

Introducing the Survey and Respondents

within the framework of the Human Resources Strategy for Researchers at Pavol Jozef Šafárik University in Košice

The data collection within the framework of the Human Resources Strategy for Researchers at Pavol Jozef Šafárik University in Košice took place from June 10 to July 5, 2020 online. The calls for participation in the survey were sent to the e-mail addresses of all the scientific and pedagogical staff, which contained a special link to the electronic version of the survey. Out of the total number of addressed employees 479 employees participated in the research. The final analysis sample included data from 463 employees, who responded at least one question concerning the perception of the scientific environment at the university. The structure of the presentation of results copies the structure of the survey. The introductory part presents the sample characteristics of the participating respondents in terms of gender, age, workplace and career stage, followed by descriptive statistics of responses to questions on the three monitored areas – 1) general principles and conditions applicable to researchers, 2) general principles and conditions applicable to employers, and 3) general principles and conditions of the Code of Conduct. Each group of questions is preceded by the number of responses and the number of non-responses. Subsequently, for each question, the frequency and percentage of total responses are given (usually 5 responses expressing the degree of agreement and one option "Don't know/ Refused"), percentages are also shown graphically. The graphs also show the proportion and number of individual responses in the four career stage groups (R1-R4). Each group of questions is followed by a table, which contains the corresponding statistical indicators – mean, median, mode and standard deviation.

Demographic data

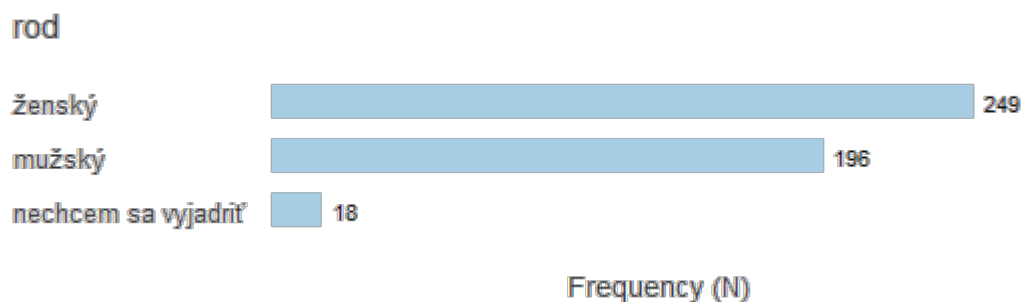
In the first part of the results, we present the demographic data of the sample. We will focus on the distribution based on Gender, Age, Workplace and Position.

Of the total number of 463 employees, who decided to take part in the survey and whose responses could be analysed, 249 (54%) were women and 196 (42% men). 18 people (4%) did not want to state their gender. Counts of responses is described in the Table and illustrated in the Graph below.

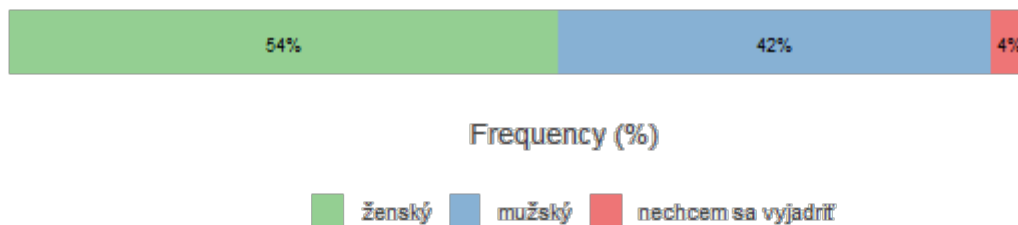
Table Gender representation of Survey Respondents

	No. of Respondents	% of Total
Female	249	54 %
Male	196	42 %
Prefer Not to Answer	18	4 %

(A)



(B)



Graph Gender distribution of Survey Respondents

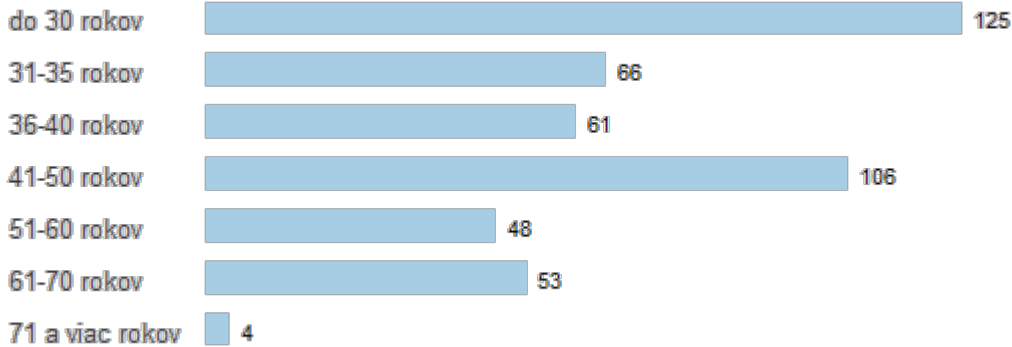
Age distribution is described in the table below and graphically illustrated by the graph below. The youngest age group under 30 had the largest representation, followed by the group between 41 and 50 years.

Table Age representation of Survey Respondents

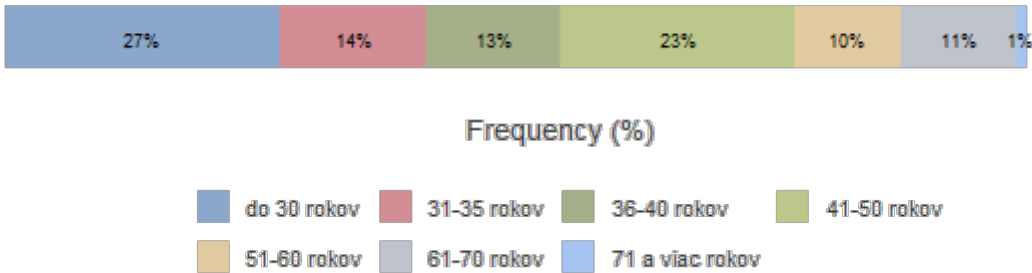
Age group	No. of Respondents	% of Total
under 30	125	27 %
31-35	66	14 %
36-40	61	13 %
41-50	106	23 %
51-60	48	10 %
61-70	53	11 %
71 and over	4	1 %

(A)

vek



(B)



Graph 2 Age representation of Survey Respondents

The overall response rate on the survey was 41%. The response rate with respect to the total number of employees and doctoral students at individual workplaces is illustrated in the Table below. This Table does not work with the category Other, as these respondents could not be clearly classified.

Table Survey response rate

Faculty, workplace	No. of addressed respondents employees	No. of respondents full-time doctoral students	Total No. of respondents	No. of completed questionnaires	Response rate (%)
Faculty of Medicine	378	77	455	109	24,0%
Faculty of Science	194	150	344	180	52,3%
Faculty of Law	55	22	77	39	50,6%
Faculty of Public Administration	31	9	40	33	82,5%
Faculty of Arts	115	62	177	91	51,4%
Institute of Physical Education and Sport	11	-	11	3	27,3%
Technology and Innovation Park	10	-	10	3	30,0%

The representation of individual workplaces in relation to the total number of respondents, who participated in the survey is illustrated in the Table below. In the category Other, we included respondents, who could not be included in any of the categories and respondents who wanted to remain fully anonymous or who wanted to try the questions in the survey anonymously (only three respondents). However, as they expressed their opinion on at least some issues and their view may point to important areas of development, they were not omitted from the analyses.

Table Representation of individual workplaces

	No. of Respondents	% of Total
Faculty of Medicine	109	24 %
Faculty of Science	180	39 %
Faculty of Law	39	8 %
Faculty of Public Administration	33	7 %
Faculty of Arts	90	19 %
Institute of Physical Education and Sport	3	1 %
Technology and Innovation Park	3	1 %
Other	6	2 %

Distribution of Survey Respondents in relation to the Workplace and Research Profile is illustrated in the Table below. Again, it is necessary to point out that the categories of employees are formed as follows:

R1 – doctoral students and assistants

R2 – assistant professors with PhD and researchers

R3 – associate professors and independent researchers

R4 – professors and senior researchers

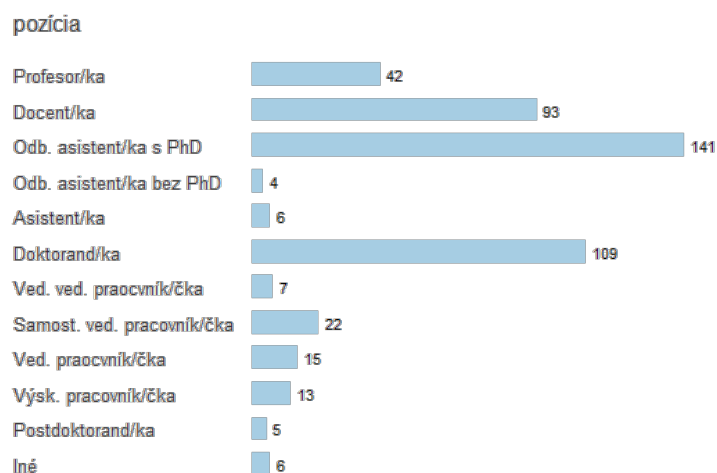
Table Representation of Survey Respondents in terms of Workplace and Research Profiles

Workplace	Research Profiles			
	R1	R2	R3	R4
Faculty of Medicine	29	43	25	12
Faculty of Science	64	47	49	20
Faculty of Law	12	12	12	3
Faculty of Public Administration	11	14	7	1
Faculty of Arts	19	43	18	10
Institute of Physical Education and Sport	0	1	1	1
Technology and Innovation Park	1	0	2	0
Other	2	1	1	2

The respondents most frequently represented the Assistant professors with PhD and doctoral students positions. They were followed by Associate professors. The representation of Survey Respondents in terms of position is illustrated in the Table and Graph below.

Table Representation of Survey Respondents in terms of Position and Title

	No. of Respondents	% of Total
Professor	42	9 %
Associate Professor	93	20 %
Assistant professor with PhD	141	30 %
Assistant professor without PhD	4	1 %
Assistant	6	1 %
PhD student	109	24 %
Head Scientist	7	2 %
Independent Scientist	22	5 %
Scientist	15	3 %
Researcher	13	3 %
Postdoc	5	1 %
Other	6	1 %



Graph Representation of Survey Respondents in terms of Position and Title

The last demographic attribute was the research profile. The nature of Research Profiles is shown in the Table below. Distribution is shown in the Table and Graph below. It is necessary to point out that categories of employees are indicated as follows:

- R1 – doctoral students and assistants
- R2 – assistant professors with PhD and researchers
- R3 – associate professors and independent researchers
- R4 – professors and senior researchers

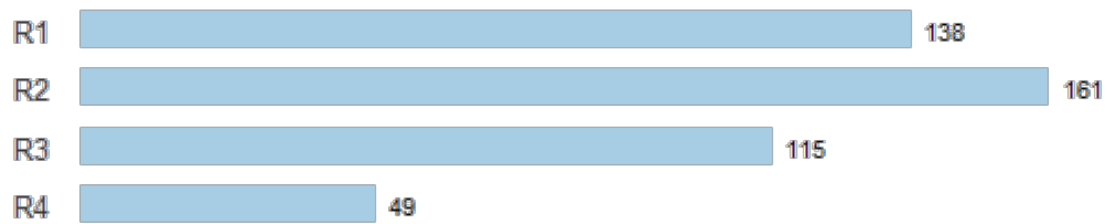
Table Composition of individual categories of Research Profiles

Position	Research Profiles			
	R1	R2	R3	R4
Professor	0	0	0	42
Associate Professor	0	0	93	0
Assistant professor with PhD	0	141	0	0
Assistant professor without PhD	4	0	0	0
Assistant	6	0	0	0
PhD student	109	0	0	0
Head Scientist	0	0	0	7
Independent Scientist	0	0	22	0
Scientist	0	15	0	0
Researcher	13	0	0	0
Postdoc	0	5	0	0
Other	6	0	0	0

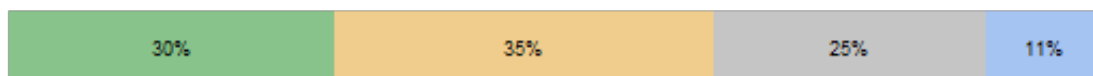
Table Representation considering the category of Research Profiles

	No. of respondents	% of Total	Cumulative %
R1	138	30 %	30 %
R2	161	35 %	65 %
R3	115	25 %	89 %
R4	49	11 %	100 %

Výskumné profily



Frequency (N)



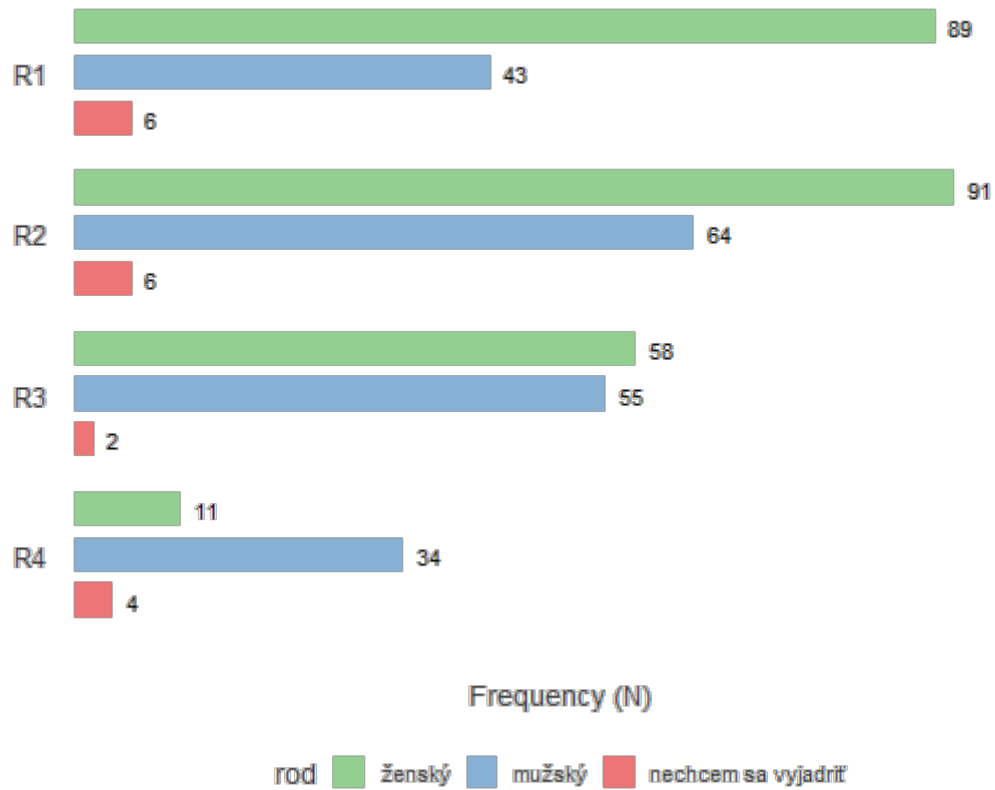
Frequency (%)



Graph Graphical representation of counts within individual Research Profiles

In terms of gender, the Research Profiles were relatively balanced in the R3 category. Female gender predominated within R1 and R2. Male gender among respondents prevailed within the R4 category. Representation is illustrated by the Graph below.

Výskumné profily



Graph Graphic representation of gender within Research Profiles