

# Final report on the project ACTION

## Working conditions and psychological vulnerability in Czech and Austrian academic staff (96p1)

**Project realisation period:** July 1 – December 31 2023

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### **Project aim:**

The project is a preparatory phase of a research collaboration that aims at determining and comparing the level of vulnerability to burnout and occupational health issues in Czech and Austrian university staff and at determining the specific risk and protective factors of psychological vulnerability related mainly to working conditions in academia. To fulfil the aim of the project, the investigators will operationalise the variables of interest, create a two-language version of a survey for academic staff, collect data from both Czech and Austrian participants, and analyse the data.

### **Realised project activities:**

#### **Initial project meeting in Krems (July 30 – August 5 2023)**

The main activity realised within the framework of the project was a meeting in Krems, which took place between July 30 and August 5 at the partner institution (KPH Wien/Krems). During the meeting, the following steps were taken:

- Meeting with other colleagues at KPH Wien/Krems interested in the project, who were familiarised with the project and its aims
- Discussion and a final decision on how to operationalise the variables of interest
- Development of a preliminary version of the survey
- Discussion and a final decision on the data collection strategy

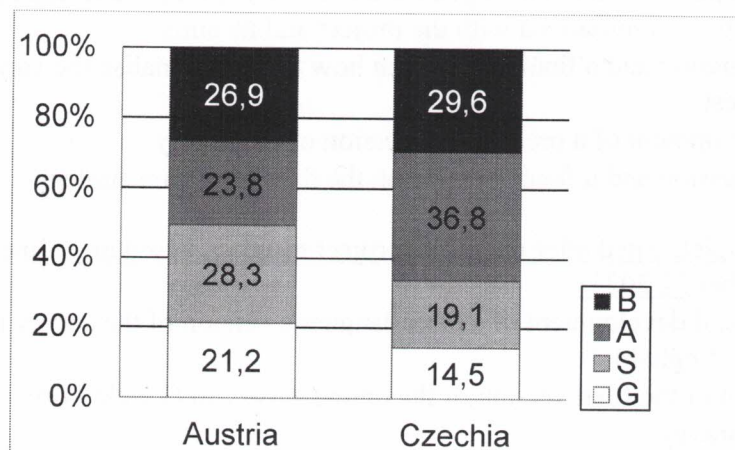
#### **Further activities implemented after the initial project meeting, based on online collaboration (August 5 – December 31 2023)**

- Translation and development of a three-language version of the survey (Czech, German, and English)
- Development of the final version of the online survey in Google Forms
- Pilot of the survey
- Data collection
- Preliminary data analyses

### Achieved outcomes of the project:

At least three tangible outputs were produced during the project realisation period.

- **ONLINE SURVEY:** The survey, which aims at investigating several relevant variables of interest (background characteristics, working conditions, job satisfaction, motivation, and psychological vulnerability). The survey was developed in three language versions and is accessible through the links below.
  - German version:  
<https://docs.google.com/forms/d/e/1FAIpQLSeFiLFk5E6ayLfAE9x8jEE34rFcJdPI1OzDIjTJ6dfSIZGiWg/viewform>
  - Czech version:  
<https://docs.google.com/forms/d/e/1FAIpQLSe02dso75arNFbuvXVrFkj11njDiH6I0fsGfezo7gw28OLfeQ/viewform>
  - English version 1 (for English-speaking participants working at higher education institutions in Austria):  
[https://docs.google.com/forms/d/e/1FAIpQLSdLI3WcLF2tTMgAWi1cQvxHR1tj7co2i\\_2wGryIA5qDrMMGFA/viewform](https://docs.google.com/forms/d/e/1FAIpQLSdLI3WcLF2tTMgAWi1cQvxHR1tj7co2i_2wGryIA5qDrMMGFA/viewform)
  - English version 2 (for English-speaking participants working at higher education institutions in the Czech Republic):  
[https://docs.google.com/forms/d/e/1FAIpQLSeGjfqMvACoUoUPZ-VzthxyB\\_y8OGZfuToTeUAGwqzwAurkQ/viewform](https://docs.google.com/forms/d/e/1FAIpQLSeGjfqMvACoUoUPZ-VzthxyB_y8OGZfuToTeUAGwqzwAurkQ/viewform)
- **COLLECTED DATA:** Data were collected from 1326 participants employed at Austrian higher education institutions and 1380 participants employed at Czech higher education institutions, i.e. 2706 participants in total. The raw data can be obtained from Dr. Mašková per e-mail request.
- **PRELIMINARY ANALYSES AND RESULTS:** Preliminary analyses were performed based on the collected data. The most important result is a high proportion of psychologically vulnerable individuals in the population of university employees. Moreover, psychological vulnerability was significantly higher among Czech university employees, with two-thirds of the participants classified as psychologically vulnerable, compared to their Austrian counterparts, where half of the participants fell into psychologically vulnerable profiles. The proportions of individuals displaying healthy (non-vulnerable) and health-risky (vulnerable) profiles are illustrated in the figure below.



*Note.* G = healthy motivated profile; S = healthy unmotivated profile (non-vulnerable).  
A = health-risky excessively ambitious profile; B = health-risky resigned profile (vulnerable).

### Evaluation of the cooperation within the framework of the ACTION project

We evaluate the cooperation as excellent and, considering the achieved project outcomes, highly successful. Not only significant research findings were generated, but the project has garnered significant attention from university employees who participated in the research, as well as from other researchers in the particular field. We have received numerous requests for sharing the research results after the study is finalized, along with several offers for future scientific cooperation with researchers from other higher education institutions in Austria and the Czech Republic.

Most importantly, the project intensified the cooperation between University of South Bohemia and KPH Wien/Krems, providing a solid foundation for future collaboration. This collaboration also has the potential to extend to other higher education institutions in Austria, the Czech Republic, and beyond.

In sum, the aims of the project were fulfilled. Moreover, the achieved outcomes exceed the expected results.

### Outlook for the future

Since the project not only aroused general interest but also resulted in highly significant research findings, it is necessary to continue joint efforts and prepare scientific outputs so that the project outcomes can be disseminated to a broader audience.



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