

# MASTER QUESTIONNAIRE

- This questionnaire is about the study programme that you finished in 2002/2003.
- Unless explicitly indicated otherwise, the term »study programme« refers to this study programme.
- If you finished more than one study programme 2002/2003, we would like you to refer to the study programme you consider the most important for your professional development.
- Please use a black or blue pen to fill in the questionnaire.
- Please mark your answer by placing a cross in the relevant box ()
- Some questions allow multiple answers. Where this is the case, this is clearly indicated.
- If you would like to correct your answer, completely blacken the box, and mark the right answer.
- If the question requires you to fill in a number, please fill in only one digit per box.
- If the question requires you to fill in text, please use CAPITAL LETTERS.
- If you are unsure of the exact answer to some questions, please estimate the answer to the best of your ability.

International project »Higher Education as a Generator of Strategic Competences« (HEGESCO) is run under coordination of University of Ljubljana, Faculty of Social Sciences. Duration of the project is 24 months, from 1<sup>st</sup> October, 2007 to 30<sup>th</sup> September, 2009. The project will be implemented in close cooperation with University of Maastricht (ROA) as a continuation of the REFLEX project (6th framework programme), which included 14 European countries and Japan. In research we use standardised questionnaire, which assures international comparability.

Implementation of this project is financed by European Commission.

A. Study programme you graduated in 2002/2003

A1 a. What was the name of the study programme? Study programme (e. g. economics, civil engineering):

.....

Major or specialization:

.....

b. What was the type of qualification?

Bachelors

Masters

Other (please specify):

.....

c. What was the name of the institution from which you graduated?

Name of the institution:

.....

A2 a. What was the start and end date of this study programme?

Start: \_\_\_ (month) \_\_\_\_\_ (year)

End: \_\_\_ (month) \_\_\_\_\_ (year)

b. If your study programme was a master's programme, what was the start and end date of your preceding bachelors programme?

Start: \_\_\_ (month) \_\_\_\_\_ (year)

End: \_\_\_ (month) \_\_\_\_\_ (year)

Not applicable

c. Did you at any time interrupt this study programme (including, if applicable, the preceding bachelors programme) for 4 or more months? If so, for how many months?

Yes, for \_\_\_ months.

No

- Do not count interruptions related to your study, such as internships or study abroad.

- Do not count interruptions between bachelors and masters programmes.

A3 a. What was your average grade when you finished this study programme?

6    6,5    7    7,5    8    8,5    9 or more

                      

b. How do you rate this grade compared to other students that graduated from your study programme?

Much lower than average

1

2

3

4

5

Much higher than average

Cannot tell

A4 How would you describe your situation during the last one to two years of your study?

Fulltime student (study was my main activity)

Part-time student (study was not my main activity)

**A5 To what extent did the following descriptions apply to your study programme?**

	Not at all	1	2	3	4	5	To a very high extent
The programme was generally regarded as demanding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Employers are familiar with the content of the programme.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
There was freedom in composing your own programme.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
The programme had a broad focus.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
The programme was vocationally orientated.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
The programme was academically prestigious.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**A6 To what extent were the following modes of teaching and learning emphasized in your study programme?**

	Not at all	1	2	3	4	5	To a very high extent
Lectures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Group assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Participation in research projects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Internships, work placement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Facts and practical knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Theories and paradigms	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Teacher as the main source of information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Project and/or problem-based learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Written assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Oral presentations by students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Multiple choice exams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**A7 Did you take part in one or more work placements/internships as part of your study programme?**

- Yes, for approximately \_\_ \_\_ months in total  
 No

**A8 To what extent do the following descriptions apply to your study behaviour?**

	Not at all	1	2	3	4	5	To a very high extent
I did extra work above what was required to pass my exams.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
I strived for the highest possible marks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**A9 Altogether, approximately how many hours did you spend on your study?**

- Please refer to a typical semester week during the last one to two years of the programme.  
- Include activities such as lectures, self-study, internships etc.

\_\_ \_\_ hours per week

**B. Other educational and related experiences**

**B1 What was your highest qualification before you entered higher education for the first time?**

- Academic secondary education
- Non-academic general secondary education
- Vocational secondary education
- Other (please specify): .....

**B2 What was your average final examination grade when you finished secondary education?**

- |                          |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|--------------------------|
| 2                        | 3                        | 4                        | 5                        |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**B3 Did you acquire any study-related work experience:**

- Either fulltime or part-time.  
- Not work placements/internships already reported in A7.

- |                         |  |                             |
|-------------------------|--|-----------------------------|
| Before higher education | <input type="checkbox"/> Yes, for approximately __ __ months | <input type="checkbox"/> No |
| During higher education | <input type="checkbox"/> Yes, for approximately __ __ months | <input type="checkbox"/> No |

**B4 Did you acquire any non study-related work experience:**

- Either fulltime or part-time.

- |                         |  |                             |
|-------------------------|--|-----------------------------|
| Before higher education | <input type="checkbox"/> Yes, for approximately __ __ months | <input type="checkbox"/> No |
| During higher education | <input type="checkbox"/> Yes, for approximately __ __ months | <input type="checkbox"/> No |

**B5 During your time in higher education, did you hold**

**a position in student or other voluntary organizations? (e.g. chair, committee member)**  Yes, for approximately \_\_ \_\_ months  No

**B6 In addition to the study programme described in block A, have you ever enrolled in any of the following types of study/training programme?**

- Include only study/training programmes of at least one academic year or equivalent.  
- Multiple reply possible.

- (Additional) bachelor or master level programmes
- PhD programme
- Other postgraduate qualifications  
(Including professional qualifications pursued in combination with work.)
- No --> go to C1

**B7 Please provide information on these study/training programmes**

- If more than 2, select the 2 programmes you regard as most important for your professional development

	Study / training programme 1	Study / training programme 2
<b>Name of study/training programme</b>	.....	.....
<b>Type of study/training programme</b>	<input type="checkbox"/> Bachelor <input type="checkbox"/> Master <input type="checkbox"/> PhD <input type="checkbox"/> Other postgraduate qualification <input type="checkbox"/> Other (please specify): .....	<input type="checkbox"/> Bachelor <input type="checkbox"/> Master <input type="checkbox"/> PhD <input type="checkbox"/> Other postgraduate qualification <input type="checkbox"/> Other (please specify): .....
<b>When did you start?</b>	____ (month) ____ (year)	____ (month) ____ (year)
<b>Did you gain the qualification?</b>	<input type="checkbox"/> Yes, ____ (month) _____ (year)  <input type="checkbox"/> No, left without qualification <input type="checkbox"/> No, still enrolled	<input type="checkbox"/> Yes, ____ (month) _____ (year)  <input type="checkbox"/> No, left without qualification <input type="checkbox"/> No, still enrolled

**C. Transition from study to work**

**C1 Have you ever had paid work since graduation in 2002/2003?**

- Exclude jobs that you left within 6 months of graduation,  
 - Include self-employment.  
 - Include trainee jobs.

Yes, I continued (for more than 6 months) the work I already had during study --> go to C5  
 Yes, I have started to work  
 No --> go to E3

**C2 When did you start being employed after graduation in 2002/2003?**

\_\_\_\_ (month) \_\_\_\_ (year)

**C3 When did you begin looking for work?**

Prior to graduation in 2002/2003  
 Around the time of graduation  
 After graduation in 2002/2003  
 Got work without searching --> go to C5

**C4 How many months did you search before you obtained this employment?**

Before graduation: \_\_\_\_ months  
 After graduation: \_\_\_\_ months

**C5 How did you find this work?**

- Single answer only

- Through advertisement in newspaper
- Through public employment agency
- Through private employment agency
- Through internet
- Contacted employer on own initiative
- Approached by employer
- Through work placement during higher education
- Through family, friends or acquaintances
- Through help of higher education institution
- Set up my own business
- Other (please specify)  
.....

**D. First job after graduation**

**The following questions refer to your situation as it was when you first started (self)employment after graduation in 2002/2003.**

*-Exclude jobs you left within 6 months after graduation.*

*-If you continued (for more than 6 months) in (self)employment you already had before graduation, please refer to the situation as it was immediately after graduation.*

*-Include trainee jobs.*

**D1 What was your occupation or job title at that time?** .....  
(e.g. civil engineer, lawyer, assistant accountant, nurse) .....

**D2 Please describe your main tasks or activities at that time.** .....  
(e.g. analyzing test results, making diagnoses, teaching classes) .....

**D3 What type of contract did you have when you started/at the time of graduation?**  Unlimited term  
 Fixed-term, for \_\_\_ months  
 Other (please specify):  
.....

**D4 What was the number of regular/contract hours?** \_\_\_ hours per week

**D5 Did this work involve an initial training period?**  Yes, through training or courses for \_\_\_ months  
 Yes, through informal learning for \_\_\_ months  
 No

D6 **What type of education do you feel is most appropriate for this work?**

- Multiple reply possible.

- PhD
- Other postgraduate qualification
- Master
- Bachelor
- Lower than higher education

D7 **What field of study do you feel was most appropriate for this work?**

- Exclusively own field
- Own or a related field
- A completely different field
- No particular field

D8 **Are you still in your first employment?**

- Yes
- No, I left that employment in \_\_\_ (month) \_\_\_ (year)

**E. Employment history and current situation**

E1 **How many employers have you had altogether since graduation in 2002/2003?**

- Including yourself if you have been self-employed.  
- Including current employer.

\_\_\_ employers

E2 **How long in total have you been employed since graduation in 2002/2003?**

Approximately \_\_\_ months

E3 **Have you ever been unemployed (that is, not employed and seeking employment) since graduation in 2002/2003?**

- Yes, \_\_\_ times, for a total of approximately \_\_\_ months
- No

E4 **In the past 4 weeks, were you engaged in:**

- further education or other training related to your professional development?
- child rearing or family care?
- unpaid/voluntary work ?

- Yes, for approximately \_\_\_ hours per week  No
- Yes, for approximately \_\_\_ hours per week  No
- Yes, for approximately \_\_\_ hours per week  No

E5 **Have you actively tried to obtain (other) paid work in the past 4 weeks?**

- Yes
- No
- No, but I am awaiting the results of earlier job applications

E6 **How useful do you consider your social network (friends, relatives, colleagues, former teacher etc.) would be, if you:**

	Not very useful	1	2	3	4	5	Very useful
needed information on job opportunities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
needed help in directly obtaining work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
needed help in setting up your own business?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**E7 Are you currently in paid employment?**

- Include self-employment.

- Yes, I have one job
- Yes, I have more than one job
- No --> go to H1

**F. Current work**

**Please answer these questions about your current (self)employment situation.**

- If you are still in the job first held after graduation in 2002/2003, please answer these questions for the situation as it is now.  
- If you have more than one job, please answer the questions for the job in which you work the highest number of hours.

**F1 What is your current occupation or job title?**  
(e.g. civil engineer, lawyer, assistant, accountant, nurse)

- The same as listed above for first job
- Other (please specify):  
.....

**F2 Please describe your current main tasks or activities**  
(e.g. analyzing test results, making diagnoses, teaching classes, developing a marketing plan)

- The same as listed above for first job
- Other (please specify):  
.....

**F3 Are you self-employed?**

- Yes
- No → go to F5

**F4 Are you mainly dependent on one client or several clients?**

- Mainly one client → go to F6
- Several clients → go to F6

**F5 What is your current type of contract?**

- Unlimited term
- Fixed term, for \_\_\_ months
- Other (please specify):  
.....

**F6 What are your average working hours?**

- Regular/contract hours in main employment      \_\_\_ hours per week
- Paid or unpaid average overtime in main employment      \_\_\_ hours per week
- Average hours in other paid work      \_\_\_ hours per week

**F7 What are your gross monthly earnings?**

- From contract hours in main employment      about \_\_\_\_\_ € per month
- From overtime or extras in main employment      about \_\_\_\_\_ € per month
- From other work      about \_\_\_\_\_ € per month

**F8 What type of education do you feel is most appropriate for this work?**

- PhD
- Other postgraduate qualification
- Master
- Bachelor
- Lower than higher education



F9 **What field of study do you feel is most appropriate for this work?**

- Exclusively own field
- Own or a related field
- A completely different field
- No particular field

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F10 **How much time would it take for an average graduate with the relevant educational background to become an expert in this kind of work?**

- 6 months or less
- 7 to 12 months
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- More than 10 years

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F11 **To what extent are your knowledge and skills utilized in your current work?**

- |            |                          |                          |                          |                          |                          |                       |
|------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-----------------------|
| Not at all | 1                        | 2                        | 3                        | 4                        | 5                        | To a very high extent |
|            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |                       |

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F12 **To what extent does your current work demand more Knowledge and skills than you can actually offer?**

- |            |                          |                          |                          |                          |                          |                       |
|------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-----------------------|
| Not at all | 1                        | 2                        | 3                        | 4                        | 5                        | To a very high extent |
|            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |                       |

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F13 **How satisfied are you with your current work?**

- |                   |                          |                          |                          |                          |                          |                |
|-------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|----------------|
| Very dissatisfied | 1                        | 2                        | 3                        | 4                        | 5                        | Very satisfied |
|                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |                |

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F14 **Did you follow any work-related course/training in the past 12 months?**

*- Not the ones you already mentioned previously in block B.*

- Yes
- No → go to G1

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F15 **What was the most important reason you had for following this course?**

*- If more than one course, please refer to the most important one*

*- One answer only*

- To update my knowledge for my present work
- To enhance my career
- To prepare myself for working in another field
- To prepare myself for self-employment
- Other (please specify):

.....

G. Work organization

The following questions refer to the organization in which you are currently employed.

- If you are self-employed, these questions apply to yourself or, if applicable, to the organization you run.

G1 When did you start working with your current employer / start your self-employment?      \_\_\_ (month) \_\_\_ (year)

G2 In what economic sector do you work? (e.g. car manufacturing, primary school, hospital )  
.....  
What kind of product or service does the organization provide? (e.g. nursing patients, computer components, legal advice, scientific research)  
.....

G3 Do you work in the public or private sector?  
 Public sector  
 Private non-profit sector  
 Private profit sector  
 Other (please specify):  
.....

G4 Where do you work?      Town/city: .....

Country:  Slovenia  
 Other (please specify):  
.....

G5 How strong is the competition in the market in which your organization operates?

Very weak	1	2	3	4	5	Very strong	Question not applicable
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

G6 Does your organization compete mainly by price or by quality?

Mainly price	1	2	3	4	5	Mainly quality	Question not applicable
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

G7 How stable is demand in the market in which your organization operates?

Highly stable	1	2	3	4	5	Highly unstable	Question not applicable
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

G8 What is the scope of operations of your organization?  
 Local  
 Regional  
 National  
 International

**G9 Which of the following changes have taken place in your organization since you started working there?**

- |                                    |                              |                             |
|------------------------------------|------------------------------|-----------------------------|
| Major change in my own work tasks  | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Reorganization                     | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Merger or takeover by another firm | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Large-scale layoffs of personnel   | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Relocation to another region       | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

**G10 How would you characterize the extent of innovation in your organization or your work, with respect to the following aspects?**

- |                                  |          |                          |                          |                          |                          |                          |           |
|----------------------------------|----------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-----------|
|                                  | Very low | 1                        | 2                        | 3                        | 4                        | 5                        | Very high |
| Product or service               |          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |           |
| Technology, tools or instruments |          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |           |
| Knowledge or methods             |          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |           |

**G11 Do you play a role in introducing these innovations in your organization?**

- |                                  |                              |                             |   |
|----------------------------------|------------------------------|-----------------------------|---|
| Product or service               | <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Not applicable, no innovations |
| Technology, tools or instruments | <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Not applicable, no innovations |
| Knowledge or methods             | <input type="checkbox"/> Yes | <input type="checkbox"/> No | <input type="checkbox"/> Not applicable, no innovations |

**G12 Is your organization normally at the forefront when it comes to adopting innovations, new knowledge or new methods, or is it more a follower?**

- |  |                         |                          |                          |                          |                          |                          |                   |
|--|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------|
|  | Mainly at the forefront | 1                        | 2                        | 3                        | 4                        | 5                        | Mainly a follower |
|  |                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |                   |

**G13 How are higher positions usually obtained in your organization?**

- |  |                          |                          |                          |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
|  | By internal appointments | 1                        | 2                        | 3                        | 4                        | 5                        | By external appointments | Question not applicable  |
|  |                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |                          | <input type="checkbox"/> |

**G14 How many people work in your organization and, if applicable, your own location?**

- |                          |                    |  |
|--------------------------|--------------------|--|
|                          | Total organization | Location   |
| <input type="checkbox"/> | 1 – 9              | <input type="checkbox"/> 1 – 9                             |
| <input type="checkbox"/> | 10 – 49            | <input type="checkbox"/> 10 – 49                           |
| <input type="checkbox"/> | 50 – 99            | <input type="checkbox"/> 50 – 99                           |
| <input type="checkbox"/> | 100 – 249          | <input type="checkbox"/> 100 – 249                         |
| <input type="checkbox"/> | 250 – 999          | <input type="checkbox"/> 250 – 999                         |
| <input type="checkbox"/> | 1000 or more       | <input type="checkbox"/> 1000 or more                      |
|                          |                    | <input type="checkbox"/> Not applicable, only one location |

**G15 Do you directly or indirectly supervise other members of staff?**

Yes, I supervise \_\_\_\_\_ staff members  
 No

**G16 To what extent are you responsible for:**

	Not at all	1	2	3	4	5	To a very high extent
setting goals for the organization?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
setting goals for your own work?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
deciding work strategies for the organization?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
deciding how you do your own job ?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**G17 To what extent do the following statements apply to your professional role?**

	Not at all	1	2	3	4	5	To a very high extent
Professional colleagues rely on me as an authoritative source of advice.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
I keep my professional colleagues informed about new developments in my field of work.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
I take the initiative in establishing professional contacts with experts outside the organization.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Taking account of professional ethics is part of my work.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

**G18 To what extent:**

	Not at all	1	2	3	4	5	To a very high extent	Not applicable, there are no others
are the results of your work dependent on the performance of others in the organization?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
are the results of the work of others in the organization dependent on your performance?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>
Are you responsible for assessing the quality of the work of others in the organization?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

**G19 To what extent can your individual performance be objectively Assessed by others? (e. g. supervisor, colleagues)**

	Not at all	1	2	3	4	5	To a very high extent	Not applicable, I have no supervisor or colleagues
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

**G20 How closely is your performance monitored by your own supervisor?**

	Not very closely	1	2	3	4	5	Very closely	Not applicable, I have no supervisor
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>

G21 How damaging would it be for the organization if you made major mistakes or omissions in the performance of your work?

Hardly damaging	1	2	3	4	5	Extremely damaging
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

H. Competencies and Knowledge Management

H1 Below is a list of competencies. Please provide the following information:

-how do you rate your own level of competence?

-what is the required level of competence in your current work?

- If you are not currently employed, only fill in column A. .

	A Own level							B Required level in current work						
	Very low			↔	Very high			Very low			↔	Very high		
	1	2	3	4	5	6	7	1	2	3	4	5	6	7
a Mastery of your own field or discipline	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b Knowledge of other fields or disciplines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c Analytical thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d Ability to rapidly acquire new knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e Ability to negotiate effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f Ability to perform well under pressure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g Alertness to new opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h Ability to coordinate activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i Ability to use time efficiently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j Ability to work productively with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k Ability to mobilize capacities of others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l Ability to make your meaning clear to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m Ability to assert your authority	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n Ability to use computers and the internet	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o Ability to come up with new ideas and solutions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p Willingness to question your own and others' ideas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q Ability to present products, ideas or reports to an audience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r Ability to write reports, memos or documents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s Ability to write and speak in a foreign language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
t Professional knowledge of other countries (economy, society, legislature ...)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
u Knowledge of intercultural differences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
v Ability to work with people from other cultural environments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

H2 Name a maximum of 3 competencies from the list above that you regard as strong points, and a maximum of three competencies that you regard as weak points of your study programme.

- Fill in letters corresponding to the relevant competencies.

Strong points: 1 \_\_ 2 \_\_ 3 \_\_

Weak points: 1 \_\_ 2 \_\_ 3 \_\_

H3 Below is a list of knowledge management activities.

Please provide the following information:

- how much time in one typical working day do you spend on these activities?

- Keep in mind that some activities can be simultaneous!

	Hours(s)						
	0	¼	½	1	2	3	4+
a Interacting socially with co-workers at work	0	¼	½	1	2	3	4+
b Interacting socially with clients	0	¼	½	1	2	3	4+
c Exchanging news, information, gossip, etc.	0	¼	½	1	2	3	4+
d Exchanging work-related knowledge with co-workers	0	¼	½	1	2	3	4+
e Writing letters, reports and/or articles	0	¼	½	1	2	3	4+
f Writing down knowledge and experiences gained through work	0	¼	½	1	2	3	4+
g Providing services involving manual actions	0	¼	½	1	2	3	4+
h Shaping physical objects	0	¼	½	1	2	3	4+
i Running machines and devices (excluding office equipment)	0	¼	½	1	2	3	4+
j Advising and/or directing clients	0	¼	½	1	2	3	4+
k Advising and/or directing co-workers	0	¼	½	1	2	3	4+
l Collecting and organizing data from databases and/or documents	0	¼	½	1	2	3	4+
m Collecting and organizing data from internet	0	¼	½	1	2	3	4+
n Reading manuals, instructions and/or technical documents	0	¼	½	1	2	3	4+
o Listening and/or taking notes at classes or meetings	0	¼	½	1	2	3	4+
p Reading theoretical and/or professional literature	0	¼	½	1	2	3	4+

I Evaluation of study programme

I1 To what extent has your study programme been a good basis for:

	Not at all	1	2	3	4	5	To a very high extent
starting work?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
further learning on the job?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
performing your current work tasks?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
future career?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
your personal development?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
development of entrepreneurial skills?		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

I2 Looking back, if you were free to choose again would you choose the same study programme at the same institute of higher education?

- Yes
- No, a different study programme at the same institute
- No, the same study programme at a different institute
- No, a different study programme at a different institute
- No, I would decide not to study at all

**J Values and orientations**

**J1 Please indicate how important the following job characteristics are to you personally, and to what extent they actually apply to your current work situation.**

- If you are not currently employed, only fill in column A.

	A Importance					B Apply to current work				
	Not at all		↔		Very important	Not at all		↔		Very important
	1	2	3	4	5	1	2	3	4	5
a Work autonomy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c Opportunity to learn new things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d High earnings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e New challenges	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f Good career prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g Enough time for leisure activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h Social status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i Chance of doing something useful for society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j Good chance to combine work with family tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**K. About yourself**

**K1 Gender**

- Male  
 Female

**K2 Year of birth**

19 \_\_ \_\_

**K3 Country of birth of:**

yourself

- Slovenia  Other (please specify)
- .....

mother

- Slovenia  Other (please specify)
- .....

father

- Slovenia  Other (please specify)
- .....

**K4 Where did/do you mainly live:**

at age 16?

Town/city: .....

Country:  Slovenia  Other (please specify):

.....

during your study programme?

Town/city: .....

Country:  Slovenia  Other (please specify):

.....

when starting first employment after graduation in ?  
2002/2003

Town/city:.....

Country:  Slovenia  Other (please specify):

.....

at present?

Town/city: .....

Country:  Slovenia  Other (please specify):

.....

---

**K5 Did you spend any time abroad during higher education  
for study or work?**

*- Multiple reply possible.*

Yes, \_\_\_ months for study

Yes, \_\_\_ months for work-related reasons

No

---

**K6 Have you spent any time abroad since graduating from  
higher education for study or work?**

*- Multiple reply possible .*

Yes, \_\_\_ months for study

Yes, \_\_\_ months for work-related reasons

No

---

**K7 How did you live during the last year of your study  
programme?**

Alone (incl. single parent)

With a partner

With parents

Other (please specify):

.....

---

**K8 How do you live at present?**

Alone (incl. single parent)

With a partner

With parents

Other (please specify):

.....

---

**K9 Do you have children?**

Yes, 1 child

Yes, 2 children

Yes, 3 or more children

No → go to K11



K10 What is the age of the oldest and (in case of more than 1) the youngest?

Age of oldest child: \_\_\_ years  
Age of youngest child: \_\_\_ years

K11 What is your parent's and, if applicable, partner's highest education?

**Father**

- ISCED 1+2
- ISCED 3+4
- ISCED 5+6

**Mother**

- ISCED 1+2
- ISCED 3+4
- ISCED 5+6

**Partner**

- ISCED 1+2
- ISCED 3+4
- ISCED 5+6
- Not applicable

K12 Date of completion of questionnaire

Day: \_\_\_ Month: \_\_\_

Comments or suggestions:

.....  
.....  
.....

Thank you very much for your cooperation!

**Feedback of results:**

The results of this project will be made available through the project's website ([www.hegesco.org](http://www.hegesco.org)). If you would like to receive a summary of the results, please fill in your e-mail address below:

- Yes, I would like to receive a summary of the results.

My e-mail address is: .....

**Follow-up survey:**

It is possible that this study will be repeated in a few years from now. Would you be willing to participate in such a follow-up study? If so, please provide us with your name and current address.

- Yes, you can approach me for future research.

My name is:

My address is (street, town, country):

- No, I don't want to participate in future research.

The abovementioned personal information will only be used for the purposes stated, and will be stored securely and separately from the answers in the rest of questionnaire.