



Moravian Business College Olomouc

GAP Analysis

Evaluation of the Implementation of the Principles of European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

Annex No.1 – Methodology of the GAP Analysis

1. Research Team

Name	Position	Stage	Management line / Department
Mgr. Vladimíra Sedláčková – leader of the research team	Deputy Director for Economics and Operations		MVSO
doc. Ing. Jarmila Zimmermannová, Ph.D.	Rector / Researcher	R4	MVSO
doc. et doc. PhDr. Kateřina Ivanová, Ph.D.	Vice-rector for Science, Research and Development / Researcher	R4	MVSO
Ing. Marek Vaculík, Ph.D.	Deputy Director for Business / Researcher	R2	MVSO
Mgr. Jitka Lidaříková	Vice-rector for External Relations / Researcher	R1	MVSO
Mgr. Markéta Vítoslavská	HR specialist / Researcher	R1	MVSO
Mgr. Martin Fink	Methodology specialist / Researcher	R1	MVSO
Ing. Kateřina Vranová	Project Manager		MVSO
doc. Ing. Eva Sikorová, Ph.D.	Researcher, expert guarantor	R3	MVSO

doc. Ing. Adam Pawliczek, Ph.D.	Researcher, expert guarantor, department manager	R3	MVSO
doc. Ing. Petr Čermák, Ph.D.	Researcher, expert guarantor	R3	MVSO
Ing. Eva Jílková, Ph.D.	Researcher, department manager	R2	MVSO
Mgr. Veronika Říhová, Ph.D.	Researcher, department manager	R2	MVSO
Mgr. Tetiana Arkhangelska	Researcher, department manager	R2	MVSO
Ing. Stefan Kolumber, Ph.D.	Researcher, department manager	R2	MVSO

2. Methodology of the GAP Analysis

The input data for the processing of the GAP analysis was obtained through:

1. Focus group
2. Questionnaire survey among MVSO staff

Feedback is obtained from a number of sources, with forms of feedback being as follows:

- Employee feedback processed as part of employee evaluation
- System of meetings of individual organizational units, Board of Departments, MVSO management and company meetings
- Studying the internal rules and other internal documents of MVSO
- Submission and discussion of topics through elected representatives in the Academic Senate
- Academic Council meetings
- Direct communication

2.1. Focus group

A partial evaluation in the form of "Focus Group" was carried out in 06/2019 at the level of MVSO management and research team of activity "KA 2 - Setting up Strategic Management of the Research Organization in Accordance with the Conditions for Obtaining "HR Award"" in preparation of the ROKA project and elaboration of input analysis for feasibility study.

A group discussion took place on 20 May 2019 in the premises of Moravian Business College Olomouc.

The meeting was attended by:

Name	Position	Stage	Management line / Department
doc. Ing. Jarmila Zimmermannová, Ph.D.	Rector / Researcher	R4	MVSO
doc. et doc. PhDr. Kateřina Ivanová, Ph.D.	Vice-rector for Science, Research and Development / Researcher	R4	MVSO

Mgr. Vladimíra Sedláčková	Deputy Director for Economics and Operations		MVSO
Mgr. Markéta Vítošlavská	HR specialist / Researcher	R1	MVSO
Ing. Kateřina Vranová	Project Manager		MVSO

The discussion was moderated by Ing. Kateřina Vranová.

Information obtained was recorded into recording sheets prepared in advance and further processed in the document „Annex No. 3 Feasibility Study: KA 2 - Setting up Strategic Management of the Research Organization in Accordance with the Conditions for Obtaining “HR Award”” – Input Analysis

2.2. Questionnaire survey

The questionnaire survey was conducted between 25 September 2019 and 7 October 2019.

All employees relevant to the analysis, i.e. academic staff, specialists and managers, were involved in the survey.

Respondents were invited to participate in the survey in person at a company-wide meeting at which all employees were also informed about the strategy and implementation process of the HR Award and the key principles of the Charter and the Code (20 September 2019; see the attendance sheet). Subsequently, they were asked to complete the questionnaire by e-mail in two rounds (25/9 and 1/10). The questionnaire was administered electronically using the SurveyMonkey tool.

2.2.1. Technical data of the survey

Respondents: 51 respondents participated in the survey representing 82% of the population (out of 66 internal staff of MVSO). The average time to complete one questionnaire was 10 minutes 27 seconds.

Number of items in the questionnaire: 40, following the structure of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The items were conceived as multiple choice with the possibility to add respondents' own comment.

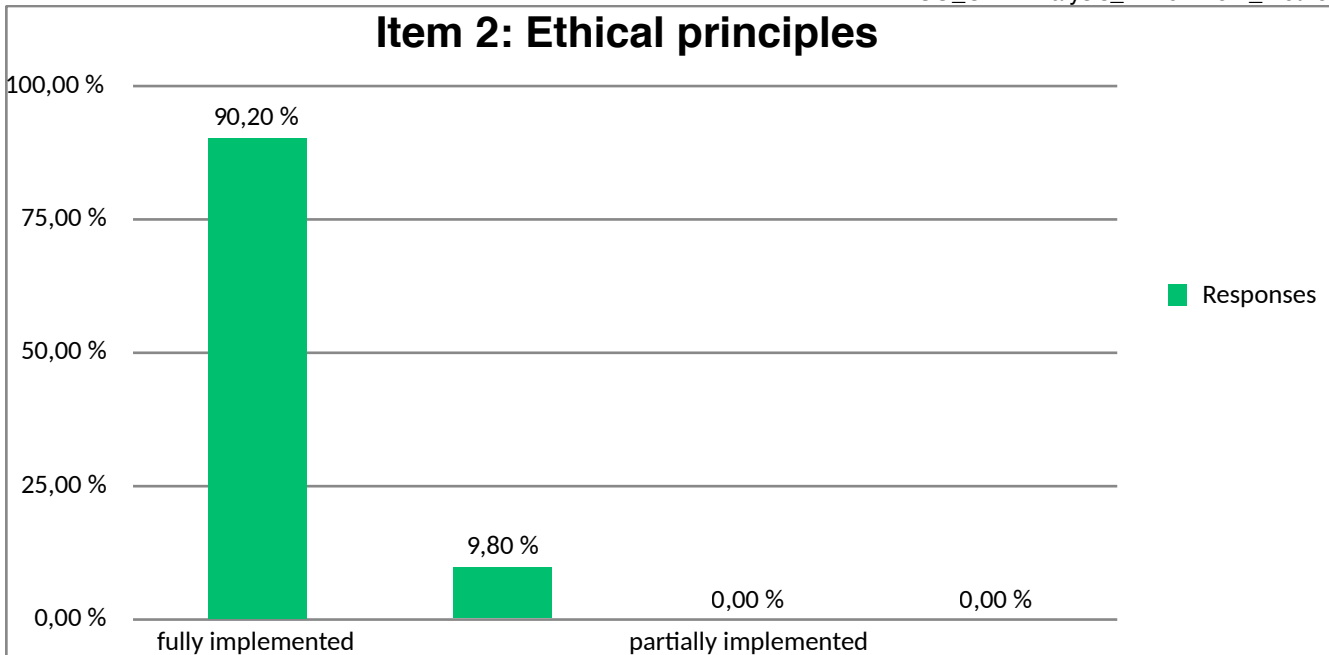
Completeness of the questionnaire (selected items): 39 respondents (76.4%) completed the questionnaire completely, 11 respondents (21.6%) skipped 1 item, but no more than 2 items were skipped.

Number of skipped items	Question number
1	9;11;16;22;23;31;32;33;34;37
2	36

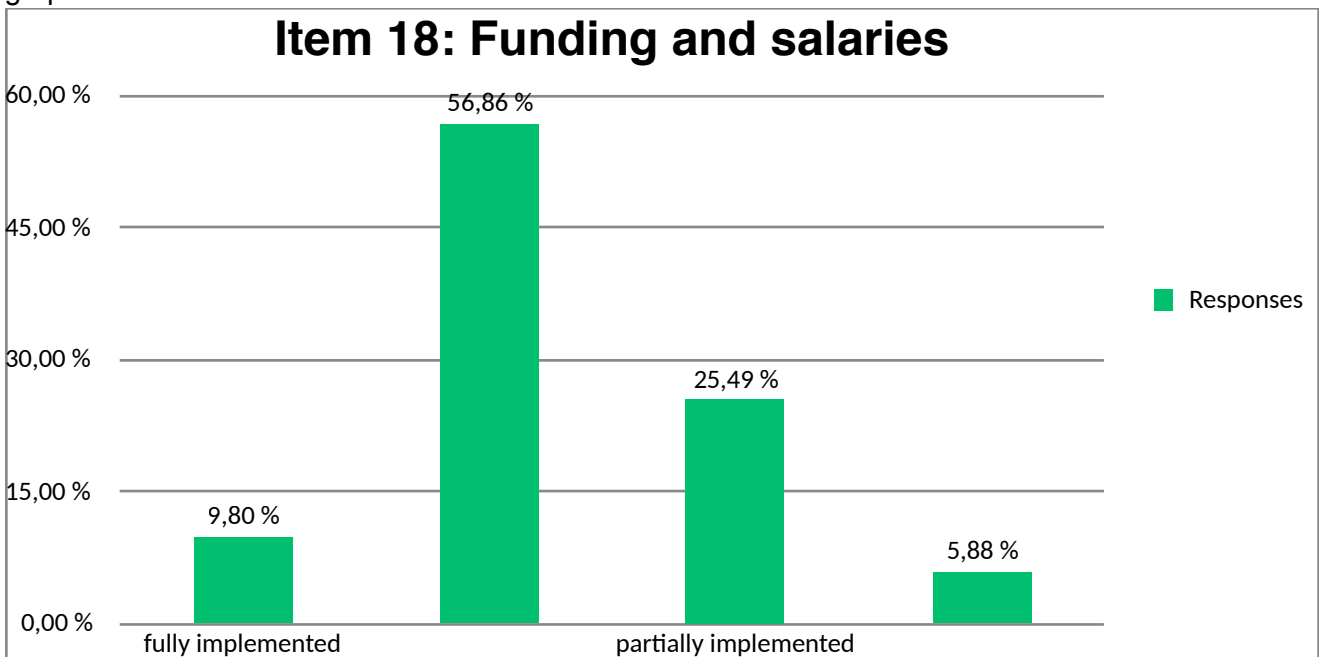
Comments: Respondents used the option to add their comments in 37 items of the questionnaire, only in three cases this option was not used (items 36; 37 and 40). Most of the comments (5) were registered under item 15 "Research environment". Relevant comments are part of the GAP analysis.

2.2.2. Selected outcomes

The highest score (relative response rate) for the „fully implemented“ response was achieved in item 2, as indicated in the graph below.



In contrast, the lowest score (relative response rate) in the same category was achieved in item 18, see the graph below.



Given the fact that MVSO is not implementing a doctoral programme yet, it is certainly not surprising that the highest score (relative response rate) for the “insufficiently implemented” response was achieved at item 40, with 100% reach.