|  |
| --- |
| Survey  |

Q1 I Agree to participate

* Yes (1)
* No (2)

If you are not willing to complete the survey, please enter the email details of someone who has been in your organization for at least 3 years, so that they may complete the survey.

|  |
| --- |
|  |

Q2 Please select your position at your organization

* Client Services (1)
* Human Resource Manager (2)
* Statistician (3)
* Lecturer (4)
* Researcher (5)
* Project Manager (6)
* Head of Research Unit (7)
* Other (8)
* If other, please specify:

Q3 How long have you been with the organization

* Less than 3 years (1)
* 3 years or more (2)

Q4 If you have not been in your organisational structure for at least 3 years, please enter the email details of someone who has, so that they can complete the survey.

Q5 Organization Profile

Please indicate where your organization is located.

|  |  |
| --- | --- |
| a) Gauteng  | b) Western Cape |
| c) KwaZulu Natal | d) North West |

Q6 Please indicate what type of industry you are in

|  |  |
| --- | --- |
| 1. Market Research
 | 1. Non-profit organization
 |
| 1. Monitoring and evaluation
 | 1. Academic institution
 |
| 1. Consultation
 | 1. Government
 |
| 1. Other
 |  |

If other, please specify:

RATINGS OF PERCEPTIONS OF UNISA GRADUATES' EMPLOYABILITY In this section, we would like to not only know whether you would consider a Unisa graduate with a Masters Research Psychology qualification for employment but we would also like you to rate your perception of a Unisa graduate with regard to the various skills categories.

Q7 Do you, or have you previously, had Unisa graduates with a Masters in Research Psychology in your employ? Please select the most suitable response

* Yes, we currently have
* Yes, we have had
* No, we don't have at the moment
* No, we have never had

Q8 Would you consider a candidate with a Unisa graduate with a Masters in Research Psychology qualification for employment?

* Yes
* No

If Would you consider a candidate with a Unisa qualification...

Q9a Why would you consider a candidate with a Unisa qualification?

*(You may select multiple options)*

* Reputable institution
* Accredited course material
* Credible assessment system
* Credible examination venue
* History and experience in higher education
* Competent graduates
* Unisa is generally a respected institution
* Only Unisa Graduates applied
* Not applicable

If you wouldn’t consider a candidate with a Unisa qualification...

Q9b Why wouldn't you consider a candidate with a Unisa qualification?

*(You may select multiple options)*

* Poor reputation of the institution
* Quality of qualifications is questionable
* Quality of the assessment system is questionable
* It is a distance learning institution
* Incompetent graduates
* Our organisation’s own experience with an incompetent Unisa graduate
* Unisa is generally perceived as a not being a credible institution
* We heard from other people that Unisa is not credible
* Unisa is a distance education institution
* Not applicable

 **WHAT EMPLOYERS LOOK FOR**   In this section we would like to understand what you look for in a prospective candidate, specifically one with a Masters Research Psychology Qualification?

Q10 Please indicate which of the following attributes you deem as important in a prospective employee by rating them by order of importance from "Not at all important" to "Absolutely critical/Extremely important"

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Absolutely Critical/Extremely Important (1) | Very Important (2) | Important (3) | Somewhat Important (4) | Not at all important (5) |
| Reputation of the institution attended  |  |  |  |  |  |
| Qualification Type  |  |  |  |  |  |
| Intelligence  |  |  |  |  |  |
| Knowledge, conceptual skills and understanding  |  |  |  |  |  |
| Extent of job-relevant specialist knowledge  |  |  |  |  |  |
| Transferable skills  |  |  |  |  |  |
| Personal skills  |  |  |  |  |  |
| Attitudes to the work environment  |  |  |  |  |  |
| Values and sensitivities  |  |  |  |  |  |
| Desire and ability to learn and continue learning  |  |  |  |  |  |
| Social class background  |  |  |  |  |  |
| Gender  |  |  |  |  |  |
| Race  |  |  |  |  |  |

Q11a Please **Rank** the following **6** institutions according to your or your organisation's preference in terms of hiring MA Research Psychology Graduate

\_\_\_\_\_\_ North-West University (NWU)

\_\_\_\_\_\_ University of Kwa Zulu Natal Pietermaritzburg Campus (UKZN)

\_\_\_\_\_\_ University of Pretoria (UP)

\_\_\_\_\_\_ University of South Africa (UNISA)

\_\_\_\_\_\_ University of the Western Cape (UWC)

\_\_\_\_\_\_ University of the Witwatersrand (WITS)

Q11b Please provide a reason for your highest ranking

Q11c Please provide a reason for your lowest ranking

**RATINGS OF GRADUATES VARIOUS SKILLS** Now I would like you to rate your perception of a graduate with a Master Research Psychology Qualification with regard to the various skills categories

Q12 Basic Skills and Understanding

*These are the skills which are essential for the person to be able to fit into the job and be an active participant in working life. These skills form a foundation for further learning.*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Excellent (1) | Above Average (2) | Average (3) | Below Average (4) | Very Poor (5) |
| Ability to find and access information  |  |  |  |  |  |
| Written communication skills  |  |  |  |  |  |
| Ability to use information  |  |  |  |  |  |
| Oral presentation skills  |  |  |  |  |  |
| Ability to handle large amounts of information  |  |  |  |  |  |
| Technical ability  |  |  |  |  |  |
| Numeracy or quantitative literacy  |  |  |  |  |  |
| Ability to use new information  |  |  |  |  |  |
| Computer literacy |  |  |  |  |  |
| Proficiency in English |  |  |  |  |  |
| Prior exposure to work  |  |  |  |  |  |
| Knowledge of the organization  |  |  |  |  |  |

Q13 Applied Knowledge

*Leaning or skills that is used in various situations and contexts. Individual who have these skills use various procedures and analytic tools to formulate and generalize concepts to solve diverse problems and situations.*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Excellent (1) | Above Average (2) | Average(3)  | Below Average (4) | Very Poor(5) |
| Reading Skills |
| Conceptualization |  |  |  |  |  |
| Finding relevant information |  |  |  |  |  |
| Writing Skills |
| Literature reviews |  |  |  |  |  |
| Proposal writing |  |  |  |  |  |
| Report writing |  |  |  |  |  |
|  |
| Critical Thinking Skills |
| Observation |  |  |  |  |  |
| Analysis |  |  |  |  |  |
| Interpretation |  |  |  |  |  |
| Reflection |  |  |  |  |  |
| Evaluation |  |  |  |  |  |
| Inference |  |  |  |  |  |
| Explanation |  |  |  |  |  |
| Problem solving  |  |  |  |  |  |
| Decision making  |  |  |  |  |  |
| Qualitative Research Methods |
| Participant observation |  |  |  |  |  |
| In-depth Interviews |  |  |  |  |  |
| Focus Groups |  |  |  |  |  |
| Corpus Building |  |  |  |  |  |
| Phenomenology |  |  |  |  |  |
| Case Study |  |  |  |  |  |
| Coding |  |  |  |  |  |
| Qualitative Analysis |
| Thematic analysis  |  |  |  |  |  |
| Content analysis |  |  |  |  |  |
| Narrative analysis |  |  |  |  |  |
| Discourse analysis |  |  |  |  |  |
| Framework analysis |  |  |  |  |  |
| Social Network analysis |  |  |  |  |  |
| Conversation analysis |  |  |  |  |  |
| Quantitative Research Methods |
| Sampling |  |  |  |  |  |
| Capturing data |  |  |  |  |  |
| Cleaning and organising data |  |  |  |  |  |
| Survey design |  |  |  |  |  |
| Experimental design |  |  |  |  |  |
| Psychometric design  |  |  |  |  |  |
| Quantitative analysis |
|  Descriptive statistics |  |  |  |  |  |
| Frequency counts |  |  |  |  |  |
| Inferential statistics |  |  |  |  |  |
| Statistical testing |  |  |  |  |  |
| Statistical modelling  |  |  |  |  |  |
| Psychometric analysis |  |  |  |  |  |
| Technical Skills  |
| Internet use  |  |  |  |  |  |
| Microsoft Package Software  |  |  |  |  |  |
| R statistical software |  |  |  |  |  |
| SPSS statistical software |  |  |  |  |  |
| Atlas ti.  |  |  |  |  |  |
| Nvivo  |  |  |  |  |  |
|  |
| Ability to construct logical arguments  |  |  |  |  |  |
| Ability to summarise key issues  |  |  |  |  |  |
| Intellectual flexibility and adaptability  |  |  |  |  |  |

Q14 Workplace Skills

*Often referred to as employability skills, they include the core knowledge, skills and attitudes that allow employees to understand instructions and solve problems. These are skills that are needed to be successful at all levels of an organisation.*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Excellent (1) | Above Average (2) | Average (3) | Below Average (4) | Very Poor (5) |
| Management of time and resources |  |  |  |  |  |
| Communication Skills |
| Written |  |  |  |  |  |
| Oral |  |  |  |  |  |
| Listening |  |  |  |  |  |
| An appropriate approach to problem-solving |  |  |  |  |  |
| Information Use |
| Locates information |  |  |  |  |  |
| Ability to relate specific issues to wider organizational context |  |  |  |  |  |
| Ability to apply knowledge to new situations  |  |  |  |  |  |
| Ability to devise ways to improve on own actions  |  |  |  |  |  |
| Understanding of changing workplace practices  |  |  |  |  |  |
| Ability to recognise a problematic situation  |  |  |  |  |  |
| Ability to deal with different [organisational] cultural practices  |  |  |  |  |  |

Q15 Interactive and Personal Skills

*Refers to the employee’s ability to get along with other while getting the job done in they are more productive. This is a type of social intelligence that relies on paying attention to the speech and action of others and interpreting it correctly as forming part of a response.*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Excellent (1) | Above Average (2) | Average (3) | Below Average (4) | Very Poor (5) |
| Openness and flexibility  |  |  |  |  |  |
| Negotiation and mediation skills  |  |  |  |  |  |
| Self-motivation and initiative  |  |  |  |  |  |
| Ability to network  |  |  |  |  |  |
| Creativity and innovation  |  |  |  |  |  |
| Leadership ability  |  |  |  |  |  |
| Ability to relate to a wider range of people  |  |  |  |  |  |
| Contribution to team-building and work  |  |  |  |  |  |
| Sense of identity and self-confidence  |  |  |  |  |  |
| Appreciation of different cultural contexts  |  |  |  |  |  |
| Willingness to learn  |  |  |  |  |  |

Q16 Overall, how would you rate the performance of the Unisa graduates currently/previously in your employ relative to graduates from other institutions?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Very Poor (1) | Poor/ Below Average (2) | Average (3) | Above Average (4) | Excellent/Exceptional (5) |
| Unisa graduates (1) |  |  |  |  |  |
| Graduates from other institutions (2) |  |  |  |  |  |