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UZDOC 2.0.

FURTHERING THE QUALITY OF DOCTORAL
EDUCATION IN UZBEKISTAN

UZDOC 2.0. Survey for companies/ business-industry organisations

Opinion of Employers on the employability of PhD candidates



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**UZDOC 2.0.: Furthering the quality of
doctoral education at Higher Education
Institutions in Uzbekistan**

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Part I – Information about the company/organisation

1. Size of companies/organisations

How many people work in your company/organisation in Uzbekistan?

- 0-49 50 -249 More than 250

2. Ownership structure (choose 1 option)

Is your company/organisation:

- Public Private Mixed (public & private)

3. Main activity

What is the main activity of your company/organisation?

Raw materials (agriculture, forestry, hunting, mining & extraction of raw materials)

Manufacturing & Industry (this includes: Automotive & Electrical industry, Chemical Industry, Energy industry, Metallurgical industry, Construction Industry, Food processing Industry, Textile and clothing industry, Consumer goods industry)

Service (Trade, Transport, Tourism, Accommodation and Hospitality, Financial Services, Media, Information and communication services, Education, Health and social care, Real estate and infrastructure, Entertainment, Arts, Culture and Sport, Legal Services, Administration)

4. International contacts

What percentage of your daily operations involves dealing with people in other countries or coming from other countries?

- More than 50% 10-50% Less than 10% None

5. Collaboration with Universities/Higher Education Institutions:

How frequently do you cooperate with universities/higher education institutions when recruiting their graduates?

- Very frequently Rather frequently Sometimes Never

Part II - Recruitment of university/higher education graduates

6. Have you recruited higher education graduates in the last 5 years?

- Yes No I don't know

7. Are you planning to hire higher education graduates in the next 5 years?

- Yes No I don't know

8. From which EDUCATIONAL fields do you mostly recruit higher education graduates?

- Engineering
Business and economic studies
Languages
Law
Teacher (training and education)
Medical Studies
Humanities
Art and design
Communication and Information Sciences
Other social and behavioral sciences
Other natural sciences
Other (please specify) _____

9. Please rate each of the following skills and competencies of graduates **according to their importance for your company/organisation** (1 – very important, 2 – rather important, 3 rather unimportant, to 4 – not important at all)

- Good with numbers
- Good reading /writing skills
- Foreign language skills (good command of English, Russian, etc.)
- Computer & other digital skills
- Sector specific skills
- Communication skills
- Analytical and problem-solving abilities
- Ability to adapt to and act in new situations
- Decision-making capabilities
- Team-working skills
- Planning, time management and organizational skills

10. Do you know the **value of a PhD title** in comparison to a Master's Degree or Bachelor's degree title?

- Yes, I know exactly what the difference is
- Yes, but I don't know exactly what the difference is
- I think there are not so many differences
- No

11. What is the added value of a PhD title, according to you? (*free text, please write clearly*)

**Part III - Expectations about the training
and collaboration with Universities**

12. What are the main challenges when preparing a PhD holder to work in the business sector? (*free text, please write clearly*)

13. How can these challenges be tackled? Please rate the best options (1 – very useful, 2 – useful, 3 – rather useless, 4 – useless)

- Specific training courses during the PhD studies
- Internships within the enterprise during the PhD studies
- More collaboration between the University and the enterprise/organisation
- Organization of university courses/seminars in collaboration with the enterprises/organisations
- Other (please detail)

14. What do you prefer?

- Collaborate with Universities/higher education institutions (for example by doing joint research projects)
- Hire directly PhD holders to work in your company/organisation
- I don't know

15. Please rate which can be the positive aspects for an enterprise to hire PhD holders (1 – very useful, 2 – useful, 3 – rather useless, 4 – useless)

- Having a long-term strategic partnership with the best Universities/Higher Education Institutions
- Extending its network of partners in the areas of academic education and research
- Increasing its capability to attract students for jobs/new positions
- Getting in touch with highly motivated people who have an excellent techno-scientific background
- Obtaining innovative contributions in terms of ideas and incentives coming from young PhD researchers

16. What do you think is the best way to cooperate with universities/higher education institutions on recruitment? *Choose one of the following options*

- Participation in debates or seminars organised by higher education institutions
- Personal discussions with university study programme directors or teachers
- Participating in surveys
- Organising direct recruitment from universities/higher education institutions
- Cooperation with career centers

Participation in internship programme with higher education institutions

17. Which actions should universities/higher education institutions take in order to improve the chances of graduates on the job market?
Choose one of the following options

- Make university courses more relevant to the needs of employers
- Include practical (hands-on) experience in university courses
- Include sector specific work placements/internships as an integral part of the study programme
- Provide better post-graduation support (facilitate relations between graduates and companies)

18. In your opinion, which of these courses can be useful for PhD candidates? *(Select max 4 options)*

- Writing and preparation of a good CV
- Preparation for a job interview
- Public speaking
- Writing in English
- Entrepreneurship path (preparing a business plan, turning innovative ideas into concrete business ideas, etc);
- Team building and leadership
- Problem solving
- Project management