## DZHW Graduate Panel 2009

English Translation of the German Questionnaire with Variable Names DZHW Graduate Panel 2009 (1. Wave)

Version 1.0.0

# Questionnaire with Variable Names

Juni 2017





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## on the Way

A Survey of Higher Education Graduates of the Examination Year 2008/2009



#### Instructions for completion of the questionnaire:

Please answer all questions if possible. If certain questions do not apply, you will be led to the next question using arrows, e.g.: **continue with Question 1.12** 

Please use the following symbols

Please enter a number in half-open boxes, e.g 0 | 2

Please mark round boxes with a cross  $\bigotimes$ 

With scales, please mark the appropriate number with a, cross, e.g 1-2-3-4-5If there is not enough space for open answers, please use a separate sheet.

pid

### **1. Study Progress and Study Experiences**

1.1 Please record the progress of your studies in the following tableau. Please begin with your first matriculation at a uni versity and list each development in chronological order (e.g. change of subject, desired degree or university, beginning of a new course of study or a study abroad).

inc	SS/WS 20 until and cluding SS/WS 20 astu011a		Co	ourse of Study		(e.g. diploma	<b>l Degree</b> (Diplom), Bach- examination)	Na	me and Location of University
	astu011b		ast	tu011e_g1o		astu	ı011f_g1		
	astu011c		rst main	tu011g_g1o		astu	1011h_g1		astu011k_g1a
rom	astu011d	· ۲ (۱۱۱		tu011i_g1o		astu	ı011j_g1		
	astu012a	(if	(	2nd main or mine	or subjects)				
	astu012b	(	_	tu012e_g1o		_	1012f_g1		
	astu012c	(fir	rst main 🛏			_	1012h_g1		astu012k_g1a
rom	astu012d	<u>]</u> _		tu012i_g1o		astu	1012j_g1		
	astu013a	L (if		2nd main or mino tu013e_g1o	or subjects)	ast	J013f_g1		
	astu013b	[		tu013g_g10		_	J013h g1		astu013k_g1a
om	astu013c	(fir	rst main S	tu013i g1o		_	J013j g1		ustuoisk_giu
UIII	astu013d	(if		2nd main or mine	or subjects)				
	astu014a			tu014e_g1o	, ,	ast	u014f_g1		
	astu014b	( <u>-</u> (fin	rst main sur	tu014g_g1o		ast	u014h_g1		astu014k_g1a
rom	astu014c	1	(	tu014i_g1o		ast	u014j_g1		
	astu014d	(if	•••	2nd main or mino	or subjects)		0156 -1		
	astu015a	ſ	_	tu015e_g1o		_	u015f_g1		
	astu015b	fir	rst main 💬				u015h_g1		astu015k_g1a
om	astu015c			tu015i_g1o			u015j_g1		
	astu015d	L (if	applicable 2	2nd main or mind	or subjects)				

### **1.2** Which academic degrees have you achieved?

	Final Semest	er	Course of Study	<b>Desired Degree</b> (e.g. diploma (Diplom), Bach- elor, state examination)	Name and Location of University
			astu021c_g1o		
1st degree	in WS 20	astu021a	astu021d_g1o	astu021f g1	astu021g_g1a
	SS 20	astu021b	astu021e_g1o		
2nd degree	in WS 20	astu022a	astu022c_g1o		
	SS 20	astu022b	astu022d_g1o	astu022f_g1	astu022g_g1a
3rd degree	in WS 20	astu023a	astu022e_g1o		
	SS 20	astu023b	astu023c_g1o		
			astu023d_g1o	astu023f_g1	astu023g_g1a
			astu023e_g1o		

Please note: In your answers to the remaining questions in this first section please refer to your first completed degree (see Question 1.2).

<b>1.3</b> Are you pursuing a teaching post (Lehramt)?
Yes, with the following specialisation:astu03a (e.g.: elementary school, secondary school, rower secondary level etc.) No
<b>1.4</b> When was your last examination (handing in of final thesis, final written or oral exam) and which final grade (or score) did you achieve?         Mont astu04a       Year: 20 astu04b
Final grade:core (if applicable: astu04castu04d
<b>1.5</b> For how many semesters - including examination semesters - did you study the subject you first graduated in? (Please include recognised semesters from a previous degree if applicable.)
Number of semesters:

### **1.6** Did you interrupt your completed studies? (Please enter the number of semesters, if applicable. Multiple answers possible.)

Yes, temporary ex-matriculation for	astu06a	emesters
Yes, holiday semester taken for	astu06b	emesters
Yes, without formal application for	astu06c	emesters
No	astu06d	)

Did you gain experience abroad during your studies?

1.7

#### No ..... astu071 yes, ..... $\mathcal{L}_2$ please specify: Type of stay abroad Months Country astu072a astu072b astu072c\_g1 astu073a astu073b astu073c\_g1 astu074a astu074b astu074c g1 1 = Study abroad 3 = Language course Key: 2 = Internship abroad 4 = Other

### **1.8** What were your specialisations within your main subject?

1	astu08a_a
2	astu08b_a
No specialisations possible/undertaken	astu08c

#### 

	Very	
	great	No role
	role	at all
your choice of study?	astu09a	
your study organisation?	astu09b	

### **1.10** Were you in employment during your studies (including temporary/part-time work)?

Yes, mostly throughout the entire duration of my studies		)
Yes, during parts of my studies	$\bigcirc_2$	question 1.11
Yes, but only occasionally	. 🔾 3	aocc01
No	. 🔾 4	-> question 1.12

## **1.11** Were your jobs or occupations thematically related to your course of studies or desired field of work? (multiple answers possible)

I worked as a student assistant in a related subje	ct
field/institute	aocc02a
I worked in a company/public authority/agency a entrusted with tasks relating to my subject field	aocc02b
I was self-employed/worked freelance in a field	
field of study field of study I worked in jobs not directly related to my field of	aocc02d

### 1.12 Which category did your course of study belong to?

Full-time study	astu10	····· O 1
Part-time study		

<b>1.13</b> Did you study parallel to your work (berufsbegleitend)?
Yesastu11

#### 1.14 Were internships or practical semesters mandatory during your studies? (multiple answers possible)

Yes, internships at university (e.g. laboratory wor	
Yes, external internships (e.g. industrial placeme	astu12b
Yes, practical semesters	astu12c
An internship was mandatory but I was exempted (e.g. because my training experience was recogn	astu12d
No	astu12e

#### 1.15 How do you assess the following aspects of your completed course of study?

	very good	very bad
Structure	astu13a	
Feasibility of degree (time perspective)	astu13b	
Time coordination of courses	astu13c	
Access to required internships/practical work	astu13d	
Up-to-dateness of learning methods	astu13e	
Modernity/up-to-dateness of research	astu13f	
Up-to-dateness of practical requirements	astu13g	
Linking of theory and practice	astu13h	
Reflection on mandatory study-related internships/practical semesters	astu13i	
Opportunity for in-depth work in your field of stu	astu13j	•
Practice of academic methods	astu13k	
Practice of oral presentation	astu13l	
Opportunity to learn how to produce academic texts	astu13m	
Practice of job-related professional behaviour	astu13n	
Academic / professional practice of foreign languages	astu13o	
Contact with teaching staff	astu13p	]
Academic guidance and support	astu13q	
Review of examinations, term papers etc	astu13r	
Availability of important literature in the library	astu13s	
Career preparation	astu13t	
Access to IT services (internet, scientific data banks etc.)	astu13u	
Use of electronic communication media during teaching	astu13v	
Laboratory equipment, laboratory spaces, if appl	astu13w	
Assistance in job search/career start	astu13x	
Provision of career-oriented activities	astu13y	
Individual career advice and study guidance	astu13z	

#### **1.16** For how many lectures during your studies are the following statements true? (Please enter the appropriate number.)

	(almost) all = 1 most = 2 some = 3 few = 4 none = 5 Applies to
Various teaching methods were used	astu14a
There were lively discussions	astu14b
Representatives of various disciplines conducted the teaching	astu14c
Students could have a choice in the course design	astu14d
Critical discussion of the course content was encouraged	astu14e
Questions were examined from an interdisciplinary viewpoint	astu14f
Academic tasks had to be completed in cooperative with other students	astu14g
The teaching was conducted in a foreign language	astu14h
Active participation of the students was encourage	astu14i
The teaching was internationally oriented (e.g. European law, international business admini	astu14j

### **1.17** To what extent do the following statements apply to your completed course of study?

	Strongly applies	Does not apply at al
The course of study was well organised by study regulations and schedules	astu15a	
The course of study was well-structured	astu15b	
The study and examination requirements were clearly defined	astu15c	
The course of study provided the opportunity for subject specialisation	astu15d	Ţ
The lectures were thematically coordinated	astu15e	
The lectures' qualification and learning goals were transparent	astu15f	
Insofar as the lectures' qualification and		
learning goals were known to me, they were mostly achieved	astu15g	

### **1.18** During your first course of study did you ...

	yes	no
lead seminar/study groups (e.g. as a tutor or study group leader)?	astu16a	
participate in practical/research-oriented project studies?	astu16b	

## **1.19** How important are the following skills and competencies for your current (or future, if you are not working at the moment) professional activity (left column)? To what extent did you possess these skills and competencies when you graduated (right column)?

-	ortance for ional activity		prese gradu	ent at ation
very important	not important	Skills and competencies	to a great extent	to a lesser extent
1 as	ski01a	) Specific subject knowledge	aski02a	
$1^{asl}$	ki01b	Broad basic knowledge	aski02b	
1 asl	ki01c	Knowledge of academic methods	aski02c	
1 asl	ki01d	Foreign languages	aski02d	
1 asl	ki01e	Ability to communicate	aski02e	
1 asl	ki01f	Negotiation skills	aski02f	
1 asl	ski01g	Organisational skills	aski02g	
1 asl	ski01h	IT skills	aski02h	
1 asl	iki01i	Ability to adapt to changed circumstances	aski02i	
1 asl	ki01j	Written skills	aski02j	
1 asl	ski01k	Oral skills	aski02k	
1 asl	ki01l	Ability to recognise and fill gaps in knowledge	aski02I	
1 asl	ski01m	Leadership qualities	aski02m	
1 asl	ki01n	Business knowledge	aski02n	
1 asl	ki01o	Ability to cooperate	aski02o	
1 asl	ki01p	Time Management	aski02p	
1 asl	ki01q	Ability to apply existing knowledge to new problems	aski02q	
1 asl	ki01r	Interdisciplinary thinking	aski02r	
1 asl	ki01s	Knowledge and understanding of other cultures	aski02s	
1 asl	ki01t	Ability to study independently	aski02t	
1 asl	ki01u	Ability to assume responsibility	aski02u	
1 asl	ki01v	Conflict management	aski02v	
1 asl	ki01w	Problem solving ability	aski02w	
1 asl	ki01x	Analytical skills	aski02x	
1 asl	ki01y	Knowledge about the effects of my work on nature and society	aski02y	
1 asl	ki01z	Ability to familiarise oneself with new subject areas	aski02z	
1 asl	ki01aa	Ability to put scientific results/concepts into practice	aski02aa	

#### 1.20 Which of the following opportunities for further training and qualification did you use voluntarily during your course of studies? (multiple answers possible)

Courses on rhetoric/presentation skills	afvt01a
Lectures on business knowledge	afvt01b
Lectures in other disciplines	afvt01c
Courses on social skills	afvt01d
Voluntary internship	afvt01e
General IT/computer courses	afvt01f
Events on the transition from school to working li (e.g. job application training, career advice)	afvt01g
Courses on management/organisational skills	afvt01h
Events on becoming self-employed/starting a business	afvt01i
Foreign language courses	afvt01j
Other,	afvt01k
please specify:	afvt01l_g1r
I didn't use any of these opportunities	afvt01m

#### 1.21 In retrospect, how do you perceive the value of your course of study?

	very high value	very little valuet
As an opportunity to choose an	a at: 17a	
interesting profession	astu17a	]
As an opportunity to educate myself	astu17b	
over a longer period		-4-5
In the usability for career advancement/	astu17c	
professional career	astuire	
As an opportunity for personal development	astu17d	
In terms of gaining knowledge for my career		
	astu17e	
	asturre	

1.22 Have you - apart from your first degree begun or completed a further academic qualification? Do you intend to take a further academic qualification? (e.g. master programme, PhD, second degree, additional examination)



### 2. Further Studies and PhD

	Status	Start (Month/Year)	End (Month/Year)	Field of study/doctoral subject	Type/degree	Name and location of university
		afec021b	afec021e	afec021h_g1o		afec021l_g1a
af	ec021a	afec021c	afec021f	afec021i_g10	afec021k	afec021m_g1a
	,	afec021d	afec021g	afec021j_g10		afec021n_g1a
		afec022b	/afec022e	afec022h_g1o		afec022I_g1a
af	ec022a	uafec022c	uafec022f	afec022i_g1o	afec022k	afec022m_g1a
		afec022d	afec022g	afec022j_g1o		afec022n_g1a

Status (	of	further	qual	lificatior	h
----------	----	---------	------	------------	---

- 1 = Already completed
- 2 = Discontinued
- 3 = Begun
- 4 = Planned

- 02 = Teacher training Bachelor 08 = Bachelors at university of applied sciences (FH)
- 03 = Teacher training Master
- 04 = Masters at Uni

01 = Promotion

- 05 = Masters at university of applied sciences (FH)
- 06 = State examination

#### Type/Degree of further qualification

- 07 = Bachelor at Uni
  - - - 13 = Other degree, please specify:
- 09 = Diploma at university of applied sciences
- 10 = Diploma at Uni
- 11 = Masters (Magister)

12 = Certificate

- 14 = No degree pursued
- 15 = Not clear yet

<b>2.2</b> Were you able to do your further academic qualification in your desired field of study? (If you have entered multiple academic qualifications under question 2.1, please refer to your first entry.)	2.3 Were you able to do your further academic qualification at your desired university? (If you have entered multiple academic qualifications under question 2.1, please refer to your first entry.)
Yesafec03a 1 No	Yesafec04a 1 No if no: Which one was your desired university? afec04b_g1

### **2.4** How important are/were the following motives for your further studies/PhD?

(If you have entered multiple academic qualifications under question 2.1, please refer to your first entry.)

	very im- portant	not im- portant
To pursue my academic/professional interests	afec05a	
To improve my career opportunities	afec05b	
To develop my personal abilities	afec05c	
To gain time for career choices	afec05d	
To balance out skill deficits		{
To do something completely new	afec05e	
To avoid unemployment	afec05f	
To maintain contact with my university	afec05g	
To specialise in a certain subject field	afec05h	
To begin an academic career	afec05i	]
To research an interesting topic	afec05j	]
To maintain student status	afec05k	]
Opportunity to do a PhD later	afec05l	]
Lack of confidence in career prospects with my first degree	afec05m	
Other, please specify:	afec05n	
	afec05o_	g1r

continue with question 3.1

## **2.5** In your opinion, how stronlgy do the following reasons speak against the beginning of another academic qualification at the moment?

	very strongly not at all
The wish to earn my own money as	
soon as possible	1 – 2 – 3 – 4 – 5
A professional goal that does not	
require another course of studies	. afec06a
Lack of a suitable study programme	afec06b
close to my hometown	
Unpredictable requirements	
Potential tuition fees exceed	afec06c
financial possibilities	afec06d
Good career prospects with my	
current degree	afec06e
Lack of confidence in my ability to	afec06f
successfully manage this	
Requirements (conditions of admission) too high.	afec06g

afec06h

### 3. Second training phase

<b>3.1</b> Is a practical training phase subsequent to your studies intended for your course of study (integral part of your training e.g. traineeship in a school, law firm etc. (Referendariat), internship in a church (Vikariat), work placement)?	ır 1-
No Yes, but I don't want to complete it $O_2$ continue with question 4.1	
Yes, but I haven't begun yet Yes, I have already begun	
Yes, I have already completed it Yes, but I discontinued it $\bigcirc_5$ $\bigcirc_6$ continue with question 3.2	

### 3.2 Did you experience waiting time?

Yes	afec08a
Please disclose the number of months:	afec08b
No	

### **3.3** What experiences have you had (so far) during your training/internship?

	good ones	very bad ones
Level of support	afec09a	
Quality of academic support	afec09b	
Organisation	afec09c	
Learning and training opportunities	afec09d	
Impartation of practical career knowledge and experience	afec09e	
Relevance to the content of the first study phase	afec09f	)
Accordance between training goals and own personal goals	afec09g	
Theoretical reflection on practice	afec09h	
Recognition as a colleague	afec09i	
Teaching of professional regulations and procedures	afec09j	
Acceptance of clients, students, patients	afec09k	

**3.4** Based on your experience (so far), how do you assess the second phase of your training as a whole?

	very helpful	not at all helpful
	afec10	
In my opinion the second training phase is		5-4-5

**3.5** How do you assess the duration of the second training phase/the internship?

Too long	
Suitable	2
Suitable	afec11
Totally unnecessary	

### **4.1** In order to better understand the journey from school to career and other areas of life, we kindly ask you to enter the occupations you have had since completing your studies in the following calendar.

Please mark the month in which you achieved the final examination grade of your completed studies with an X and enter your occupations since completion of your studies until today in the calendar by using the listed code letters. If you had a number of occupations at the same time, you can list them one below the other. Please do not leave any time gaps.

#### Example:

In October 2008 you had your final exam (X). In November 2008 you did and internship (P), then you were unemployed (AL). From March 2009 until the survey date you had a non-self-employed job (possibly in various places) (A). Parallel to your employment (e.g. doctoral position you have worked on your dissertation since June 2009 (D).

Jan.	Feb.	March	April	May	Juny	July	Aug.	Sept.	Oct.	Nov.	Dec.
									X	р —	u ⊣
		W									
0	1				PhD <sup>–</sup>						
w —											
	Jan. U W PhD	ui wi	u w w	v w	U W	U W PhD	U W PhD	U W PhD	U W PhD	U	U

#### Employment

- Traineeship in a school, law firm etc. (Referendariat), mandatory internship (Anerkennungspraktikum) etc.
- W Contract for work, fee work
- TW Temporary work
- **SE** Self-employed paid work (without contract/fee work)
- **NSE** Non-self-employed paid work
  - (e.g. as employee or civil servant)

#### Other occupations

- PhD PhD
- **CS** Course of study
- I Internship
- PL Parental leave
- H Housewife/Househusband
- U Unemployment
- VT Vocational training, re-training, traineeship (Volontariat)
- **FT** Further training (full-time, long-term)
- **SO** Other (e.g. military/ civilian service, holiday)

### Your personal calendar:

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
2008												
2009												
2010												,

### **4.2** How would you describe your current occupation/situation?

As a short-term transitional situation ......

As a situation which will presumably paocc03

As a situation which will presumably be stable in the long term

#### 4.3 How do you perceive your future career prospects?

	very good	very bad
regarding employment security	aocc04a	Þ
regarding your career development opportunities.	1-2-	3-4-5
	aocc04b	J

**4.4** In your opinion, how easy or difficult is it to find a job that is suitable to your studies/your degree?

	very easy	very difficult
I think it is	aocc05	

**4.5** When did you begin to make serious efforts to find a position (also traineeship in school/law firm (Referendariat), internship in church, mandatory internship, etc.) for after your studies?

During exam time $O_1$
During exam time
Before exam time O <sub>3</sub> aocc06
Not yet
Not yet

#### **4.6** How many firms/institutions have you applied to? How many times were you invited to interviews and how many job offers have you received?

Number of application	aocc07a
Number of invitations to an interview	
Number of job offers received	aocc07c
Does not apply since position was assigned	aocc07d

## **4.7** What difficulties have you encountered during your job search so far (regardless of its success)? (multiple answers possible)

There are only relatively few positions in my field of	aocc08a
Mostly, the demand is for graduates with	
another study focus Often, another degree is demanded (e.g. universit	aocc08b
of university of applied sciences degree, graduate instead of Bachelor)	
Job vacancies did not meet my salary expectations	aocc08d
Job vacancies did not meet my expectations of	
working hours and/or conditions	aocc08e
The demand is primarily for candidates with	
professional experience	aocc08f
Job vacancies are too far away	aocc08g
Special skills are demanded which I don't have	
(e.g. IT skills, foreign languages	aocc08h
Job vacancies did not correspond to my	
expectations contentwise	aocc08i
Compatibility of family/relationship and career	aocc08j
Other problems,	aocc08k
please specify:	aocc08l_g1r
I haven't had any problems so far	aocc08m

### **4.8** Do you intend to become self-employed or work freelance?

Yes, I am already self-employed $ \bigcirc_1$	continue with
Yes, I am seriously considering it $\bigcirc_2$	question 4.9
No, because it would be difficult at the moment $\bigcirc_3$ No, for me that's out of the question $\bigcirc_4$	aocc09 continue with question

### 4.9 In what form are you (or plan to be) self-employed?

As a freelancer by acquisition (e.g. of a medical practice) or admission (e.g. to a law firm)	1
As a freelancer by founding of a business (e.g. a medical practice) $\bigcirc$	2
Through acquisition of a firmaocc10	٦
Through founding of a firm	4
Other self-employed (e.g. on the basis of contracts for work or fees)	5
That is still unclear	6

### 4.10 Did you do an internship(s) after the first degree?



#### 4.11 How many internships did you do after graduating?

Number of ir aocc12

**4.12** In the following, we would like to ask you to provide additional information about your internship(s) after your graduation.

How long did the internship(s) take, which economic sector does the company belong to and how high was the gross salary?

	Duration	Economic	Salary
	(in weeks)	<b>sector</b> (see list on the l <u>ast pageof the</u>	
	aocc131a	aocc131b	aocc131c
1 <sub>st</sub> internship	aocc132a	aocc132b	aocc132c
2nd internship (	aocc133a	aocc133b	aocc133c
3 <sub>rd</sub> internship ( 4 <sub>th</sub> internship (	aocc134a	aocc134b	aocc134c

<b>4.13</b> During the internship, were you offered an employment for the time after the internship?			
Yes	aocc14		
No	2		

### **4.14** What motivated you to do an internship after graduating?

(multiple answers possible)

My efforts to find work were unsuccessful	aocc15a
I thought it would be easier to get a job position through an internship	aocc15b
I wanted to become practically qualified in a specialised field	aocc15c
I needed an internship certificate to begin another course of studies	aocc15d
There was the prospect of being taken on	aocc15e
I wanted to gather professional/practical experier	aocc15f
Other,	aocc15g
please specify:	aocc15h_g1r

### **4.15** Please assess the following statements on your post-graduate internship(s).

	strongly applies	does not apply at all
I was basically exploited	aocc16a	
On the whole, I didn't regret doing the internship(s)	aocc16b	
The internship(s) opened the door to my desired career	aocc16c	
The internship(s) helped me find a job	aocc16d	

## **4.16** How do you assess the internship(s) as a whole with respect to the following characteristics? (If it does not apply, please mark accordingly)?

	very good	very bad	does not apply
Quality of the internship plan	1 – 2 –	aocc17a	
Employer's adherence to the internship plan	1 – 2 – 1	aocc17b	
Amount of payment for the internship			]
Standard of internship tasks	1 – 2 –	aocc17d	
Acceptance among colleagues	1 – 2 –	aocc17e	
Educational aspect of the internship	1 – 2 –	aocc17f	
Quality of support during internship	1 – 2 –	aocc17g	
Usefulness for career	1 – 2 –	aocc17h	
Orientation function for my career goal	1 – 2 – 1	aocc17i	

## **4.17** How did you finance your costs of living during your postgraduate internship(s)? (multiple answers possible)

Through internship salary	aocc18a
Through temporary jobs	aocc18b
Through support by parents	aocc18c
Through other private support (e.g. partner)	aocc18d
Through own capital, savings, loans	aocc18e
Through the employment agency	aocc18f
Through other means	aocc18g

### **4.18** Have you been in some form of employment <u>since</u> your first graduation?

(jobs, traineeship in school/law firm (Referendariat), doctoral position, fee contract, trainee etc. also count as employment)

Yes, I am currently employed	$\bigcirc_1$ + continue with quest. 5.1
Yes, but not currently	
No	$\bigcirc_3$ $\rightarrow$ continue with quest. 5.17

### 5. Start of your career after your studies

5.1 Do you expect losing your job within the coming six months?

	in any case	in no case
	aocc20	Ì
l expect it	 	-4-5

**5.2** Please provide information on your exact job title, areas of responsibility and typical work priorities in your current or - if you are not in employment at the moment - previous (main) occupation.

#### Exact job title:

(precise description, please; e.g. measurement technology engineer, personnel developer, educational social worker)

aocc21\_g1o

Areas of responsibility:	aocc22a_g1r
	aocc22b_g1r

Typical work priorities:

### 5.3 To what extent did the following problems occur during your career start?

	to a large extent	not at all
Hectic work pace, appointment pressure, work overload	aocc23a	
Lack of transparency regarding company decision making processes	aocc23b	
I felt under-qualified	aocc23c	
Lack of cooperation between colleagues	aocc23d	
Difficulties with some work norms		
(e.g. regulated working times, clothing, company hierarchy	aocc23e	
Lacking opportunities to realise own professional goals	aocc23f	
Problems with superiors	aocc23g	
Problems with compatibility of career and family/partner	aocc23h	
Little feedback on accomplished work	aocc23i	
Sense of underchallenge	aocc23j	

5.4 In the following we ask you to provide a description of your occupational activities since graduation.

Please mention all types of employment, i.e. traineeships in school/law firm (Referendariat) etc., time as a trainee etc., contracts for work, jobs and regular employment, including self-employment. Always use a new line if you have begun employment again after an interruption or if there have been changes with respect to the listed features of the occupation. If there is not enough space, please use a separate sheet for further responses.

	<b>me period</b> onth/year)	Type of Time period employment	Work hours (if applicable, according to work contract)	Professio- nalpositi- on	Work location
from:	aocc241a aocc241b		Image: Full-time with line     hours/week       aocc241g       Part-time with line		Federal state or country (if abroad)
until:	aocc241c aocc241d aocc241e	aocc241f	3 No fixed work ho approx. hours/week	aocc241i	bcation:
from:	aocc242a aocc242b		O <sub>1</sub> Full-time with hours/week		Federal state or country (if abroad)aocc242j_g1r
until:	aocc242c aocc242d aocc242e	aocc242f	3 No fixed work hours with approx.	aocc242i	bcation:
from:	aocc243a aocc243b		$\bigcirc_1$ Full-time with $\square$ hours/week $\bigcirc_2$ aocc243g $\square$ hours/week	<b>L</b>	Federal state or country (if abroad)
until:	aocc243c aocc243d aocc243e	aocc243f	3 No fixed work hours with approx.	aocc243i	Cfirst 3 postcode digits If postcode un aocc243k_o
from:	aocc244a aocc244b	See key below	$\bigcirc_1$ Full-time with $\square$ hours/week $\bigcirc_2$ aocc244g hours/week	See key	Federal state or country (if abroad)
until:	aocc244c aocc244d aocc244e	aocc244f	O3 No fixed work hours with         approx.	aocc244i	bcation:
from:	aocc245a aocc245b		$\bigcirc_1$ Full-time with $\square$ hours/week $\bigcirc_2$ aocc245g hours/week		Federal state or country (if abroad)
until:	aocc245c aocc245d	See key below	No fixed work hours with approx.	See key aocc245i	Cation:
from:	aocc245e aocc246a aocc246b		C <sub>1</sub> Full-time with hours/week		Federal state or country (if abroad)
until:	aocc2460 aocc246c	See key below aocc246f	$\bigcirc_2$ aocc246g hours/week $\bigcirc_3$ No fixed work hours with approx. $\bigcirc$ aocc246h	See key aocc246i	pcation:
	aocc246e				

#### Type of employment

#### 1 = Unlimited

- 2 = temporary (fixed-term contract)
- 3 = temporarily financed through ABM (job creation scheme) or the like
- 4 = apprenticeship/training contract (e.g. traineeship in school/law firm (Referendariat)
- 5 = Fee contract/contract for work
- 6 = Self-employed/freelance
- 7 = Other

- ment, authorised officer, director)
- 02 = scientifically qualified employee with middle management function (e.g. project or team leader)
- 03 = scientifically qualified employee **without** management function
- 04 = qualified employee (e.g. administrative assistant)
- 05 = executor (employee)
  - (e.g. sales person, typsit)

#### 01 = executive employee (e.g. head of depart- 06 = trainee in a school/law firm etc. (Referendar/in ), intern (mandatory internship) etc.

- 07 = Self-employed in liberal professions
- 08 = Self-employed entrepreneur

**Professional position** 

- 09 = Self-employed with fee contract/contrac
- 10 = public official in higher civil service
- 11 = public official in higher intermediate ser
- 12 = public official in simple/intermediate ser
- 13 = skilled worker (with apprenticeship)
- 14 = skilled/unskilled worker
- 15 = supporting family member

**Please note:** In the following we ask for responses on your first position after your graduation and - if you have changed jobs - on your current or last position. Please relate your responses to the <u>first and last occupations</u> listed in question 5.4.

### 5.5 How did you find your first and current job respectively? (multiple answers possible)

()

	ŕ	first osition	current position
By application for a job posting	aocc251a .	()	aocc252a
By application "on spec"	aocc251b	()	aocc252b
Over the internet	aocc251c	()	aocc252c
The employer approached me	aocc251d	()	aocc252d
I have created the position myself	aocc251e	()	aocc252e
I already had this position before the of my studies	aocc251f	()	aocc252f
Through parents, friends	aocc251g	Õ	aocc252g
Through a tip from fellow students	aocc251h	()	aocc252h
Entry into (medical) practice, comp to my parents	aocc251i	. ()	aocc252i
Entry into (medical) practice, comp to friends, acquaintances	aocc251j	()	aocc252j
Founding of a company/self-emplo	aocc251k .	Õ	aocc252k
Through voluntary commitment in	aocc251I	()	aocc252I
Through a university teacher		()	252
Through the university (e.g. careers	aocc251m	Õ	aocc252m
Through the employment agency .	.aocc251n		aocc252n
Through contacts at trade fairs, networking forums etc.	aocc2510	0	aocc252o
Through a job during my studies	.aocc251p .	🔿	aocc252p
Through existing contacts from an i	raocc251q	$\circ$	aocc252q
Through an apprenticeship/occupa before my studies	tion .aocc251r.	()	aocc252r
By being taken on by previous emp	aocc251s	()	aocc252s
The position was assigned to me			
Other, please specify	aocc251t		aocc252t
first position:	aocc251u	$\bigcirc$	aocc252u
current position:	aocc251v	$\bigcirc$	aocc252v
	aocc251w_g1r		aocc252w_g1r

## **5.8** Which of the following measures were offered to you in the course of your employment? (multiple answers possible)

	first positio	n position
Mentor, coach or the likeaocc	281a ) 🤇	aocc282a
Structured induction programmeaocc	281b 🤇	aocc282b
Individual development programaocc	281c 📿	aocc282c
Transparent career development acco	281d (i	aocc282d
Job rotation programmeaocca	281e 📿	aocc282e
Access to advanced training	281f ) (a	aocc282f
Opportunity to get a leave of abs	281g	aocc282g
Other, please specify:aocc	281h (a	aocc282h
→ first position:	li_g1r	aocc282i_g1r
current position:	281j	aocc282j
None of these measures		$\bigcirc$

### **5.9** To which of the following company sizes does your company/office belong?

	first position	current position
Over 1,000 employees		1
Over 500 to 1,000 employees		2
Over 100 to 500 employee aocc291a	(aoc	c292a
Over 20 to 100 employees	O	4
Over 5 to 20 employees		5 🔘
Less than 5 employees		6 (
Freelance, without employees		7 ()
Other, please specify:	Q	8 0
first position:aocc291b_g1r	aoc	c292b_g1r

### **5.10** Which economic sector does the business or establishment you work in specialise in?

Please enter code from list (see last page of the questionnaire):	first position	current position c301a
Other, not listed:	aoc	c302a
first position:	aocc301b_g	1r ]
current position:	aocc302b_g1	Lr

### **5.11** How high is your current or last gross monthly

 first position:	aocc311 J €/month
 last position:	aocc312 €/month

**5.6** Do you work in the public sector or have an employment contract adjusted to the public sector pay scale?



### **5.7** Were you employed as a temporary worker in salary?

### 5.12 How high is your current or last net monthly income?

┝►	first position:	aocc321	€/month
	last position:	aocc322	€/month

### **5.13 Which additional (gross) salary elements do you receive?** (multiple answers possible)

			first position	current position
Fixed sala holiday p	ary components (e.g ay, 13th month's sal	g. Christmas b ary, shift bon aocc3	31a	aocc332a
	first position:	apaocc331b		€/year
	current position:	aocc332b		€/year
Variable s	alary components (e	.g. performanc	331c	aocc332c
	first position:	aocc331d		€/Jahr
	current position:	aocc332d		€/Jahr
Other sal	ary components, pl	ease specify:	1e	aocc332e
-	first position:	aocc331f_g1r		
	current position:	aocc332f_g1r		
None		aocc331g	O (a	iocc332g
Does not depender	apply to me since n nt on commissioned	ny waocc331h d work or performal	nce O a	occ332h

### **5.14** Would you say that your higher education qualification matches your job?

	first position		current position	
	yes, definitely	no, not at all	yes, no, not definitely at all	
With respect to job position	.aocc341a		aocc342a	
With respect to level of work tasks	.aocc341b		aocc342b	
With respect to				
academic qualification (field of study)	aocc341c		aocc342c	

### 5.15 Do you work in a position in which ...

	first position	current position
a university degree is essential (e.g. doctor, pharmacologist, teacher)?		1
a university degree is the general rule?		<u>~</u> O
a university degree is not the general rule aocc3		aocc352
but an advantage?	()	з ()
a university degree is irrelevant?	• • •	4

### 5.16 How satisfied are you with your occupation?

	to a great not extent at all
Job tasks	aocc36a
Job position	aocc36b
Earnings/income	aocc36c
Work conditions	aocc36d
Opportunities for career advancement	aocc36e
Opportunities for further training	aocc36f
Work/life balance	aocc36g
Job security	aocc36h
Appropriateness of qualification	aocc36i
Provision of work materials	aocc36j
Opportunities to introduce own ideas	aocc36k
Work atmosphere	aocc36l
Family friendliness	aocc36m

### 5.17 How satisfied are you on the whole

	to a great extent	not at all
with your job situation?	aocc37a	
with your life situation in general?	aocc37b	

### **5.18** From today's perspective, which choices would you make with regard to your professional career?

	definitely	under no circum- stances
I would acquire my higher education entrance		
qualification again	aocc38a	
Begin with employment immediately after my high school graduation (Abitur)/advanced		
technical college certificate (Fachhochschulreife)	aocc38b	J
Begin with employment after vocational training		
without entering higher education	aocc38c	
Study again	aocc38d	
Only study after vocational training	aocc38e	]
Study the same subject again	aocc38f	
Select the same type of university (e.g. university of applied sciences, university)	aocc38g	
Obtain the same degree (e.g. graduate diploma university of applied sciences (FH-Diplom),		
bachelor's degree etc.)	aocc38h	
Study at the same university	aocc38i	
Choose the same occupation again	aocc38j	

### **5.19** How important are the following work and life goals to you?

	very mportant	very important
To give an above-average performance professionally	aocc39a	I
To make full use of my capabilities	aocc39b	,
To take on a management role	aocc39c	
Earn recognition in my profession	aocc39c	I
To stand up for other people	aocc39e	<u>.</u>
To be politically active	aocc39f	
To earn well	aocc39g	;
To commit myself to the family	.aocc39h	I )
To enjoy life	.aocc39i	
To pursue an interesting career	aocc39j	
Have good work conditions	aocc39k	:
Have enough time for myself and for my interests	aocc39l	
Have a secure workplace	aocc39r	n
Compatibility of family and career	aocc39r	ı
To continually educate myself further	·aocc39c	·

### 6. Questions on the surveyed person

### **6.1** Which higher education entrance qualification did you begin your (first) degree with?

General higher education entrance qualification	O1
Subject-related higher education entrance quali	fication $O_2$
Advanced technical college certificate (Fachhool	adem01a 3
Foreign entrance qualification	
Other,	
please specify:	adem01b_g1r

### **6.2** How did you attain your higher education entrance qualification?

Grammar school/High school (Gymnasium)
Specialised grammar school (Fachgymnasium)
Comprehensive school
Evening classes, collegeadem02a
Technical secondary school
Other vocational school
Other course of education,
please specify:adem02b_g1r

**6.3** When did you attain your higher education entrance qualification?

in the yeadem03

### 6.4 Which final grade did you achieve?

Average grade of your graduate dipladem04

### **6.5** Where and in which federal state or country did you gain your higher education entrance qualification?

Federal state/country:	adem05a_g1r
Location (first 3 postcode digits):	adem05b_o
If postcode is unknown, please indicate location:	

### **6.6** Did you complete a vocational training before beginning your (first) course of study?

Yes, before/whilst obtaining the higher educatio	n entrance	🔿 1
Yes, after obtaining the higher education entran	aocc40a	2
No		🔾 3

lf yes,

... which vocational training did you complete?

... please indicate year of graduation:

aocc40b\_g1d

(please enter exact job title)

aocc40c

**6.7** Were you employed before your studies? (excluding vocational training, military/civilian service, voluntary social year, etc.)

Yes	aocc41a
Please indicate number of months:	aocc41b
No	$\cdots$

### 6.8 Your gender?

Male	Q1
	adem06
Female	

### 6.9 In which year were you born?

in	adem07_d
<b>6.10</b> Which nationality do you have? ( zenship please mark both categories with a cross	
German citizenship	adem08a
Other citizenship,	
▶ please specify:	adem08b_g1o

#### 6.11 Were you born in Germany?

Yes	adem09a
No, I was born in	adem09b_g1o
and came to Germany in the year	adem09c

**6.12** Did your parents immigrate to Germany? (multiple answers possible)

No	adem10a
Yes, my father	adem10b
Yes, my mother	adem10c

	e indicate your pr	-		
Location (first	t 3 postcode digits):		adem11a_o	
If postcode unk	known, please indicate	e location o	or country if abroa	d:
			adem11b_g	;1r
6.14 Are ye	ou			
	g-term partner? with a long-term	$\smile$	<ul> <li>continue with question 6.16</li> <li>adem12</li> <li>continue with question 6.15</li> </ul>	5 
married?		O <sub>3</sub>		
6.15 Is you	r partner employ	ed?		
Yes, emplove	d full-time			0
	d part-time			$\Box O$
				Ö
				Ũ
6.16 Do yo	u have children?			
No	ı were your childr	O 2	adem14 continue with question 6.18	
0.17 when	were your childr		r	
1 <sup>st</sup> child:	adem151a	Y	<sub>ea</sub> adem151t	
2 <sup>nd</sup> child:	adem152a	Y	<sub>ear</sub> adem152	b
3 <sup>rd</sup> child:	adem153a	Y	'ear adem153	b
			adem154	_g1
6.18 What	is the highest sch	nool-leav	ving qualificati	on held
by your par	ents?		Father	Mothe
Advanced tec (Fachhochsch (Fachobersch secondary sch leaving certifi	h school graduatior hnical college certif nulreife), technical s ule) hool (Realschule), ir icate (Mittlere Reife chool (Volksschule),	ficate econdary ntermedia e), Year 10	school te schoo ader	n161
	), at least Year 8		0	0
No school-lea	wing qualification		ade	m162
School-leavin	g qualification unkr	nown	O	0
no final rac	uest		Your addres	s: (in case
ne final req	ntact you for			addro
JULICI LU LUI		Eirct Norm		

questionnaire.

#### 6.19 What is the highest professional qualification held by your parents?

	Father	Mother
PhD/doctorate	0	$\bigcirc$
University graduation		
(incl. teacher training)	adem171	
Graduation from an (engineering) university of ap	plied scie	nces,
business/commercial academy	$\bigcirc$	$\bigcirc$
Graduation from a technical school (only GDR)	$\bigcirc$	$\bigcirc$
Graduation from master/technical school, profess	ional or to	echnical
academy	aden	n172
Vocational business training qualification		
(e.g. apprenticeship or skilled worker education)	$\bigcirc$	0
Professional educational training qualification		_
(technical, business school)	0	$\bigcirc$
No professional qualification	0	$\bigcirc$
Professional qualification unknown	0	$\bigcirc$

#### 6.20 What is the occupational status of your parents? (If no longer employed, please enter the last occupational status.)

		Father	Mother
Self-employed	adem181	ŏ	Õ
Employee	ademisi	0	$\bigcirc$
Civil servant	(	0	0
Labourer	adem182		$\bigcirc$
Never employed		0	0
Occupational status unknown		0	$\bigcirc$

### 6.21 What is/was your parents' profession (full-time) at the moment/most recently?

Exact job description:

If possible, please indicate an exact description (e.g. measurement technology engineer, personnel developer, educational social worker).

Father:

Mother:

adem192\_g1d

adem191 g1d

01					
One final request:		Your address: (in case of (planned) stays abr address (e.g. parents) where	road please additionally enter e we can reach you in Germany	asys01a_o	J
In order to contact you for the next survey, we kindly ask you to enter your		ne: Name:	House num	asys01b_o asys01c_o	) ]
name and address. Your address will be separated from the questionnaire.	Postcode Email:				

### Economic sector of business or establishment (for questions 4.12 and 5.10)

### Agriculture and forestry, fishery, energy and water industry, mining

- **1** Agriculture and forestry, fishery
- 2 Energy and water industry, mining

### Manufacturing sector, industry, construction

- **3** Chemical industry
- 4 Mechanical, automotive engineering
- 5 Electrical engineering, electronics, IT hardware
- 6 Metal production, metal processing
- 7 Construction industries (key construction industry)
- 8 Other manufacturing trade

### Service industry

- 9 Trade **10** Banks, credit business
- 11 Insurance sector
- 12 Transportation
- (passenger, goods, warehousing)
- **13** Telecommunication (telephone company, internet providers)
- 14 Engineering office (also architectural office)
- **15** Software development
- 16 IT services (e.g. training, consultancy, system installation)
- **17** Legal/business/personnel consultancy
- 18 Press, radio, television
- 19 Publishing
- 20 Healthcare
- 21 Social services (e.g. youth or elderly care, environmental services, drug counselling)

### 22 Other services

- **Education, research, culture** 
  - 23 Private training and further training
  - 24 Schools
  - **25** Universities
  - **26** Research institutes
  - 27 Art, culture

### Associations, organisations, foundations

### **28** Churches, faith communities

- 29 Professional or trade associations, political parties, associations, international organisations (e.g. UN)
- 30 General public administration (federal government, federal states, local gov.)
- 31 Other