

Master questionnaire

- This questionnaire is about the study programme that you finished in 1999/2000. Unless explicitly indicated otherwise, the term 'study programme' refers to this study programme.
- If you finished more than one study programme in 1999/2000, 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.

A Study programme you graduated from in 1999/2000

A1	What was the name of the study programme?	Study programme (e.g. economics, civil engineering): Major or specialisation:	
	What was the type of qualification?	<input type="checkbox"/> Bachelors (please specify, e.g. BA, BSc Hons) <input type="checkbox"/> Masters (please specify, e.g. MA, MEd) <input type="checkbox"/> Other (please specify)	
	What was the name of the institution from which you graduated?	Name of the institution:	
A2	What was the start and end date of this study programme?	Start: ____ (month) ____ (year)	End: ____ (month) ____ (year)
	If your study programme was a masters programme, what was the start and end date of your preceding bachelors programme?	Start: ____ (month) ____ (year)	End: ____ (month) ____ (year)
		<input type="checkbox"/> not applicable	
	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?	<input type="checkbox"/> yes, for ____ (months) <input type="checkbox"/> 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	What was your average grade when you finished this study?	6 6.5 7 7.5 8 8.5 9 or higher <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
	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 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
A4	How would you describe your situation in the last one to two years of your study?	<input type="checkbox"/> fulltime student (study was my main activity) <input type="checkbox"/> part-time student (study was not my main activity)	
A5	Which of the following were used as selection criteria for your entry to the study programme?		
	diploma in secondary education	<input type="checkbox"/> yes	<input type="checkbox"/> no
	grades achieved in secondary education	<input type="checkbox"/> yes	<input type="checkbox"/> no
	prior qualification in higher education	<input type="checkbox"/> yes	<input type="checkbox"/> no
	grades achieved in prior higher education	<input type="checkbox"/> yes	<input type="checkbox"/> no
	results of special entry exams	<input type="checkbox"/> yes	<input type="checkbox"/> no
	other selection (please specify):	<input type="checkbox"/> yes	<input type="checkbox"/> no

A6 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"/>	

A7 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"/>	

A8 Did you take part in one or more work placements/internships as part of your study programme?

☐ yes, for approximately months in total
☐ no

A9 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"/>	

A10 Altogether, approximately how many hours did you spend on your study?

hours per week

- 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.

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?

6	6.5	7	7.5	8	8.5	9	or higher
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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 A8	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)	<input type="checkbox"/> yes, for approximately _____ months <input type="checkbox"/> 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	<input type="checkbox"/> (additional) bachelor or master level programmes <input type="checkbox"/> PhD programme <input type="checkbox"/> other postgraduate qualifications (including professional qualifications pursued in combination with work) <input type="checkbox"/> 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	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; text-align: left;">Study/training programme 1</th> <th style="width: 50%; text-align: left;">Study/training programme 2</th> </tr> </thead> <tbody> <tr> <td colspan="2">Name of study/training programme</td> </tr> <tr> <td colspan="2">Type of study/training programme</td> </tr> <tr> <td> <input type="checkbox"/> bachelor <input type="checkbox"/> master <input type="checkbox"/> PhD <input type="checkbox"/> other postgraduate qualification <input type="checkbox"/> other (please specify) </td> <td> <input type="checkbox"/> bachelor <input type="checkbox"/> master <input type="checkbox"/> PhD <input type="checkbox"/> other postgraduate qualification <input type="checkbox"/> other (please specify) </td> </tr> <tr> <td colspan="2">When did you start?</td> </tr> <tr> <td> _____ (month) _____ (year) </td> <td> _____ (month) _____ (year) </td> </tr> <tr> <td colspan="2">Did you gain the qualification?</td> </tr> <tr> <td> <input type="checkbox"/> yes, on _____ (month) _____ (year) <input type="checkbox"/> no, left without qualification <input type="checkbox"/> no, still enrolled </td> <td> <input type="checkbox"/> yes, on _____ (month) _____ (year) <input type="checkbox"/> no, left without qualification <input type="checkbox"/> no, still enrolled </td> </tr> </tbody> </table>	Study/training programme 1	Study/training programme 2	Name of study/training programme		Type of study/training programme		<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)	When did you start?		_____ (month) _____ (year)	_____ (month) _____ (year)	Did you gain the qualification?		<input type="checkbox"/> yes, on _____ (month) _____ (year) <input type="checkbox"/> no, left without qualification <input type="checkbox"/> no, still enrolled	<input type="checkbox"/> yes, on _____ (month) _____ (year) <input type="checkbox"/> no, left without qualification <input type="checkbox"/> no, still enrolled
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C Transition from study to work																		
C1	Have you ever had paid work since graduation in 1999/2000? · Exclude jobs that you left within 6 months of graduation · Include self-employment · Include trainee jobs	<input type="checkbox"/> yes, I continued (for more than 6 months) the work I already had during study → go to C5 <input type="checkbox"/> yes, I have started to work <input type="checkbox"/> no → go to E3																
C2	When did you start being employed after graduation in 1999/2000?	_____ (month) _____ (year)																
C3	When did you begin looking for work?	<input type="checkbox"/> Prior to graduation in 1999/2000 <input type="checkbox"/> Around the time of graduation <input type="checkbox"/> After graduation in 1999/2000 <input type="checkbox"/> Got work without searching → go to C5																

C4	How many months did you search before you obtained this employment:	before graduation: <input type="text"/> <input type="text"/> <input type="text"/> months after graduation: <input type="text"/> <input type="text"/> <input type="text"/> months
C5	How did you find this work? <i>• Single answer only</i>	<input type="checkbox"/> through advertisement in newspaper <input type="checkbox"/> through public employment agency <input type="checkbox"/> through private employment agency <input type="checkbox"/> through internet <input type="checkbox"/> contacted employer on own initiative <input type="checkbox"/> approached by employer <input type="checkbox"/> through work placement during higher education <input type="checkbox"/> through family, friends or acquaintances <input type="checkbox"/> through help of higher education institution <input type="checkbox"/> set up my own business <input type="checkbox"/> other (<i>please specify</i>)

D First job after graduation

The following questions refer to your situation as it was when you **first started** (self)employment after graduation in 1999/2000.

- 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? <i>(e.g. civil engineer, lawyer, assistant accountant, nurse)</i>
D2	Please describe your main tasks or activities at that time. <i>(e.g. analysing test results, making diagnoses, teaching classes, developing a marketing plan)</i>
D3	In what economic sector did you work? <i>(e.g. car manufacturing, primary school, hospital)</i>
	What kind of product or service did the organization or – if you were self-employed – you provide? <i>(e.g. nursing patients, computer components, legal advice, scientific research)</i>
D4	Were you self-employed?	<input type="checkbox"/> yes → go to D6 <input type="checkbox"/> no
D5	What type of contract did you have when you started/at the time of graduation?	<input type="checkbox"/> unlimited term <input type="checkbox"/> fixed-term, for <input type="text"/> <input type="text"/> <input type="text"/> months <input type="checkbox"/> other (<i>please specify</i>):
D6	What was the number of regular/contract hours?	<input type="text"/> <input type="text"/> <input type="text"/> Hours per week
D7	What were your gross monthly earnings when you started this work or at the time of graduation, if you were already in this job?	Approximately <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> Euros per month or <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> DM per month
D8	Did this work involve an initial training period? <i>• Multiple reply possible</i>	<input type="checkbox"/> yes, through training or courses for <input type="text"/> <input type="text"/> <input type="text"/> months <input type="checkbox"/> yes, through informal learning for <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> months <input type="checkbox"/> no

D9	What type of education do you feel was most appropriate for this work?	<input type="checkbox"/> PhD <input type="checkbox"/> other postgraduate qualification <input type="checkbox"/> master <input type="checkbox"/> bachelor <input type="checkbox"/> lower than higher education
D10	What field of study do you feel was most appropriate for this work?	<input type="checkbox"/> exclusively own field <input type="checkbox"/> own or a related field <input type="checkbox"/> a completely different field <input type="checkbox"/> no particular field
D11	To what extent were your knowledge and skills utilized in this 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"/>
D12	To what extent did this work demand more knowledge and skills than you could 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"/>
D13	Are you still in your first employment?	<input type="checkbox"/> yes <input type="checkbox"/> 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 1999/2000? · Including yourself if you have been self-employed · Including current employer	____ employers
E2	How long in total have you been employed since graduation in 1999/2000?	approximately ____ months
E3	Have you ever been unemployed (that is, not employed <i>and</i> seeking employment) since graduation in 1999/2000?	<input type="checkbox"/> yes, ____ times, for a total of approximately ____ months <input type="checkbox"/> no
E4	In the past 4 weeks, were you engaged in:	
	further education or other training related to your professional development?	<input type="checkbox"/> yes, for approximately ____ hours per week <input type="checkbox"/> no
	child rearing or family care?	<input type="checkbox"/> yes, for approximately ____ hours per week <input type="checkbox"/> no
	unpaid/voluntary work?	<input type="checkbox"/> yes, for approximately ____ hours per week <input type="checkbox"/> no
E5	Have you actively tried to obtain (other) paid work in the past 4 weeks?	<input type="checkbox"/> yes <input type="checkbox"/> no <input type="checkbox"/> no, but I am awaiting the results of earlier job applications
E6	How useful do you consider your social network (friends, relatives, colleagues, former teachers 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"/>
	needed help in directly obtaining work?	<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"/>
E7	Are you currently in paid employment? · Include self-employment	<input type="checkbox"/> yes, I have one job <input type="checkbox"/> yes, I have more than one job <input type="checkbox"/> no → go to H1

F Current work

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

· If you are still in the job you first held after graduation in 1999/2000, 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)	<input type="checkbox"/> the same as listed above for first job <input type="checkbox"/> other (please specify):
F2	Please describe your current main tasks or activities. (e.g. analysing test results, making diagnoses, teaching classes, developing a marketing plan)	<input type="checkbox"/> the same as listed above for first job <input type="checkbox"/> other (please specify):
F3	Are you self-employed?	<input type="checkbox"/> yes <input type="checkbox"/> no → go to F5
F4	Are you mainly dependent on one client or several clients?	<input type="checkbox"/> mainly one client → go to F6 <input type="checkbox"/> several clients → go to F6
F5	What is your current type of contract?	<input type="checkbox"/> unlimited term <input type="checkbox"/> fixed-term, for _____ months <input type="checkbox"/> other (please specify):
F6	What are your average working hours?	
	Regular/contract hours in main employment	_____ per week
	Paid or unpaid average overtime in main employment	_____ per week
	Average hours in other paid work	_____ per week
F7	What are your gross monthly earnings?	
	From contract hours in main employment	about _____ EURO per month
	From overtime or extras in main employment	about _____ EURO per month
	From other work	about _____ EURO per month
F8	What type of education do you feel is most appropriate for this work?	<input type="checkbox"/> PhD <input type="checkbox"/> other postgraduate qualification <input type="checkbox"/> master <input type="checkbox"/> bachelor <input type="checkbox"/> lower than higher education
F9	What field of study do you feel is most appropriate for this work?	<input type="checkbox"/> exclusively own field <input type="checkbox"/> own or a related field <input type="checkbox"/> a completely different field <input type="checkbox"/> no particular field
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?	<input type="checkbox"/> 6 months or less <input type="checkbox"/> 7 to 12 months <input type="checkbox"/> 1 to 2 years <input type="checkbox"/> 3 to 5 years <input type="checkbox"/> 6 to 10 years <input type="checkbox"/> more than 10 years
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"/>
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"/>

F13 How satisfied are you with your current work? very dissatisfied 1 2 3 4 5 very satisfied
☐ ☐ ☐ ☐ ☐

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

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? months (year)

G2 In what economic sector do you work?
 (e.g. car manufacturing, primary school, hospital)
☐ the same as listed above for first job
☐ other (please specify):

What kind of product or service does the organization provide?
 (e.g. nursing patients, computer components, legal advice, scientific research)
☐ the same as listed above for first job
☐ other (please specify):

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: ☐ UK ☐ 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
☐ ☐ ☐ ☐ ☐ ☐

G6 Does your organization compete mainly by price or by quality?
 mainly price 1 2 3 4 5 mainly quality question not applicable
☐ ☐ ☐ ☐ ☐ ☐

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
☐ ☐ ☐ ☐ ☐ ☐

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

All kinds of organizations may be confronted with a need to innovate. This applies not only to industrial or commercially- based service organizations, but also to, for example, public service organizations.

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"/>	<input type="checkbox"/>	
technology, tools or instruments	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	

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

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"/>	<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"/>		<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?

<input type="checkbox"/> yes, I supervise <input type="text"/> staff members
<input type="checkbox"/> 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"/>	<input type="checkbox"/>	
setting goals for your own work?	<input type="checkbox"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>		<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"/>		<input type="checkbox"/>
are you responsible for assessing the quality of the work of others in the organisation?	<input type="checkbox"/>	<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"/>		<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"/>		<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"/>	<input type="checkbox"/>	

H Competencies

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 the 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"/>

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

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"/>	<input type="checkbox"/>	
	Further learning on the job?	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	
	Future career?	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	
	Development of entrepreneurial skills?	<input type="checkbox"/>	<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

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				to a very high extent
	1	2	3	4	5	1	2	3	4	5
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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 ☐ UK ☐ other (please specify)

Mother ☐ UK ☐ other (please specify)

Father ☐ UK ☐ other (please specify)

Optional ethnicity question

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

At age 16?

Town/city:

Country: ☐ UK ☐ other (please specify)

During your study programme?

Town/city:

Country: ☐ UK ☐ other (please specify)

When starting first employment after graduation in 1999/2000?	Town/city: Country: <input type="checkbox"/> UK <input type="checkbox"/> other (please specify)		
At present?	Town/city: Country: <input type="checkbox"/> UK <input type="checkbox"/> other (please specify)		
K5 Did you spend any time abroad <i>during</i> higher education for study or work? <i>· Multiple reply possible</i>	<input type="checkbox"/> yes, ____ months for study <input type="checkbox"/> yes, ____ months for work-related reasons <input type="checkbox"/> no		
K6 Have you spent any time abroad <i>since</i> graduating from higher education for study or work? <i>· Multiple reply possible</i>	<input type="checkbox"/> yes, ____ months for study <input type="checkbox"/> yes, ____ months for work-related reasons <input type="checkbox"/> no		
K7 How did you live during the last year of your study programme?	<input type="checkbox"/> Alone (incl. single parent) <input type="checkbox"/> With a partner <input type="checkbox"/> With parents <input type="checkbox"/> Other, please specify		
K8 How do you live at present?	<input type="checkbox"/> Alone (incl. single parent) <input type="checkbox"/> With a partner <input type="checkbox"/> With parents <input type="checkbox"/> Other, please specify		
K9 Do you have children?	<input type="checkbox"/> yes, 1 child <input type="checkbox"/> yes, 2 children <input type="checkbox"/> yes, 3 or more children <input type="checkbox"/> 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 <input type="checkbox"/> ISCED 1+2 <input type="checkbox"/> ISCED 3+4 <input type="checkbox"/> ISCED 5+6	Mother <input type="checkbox"/> ISCED 1+2 <input type="checkbox"/> ISCED 3+4 <input type="checkbox"/> ISCED 3+4	Partner <input type="checkbox"/> ISCED 1+2 <input type="checkbox"/> ISCED 5+6 <input type="checkbox"/> ISCED 5+6 <input type="checkbox"/> 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.

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.

Name:

Address:

Postal code:

Town:

Country:

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