

## Dear Colleagues!

JINR Department of Science Organization Activities in cooperation with the Department of Sociology and Human Sciences of Dubna State University is conducting a survey on the social satisfaction of JINR staff with the organization of work and with working, living, research and recreational conditions. We invite you to participate in this study by filling in a questionnaire.

Your frank and detailed answers will ensure the survey objectivity, let us reach an actualized vision of the current processes and, thus, contribute to addressing topical concerns of the JINR employee.

The statistical data to be processed will be anonymous and protected when completed. Only summarized results will be used in reporting materials.

The questionnaire consists of 8 content blocks and a block of additional questions for staff members who are not citizens of the Russian Federation. The questionnaire is easy to complete.

- Read carefully each question and its answer options.
- Choose the answer that best matches your point of view and mark it.
- For some questions, you can choose to answer more than one option or write your own option, as reflected in the instructions to the question.

**Thank you in advance for participating in the survey!**

### **BLOCK 1.** *Common questions.*

#### **1.1. Please indicate the division of the Institute where you work:**

1. The Bogoliubov Laboratory of Theoretical Physics
2. The Dzhelapov Laboratory of Nuclear Problems
3. The Flerov Laboratory of Nuclear Reactions
4. The Veksler and Baldin Laboratory of High Energy Physics
5. The Frank Laboratory of Neutron Physics
6. The Meshcheryakov Laboratory of Information Technologies
7. The Laboratory of Radiation Biology
8. Other (*please specify*) \_\_\_\_\_

#### **1.2. Which category of staff do you belong to?**

*You can specify your own option under "Other" if the suggested options do not seem appropriate to you.*

1. Worker
2. Specialist
3. Researcher
4. Manager
5. Other (*please specify*) \_\_\_\_\_

#### **1.3. How long have you been working at the Institute?**

1. Less than 1 year
2. From 1 to 5 years
3. From 5 to 10 years
4. From 10 to 15 years
5. More than 15 years

### **BLOCK 2.** *Please answer a few questions about the content and conditions of work at the Institute.*

#### **2.1. Do you think it is prestigious to work at the Joint Institute for Nuclear Research?**

1. Yes, certainly prestigious
2. Yes, but only for a small circle of specialists
3. No, not prestigious at all

**2.2. Please rate your work according to the following parameters.**

	1	2	3	
Easy				Difficult
Interesting				Boring
Creative				Routine, monotonous
Promising				Unpromising
Important, meaningful				Unimportant, insignificant

**2.3. How satisfied are you overall with the following indicators?**

*Mark the degree of satisfaction for each indicator.*

Indicator	Completely dissatisfied	Rather dissatisfied	Rather satisfied	Quite satisfied	Not sure
1. Material and technical support					
2. Working hours and schedule					
3. Physical conditions of work (level of safety, noise, temperature, workplace contamination, etc.)					
4. Availability in the organization of comfortable places of rest, catering points, functional and utility rooms					
5. Financial incentive system (salary, prizes)					
6. Non-financial reward system (benefits for staff and members of their families, payment of additional expenses, provision of official housing, etc.)					
7. Organization of leisure activities (sports events, visiting exhibitions and concerts, organization of excursions, etc.)					
8. Opportunities for feed-back with the management					
9. Social climate in the team (relationships with colleagues)					
10. Internal information system					

**2.4. Are you satisfied with your relationship with your immediate supervisor?**

1. Quite satisfied
2. Satisfied in most cases
3. Most often dissatisfied
4. Completely dissatisfied
5. Not sure

**2.5. Can you go directly to the management with a question about the work process?**

1. Definitely, yes
2. Definitely, not
3. There is no need for this

**2.6. Can you address directly the management on a personal matter?**

1. Definitely, yes
2. Definitely, not
3. There is no need for this

**2.7. Can you openly express your ideas and suggestions to your immediate supervisor?**

1. Definitely, yes
2. Definitely, not
3. There is no need for this

**2.8. How would you rate the relationships among the colleagues in your work team?**

1. Good
2. Rather good
3. Neither good, nor bad
4. Rather bad
5. Bad

**2.9. Please describe the level of cooperation and mutual assistance in your work team:**

1. High level of cooperation: we are a solid team of like-minded persons
2. Medium level of cooperation: we cooperate sometimes to address specific tasks
3. Low level of cooperation: each to his own

**2.10. Are you a member of the Institute's trade union?**

1. Yes
2. No
3. Not sure

**BLOCK 3.** *This section presents questions about your career and organization of scientific activities.*

**3.1. You are currently working:**

1. On a contract
2. On a contract of employment for an indefinite period of time (permanently)

**3.2. Is your present post in line with your qualification (your knowledge and skills that allow you to meet the requirements of a particular position)?**

1. Yes, fully in line with it
2. No, my qualification is below the requirements of my position
3. No, my qualification is above the requirements of my position

**3.3. If you could choose the place of work again, would you still choose the job at the Institute?**

1. Definitely, yes
2. Definitely, not
3. Not sure

**3.4. How do you rate your career prospects at the Institute?**

1. Absolutely no prospects
2. Low
3. Sufficiently high
4. Very high
5. Not sure

**3.5. Are you satisfied with the opportunities offered by the Institute for your development and self-fulfillment?**

1. Completely dissatisfied
2. Rather dissatisfied
3. Rather satisfied
4. Quite satisfied
5. Not sure

**3.6. Would you move to work for another organization if you had the opportunity?**

1. Definitely, yes
2. Definitely, not
3. Not sure

### 3.7. How satisfied are you with the implementation of the following scientific activities at the Institute?

Please mark the degree of satisfaction for each item.

Indicator	Completely dissatisfied	Rather dissatisfied	Rather satisfied	Quite satisfied	Not sure
1. Opportunities for publication activities					
2. Work of the Institute's dissertation councils					
3. Facilities for the defense of dissertations (conditions for research, experiments, etc.)					
4. Competition funding, research grants					
5. Organization of and participation in scientific conferences and seminars at various levels					
6. Organization of and participation in research projects and collaborations, including international ones					
7. Prospects for scientific development					

#### **BLOCK 4.** *The questions in this section are about your financial situation.*

##### **4.1. Is your income earned at the Institute your main source of income?**

1. Yes, the income from the Institute is my main source of income
2. No, the income from the Institute is just a supplementary source of my income
3. I find it difficult to answer this question

##### **4.2. Please indicate your AVERAGE MONTHLY INCOME for the last several months (in rubles):**

*Consider only the income received from the Institute*

1. Less than 15 000
2. 15 000 – 30 000
3. 30 000 – 45 000
4. 45 000 – 60 000
5. 60 000 – 75 000
6. 75 000 – 100 000
7. 100 000 – 150 000
8. More than 150 000
9. I find it difficult to answer this question

##### **4.3. Which of the following assessments best describes your financial situation?**

1. There is not even enough money to buy food
2. There is only enough money to buy food, buying clothes presents serious problems
3. There is enough money to buy essential food and clothing, but for larger purchases I have to save up
4. Buying most durable goods (such as large domestic appliances) is not difficult, but I cannot buy a new car without credit
5. There is enough money for everything except expensive purchases such as a summer cottage or an apartment. If necessary, I can afford to buy an apartment on credit / mortgage
6. If necessary, I can freely afford to buy an expensive car or an apartment
7. I find it difficult to answer this question

**4.4. How much do you need to earn per month to live comfortably (in rubles)?**

1. Less than 15 000
2. 15 000 – 30 000
3. 30 000 – 45 000
4. 45 000 – 60 000
5. 60 000 – 75 000
6. 75 000 – 100 000
7. 100 000 – 150 000
8. More than 150 000
9. I find it difficult to answer this question

**4.5. How has your financial situation changed over the last year?**

1. Considerably deteriorated
2. Slightly deteriorated
3. Remained at the same level
4. Slightly improved
5. Greatly improved

**4.6. Are you satisfied with your current financial situation?**

1. Completely dissatisfied
2. Rather dissatisfied
3. Rather satisfied
4. Quite satisfied
5. Not sure

**4.7. What ways of NON-financial support for the Institute’s staff do you know / have you heard of?**

*You can choose any number of answers.*

1. Provision of official housing and payment for its maintenance
  2. Partial payment for housing rented by staff
  3. Interest-free home loans
  4. Provision of discounted vouchers for staff and their families
  5. Supplementary health insurance
  6. Payment of transport expenses, provision of an official vehicle
  7. Delivery of staff to and from work
  8. Catering for food at preferential rates
  9. Discounted admission to sports facilities of JINR
  10. Advanced training, social and personal training at the employer’s expense
  11. I don’t know any of the above
  12. Other (*please specify*) \_\_\_\_\_
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**4.8. Does the Institute have programs to support young specialists?**

1. Yes
2. No
3. Not sure

**4.9. In your opinion, is there a need to implement a support program for young specialists?**

1. Yes
2. No
3. Not sure

**4.10. If you answered “Yes” to the previous question, write down what support programs for young specialists are needed at the Institute.** \_\_\_\_\_

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**4.11. Are support programs for other categories of staff being implemented at the Institute?**

1. Yes
2. No
3. Not sure

**4.12. In your opinion, is there a need to implement support programs for other categories of staff?**

1. Yes
2. No
3. Not sure

**4.13. If you answered “Yes” to the previous question, write down exactly what kind of staff support programs are needed at the Institute.** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**BLOCK 5.** *This section includes questions about your living conditions.*

**5.1. What type of housing are you currently living in?**

1. The Institute’s hostel
2. Official apartment (provided by the Institute)
3. Rental housing (with partial compensation from the Institute)
4. Rental housing (rented in person)
5. Own housing
6. Other (*please specify*) \_\_\_\_\_

**5.2. How satisfied are you with the current housing situation?**

1. Completely dissatisfied
2. Rather dissatisfied
3. Rather satisfied
4. Quite satisfied
5. Not sure

**5.3. Which of the following does not suit you most in the current housing situation?**

*Choose no more than two answer options.*

1. Everything suits
2. Housing location
3. Living space
4. Housing layout
5. Housing costs
6. Repair quality
7. Livability of adjacent area
8. Other (*please specify*) \_\_\_\_\_

**5.4. Do you need to improve your housing conditions?**

1. Absolutely, yes
2. More likely yes, but not critical
3. Probably not
4. No, I don’t see the need
5. Not sure

**5.5. What forms of support in improving housing conditions do you need?**

1. Provision of official housing
2. Partial payment for rented housing
3. Providing an interest-free loan
4. Granting a loan, credit
5. Partial payment of the mortgage
6. No
7. Other (*please specify*) \_\_\_\_\_

**BLOCK 6.** *The questions in this section relate to social infrastructure, both in the city and at the Institute.*

**6.1. The following are the main sectors of the city’s social infrastructure. How satisfied are you with the state of affairs in Dubna in each sector?**

*Please mark the degree of satisfaction for each item.*

Sector	Completely dissatisfied	Rather dissatisfied	Rather satisfied	Quite satisfied	Not sure
1. Health care					
2. Early childhood education					
3. School education (basic and supplementary)					
4. Secondary and higher education					
5. Retail trade					

Sector	Completely dissatisfied	Rather dissatisfied	Rather satisfied	Quite satisfied	Not sure
6. Service industry					
7. Public transport					
8. Social and cultural facilities and institutions (museums, libraries, theatres, clubs, etc.)					
9. Sports and fitness facilities and institutions (stadiums, sports grounds, etc.)					
10. Leisure and recreational activities (including children playgrounds, park development)					

**6.2. In your opinion, what are the most significant problems in the social infrastructure of Dubna?**

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**6.3. How would you rate the level of social infrastructure in Dubna on average?**

*Sectors of the city's social infrastructure are listed in question 6.1.*

1. Very low
2. Low
3. Medium
4. High
5. Very high

**6.4. What facilities, institutions and organizations do you think are insufficient in Dubna?**

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**6.5. The following are the basic facilities of JINR social infrastructure. Do you use the services of the facilities listed and, if so, how often?**

JINR social infrastructure facilities	Use it regularly	Use it sometimes	Use it rarely	Do not use
Cultural Center "Mir"				
JINR Blokhintsev Universal Library ("Blokhinka")				
JINR Museum of the History of Science and Technology				
Stadium "Nauka"				
Swimming pool "Arkhimed"				
Sports house				
Yacht club				
Tennis courts				
Recreation center "Volga"				
Tourist shelter "Lipnya"				
Resort hotel "Ratmino"				
Boarding house "Dubna" (town of Alushta)				

**6.6. If you answered that you use the services of one or more facilities RARELY or NEVER, please write why.**

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**6.7. The following are the basic facilities of the JINR restaurant complex. Do you use the services of the facilities listed and, if so, how often?**

JINR restaurant complex facilities	Use it almost every day	Use it a few times a month	Use it no more than a few times a year	Do not use
Restaurant of the hotel "Dubna"				
Cafe of the International Conference Hall				
Cafe of the Scientists' Club				
Canteens, cafes and cafeterias at the JINR sites				
Cafe "Pizzeroni" (VBLHEP site)				

**6.8. If you answered that you use the services of one or more facilities RARELY (no more than a few times a year) or NEVER, please state why. You can choose any number of answer options.**

1. High prices
2. Not satisfied with assortment diversity
3. Poor quality of food
4. Not satisfied with the level of service, staff's attitude to visitors
5. Poor sanitary conditions
6. Inconvenient working hours
7. Other (*please specify*) \_\_\_\_\_

**6.9. How satisfied are you in general with the services provided in the restaurants, canteens, cafes and cafeterias of JINR? You can only evaluate objects that you know. If you are unable to rate, select "not sure".**

JINR restaurant complex facilities	Rather dissatisfied	Quite satisfied	Not sure
Canteen at the DLNP site			
BLTP cafeteria			
LIT cafeteria			
FLNR cafeteria			
FLNP cafeteria			
Canteen at the VBLHEP site			
Cafe "Pizzeroni"			
Restaurant of the hotel "Dubna"			
Cafe of the International Conference Hall (ICH)			
Cafe of the Scientists' Club			

**6.10. If you have any suggestions, comments or ideas on the JINR staff catering, you can write them here.**

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**6.11. How satisfied are you with the improvement of the JINR sites?**

1. Completely dissatisfied
2. Rather dissatisfied
3. Rather satisfied
4. Quite satisfied
5. Not sure

**6.12. What elements or objects of improvement do you think are lacking at the JINR sites?**

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**BLOCK 7.** *There is only one question in this section .)*

**7.1. How important are the following indicators to you personally? Rate the level of importance of each indicator on a scale of 1 to 10, where “1 – completely unimportant”, “10 – very important”.**

Indicator	1	2	3	4	5	6	7	8	9	10
Working conditions and organization of work (including working hours and schedules, indicators of physical environment, a system of financial and non-financial incentives, organization of leisure activities and information system)										
Career prospects										
The content of work (its complexity, interestingness, prestige, opportunities for self-fulfillment)										
Financial situation										
Living conditions										
Research activity organization (including publishing capability, work of dissertation councils, competition funding and grants, participation in conferences, prospects for scientific development)										
City’s social infrastructure										
JINR’s social infrastructure										

**BLOCK 8.** *Please answer a few questions about yourself.*

**8.1. Please state your gender:**

1. Female
2. Male

**8.2. Please state your age (number of full years):** \_\_\_\_\_

**8.3. Please state your marital status:**

1. Married
2. Single
3. Divorced
4. In an unregistered relationship
5. Other (*write what exactly*) \_\_\_\_\_

**8.4. Do you have children?**

1. Yes
2. No
3. No at the moment, but they are expected

**8.5. Please state your citizenship:**

1. Russian Federation [*Move on to the final question at the end of the next page*].
2. Other (*please specify*) \_\_\_\_\_ **[Proceed to Block 9]**

**BLOCK 9. Questions for JINR staff members who are foreign citizens.**

**9.1. Please write how you found out about JINR.** \_\_\_\_\_  
\_\_\_\_\_

**9.2. Are you working at JINR under the direction of the Plenipotentiary?**

1. Yes
2. No

**9.3. Please state the main purpose of your coming to Dubna.** \_\_\_\_\_  
\_\_\_\_\_

**9.4. Who mainly helped you to settle in and adapt in the first time after arrival at Dubna?**

1. Colleagues
2. Friends
3. Management (of the department, laboratory)
4. Members of the national community
5. Other (*please specify*) \_\_\_\_\_

**9.5. Who are you most likely to contact for help if you have a social or domestic problem?**

1. Colleagues
2. Friends
3. Management
4. Members of the national community
5. Other (*please specify*) \_\_\_\_\_

**9.6. Who are you most likely to contact for help if you have a work problem?**

1. Colleagues
2. Management
3. Members of the national community
4. Other (*please specify*) \_\_\_\_\_

**9.7. When your work/study time at the Institute is over, would you like to:**

1. Go home
2. Go to another country
3. Stay in Dubna
4. Stay in Russia but move to another city
5. Other (*please specify*) \_\_\_\_\_

**THANK YOU VERY MUCH FOR PARTICIPATING IN THE SURVEY!**

**In conclusion, please offer your comments, ideas and suggestions on any of the topics covered in the study.**

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