

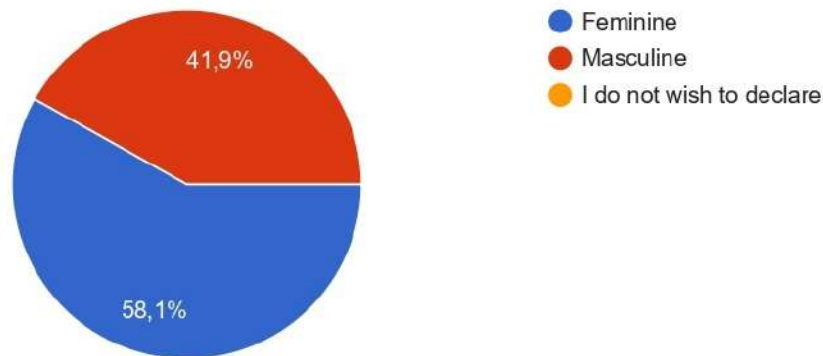
Certificate "HR Strategy for Researchers" (HRS4R)

By completing the questionnaire, you consent to the processing of your personal data for the purposes specified above. Your consent forms the basis for the lawfulness of such processing.

The following questions establish the demographic profile of participants

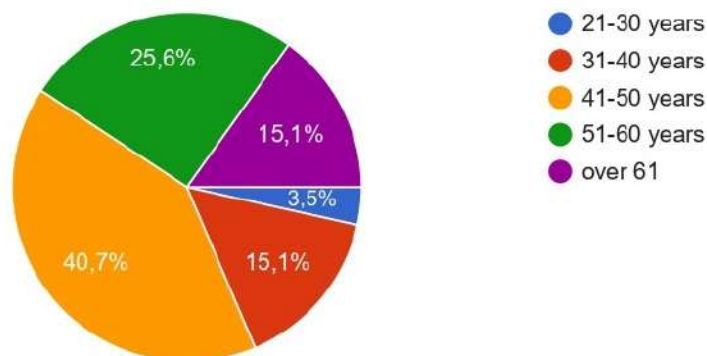
Your gender

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Your age

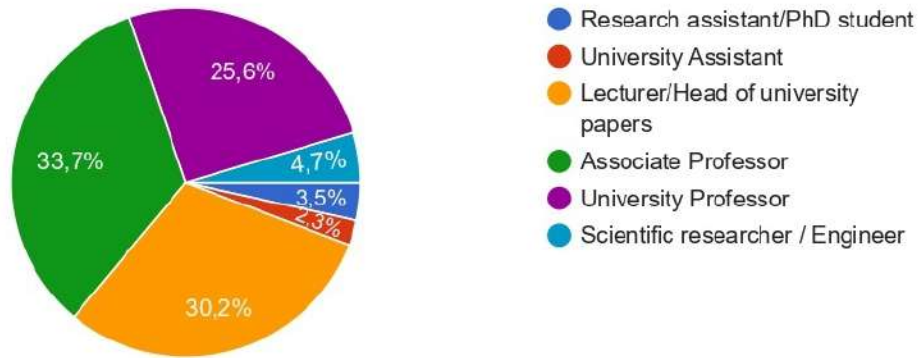
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Post/Position held at UDJG

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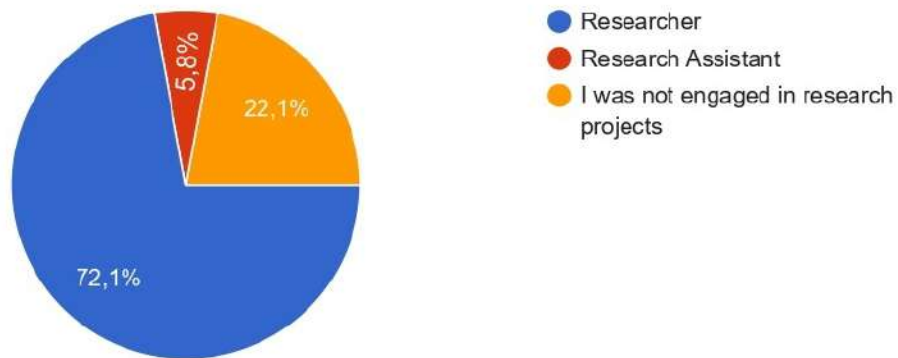
57 responses



Post/position held within research projects, with an employment contract, concluded with UDJG

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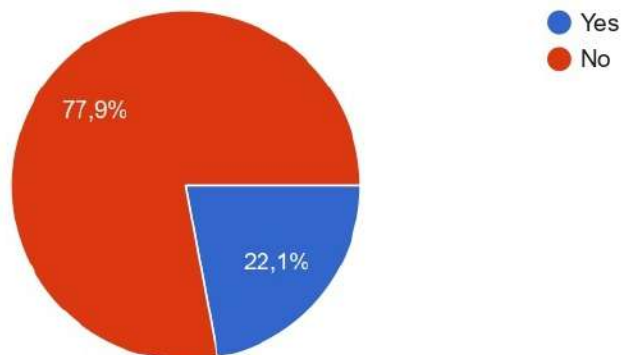
57 responses



Are you part of the executive management and/or board of directors of UDJG?

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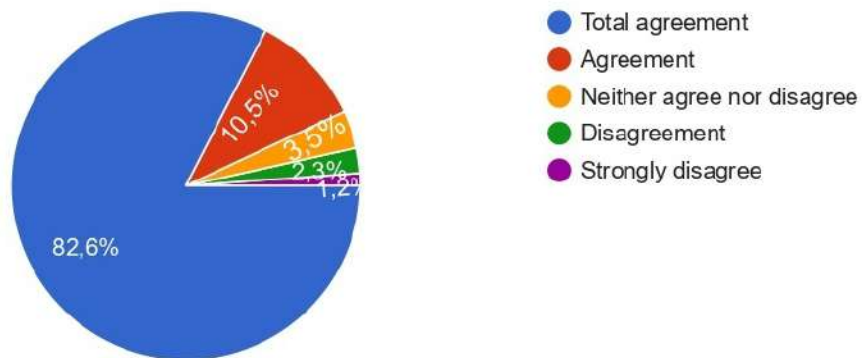
57 responses



Specify the level of agreement or disagreement with the statements in the questionnaire

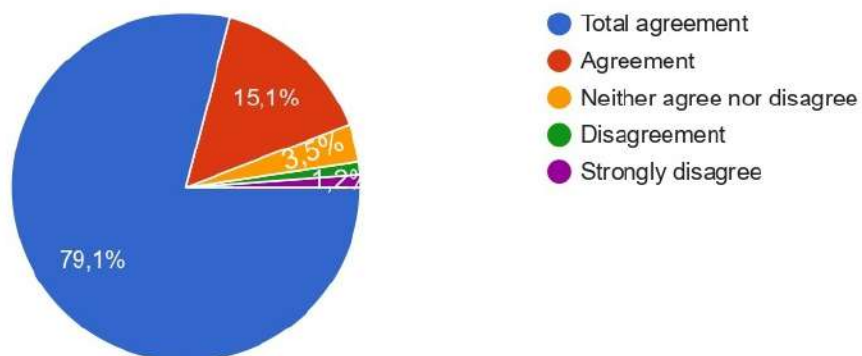
1. Researchers of UDJG have freedom of expression and choice of research topic.

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2. The professional activity of researchers within UDJG complies with the principles and norms of professional ethics.

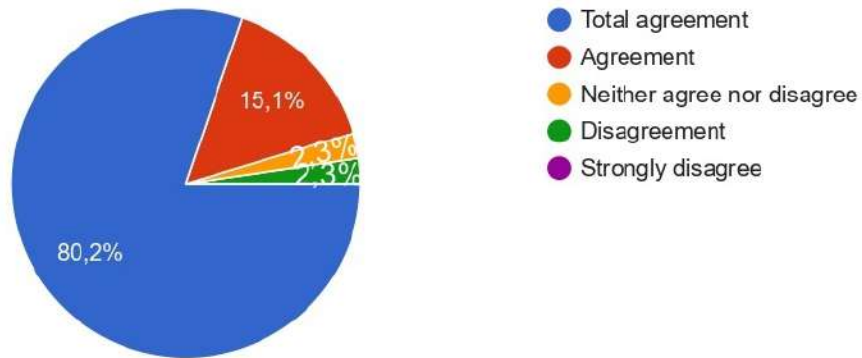
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3. Researchers of UDJG are aware of the professional responsibility of research, with a positive impact on society.

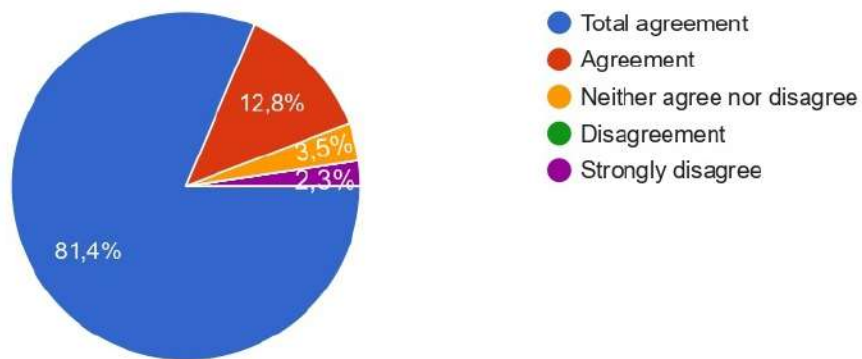
85% din totalul de răspunsuri



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4. UDJG researchers are informed about accessing, implementing, and reporting research projects.

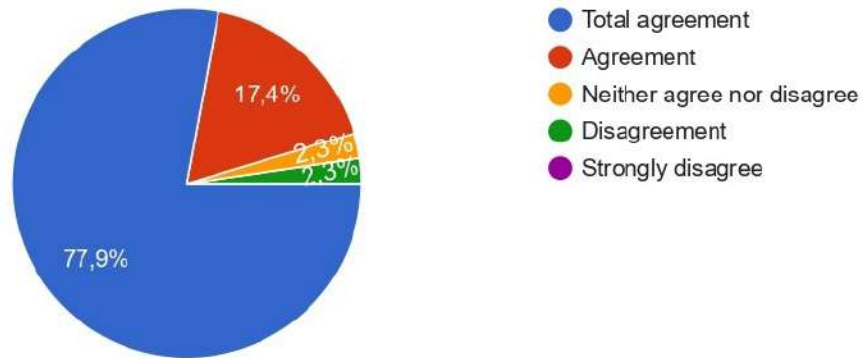
84% din totalul de răspunsuri



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5. UDJG researchers are aware of the regulations, procedures, and legal principles underlying the scientific research activity.

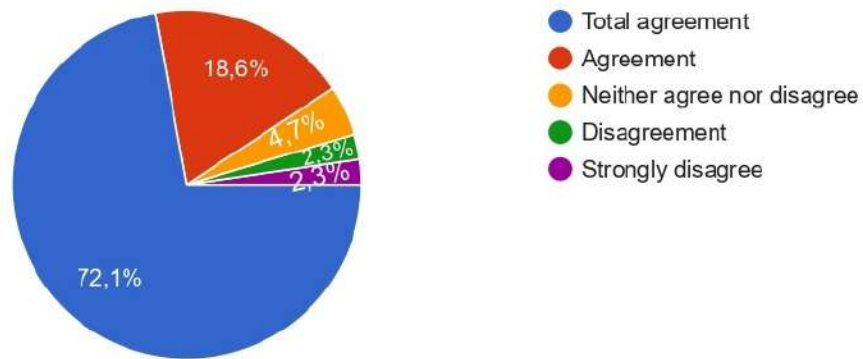
89.5%



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6. UDJG researchers have access to the information related to the correct, efficient, and transparent use of financial resources allocated to research.

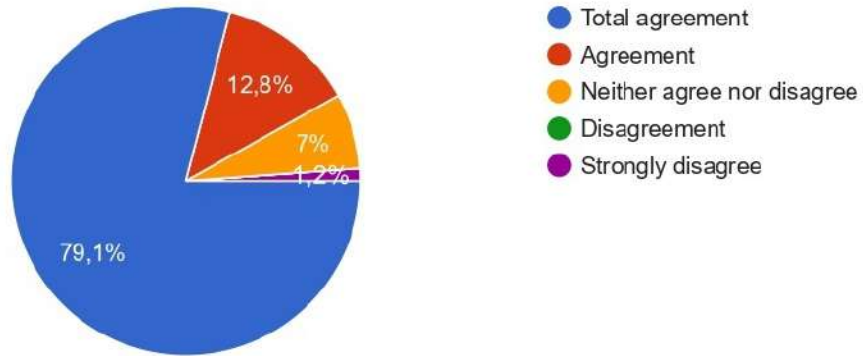
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7. UDJG ensures the correct information of research regarding national and European legislation on the protection of research results/personal data.

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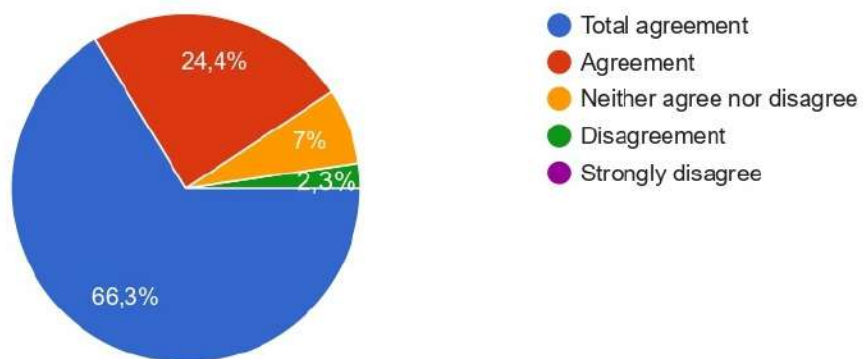
80% 70% 60% 50% 40% 30% 20% 10% 0%



8. UDJG researchers know how to promote, practical application and capitalize on research results

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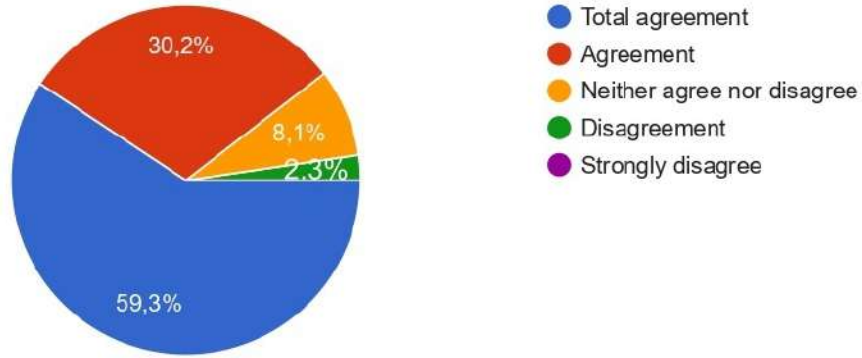
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9. Researchers of UDJG ensure that their research activities are known to society at large, thus improving the public's understanding of science

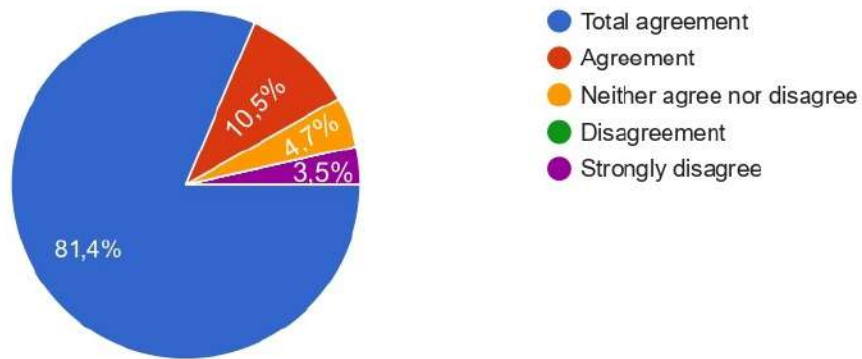
Graph type: Pie chart



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10. At UDJG level, there is no discrimination based on ethnicity, age, gender, social environment, language, disability, sexual orientation, political opinions, or social/material situation.

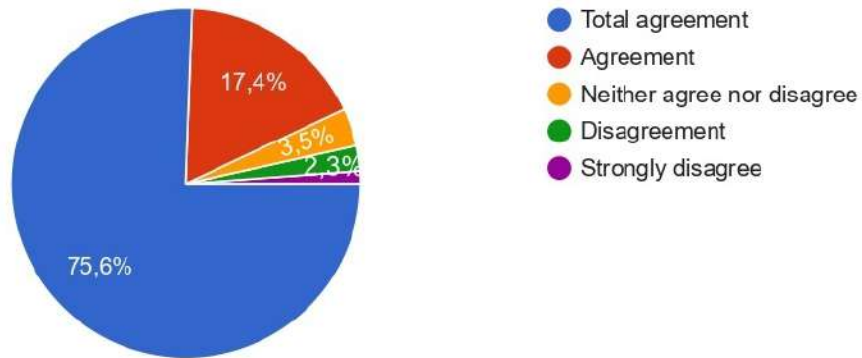
Graph type: Pie chart



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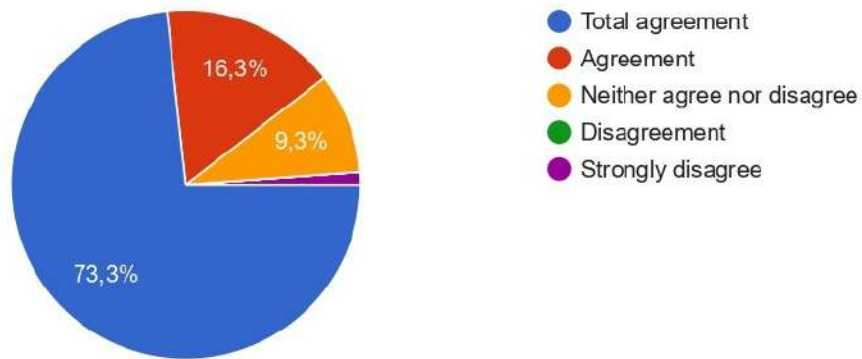
11. At UDJG, there are adequate systems for regular and transparent evaluation of researchers' professional activity

Figure 11.1



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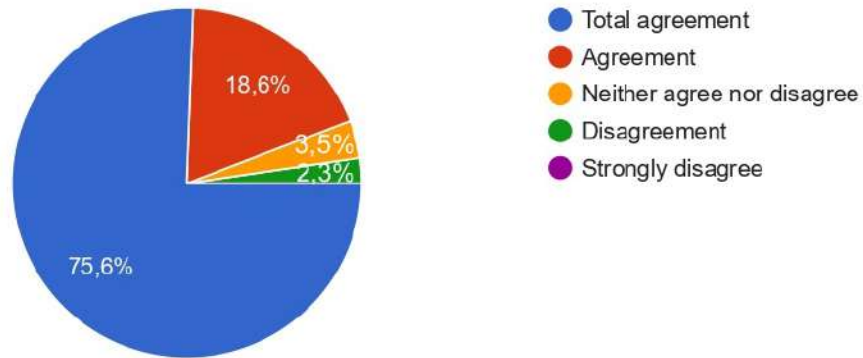
12. The procedures for recruiting researchers from UDJG are open, efficient, transparent, and compliant with national and European regulations, being adapted to the type of vacancy



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13. Members of research selection panels shall have appropriate experience and competence for a fair evaluation of candidates for research positions

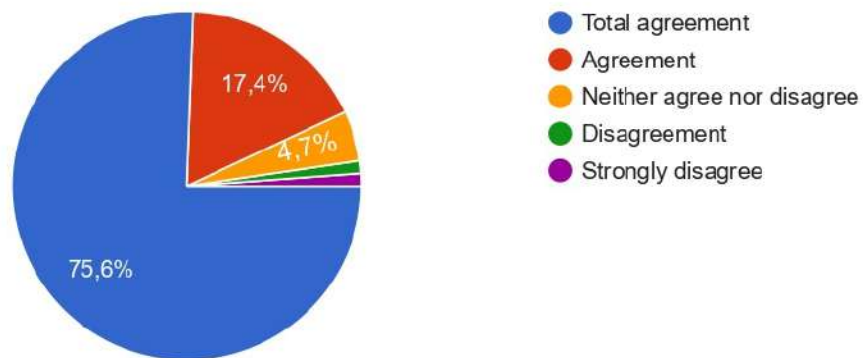
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14. Within the UDJG, the process of selecting researchers uses various practices, such as assessing candidates' competencies based on submitted documents, testing knowledge, and conducting interviews

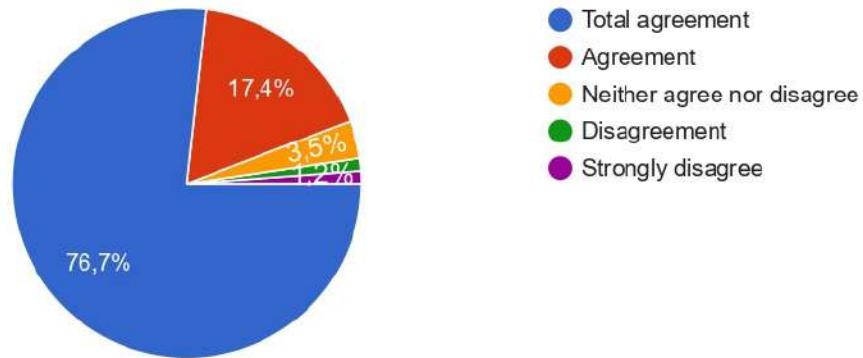
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15. Candidates are informed about the recruitment process, selection criteria and the number of research positions put up for competition.

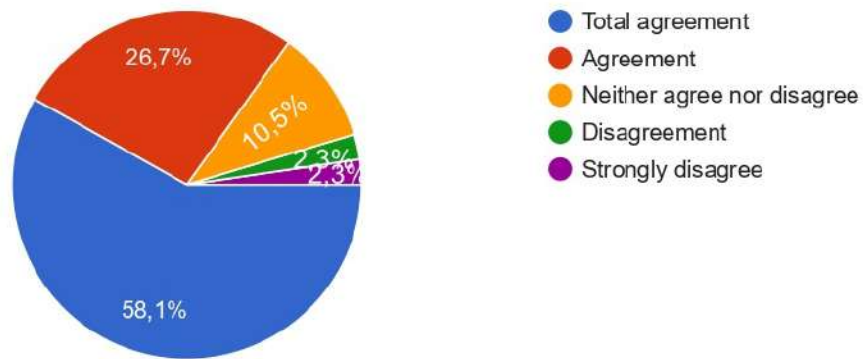
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16. The appreciation of researchers' work is based on the relevance of research results and flexibility, not only on the number of scientific publications.

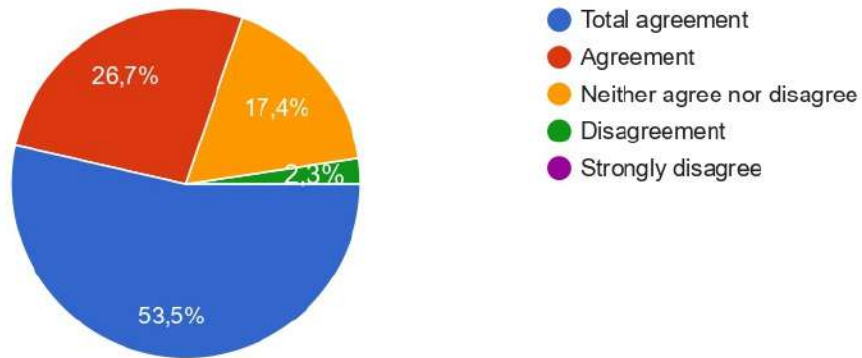
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17. Within UDJG, interruptions/discontinuities regarding the researcher's career are not sanctioned.

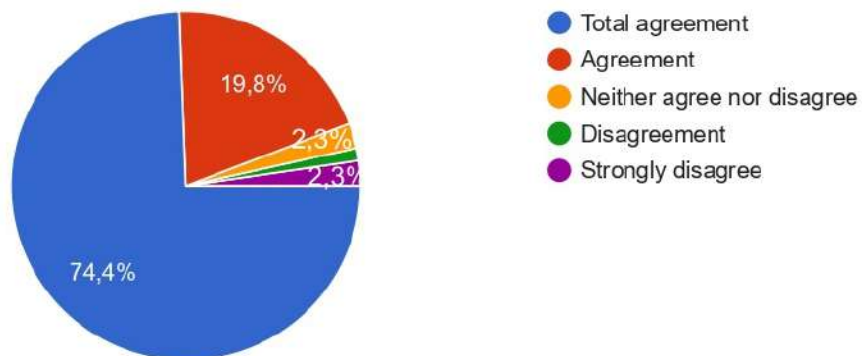
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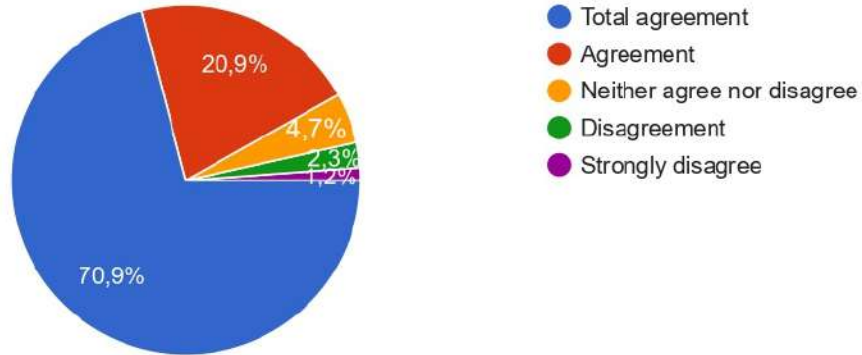
18. The mobility of researchers is considered by UDJG as a valuable contribution to professional development.

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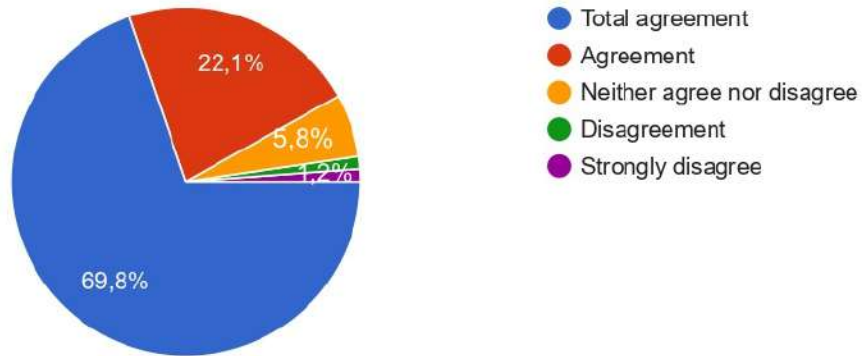
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19. At UDJG, the promotion to a higher position of researcher is based on obtaining new skills or developing existing ones, the main criterion being professional results.



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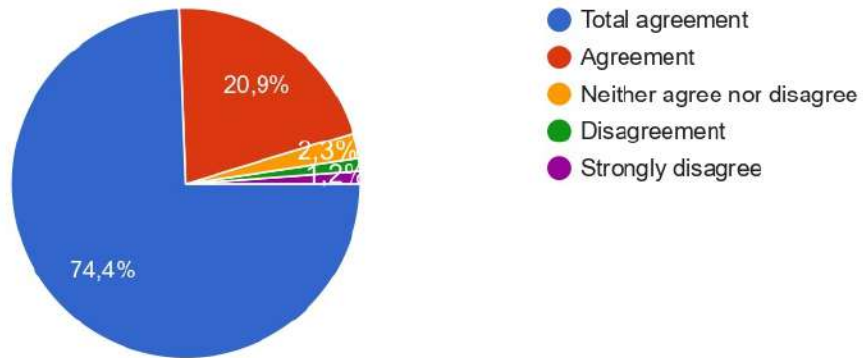
20. At UDJG, recognition of research excellence is not influenced by the stage of the researcher's career



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23. Researchers from UDJG have access to institutional research infrastructure

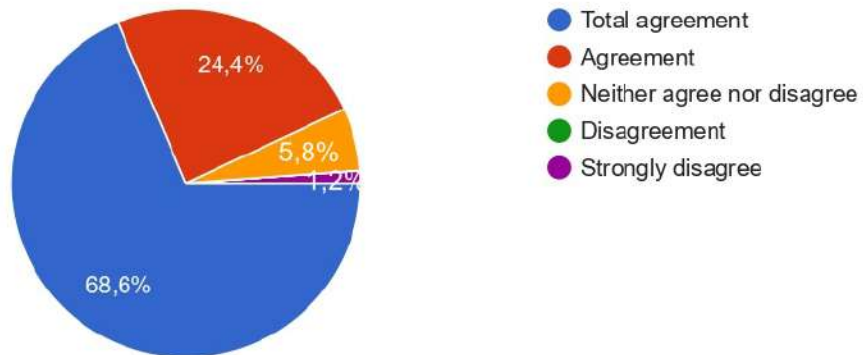
Reprezentare grafică



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24. UDJG ensures working conditions that allow a work-life balance

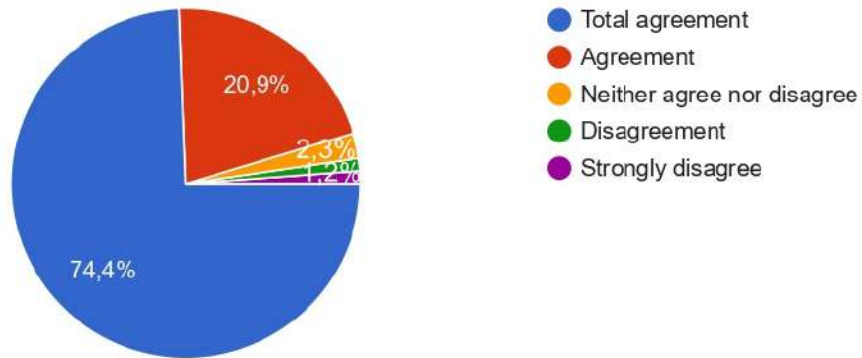
Reprezentare grafică



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25. The working conditions of UDJG's research staff are characterized by stability and predictability.

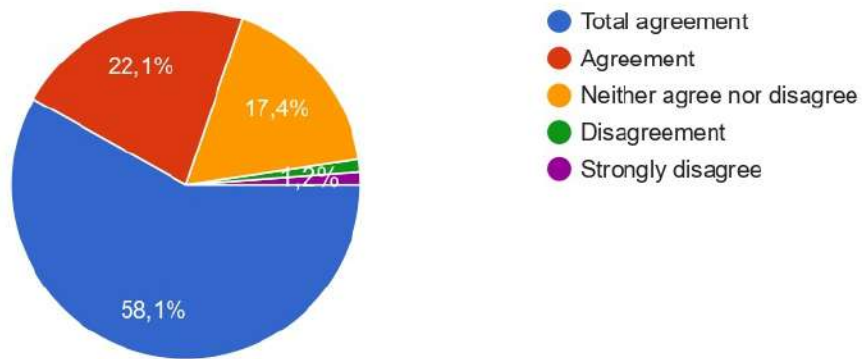
RO: HR Strategy for Researchers



 Copiază

26. UDJG provides researchers with an attractive salary, comparable to that in similar institutions in Romania, according to legal regulations.

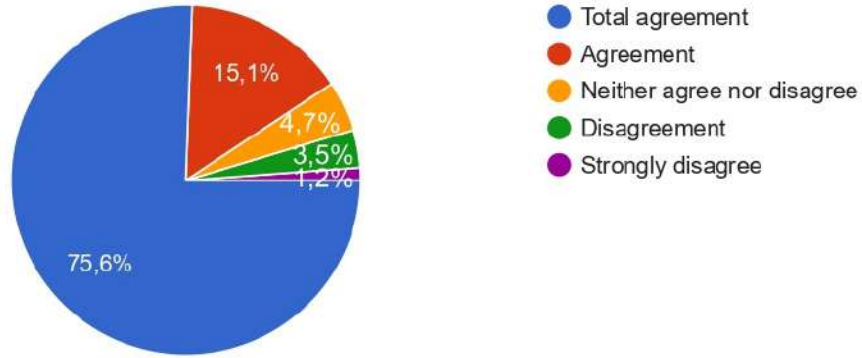
RO: HR Strategy for Researchers



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27. UDJG ensures equal gender representation at an institutional level, including for senior staff, based on a policy of equal opportunities in recruitment, selection, and career

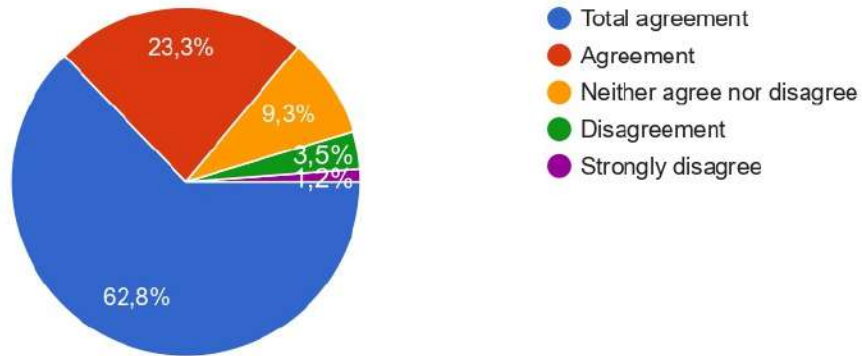
86 answers



 Copiază

28. At an institutional level, there is a specific strategy for career development in research.

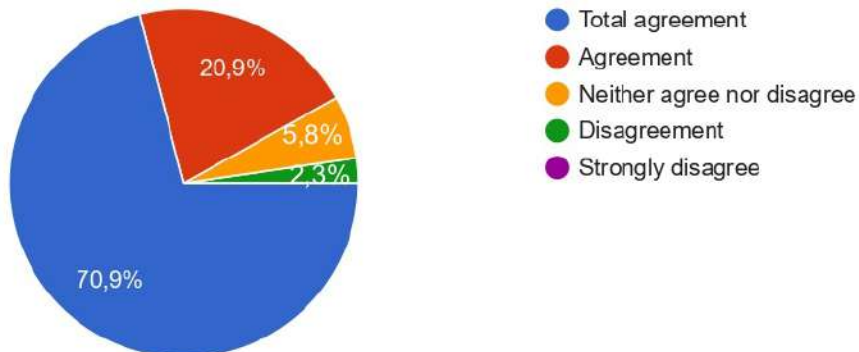
86 answers



29. National and international mobility of researchers is encouraged by UDJG

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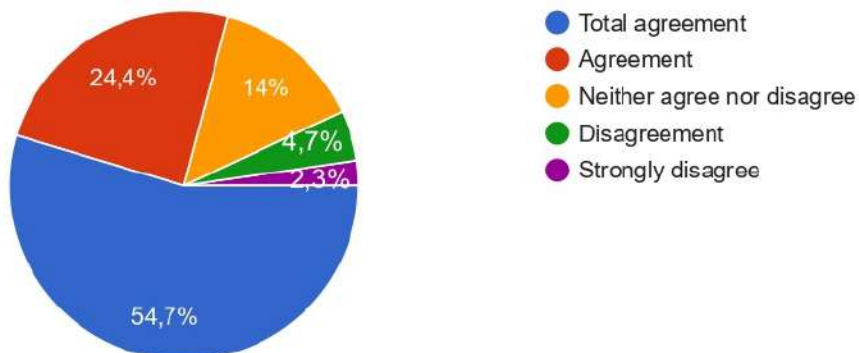
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30. Career counseling is provided to all UDJG researchers, regardless of their contractual situation and stage of professional development

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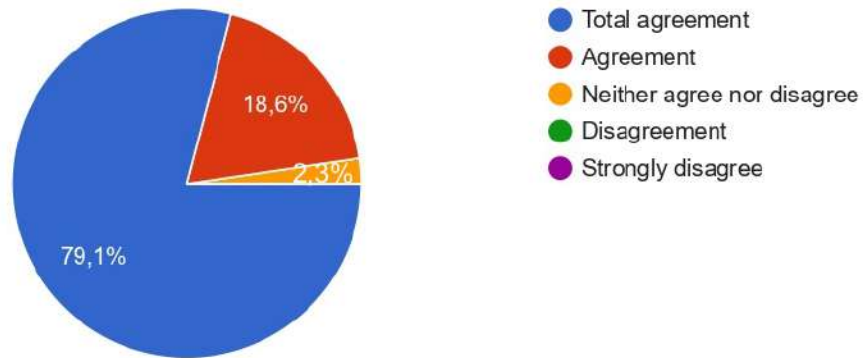
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31. UDJG ensures the protection of intellectual property rights, including copyright for publications, reports, and patents

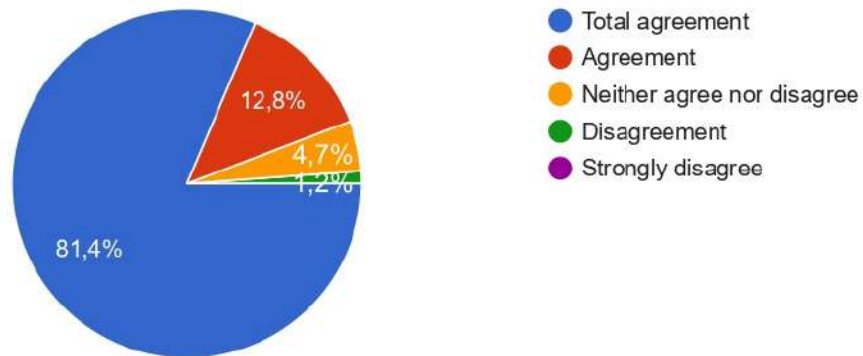
Fig. 10. 3. 101



32. At the institutional level, partnership and collaboration in national/international scientific research networks are encouraged.

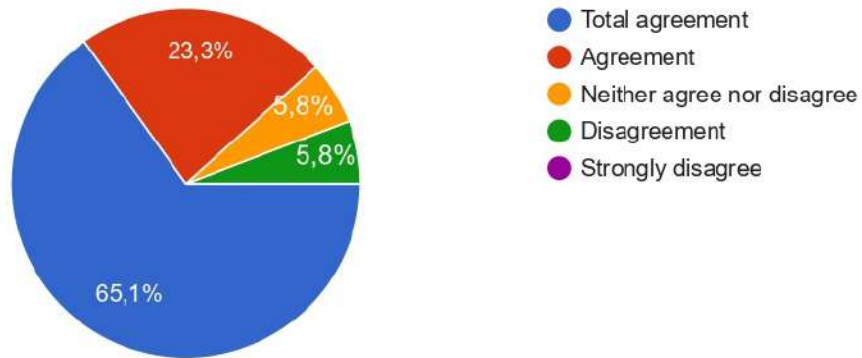
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Fig. 10. 3. 102



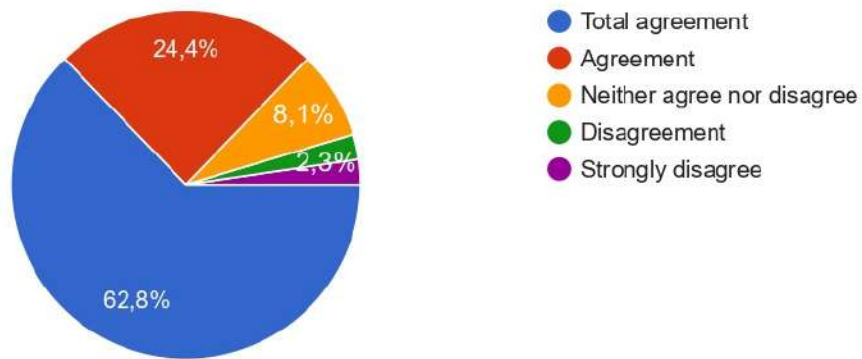
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33. UDJG provides appropriate training for teaching and research activities as part of researchers' professional development.



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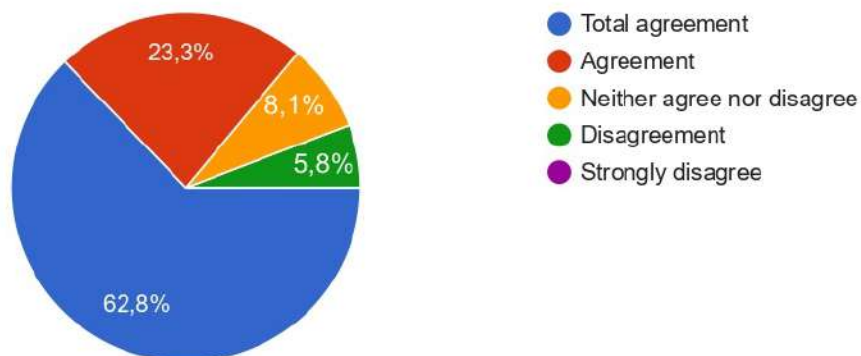
34. UDJG has adequate tools for resolving researchers' complaints and ensuring confidentiality in resolving conflicts, disputes, and grievances related to professional activity.



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35. Researchers are duly represented in the consultation and decision-making structures of the university

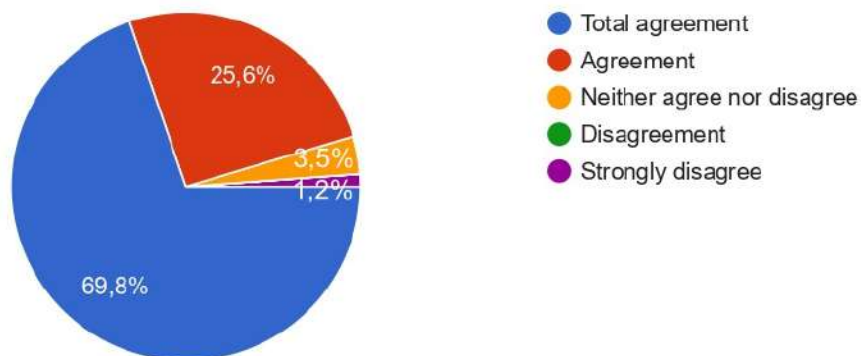
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36. UDJG provides the institutional framework for a fair, equal, and productive collaboration between the PhD students and the scientific coordinators.

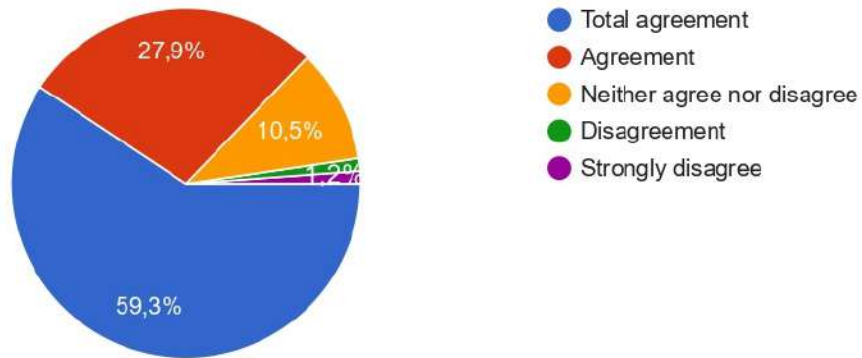
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 Copiază

39. At the institutional level, there is a strategy for self-improvement and the development of competencies and skills in research activity.

Statistica de bază



 Copiază

40. PhD students have a scientific supervisor of the doctoral thesis with advanced skills in the chosen field of research

Statistica de bază

