

EURAXESS

- HOME
- JOBS & FUNDING
- CAREER DEVELOPMENT
- PARTNERING
- INFORMATION & ASSISTANCE
- NATIONAL PORTALS
- EURAXESS WORLDWIDE
- MY EURAXESS
- SEARCH

Important message to institutions:

Site Visits: All HRS4R in-house audits planned for 2021 and the foreseeable future in 2022 will be conducted remotely with the consent of the host institution. Should your institution be at renewal stage, once you submit your self-assessment online via the e-tool, the EC will be in contact with you to set a date for the remote visit together with a panel of independent experts. Should the institution prefer a classic on-site visit, the audit will be postponed. Meanwhile, institutions involved in the process can continue using the HR Excellence in research award.

Process Description

Case number: 2021SK601067
Name Organisation under review: University of Economics in Bratislava
Organisation's contact details: Dolnozemska cesta 1, Bratislava, 852 35

Submission date: 03/03/2022
Date endorsement charter and code: 03/02/2021

Process

The HRS4R process must engage all management departments directly or indirectly responsible for researchers' HR-issues. These will typically include the Vice-Rector for Research, the Head of Personnel, and other administrative staff members. In addition, the HRS4R strategy must consult its stakeholders and involve a representative community of researchers ranging from R1 to R4, as well as appoint a Committee overseeing the process and a Working Group responsible for implementing the process.

Please provide the name, the position and the management line/ department of the persons who are directly or indirectly engaged in the HRS4R process in your organisation:

Name	Position	Steering Committee	Working Group	Management line/ Department
Assoc. Prof. Dipl. Ing. Paula Puškárová, DIS. Art., PhD.	Vice-Rector for Research and Doctoral Studies	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Rectorate
Assoc. Prof. Dipl. Ing. Jana Péllová, PhD.	Vice-Rector for Management of Academic Projects	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Rectorate
Assoc. Prof. Dipl. Ing. Zuzana Juhászová, PhD.	Vice-Rector for Education	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Rectorate
Assoc. Prof. Dipl. Ing. Boris Mattoš, PhD.	Vice-Rector for International Relations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Rectorate
Assoc. Prof. Dipl. Ing. Mgr. Gabriela Dubcová, PhD.	Chair of the Ethics Committee	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Business Management
Dipl. Ing. Marcel Novák, PhD.	Vice-Dean for Research and Doctoral Studies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of National Economy
Assoc. Prof. Dipl. Ing. Martin Lábal, PhD.	Head of Department	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of National Economy
Mgr. Dipl. Ing. Kristína Jančovičová-Bognárová, PhD.	Vice-Dean for Development and Social Care of Students	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of National Economy
Dipl. Ing. Zdena Kristófová	Secretary/Bursar of the Faculty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of National Economy
Dipl. Ing. Ivana Lennerová, PhD.	Secretary of the Department	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of National Economy
Dipl. Ing. Jozef Orgoniáš, PhD.	Vice-Dean for Development & Quality Assurance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Commerce
Dipl. Ing. Róbert Reháč, PhD.	Vice-Dean for Research and Doctoral Studies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Commerce
Dipl. Ing. Mária Blahušáková, PhD.	Vice-Dean for Development, International Relations and Public Relations	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Business Informatics
Prof. Dipl. Ing. Ivan Brezina, PhD.	Dean	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Business Informatics
Prof. Mgr. Erik Šoltés, PhD.	Vice-Dean for Research and Doctoral studies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Business Informatics
Dipl. Ing. Zlata Melíšeková	Secretary/Bursar of the Faculty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Business Informatics
Assoc. Prof. Dipl. Ing. Jana Blišťáková, PhD.	Vice-Dean for International Relations	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Business Management
Assoc. Prof. Dipl. Ing. Mgr. Zuzana Joniaková, PhD.	Head of Department	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Business Management
Mgr. Michael Augustín, PhD.	Vice-Dean for Development	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of International Relations
Dipl. Ing. Emília Nováková	Secretary/Bursar of the Faculty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of International Relations
JUDr. Klaudia Hraniková Pyteľová, PhD.	Vice-Dean for International Relations	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of International Relations
Mgr. Michaela Čieľová, PhD.	Assistant Professor, Project Manager	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Applied Languages
PhDr. Ildikó Némethová, PhD.	Vice-Dean for International Relations	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Applied Languages
Assoc. Prof. Mgr. Mária Spišáková, PhD.	Vice-Dean for Science and Research	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Applied Languages
Mgr. Andrea Tureková, PhD.	Head of Department	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Applied Languages
PaedDr. Eva Stradiotová, PhD.	Vice Dean for Education, Statutory Deputy of the Dean	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Applied Languages
Mgr. Ingrid Kunovská, PhD.	Assistant Professor	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Applied Languages
PhDr. Tatiana Hriviková, PhD.	Assistant Professor	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Applied Languages
Mgr. Jana Kucharová, PhD.	Assistant Professor	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Applied Languages
Dipl. Ing. Matej Hudák, PhD.	Vice-Dean for International Relations and Informatization	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Business Economy with seat in Košice
Assoc. Prof. Ing. Emília Duřová Spišáková, PhD.	Vice-Dean for Research and Doctoral Studies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Faculty of Business Economy with seat in Košice
Dr. h. c. prof. RNDr. Michal Tkáč, PhD.	Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Faculty of Business Economy with seat in Košice
prof. Ing. Peter Markovič, PhD.	Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Faculty of Business Management
prof. Ing. Helena Majdúchová, PhD.	Chair of EUBA Academic Senate	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Faculty of Business Management
Assoc. prof. PhDr. Rudolf Kucharčík, PhD.	Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Faculty of International Relations
Assoc. prof. PhDr. Radoslav Štefančík, MPol. PhD.	Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Faculty of Applied Languages
Prof. Ing. Erika Pastoráková, PhD.	Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Faculty of National Economy
Assoc. Prof. Ing. Peter Drábik, PhD. MSc.	Dean	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Faculty of Commerce
Dipl. Ing. Zora Szakalová	Chair of EUBA Trade Unions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Faculty of Commerce
RNDr. Daniela Lukáčová	Head of EUBA Human Resources	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Rectorate
Dipl. Ing. Jana Švandová, PhD.	Head of EUBA Payroll	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Rectorate
Dipl. Ing. Jana Tkáčová	Head of EUBA Department for Research and Doctoral Studies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Rectorate
Mgr. Alexander Platzner	EUBA Project Centre	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Rectorate
Bc. Andrea Petianová	EUBA Department for Research and Doctoral Studies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Rectorate
Mgr. Alena Luleyova	EUBA Department for Research and Doctoral Studies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Rectorate
Dr.h.c. prof. Ing. Rudolf Sivák, PhD.	Vice-Rector for Development	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Rectorate
Dipl. Ing. Mária Dziurová	EUBA Bursar	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Rectorate
prof. Ing. Ferdinand Daňo, PhD.	Rector	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Rectorate

Your organisation must consult its stakeholders and involve a representative community of researchers ranging from R1 to R4, as well as appoint a Committee overseeing the process and a Working Group responsible for the implementation of the HRS4R process.

Provide information on how the researchers groups were involved in the GAP-analysis:

Stakeholder group	Consultation format	Contributions
R1 – R4 researchers / employees of EUBA	survey / questionnaire	Quantitative data on perceived level of implementation of the Charter & Code principles; identification of gaps and areas for improvement in existing HR policies.
lecturers / employees of EUBA	survey / questionnaire	Quantitative data on perceived level of implementation of the Charter & Code principles; identification of gaps and areas for improvement in existing HR policies.
Department for Personnel and Social Questions (HR)	semi-structured interviews	Qualitative analysis of the existing HR policies, detailed mapping of gaps and identification of areas for improvement in existing HR policies.
Department of Labor Economics and Wage Accounting Department (Payroll)	semi-structured interviews	Qualitative analysis of the existing HR policies, detailed mapping of gaps and identification of areas for improvement in existing HR policies.
Ethics Committee	semi-structured interviews	Qualitative analysis of the existing HR policies, detailed mapping of gaps and identification of areas for improvement in existing HR policies.
Deans, Rector, 5 Vice-Rectors, Bursar Academic Senate, Trade Unions, Students Parliament / Ethics Committee	Steering Committee meetings/discussions	Review of all HRS4R documents (GAP analysis, OTM-R checklist, Action Plan, etc.)
Faculty Bursars, faculty Vice-Deans, Vice-Rector for Research and Doctoral Studies, EUBA Project Centre/Department for Research and Doctoral Studies	Monitoring Committee meetings/discussions	Leadership of the working groups, review of the HRS4R material, promotion of the participation of R1 through R4 in the survey

Please describe how the Committee overseeing the process was appointed and how it worked (meetings, decisions, etc.):

The composition of the Steering Committee (SC) was designed to include all relevant stakeholders covering all HR processes taking into consideration following principles:

- sustainability – SC comprises of members of the Rector's Advisory Board who meet on a regular basis (monthly), what guarantees smooth and timely review and approval of all actions to be implemented within the HRS4R process also in the future (Action Plan, etc.)
- efficiency – thanks to the fact the SC membership overlaps with that in the Rector's Advisory Board no new structure had to be established, which contributes to the effective use of time during the SC sessions and cuts also administrative costs on organization of SC sessions
- involvement of the widest range of key stakeholders, thus covering all processes of human resources management at the University (Academic Senate, Trade Unions, all Vice-Rectors, Rector, all Deans of the faculties, Bursar, President of the Student Parliament/Ethics Committee).

The Monitoring Committee (MC) was appointed to facilitate the HRS4R process and implement the proposed actions at respective faculties and Rectorate level, and to liaise between the Steering Committee and Working Groups. The following principle was taken into consideration when appointing the members of the MC:

- inclusiveness – MC membership covers all 7 faculties and the Rectorate of the University, namely Vice-Rector for Research and Doctoral Studies (also a member of the SC), Vice-Deans for Science and Research, International Relations and Development at respective faculties, researchers, heads of HR, Payroll, Department for Research and Doctoral Studies, and Project Centre

Please describe how the Working Group doing the Gap Analysis was appointed:

Working Groups (WG) were created at each faculty (7) and at the Rectorate level (1) to assist the Monitoring Committee (MC) in implementing the HRS4R strategies at faculty level. Members of the WGs were appointed researchers at respective faculties and administrative staff (mostly faculty Bursars, department heads involved in hiring processes, R1 through R4 stage researchers and lecturers) at the Rectorate level, with a member of the MC as the head of each WG.

Faculty WGs were entrusted with preparing the partial Gap Analyses and OTM-R checklists, which were subsequently completed by the rectorate WG. Faculty WG were also made responsible for ensuring the participation of researchers in the all-University survey as a qualitative base for identification of gaps in the current HR policies. A total of 217 employees and PHD students (of which 206 were R1-R4 researchers) participated in the survey. **That makes 38.6% out of all 562 EUBA researchers (448 EUBA employees in research and teaching + 114 EUBA PhD students).**

JOBS & FUNDING

- Find Jobs
- Post Jobs
- Find Funding
- Find Hosting
- Charter & Code for Researchers
- Human Resources Strategy for Researchers (HRS4R)

CAREER DEVELOPMENT

- For Researchers
- For Organisations
- Find Members
- Find Organisations

INFORMATION & ASSISTANCE

- Living in Europe
- Working in Europe
- Leaving Europe
- Find Personalised Assistance
- Pensions
- Visa and Entry Conditions

EURAXESS WORLDWIDE

- Africa
- ASEAN
- Australia & New Zealand
- China
- India
- Japan
- Korea
- Latin America & Caribbean States
- North America

MY EURAXESS

- Need Help?
- Logout

USEFUL INFORMATION

- Contact us
- About EURAXESS
- FAQs
- Brochures
- Policy Library
- Useful links
- Privacy statement
- Legal Information
- Accessibility Statement