

Main Results from the Questionnaire Survey

among Employees and PhD Students at the Faculty of
Informatics, MU



Why this survey?

More about the HR Award at FI
on the [website](#)

Survey Context and Purpose

The Faculty of Informatics received the HR Excellence in Research Award (HRS4R) in 2021, a recognition granted by the European Commission for excellence in human resources management in the research environment. The first faculty-wide survey was conducted in 2020 as part of the preparations for obtaining the award.

The second survey took place in February 2023, and the third in November 2025, addressing all FI employees. Thanks to continuity with the 2020 survey, developments over time could be monitored and many results compared.

The survey focused on the four pillars of the European Charter for Researchers:

- **Ethics, integrity, and open science**
- **Evaluation, recruitment, and career development**
- **Working conditions and practices**
- **Research careers and talent development**

It also includes an assessment of the benefits of HRS4R and FI's performance as an employer. The results form a basis for the Interim Assessment and for preparing the Action Plan for renewing the HRS4R certification in 2026.

Objective of the Survey and Target Groups

The aim was to understand how employees and PhD students employed at FI perceive the current state of the working and research environment, and to map the faculty's progress since receiving the HRS4R award in areas covered by the pillars of the European Charter for Researchers.

The target groups were:

1. Academic employees, divided according to the European Framework for Research Careers:

- R4 – Researcher 4 (Leading Researcher) - professor
- R3 – Researcher R (Established Researcher) - associate professor
- R1–R2 – Researcher 2 (Recognised Researcher) and Researcher 1 (First Stage Researcher) - assistant professor, lecturer

2. Non-academic research employees

- postdoctoral researchers, research specialists with a PhD, and doctoral candidates employed at FI (hereafter referred to as 'research employees').

3. Administrative and technical employees

- employees of the Dean's Office, the Library, the Computer Systems Unit, and Building Management. This group completed a shortened, adapted version of the questionnaire without items related to teaching and research.



For clarity, we use the generic masculine.

More about the survey

Online survey

The questionnaire survey was conducted online, on a voluntary and anonymous basis, using the Surveys application in the MU Information System. The questionnaire was available in two language versions (CZ/EN). The survey was administered by the Personnel Office.

Data collection took place from **19 to 30 November 2025**. All **319 employees** were invited to participate.

Participation rate

84 respondents in total (26%)

45% academic employees
24% administrative and technical employees
10% research employees

Compared with 2020 (73%; 86% among academic employees) and 2023 (77%), participation in 2025 is markedly lower.

Final reports

The report from the survey among academic and non-academic research employees, as well as the report from the survey among administrative and technical-economic employees, was submitted to the faculty leadership, and its conclusions were discussed.

The results will be used in preparing the materials for the renewal of the HRS4R certification in 2026.

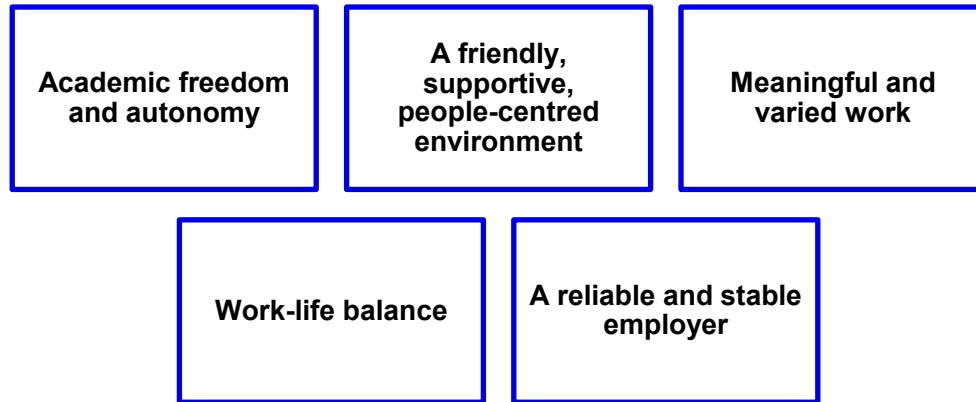
What the report contains

Summary of findings across all target groups

- Evaluation of FI as an employer
- Progress since 2020 and perceived benefits of HRS4R
- Evaluation in the following areas:
 - Research activities
 - Ethics, equal treatment, and discrimination
 - Recruitment and selection of employees
 - Employee evaluation system
 - Working conditions, including benefits and work–life balance
 - Training and professional development
 - Communication and supervision
- Comparison with the 2020 results

FI as an employer

What employees appreciate the most

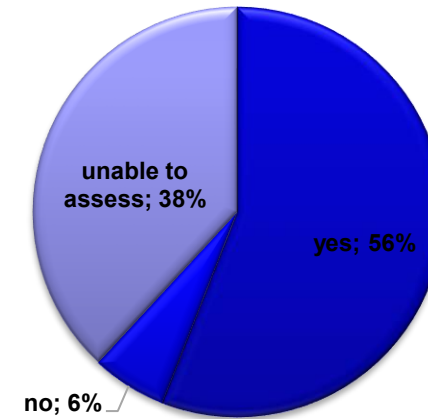


Would you recommend the Faculty of Informatics as an employer?

85% respond positively.

The highest rating (10 points) was chosen by 44% of employees.

Employee-care services and processes have improved over the past five years.



More than half of employees (56%) perceive that services and processes related to employee care have improved over the past five years. Almost two fifths (38%) were unable to assess the question, which may indicate either a lack of information or varying levels of interaction with these processes. Only 6% of employees stated that they have not noticed any improvement.

The results show that positive changes are evident, while also highlighting the need for **better communication** and **broader accessibility of support services across the faculty**.

FI as an employer

Evaluation of changes and measures (2023–2025)

Most of the implemented changes are perceived positively.

Employees see the greatest benefit in the **digitalisation of processes**, which received 74% positive ratings. **Faculty information events, teambuilding activities, and internal communication** are also evaluated very favourably, as they strengthen both awareness and a sense of belonging across the faculty. Support for **work–life balance** is likewise viewed positively, with flexible work arrangements and available benefits aligning well with employees' needs.

Positive results are also evident in the **areas of ethics and safety culture**, as well as in the **onboarding** of new employees. This confirms that the established processes are functioning effectively and contribute to a safe and welcoming work environment.

At the same time, the responses highlight areas that require further development and strengthening. **The faculty website, the Employee Portal, and the faculty's employee evaluation system** currently receive lower levels of positive feedback, suggesting a need to improve functionality, clarity, and user-friendliness.

Overall, the results indicate a positive trend: FI is building an environment that supports high-quality work and professional growth, while clearly identifying the areas that will be key for the faculty's further development.

Area	% ratings 4–5
Process digitalisation	74 %
Teambuilding / information events	64 %
Internal communication	62 %
Work–life balance support	60 %
Ethics and safety	50 %
Onboarding of new employees	48 %
Training and development activities	43 %
Expansion of faculty PR activities	38 %
Employee evaluation system	35 %
Employee Portal	33 %
Development of the faculty website	31 %

Research Work

The results show a **very positive perception of research freedom**. Respondents appreciate the high level of academic freedom, the ability to choose their own topics and methods, and the overall value of their work, as well as equal treatment.

Satisfaction with the freedom to choose research topics and methods

95% respond positively

Ability to freely express opinions on the topic, process, and outcomes of research

93 % respond positively

Perception of equal treatment while respecting qualification criteria

88 % respond positively

Support for professional development and faculty services

Most areas of faculty-provided support are rated very positively.

The highest ratings are given to support in HR-related matters, financial support, and assistance with project implementation and administration.

A potential area for improvement is the initial phase of project support — identifying opportunities and preparing project proposals.

The area of professional development and further training is rated mostly positively, although the results of several survey items indicate a need for an internal career-development document, a more systematic approach, and better guidance.

The weakest ratings were given to PR and promotion, where especially senior academic employees see room for improvement.

Area of support	% positive responses
Human Resources	86 %
Finance	79 %
Projects – implementation, monitoring, closure	79 %
Professional development and training	74 %
Projects – opportunity scouting and proposal preparation	74 %
Promotion and PR	67 %

Safety and ethics

The results show that employees at the Faculty of Informatics feel safe and know how to proceed in cases of dishonest or harmful behaviour.

The internal culture is also perceived positively — including the culture of safety, teamwork, trust, and open communication.



Recommended measures

Increase awareness of the FI Code of Ethics for Tutors.

Improve communication about procedures for addressing unethical behaviour.

Further strengthen the culture of safety and open communication — promote the role of the MU Ombudsperson and the faculty contact persons.

What do employees say?

Certainty about knowing whom to contact in cases of dishonest behaviour

→ 88% of employees agree that if they encounter dishonest or harmful behaviour, they know whom to contact and how to proceed.

Perception of a culture of safety and open communication

→ 89% of employees perceive that the faculty supports a culture of safety, teamwork, and open, trust-based communication.

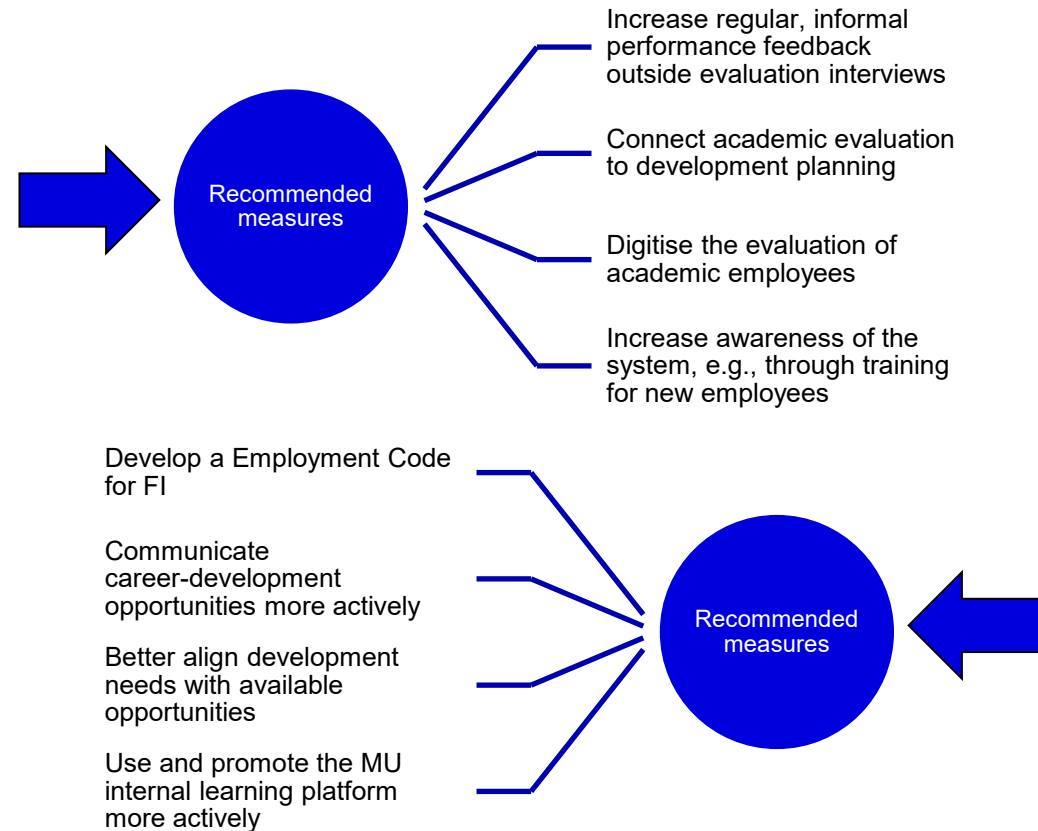
Employee evaluation and career development

Evaluation

Most employees report that they **navigate the current evaluation system well**. However, a portion of employees remain uncertain (21%), indicating **that evaluation is an area worth further development**.

Feedback from supervisors is provided mostly regularly or occasionally, which allows most employees to understand how their work is perceived. Some employees, however, receive feedback only rarely or not at all.

It can be concluded that further development of the evaluation system and strengthening regular feedback could lead to improvements.



Career development

Most employees (70%) report that their supervisor actively consults with them about their professional development. However, 24% of employees do not feel active interest from their supervisor.

Professional-development consultations take place both during annual evaluation meetings and outside them, but the level of systematicity varies across teams and workplaces. The workload of some supervisors may be a limiting factor.

Some employees would welcome an internal document that clearly describes the career-development opportunities available at the faculty.

Career development and employee selection

Most frequently reported development needs

- **Managerial competencies**
 - leading people and meetings, conducting managerial interviews, providing feedback, presenting one's work and the work of the team
- **Language skills** (English)
- **Professional knowledge**
 - legislation, administrative procedures, economic and project-related aspects, etc.
- **Pedagogical skills** for academic employees
- **IT and cybersecurity**
- **Time management** and other soft skills

Employee selection

Selection procedures at FI are perceived as transparent and fair.

Most respondents agree that positions are filled based on the results of selection procedures, qualification requirements are clearly defined, and vacancies are announced well in advance. These three areas represent a stable and well-functioning part of the faculty's HR processes.

92% of employees believe that positions are filled fairly.

93% rate the qualification requirements as clearly defined.

89% report that job postings are announced well in advance.

Experience with serving on a selection committee and with applying for a position at FI in the past three years

45% of respondents report experience serving on a selection committee. 47% report experience participating in a selection procedure as an applicant for a position at FI.

The assessment of committee members' competencies by committee members themselves and the assessment of the fairness of the selection procedure by applicants are similar: one third of both groups respond positively, while two thirds choose "cannot assess."

Recommended measures

Create a guide for new committee members.

Strengthen the competencies of selection committees.

Increase communication about the selection process.

Working conditions and work–life balance

Work–life balance and benefits

Perceptions of working conditions at FI are very positive. The ability to balance work, personal and family life, along with employee benefits, ranks among the highest-rated areas.

The faculty enables me to balance my work, personal and family life.

89 % respond positively

The work environment, equipment and conditions meet the requirements of my job.

86 % respond positively

The benefits offered correspond to the information I have about benefits at other faculties or universities.

92 % respond positively

I have the authority to make decisions necessary to perform my job well.

85 % respond positively

The faculty improves working conditions and supports employees in their professional performance.

70 % respond positively

I am satisfied with the financial compensation for my work.

88 % respond positively

The financial compensation corresponds to the information I have about the labour market in my field.

77 % respond positively

Financial compensation

Most employees are satisfied with their financial compensation. For many, finances are not the main factor influencing their satisfaction or their decision to work at FI — they highlight, above all, the friendly work environment and colleagues, academic freedom and autonomy, flexibility, the meaningfulness of their work, and the stability of FI as an employer.

How we have progressed since 2020

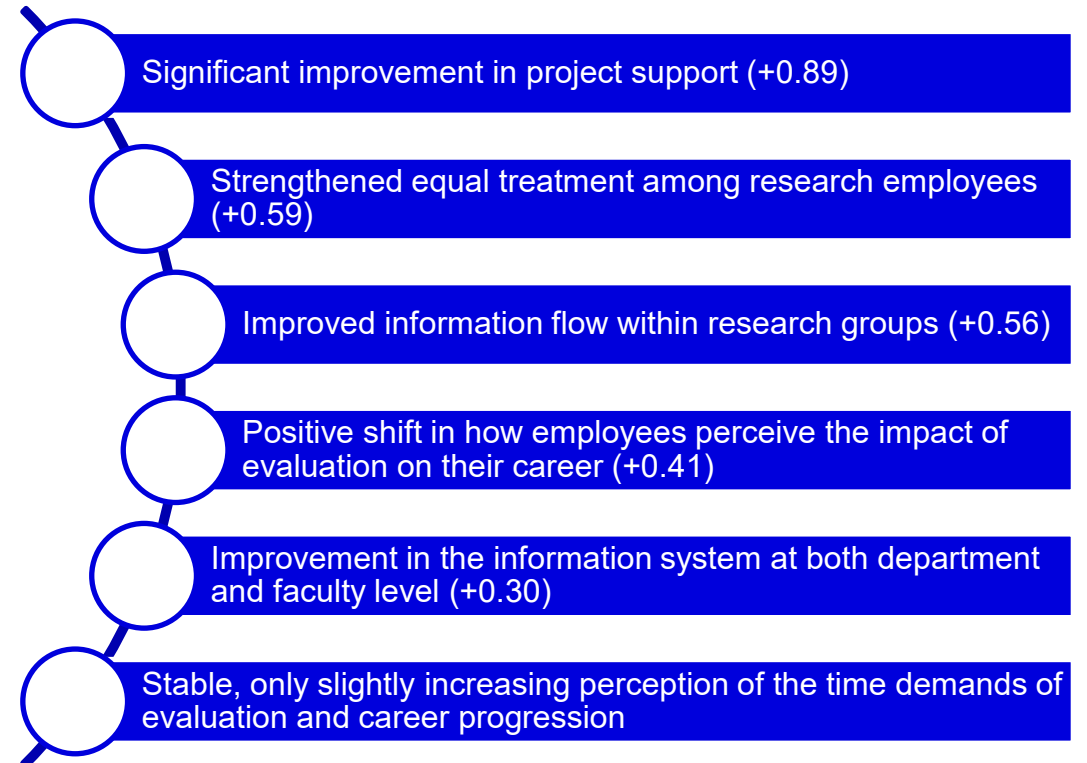
2020–2025 progress overview

In the 2020 survey, the most discussed and/or lowest-rated areas were identified as priorities for improvement. These were areas with a low average score across respondent groups and a high number of open-ended comments, or areas with a positive average score but containing serious concerns in the comments. For these areas, average scores from the 2025 survey were calculated for comparison.

A comparison of the 2020 and 2025 results shows positive progress across all monitored areas, ranging from moderate to substantial improvement.

The most significant improvements were observed in project support, perceptions of equal treatment, and the quality of employee communication. Perceived fairness of career progression and the impact of academic employee evaluation on their development also strengthened notably.

Overall, the results confirm a positive trend in the faculty's functioning, with strengthened transparency, communication, and support services — fully aligned with the long-term direction of HRS4R.



We thank all employees who participated in the survey.

Your feedback is essential for moving the faculty forward together.

