

EMPLOYER SURVEY REPORT YEAR 2022

I. General Information

1. Survey Methods and Instrument

- a) Survey methods: The Employer survey is conducted online via Google Forms.
b) Survey instrument: A survey questionnaire using a five-point scale to measure employers' level of satisfaction on academic quality as follows:

- ① - Totally disagree
- ② - Disagree
- ③ - Neutral
- ④ - Agree
- ⑤ - Totally agree

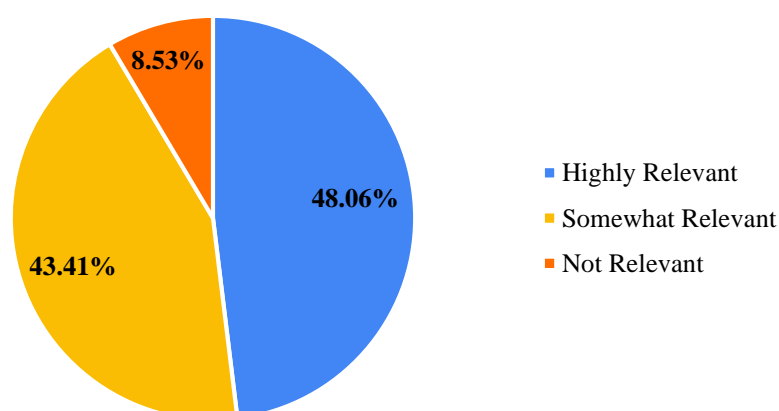
2. Survey Results Classification

Mean	Rating
4.21 – 5.00	A – Excellent
3.41 – 4.20	B – Good
2.61 – 3.40	C – Satisfactory
1.81 – 2.60	D – Needs Improvement
1.00 – 1.80	E – Unsatisfactory

II. Survey Results

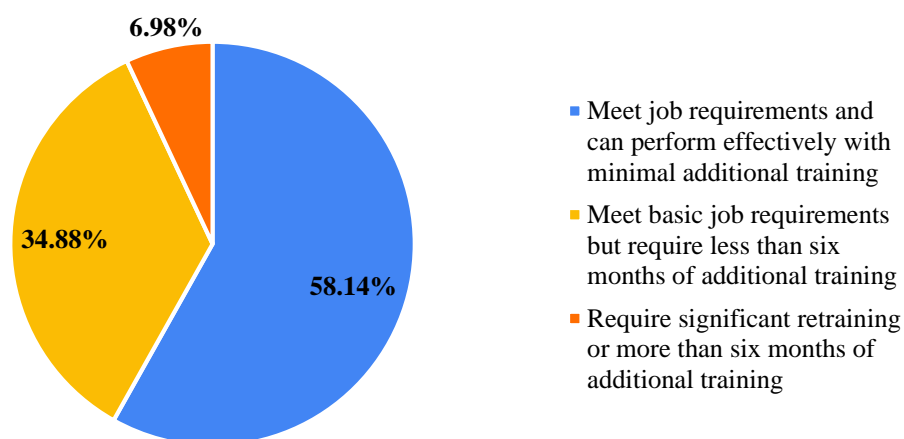
1. General Evaluation of HSU Graduates' Performance

Chart 1. Relevance of HSU graduates' positions to their field of study



According to the 2022 survey results, the majority of graduates from the University had job positions that were relevant to their fields of study. The proportion of job positions that were highly and somewhat relevant to their majors reached 91.47%. Only 8.53% of responses indicated that the job positions were unrelated to their fields of study.

Chart 2. Overview assessment of HSU graduates' readiness to meet job requirements



As can be seen from the chart, most graduates were able to meet basic job requirements within a short period of time. Nearly 60% of graduates were rated capable of meeting jobs requirements immediately upon hiring. Additionally, another number of graduates also met basic job requirements but need additional short-term training (under six months), accounting for 34.88%. Lastly, under 7% of graduates required significant retraining or additional long-term training (more than six months).

2. Satisfaction level of Employers with HSU Graduates' Competencies

Table 1. Satisfaction of employers with the competencies demonstrated by HSU graduates in meeting job requirements

No.	Survey Category	Mean	Satisfaction Rate
1	Knowledge	4.57	94.6%
2	Skills	4.43	90.3%
3	Autonomy and Responsibility	4.55	96.2%
Overall		4.49	92.7%

Based on the survey results, the level of employer satisfaction with graduates was very high, with an average score of 4.49 and a satisfaction rate of 92.7%. All categories achieved “Excellent” ratings.

Among the sub-categories of knowledge, graduates were rated the highest in their knowledge of relevant laws and regulations, with an average score of 4.69. Sub-categories related to specialized knowledge and general social and cultural awareness were also gained high ratings with average scores close to 4.5, corresponding to “Excellent” classification.

In terms of skills, all sub-categories received positive feedback from employers at the “Excellent” classification. The skill rated the highest was adaptability skills, which demonstrated graduates’ ability to quickly adapt to new work environments. However, critical thinking skills and performance assessment skills received a few less favorable responses (less than 2.5% of the total responses).

Regarding autonomy and responsibility at work, most sub-categories received positive ratings, despite a very small proportion (less than 1.0% of the total responses) needing improvement. Graduates were highly recognized in their self-direction in the workplace, with an average score of 4.62 and a satisfaction rate of 99.2%.

In general, 91.5% of enterprises expressed their satisfaction with HSU graduates. Notably, no negative feedback was recorded.

3. Employer Feedback on Graduate Quality

a) Strengths

- Graduates were described as eager to learn, quickly absorb knowledge and have a progressive mindset.
- Graduates were sociable, polite and possessed good communication skills.
- Graduates had fairly strong foreign language proficiency.
- Graduates demonstrated creative thinking and good aesthetics, which served their work well.

b) Weaknesses

- Some graduates lacked patience at work.
- While energetic and cheerful, a few graduates could be rather noisy in the workplace settings.
- Some graduates remained passive and lacked confidence to ask deeper questions about issues they found challenging.

c) Suggestions for Improving Academic Quality

- Employers suggested the University organized more frequent occasions where companies could meet and discuss information about job positions with students.
- The University should focus on strengthening professional skills and English proficiency of students, especially speaking skills.

III. Conclusions and Recommendations

1. Satisfaction rate of employers with HSU graduates: 91.5% (average score of 4.40).
2. Graduates received positive feedback for their technical knowledge and skills, yet some exhibited certain limitations in their work attitude in professional environment.
3. Employers recommended that the University should place greater emphasis professional skill training for students and create more opportunities for employers to engage more with students.