

*Questionnaire for an employee or doctoral student*

This questionnaire is anonymous and your comments will be available only for the Directory Board in order to improve the working conditions.

1. How would you rate the working conditions in the Institute? Use the following scale:

- Very good (5)
- Good (4)
- Fair (3)
- Poor (2)
- Bad (1)

Please provide your comments in particular if you marked 1 (bad) or 2 (poor).

2. How would you rate the work quality of the following sections of the Institute administration? Please use the scale from 1 to 5 as in Question 1.

- Secretarial office:
  - Main secretarial office
  - Banach Center office
  - Scientific Council secretary
  - PhD studies secretary
  - Research projects
  - Foreign travels and settlements
- Accounts department
- HR
- Library
- IT department
- Administrative department
- Public procurements
- Front desk
- Cleaners

Please provide your comments in particular if you marked 1 (bad) or 2 (poor).

3. Is there an "open door" policy at IMPAN, allowing for contact with the administration and Directory Board of the Institute without excessive bureaucracy and formalities, including expressing reservations and comments as to specific decisions and working conditions at the Institute? Please mark one answer.

- AGREE
- SOMEWHAT AGREE

- NO OPINION
  - SOMETHAT DISAGREE
  - DISAGREE
4. In your opinion does IMPAN make every effort to ensure researchers work safety by compliancing with health and safety regulations? Please mark one answer.
- AGREE
  - SOMEWHAT AGREE
  - NO OPINION
  - SOMETHAT DISAGREE
  - DISAGREE
5. Does IMPAN follow the principles of equal rights for employees, regardless of gender, age, origin, religion, sexual orientation, language and disability? Please mark one answer.
- AGREE
  - SOMEWHAT AGREE
  - NO OPINION
  - SOMETHAT DISAGREE
  - DISAGREE
6. Does IMPAN care about ensuring appropriate working conditions, equipped workstations enabling domestic and international scientific cooperation as well as remote work? Please mark one answer.
- AGREE
  - SOMEWHAT AGREE
  - NO OPINION
  - SOMETHAT DISAGREE
  - DISAGREE
7. Do you get any support from your superiors (Heads of departments and Directory Board of IMPAN) in terms of your personal and professional development? Please mark one answer.
- AGREE
  - SOMEWHAT AGREE
  - NO OPINION
  - SOMETHAT DISAGREE
  - DISAGREE
8. As a new employee, were you sufficiently informed about the formalities to be completed, working conditions at the IM PAN, private insurance and public health insurance, and have you received support from administration employees? Please mark one answer
- AGREE
  - SOMEWHAT AGREE

- NO OPINION
- SOMETHAT DISAGREE
- DISAGREE

9. Would you like anything to be changed at IMPAN? Please mark one answer.

- NO
- YES

Please provide your comments in particular if you marked YES.