

ATTACHMENT 2



Institute of Geophysics
Polish Academy of Sciences

specification/ No. Questions																		
Age	work experience at the Institute (in years)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
under 35	Research Assistant	4.43	4.57	4.29	3.57	4.00	4.14	3.57	3.86	3.43	4.29	3.86	4.00	4.14	3.71	3.71	4.43	4.14
	PHD student	3.90	4.10	4.00	3.80	3.80	4.00	3.80	3.50	3.70	4.40	3.40	3.50	3.90	3.30	3.40	3.40	4.00
	Research	4.50	4.75	4.50	4.75	4.00	4.50	3.50	4.00	4.50	5.00	3.75	4.75	4.00	3.25	3.00	3.25	4.50
	Research/R esearch Assistant	3.80	4.20	3.80	3.80	4.40	4.40	4.20	3.80	3.80	4.00	2.80	3.40	3.60	3.00	2.80	3.20	4.00
	Technical/La b	4.67	4.33	4.33	4.67	3.67	4.33	4.33	4.00	4.33	4.67	3.67	5.00	4.33	3.67	4.00	4.33	4.33
	0-5 Summary	4.17	4.34	4.14	3.97	3.97	4.21	3.83	3.76	3.83	4.41	3.45	3.93	3.97	3.38	3.38	3.69	4.14
	11-20	Research	4.00	3.33	3.67	3.33	3.67	3.67	2.33	2.67	3.67	2.33	2.67	3.00	2.33	1.67	2.00	3.00
	11-20 Summary	4.00	3.33	3.67	3.33	3.67	3.67	2.33	2.67	2.67	3.67	2.33	2.67	3.00	2.33	1.67	2.00	3.00
	6-10	Research Assistant	5.00	5.00	5.00	5.00	4.00	5.00	4.00	5.00	4.00	4.00	4.00	4.00	3.00	3.00	3.00	4.00
	6-10 lat Summary	4.00	5.00	4.00	5.00	3.00	4.00	3.00	4.00	4.00	5.00	4.00	3.00	5.00	4.00	5.00	3.00	4.00
under 35 summary		4.18	4.29	4.12	3.97	3.91	4.18	3.68	3.71	3.74	4.38	3.38	3.79	3.91	3.29	3.26	3.50	4.03
over 35	Research	4.06	3.88	3.81	3.81	3.75	3.56	3.50	4.13	3.75	4.00	3.94	3.81	3.69	3.63	3.88	3.63	3.88
	Technical/La b	4.25	4.25	4.25	4.25	3.75	4.00	4.00	3.50	4.00	4.75	3.75	4.25	3.50	3.75	3.75	3.25	4.00
	>20 Summary	4.10	3.95	3.90	3.90	3.75	3.65	3.60	4.00	3.80	4.15	3.90	3.90	3.65	3.65	3.85	3.55	3.90
	0-5	Research	4.00	4.50	4.00	4.00	3.00	4.00	2.50	4.00	4.50	3.00	3.50	4.00	3.50	3.50	3.00	3.50
	Technical/La b	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00
	0-5 Summary	4.33	4.67	4.33	4.33	3.67	4.33	3.33	4.33	4.67	5.00	3.67	4.00	4.33	4.00	4.00	3.67	4.00
	11-20	Research	4.00	3.75	4.00	3.75	4.50	3.00	3.75	4.25	4.00	4.50	4.25	4.50	3.50	3.25	3.50	3.75
	11-20 Summary	4.00	3.75	4.00	3.75	4.50	3.00	3.75	4.25	4.00	4.50	4.25	4.50	3.50	3.50	3.25	3.50	3.75
	6-10	Research Assistant	4.00	4.00	5.00	4.00	4.00	4.00	4.00	4.00	5.00	5.00	4.00	4.00	4.00	4.00	4.00	4.00
	6-10 Summary	3.78	3.78	3.56	3.44	3.67	3.56	3.22	3.22	3.22	3.44	3.67	3.67	3.56	2.78	3.11	3.11	3.00
over 35 summary		3.91	3.91	3.82	3.64	3.82	3.73	3.45	3.45	3.73	3.91	3.91	3.73	3.73	3.09	3.36	3.36	3.27
total amount		4.05	3.97	3.92	3.84	3.84	3.66	3.55	3.89	3.87	4.18	3.92	3.92	3.71	3.50	3.66	3.50	3.71
		4.11	4.13	4.01	3.90	3.88	3.90	3.61	3.81	3.81	4.28	3.67	3.86	3.81	3.40	3.47	3.50	3.86

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specification/ No. Questions		No. Questions																
Age	work experience at the Institute (in years)	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34
under 35	employee																	
	Research Assistant	3.29	3.86	3.71	3.57	3.86	4.00	3.57	4.14	4.14	3.86	3.29	3.14	2.71	4.00	3.71	3.57	3.86
	PhD student	3.90	3.70	3.60	3.40	2.70	3.40	3.00	3.80	3.30	3.80	3.00	3.50	2.70	3.40	3.70	3.50	2.90
	Research	3.50	3.75	4.00	4.50	3.75	4.00	3.50	4.50	3.25	4.50	3.50	4.00	2.00	3.50	3.75	3.50	4.25
	Research/Research Assistant	3.60	3.60	4.00	3.60	3.40	4.00	2.80	4.40	3.60	4.40	2.60	3.20	2.40	3.60	3.80	3.20	2.60
	Technical/Assistant	5.00	4.33	5.00	4.67	4.33	5.00	5.00	5.00	4.33	5.00	4.67	4.00	3.00	4.33	4.67	4.33	4.00
	0-5 Summary	3.76	3.79	3.90	3.76	3.41	3.90	3.38	4.21	3.66	4.14	3.24	3.48	2.59	3.69	3.83	3.55	3.38
	11-20 Research	2.67	2.67	3.00	3.00	2.33	3.67	2.67	3.00	2.00	3.00	2.00	2.67	2.67	3.33	3.33	3.33	3.00
	11-20 Summary	2.67	2.67	3.00	3.00	2.33	3.67	2.67	3.00	2.00	3.00	2.00	2.67	2.67	3.33	3.33	3.33	3.00
	6-10 Research Assistant	4.00	3.00	4.00	4.00	2.00	3.00	3.00	5.00	5.00	5.00	3.00	5.00	3.00	5.00	5.00	3.00	4.00
over 35	6-10 lat Summary	4.00	3.50	4.00	3.50	3.00	3.00	4.00	4.50	4.00	5.00	3.00	4.50	3.50	5.00	4.50	3.00	4.50
	under 35 summary	3.68	3.68	3.82	3.68	3.29	3.82	3.35	4.12	3.53	4.09	3.12	3.47	2.85	3.74	3.82	3.50	3.41
	Research	4.00	3.44	3.81	3.50	3.56	3.69	3.88	4.00	3.25	3.88	3.25	3.31	2.75	4.13	3.81	3.63	3.44
	Technical/Assistant	4.25	4.00	4.25	3.50	4.00	3.75	3.75	4.50	3.75	4.00	2.75	3.50	3.50	4.25	3.50	3.75	3.75
	>20 Summary	4.05	3.55	3.90	3.50	3.65	3.70	3.85	4.10	3.35	3.90	3.15	3.35	2.90	4.15	3.75	3.65	3.50
	Research	3.50	3.50	3.50	3.00	3.00	4.00	2.50	3.00	3.00	3.50	2.50	3.00	2.00	3.00	3.50	3.50	3.00
	0-5 Technical/Assistant	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00
	0-5 Summary	4.00	4.00	4.00	3.67	3.67	4.33	3.33	3.67	3.67	4.00	3.33	3.67	3.00	3.67	4.00	4.00	3.67
	11-20 Research	3.75	3.75	3.50	3.75	3.25	3.25	3.75	4.50	3.25	4.25	3.50	3.25	3.25	3.75	3.75	3.75	3.75
	11-20 Summary	3.75	3.75	3.50	3.75	3.25	3.25	3.75	4.50	3.25	4.25	3.50	3.25	3.25	3.75	3.75	3.75	3.75
over 35	Research Assistant	4.00	4.00	4.00	4.00	4.00	4.00	4.00	3.00	3.00	4.00	3.00	4.00	4.00	4.00	5.00	5.00	3.00
	Research	3.67	3.00	3.33	3.56	3.11	3.56	2.89	4.00	3.00	4.11	2.89	2.89	2.00	3.67	3.78	3.22	3.22
	Technical/Assistant	5.00	5.00	5.00	5.00	5.00	5.00	5.00	5.00	2.00	2.00	3.00	5.00	2.00	5.00	3.00	5.00	4.00
	6-10 Summary	3.82	3.27	3.55	3.73	3.36	3.73	3.18	4.00	2.91	3.91	2.91	3.18	2.18	3.82	3.82	3.55	3.27
over 35		3.95	3.53	3.76	3.61	3.53	3.71	3.61	4.08	3.24	3.95	3.13	3.32	3.97	3.79	3.66	3.47	
total amount		3.82	3.60	3.79	3.64	3.42	3.76	3.49	4.10	3.38	4.01	3.13	3.39	2.69	3.86	3.81	3.58	3.44

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specification/ No. Questions									
Age	work experience at the Institute (in years)	employee	35	36	37	38	39	40	
under 35	0-5	Research Assistant	4.29	2.86	3.14	4.14	3.71	3.14	
		PhD student	3.50	3.50	3.40	3.80	3.90	3.70	
		Research	4.25	3.75	3.50	4.00	3.50	3.25	
		Research/R esearch Assistant	4.00	3.40	3.00	3.80	3.60	3.20	
		Technical/La b	4.33	5.00	5.00	5.00	4.67	4.67	
		0-5 Summary	3.97	3.52	3.45	4.03	3.83	3.52	
	6-10	Research	2.67	3.67	3.67	3.33	3.00	2.67	
		11-20 Summary	2.67	3.67	3.67	3.33	3.00	2.67	
		Research Assistant	5.00	2.00	3.00	5.00	3.00	3.00	
		Research	4.00	3.00	3.00	3.00	3.00	4.00	
		6-10 lat Summary	4.50	2.50	3.00	4.00	3.00	3.50	
		under 35 summary		3.88	3.47	3.44	3.97	3.71	3.44
over 35	>20	Research	4.00	3.69	3.69	3.63	3.56	3.56	
		Technical/La b	4.50	4.00	4.50	3.75	3.75	4.00	
		>20 Summary		4.10	3.75	3.85	3.65	3.60	3.65
		Research	3.50	2.50	3.00	4.00	4.00	3.00	
	0-5	Technical/La b	5.00	5.00	5.00	5.00	5.00	5.00	
		0-5 Summary		4.00	3.33	3.67	4.33	4.33	3.67
		11-20	4.00	3.75	3.25	2.75	3.00	3.25	
		11-20 Summary		4.00	3.75	3.25	2.75	3.00	3.25
	6-10	Research Assistant	4.00	4.00	4.00	4.00	4.00	5.00	
		Research	3.78	3.56	3.33	3.67	3.11	3.44	
		Technical/La b	5.00	4.00	4.00	5.00	2.00	5.00	
		6-10 Summary		3.91	3.64	3.45	3.82	3.09	3.73
over 35 summary		4.03	3.68	3.66	3.66	3.45	3.63		
total amount			3.96	3.58	3.56	3.81	3.57	3.54	

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