EKONOMIKAS UN KULTŪRAS AUGSTSKOLA

# Staff Satisfaction Survey

**Survey Questionnaire**

Dear researchers,

This survey aims to assess the satisfaction of researchers at the EKA Scientific Institution with various aspects of their research work. Please rate your level of satisfaction with each aspect as objectively as possible. Your responses will help improve the research working environment. The survey is anonymous, and the data will be used only in aggregate form.

Please indicate how strongly you agree with the following statements about various aspects of researchers' work at EKA. Use a scale from 1 to 5, where 1 = Strongly disagree, 2 = Disagree, 3 = Neutral, 4 = Agree and 5 = Strongly agree, or select "Do not know / No answer".

## Participant information

Length of service in a scientific position at EKA SI: ☐ less than 1 year ☐ 2-5 years ☐ 6-10 years ☐ more than 10 years

## Mission, vision and strategy

| No. | Statement | Do not know / No answer | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| 1 | I know EKA's research mission and vision. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 2 | EKA's research mission and vision align with my personal goals. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 3 | I am familiar with EKA's research strategy. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 4 | EKA's strategic research objectives align with my research interests. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

## Research governance and structure

Scale: 1=Strongly disagree; 2=Disagree; 3=Neutral; 4=Agree; 5=Strongly agree. You may also select "Do not know / No answer".

| No. | Statement | Do not know / No answer | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| 5 | I am satisfied with the frequency of communication with my research group coordinator. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

| No. | Statement | Do not know / No answer | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| 6 | I am satisfied with communication with other researchers within my research group or groups. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 7 | I consider collaboration with my research group coordinator to be positive and supportive. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 8 | I am free to choose my research areas and priorities. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 9 | I feel involved in decision-making processes concerning research activities at EKA. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 10 | I am satisfied with the frequency and quality of training activities aimed at strengthening research competences. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

### Research areas and priorities, scientific staff management and communication

Scale: 1=Strongly disagree; 2=Disagree; 3=Neutral; 4=Agree; 5=Strongly agree. You may also select “Do not know / No answer”.

| No. | Statement | Do not know / No answer | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| 11 | If I am dissatisfied with any aspect of my work, I can openly express my views to management (the Vice-Rector for Science, the Head of the Scientific Institution, etc.). | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 12 | I consider the Vice-Rector for Science and the Scientific Institution’s administration to be available for consultation and discussion. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 13 | I am satisfied with the frequency of general meetings of researchers. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 14 | If I have questions about my research work, I always know where to seek support and advice. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 15 | I am satisfied with the existing communication support at EKA SI. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

### Ethics and research integrity

Scale: 1=Strongly disagree; 2=Disagree; 3=Neutral; 4=Agree; 5=Strongly agree. You may also select “Do not know / No answer”.

| No. | Statement | Do not know / No answer | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| 17 | I know which ethics and integrity standards are established at EKA. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 18 | If I have questions about research ethics and integrity, I know where to seek support. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

### Dissemination of research findings

Scale: 1=Strongly disagree; 2=Disagree; 3=Neutral; 4=Agree; 5=Strongly agree. You may also select “Do not know / No answer”.

| No. | Statement | Do not know / No answer | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| 19 | I am satisfied with the circulation of information about upcoming research activities (conferences, seminars, publication opportunities, etc.). | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

### Support for researchers

Scale: 1=Strongly disagree; 2=Disagree; 3=Neutral; 4=Agree; 5=Strongly agree. You may also select “Do not know / No answer”.

| No. | Statement | Do not know / No answer | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| 20 | I am fully satisfied with the technical support EKA provides for research (I can use laboratory facilities and computers and request the necessary software, equipment, etc.). | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 21 | The principles of financial support at EKA SI are clear and understandable to me. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 22 | I consider that EKA provides sufficient financial support for publishing research. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 23 | I consider that EKA provides sufficient financial support to attend conferences and present my research findings. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 24 | I am satisfied with the opportunities to develop my research career at EKA SI. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

| No. | Statement | Do not know / No answer | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| 25 | The principles of financial support at EKA SI are clear and understandable to me. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

### Monitoring of research work

Scale: 1 — Strongly disagree; 2 — Disagree; 3 — Neutral; 4 — Agree; 5 — Strongly agree. You may also select “Do not know / No answer”.

| No. | Statement | Do not know / No answer | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|---|
| 27 | I understand how and how regularly research work is assessed at EKA. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 28 | I feel that EKA’s current research assessment process helps improve the quality of my research. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 29 | I consider the assessment system at EKA to be objective and fair. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| 30 | I consider that EKA SI management assesses and supports scientific staff objectively and fairly. | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

**What improvements would you suggest for the research working environment?**

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**What suggestions would you make for the existing motivation system?**

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