Abstract

**Career choice motivations of Russian scientists and attractiveness of workplace factors in the field of R&D**

The last decade has seen a gradual increase in Russia's skilled workforce, both due to an increase in the level of education of the population and the creation of higher quality jobs. The issues of effective motivation of employees and increasing their satisfaction with their professional activity are key in the sphere of human resources management and science development. Motivation is considered to be one of the key factors influencing the performance of employees and, at the same time, one of the most difficult concepts to study, especially in the areas related to creativity.

Previous studies allow us to understand that the motivation of researchers differs significantly from many other categories of workers. In particular, it has been proved that internal rather than external factors are more significant for scientists, which is most clearly manifested when choosing the field of activity, working on specific scientific tasks, and communicating in the team. A number of scientific works emphasize that the financial factor is important, but not the main one, when a person chooses the profession of a scientist, makes a career in science, decides to continue or change the main type of activity.

This report presents the results based on the Monitoring of education markets and organizations conducted by the HSE University in 2022, which aimed to study the research and publication activity, professional practices, work values, job satisfaction of Russian scientists. The sample size is 9,852 people, which included teachers, researchers, administrative employees, and educational support staff. The majority of the sample was composed of scientists aged 35 to 60 (56.9%); the proportion of young scientists under 35 was 16.7%, and the proportion of scientists over 60 was 26.4%. Doctoral degree has 29.6% of the respondents, PhD degree - 53.1%, PhD of a foreign university - 2.2%, do not have a degree 16.7%. Leading scientists with high publication activity accounted for 76.8% of the sample.

The analyzed empirical information made it possible to determine the factors of attractiveness of scientific career and assess the degree of their importance in the choice of work, as well as subjective assessments of satisfaction with certain aspects of work in the field of science and technology.

According to the results obtained, only 3% of scientists are not satisfied with their jobs, while about 80% are either rather satisfied with their jobs, or satisfied and unsatisfied partially in relation to some aspects. Among scientists over the age of 60, the highest proportion are satisfied with their current job. In addition, male scientists, scientists in administrative positions, leading scientists, and doctors of science are also more satisfied with their jobs than others.

The most important work values for scientists are to be creative and innovative in their work, to engage in research activities, and to be autonomous, that is, to plan their own work and schedule. The two least important values for them are recognition, social standing, and social security. It is almost equally important for scientists to be able to contribute to society while also having a stable income and employment. Most of these opportunities are more realizable in their current jobs according to researchers.

The main driver of the growth of the profession's attractiveness is traditionally considered to be the financial aspect: various types of financial remuneration, salaries, additional payments for additional work, grants and bonuses. They are followed by such types of financial incentives as payment for internships, continuing education, etc. The models of payment for scientists' work continue to evolve, as well as incentives at the level of project activity. Grant support has become one of the main forms of financial motivation of scientists.

Most often, scientists receive additional payments for publications in journals indexed in Web of Science and/or Scopus, as well as for publications in journals on the Higher Attestation Commission list. Overall, only 3% of scientists do not receive any bonuses at all.