

# ELSA HR Officer Survey

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International Strategy Meeting Online  
10<sup>th</sup> of February 2021



The European Law Students' Association

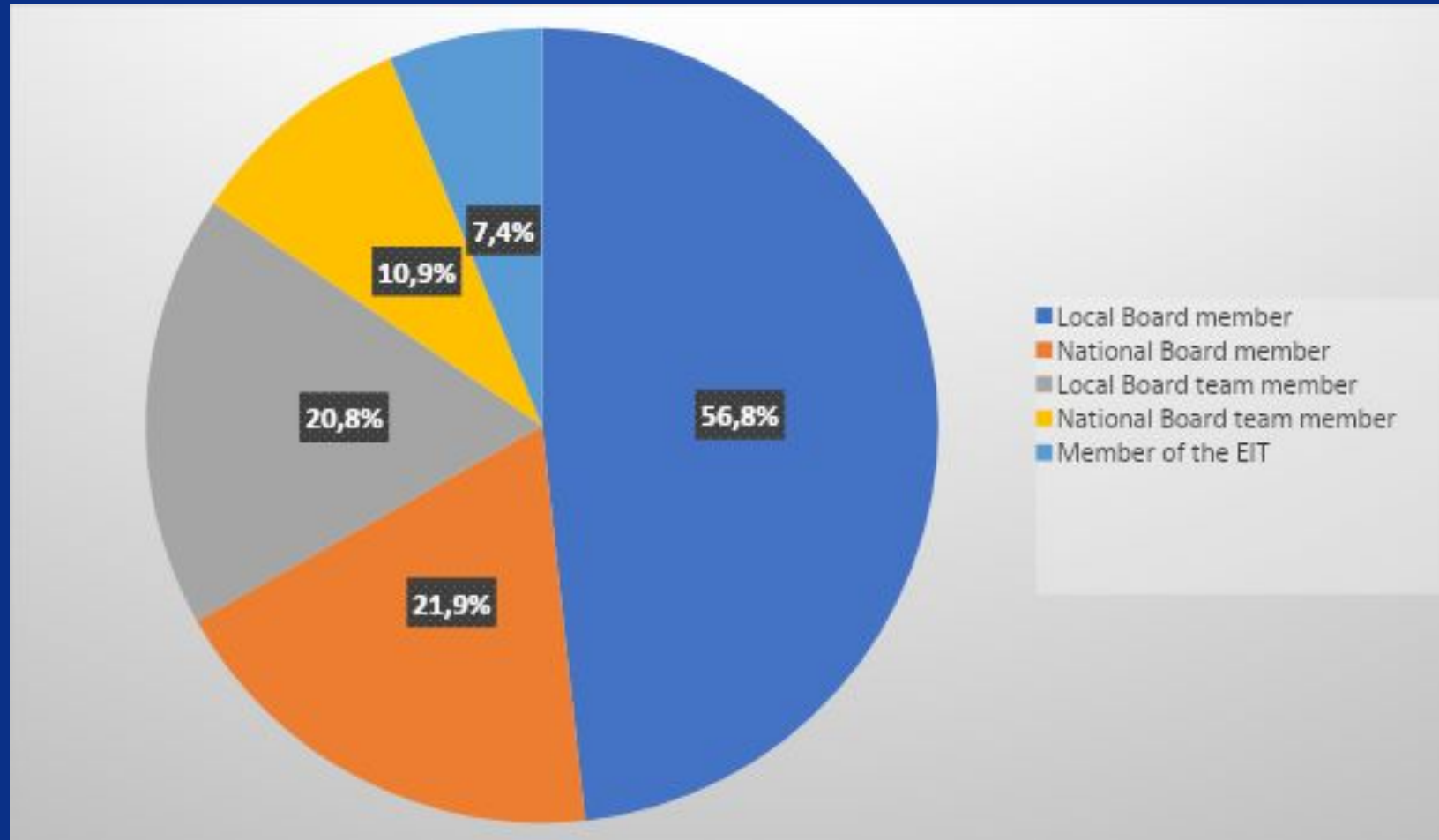
# A few stats

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- 366 responses
- 1061 views
- Average time to complete: 20 min



# Who filled this survey?



# For how many years have you been an ELSA member? An ELSA officer?

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- ELSA Member:
  - 120 replies
  - Average: 2.7 years
- ELSA Officer:
  - 123 replies
  - Average: 1.7 years
- Unspecified:
  - 238 replies
  - Average: 2 years



# What is your current position in ELSA?

- Local board: 260 replies
  - BEE: 37 replies
  - IM: 39 replies
  - HR: 2 replies
  - FM: 23 replies
  - MKT: 38 replies
  - AA: 28 replies
  - MCC: 7 replies
  - S&C: 21 replies
  - STEP: 21 replies
  - Directors: 43 replies
  - Other: 3 replies
- National board: 115 replies
  - BEE: 12 replies
  - IM: 14 replies
  - HR: 2 replies
  - FM: 12 replies
  - MKT: 15 replies
  - AA: 13 replies
  - MCC: 0 replies
  - S&C: 5 replies
  - STEP: 6 replies
  - Directors: 31 replies
  - Other: 5 replies



# What were the reasons you choose to apply to your current position?

## □ Community life: 168 replies

- Wanted to be a part of the association ; wanted to give something ; no successor ; push the association further ; to give back to ELSA

## □ Experience: 133 replies

- Wanted to organise things ; fun ; curiosity ; social experience ; teamwork ; international opportunity (18 answers)

## □ Ambition: 90 replies

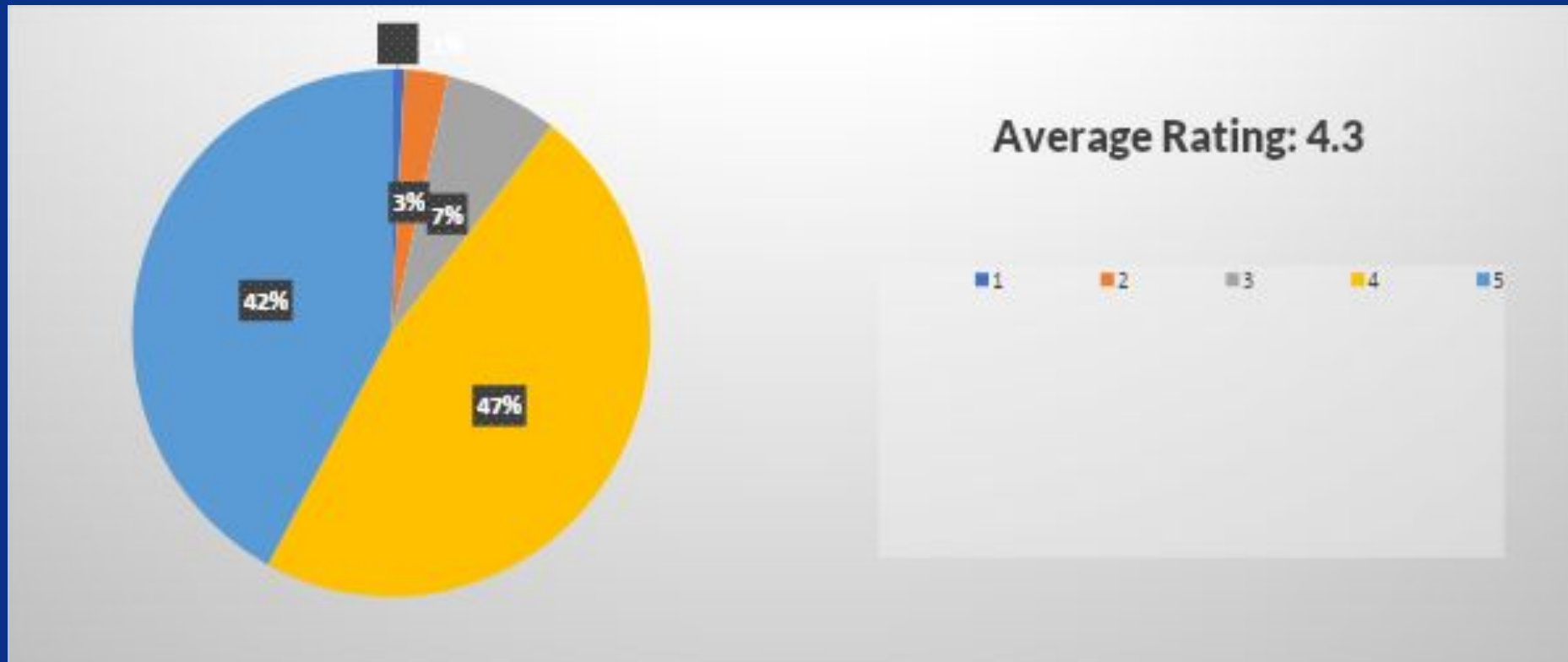
- More practical activites for students ; soft skills ; academical curiosity ; network ; challenge ; source of personal growth

## □ Other: 9 replies



# On a scale from 1 to 5, how was your overall experience as a board member?

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# Please tell us why:

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## • Bad

- Incomplete or no transition
- Pandemic
- Motivation ; workload
- Communication and team-spirit
- Division of work
- National/Local board relations
- Being new

## • Good

- Good board spirit ; overcoming challenges together
- Personal improvement
- Good activities
- Meeting new people

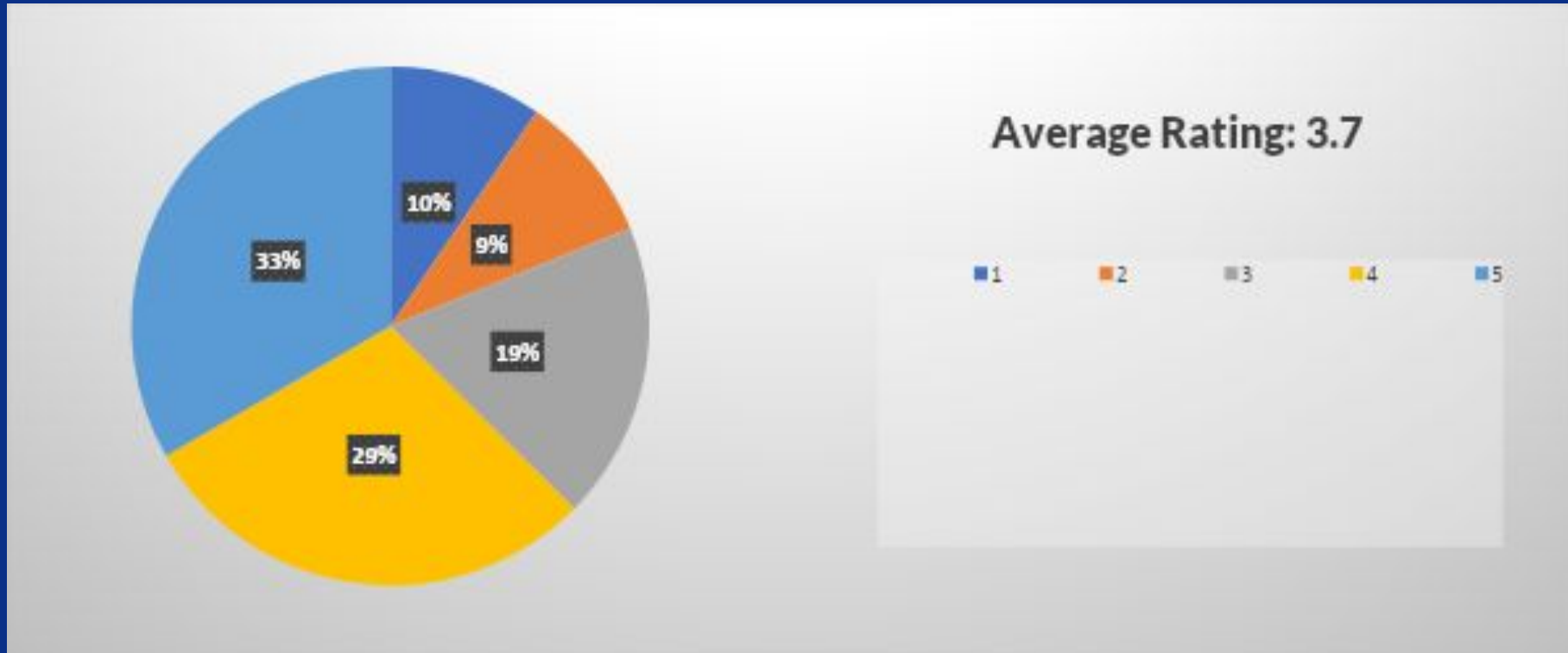
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# On a scale from 1 to 5, how would you rate the transition you received?

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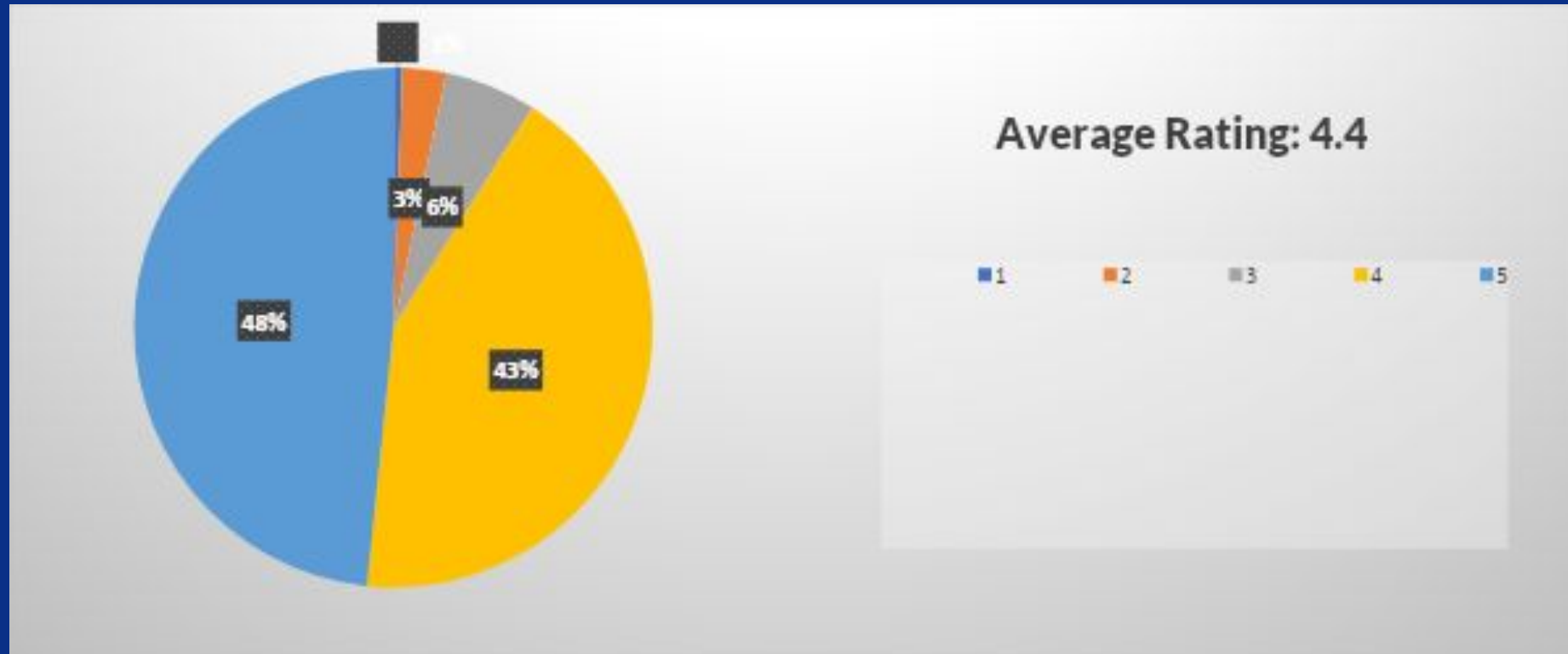
# Which problems or obstacles did you encounter during the transition you received?

- The Pandemic
- No information on how to maintain the motivation
- No support from our predecessors ; no predecessor ;
- Transition was rushed/incomplete
- Late transfer of informatic tools ; no training regarding the use of the software
- Use of outdated materials



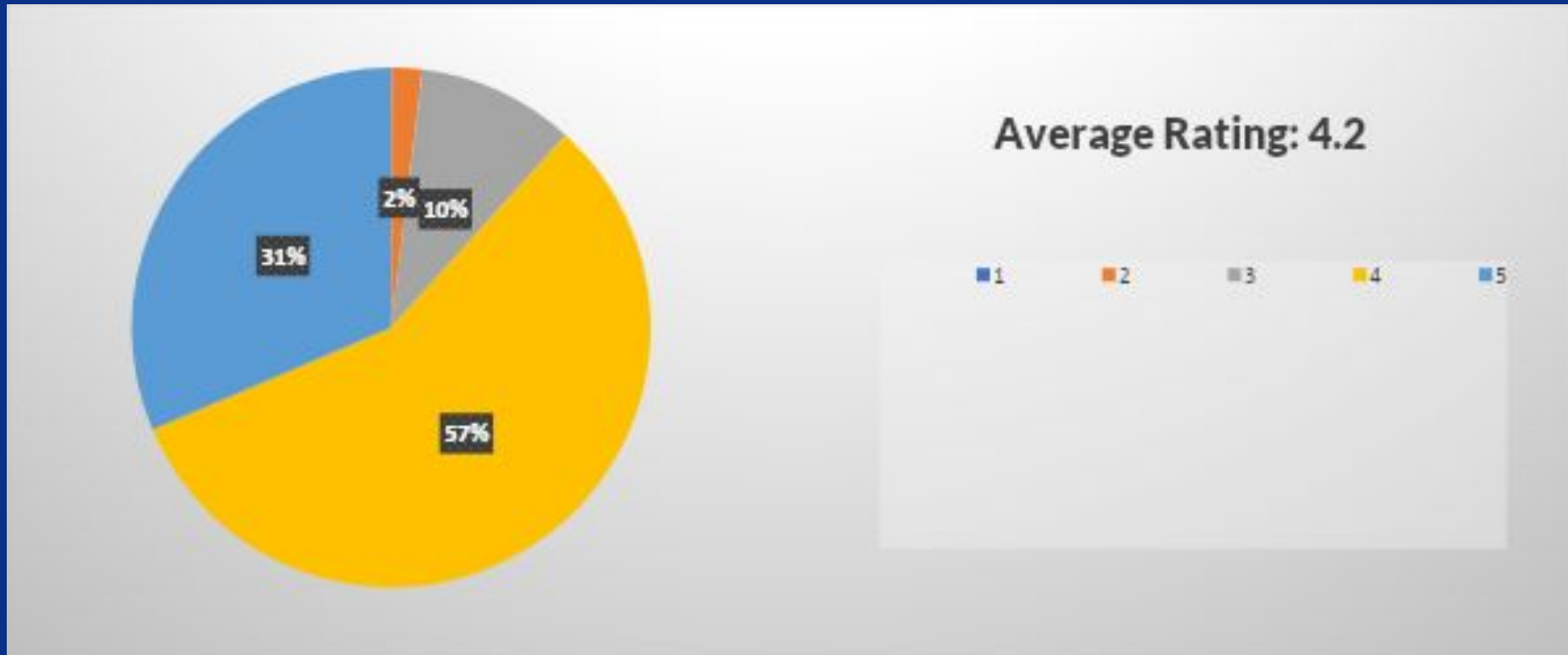
On a scale from 1 to 5, how well do you know what is expected from you and your team members?

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# On a scale from 1 to 5, how familiar are you with the functioning of ELSA?

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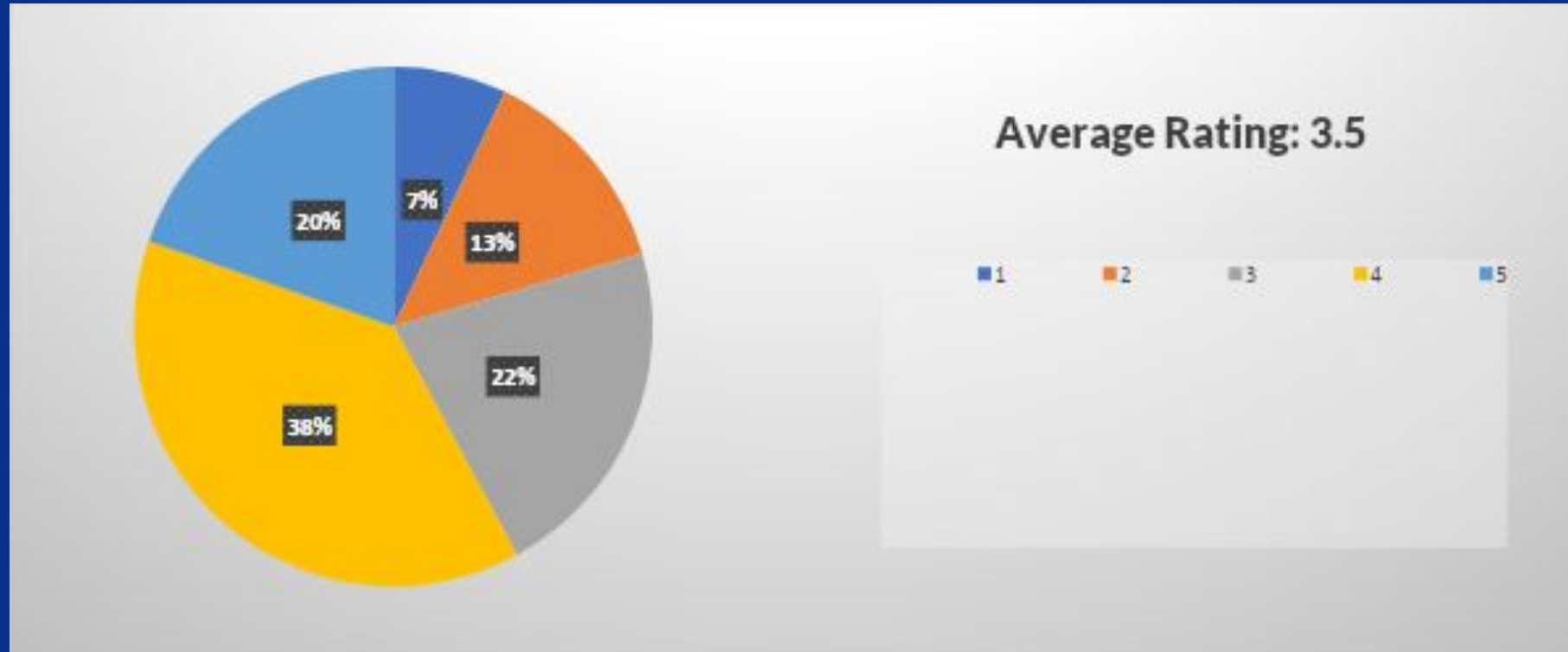


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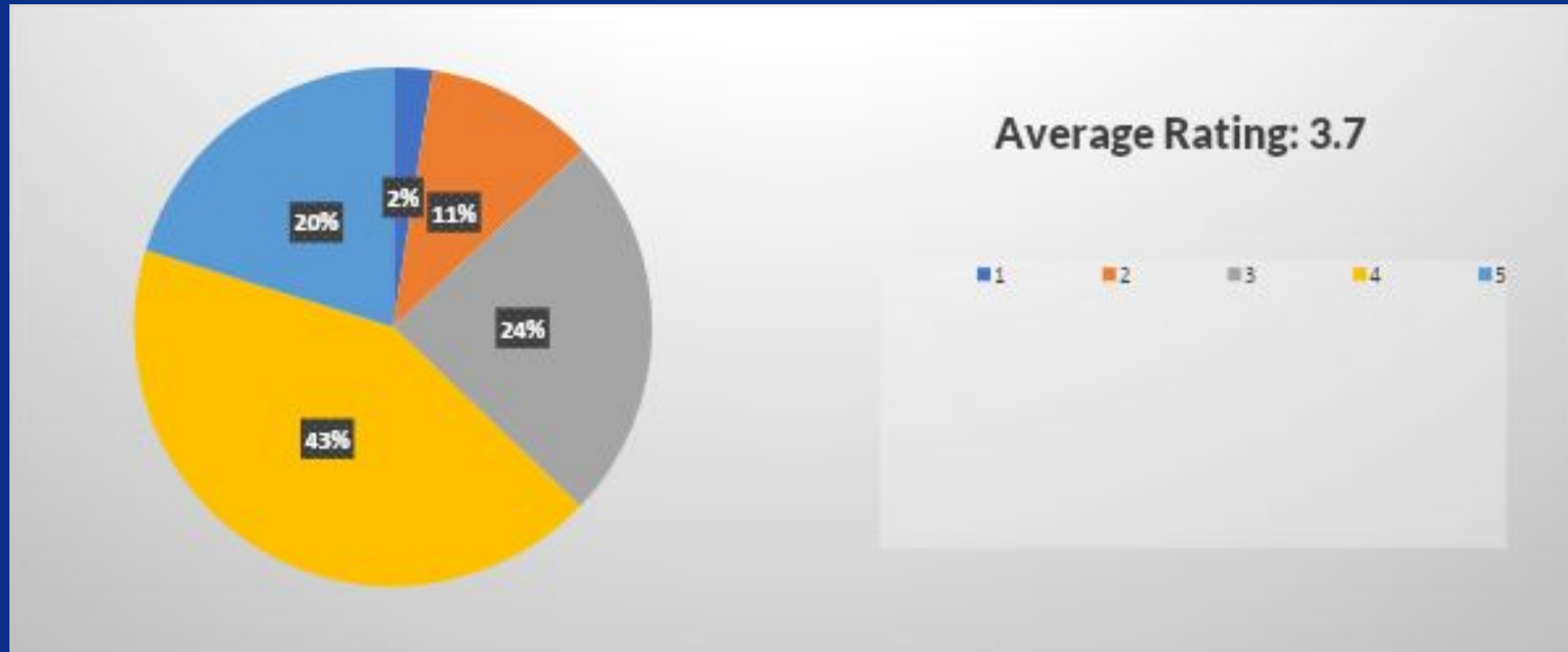
# On a scale from 1 to 5, how familiar are you with the object and purpose of Human Resources in ELSA?

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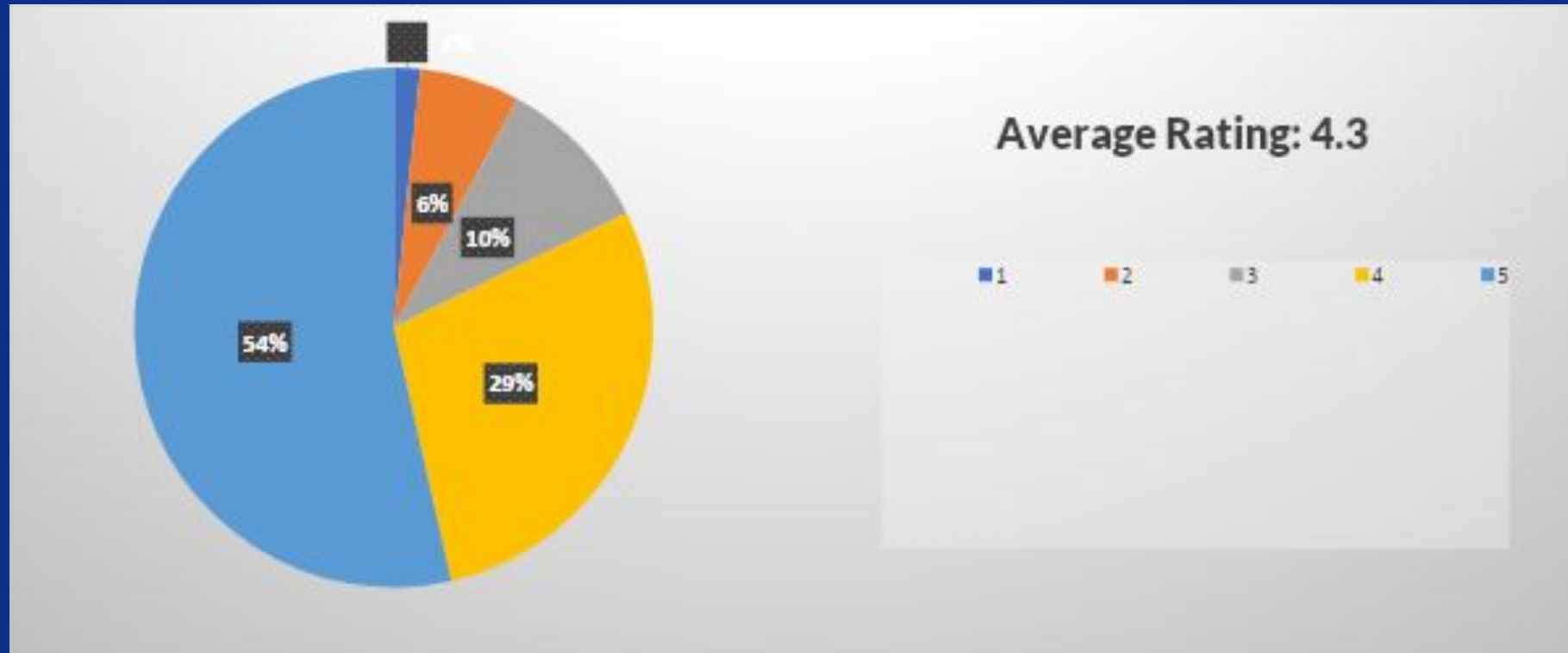
On a scale from 1 to 5, how satisfied are you with the amount of recognition and reward you received from your work?

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# On a scale from 1 to 5, how good is the team spirit in your National/Local Board in your opinion

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# Does your National/Local Group have a HR strategy? If not, why?

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- Yes: 175 replies
- No: 76 replies
- Working on it: 27 replies
- I don't know: 75 replies
  
- Reasons:
  - Pandemic situation is making it hard to create a strategy
  - We are still a small local group
  - We don't have anyone to take care about it
  - I don't know why
  - I have no idea what a HR strategy is
  - We don't need one





Do you know who to contact or where to find all necessary information to perform your board member duties?

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☐ Yes: 332 replies

☐ No: 5 replies

☐ Most common answers:

- contacting Board Members/Directors/National Officers
- referring to Officers Portal and Handbooks

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# What do you identify as the biggest obstacles currently in your way in accomplishing your tasks successfully?

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- Covid-19 Pandemic
- Lack of time
- People/Teamwork
- Lack of strategy/Planning & instructions
- Reaching new members
- Bad mental health



# What kind of support would you need from ELSA International in order to create a proper Human Resources strategy?

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- HR Strategy
- Guidelines on what precisely is the role of Human Resources VP
- IB should provide coaching or training, in forms of webinars and/or workshops on the HR strategy
- HR Database creation ; Platform
- IB should be more pro-active in dealing with problems arising from NGs, as they usually represent a bigger problem affecting the whole network
- More support regarding knowledge management and transitions, check-ups from EI that board is handling their duties
- How to handle the Corona pandemic



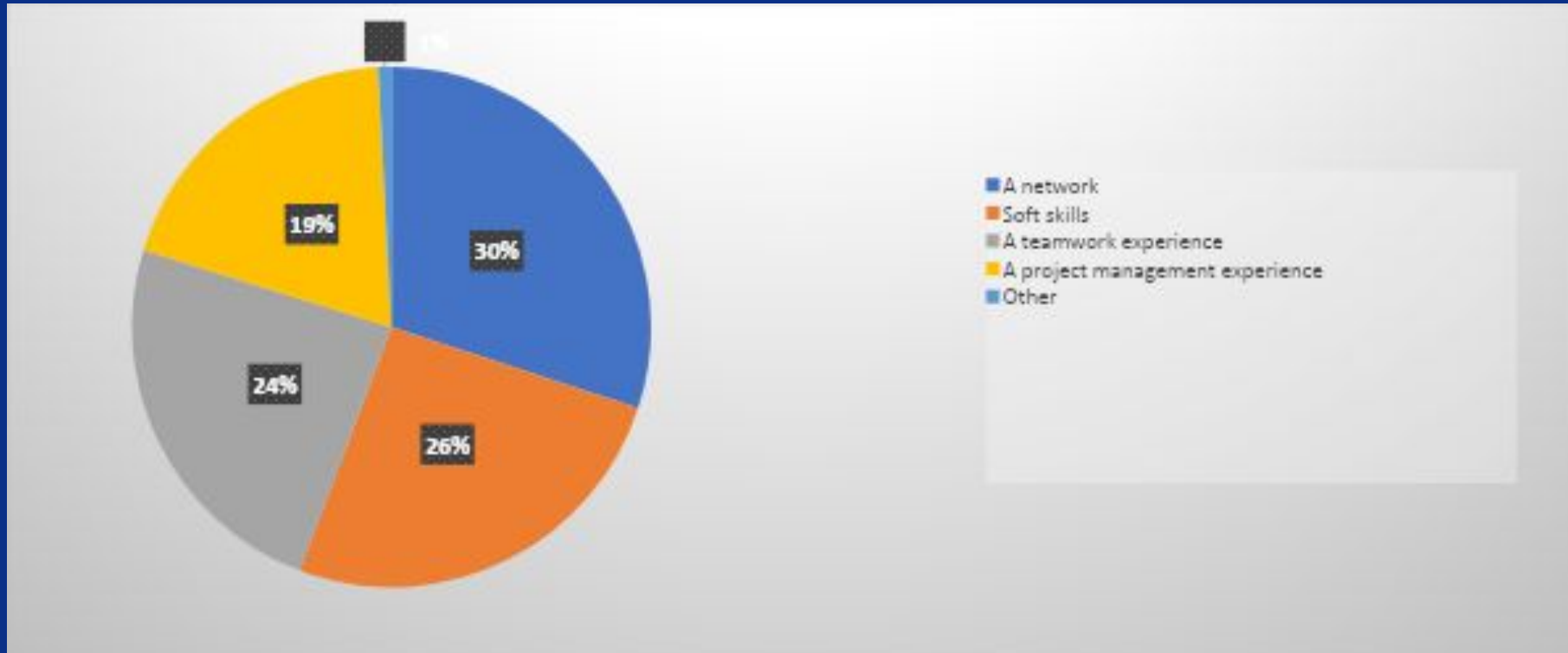
# What would make ELSA a better work environment?

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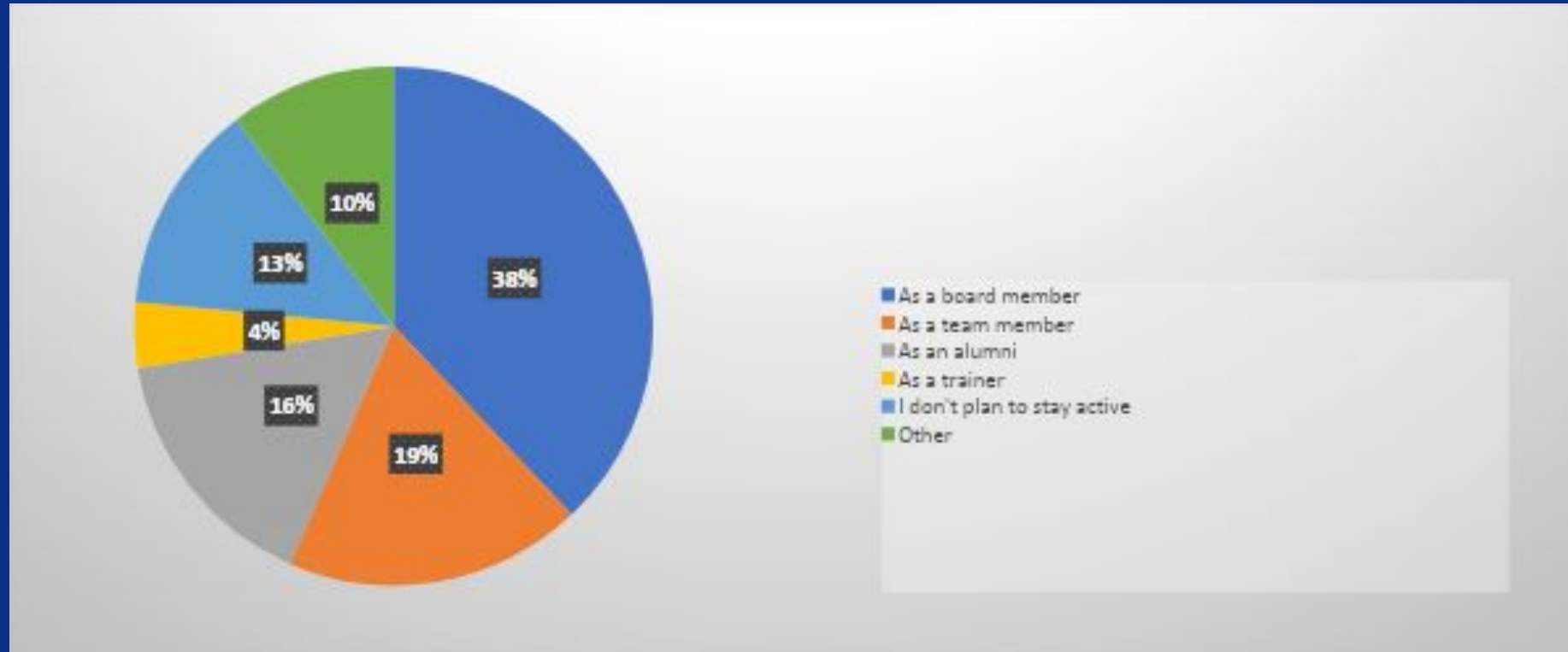
- Overall people's behaviour
- Make ELSA more inclusive
- Make ELSA more exclusive
- More contacts with other groups ; strengthen the network spirit ; involvement ; more cohesion
- Rewards
- No tolerance policy for misconduct and disrespect for others ; Diversity awareness, especially when it comes to race
- Clearer, less overwhelming information



# According to you, what is the most important benefit you can get from ELSA?



# Are you planning to stay active in ELSA for another year?



# Can you please explain why?

## □ Yes

- That's my last year in the university, and I feel that I've done everything I could for the network, so next step - Alumni
- One year is not enough, one is needed to discover it and the following ones are for appreciating and fully experience it

## □ No

- I need to focus on master's degrees
- Other projects

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# Are there any other issues not mentioned in this survey that you would like us to address?

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- Economic gaps
- Nominate a person to reach out in case of mistreatment
- Self-assessment of the board
- More visibility from the International Board
- Make ELSA more environment-friendly
- Make new presentation videos





# Thank you!

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