Project OUTDOC - Questionnaire

Please choose language you would prefer to answer in.

English	*German*	*Romanian*	*Slovenian*	*Spanish*

☐ I am aware of the European GDPR from 18th May, 2018 and I do accept the use of data about my company collected from this questionnaire for the purpose of the study.

☐ I do not accept. → survey is closed

Q1: Do you work in the following emerging sectors? (choose one that is the closest to the below mentioned sectors)

    ☐ energy supply   **Industry data**

    ☐ water supply, sewerage, waste management

    ☐ transportation and storage

    ☐ accommodation and food service activities

    ☐ information and communication

    ☐ financial and insurance activities

    ☐ professional, scientific, technical activities, e.g. advertising, market research

    ☐ administrative and support service, e.g. human resources, travel agency activities

    ☐ human health and social work

    ☐ other (please specify): _____

    ☐ none of the above emerging sectors

Q2: In which department do you work?
_____

Q3: In what country and city is located your company?   **Company**
_____ (country) _____ (city)   **data**

Q4: What is the name of your company? (please write)
_____

Q5: What is the size of your company? (choose one)
☐ small (<50 employees)
☐ medium (50-249 employees)
☐ large (>250 employees)

Q6: Do you currently employ PhD holders? (choose one)
☐ yes
☐ no

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If Q6 answered no:

Q7: Why do you not employ PHD holders? (choose all that apply)

☐ Their training and professional skills are not related to the activity of the company.

☐ We do not usually hire university graduates.

☐ Lack of work experience.

☐ Due to high salary.

☐ Other (specify reason): _____

If Q6 answered yes OR no:

Q8: Do you intend to hire new PHDs?

☐ Yes

☐ No

Q9: Approximately what percentage of your personnel have PHD?
_____ %

Q10: What positions do PhD holder in your company occupy? (choose all that apply)

☐ general manager

☐ department manager

☐ researcher (research & development)

☐ analyst

☐ consultant

☐ specialist

☐ technician

☐ other (please add): _____

Q11: When your company is recruiting, how important is it that job candidates with PhD have the following skills?   **Importance of skills**

1 = not at all important

2 = not very important

3 = somewhat important

4 = very important

5 = extremely important

Communication skills
Employee can clearly communicate verbally so that others understand.
Employee can negotiate effectively.
Employee has the ability to express his ideas in writing.
Employee can efficiently present research results to general public.
Employee is proficient in foreign languages/English.
Team skills
Employee is able to work as part of a team.
Management skills
Employee has the ability to lead people and delegate work.
Employee can organise work successfully.
Personal effectiveness

Employee has an entrepreneurship/innovation mindset.
Employee can be held accountable for his work.
Employee exhibits self-motivation and takes initiative.
Employee has strong work ethic.
Employee is creative in his work.
Employee is self-confident and assertive.
Employee is punctual and manages time efficiently.
Employee allocates time efficiently.
Employee exhibits high level of professionalism.
Employee is flexible and can adapt to different situations.
Employee is willing to learn.
Research skills
Employee independently executes research and analyses data.
Employee finds effective ways for solving problems and making decisions.
Employee has industry specific knowledge.

Q12: How would you on average rate the following skills of job candidates with PhD?

1. far short of expectations
2. short of expectations
3. met my expectations
4. exceeds expectations
5. far exceeds expectations

Perceived skills level (Satisfaction with student's skills)

Communication skills
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Employee can negotiate effectively.
Employee has the ability to express his ideas in writing.
Employee can efficiently present research results to general public.
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Team skills
Employee is able to work as part of a team.
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Research skills
Employee independently executes research and analyses data.

Employee finds effective ways for solving problems and making decisions.
Employee has industry specific knowledge.

Q13: What kind of opportunities for professional development does your company offer to employees? (choose all, that apply)

☐ foreign languages courses
☐ ICT (information and communication technology) courses
☐ soft skills courses
☐ mentoring
☐ support for participation at national conferences
☐ support for participation at international conferences
☐ other (please add): _____
☐ none

Brief presentation of the study and project mission.

This study is conducted as part of project OUTDOC. Our aim is to design a tailor-made training program that would improve employability of PhD holders in the emerging sectors. The training program will be focused on development of soft skills and will be build according to the needs of employers.

Q14: Do you have any comments on this questionnaire?

Suggestions:

- Are there any skills that were missing from this questionnaire?
- What are your comments on the overall issue of recruiting PhDs in your industry?

Thank you for participating in the survey!

To learn more about the project, go to: https://outdoc.usal.es