

Outputs from the questionnaire survey among ICS employees 2023

We appreciate the cooperation, openness and time that staff members dedicate to moving ICS to a higher level of quality. We have come a long way, but we still have room for improvement.

That's why we sent out an online survey to all employees to determine employee needs and how familiar they are with the new processes that have been created with the support of **the 2021-2023 HR Award project**.

The survey contained a total of 24 questions, mostly closed or semi-closed and one open-ended question. The deadline for completing the questionnaires was 10 days during the period (6 June - 16 June 2023). The results of the survey were accessed by the HR department and the Director of ICS. The questionnaire was completely anonymous and was scored as such. The questionnaire return rate for employees was 35 %, the questionnaire was completed by 107 employees. This shows that employees and students are interested in improving working conditions and want to cooperate in shaping them.

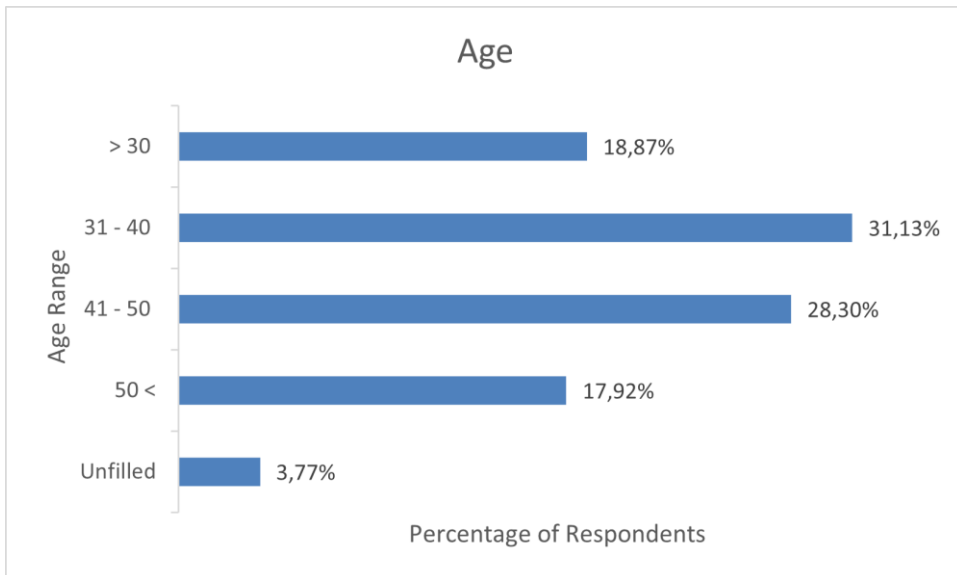
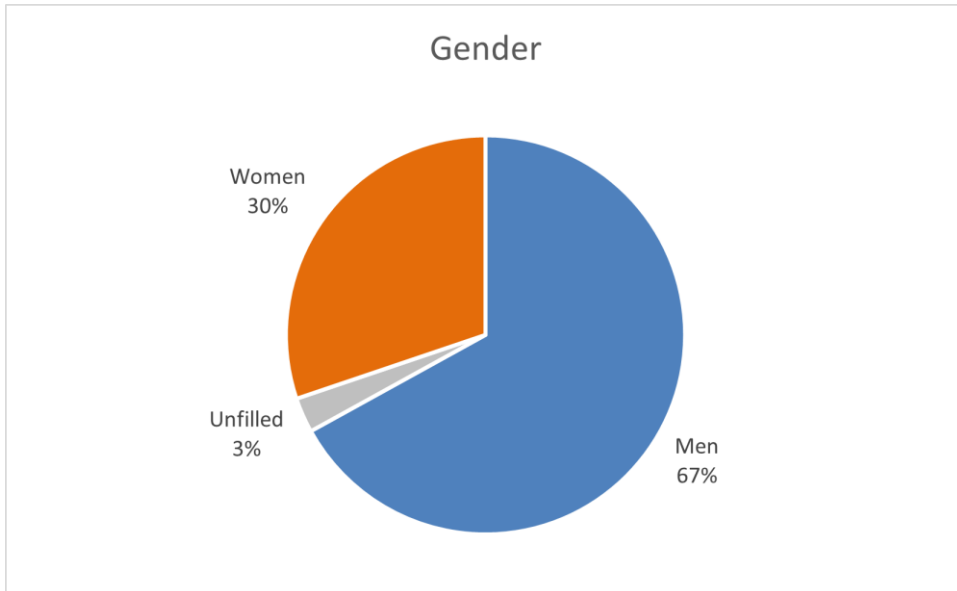
The questionnaire covered 4 areas of the HR Award: Ethical and professional aspects, career development, working conditions and social security.

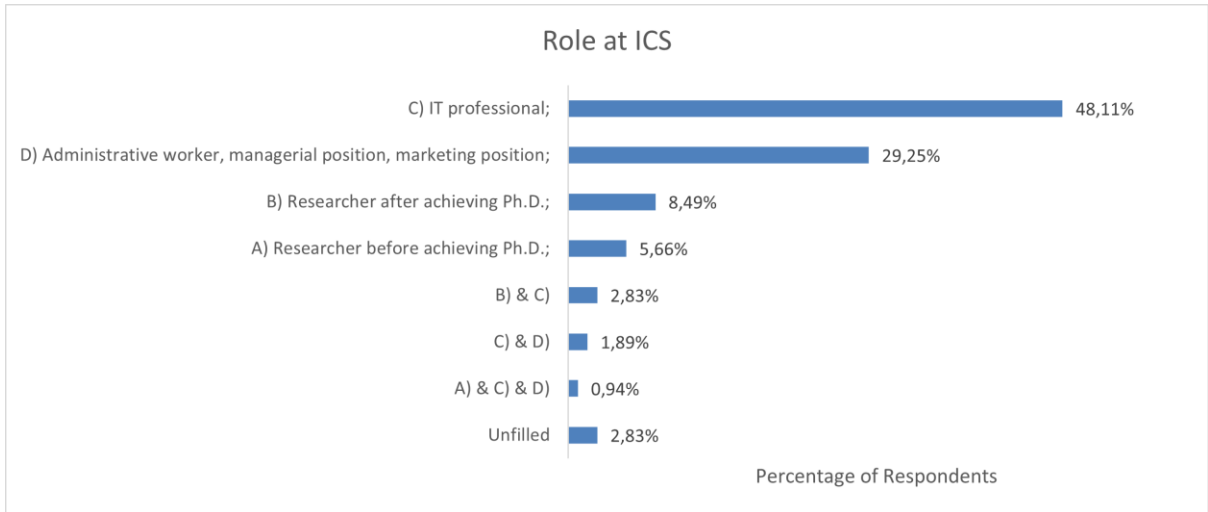
We consider the results of the 2023 survey to be satisfactory and serve to complement the HR Award Action Plan for the period 2023-2026.

We are very grateful for open feedback. We have used the feedback to:

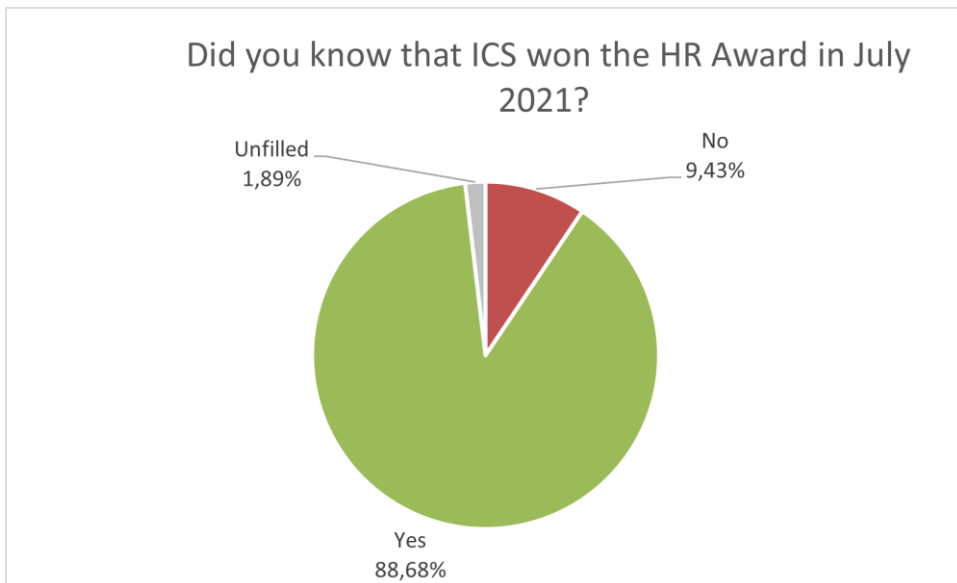
- Improving working conditions for all employees,
- To determine the level of familiarity of employees with the outputs of the HR Award,
- Getting feedback on working conditions,
- Specification of activities in the areas that the ICS should focus on in the next 3 years

Basic data

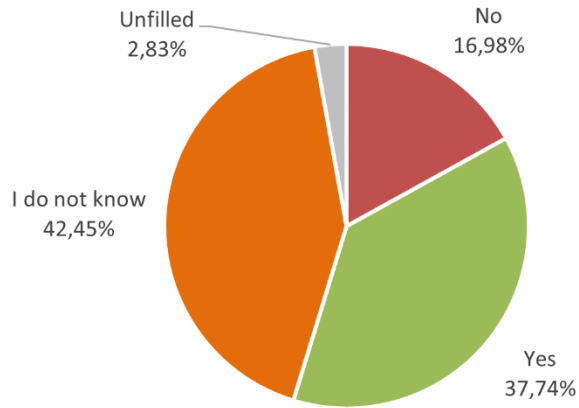




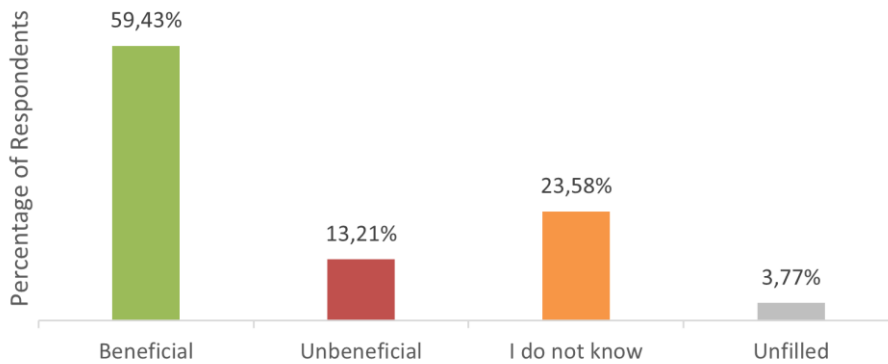
Part 1. The HR Award and its outcomes:



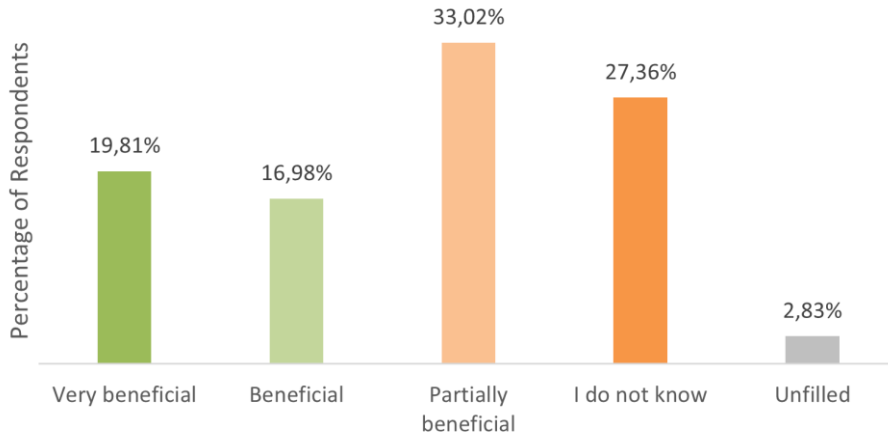
Do you perceive HR processes at ICS have improved within the last two years?



How do you perceive the bilingual communication of the ICS management? (CZ+EN language)



How do you evaluate educational programs? (seminars, workshops, SEDUO, ...)

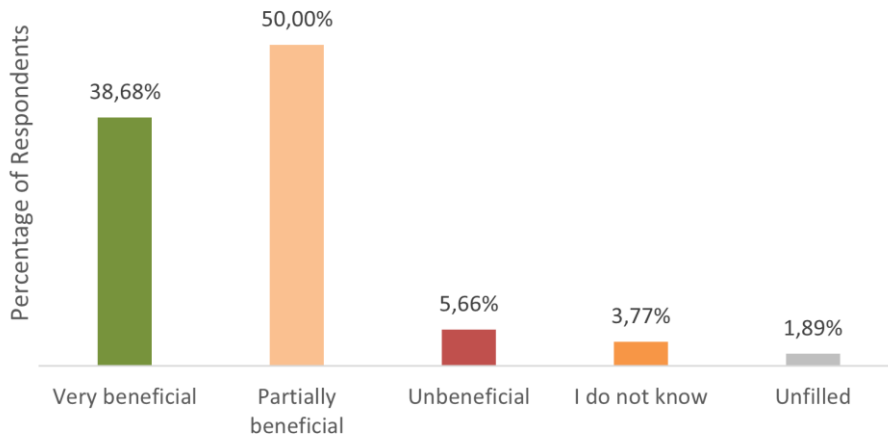


Employees perceive education as follows:

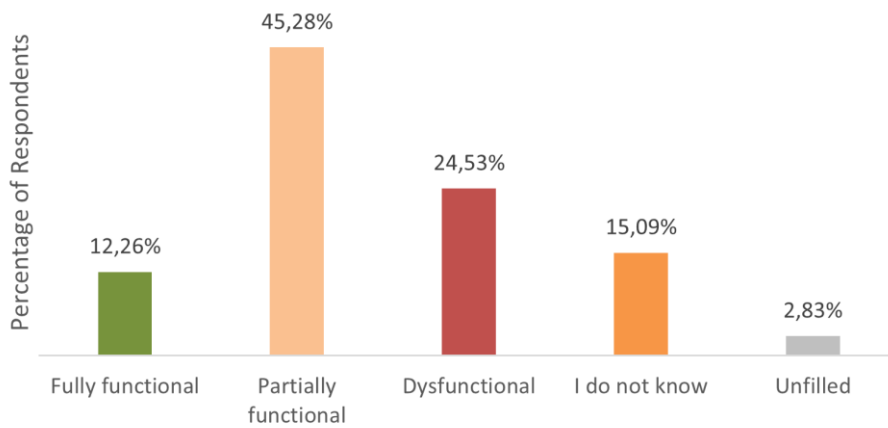
Employees mentioned several types of education to be important for them. They consider the most important to be professional education, soft skills, management and leadership training:

What areas of education are important to you?	Percentage of Participants
Vocational education;	33%
Vocational education; Soft skills; Language courses; Management, Leadership;	12%
Vocational education; Soft skills;	10%
Vocational education; Language courses;	9%
Vocational education; Soft skills; Management, Leadership;	8%
Vocational education; Soft skills; Language courses;	6%
Vocational education; Management, Leadership; Language courses;	4%
Vocational education; Management, Leadership;	4%
Management, Leadership; Soft skills;	2%
Vocational education; Soft skills; Language courses; Management, Leadership;; diplomat, negotiator, sales representative, crisis manager...;	1%
Vocational education; Language courses; Soft skills; Management, Leadership; Everything is important. I like to educate myself where there is a need. Personally, I prefer to learn on my own rather than with the help of a course.	1%
Vocational education; Language courses; Real trainings, Gopas and so on - missing now;	1%
Soft skills; Language courses; Management, Leadership; stress management;	1%
Soft skills; Language courses; Management, Leadership;	1%
Soft skills; Language courses;	1%
Soft skills;	1%
Vocational education; Soft skills; Language courses; Management, Leadership; Comprehensive development programs;	1%
Management, Leadership;	1%
Language courses;	1%
Unfilled	3%

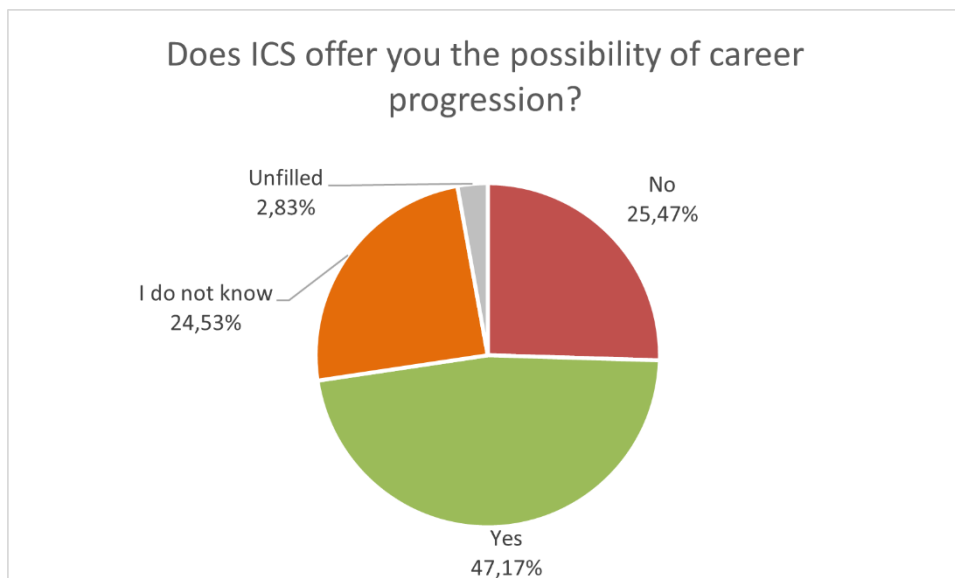
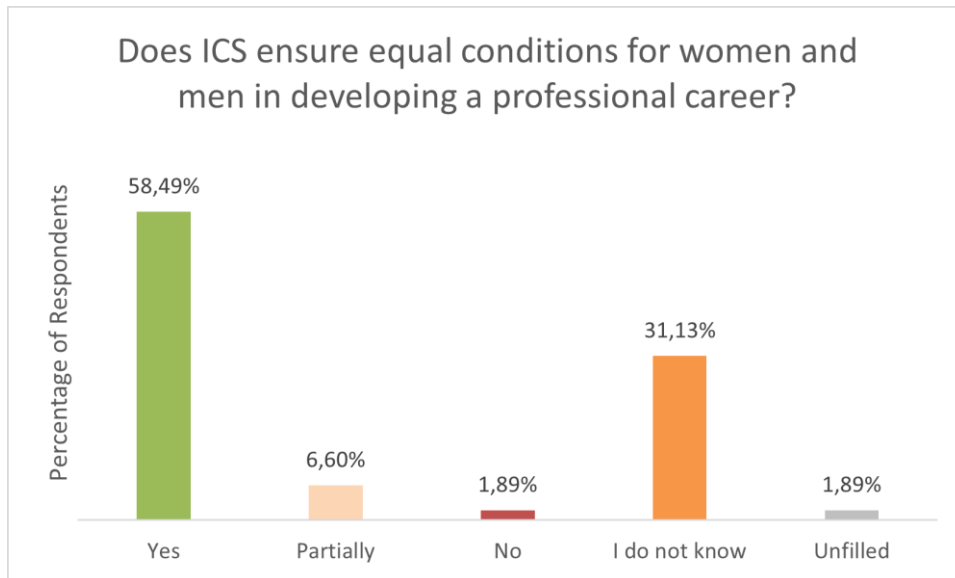
How do you rate internal communication?



How do you perceive the evaluation system and getting feedback from colleagues or managers?

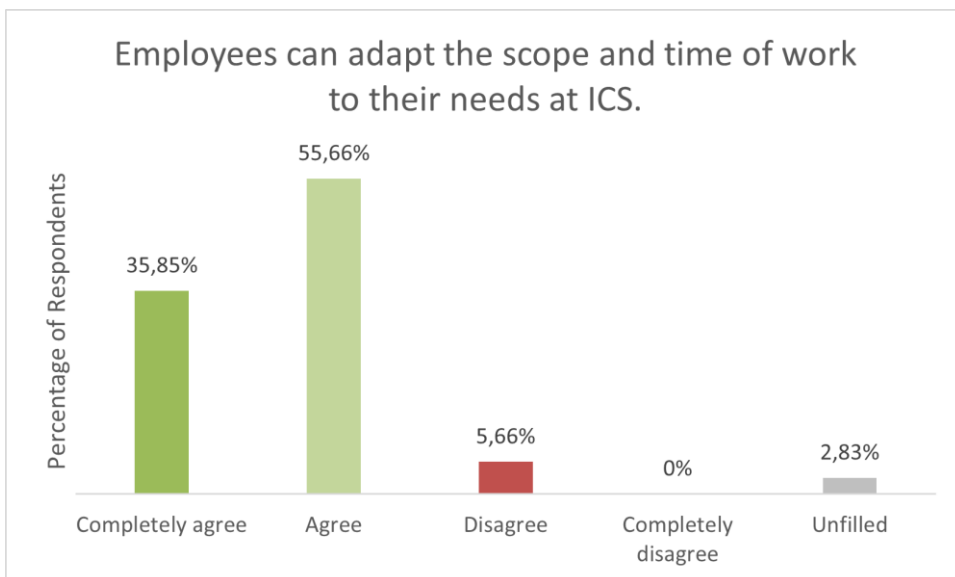
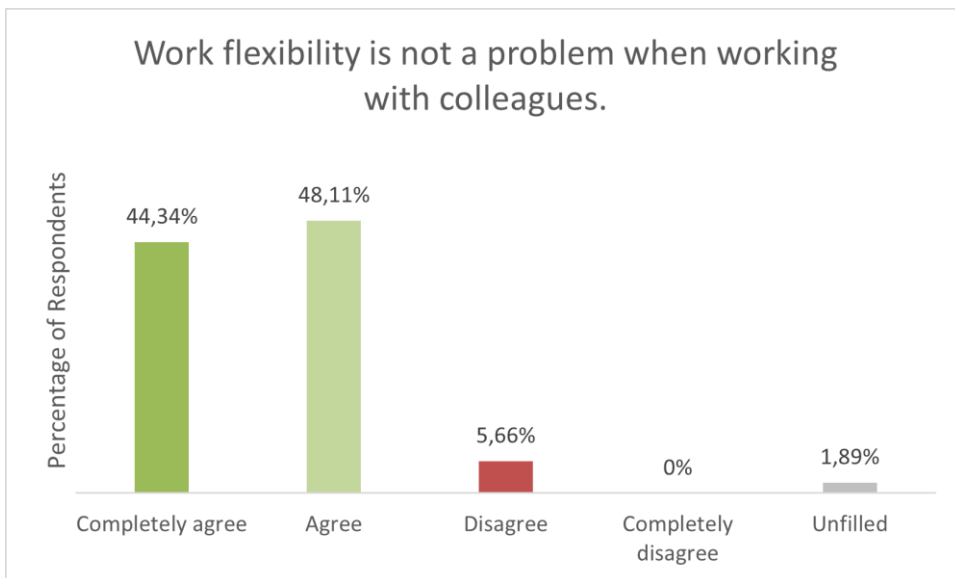
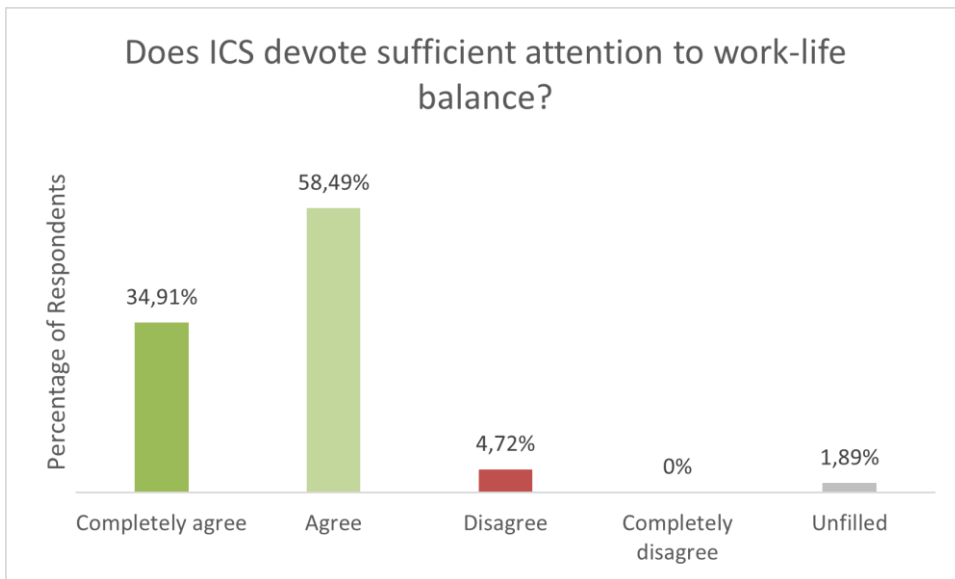


Part 2. Opportunity for career development at the ICS:



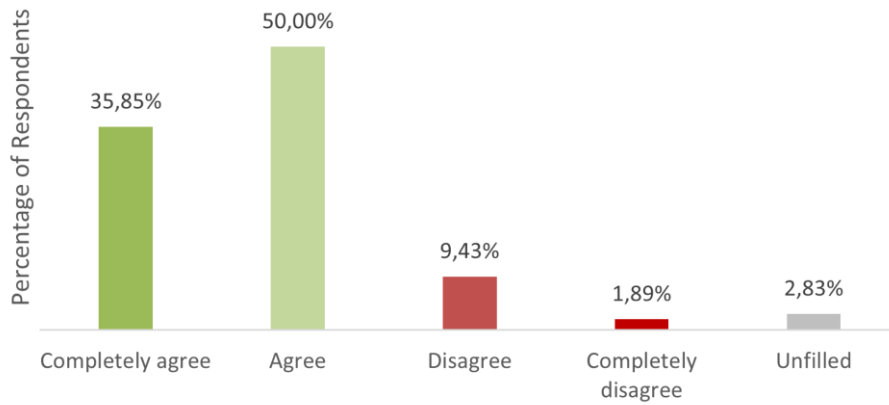
Employees see it as important their carrier development.

Part 3. Working conditions at the ICS:

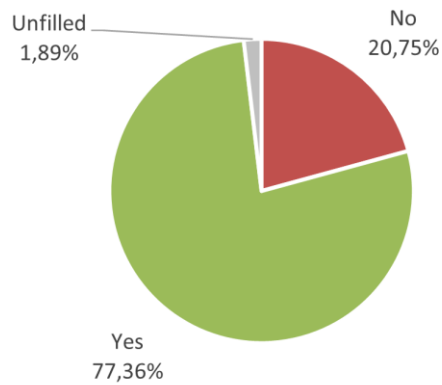


Part 4: Discrimination and equal treatment:

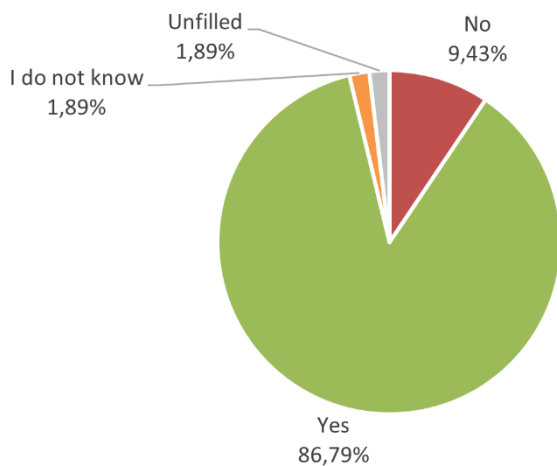
The working environment at ICS is safe, free and suppresses discrimination or unequal treatment.

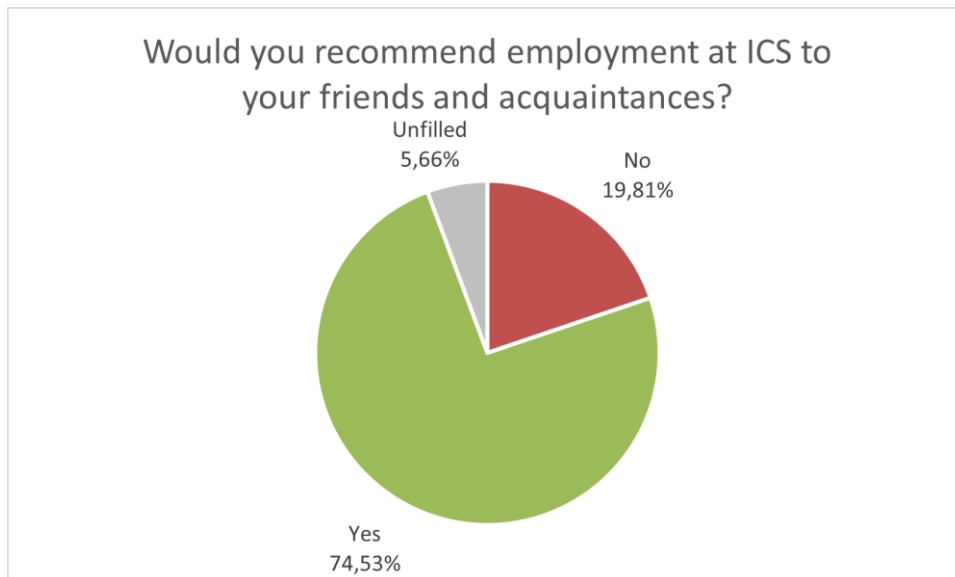


Do you know how to proceed in case of discriminatory, unethical or unequal treatment at ICS?



Does the ICS provide you with adequate working conditions?





Summary of the survey

We present these findings and recommendations for improvement:

- Revision of the staff Evaluation system
- Improving awareness of the career progression opportunities at ICS
- Support for carrier development opportunities for employees
- Clarify systems and HR processes for employees, increase awareness of the set-up of internal HR processes at ICS

We are pleased with the thanks and feedback. Thanks for that, points for improvement will be implemented in the new Action plan.