

## COMPARING RESULTS OF THE QUESTIONNAIRE SURVEY GAWI TO THE EFIN METHODOLOGY

### Advertising and recruitment

- Comprehensibility of the demands to position candidates

	"V"	"O"
<i>agree</i>	43 %	75 %
<i>somewhat agree</i>	43 %	20 %
<i>somewhat disagree</i>	14 %	5 %
<i>disagree</i>	0 %	0 %

- Information about free position

	"V"	"O"
<i>the CRI, p. r. i. website</i>	12.5 %	38 %
<i>JobS.cz, advertising</i>	50 %	14 %
<i>personally</i>	25 %	48 %

### The selection process

- The selection criteria

	"V"	"O"
<i>education</i>	71.5 %	40 %
<i>practice</i>	29 %	35 %
<i>professional experience</i>	43 %	95 %
<i>personal qualities</i>	14 %	

### New employee work entering and adaptation

- Basic necessities

	"V"	"O"
<i>formal necessities</i>	100 %	90 %
<i>organisational necessities</i>	100 %	90 %
<i>onboarding</i>	71.5 %	50 %
<i>OSH training</i>	71.5 %	75 %
<i>internal regulations</i>	28.5 %	50 %
<i>another training</i>	14 %	15 %

- Mentor assigned

	"V"	"O"
<i>agree</i>	15 %	15 %
<i>disagree</i>	85 %	85 %

- Found mentor by themselves

	"V"	"O"
<i>agree</i>	39 %	47 %
<i>disagree</i>	61 %	53 %

## Qualification and education

- Practice

	"V"	"O"
<i>less than 5 years</i>	18.5 %	24 %
<i>5 – 10 years</i>	12 %	15 %
<i>11 – 15 years</i>	17 %	15 %
<i>over 16 years</i>	52 %	46 %

- Education

	"V"	"O"
<i>primary, secondary, post-secondary</i>		36 %
<i>bachelor's degree</i>	1 %	8 %
<i>master's degree</i>	29 %	47 %
<i>doctoral degree</i>	67.5 %	8 %

- Limited possibilities of further education

	"V"	"O"
<i>agree</i>	39 %	37 %
<i>disagree</i>	61 %	63 %

- Satisfactory possibilities of further education

	"V"	"O"
<i>agree</i>	31 %	30 %
<i>somewhat agree</i>	35.5 %	31.5 %
<i>somewhat disagree</i>	26.5 %	26.5 %
<i>disagree</i>	7 %	11 %

- Interested in further education

	"V"	"O"
<i>agree</i>	39 %	33 %
<i>somewhat agree</i>	40 %	37 %
<i>somewhat disagree</i>	18 %	17 %
<i>disagree</i>	3 %	13 %

- Motivation from the CRI, p. r. i., part

	"V"	"O"
<i>agree</i>	15.5 %	13 %
<i>somewhat agree</i>	23 %	25 %
<i>somewhat disagree</i>	43 %	40.5 %
<i>disagree</i>	17.5 %	21.5 %

- Personal plan of education

	"V"	"O"
<i>agree</i>	8 %	4 %
<i>disagree</i>	92 %	96 %

### Remuneration and benefits

- Salary compared to similarly posited employees in the Czech Republic

	"V"	"O"
<i>equal</i>	37 %	35 %
<i>lower</i>	61 %	62 %
<i>higher</i>	2 %	2.5 %

- Satisfied with the salary

	"V"	"O"
<i>agree</i>	12 %	11 %
<i>somewhat agree</i>	30 %	38 %
<i>somewhat disagree</i>	33.5 %	28 %
<i>disagree</i>	24.5 %	23 %

### Flexible time schedule

- Employment relationship

	"V"	"O"
<i>full-time</i>	77 %	78 %
<i>part-time</i>	22 %	21 %

- Flexible time schedule

	"V"	"O"
<i>exploited</i>	85.5 %	89 %
<i>not exploited</i>	14.5 %	11 %

## Evaluation of the employees

- Feedback given

	"V"	"O"
<i>agree</i>	28 %	11 %
<i>somewhat agree</i>	34 %	44 %
<i>somewhat disagree</i>	26 %	36 %
<i>disagree</i>	12 %	9 %

- Interested in evaluation

	"V"	"O"
<i>agree</i>	30 %	28.5 %
<i>somewhat agree</i>	34 %	34 %
<i>somewhat disagree</i>	21 %	31 %
<i>disagree</i>	15 %	6.5 %

## Equal opportunities

	"V"	"O"
<i>agree</i>	37 %	35 %
<i>somewhat agree</i>	43 %	36.5 %
<i>somewhat disagree</i>	18 %	15.5 %
<i>disagree</i>	7 %	13 %

## Discrimination in the CRI, p. r. i.

	"V"	"O"
<i>agree</i>	9 %	11.5 %
<i>somewhat agree</i>	2 %	5 %
<i>somewhat disagree</i>	37 %	25.5 %
<i>disagree</i>	62 %	58 %

## Communication inside the organisation (strategy, visions etc.)

	"V"	"O"
<i>agree</i>	13.5 %	9 %
<i>somewhat agree</i>	27 %	34 %
<i>somewhat disagree</i>	38 %	40.5 %
<i>disagree</i>	21.5 %	16.5 %

## Processes

- Clearly set

	"V"	"O"
<i>agree</i>	10 %	3 %
<i>somewhat agree</i>	34 %	65 %
<i>somewhat disagree</i>	14 %	21 %
<i>disagree</i>	15 %	10 %

- Sticking to processes

	"V"	"O"
<i>agree</i>	14 %	14 %
<i>somewhat agree</i>	54 %	48 %
<i>somewhat disagree</i>	26.5 %	30 %
<i>disagree</i>	6 %	8 %

Processed by: Milada Slezáková

28. 8. 2020