

**Middle Tennessee State University
Employer Survey
Spring 2003**

TABLE 1

Number of employers surveyed	398	
Number of respondents	113	
Response rate	28.39%	
Employer Information		
Type of organization	# Responses	Percentage
Forestry, Fishing, Hunting, and Agriculture	6	5.6%
Mining	0	0.0%
Utilities	2	1.9%
Construction	6	5.6%
Manufacturing	8	7.5%
Wholesale Trade	2	1.9%
Retail Trade	5	4.7%
Transportation and Warehousing	1	0.9%
Information	1	0.9%
Finance and Insurance	6	5.6%
Real Estate and Rental and Leasing	1	0.9%
Professional, Scientific and Technical Services	12	11.2%
Management of Companies and Enterprises	0	0.0%
Educational Services	26	24.3%
Health Care and Social Assistance	12	11.2%
Arts, Entertainment, and Recreation	4	3.7%
Accommodation and Food Services	0	0.0%
Other Services	15	14.0%
Number of employees	# Responses	Percentage
1 to 4 employees	4	3.6%
5 to 9 employees	8	7.1%
10 to 19 employees	13	11.6%
20 to 99 employees	24	21.4%
100 to 499 employees	32	28.6%
500 to 999 employees	7	6.3%
1000 to 1499 employees	8	7.1%
1500 to 2499 employees	2	1.8%
2500 to 4999 employees	3	2.7%
5000 to 9999 employees	5	4.5%
10,000 employees or more	6	5.4%
Would like to partner with MTSU in:	# Responses	Percentage
Joint research and endeavors	10	8.8%
Provide co-ops/internships to students	11	9.7%
Education and training through distance learning	30	26.5%
Other (class/master's projects, scholarship)	3	2.7%

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Q.#		General Information			
		Employer	Supervisor	Co-worker	Other
1	Relationship with the MTSU graduate you are evaluating	36.0%	44.1%	11.7%	8.1%
		< 6 months	6-12 months	1-2 years	> 2 years
2	Length of employment of the MTSU graduate	7.2%	12.6%	22.5%	57.7%
		Overall Satisfaction			
		Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
3	Overall satisfaction of this employee with his/her work	55.5%	38.2%	1.8%	4.5%
4	Overall satisfaction of this employee with his/her pay	11.8%	78.2%	8.2%	1.8%
		Excellent	Good	Fair	Poor
5	Overall rating of this employee's job performance	57.8%	38.5%	2.9%	0.9%
8	Overall rating of this employee's general education	35.1%	58.6%	6.3%	0.0%
9	Overall rating of this employee's education qualifications	36.0%	56.8%	6.3%	0.9%
12.b	Performance of MTSU graduates in the following job traits:				
	<i>(sorted high to low by 'Excellent' column)</i>				
	Being dependable and on-time	49.5%	39.8%	8.7%	1.9%
	Working cooperatively	49.0%	44.2%	4.8%	1.9%
	Listening effectively	41.9%	51.4%	4.8%	1.9%
	Working with minimal supervision	41.7%	47.6%	9.7%	1.0%
	Reading effectively	39.8%	53.4%	6.8%	0.0%
	Handling several tasks at once	39.4%	50.0%	10.6%	0.0%
	Understanding written information	38.8%	52.4%	7.8%	1.0%
	Adjusting to new job demands	37.5%	41.3%	17.3%	3.8%
	Working with people from diverse backgrounds	36.5%	54.8%	5.8%	2.9%
	Working with computers	36.3%	55.9%	7.8%	0.0%
	Applying job-related technical skills	36.0%	51.0%	12.0%	1.0%
	Solving problems	34.3%	49.5%	14.3%	1.9%
	Working under pressure	34.0%	51.5%	12.6%	1.9%
	Speaking effectively	32.1%	57.5%	9.4%	0.9%
	Writing effectively	31.7%	56.7%	11.5%	0.0%
	Thinking creatively	30.8%	53.8%	15.4%	0.0%
	Processing and interpreting numerical data	30.6%	49.0%	18.4%	2.0%
	Defining problems	29.5%	57.1%	11.4%	1.9%
	Planning projects	27.5%	58.8%	12.7%	1.0%
	Making decisions under pressure	26.9%	51.0%	20.2%	1.9%
	Leading others	25.2%	48.5%	23.3%	2.9%
		Definitely	Probably	Probably Not	Definitely Not
6	Would you hire this employee again for the same position?	76.6%	18.0%	4.5%	0.9%
7	Would you recommend this employee for a promotion?	55.0%	38.5%	5.5%	0.9%
		Exceeds Expectations	Meets Expectations	Not Meet Expectations	
10	Overall, to what extent does this employee possess the characteristics you would expect of a college graduate?	35.1%	61.3%	3.6%	

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Q.#	Employer Hiring Criteria and Successful Performance Traits			
11	What criteria is used in the hiring process?	# Responses	Percentage	
	<i>(sorted high to low)</i>			
	Work experience	101	89.4%	
	Major/minor	90	79.6%	
	Recommendations	79	69.9%	
	Social skills	73	64.6%	
	Grade point average	40	35.4%	
	Extracurricular experience	34	30.1%	
	Portfolio (research/projects, areas of interest)	24	21.2%	
	Other (general attitude, company test score, compatibility)	13	11.5%	
	Years taken to complete degree	5	4.4%	
12.a	Please assess how important each trait is to successful job performance.	Very Important	Somewhat Important	Not Important
	<i>(sorted high to low by 'Very Important' column)</i>			
	Listening effectively	92.5%	7.5%	0.0%
	Working cooperatively	88.7%	11.3%	0.0%
	Being dependable and on-time	86.5%	13.5%	0.0%
	Solving problems	85.8%	13.2%	0.9%
	Handling several tasks at once	83.0%	17.0%	0.0%
	Speaking effectively	81.5%	18.5%	0.0%
	Defining problems	80.4%	17.8%	1.9%
	Understanding written information	80.0%	20.0%	0.0%
	Writing effectively	79.2%	19.8%	0.9%
	Working under pressure	79.2%	19.8%	0.9%
	Reading effectively	78.3%	19.8%	1.9%
	Adjusting to new job demands	70.8%	29.2%	0.0%
	Working with minimal supervision	67.9%	32.1%	0.0%
	Making decisions under pressure	67.0%	30.2%	2.8%
	Applying job-related technical skills	66.3%	31.7%	1.9%
	Planning projects	63.6%	35.5%	0.9%
	Working with people from diverse backgrounds	61.9%	32.4%	5.7%
	Thinking creatively	61.3%	36.8%	1.9%
	Working with computers	60.0%	36.2%	3.8%
	Leading others	57.1%	39.0%	3.8%
	Processing and interpreting numerical data	46.2%	46.2%	7.7%

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TABLE 2 - Question #12
(sorted in descending order by "Very Important" column)

Q. 12. Please assess the importance and performance of each job trait. In the column labeled "importance", assess how important each trait is to successful job performance. In the column labeled "performance", assess how well MTSU graduates perform compared to others holding the same type of job.

IMPORTANCE			TRAIT	PERFORMANCE			
Very Important	Somewhat Important	Not Important		Excellent	Good	Fair	Poor
92.5%	7.5%	0.0%	Listening effectively	41.9%	51.4%	4.8%	1.9%
88.7%	11.3%	0.0%	Working cooperatively	49.0%	44.2%	4.8%	1.9%
86.5%	13.5%	0.0%	Being dependable and on-time	49.5%	39.8%	8.7%	1.9%
85.8%	13.2%	0.9%	Solving problems	34.3%	49.5%	14.3%	1.9%
83.0%	17.0%	0.0%	Handling several tasks at once	39.4%	50.0%	10.6%	0.0%
81.5%	18.5%	0.0%	Speaking effectively	32.1%	57.5%	9.4%	0.9%
80.4%	17.8%	1.9%	Defining problems	29.5%	57.1%	11.4%	1.9%
80.0%	20.0%	0.0%	Understanding written information	38.8%	52.4%	7.8%	1.0%
79.2%	19.8%	0.9%	Working under pressure	34.0%	51.5%	12.6%	1.9%
79.2%	19.8%	0.9%	Writing effectively	31.7%	56.7%	11.5%	0.0%
78.3%	19.8%	1.9%	Reading effectively	39.8%	53.4%	6.8%	0.0%
70.8%	29.2%	0.0%	Adjusting to new job demands	37.5%	41.3%	17.3%	3.8%
67.9%	32.1%	0.0%	Working with minimal supervision	41.7%	47.6%	9.7%	1.0%
67.0%	30.2%	2.8%	Making decisions under pressure	26.9%	51.0%	20.2%	1.9%
66.3%	31.7%	1.9%	Applying job-related technical skills	36.0%	51.0%	12.0%	1.0%
63.6%	35.5%	0.9%	Planning projects	27.5%	58.8%	12.7%	1.0%
61.9%	32.4%	5.7%	Working with people from diverse backgrounds	36.5%	54.8%	5.8%	2.9%
61.3%	36.8%	1.9%	Thinking creatively	30.8%	53.8%	15.4%	0.0%
60.0%	36.2%	3.8%	Working with computers	36.3%	55.9%	7.8%	0.0%
57.1%	39.0%	3.8%	Leading others	25.2%	48.5%	23.3%	2.9%
46.2%	46.2%	7.7%	Processing and interpreting numerical data	30.6%	49.0%	18.4%	2.0%