

1. Gender:

	Response Total	Response Percent
Male	36	37%
Female	62	63%
Total Respondents	98	

2. Age:

	Response Total	Response Percent
under 30	25	26%
30 - 40	37	38%
41 - 50	21	21%
51 +	15	15%
Total Respondents	98	

3. Years of experience within a field of work

	Response Total	Response Percent
less than 5	35	36%
5 to 10	25	26%
10 to 15	15	15%
16 and more	23	23%
Total Respondents	98	

4. Highest educational achievement

	Response Total	Response Percent
Secondary with final school leaving exam	13	13%
Tertiary education - Bachelor	10	10%
Tertiary education - Master (Mgr.)	31	32%
Tertiary education - Master (Ing.)	37	38%
Tertiary education - doctoral studies	4	4%
Professor	2	2%
Other, please specify:	1	1%
1.	Master (Ing.), Doctoral (PhD)	
Total Respondents	98	

5. Your employment contract is closed for:

	Response Total	Response Percent
Fixed-term	77	79%
Indefinite-term	21	21%
Total Respondents	98	

6. Your job in the company is defined as:

	Response Total	Response Percent
Full-time	61	62%
Part-time	37	38%

Other, please specify:	0	0%
Total Respondents	98	

7. Is this your first job within a field of work?

	Response Total	Response Percent
Yes	34	35%
No	64	65%
Total Respondents	98	

8. Have you joined NIMH within last 6 months?

	Response Total	Response Percent
Yes	8	8%
No	90	92%
Total Respondents	98	

9. How did you hear about the position?

	Response Total	Response Percent
NIMH website	4	50%
Job portal	0	0%
Personal contact	4	50%
Other, please specify:	0	0%
Total Respondents	8	
(skipped this question)	90	

10. Which from listed below did you consider whilst decision-making process?

	Response Total	Response Percent
Applicant's experiences/ Achieved Results	6	75%
Skills acquired in the work field	3	38%
Creativity	5	62%
Independence level	1	12%
Experience with mobility	2	25%
Seniority	0	0%
Other, please specify:	0	0%
Total Respondents	17	
(skipped this question)	81	

11. Which activities from listed below did you join while adapting to the company?

	Response Total	Response Percent
Formalities (signature of contract, consent to the processing of personal data, confidentiality declaration, etc.)	7	22%
Ensuring organizational needs (entry cards, access to systems, etc.)	7	22%
Health and safety training	7	22%

Workplace learning	7	22%
Training and seminars	4	13%
Other, please specify:	0	0%
Total Respondents	32	
(skipped this question)	66	

12. Do you think that your wage assessment corresponds to the standard level of your position in the field (in the Czech Republic)?

	Response Total	Response Percent
Yes	32	33%
No, my salary is lower	43	44%
No, my salary is higher	5	5%
I do not know	18	18%
Total Respondents	98	

13. Do you use flexible working hours?

	Response Total	Response Percent
Yes	78	80%
No, I do not because:	20	20%
1.	Considreing my position, flexible working hours cannot be used.	
2.	[No Answer Entered]	
3.	[No Answer Entered]	
4.	I prefere fix regime	
5.	[No Answer Entered]	
6.	[No Answer Entered]	
7.	[No Answer Entered]	
8.	I have an opening hours in the library. It would be confusing if the readers did not know exactly when to find me in the library. I also handle some of my requirements from home, in order to speed up access to the desired resources. I have to be available to my colleagues and they need to know when they can reach me regularly in NIMH.	
9.		
10.	My position does not allow using it. I work overtime, so I compensate them with free days.	
11.		
12.	I work at the clinic.	
13.	[No Answer Entered]	
14.	I work at the clinic with patients.	
15.	[No Answer Entered]	
16.	My position does not allow it - I am a doctor. We have fix regime in out department. Patient visions cannot be performed at night or at weekends when the patients are in custody outside the hospital.	
17.		

- 18. Management does not allow it.
- 19. [No Answer Entered]
- 20. [No Answer Entered]
- 21. I work at the clinic.

Total Respondents

103

14. Have you used sabbatical leave in your organization?

	Response Total	Response Percent
Yes	0	0%
No	98	100%
Total Respondents	98	

15. Do you receive regular feedback on work performance?

	Response Total	Response Percent
Yes	13	13%
Rather yes	32	33%
Rather no	32	33%
No	21	21%
Total Respondents	98	

16. If so, how do you get feedback?

- 1. A personal interview with the leader and other colleagues.
- 2. Interview Rather informally (which I consider as a plus), interviews with the manager and colleagues, reflection of work, negotiation.
- 3. Interview
- 4. Interview
- 5. Regular meetings (once a month)
- 6. Interview with the Head of Research Program
- 7. by mail or personally at meetings
- 8. Randomly
- 9. Interview
- 10. Interview and bonuses
- 11. Mostly in written form but also orally, for quickly delivering articles or books from all researchers, students, or even non-NIMH users.
- 12. Interview with my manager
- 13. Interview with my manager
- 14. Oral and emotional reaction to the work done
- 15. From my managerr, continuously in the work process or from satisfied users of the library.
- 16.

17.	From our manager	
18.	Interview	
19.	Interview	
20.	Interview with superior; information on what to focus attention on, help with setting priorities	
21.	Interview with colleagues and managers informally from superiors or by e-mail in response to some problem resolution or success.	
22.	Personally.	
23.	I regularly communicate with my supervisor and always try to listen to the recommendations and also perceive that my supervisor is open to my suggestions.	
24.	Personally.	
25.	Personally.	
26.	Personally.	
27.	Interview with colleagues and managers	
28.	Comments during meetings	
29.	Personally from my manager.	
30.	Personally or by email.	
31.	Personally	
32.	During workflow	
33.	By phone or email, eventually in person (I work from distance)	
34.	Personally or by email.	
35.		
Total Respondents		33
(skipped this question)		65

17. Have you been assigned the person responsible for your personal development in the organization?

	Response Total	Response Percent
Yes	14	14%
No	84	86%
Total Respondents	98	

18. Is there a subject that you have been able to address in your NUDZ questions regarding the performance of your duties?

	Response Total	Response Percent
No	14	15%
I do not know	47	50%
Yes, the subject is:	33	35%
1.	Head of Research Program	
2.	Colleagues	
3.	Mrs. Stanko Vondrušková, Mr. Souček	
4.	I was trained by the VP1 programme	
5.	Coordinator	
5.	Trainer	

6. [No Answer Entered]
7. Coordinators
8. Dr. Krištofiková
9. [No Answer Entered]
10. My manager
11. [No Answer Entered]
12. Trainer
13. Gesto
14. My boss
15. In the professional "confusion" I refer to dr. Palcova, Head of IS.
16. Superior
Manager
- 17.
18. Superior
19. [No Answer Entered]
20. Direct Superior
21. Prof.MUDr.Pavel Mohr, Ph.D.
22. Dr Palenicek
23. Superior
24. Ex-manager of my working group
25. [No Answer Entered]
26. Superior
27. Superior, colleagues
28. Superior
29. Manager
30. Manager
31. [No Answer Entered]
32. [No Answer Entered]
33. Head of Department
34. Superior
35. Manager
36. [No Answer Entered]

Total Respondents	94
(skipped this question)	4

19. Do you have the option of making a complaint anonymously?

	Response Total	Response Percent
Yes	8	9%
No	21	22%
I do not know	65	69%
Total Respondents	94	
(skipped this question)	4	

20. Do you think that key decisions of the organization (e.g. the direction of the organization, vision, strategy, etc.) are sufficiently and regularly presented?

	Response Total	Response Percent
Yes	12	13%
Rather yes	26	28%
Rather no	31	33%
No	25	27%
Total Respondents	94	
(skipped this question)	4	

21. Do you think that there are clear rules on intellectual property in research activities?

	Response Total	Response Percent
Yes	14	15%
Rather yes	34	36%
Rather no	34	36%
No	12	13%
Total Respondents	94	
(skipped this question)	4	

22. Do you feel that you are treated in the same way as employees in a similar position (superior access, financial rewards, etc.)?

	Response Total	Response Percent
Yes	40	43%
Rather yes	35	37%
Rather no	9	10%
No	10	11%
Total Respondents	94	
(skipped this question)	4	

23. Have you encountered discrimination based on sex, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social and economic conditions?

	Response Total	Response Percent
Yes	5	5%
Rather yes	4	4%
Rather no	10	11%
No	75	80%
Total Respondents	94	
(skipped this question)	4	

24. Do you think that the organization's processes are sufficiently and clearly set?

	Response Total	Response Percent
Yes	7	8%

Rather yes	41	45%
Rather no	29	32%
No	15	16%
Total Respondents	92	
(skipped this question)	6	

25. Do you consider it important to regulate workflows throughout the organization in internal management documents (e.g. guidelines)?

	Response Total	Response Percent
Yes	24	26%
Rather yes	24	26%
Rather no	34	37%
No	10	11%
Total Respondents	92	
(skipped this question)	6	

26. Do you think that the currently set workflows are followed?

	Response Total	Response Percent
Yes	5	5%
Rather yes	55	60%
Rather no	27	28%
No	5	5%
Total Respondents	92	
(skipped this question)	6	

27. Would you like to get feedback on your work performance regularly?

	Response Total	Response Percent
Yes	20	22%
Rather yes	37	40%
Rather no	24	26%
No	11	12%
Total Respondents	92	
(skipped this question)	6	

28. Do you know what ethical principles you should follow in your job?

	Response Total	Response Percent
Yes	64	70%
Rather yes	22	24%
Rather no	4	4%
No	2	2%
Total Respondents	92	
(skipped this question)	6	

29. Do you think you have sufficient access to education?

	Response Total	Response Percent
Yes	40	45%
Rather yes	27	31%
Rather no	16	18%
No	5	6%
Total Respondents	88	
(skipped this question)	10	

30. Are you being motivated to attend courses / seminars?

	Response Total	Response Percent
Yes	31	35%
Rather yes	22	25%
Rather no	24	27%
No	11	12%
Total Respondents	88	
(skipped this question)	10	

31.If so, how?

1. A lot.
2. I am interested in it.
3. I have my own motivation - I want to learn new things.
4. By email from our superior.
5. I am self motivated more than from my employer.
6. I get invitations by email.
7. A lot If the topic is relevant and interesting for me.
8. Self motivation.
9. Support from the Research Program Leader. I am the only one who does this activity in NUDZ, so I need to find information outside the organization.
10. By email from our superior.
11. Unwritten organization rules, self motivation.
12. Regular seminars held in NIMH, self motivation, cooperation with colleagues
13. There are courses and seminars offered, they are free of charge and also interesting
14. Expanding professional knowledge, developing other working skills.
15. Within the framework of various projects we are able to train ourselves. There are regular seminars in which we are invited.
16. I would like to learn more but I do not have opportunity.
- 17.

18.	By providing information and attending educational events.	
19.	Email invitations.	
20.	Good quality seminars.	
21.	Free seminars in NIMH, opportunity to share information from seminars with colleagues.	
22.	Internally.	
	In our regular seminars we discuss interesting problems and we are not overly forced to participate, therefore motivation persists despite the considerable pressure within mass emails, from which "compulsory seminars" sometimes unnecessarily "push the saw" even though they are completely out of focus of some colleagues.	
23.		
24.	Self motivation.	
25.	Possibility of study leave.	
26.	Courses are offered within projects.	
27.	Self motivation.	
28.	Self motivation.	
29.	Self motivation.	
30.	Conferences.	
31.	Internal seminars.	
32.	Self motivation.	
33.	Self motivation or invitation from my superior.	
34.	Self motivation.	
35.	Self motivation.	
36.	Self motivation.	
37.	Self motivation.	
Total Respondents		35
(skipped this question)		63

32. Are your educational opportunities limited?

		Response Total	Response Percent
No		25	28%
I do not know		30	24%
Yes, they are limited by:		33	38%
1.	Financial situation.		
2.	[No Answer Entered]		
3.	Financial situation.		
4.	[No Answer Entered]		
5.	Financial situation.		
6.	Difficulties with transport connections from NIMH.		
7.	Impossibility of teaching at university.		
8.	Time.		
9.	[No Answer Entered]		
10.	Financial situation.		
11.	Financial situation.		

12.	Number of employees.	
13.	Financial situation + Time	
14.	Financial situation.	
15.	[No Answer Entered]	
16.	Financial situation.	
17.	Working load.	
18.	My personal capacity.	
19.	Financial situation.	
20.	I would like to educate more but I cannot. I do not get invitations to seminars, I have to find it on my own ones.	
21.		
22.	Missing a colleague who would substitute me.	
23.	Time.	
24.	Financial situation.	
25.	Financial situation.	
26.	[No Answer Entered]	
27.	Financial situation + Time.	
28.	Time .	
29.	I do not get invitations to seminars.	
30.	Financial situation + Time	
31.	I have a child. I have to pay for education by myself, there is nobody who could substitute me.	
32.		
33.	Time.	
34.	I would have to pay for it by myself.	
Total Respondents		88
(skipped this question)		10

33. Do you have a personalized curriculum that includes a list of educational activities you need to complete?

	Response Total	Response Percent
Yes	14	16%
No	74	84%
Total Respondents	88	
(skipped this question)	10	