



CENTRAL RESEARCH INSTITUTE

BUCHAREST, ROMANIA
13. Ion Ghica Street, 030045
Tel/Fax: (0040 21) 3122146
E-mail: infocercetare@spiruharet.ro

A. Survey on the work environment of USH researchers

The survey used the Likert scale, which involves the expression of the agreement/disagreement of the respondents with a series of statements. The answers in the filled-in 415 questionnaire were collected and processed and the conclusions are as follows:

1. 90.12% of the respondents are in full agreement or agree with the fact that the vacancies, irrespective of the teaching rank, are appropriately published nationwide and only 4.82% disagree or totally disagree with this statement;
2. A smaller percentage, of 58.55%, considers that these positions are published to be visible internationally, while 13.25% of the respondents are in disagreement or full disagreement with this statement;
3. 82.65% of the academia responding to the survey are in full agreement or agree with the fact that the skills required for employment are general enough to stimulate a large number of candidates, while 10.61% are in full disagreement or disagree with that;
4. When considering the statement that the Examination Board informs the candidates about their strengths and weaknesses in their files, at the end of the selection process, 78.31% fully agreed and agreed, whereas 12.28% fully disagreed and disagreed;
5. Spiru Haret University provides the methodological framework (regulations, methodologies, procedures) so as the Examination Board correctly evaluates the candidates' potential for research, mainly the creativity and independence level; 87.71% of the respondents fully agree or agree on this statement, while 6.27% fully disagree or disagree;
6. 82.65% of the surveyed academia are in full agreement or agreement on the statement regarding the fact that the selection criteria, necessary competencies and skills, the work rights and conditions, including the perspective of career development are properly described in the job openings ads and only 10.12% fully disagree or disagree to a certain extent;
7. In terms of including foreign members in the Examination Board, 26.02% of the respondents totally agree or agree, while 39.03% place at the other extreme; a quite large percentage, 34.94%, was not aware of this possibility;
8. 64.57% of the respondents fully agree or agree with the statement that the Examination Board includes now members from outside Spiru Haret University (e.g. private companies, research institutes), 16.62% fully disagree or disagree, whereas the difference of 18.80% have expressed no opinion;
9. 76.87% of the respondents fully agree or agree with the fact that the female-male ratio is balanced in the Examination Board and only 9.39% fully disagree or disagree with this statement;

10. The statement saying that proper conditions and wage benefits are provided to all the researchers, irrespective of the stage in their career and/or the type of employment contract (definite or indefinite) is fully agreed or agreed with 64.57% of the respondents and fully disagreed or disagreed by 21.44%;
11. As for the social protection for the researchers, i.e. medical leave, child allowances and pension benefits, in compliance with the national legislation, 80.96% fully agree or agree and only 6.02% fully disagree or disagree;
12. Spiru Haret University provides unlimited access to the available information on the rights of researchers to social security - 81.69% of the surveyed academia and researchers fully agree or agree, while 5.3% fully disagree or disagree;
13. 81.69% of the respondents fully agree or agree with the fact that Spiru Haret University needs to assist the Member States in the European Union in adopting a pan-European system of pensions for researchers, and only 1.93% disagree or fully disagree;
14. The statement saying that the researchers at Spiru Haret University are correctly informed about their right to an additional pension is fully agreed or agreed by 54.94% of the respondents and only 20.24% fully disagree or disagree;
15. 88.89% of the respondents fully agree or agree on the fact that the regulations concerning the job security and protection are being complied with and only 4.58% fully disagree or agree;
16. 94.94% fully agree or agree and 2.65% fully disagree or disagree with the fact that the discrimination on genre, ethnical background, nationality, religion, sexual orientation, language, disabilities, political opinions and/or social and economic conditions is avoided (see the Charter of Spiru Haret University);
17. 80.48% are in full agreement or agreement with the fact that autonomy and creativity of the researchers are encouraged, including the junior researchers and only 13.01% fully disagree or disagree with this statement;
18. The statement saying that the gender-based fair chance (equal opportunities for men and women) is guaranteed at all the levels of the teaching and research profession, including the management and research structures, is fully agreed or agreed with by 90.85% and fully disagreed or disagreed by 3.61%;
19. The fact that Spiru Haret University provides a pleasant and stimulative work environment to support the research activity is fully agreed or agreed with by 80.24% and fully disagreed or disagreed by 15.9%;
20. A full agreement or agreement was expressed for the guarantee of having all the research categories participate in the management bodies/boards of Spiru Haret University and in communication activities by 83.13% and a full disagreement or disagreement by 7.95% of the sample;
21. The complaints/legal contests and the conflicts between the junior and the senior researchers are correctly and efficiently solved, as stated by 64.34% of the respondents; there is also a percentage of 6.03% of people who expressed total disagreement or disagreement about the statement;
22. 95.18% of the surveyed people are in full agreement or agreement with the statement that Spiru Haret University runs a regular and effective evaluation of the professional activity of the teaching and research bodies, whereas only 3.38% expressed their total disagreement or disagreement;
23. The teaching activity does not slow down the research, mainly for the junior researchers - 85.06% agree on it and 9.16% disagree on it;
24. 61.21% of the respondents fully agree or agree with the fact that specific measures should be taken to provide a balance between the personal and professional life (part time employment, distance employment via computer, sabbatical year, private kindergarten, etc), and 20% fully disagree or disagree;

25. In terms of the measures and internal regulations that Spiru Haret University uses to guarantee the researchers the access to specialty training for their teaching activities (teacher training courses), 89.88% of the academia and researchers were in full agreement or agreement while only 3.61% fully disagreed or disagreed;
26. 65.06% of the surveyed people are in full agreement or agreement with the fact that the researchers have the opportunity to benefit from geographical, inter-sectorial, inter- and intradisciplinary mobilities, as well as in the public and private sector; the percentage of the people who expressed their full disagreement or disagreement is 17.59%;
27. A percentage of 82.41% expressed their full agreement or agreement regarding the fact that Spiru Haret University makes available, on a regular basis, refreshment courses of the research personnel, required for career development, but 10.6% fully disagree or disagree on the statement;
28. The mentors and/or supervisors are identified as people the junior researchers can turn to for help with their professional duties and for support and orientation towards their professional and cultural development; 76.15% of the respondents are in full agreement or agreement with this statement, whereas 9.88% fully disagree or disagree;
29. 61.45% of the surveyed people confirmed their full agreement or agreement on the fact that training programmes are designed to improve the mentoring competencies and that senior researchers are informed about this opportunity; only 14.22% fully disagreed or disagreed.

The survey has helped collected data regarding the sample structure. Thus, 97.35% are full-time academia and only 2.16% are associate academia. Among them, 10.84% are professors, 26.02% associate professors, 42.89% lecturers and 19.76% assistant lecturers.

In regards to the structure by gender, the sample was made up of 61.20% women and 38.80% men. Most of the respondents have been employed with the University for 11 and 15 years, namely 35.66%, a percentage of 34.94% goes under a 10-year interval, and 29.4% have been the University's employees for over 16 years.

From the perspective of the Faculties the surveyed academia belongs to, the distribution is relatively uniform; the highest percentage is from the Faculty of Letter with 12.05% and the Faculty of Sociology-Psychology of Bucharest, with 7.95%.

B. Survey on the library services

The results come from 748 respondents and are based on a complex questionnaire, where most of the hypotheses are analysed via a 5-step scale, similar with the semantic differential, and also another type of questions. Upon examining the answers, the conclusions are as follows:

- While being asked what they did the last time they visited the library, most respondents said that they needed the librarian assistance, read books in the mandatory references list, papers in the review literature, studied individually or on a library computer;
- 32% of the respondents stated that they go to the library every month, while 44% register a frequency of 2-3 times a week or more often;
- Even though a percentage of 6% went to the library only once, 75% stated that they accessed the library site for both the online catalogue and for the scientific databases;
- 55% of the respondents considers the possibility to use the library computers as very important and evaluates the quality of this service as being excellent;
- The assistance from the librarian is perceived as very important by 60% of the surveyed people;

- 69% of the respondents think that the access to the collections available at the library is essential (books and publications);
- The access to the resources available online is also important for 65% of the respondents;
- A percentage of 53% believes that the individual working space is essential, 40% opted for a group working space; 51% appreciates the individual working space as excellent and only 47% believes the same thing for the group working space;
- The easy access to the sockets for laptops is important for 48% of the respondents;
- An important percentage of the respondents think that the access to scientific databases is important (68%) and to the online catalogue (66%); the access to the scientific database is excellent for 53% of the surveyed people;
- The quality of the library collections is excellent for 45%, while the quality of the services for 58%;
- 55% of the respondents evaluate as easy the identification of the books and publications in the library, while 54% considers the library software programme as excellent;
- The work environment is excellent for 62% of the respondents;

The questionnaire aimed to collect data in terms of the status of respondents. Thus, 61.5% of the surveyed people are bachelor and master students, while 38.5% belong to the teaching body. Most respondents come from the Faculty of Accounting and Finance in Câmpulung Muscel (18%) and from the Faculty of Accounting and Finance in Râmnicu Vâlcea (14%).