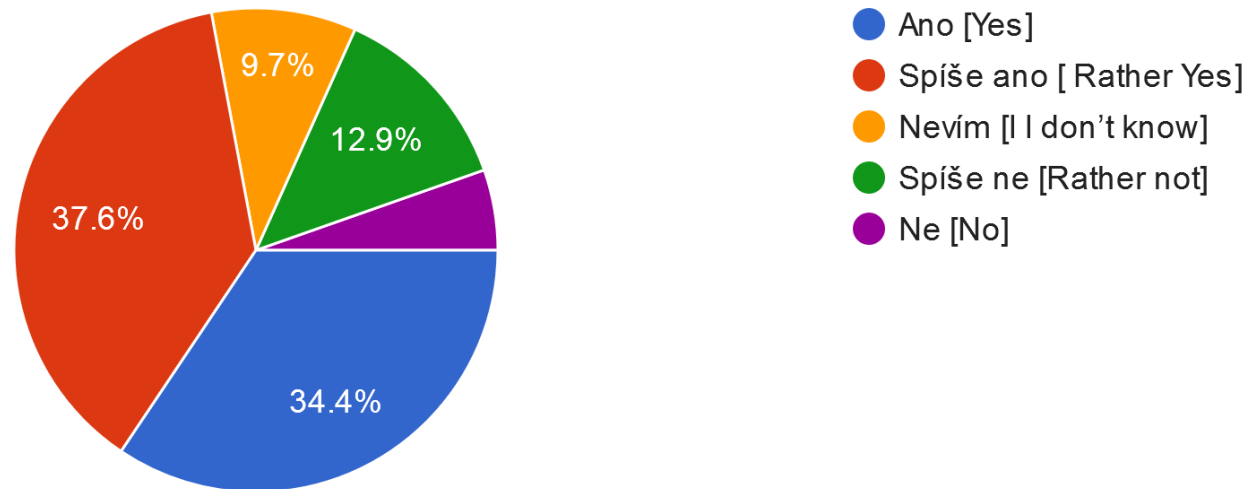
- Open question: Comment on question: Have you ever encountered a morally incorrect behaviour at the workplace?
- 11 participants responded (i.e. 11,7 % of all respondents)
- Conclusion:
 - problematic forms of behaviour rarely occur
 - not enough comments
 - a representative answer cannot be determined here

Selected categories of encoding	Results
Mobbing	5 (45,4 %)
Cumulation of work load	2 (18,2 %)
Bossing	2 (18,2 %)
Tolerance of poor performance	1 (9 %)
Non-transparency	1 (9 %)
Haven't met	1 (9 %)
Unclassified	2 (18,2 %)

Feedback / Evaluation&Appraisal System

Máte dostatečnou zpětnou vazbu k Vaší práci? [Do you get a sufficient feedback on your work?]

93 responses

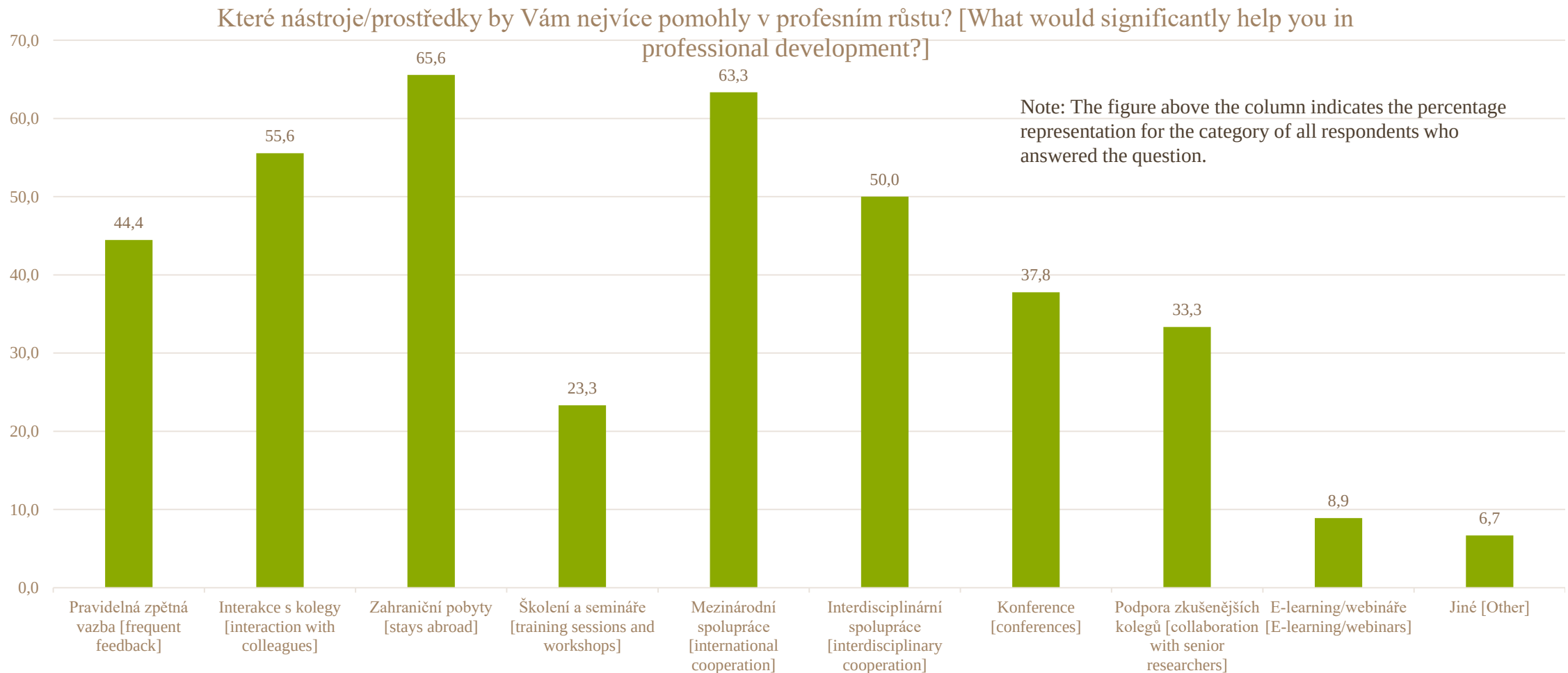


Comments on Feedback / Evaluation&Appraisal System

- Open question: Comment on question: Do you get sufficient feedback on your work?
- 10 participants responded (i.e. 10,6 % of all respondents)
- Conclusion:
 - confirmation of the previous question
 - the importance of feedback from the academic community
 - deficiencies in functioning of teams - meetings with leaders
 - Interesting answers: dissatisfaction with attestations
 - a representative answer cannot be determined here

Selected categories of encoding	Results
Positive evaluation - feedback is provided: discussions of outputs (entire academic community), etc.	4 (40 %)
Negative evaluation - feedback is not given	3 (30 %)
Greater emphasis on quality over quantity	2 (20 %)
Only formal and poor quality feedback - attestation	2 (20 %)
An incomprehensible question	1 (10 %)

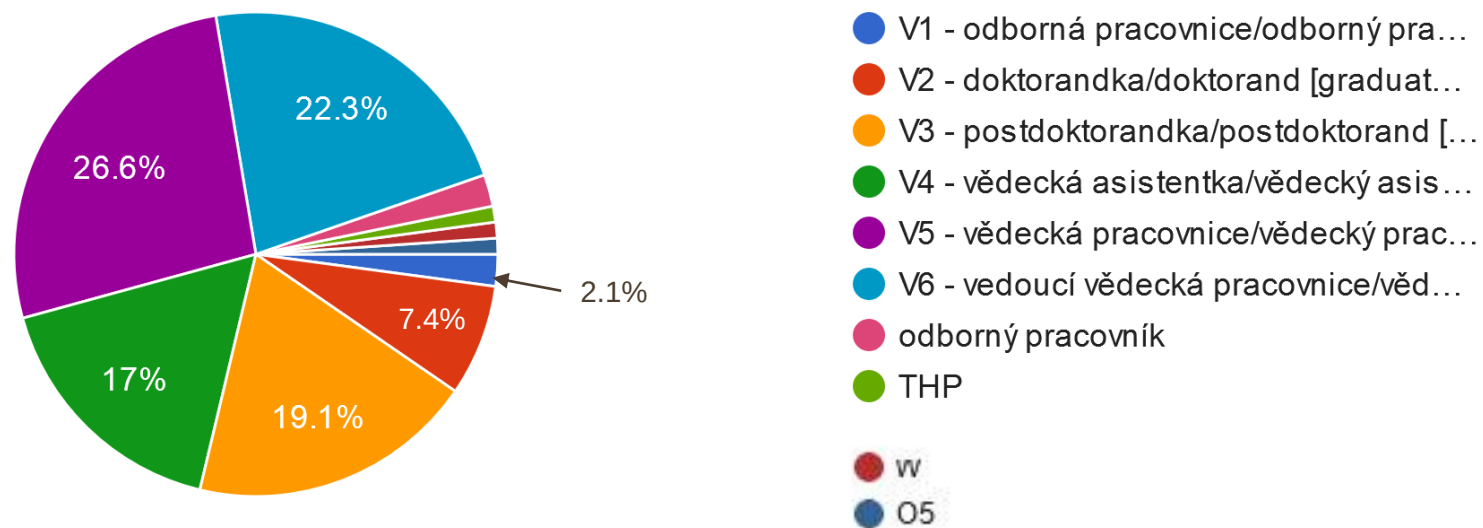
Professional Development



Additional Information – Qualification Grades

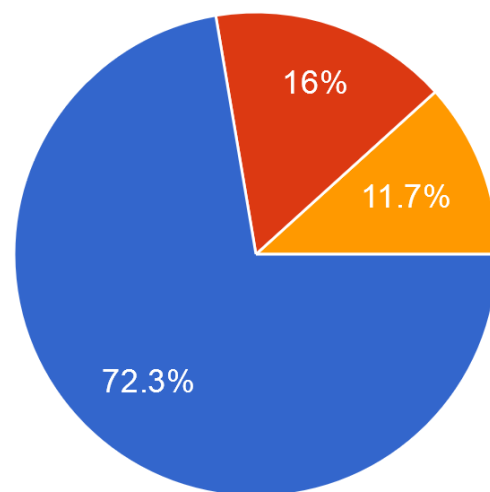
Vaše profesní zařazení [Your career level]:

94 responses



Additional Information – Gender

Gender:
94 responses

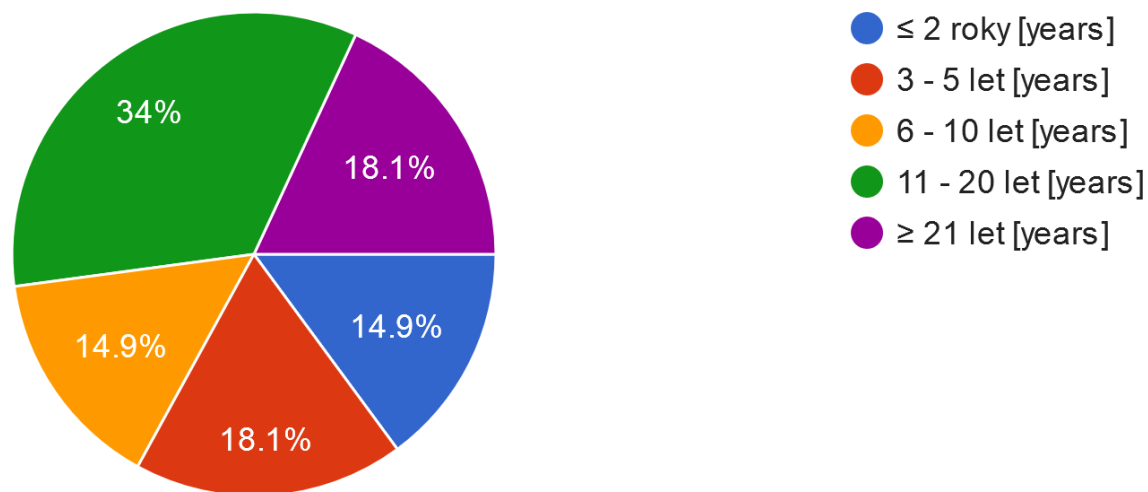


- Muž [Male]
- Žena [Female]
- Nechci uvést [Do not wish to disclose]

Additional Information – Duration of work at the FLÚ

Doba působení ve FLÚ [Duration of work at the FLÚ]:

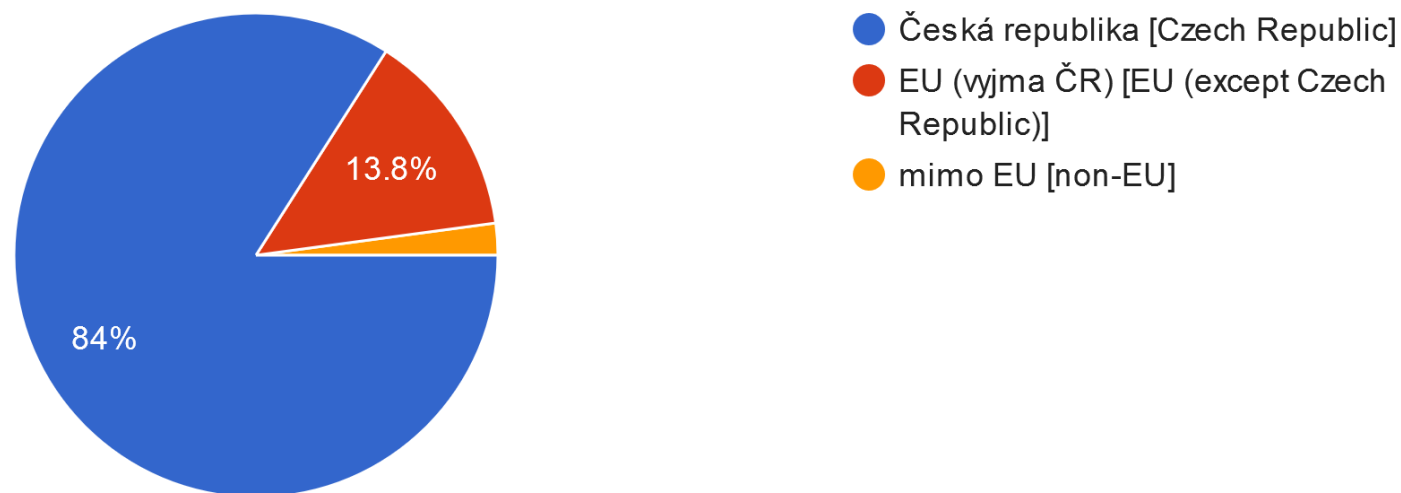
94 responses



Additional Information – Nationality

Státní příslušnost [Nationality]:

94 responses



Main Findings

- at the FLÚ researchers are granted with the **research freedom**
- respondents are not very familiar with the **Code of Ethics for Researchers of the CAS**
- over 50 % of employees consider their work **not to be sufficiently popularised**
- respondents incline to **environmental sustainability**
- strong **institutional trust**
- satisfaction with **administrative support**
- positive approach to **Open Access**
- respondents are aware of pitfalls of **predatory journals**
- at the FLÚ **problematic behaviour occurs exceptionally** (e.g. bossing, mobbing)
- employees get sufficient **feedback**
- *Suggestions for improvement:*
 - internal communication
 - support for publishing