



UNIVERSIDAD DE  
MURCIA



**Operum**  
OFICINA DE PROYECTOS EUROPEOS  
UNIVERSIDAD DE MURCIA



HR EXCELLENCE IN RESEARCH

# HRS4R-UMU HUMAN RESOURCES STRATEGY FOR RESEARCHERS

## HRS4R 2022 SURVEY FOR UMU RESEARCHERS

*February 2022*



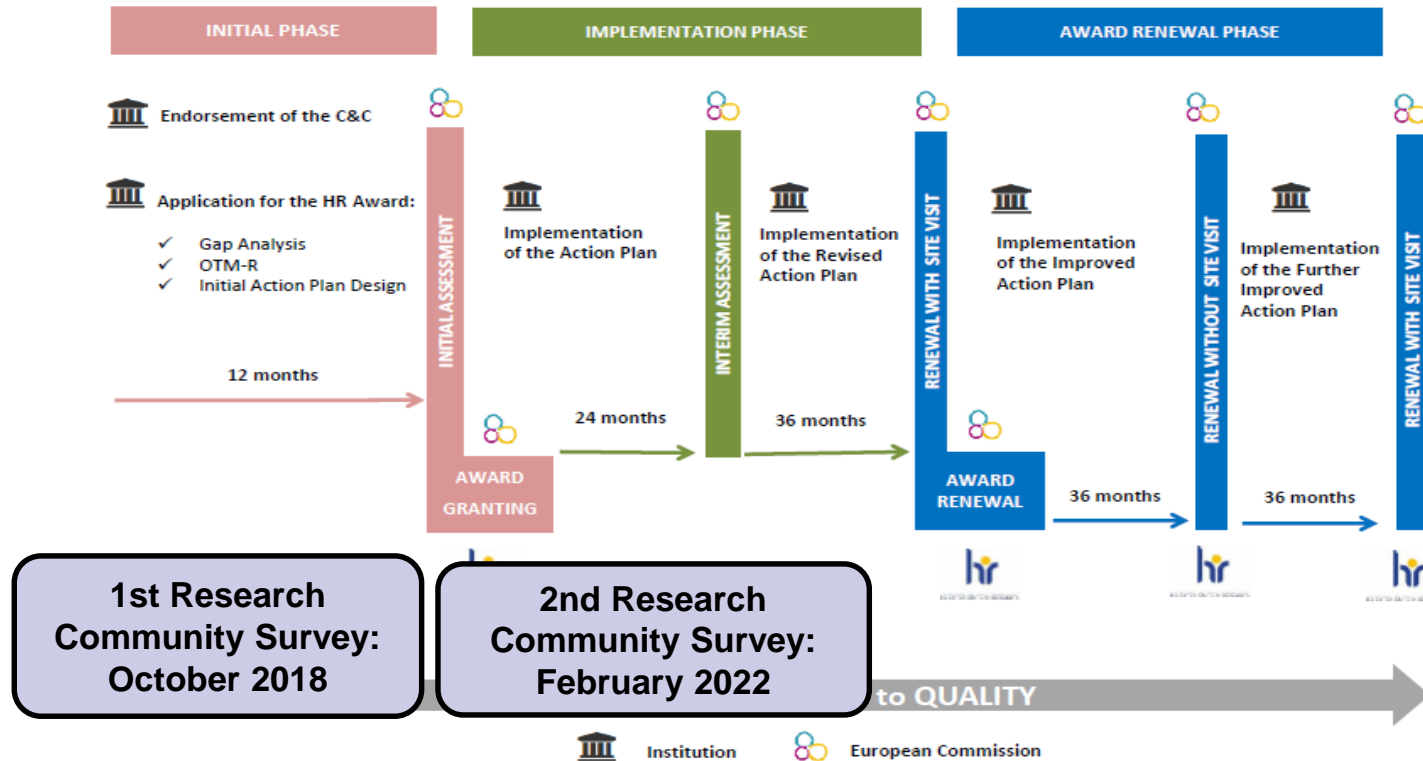
*“Una manera de hacer Europa”*  
Fondo Europeo de Desarrollo Regional



**cm**  
CAMPUS MARE NOSTRUM

# Active involvement of UMU researchers

1. **Researchers are the key actors**: The strategy is aimed at implementing policies and actions to make research careers more attractive. Institutions holding the **HR Seal of Excellence** guarantee that researchers will find a favourable working environment, granting the same rights and obligations in any EU country.
2. Phase of the process where your **participation is required** :



# The survey is similar to the one conducted in 2018

➤ The survey includes questions on the 40 Charter and Code principles, which are divided into 4 thematic blocks:

- Ethical and Professional Aspects
- Recruitment and Selection
- Working Conditions and Social Security
- Training and Development

➤ Each question will have two levels of response:

- level of achievement
- level of relevance
- Improvement actions: drop-down with generic measures to select from (e.g. guides or support manuals, training, workshops or advice).
- Free text: box to add other improvement actions (not mandatory)

	1	2	3	4	5	6	7	8	9	10	NS/NC
○	○	○	○	○	○	○	○	○	○	○	○
○	○	○	○	○	○	○	○	○	○	○	○

➤ A new question has been included at the end of each thematic block:

- Have you noticed relevant institutional changes since 2018 in relation to the implementation of these principles at UMU? Yes/No

# Sample survey Universidad de Murcia

## Working conditions and Social Security

### Sample question

III.5. UMU ensures that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate social security provision.

III.5. La UMU garantiza que los investigadores disfruten de condiciones justas y atractivas de financiación y/o de salarios con una seguridad social adecuada.

### Sample answer

Level of achievement:

Level of relevance:

Improvement actions:

1	2	3	4	5	6	7	8	9	10	NS/NC
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I.1.3. Improvement actions \*

- Guidelines and support documents
- Training
- Conferences and workshops
- Periodic communication actions
- Advice
- Other improvement measures. Specify
- None

# Technical features of the survey

1. Available in English and Spanish
2. Allow you to save and finish your answers at a later time
3. Will be sent to the UMU general lists (for researchers)

## Availability

1. The survey will be available **until 6 March 2022** for completion

## The results of the survey

1. The results of the survey will be published on the UMU website together with all the documentation related to the **HRS4R Strategy**
2. The results of the survey will be used for the preparation of the **evaluation report to be submitted to the European Commission** by 2 June 2022