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Procedures for planning, elaboration, assessment and development of educational programs

Annex №11

Employer Satisfaction Questionnaire

(Recommended form)

1. How often do you need new employees in your organization / company?

1. Every few years
2. Once a year
3. Several times a year
4. Every month
5. Other _____

2. There is a need to hire a new employee (s):

1. Because of new job creation (increasing number of company employees)
2. Due to the turnover of staff for various reasons
3. Other _____

3. How/in what ways do you disseminate information about job openings in your organization/company (several answer options are allowed)

1. Through TV and print media
2. Through Internet / Jobs websites
3. Through social networks
4. With the help of acquaintances-friends
5. Through partner organizations / companies
5. Other _____

4. Please indicate the ways / means you are considering by finding new staff in the organization / company (give maximum 3 answers)

1. Finding staff with "internal resources" (from existing employees of the organization / company, to friends of friends)
2. Through University Career Support Centers
3. On the basis of competitive bidding of applications submitted through the organization/company website
4. Databases with jobseekers' resumes (backup data)
5. As a result of an internship
6. As a result of testing and/or interviewing

7. Based on the recommendation
8. Upon appointment on probation
9. Other _____

5. Which methods of recruitment do you use?

1. Testing
2. Testing and interviewing
3. Only interview
4. Unpaid internship or probationary period
5. Paid internship or probationary period

6. How often does an internship at your company / organization result in employment (how often does a person gets a contract after internship)?

1. Never
2. Rarely
3. Often
4. Very often / usually

7. What is your personal policy for part-time students?

1. We have part-time offers with a fixed time schedule;
2. We have part-time offers with flexible time schedule;
3. We have only full-time offer (includes benefits for students only during exams)
4. We have a so-called. freelance quotes too (task-free, with no office schedule)

8. In general, people with which of the following levels of education would have higher chance of being employed in your organization / company?

1. Persons with bachelor's degree
2. Persons with master's degree
3. Persons with PhD degree
4. It doesn't matter.

9. Which of the following is/are the most important factor(s), when hiring an university graduate in your organization/company? (3 answers are possible.)

1. Image of the university
2. The level of training of the specialist(s) at the university
3. Long experience of cooperation with the university
4. Recommendation of the University Career Support Center
5. Recommendation of university professors
6. Recommendation of structural unit(s) of university administration
4. Other _____

10. Have your organization / company as an employer faced challenges in finding the right staff / employees?

1. Yes
2. more or less
3. No (Please, go to question # 13)

11. What kind of challenges does your organization / company face in finding new employees? (3 answers are possible.)

1. Lack of qualified staff in the labor market.
2. Lack of readiness for employment by graduates (e.g. inadaptability with the respective work discipline/regime/schedule, other skills related to labor relations, teamwork and individual work, etc.)
3. Failure to cooperate with university employment centers.
4. Insufficient readiness of graduates to work in the regions.
5. I do not have access to information about university graduates.
6. Others
7. We did not face any challenges at all.

12. In your opinion, what is the reason that your organization/company has encountered various problems in finding new employees? (3 answers are possible.) *This question is answered by respondents who answered yes to question 10. Several answer options are allowed.*

1. Educational system gaps;
2. Gaps in professional standards;
3. Lack of orientation towards practice of training courses provided by higher education programs;
4. Poor qualification of teachers / professors;
6. Low availability of textbooks (including Georgian);
7. Gaps in Management of universities;
7. Other_____

13. Individuals mainly in leadership positions in your organization / company are:

Select the appropriate graph	Issued by the Georgian higher education institution	Issued abroad
With Bachelor Diploma		
With Masters Diploma		
With PhD degree		
Other_____		

14. In general, if you evaluate TSU graduates, how you would assess the qualification of people applying for to you at your company? Please rate it on a 5-point scale where the digit "1" means "very unqualified" and the digit "5" - "highly qualified"

Score (Please indicate) _____

very unqualified				highly qualified
1	2	3	4	5

15. Do you have specific competences that have been formulated, which a person should have (e.g. university graduate) in order to be employed at your company?

1. Yes
2. No.

16. Please list up to three of the most important competences, which a person (e.g. university graduate) should have in order to be employed at your company:

1. Practical skills
2. Theoretical knowledge
3. Ability to work in team
4. Ability to work independently
5. Presentation skills
6. Knowledge of foreign language(s)
7. Analytical thinking/skills
8. Creativity
9. Ability to make decisions

17. Is it necessary for a TSU graduate to have work experience before being employed in your organization/company?

1. A little experience in any organization is enough.
2. It is imperative that the internship be with us.
3. A minimum of one year of work experience is required.
4. A minimum of 1-3-month internship is required.
5. No work experience is demanded.
6. Other _____

18. After being employed, do TSU graduates need to undergo some training, before they can start working full time?

1. They need additional training before they start work.
2. They are starting to work immediately after being hired, but they are required to undergo internal organizational training.
3. They start working without any problems immediately upon hiring.
4. Other _____

19. In your opinion, what are the shortcomings of TSU graduates in terms of vocational training? (Please, note that 3 answer options are possible).

1. Theoretical knowledge
2. Preparation / skills for practical work
3. Independence / to be proactive
4. Ability to be responsible
5. Ability to work as a team
6. Ability to present in native and foreign languages
7. They have no shortcomings
8. Other _____

20. Do you think, that modern business is ready for social partnership (to host students and/or interns in order to enhance their qualification? Please rate on a 5-point scale where the digit "1" means "not fully ready" and the digit " 5 "completely ready“).

Not fully ready				Completely ready
1	2	3	4	5

21. What types of activities should be undertaken to promote student employment? (3 answersb are possible.)

1. Organizing Job Fairs
2. Organizing student excursions in various organizations and companies
3. Presentation of organizations / companies to students in higher education institutions
4. Practical workshops (using interactive methods, e.g. business games)
5. Joint scientific conferences
6. In case of need of interns, companies/ companies get in touch with universities
7. The organization / company should actively cooperate with the Universities Career Support Centers
8. Signing memoranda of understanding among employers and universities
9. Other _____

Demographic Part:

D1: Type of organization

1. Public Service
2. Private company
3. Non-governmental organization
4. International Organization
5. Other

D2: Field of activity of the organization

1. Finance and Banking
2. Health and social services
3. Commerce / Wholesale and Retail
4. Agriculture
5. Education / Science / Training
6. Jurisprudence
7. Marketing / PR
8. Transport / Communications
9. Publishing / Media

10. Research and development
11. Information Technologies
12. Tourism / Hotels / Restaurants
13. Public Administration
14. Production
15. Construction
16. Production of food products
17. Customer service
18. Engineering
19. Other_____

D3: Position of respondent

D4: Gender of respondent

D5: Age of respondent

Thank you very much for cooperation!