

2019 INESC TEC Climate Survey

RESULTS



Participation in this first survey was a success



Key periodical instrument
To all integrated members
Anonymous and online

Assess the perception all collaborators have about critical HR aspects



To better define the actions that will improve the way we work!

More than 400 integrated members had their say

80%
Hired-staff

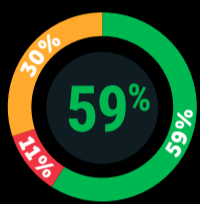
42%
Grant Holders

26%
Academic Members

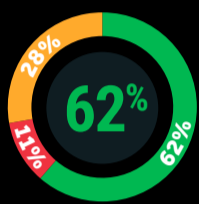
Showing a good level of involvement with the Institution

Global Results

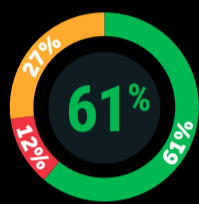
Positive Neutral Critical



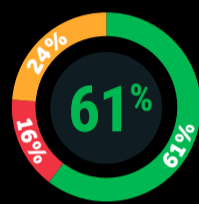
Institutional



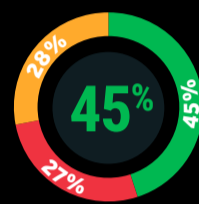
Motivation/Satisfaction



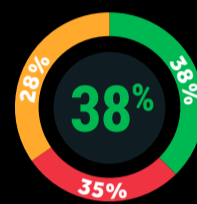
Work environment and team work



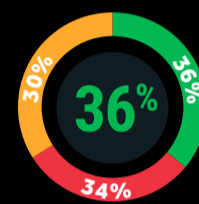
Leadership and communication



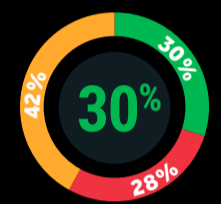
Performance Management



Training and development

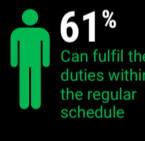
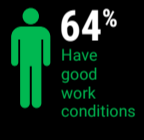
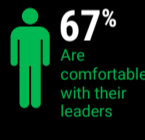
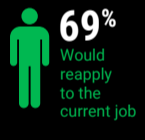
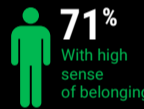
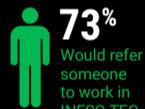


Career development

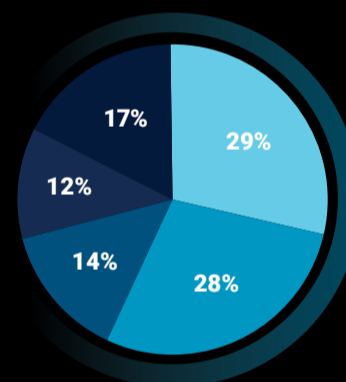


Compensation

High sense of belonging and good work spirit



Over 500 comments allowed a comprehensive view of the main issues of INESC TEC

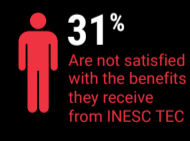
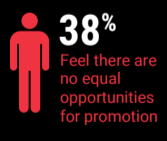
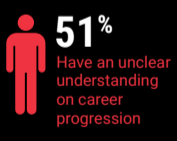


- Internal Communication and Coordination
- Work Environment
- Compensation & Benefits
- Career Development
- Others

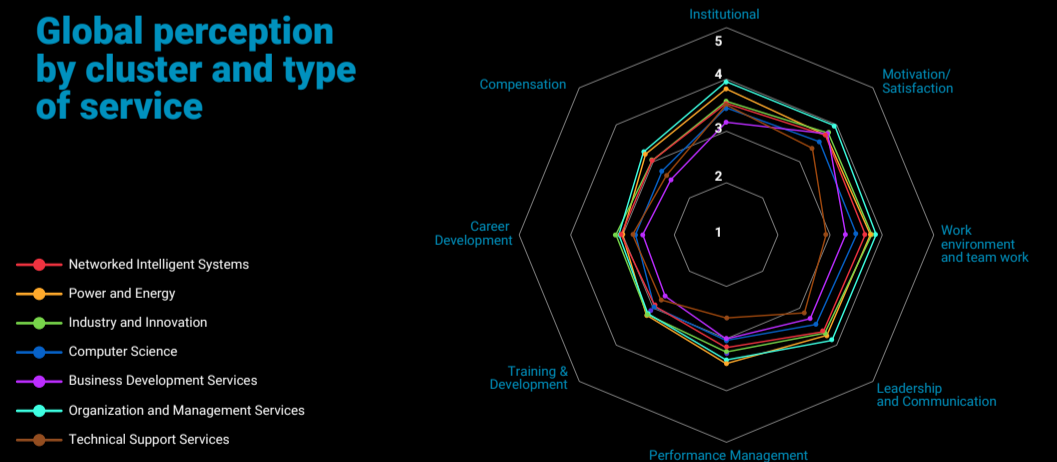
Frequent mentioned topics

- More transparency and clarity of the processes overall
- Improve the workplace
- Improve the work environment in general

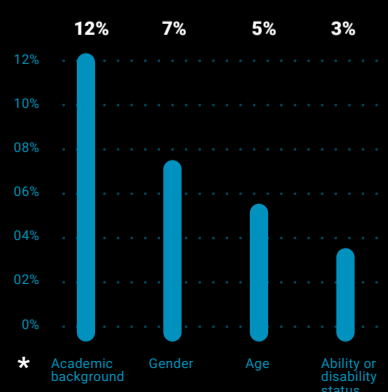
Critical aspects for the institution



Global perception by cluster and type of service

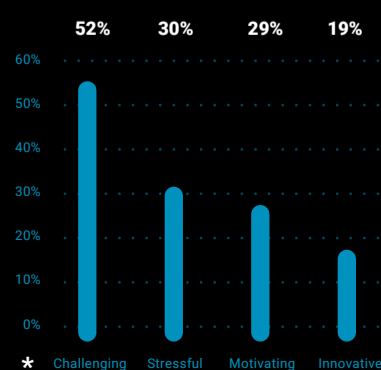


Discrimination



*Most mentioned topics

Describe your work



*Most mentioned topics

Overall perception



Motivation/Satisfaction
High sense of belonging
Acquire new knowledge



Career development
Training
Performance Management

Together we will make INESC TEC a better place to work!

