



**ACADEMIC STAFF / RESEARCHER  
SITUATION ANALYSIS REPORT**

**HR Strategy for Researchers (HRS4R)**

Yasar University  
hrs4r@yasar.edu.tr  
<https://ik.yasar.edu.tr/en/hrs4r/>

## EXECUTIVE SUMMARY

*The academic staff/researcher situation analysis* was conducted with the aim of assessing the current landscape of academic and research experiences at Yasar University. A comprehensive analysis of the survey responses and focus group meeting revealed valuable insights that reflect both the strengths and areas for improvement within our academic community.

The analysis (including the survey results and the focus group feedback) garnered participation from a diverse group of academic staff and researchers, including research assistants, lecturers, faculty members, associate professors, and professors. A total of **114 survey participants** provided their perspectives on various aspects related to research processes, recruitment practices, working conditions, and training opportunities. A focus group discussion with **10 researchers and administrative managers and experts** also brought depth to the survey findings, highlighting practical implications and underlying themes.

HRS4R Working Group used the analysis results when conducting the GAP Analysis and the Action Plan for the institutional HR Strategy for Researchers.

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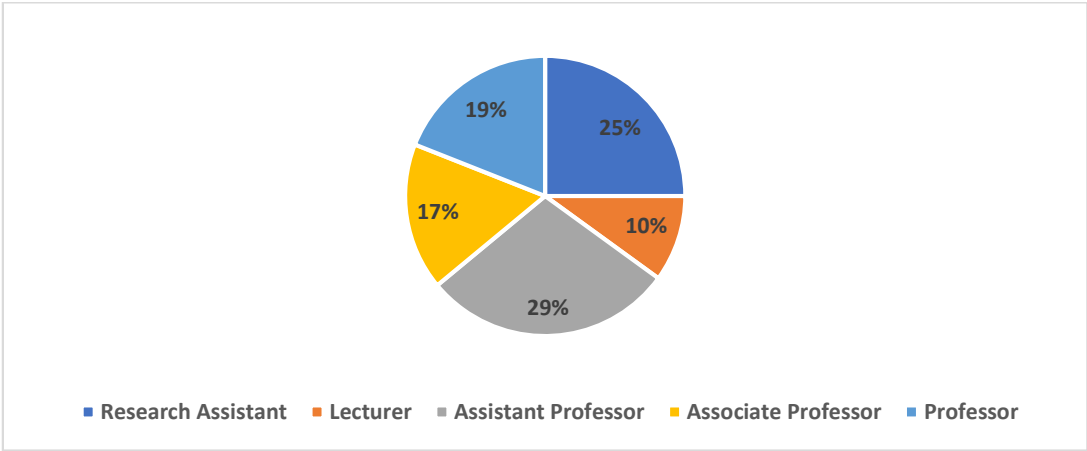
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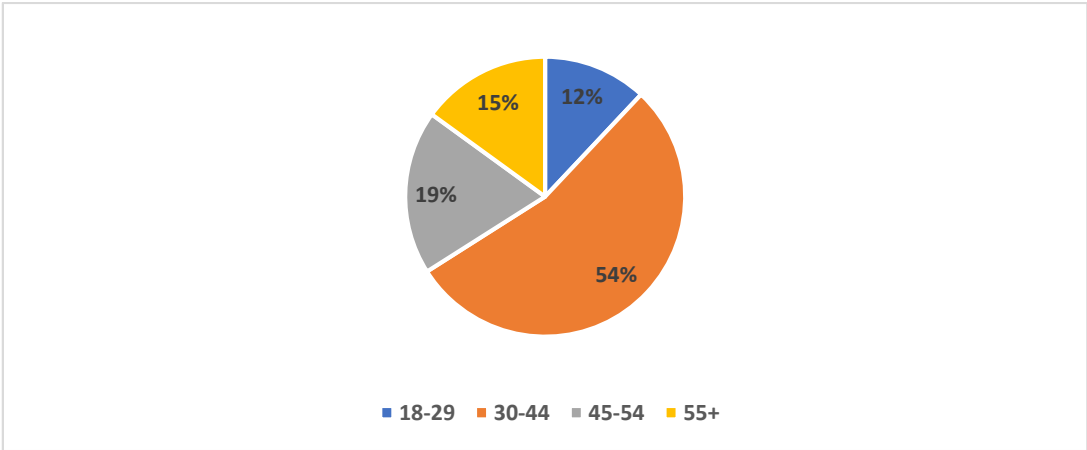
# GENERAL DATA

## SURVEY PROFILE

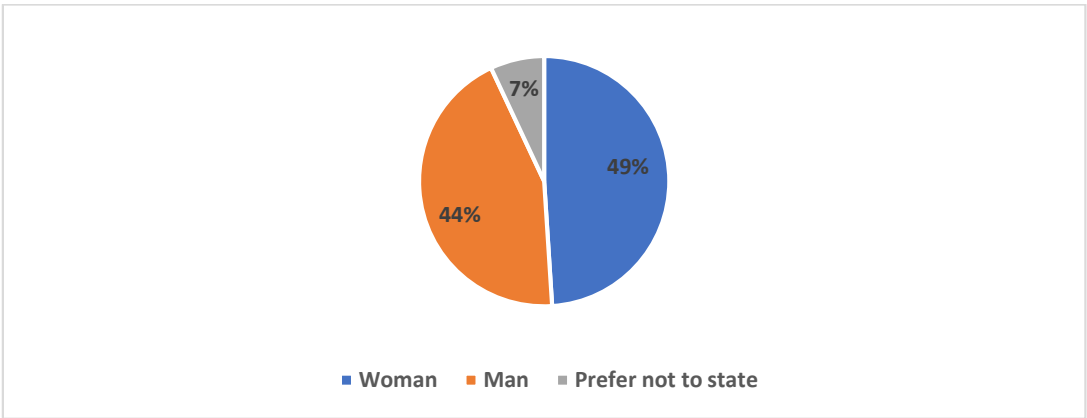
### 1. Positions of the participants:



### 2. Age ranges of the participants:

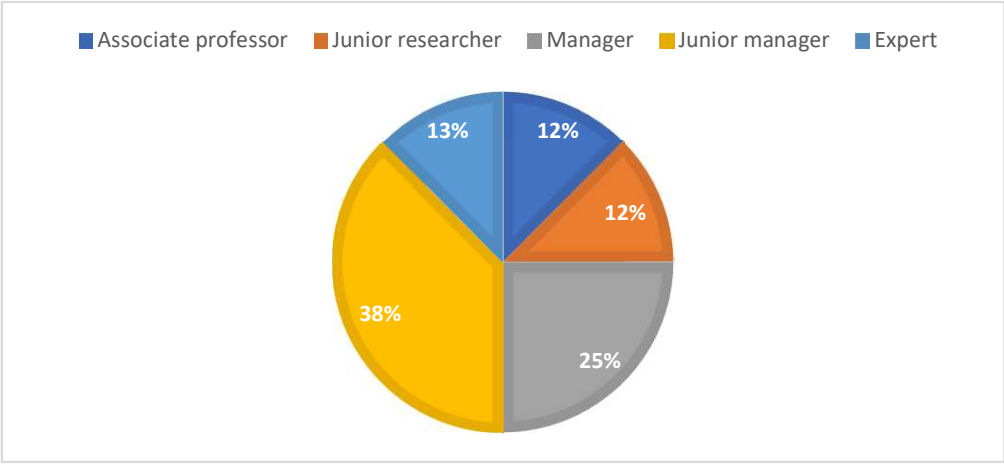


### 3. Gender Distribution of Participants:

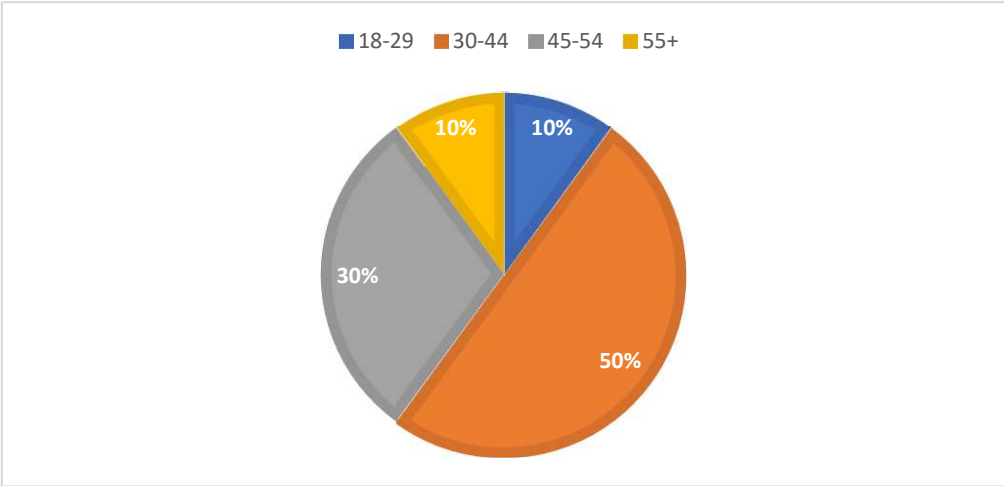


FOCUS GROUP PROFILE

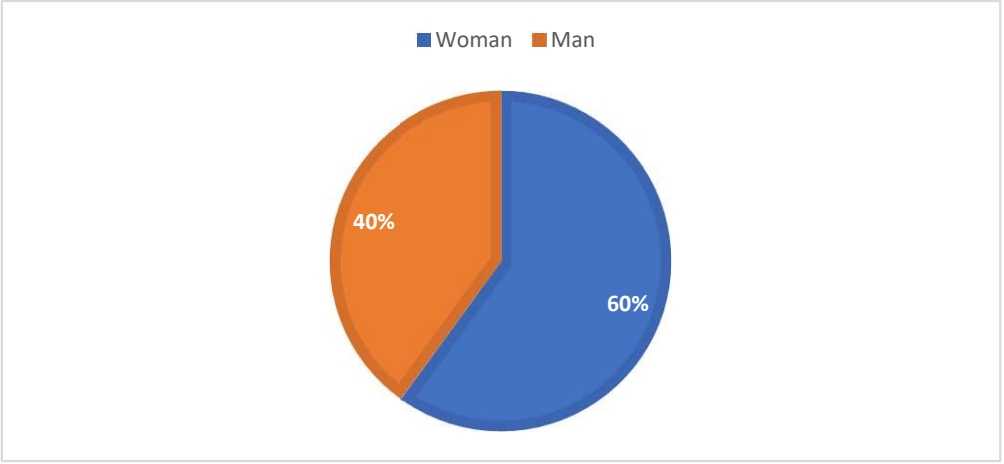
1. Positions of the participants:



2. Age ranges of the participants:

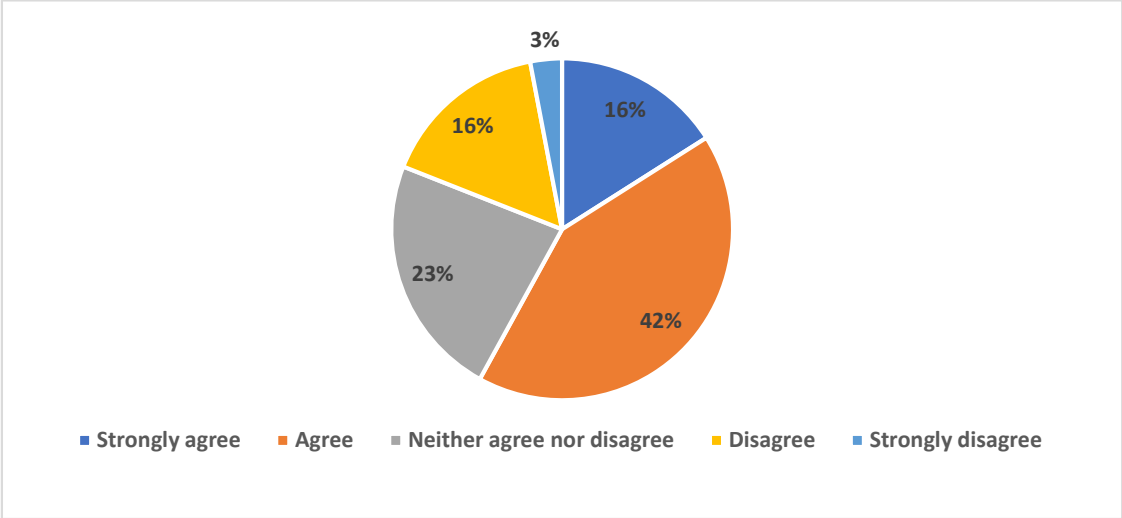


3. Gender Distribution of Participants:

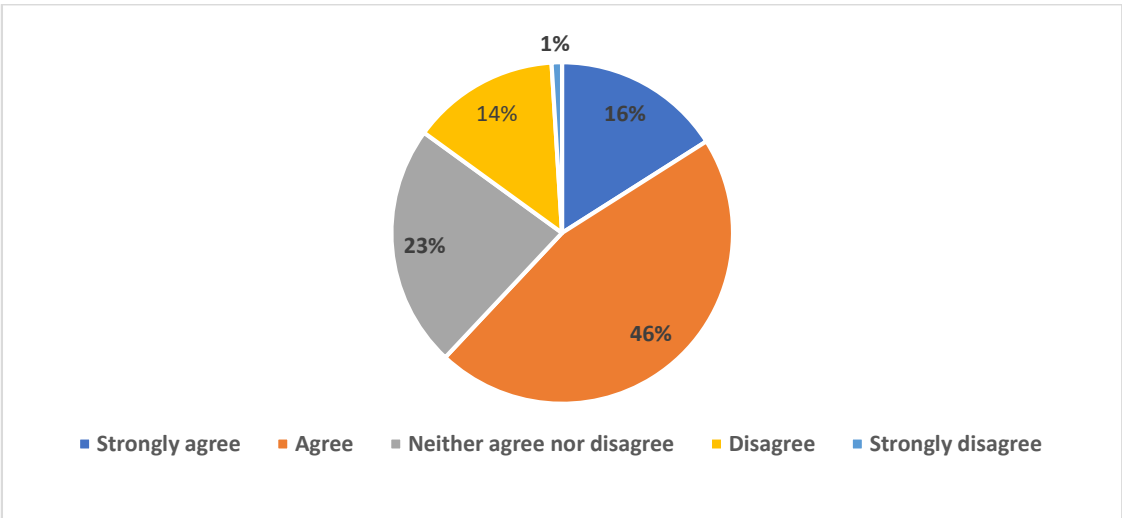


# ETHICAL AND PROFESSIONAL ASPECTS

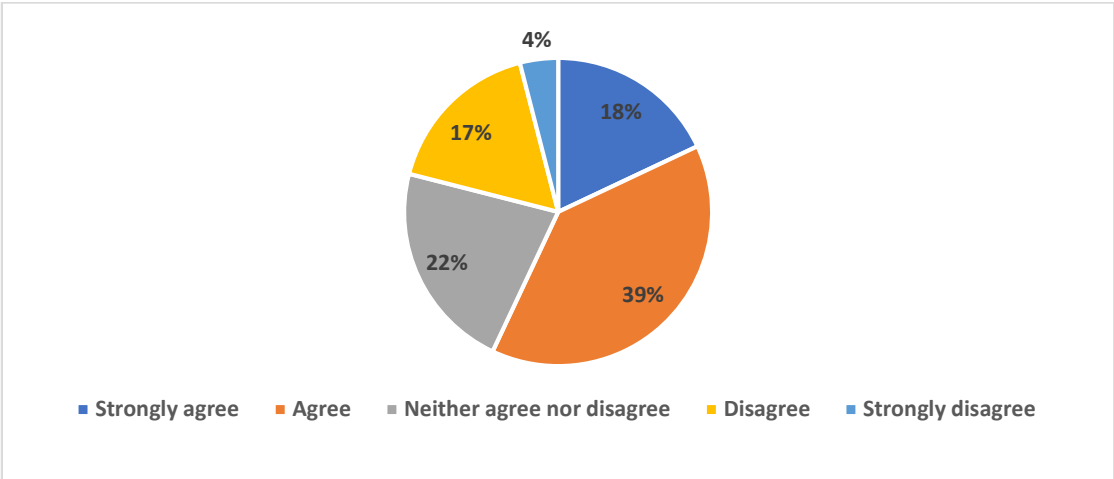
1. Our university provides sufficient information about research processes.



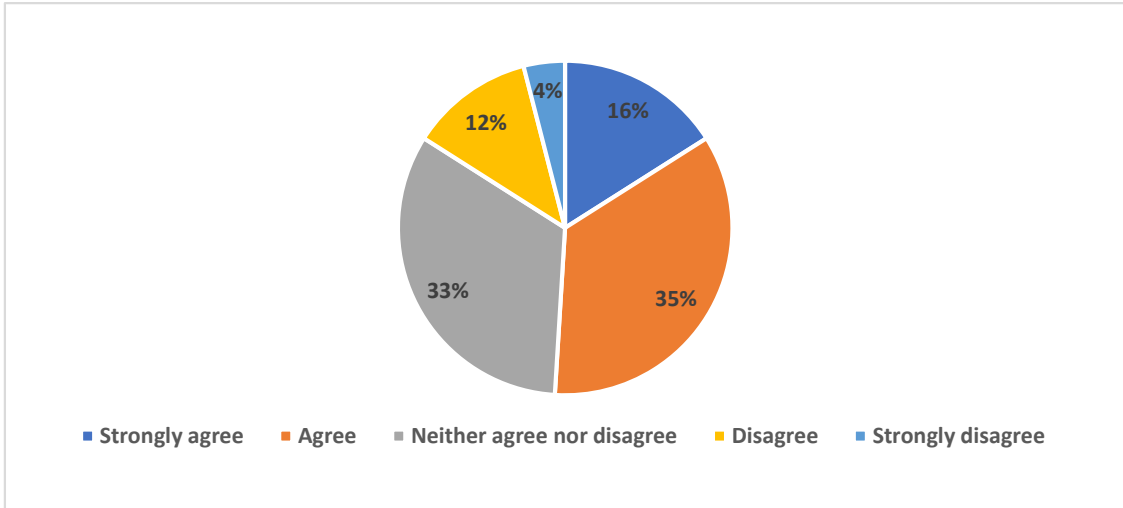
2. Our university encourages participation in international research processes.



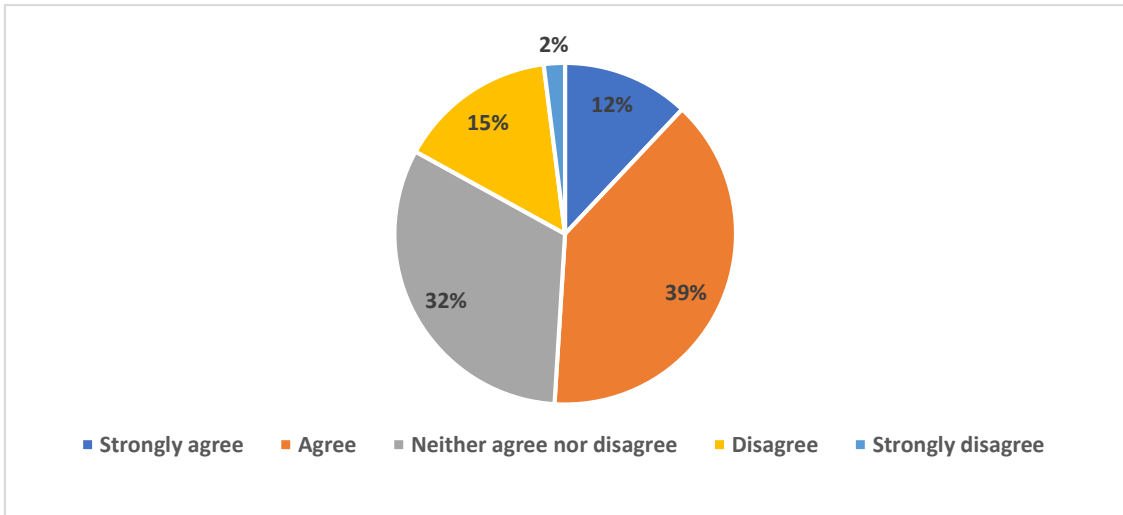
3. Our university encourages participation in national research processes.



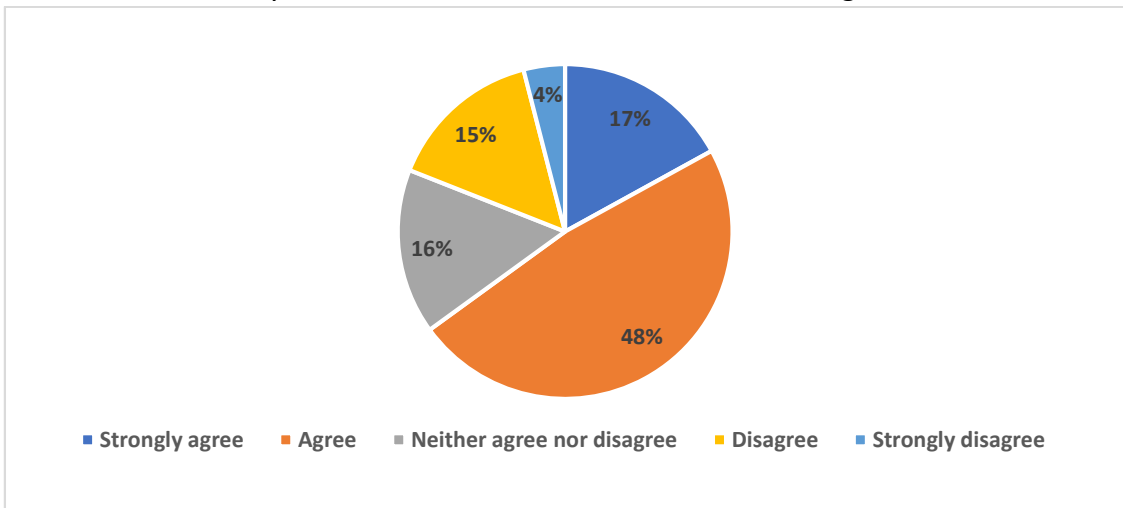
4. Our university encourages participation in interdisciplinary research processes.



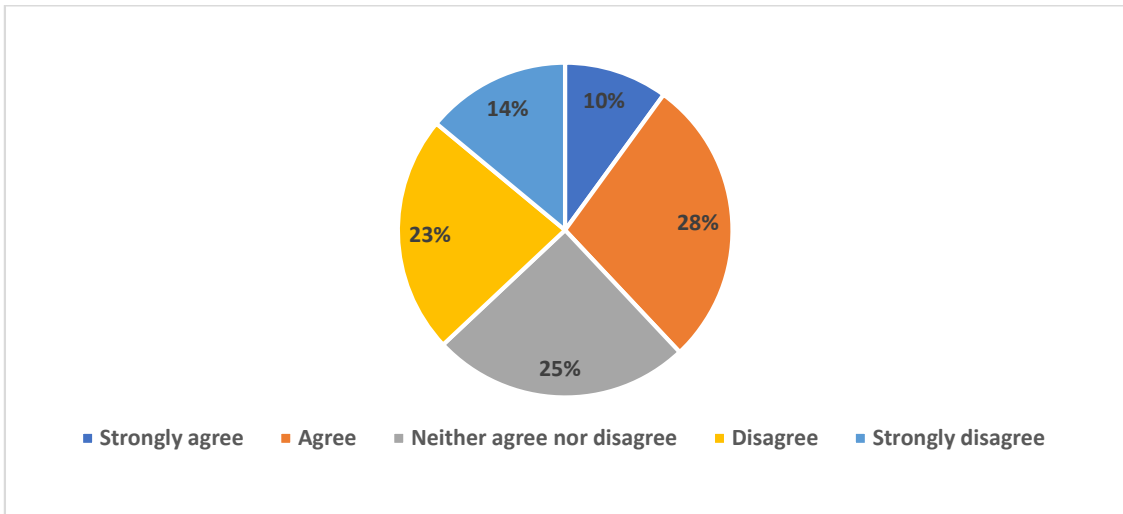
5. Our university informs researchers about dissemination of research data and responsibilities regarding research results.



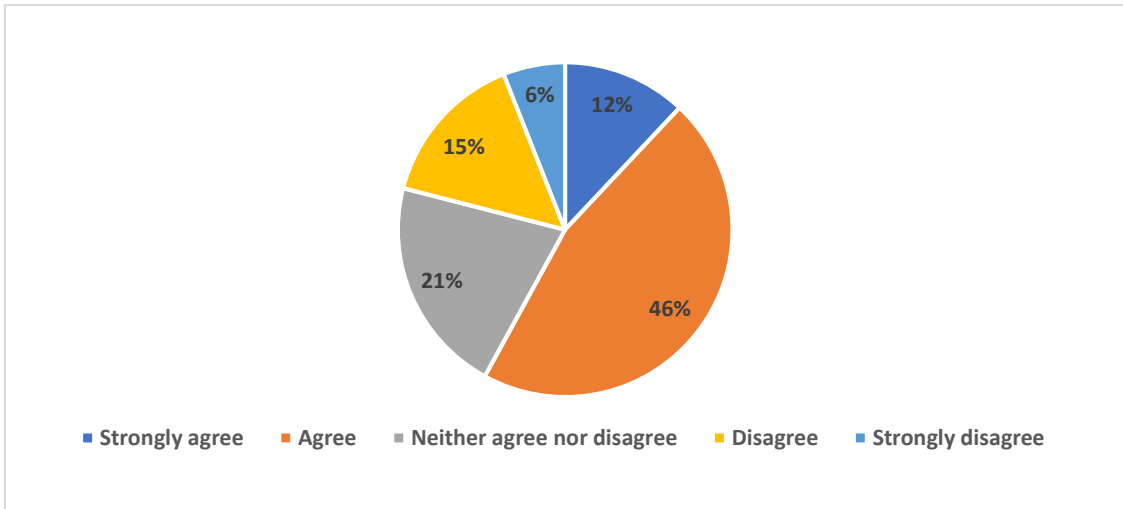
6. As a researcher, I know the ethical and professional expectations of the institution from me and how my research contributes to institutional strategies.



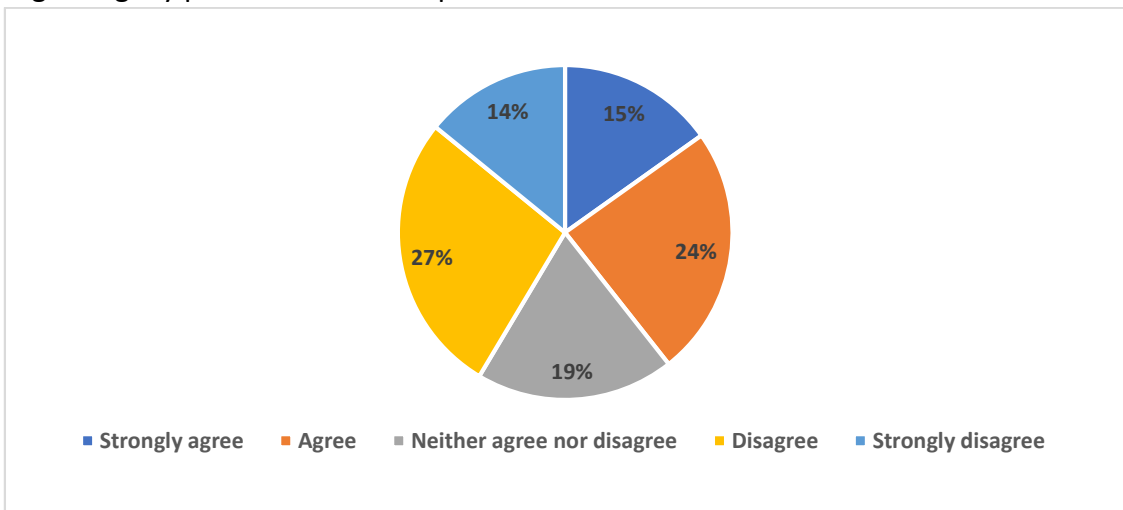
7. Incentives to establish research teams at our university are sufficient.



8. My current role/position in research is in line with my career goals.

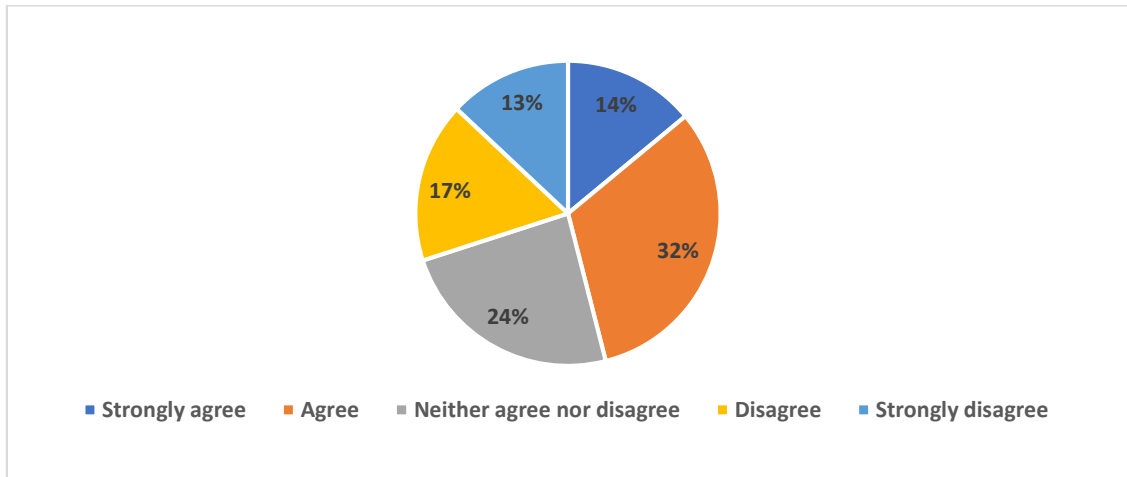


9. I receive regular feedback from my academic unit management and my institution regarding my professional development.



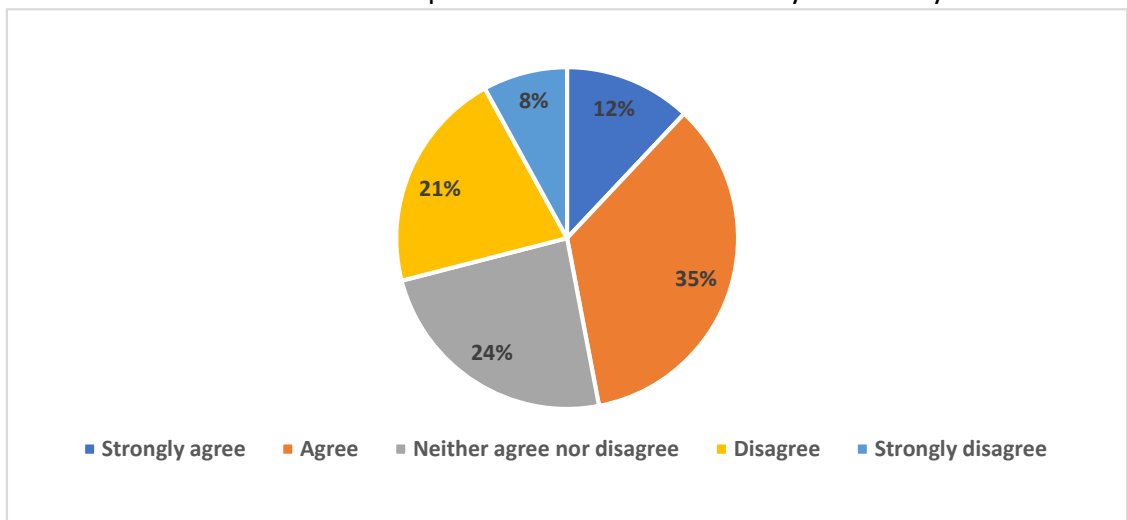


10. My career development is supported at our university.

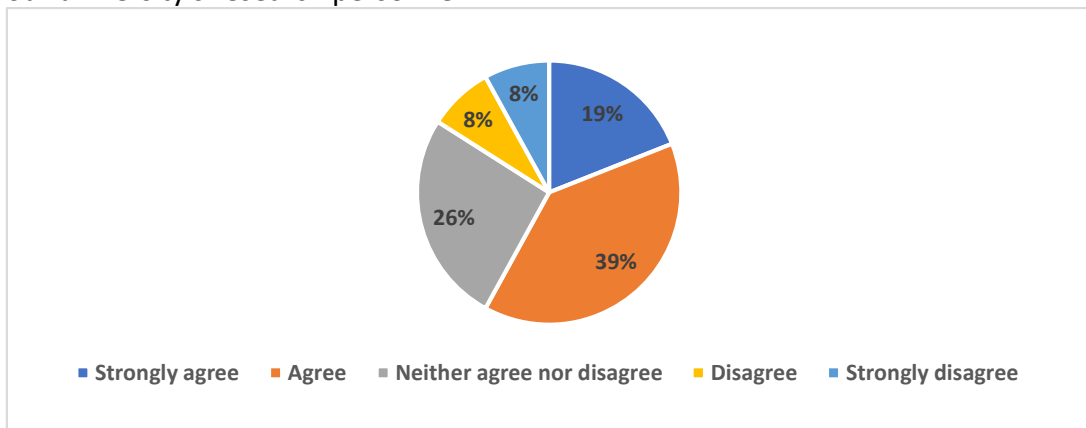


## RECRUITMENT AND SELECTION

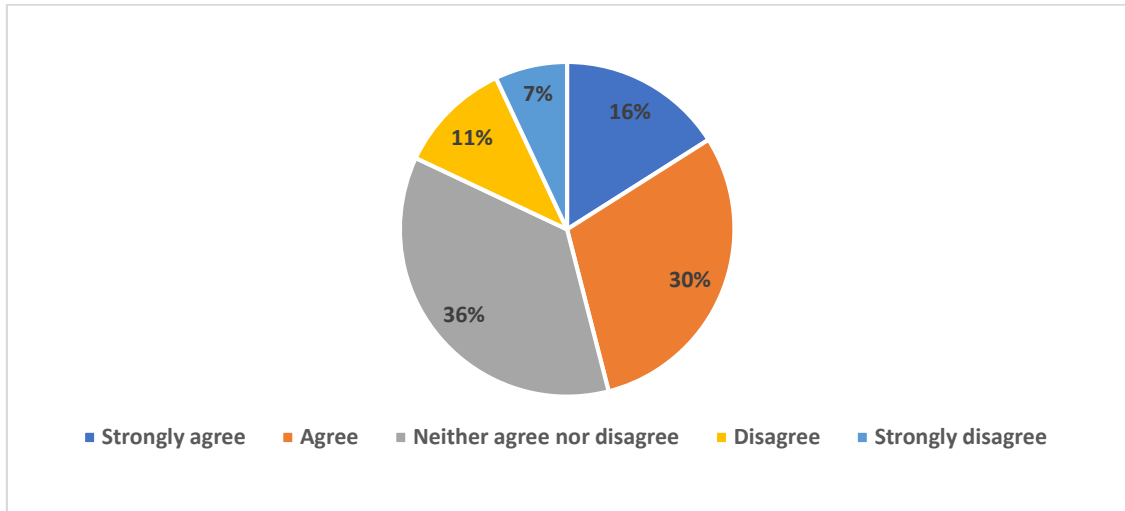
1. Individual research roles and responsibilities at our university are clearly defined.



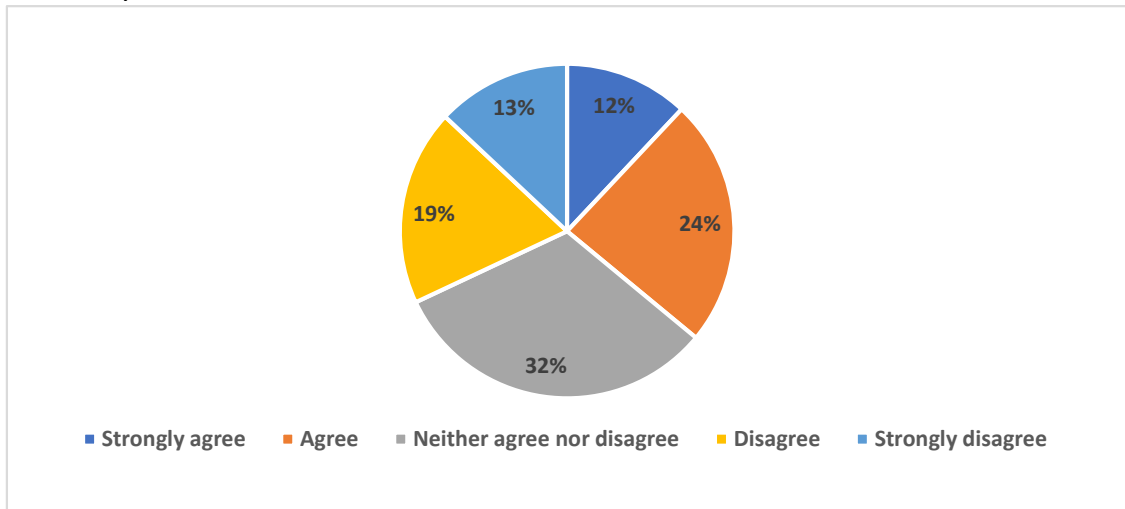
2. Transparent and equitable processes are operated in the recruitment processes of our university's research personnel.



3. The processes related to the career development of researchers at our university are open and transparent.

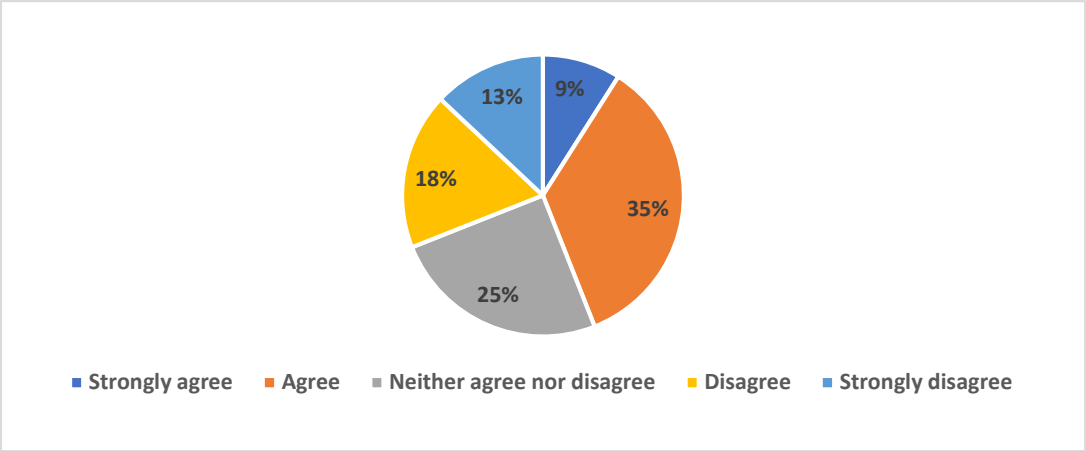


4. Local, national and international circulation of researchers is encouraged in our university.

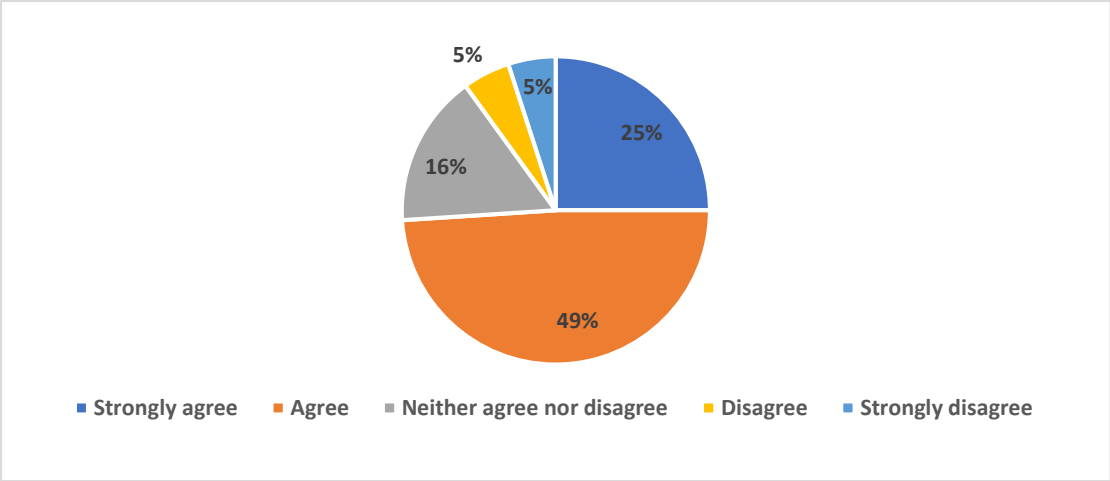


# WORKING CONDITIONS AND SOCIAL SECURITY

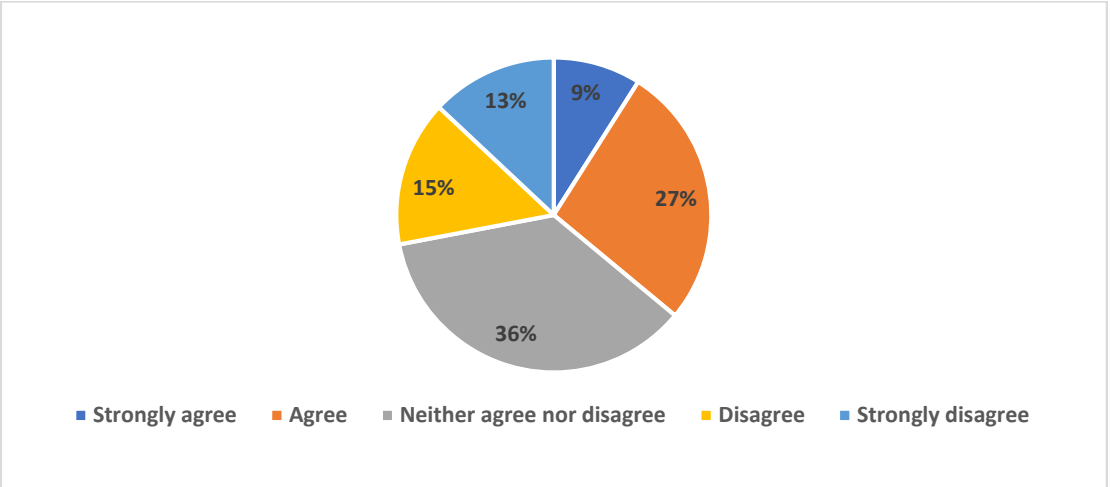
1. Our university provides researchers with suitable conditions for research.



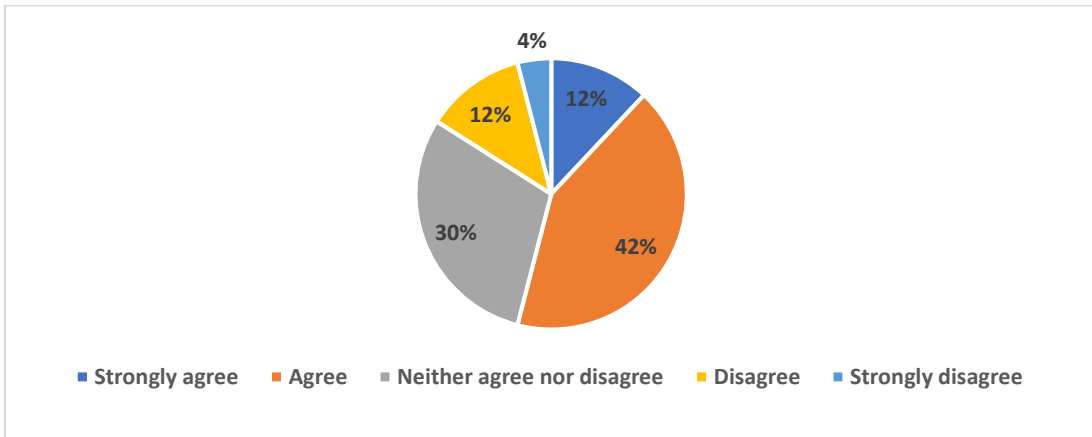
2. Our university provides suitable employment conditions, including maternity leave, paternity leave, sick leave, and excused leave, as per the institutional policy and labor law.



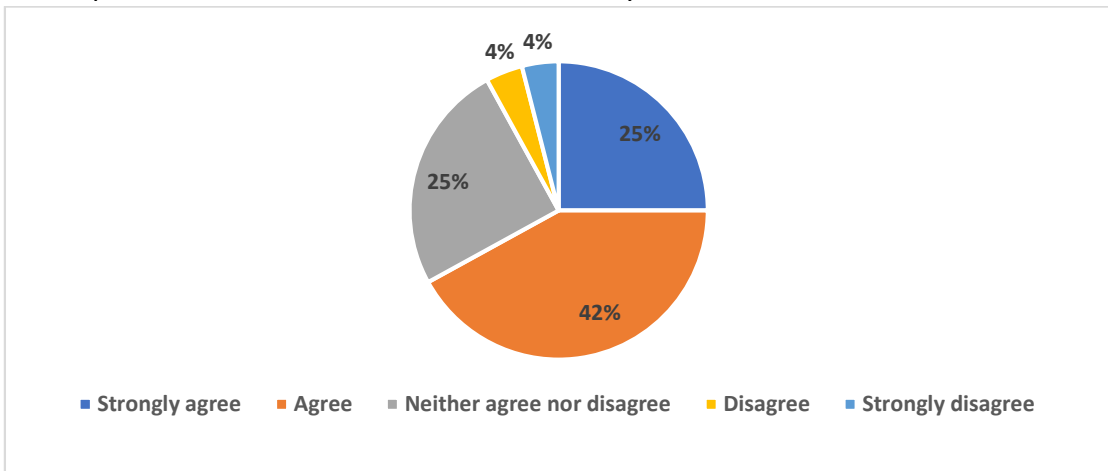
3. The equipment and services provided to researchers at our university are sufficient.



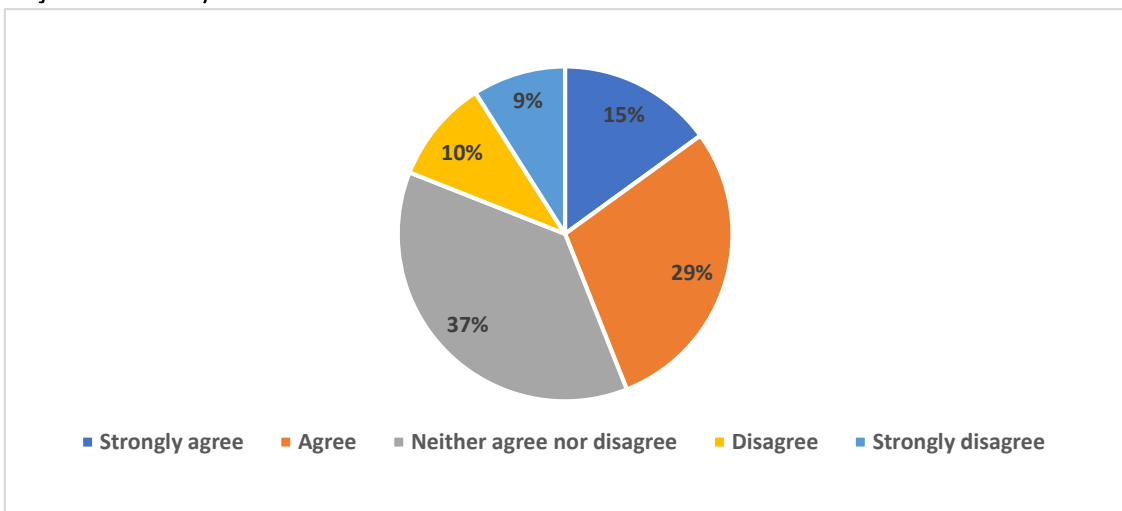
4. There are regulations regarding duties, rights and responsibilities for researchers at our university.



5. Gender balance and equal opportunity policy are observed in recruitment, career development and advancement at our university.

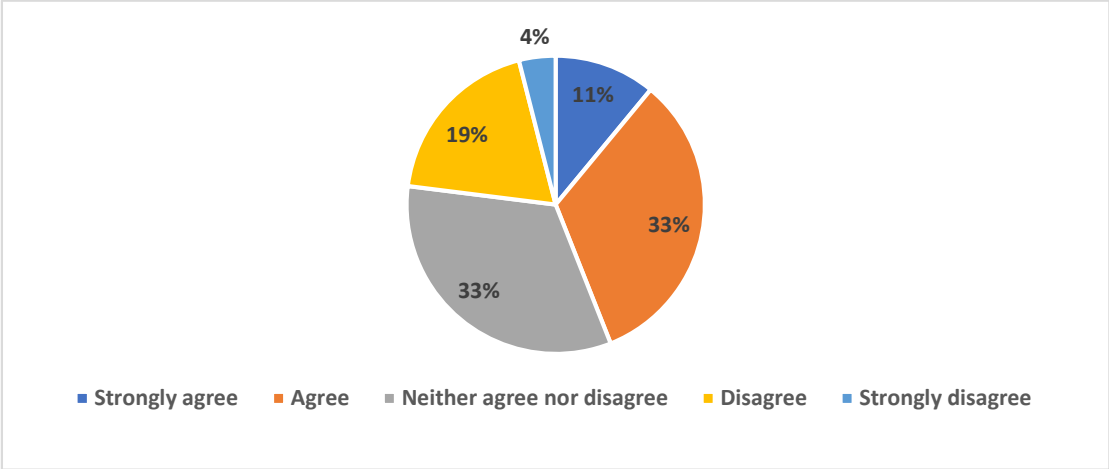


6. Yaşar University is an institution that I can recommend for researchers.

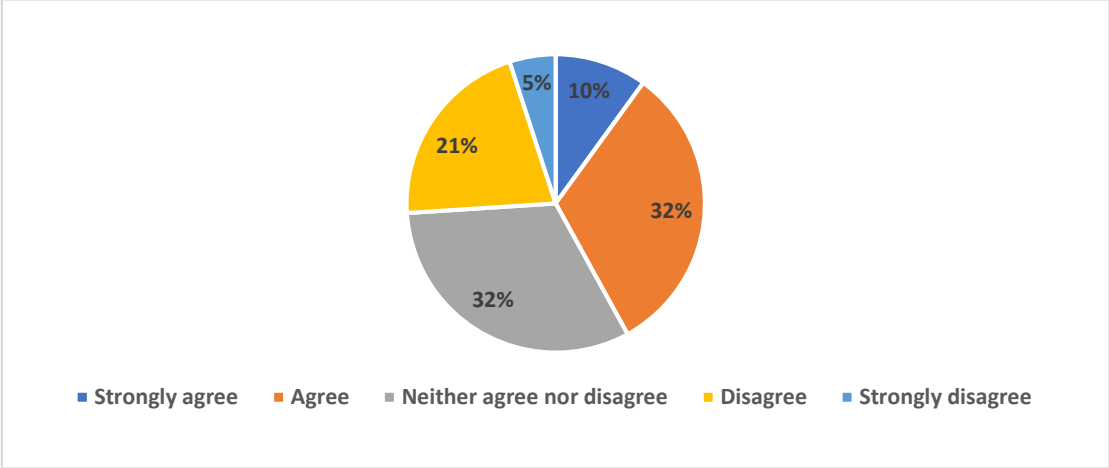


# TRAINING AND DEVELOPMENT

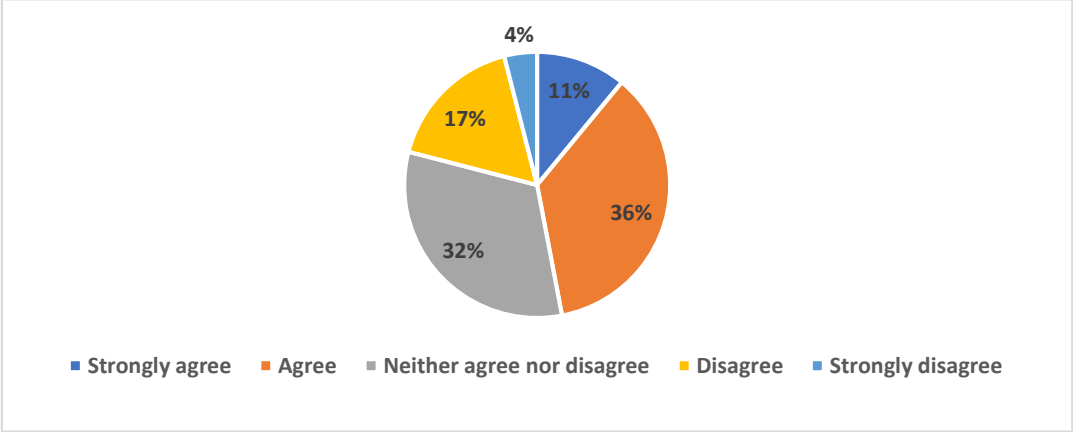
1. Our university offers training and development opportunities for my professional development.



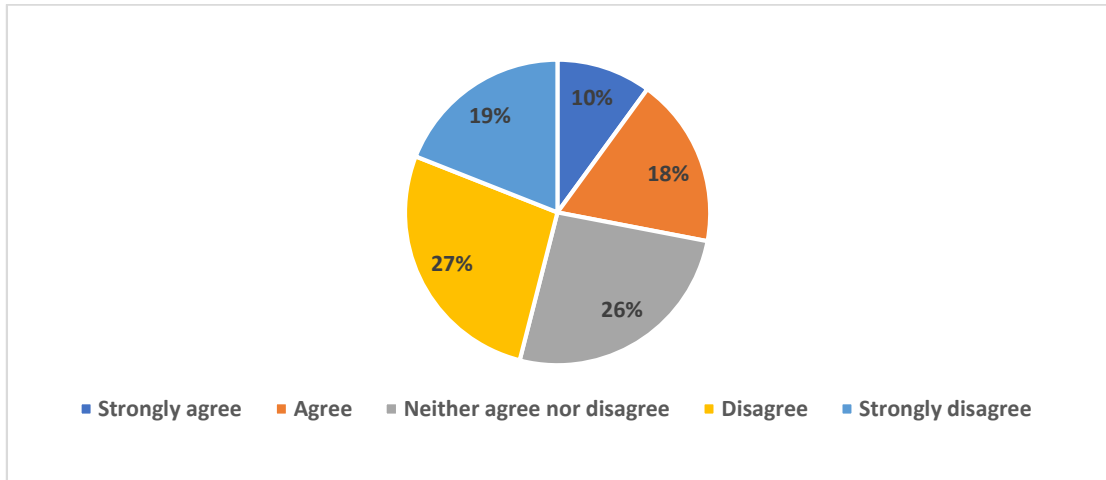
2. I am encouraged to participate in the training and development opportunities provided by our university.



3. Teaching opportunities are available at our university to support my career development.



4. There is a mentoring plan for academic staff and researchers at our university, which is followed by the units they work for.



5. Please indicate the transferable skills that you think are important for your career development.

