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EKONOMIKAS UN KULTŪRAS AUGSTSKOLA

HRM Principles in Research

Survey Questionnaire

Dear researchers and academic staff, we invite you to participate in a survey examining human resource management (HRM) principles in research. Your views are important for understanding and developing more effective approaches to research support and management.

Please read each statement carefully. Indicate how strongly you agree using a five-point scale (1 — Strongly disagree; 2 — Somewhat disagree; 3 — Neutral; 4 — Agree; 5 — Strongly agree). Completing the survey will take approximately 10–15 minutes.

All data will be processed anonymously, and personal information will not be shared with third parties. Your responses will be used only in aggregate form to ensure objective and reliable research findings. Thank you for your time and contribution!

I General research principles

This section examines general research principles and approaches from the researcher's perspective. Please, use scale:
1 — Strongly disagree; 2 — Somewhat disagree; 3 — Neutral; 4 — Agree; 5 — Strongly agree.

No.	Statement	1	2	3	4	5
1	When conducting research, I enjoy freedom of thought and expression, while adhering to research ethics and recognising possible limitations.	☐	☐	☐	☐	☐
2	I adhere to recognised ethical principles and practices appropriate to my discipline, as well as to the university's code of ethics.	☐	☐	☐	☐	☐
3	I recognise my professional responsibility towards society and the scientific community and carry out research that is relevant to society.	☐	☐	☐	☐	☐
4	I am familiar with the strategic goals in my research field, obtain the necessary approvals and inform the parties involved of any changes or delays.	☐	☐	☐	☐	☐
5	I comply with applicable regulations at all levels concerning intellectual property rights, contractual terms and conditions, sponsors, etc.	☐	☐	☐	☐	☐
6	I ensure the efficient use of public funds in my research and am prepared to cooperate with authorised audits and provide information on data collection and analysis processes.	☐	☐	☐	☐	☐
7	I adopt safe working practices, including occupational health and safety, data protection, confidentiality and secure data storage.	☐	☐	☐	☐	☐
8	I ensure the dissemination and exploitation of my research results, including public access or commercialisation, where applicable.	☐	☐	☐	☐	☐

No.	Statement	1	2	3	4	5
9	I seek to make my research accessible and understandable to non-specialists and engage with the public to understand its interests.	☐	☐	☐	☐	☐
10	I maintain regular contact with my research group leader and provide feedback.	☐	☐	☐	☐	☐
11	Within my research group, I work in accordance with agreed plans and schedules.	☐	☐	☐	☐	☐
12	I believe that senior researchers should be role models for other researchers in their conduct and professionalism.	☐	☐	☐	☐	☐
13	I believe that senior researchers should build positive relationships with early-stage researchers to promote effective knowledge transfer and career development.	☐	☐	☐	☐	☐
14	I pursue continuing professional development at all career stages through opportunities such as courses, seminars and technological innovations.	☐	☐	☐	☐	☐

II The university's research activities

Please indicate how strongly you agree or disagree with the following statements about your university's research activities and approaches. 1 — Strongly disagree; 2 — Somewhat disagree; 3 — Neutral; 4 — Agree; 5 — Strongly agree.

No.	Statement	1	2	3	4	5
15	My university recognises and treats me as a professional from the beginning of my research career and at all career stages.	☐	☐	☐	☐	☐
16	My university does not discriminate against me on any personal, demographic or social grounds.	☐	☐	☐	☐	☐
17	My university provides me with an appropriate research environment, facilities, equipment and the necessary resources.	☐	☐	☐	☐	☐
18	My university also provides an appropriate research environment, facilities, equipment and the necessary resources for people with disabilities and members of minority groups.	☐	☐	☐	☐	☐
19	My university provides flexible working conditions that allow me to combine work and family responsibilities.	☐	☐	☐	☐	☐
20	My university offers me various working arrangements, such as flexible working hours and teleworking.	☐	☐	☐	☐	☐
21	My university supports the stability and continuity of my employment by seeking to ensure successive employment contracts in research projects.	☐	☐	☐	☐	☐

No.	Statement	1	2	3	4	5
22	My university offers me fair and competitive remuneration as a researcher.	☐	☐	☐	☐	☐
23	My university offers me adequate social security provisions, health insurance and similar benefits as a researcher.	☐	☐	☐	☐	☐
24	My university complies with occupational health and safety legislation.	☐	☐	☐	☐	☐
25	My university seeks to ensure gender balance at all staff levels, including managerial positions, while respecting qualification and competence criteria.	☐	☐	☐	☐	☐
26	My university has developed a career development strategy for all groups of researchers, including researchers on fixed-term contracts.	☐	☐	☐	☐	☐
27	My university promotes my professional mobility, including mobility between the public and private sectors, geographical mobility and interdisciplinary mobility.	☐	☐	☐	☐	☐
28	My university provides the administrative support mechanisms needed for professional mobility.	☐	☐	☐	☐	☐
29	My university supports the development of my knowledge, skills and career.	☐	☐	☐	☐	☐
30	My university provides career and development advice to researchers regardless of their contractual situation.	☐	☐	☐	☐	☐
31	My university enables me to benefit from the results of my research by ensuring appropriate protection of intellectual property rights.	☐	☐	☐	☐	☐
32	My university ensures that I am recognised as a co-author in accordance with my contributions to research.	☐	☐	☐	☐	☐
33	A leader has been appointed for my research group, and I clearly know who this person is.	☐	☐	☐	☐	☐
34	My research group leader is involved in my research, provides support and gives feedback.	☐	☐	☐	☐	☐
35	My university gives me the opportunity to participate in teaching as a researcher.	☐	☐	☐	☐	☐
36	My university provides a transparent and regular evaluation/appraisal process that takes account of my creative contributions across all areas of professional activity.	☐	☐	☐	☐	☐

No.	Statement	1	2	3	4	5
37	The evaluation/appraisal process also takes account of my creative contributions, links with industry, international collaboration, public engagement activities, etc.	☐	☐	☐	☐	☐
38	My university provides effective, anonymous and impartial procedures for handling complaints.	☐	☐	☐	☐	☐
39	My university gives me the opportunity to be represented in decision-making processes.	☐	☐	☐	☐	☐

III Recruitment

This section includes questions about recruitment processes. 1 — Strongly disagree; 2 — Somewhat disagree; 3 — Neutral; 4 — Agree; 5 — Strongly agree.

No.	Statement	1	2	3	4	5
40	My university provides transparent and clearly defined criteria for the recruitment of researchers.	☐	☐	☐	☐	☐
41	My university's recruitment criteria also apply to under-represented groups of researchers (e.g. in terms of gender, race, sexual orientation or ethnicity) and researchers returning after a career break.	☐	☐	☐	☐	☐
42	During the selection process, my university informs candidates about working conditions and career prospects and sets realistic application deadlines.	☐	☐	☐	☐	☐
43	Candidates are informed about the selection procedure, criteria and career opportunities at the university and receive feedback on their applications after the selection process.	☐	☐	☐	☐	☐
44	Candidates' merit is assessed not only by the number of publications but also by considering aspects such as teaching, achievements in industry, research supervision, participation in projects and teamwork.	☐	☐	☐	☐	☐
45	My university provides open, efficient and internationally comparable recruitment procedures.	☐	☐	☐	☐	☐
46	My university regards candidates' career breaks or variations in their career paths as contributions to diversity rather than shortcomings.	☐	☐	☐	☐	☐
47	My university recognises candidates' professional mobility (e.g. a stay in another country, a change of research environment or a move between disciplines) as a valuable contribution to their professional development as researchers.	☐	☐	☐	☐	☐
48	Researcher selection committees at my university include members with diverse qualifications, competences, genders and other backgrounds, and use a range of selection methods to ensure an inclusive and impartial assessment process.	☐	☐	☐	☐	☐

No.	Statement	1	2	3	4	5
49	The assessment of qualifications at my university is based on candidates' achievements rather than the prestige of their employment or educational background or the circumstances of their previous professional development.	☐	☐	☐	☐	☐
50	My university has clear guidelines for postdoctoral researchers concerning their appointment and opportunities for professional development.	☐	☐	☐	☐	☐