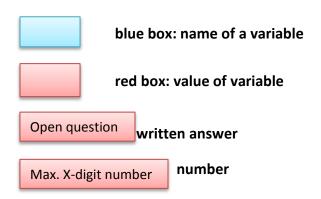




Grant agreement no.: 2012-2948/001-001

Codebook of the questionnaires: Cooperation with Higher Education Institutions (employers and employers' associations)



Country	Please enter your country number for every case:
Country	1 – Bulgaria
	2 – Hungary
	3 – Poland
	4 – Slovenia
	5 – Spain
	6 – EU
	The respondent ID consists of one digit country number and two or three
RespondendID	digits respondent number
	(for example: respondent number 5 from Slovenia: 405)
Type of organisation	1 – employers' organisation, 2 – association, 3 - others





		SECTION A: Organisational Profile and Recruitment Practice	ctic	ces			
A	.1		You Loca	r A1_a	Total Organisati	A1_b on	
		1		1-9	□ 1-9		1
		2		1 – 49	□ 1-49	9	2
		3		50 – 99	□ 50 − 9	99	3
		4		100 – 249	□ 100 -	249	4
		5		250 – 999	□ 250 –	999	5
		6		1,000 or more	·		6
_					□ Not ap only one	•	7
	.2a .2b	What is the approximate percentage of higher education graduates as a share of all employees in your organisation? How many employees work in your enterprise/organisation as researched.			Max. 3-dig	t number -digit nun	
A	.3	In which economic sector do you work? (e.g. car manufacturing, primary school, health care): A3_a Op	en	question			
COMPANIE	S	What kind of product or service does the organisation provide? (e.g. nursing patients, computer components, legal advice, scientific research):	(Open question	n		
A	<mark>.3</mark>	Which economic sector(s) do you co A3_a Most major economic sectors Particular sectors (please specify below 2 ple reply possible))				
ASSOCIATIO	ONS	1 ☐ Agriculture, hunting and forestry and fishing 2 ☐ Manufacturing 3 ☐ Electricity, gas and water supply 4 ☐ Construction 5 ☐ Wholesale, retailtrade and maintainance 6 ☐ Hotels and restaurants 7 ☐ Transport, storage and communications 8 ☐ Information and communication technology (ICT 9 ☐ Financial intermediation, real estate and busines 10 ☐ Community, social and personal service activitic 11 ☐ Others	ss a	A3_b is f A3_a is 2 insert th from 1 to numbers separate comma Others« specified	2. Please e number o 11. More s should be ed by (,). If »11 is		





	Private Sector Organisations and Universities	
A4	What is the type of your organisation?	
		□ public 1
	A4 -	☐ private non-profit 2
		☐ private profit 3
		□ other (please specify): 4
·		A4_4o Open question





A5	How often does your organisation use the	following re	ecruitme	nt me	chan	isms	for hi	ring h	nighe	r edu	cation graduates?
				1	2	3	4	5	6	7	
			Not at								Very
			all	1	2	3	4	5	6	7	often
	a. Through an advertisement in a newspa	A5_1									
		A3_1									
	b. Through a public employment agency	A5_2									
		A3_2									
	c. Through a private employment agency										
		A5_3									
	d. Through the Internet										
		A5_4									
	e. Through an internship placement										
		A5_5									
	f. Through private contacts										
	ii iii ougii private contacts	A5_6				_	_				
	g. Through the help of a higher education										
	institution	A5_7									
	h. Other:										
		A5_8									
	A5_80 Open question										
A6	Below is a list of skills. Please provide infor	mation to w	vhat exte								1
	new graduates in your experience possess	these skills?	?	1	2	3	4	5	6	7	
			Not at								Very
			all	1	2	3	4	5	6	7	high
	a. Mastery in their field or discipline	A6_1									
	b. The ability to acquire new knowledge	A6_2									
		A0_2									
	c. The ability to perform well under press	A6_3									
		A0_3									
	d. The ability to use time efficiently	A.C. /									
		A6_4									
	e. The ability to productively work with o	t ac E									
		A6_5									
	f. The ability to come up with new ideas a	20.0	1								
	solutions	A6_6									
	g. The ability to work in a foreign languag	0.5.7	ī								
	, , ,	A6_7									
	SECTION B: Higher education-Busin	iess Coop	eration	, Dri	vers	and	Bar	riers			
B1	To what extent does your organisation co	operate wit	th higher	edu	cation	ı inst	itutio	ns re	gardi	ng th	e following
	activities?	- 1							J w.i		
				1	2	3	4	5	6	7	
			Not a								To a very
			al		2	3	4	5	6	7	high extent
	a. Research and development (R&D)										
	e.g. (inter)national projects, contract rese	B1_1		_	-	_	_	_	_	_	
	b. Mobility of academics	D1 2	_								





	their training or research in your organisati	on.								
	c. Mobility of students	B1_3								
	e.g. direct recruitment, traineeships	D1_3								
	d. Curriculum development and delivery	B1_4								
	including lectures at higher education in	D1_4								
	e. Adult education, training and short cour	B1_5								
	and other "Lifelong learning activities"	D1_2								
	f. Others:	D4 6								
		B1_6								
	B1_60 Open question									
	D2 Bank and in the state of the	- f N	I I							
	B2 Rank a maximum of three cooperation mode				.	d	:			a Ifan ayamınla 1:0
	you would consider important areas for future 2:a 3:c).	re cooperati	on wit	n nig	ner e	auca	tion i	nstiti	ution	s (for example 1.e
	2.a 3.c <u>j.</u>									
	1 B2_1 a = 1 d = 4									
	2 B2 2 b = 2 e = 5									
	c=3 $f=6$									
			_							
	B3 Please indicate which statement describes th	ie orientatio	n of yo	our e	nterp	rise.				
В3	1 ☐ We believe that higher education institu	tions and in	ductou	ch o	اط مم	main				
	D We believe that higher education historia						•			danata waxaa wala
	2 We believe cooperation with higher edu									
	We believe in the fundamental importar	ice of nighei	educa	ition	instit	ution	s -bu	sines	s coo	peration for research
	and development.									le de la
				TION	chaii					
	4 We believe higher education institutions	s -business c	oopera	itioii	Siloui	iu be	upgra	aueu	101 a	pplication and
	4 □ We believe higher education institutions commercial exploitation.	s -business c	oopera	ition	311001	iu be	upgi	aueu	101 a	pplication and
	_	s -business c	oopera	ition	311001	iu be	upgra	aueu	101 a	ррпсацоп апи
	_		·	ns ch	anσe		o futi	ıra?)
	commercial exploitation.		·						7	ррпсаціон анц
	commercial exploitation.		titutio	ns ch	anσe	in th	o futi	ıra?		To a very
	commercial exploitation. B4 In your view, to what extent should higher ex	ducation ins No at a	titutio 1 ot 1	2	3	in th	5 5	6	7 7]
	commercial exploitation.	ducation ins No at a	titution 1	2	3	in th	e futi 5	6	7	To a very
	commercial exploitation. B4 In your view, to what extent should higher extend a. Increase the practical orientation of teach	ducation ins No at a	titution	2 2	3 3	4 4	5 5	6	7 7	To a very
	commercial exploitation. B4 In your view, to what extent should higher ex	ducation ins No at a	titutio 1 ot 1	2	3	in th	5 5	6	7 7	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships	ducation ins No at a	titution	2 2	3 3	4 4	5 5 □	6 6	7 7	To a very
	commercial exploitation. B4 In your view, to what extent should higher extend a. Increase the practical orientation of teach	No at a B4_1 B4_2	titution	2 2	3 3	4 4	5 5	6	7 7	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems	ducation ins No at a	titution	2 2	3 3	4 4	5 5	6 6	7 7	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships	No at a B4_1 B4_2 B4_3	titution	2 2	3	4 4	5 5 □	6 6	7 7	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems	No at a B4_1 B4_2	titution	2 2	3 3 —	4 4	5 5	6 6	7 7	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems	B4_1 B4_2 B4_3 B4_4	titution	2 2	3 3	4 4	5 5	6 6	7 7	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems d. Focus on short-term skill development	No at a B4_1 B4_2 B4_3	titution	2 2	3 3 —	4 4 	5 5	6 6 6	7 7	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems d. Focus on short-term skill development	B4_1 B4_2 B4_3 B4_4 B4_5	titution	2 2	3 3 —	4 4 	5 5	6 6 6	7 7	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems d. Focus on short-term skill development e. Focus on long-term skill development	B4_1 B4_2 B4_3 B4_4	titution 1 1 1 1 1	2 2	3 3	4 4 	5 5 5 C C C C C C C C C C C C C C C C C	6 6 0	7 7 0	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems d. Focus on short-term skill development e. Focus on long-term skill development	B4_1 B4_2 B4_3 B4_4 B4_5 B4_6	titution 1 1 1 1 1	2 2	3 3	4 4 	5 5 5 C C C C C C C C C C C C C C C C C	6 6 0	7 7 0	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems d. Focus on short-term skill development e. Focus on long-term skill development f. Support an international orientation	B4_1 B4_2 B4_3 B4_4 B4_5	titution	2 2	3 3	4 4 	5 5	6 6 C C C C C C C C C C C C C C C C C C	7 7	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems d. Focus on short-term skill development e. Focus on long-term skill development f. Support an international orientation	B4_1 B4_2 B4_3 B4_4 B4_5 B4_6 B4_7	titution	2 2	3 3	4 4 	5 5	6 6 C C C C C C C C C C C C C C C C C C	7 7	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems d. Focus on short-term skill development e. Focus on long-term skill development f. Support an international orientation g. Focus on research and development	B4_1 B4_2 B4_3 B4_4 B4_5 B4_6 B4_7	titution to 1 to	2 2	3 3	4 4 	5 5 C C C C C C C C C C C C C C C C C C	6 6 C C C C C C C C C C C C C C C C C C	7 7 0 0 0 0 0 0	To a very
	a. Increase the practical orientation of teach b. Enhance traineeships and internships c. Improvements in their financial systems d. Focus on short-term skill development e. Focus on long-term skill development f. Support an international orientation g. Focus on research and development	B4_1 B4_2 B4_3 B4_4 B4_5 B4_6 B4_7	titution to 1 to	2 2	3 3	4 4 	5 5 C C C C C C C C C C C C C C C C C C	6 6 C C C C C C C C C C C C C C C C C C	7 7 0 0 0 0 0 0	To a very





35 How often does your organisation engage in the follo	wing activit	ies in rel	ation	to hig	her e	educ	ation	institutions?
		Not 1	2	3	4	5	6	7
		Not 1 at all	. 2	5	4	5	O	7 Very often
a. Participation of academics on company boards	B5_1							
 b. Participation of business people on higher educations institutions boards 	B5_2							
c. Participation in the activities of alumni networks	B5_3							
d. Cooperation with higher education institutions ca	B5_4							
e. Cooperation with institutes focused on higher edu institutions-business cooperation	B5_5	-						
f. Cooperation with incubators for the development businesses	B5_6	-						
g. Participation of business people in study, teaching research activities	B5_7							
h. Other (please specify): B5_80 Open question	B5_8							
B3_80 Open question								
How much do the following statements facilitate you institutions?	ır organisati	on's coop	eratio	on wi	th hi	gher	educ	ation
institutions:			1	2 3	4	5	6 7	
		Not at	1	2 3	4	5	6 7	To a very high extent
a. Existence of shared motives	B6_1	all						mgn extent
b. Financial resources for working with higher eduinstitutions	B6_2							
c. Flexibility of higher education institutions	B6_3							
d. Interest of higher education institutions in acce- practical knowledge	B6_4							
e. Access to higher education institutions' research development facilities	B6_5							
f. Close geographical distance of higher education	B6_6							
g. Existence of mutual trust and commitment	B6_7							
h. Prior relationship with higher education institut	B6_8							
i. Other (please specify):	B6_9							
B6_9o Open question								

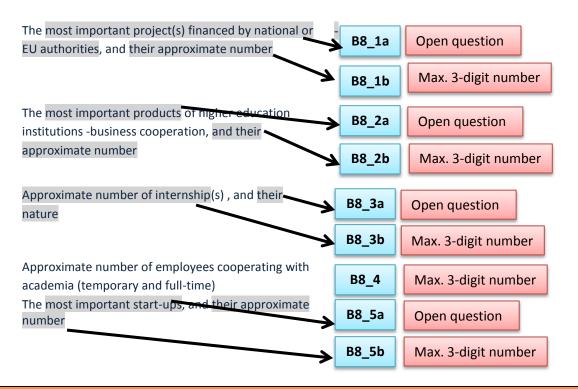


	***	**		Lea	elor arni gra	ing	me
1	2	3	4	5	6	7	

B7 How relevant are the following barriers to higher education institutions-

		Not at all	1	2	3	4	5	6	7	To a very high extent
a. Different modes of communication and lang	guage									extent
between higher education institutions and business	B7_1									
b. Different time horizons between higher education institutions and business	B7_2									
c. Different motivations and values between h	B7_3									
d. Difficulty in finding the appropriate persons within higher education institutions	B7_4									
Bureaucracy within or external to the higher education institutions	B7_5									
f. Higher education institutions want to publis confidential results	B7_6									
g. Limited ability of knowledge transfer	B7_7									
h. The current financial crisis	B7_8									
i. Other (please specify):	B7_9									
B7_9o Open question										

8 Please b...., her education institutions-business cooperation in the last 5 years and specify the approximate number (if applicable):







					Not at 1	2 3	4 5 6	7 7 To a very
	Highe	r education institutions-bus	iness cooperation		all			high extent
	impor	tantly improves:						
	the pe	erformance of business	E	39_1				
	the sk	ills of students relevant to la	bour market car	39_2				
	the kn	nowledge of academics	E	39_3				
	the pr	ractical skills of professionals	from organisati	39_4				
	the in	novative capacities of the en	terprise	39_5				
	region	nal development and social c	ohesion	39_6				
	Other	(please specify):	E	39_7				
	B9_	70 Open question						
	SECT	ION C: Description of th	ie Case					
C1	Can yo	ou describe the most success	ful cooperation mo	de with	higher educat	ion instit	utions in the	e past 5 years (short
	descri	ption, outcomes, future rele	vance):					
C1		Open question – please in:	sert into word file					
	SECTION D: Background information on the respondent & a request for the final project results							
D1	Please 	e provide the position/destin	ation of the main re	esponde	nt (e.g. HRM n	nanager)	:	
D1_1		Open question						
		licable, please provide inforr leting the questionnaire:	nation about people	e involve	d in			
D1_2	2	Open question						

DATA FROM D1_3, E1, E2, E3, E4 SHOULD BE INSERTED IN THE SEPARATE FILE!

Please provide an e-mail address to which you want the results of the survey to be sent:

D1_3

Open question





	SEC	TION E: Background information on the company (to be completed by the researcher)
	E1	Full name of organisation and web link
E1	_a	Full name of the organisation: Open question
E1	_b	Web link: Open question
E2	E2	Date of survey: Open question: year/month/day; example: 20131105 (5. 11. 2013)
	E3	Mode of the survey?
E3		☐ E-M (Email) 2 ☐ FF (face to face) 3 ☐ Other: 4 ☐ Copen question
E4	E4	Comments: Open question