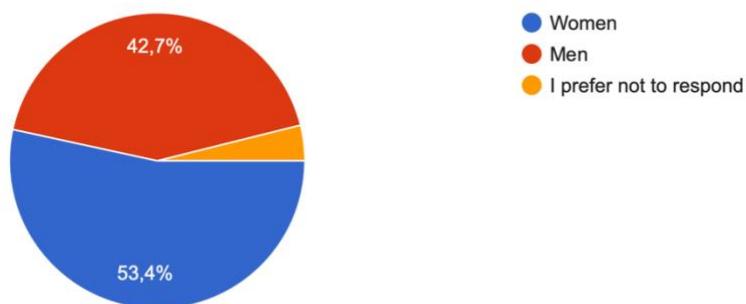


HRS4R survey for stakeholders.

Questionnaire regarding the perspective on the research career within NIMP

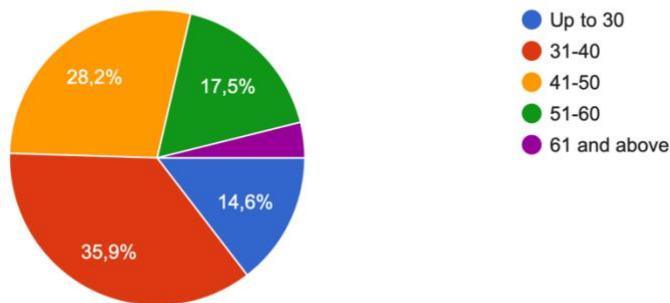
1. What is your gender?

103 răspunsuri



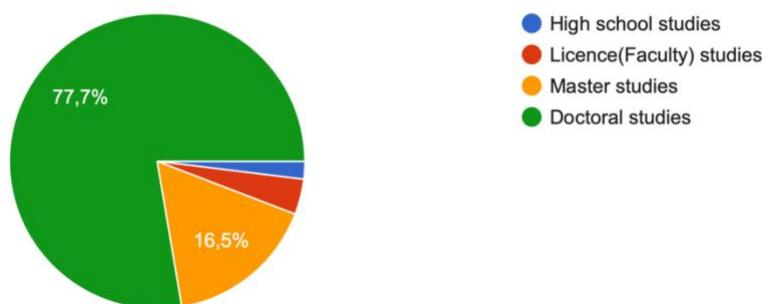
2. What is your age category?

103 răspunsuri



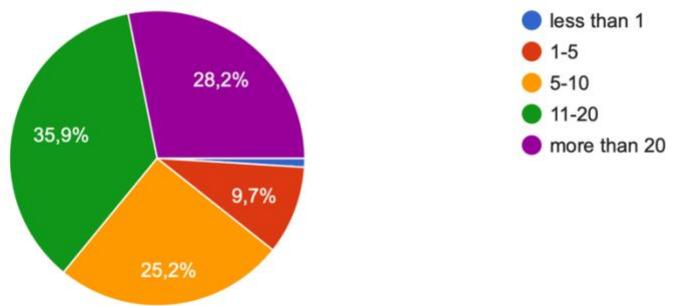
3. What is the last form of education/studies you graduated?

103 răspunsuri



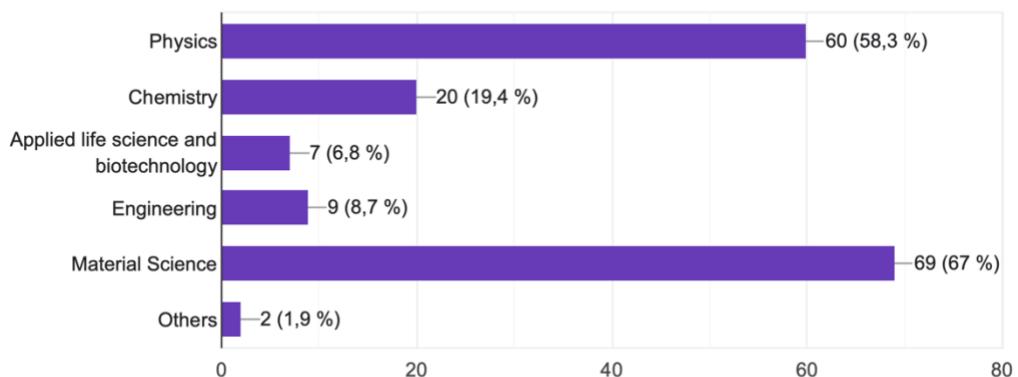
4. For how many years do you work at the present working place?

103 răspunsuri



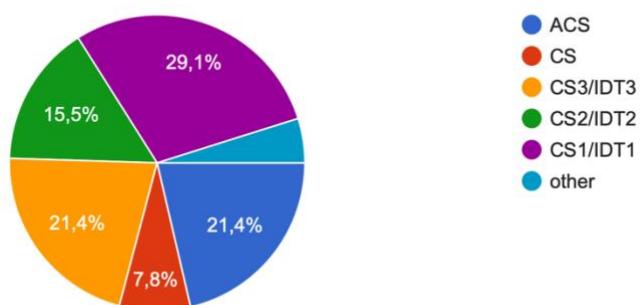
5. Which domain correspond to your activity?

103 răspunsuri



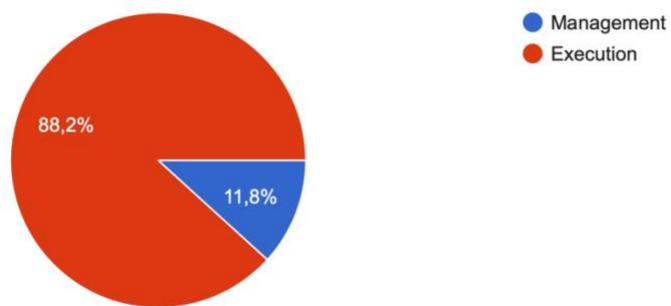
6. What scientific title do you held in present?

103 răspunsuri



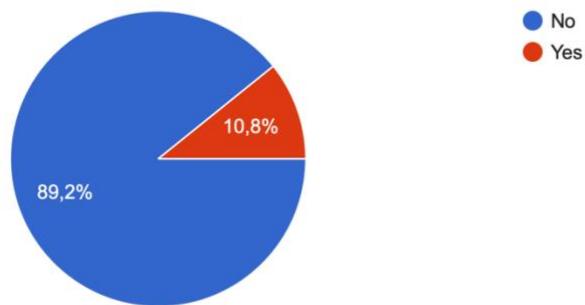
7. Your current job position involves?

102 răspunsuri



8. I have encountered any form of discrimination in carrying out my activity in NIMP.

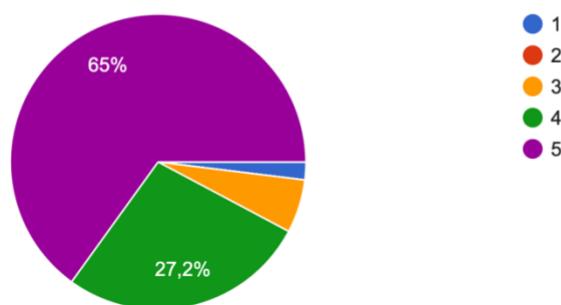
102 răspunsuri



Grades from 1 to 5, where 1 = total disagreement, 5 = total

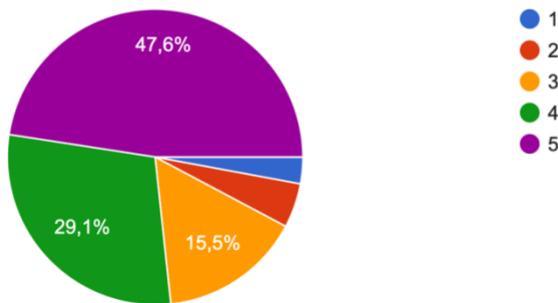
9. I know very well NIMP policy and procedures related to good practice in research, including aspects related to research ethics and academic integrity.

103 răspunsuri



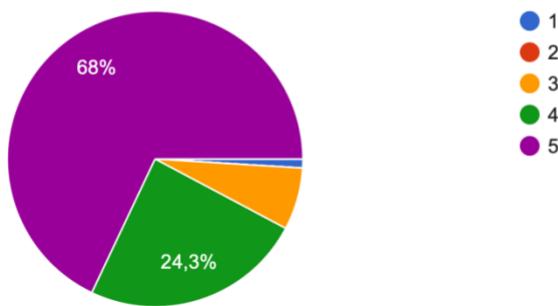
10. I know very well NIMP strategic decisions, mission, and vision, as well as institute's development strategies.

103 răspunsuri



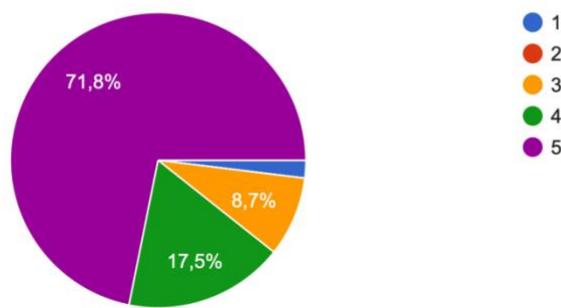
11. I know very well contractual and legal obligations related to my working position as well as NIMP internal regulations and rules.

103 răspunsuri



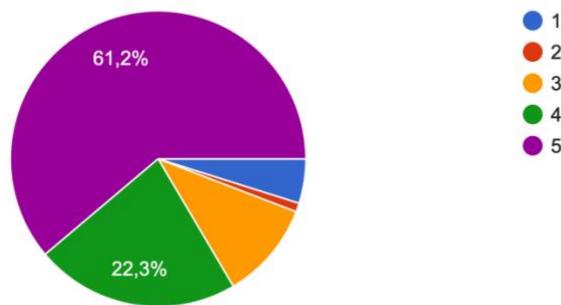
12. I am fully familiar with the evaluation system at my workplace.

103 răspunsuri



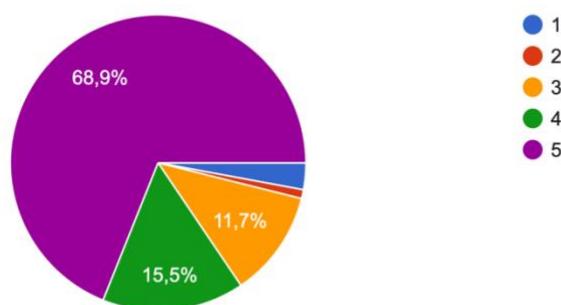
13. The recruitment strategy in NIMP is open, transparent and merit based.

103 răspunsuri



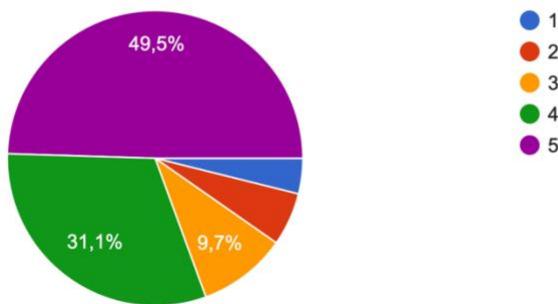
14. Vacant research positions are adequately communicated.

103 răspunsuri



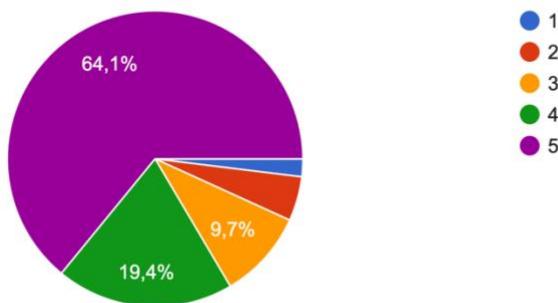
15. The recruitment and selection process in NIMP is efficient.

103 răspunsuri



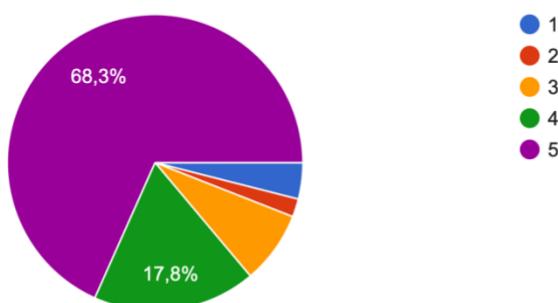
16. The selection procedures are simple and easy to understand for the candidates.

103 răspunsuri



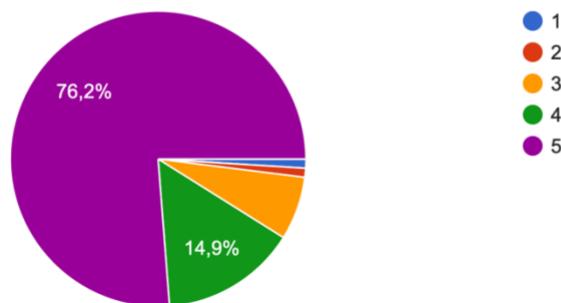
17. The selection announcements contain complete and detailed information about the position: the selection criteria, the number of available positions, responsibilities/duties, rights.

101 răspunsuri



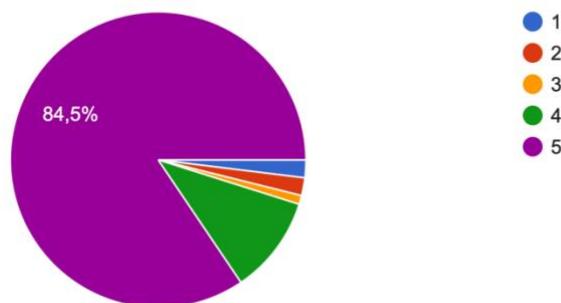
18. I am familiar with safe working practices, occupational security and health rules, as well as the rules governing data protection and confidentiality.

101 răspunsuri



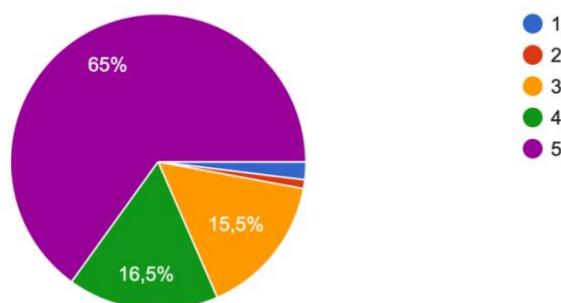
19. Gender equality and equal opportunities are actively supported in NIMP.

103 răspunsuri



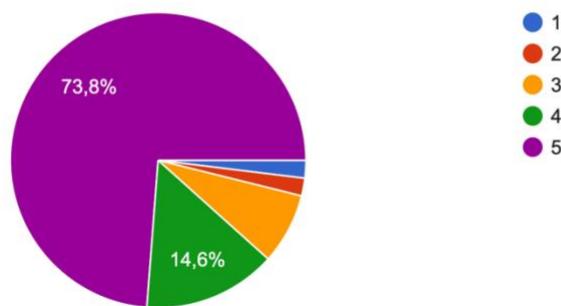
20. Autonomy in professional activity is encouraged and supported at all career levels.

103 răspunsuri



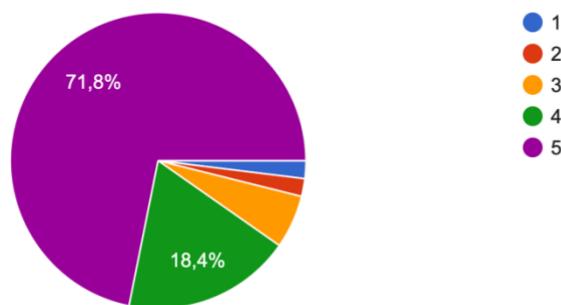
21. The evaluation process of researchers is carried out regularly and transparently.

103 răspunsuri



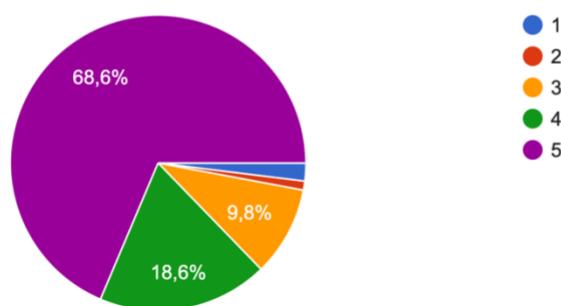
22. The recruitment/selection commissions bring together experts with different skills and experience, and there is an appropriate balance between women and men.

103 răspunsuri

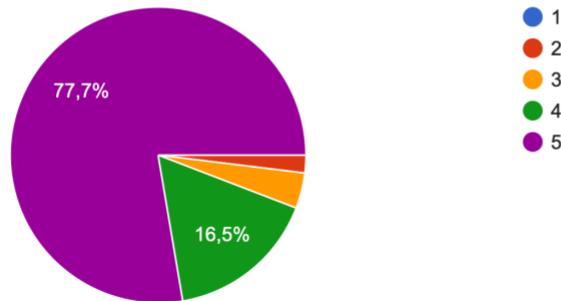


23. Candidates are informed before the selection process about the recruitment process and selection criteria, the number of available positions and career development prospect.

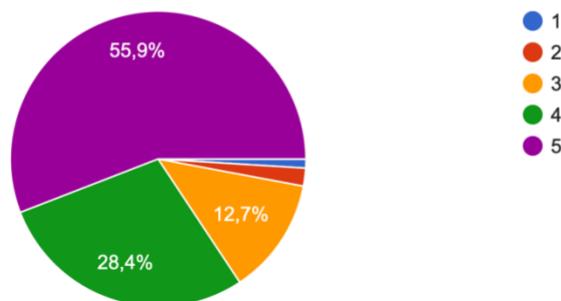
102 răspunsuri



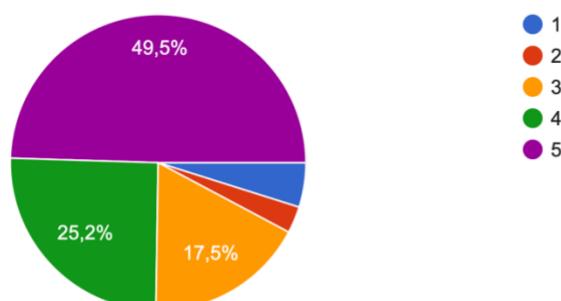
24. Performance evaluation in the recruitment and selection process includes aspects such as: academic and professional qualification, number and experience, ability to coordinate research teams.
103 răspunsuri



25. The selection committee evaluates, in addition to the scientific production, the general experience of the candidates, taking into account international mobility.
102 răspunsuri

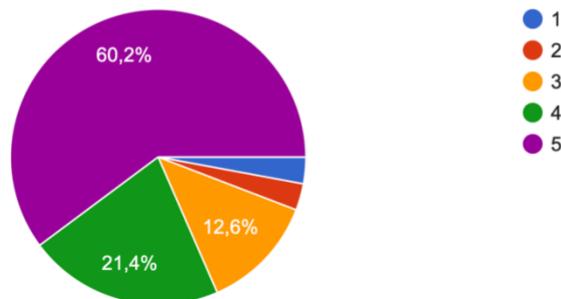


26. The selection committee evaluates, in addition to the scientific production, the general experience of the candidates, taking into account the creativity of the candidates.
103 răspunsuri



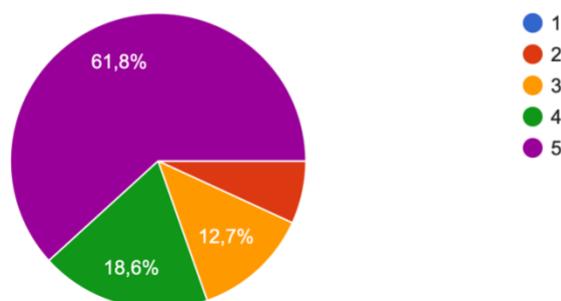
27. The selection committee evaluates, in addition to the scientific production, the general experience of the candidates, taking into account the ability to work autonomously.

103 răspunsuri



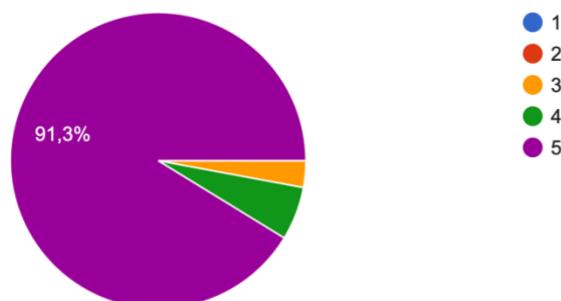
28. The selection committee evaluates, in addition to the scientific production, the general experience of the candidates, taking into account the ability to work in a team.

102 răspunsuri



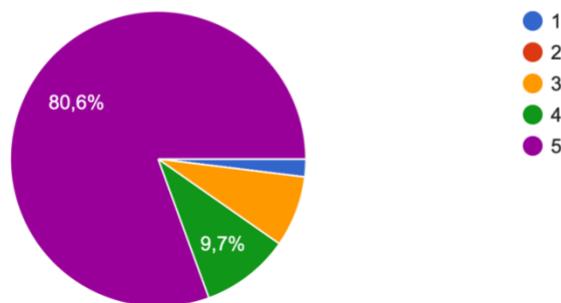
29. Researchers, staff and technical and administrative staff who work in research in NIMP know and benefit from social rights (e.g., sick leave, mat... accordance with the legislative provisions in force.

103 răspunsuri



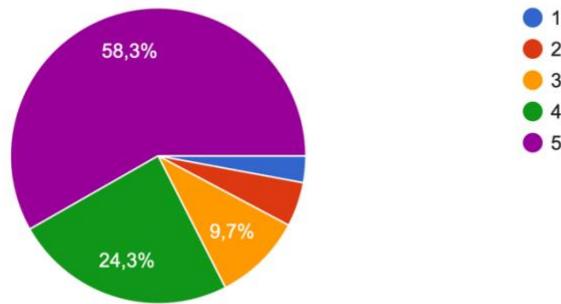
30. The administrative staff of the NIMP provides complete information on the social rights of the employed staff whenever needed.

103 răspunsuri



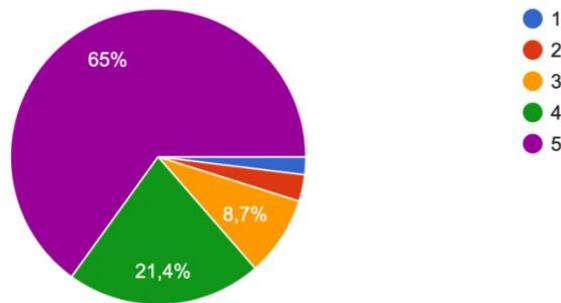
31. NIMP offers adequate professional training for research activities.

103 răspunsuri



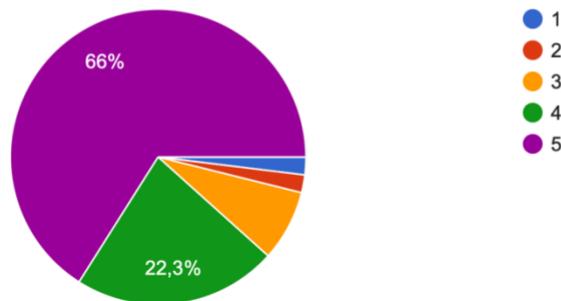
32. NIMP actively promotes and supports mobility internships held at institutions abroad.

103 răspunsuri



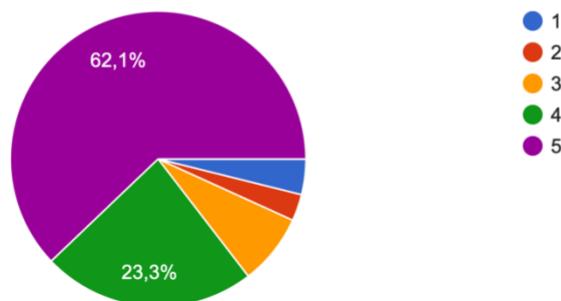
33. NIMP operates with clear procedures regarding advancement in the research career, as well as in the technical-administrative one involved in research activities/projects.

103 răspunsuri



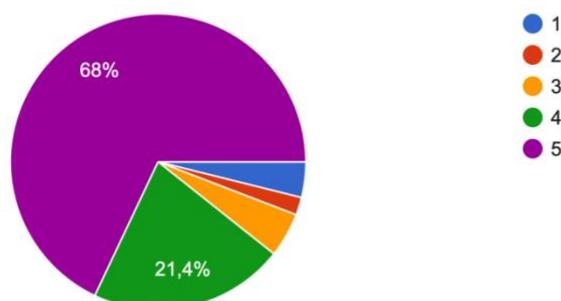
34. The working conditions (eg. sabbatical year, flexibility in organizing the work schedule) are the same at all career levels, regardless of the type of contract.

103 răspunsuri

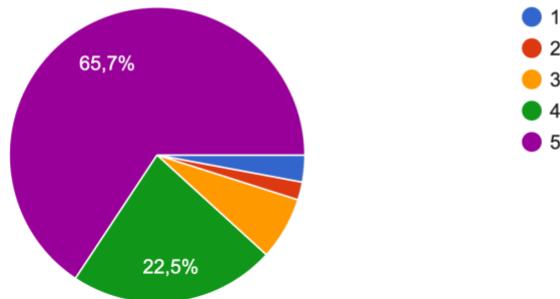


35. NIMP ensures adequate working conditions for researchers.

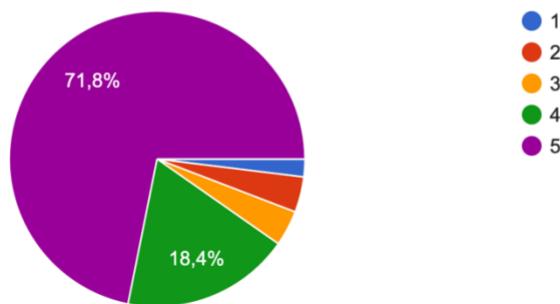
103 răspunsuri



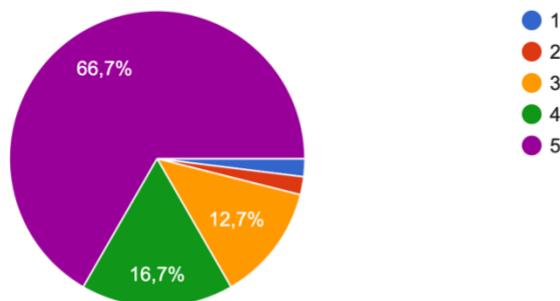
36. The managers responsible for the research activity ensure an effective working environment for the improvement and development of the researchers...ies specific to continuous professional training.
102 răspunsuri



37. NIMP offers researchers, and technical-administrative staff involved in research activities/projects, the necessary infrastructure to c...e research activity regardless of their career level.
103 răspunsuri

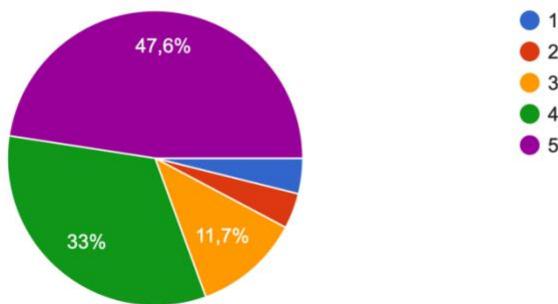


38. Researchers and technical-administrative staff involved in activities/research projects within the NIMP are adequately informed about funding opportunities.
102 răspunsuri



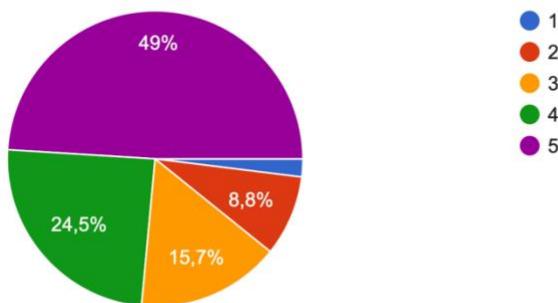
39. There is a strong mentorship activity in NIMP.

103 răspunsuri



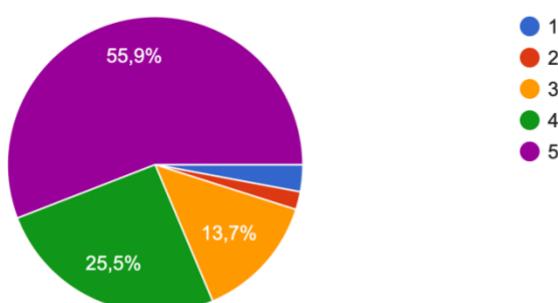
40. I am fully familiar with the procedures of the Research Ethics Commission.

102 răspunsuri



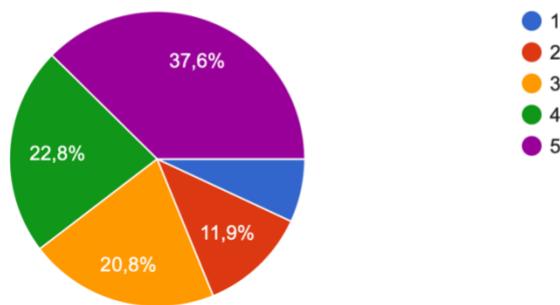
41. The Research Ethics Commission effectively solves the requests of researchers and technical staff.

102 răspunsuri



42. I have an individualized professional development plan established together with the direct manager.

101 răspunsuri



Suggestions:

1. There is still an incredible bureaucracy, taking up an important part of the researchers' effort. This bureaucracy is imposed by the authorities, especially by the Ministry of Research, Innovation and Digitalization, and has nothing to do with the NIMP management. By the way, "digitalization" is almost absent from the interactions with the Ministry. The same paperwork is required by programs managed by the Ministry as 20-25 years ago. In particular, managing PNRR projects is a real nightmare.

2. I suggest NIMP to adopt The European Code of Conduct for Research Integrity.

3. Statement 42 apply only to certain career levels.

4. Nice for asking my opinion! Lovely, because it is a very, very general survey! Simple, neat, and clear! Hmm, some people would say that: The good governing, communication and sustainability are in the details! Is it any room for improvements? Yes, maybe there is! Any money to do it? No, probably No, as usual.... so I just play the click game, enjoy the time I spend with the survey, and I have no further suggestions.

5. Criteria for an objective evaluation of each author contribution to any scientific production.