

EMPLOYER SURVEY REPORT YEAR 2026

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

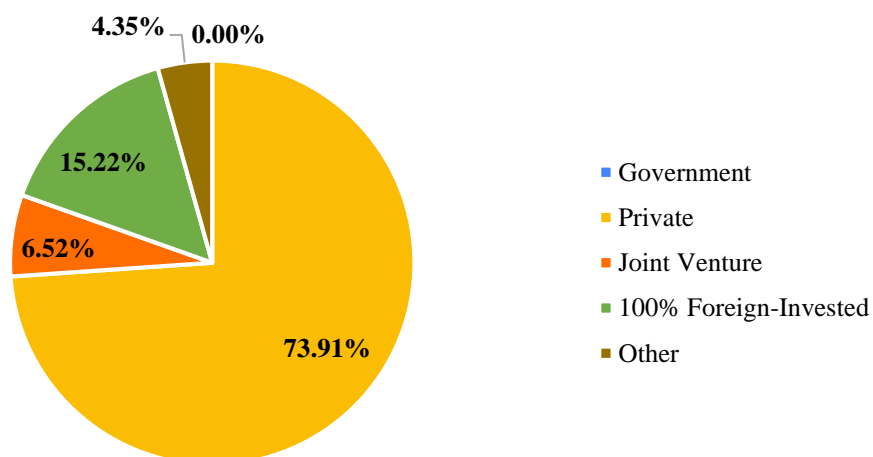
2. Survey Results Classification

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. Participants

Chart 1. Types of enterprises participating the survey



The survey results indicated that private enterprises consistently accounted for the largest proportion across the years. In 2026, this type of enterprise represented 73.91% of all respondents. Additionally, foreign-invested enterprises made up the second largest share, with 15.22% of the total. Meanwhile, no responses were recorded from the government section.

2. General Evaluation of HSU Graduates' Performance

Chart 2. Relevance of HSU graduates' positions to their fields of study over the years

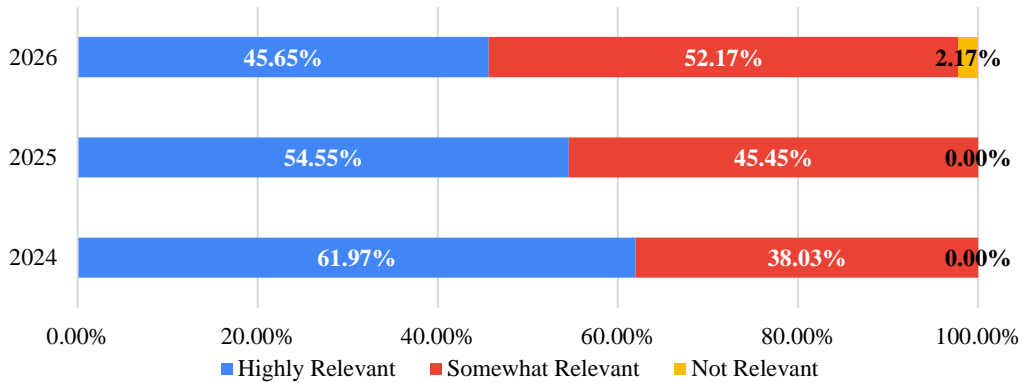


Chart 2 demonstrated the changes regarding level of alignment between graduates' job positions and their fields of study. Over the past three years, the percentage of graduates working in positions highly relevant to their majors had gradually declined, reaching 45.65% in 2026. Meanwhile, the proportion of graduates employed in jobs somewhat relevant to their majors had continuously increased and accounted for the largest share at 52.17%. Notably, cases of graduates working in unrelated positions first reappeared after two years, representing 2.17% of the total in 2026.

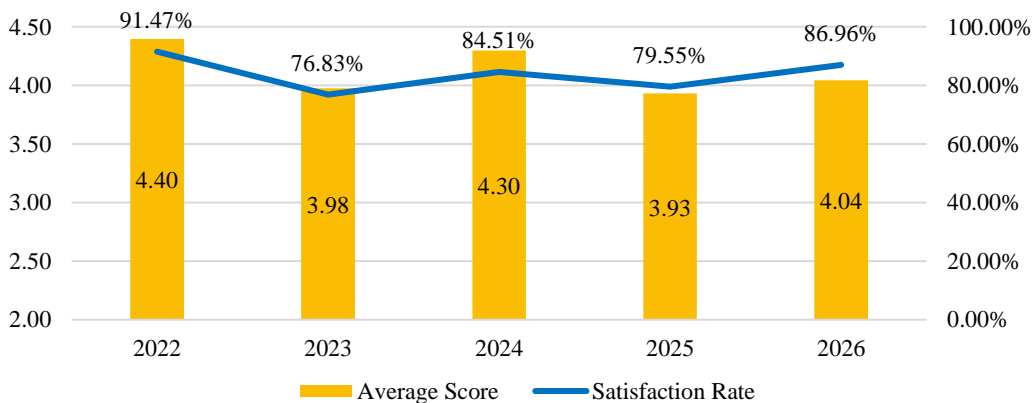
3. Satisfaction Level of Employers with HSU Graduates' Competencies

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

No.	Survey Content	2025		2026	
		Mean	Satisfaction Rate	Mean	Satisfaction Rate
1	Knowledge	3.91	75.76%	3.91	80.43%
2	Skills	3.89	74.71%	3.90	74.46%
3	Autonomy and Responsibility	3.89	77.27%	3.97	77.54%
Overall		3.89	75.49%	3.92	76.40%

All survey contents for 2026 received a slight rise compared to the previous year, with the overall average score of 3.92 and the satisfaction rate at 76.40%. All survey contents received "Good" rating. Among them, Knowledge achieved the highest satisfaction rate from enterprises at 80.43%, while Autonomy and Responsibility in work achieved the highest average score of 3.97.

Chart 3. Overall evaluation of HSU graduates over the years



The overall satisfaction level of enterprises with graduates' performance showed some improvements compared to the previous year and achieved overall "Good" rating, with an average score of 4.04 and a satisfaction rate of 86.96%.

4. Employer Feedback on Graduate Quality

a) Strengths

- Graduates demonstrated strong foreign language ability.
- Graduates were described as proactive, eager to learn, quick to absorb information, showing good manners and communication skills.
- Graduates possessed a hard-working attitude and teamwork skills, which were highly appreciated.

b) Weaknesses

- Some graduates appeared rather less flexible in problem solving and time management.
- Some graduates were yet to receive good feedback on professional expertise or general office skills; hence their performance was still considered slow.
- Some graduates remained rather passive and lacked decisiveness.

c) Suggestions for Improving Academic Quality:

- The University should place greater emphasis on training soft skills to help students to adapt more quickly to the workplace.
- It was also recommended that the University should strengthen cooperation with enterprises in organizing seminars, career orientation sessions, and internship opportunities in order to enhance the overall graduate quality.

III. Conclusions and Recommendations

1. Satisfaction rate of employers with HSU graduates: 86.96% (average score of 4.04).
2. Graduates were highly appreciated for their foreign language ability and professional working attitude.
3. The University was recommended to further strengthen students' soft skills and actively collaborate with enterprises to create more opportunities for them to meet students.