

EMPLOYER SURVEY FORM
REGARDING GRADUATE COMPETENCIES AND PROGRAMME
EFFECTIVENESS

(Employer Survey – Graduate Competence & Program Effectiveness)

I. PURPOSE OF THE SURVEY

aims to gather feedback from employers/ employers in order to :

- Assess the extent to which graduates meet job requirements ;
- Assessing the appropriateness of program learning outcomes (PLOs) ;
- Identify the strengths and competency gaps of graduates ;
- Evaluating training effectiveness from an external perspective ;
- To provide a basis for improving programmes according to the needs of society and the labor market .

II. GENERAL INFORMATION ABOUT THE RECRUITING ORGANIZATION

- Name of unit/enterprise:
- Field of activity :
- Staff size: ☐ < 50 ☐ 50–200 ☐ > 200
- Survey respondent's position :
 - ☐ Leadership
 - ☐ Direct Manager
 - ☐ Human Resources/HR
 - Other :

III. INFORMATION ABOUT GRADUATES WHO ARE RECRUITED

- of study / program of the graduate :
- Working hours at the company:
 - ☐ < 6 months
 - ☐ 6–12 months
 - ☐ > 12 months

IV . EVALUATION GUIDELINES

Employers evaluate candidates on a 5-point scale – indicating the extent to which they meet the job requirements:

Level	1	2	3	4	5
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Meaning	Completely unsatisfactory	Poor response	Partially satisfied	Response	The response was very good.
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4.1 Professional knowledge

1. Graduates possess a professional knowledge base that is suitable for the job position.
2. Professional knowledge is effectively applied in practice.
3. The knowledge acquired through training is up -to-date and relevant to current requirements.
4. The ability to analyze and solve professional problems meets the requirements.

4.2 Professional Skills

5. Graduates are capable of performing tasks independently .
6. Graduates are capable of working effectively in teams .
7. Proficiency in using specialized tools and technologies meets requirements.
8. Ability to organize and manage work effectively.

4.3 Soft skills and supplementary competencies

9. Communication skills in a professional work environment .
10. Presentation skills and the ability to articulate ideas .
11. Time management skills and adherence to work discipline .
12. A spirit of cooperation, responsibility, and a positive work attitude .
13. Ability to adapt to a changing work environment .

4.4 Attitude, ethics, and professional conduct

14. A sense of discipline and responsibility in the workplace.
15. Proactiveness, a desire for self-improvement, and a thirst for learning.
16. Professional ethics and conduct .

4.5 Learning and Development Abilities

17. The ability to acquire new knowledge during the course of work.
18. Ability to learn independently and improve professional skills .
19. Potential for long-term career development.

4.6 The degree of alignment between training and job requirements

20. The programme provides competencies that are relevant to real-world job requirements.
21. The ratio between theoretical knowledge and practical skills is reasonable.
22. Student internships/practical training are valuable to businesses .
23. Graduates need less time to adapt when they start working .

4.7 Overall Assessment

24. Overall, the graduates meet the requirements of the job.

25. The unit is satisfied with the quality of the graduates .

26. The unit is ready to continue recruiting graduates from this programme .

4.8 Open-ended questions

27. In your opinion , what are the strengths and weaknesses of the Academy 's current vision , mission , and core values ?

28. The outstanding strengths of the graduate include :...

29. The following competencies are lacking or need to be strengthened among graduates : ...

30. Specific suggestions for improving the programme : ...

V. INSTRUCTIONS FOR ANALYZING RESULTS (FOR IQA)

- **Average score ≥ 3.5 : Meets the requirements .**
- score < 3.5 : Determine the gap between education and societal needs.
- Group F $< 3.5 \rightarrow$ Prioritize adjusting learning outcomes and application content .
- Compare the three sources: Final -year students $\leftrightarrow$ Alumni $\leftrightarrow$ Employers