

# Estrategia de Recursos Humanos para Investigadores en la Universidad de Murcia

## Human Resources Strategy for Researchers at UMU

### HSR4R-UMU

#### Survey assessing the level of compliance and the level of relevance of the 40 principles of the Charter and Code at the UMU. Main Conclusions

For all principles, respondents were asked to choose improvement actions related with the measures that will be put in practice through the Action Plan.

A **consultation was launched by the Vice-Rectorate for Internationalisation** which is responsible for managing international research programmes and organising the international mobility at the UMU, **on 31<sup>st</sup> October 2018**. The **survey ran until 22<sup>nd</sup> November 2018 and was available in Spanish and English to all UMU researchers (R1-R4)**. The **participation was 15.1%**, which is considered a high participation rate in this type of surveys. The **most participative age ranges were 41-50 years**, with 32.1%, and 51-60 years, with 30.7%. In terms of gender, 60.6% of participants were male, 35.3% female, and 1.1% chose not to answer.

The **scientific community of the Universidad de Murcia analysed each of the 40 principles of the Charter and Code** with respect to **two variables**: the **level of compliance** and the **level of relevance** of each principle. The **"gap type"** was calculated by taking as a **"serious" gap a difference of more than one point between the level of compliance and the level of relevance** and understanding, and a **"slight" gap** as a **difference of less than 1 point between the level of compliance and the level of relevance**.

The rationale used was:

1. Actions derived from principles identified in the survey as having failed (with serious gap), regardless of whether or not they are implemented in the GAP Analysis, have been categorised as **priority 1 actions**. Special attention has been paid to those in which the assessment made by the Working Group is high (fully implemented), but which the survey indicates a serious gap in terms of the level of compliance and the level of relevance (principles 5, 17 and 21).
2. Actions derived from principles identified in the survey as a serious or slight gap, but whose principle is not valued as having failed, have been considered as **priority 2 actions**.

Against this backdrop, **fourteen Priority 1 Actions related to principles 7, 11, 12, 16, 18, 25, 28, 30, 31, 32 and 34 have been identified to be developed during the first year of the Action Plan**. The predominant thematic blocks within these actions are those relating to working conditions and social security, recruitment and selection, and career development. **Actions 5, 17 and 21 are also included**.

---

**Six Priority 2 Actions have been identified related to principles 15, 23, 29, 33, 36 and 38 to be developed during the second year of validity of the Action Plan.** The predominant thematic blocks within these actions are those relating to working conditions and social security, recruitment and selection, and career development.

It is noteworthy that most of the actions to take identified by the Working Group in the gap analysis coincide entirely with the actions to take suggested by researchers at the University of Murcia. **The survey has been a very important outcome during the process because it has helped to prioritize the actions to be included in the Action Plan, fully taking into account the real needs of the R1 – R4 community at the UMU.**

The **results from the survey and the actions identified in the Gap Analysis** were also discussed in a meeting on Thursday 17<sup>th</sup> January 2019 with a **Focus Group of Researchers, comprising 10 researchers from R1 to R4.** The suggestions collected at that meeting have been included in the final version of the GAP Analysis as well as in the Action Plan.

---