

# DZHW Graduate Panel 2009

English Translation of the German Questionnaire  
DZHW Graduate Panel 2009 (2. Wave, main survey, PAPI)

Version 1.0.0

## Questionnaire

October 2017

Please correct your address here:

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Your address was solely used for sending you the survey. After the completed surveys have returned, the addresses are separated from the survey. The information in the survey will be processed without name and address.

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## Highly qualified and off to a good start?

Second Survey of Higher Education Graduates of the Year 2008/2009

Please answer every question wherever possible. Mostly you can complete the answers by marking them with a cross or entering a number. The following symbols are intended to help you choose your answers:



Please mark with a cross.



Please enter text and/or number  
(right-justified), e.g.:

5

— 1 — 2 — 3 — 4 — 5 — Please check the number that best reflects your assessment.

>> continue with section **3**

If you can skip some questions or whole sections, you will be led to the next question or next section.

>> continue with question **4.3**

## 1. OCCUPATIONS: CURRENT SITUATION, OUTLOOK AND REVIEW

**1.1** Which of the following occupations are you currently practising? (multiple answers possible, please check where appropriate)

Currently I am ...

- in employment ..... ☐
  - Trainee ..... ☐
  - in short-term employment (jobbing) ..... ☐
  - in einem Praktikum ..... ☐
  - a trainee in a school/law firm etc.(Referendar/in),  
a trainee clerical assistant (Inspektoranwärter/in)  
(incl. mandatory internship etc.) ..... ☐
  - in vocational training/retraining ..... ☐
  - in training/further education ..... ☐
  - Course of study ..... ☐
  - doing a PhD ..... ☐
  - a junior professor, an assistant professor ..... ☐
  - in academic further education after doing a PhD  
("post-doc") ..... ☐
  - searching for (new) employment ..... ☐
  - unemployed ..... ☐
  - housewife/-husband ..... ☐
  - on parental leave ..... ☐
  - Other ..... ☐
- please specify:

**1.2** How would you describe your current occupation/situation?

(Please mark only one option.)

- As a short-term transitional situation ..... ☐ <sub>1</sub>
- As a situation which will persist in the medium  
term ..... ☐ <sub>2</sub>
- As a situation which will presumably be stable in  
the long term ..... ☐ <sub>3</sub>

**1.3** Would you like to gain employment corresponding to your academic qualification in the next five years?


definitely — 1 — 2 — 3 — 4 — 5 — not at all

**1.4** How do you perceive your future career prospects?

with respect to ...

- |  | very<br>good<br>↓ |   |   |   |   | ↑<br>very<br>bad |
|--|-------------------|---|---|---|---|------------------|
| job security                             | 1                 | 2 | 3 | 4 | 5 |                  |
| your career development<br>opportunities | 1                 | 2 | 3 | 4 | 5 |                  |

**1.5** In order to better understand the transition from school to career and other areas of life, we kindly ask you to enter your occupations since the beginning of 2010 in the following calendar.

 Please enter your occupations from January 2010 to today in your personal calendar by using the listed code letters. If you had a number of occupations simultaneously, you can list them one below the other. It is important not to leave any time gaps.

**Example:**

From the beginning of 2010 you were an employee (E). Parallel to this you worked on your PhD (P), which you finished in June 2011. After the end of your employment in October 2011 you were unemployed (U), then you had a contract for work until December (W) and began a new job in January 2012 (A).

	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
2010	E											
	P											
2011	P									U	W	
	W											
2012	W											
usw.												

**E** Non self-employed paid work  
(as employee or civil servant)

**SE** Self-employed paid work  
(without contract/fee work)

**T** Trainee

**J** Jobbing

**W** Contract for work, fee work

**VT** Vocational training, re-training,  
traineeship (Volontariat)

**I** Internship

**R** Traineeship in a school/law firm  
etc. (Referendariat), mandatory  
internship (Anerkennungsprak-  
tikum) etc.

**ST** Course of study

**P** PhD/doctorate

**JP** Junior professorship/  
habilitation

**F** Further education  
(full-time, long-term)

**U** Unemployment

**PL** Parental leave

**H** Housewife/-husband, family  
work

**O** Other (e.g. military/civilian ser-  
vice, holiday, illness)

Your personal calendar from January 2010 to today:

	Jan.	Feb.	March	April	May	June	July	August	Sept.	Oct.	Nov.	Dec.
2010												
2011												
2012												
2013												
2014												
s.o.s 2015												

The occupation specification of the  
calendar will be saved in a separate  
episode data set.

## 1.6 How important are the following skills and competencies for your current (or last, if you are currently not in employment) professional activity?

	to a great extent ▼	not at all ▲
Specific subject knowledge .....	1-2-3-4-5	
Broad basic knowledge .....	1-2-3-4-5	
Knowledge of academic methods .....	1-2-3-4-5	
Foreign languages .....	1-2-3-4-5	
Ability to communicate .....	1-2-3-4-5	
Negotiation skills .....	1-2-3-4-5	
Organisational skills .....	1-2-3-4-5	
IT skills .....	1-2-3-4-5	
Ability to adapt to changed circumstances .....	1-2-3-4-5	
Written skills .....	1-2-3-4-5	
Oral skills .....	1-2-3-4-5	
Ability to recognise and fill gaps in knowledge .....	1-2-3-4-5	
Leadership qualities .....	1-2-3-4-5	
Business knowledge .....	1-2-3-4-5	
Ability to cooperate .....	1-2-3-4-5	
Time management .....	1-2-3-4-5	
Ability to apply existing knowledge to new problems .....	1-2-3-4-5	
Interdisciplinary thinking .....	1-2-3-4-5	
Knowledge and understanding of other cultures .....	1-2-3-4-5	
Ability to study/work independently .....	1-2-3-4-5	
Ability to assume responsibility .....	1-2-3-4-5	
Conflict management .....	1-2-3-4-5	
Problem solving ability .....	1-2-3-4-5	
Analytical skills .....	1-2-3-4-5	
Knowledge about the effects of my work on nature and society .....	1-2-3-4-5	

## 2.2 When did you begin and complete your PhD?



Begin:

Month	Year
-------	------

End:

Month	Year
-------	------

Still ongoing ☐

## 3. CURRENT EMPLOYMENT SITUATION

### 3.1 Are you currently in employment?

Yes .....

☐ 1

>> continue with section 4

No .....

☐ 2

### 3.2 What are the main reasons for you being unemployed at the moment? (multiple answers possible, please check where appropriate)

I am doing a PhD/I am in training or studying .....	<input type="checkbox"/>
I lost my job .....	<input type="checkbox"/>
Operational reasons (company/department was closed/relocated) .....	<input type="checkbox"/>
End of temporary work relationship .....	<input type="checkbox"/>
I couldn't find a job .....	<input type="checkbox"/>
Parental leave .....	<input type="checkbox"/>
Parenting .....	<input type="checkbox"/>
Health reasons .....	<input type="checkbox"/>
The job vacancies didn't meet my expectations .....	<input type="checkbox"/>
The job vacancies didn't meet my expectations .....	<input type="checkbox"/>
I was unsatisfied with the job tasks and quit .....	<input type="checkbox"/>
I didn't want to have a long-distance relationship .....	<input type="checkbox"/>
I wanted to have more time for non-work activities .....	<input type="checkbox"/>
I wanted a break .....	<input type="checkbox"/>
I don't need to earn money right now, since my livelihood is secured .....	<input type="checkbox"/>
Other .....	<input type="checkbox"/>

## 2. PhD/doctorate

### 2.1 Haben Sie eine Promotion begonnen oder abgeschlossen?

Yes, completed .....	<input type="checkbox"/> 1
Yes, but it's not yet finished .....	<input type="checkbox"/> 2
Yes, but I discontinued .....	<input type="checkbox"/> 3
Yes, but interrupted at the moment.....	<input type="checkbox"/> 4

No, but I plan to ..... ☐ 5 >> continue with section 3

No, and I don't plan to ..... ☐ 6 >> continue with section 3

### 3.3 How do you assess the possibilities to find a job that matches your qualification?

very good —1-2-3-4-5— very poor

**3.4** Have you been in employment of some kind since your first graduation in the year 2008/2009? (Jobbing, traineeship in a school/law firm etc., doctoral position also count as employment.)

Yes ..... ☐ 1

No ..... ☐ 2 >> continue with section **5**

## 4. CAREER QUESTIONS

The following career questions are aimed at all who are currently in employment or - if that is not the case - were in employment at one time since their first graduation in the year 2008/09.

**Please refer to your current employment or - if you are currently not employed - to your last employment.**

**4.1** Have you already changed the company/office or the department since your first graduation?

Yes ..... ☐ 1

No ..... ☐ 2 >> continue with question **4.3**

**4.2** To what extent did the following reasons apply to your change of job?

(If you have changed a number of times, please refer to your last change.)

	to a great extent ▼	not at all ▼
To improve my promotion prospects	1-2-3-4-5	
To earn a higher income .....	1-2-3-4-5	
Expiry of a fixed-term contract/ contract for work .....	1-2-3-4-5	
Job didn't meet my expectations .....	1-2-3-4-5	
Difficulties with superiors .....	1-2-3-4-5	
Difficulties with colleagues .....	1-2-3-4-5	
Proximity to partner/family .....	1-2-3-4-5	
Previous job was only a temporary solution .....	1-2-3-4-5	
Previous job was too stressful .....	1-2-3-4-5	
Sense of being stuck in a dead-end job .....	1-2-3-4-5	
Wanted a position which corresponds better to my qualifications .....	1-2-3-4-5	
Wanted to work more independently	1-2-3-4-5	
Employer ended working relationship	1-2-3-4-5	
Company had economic problems	1-2-3-4-5	
Health reasons .....	1-2-3-4-5	
Desire to change location .....	1-2-3-4-5	
To perform more interesting tasks .....	1-2-3-4-5	
A step towards self-employment .....	1-2-3-4-5	
To gain more career experience .....	1-2-3-4-5	
Wish to have more flexible work con- ditions (e.g. work hours) .....	1-2-3-4-5	

**4.3** How did you find your current or last job? (multiple answers possible)


- By application for a job posting ..... ☐
- By speculative application ..... ☐
- Over the internet ..... ☐
- The employer approached me ..... ☐
- Through parents or relatives ..... ☐
- Through friends or acquaintances ..... ☐
- Entry into (medical) practice/company belonging  
to my parents ..... ☐
- Entry into (medical) practice/company belonging  
to friends or acquaintances ..... ☐
- Through a tip from fellow students..... ☐
- Through voluntary commitment in an initiative  
(e.g. honorary office) ..... ☐
- Through a previous contract for work/fee contract ..... ☐
- Through a university teacher ..... ☐
- Through the university (e.g. Career Center) ..... ☐
- Through the employment agency ..... ☐
- I have created the position myself ..... ☐
- Founding of a company/self-employment ..... ☐
- Through contacts from an occupation ..... ☐
- prior to my studies ..... ☐
- Through contacts from an occupation during my  
studies ..... ☐
- Through contacts from an occupation  
after my studies ..... ☐
- Through an existing contact  
from an internship ..... ☐
- Through contacts at trade  
fairs/networking forums etc ..... ☐
- The position was assigned to me ..... ☐
- Through professional networks that developed  
after my studies ..... ☐
- Through an existing contact from the exam ..... ☐
- Other ..... ☐

please specify:

**4.4** Looking back on your decision to take your current or last job: How important were the following aspects to you?

	to a great extent ▼	not at all ▼
The company's good reputation .....	1-2-3-4-5	
The salary offer .....	1-2-3-4-5	
Lack of employment alternatives .....	1-2-3-4-5	
To avoid unemployment .....	1-2-3-4-5	
Interesting work .....	1-2-3-4-5	
Good career opportunities .....	1-2-3-4-5	
Job security .....	1-2-3-4-5	
Match with my qualification profile .....	1-2-3-4-5	
Favourable working conditions .....	1-2-3-4-5	
The working atmosphere .....	1-2-3-4-5	
Proximity to hometown .....	1-2-3-4-5	
Attractivity of location .....	1-2-3-4-5	
Partner-related/family-related reasons .....	1-2-3-4-5	
Circle of friends at location .....	1-2-3-4-5	

**4.5** In the following we ask you for a more detailed description of the various occupations which you had in the year 2010 and thereafter. Please include work which began earlier if it continued in 2010.

 In the following we ask you for a more detailed description of the various occupations which you had in the year 2010 and thereafter. Please include work which began earlier if it continued in 2010.

(If there is not enough space, please use a separate sheet for the further responses or use the empty reverse side of the questionnaire.)

Time period	Type of employment	Working time (contractually agreed)	Professional position	Work location	Firm/company
from: <input type="text"/> /20 <input type="text"/> until: <input type="text"/> /20 <input type="text"/> Still ongoing <input type="checkbox"/>	<input type="text"/> See key below	<input type="checkbox"/> <sub>1</sub> Full-time with <input type="checkbox"/> <sub>2</sub> Part-time with No fixed working hours/week <input type="checkbox"/> <sub>3</sub> time with approx.	<input type="text"/> See key below	Federal state or country (if abroad) Location: <input type="text"/> (first 3 post-code digits) If postcode unknown, please indicate location:	<input type="text"/> See key below
from: <input type="text"/> /20 <input type="text"/> until: <input type="text"/> /20 <input type="text"/> Still ongoing <input type="checkbox"/>	<input type="text"/> See key below	<input type="checkbox"/> <sub>1</sub> Full-time with <input type="checkbox"/> <sub>2</sub> Part-time with No fixed working hours/week <input type="checkbox"/> <sub>3</sub> time with approx.	<input type="text"/> See key below	Federal state or country (if abroad) Location: <input type="text"/> (first 3 post-code digits) If postcode unknown, please indicate location:	<input type="text"/> See key below
from: <input type="text"/> /20 <input type="text"/> until: <input type="text"/> /20 <input type="text"/> Still ongoing <input type="checkbox"/>	<input type="text"/> See key below	<input type="checkbox"/> <sub>1</sub> Full-time with <input type="checkbox"/> <sub>2</sub> Part-time with No fixed working hours/week <input type="checkbox"/> <sub>3</sub> time with approx.	<input type="text"/> See key below	Federal state or country (if abroad) Location: <input type="text"/> (first 3 post-code digits) If postcode unknown, please indicate location:	<input type="text"/> See key below
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from: <input type="text"/> /20 <input type="text"/> until: <input type="text"/> /20 <input type="text"/> Still ongoing <input type="checkbox"/>	<input type="text"/> See key below	<input type="checkbox"/> <sub>1</sub> Full-time with <input type="checkbox"/> <sub>2</sub> Part-time with No fixed working hours/week <input type="checkbox"/> <sub>3</sub> time with approx.	<input type="text"/> See key below	Federal state or country (if abroad) Location: <input type="text"/> (first 3 post-code digits) If postcode unknown, please indicate location:	<input type="text"/> See key below
from: <input type="text"/> /20 <input type="text"/> until: <input type="text"/> /20 <input type="text"/> Still ongoing <input type="checkbox"/>	<input type="text"/> See key below	<input type="checkbox"/> <sub>1</sub> Full-time with <input type="checkbox"/> <sub>2</sub> Part-time with No fixed working hours/week <input type="checkbox"/> <sub>3</sub> time with approx.	<input type="text"/> See key below	Federal state or country (if abroad) Location: <input type="text"/> (first 3 post-code digits) If postcode unknown, please indicate location:	<input type="text"/> See key below

Three more professional activities could be specified on an extension page.

**Type of employment:**

- 1 = unlimited  
2 = temporary (fixed-term contract)  
3 = apprenticeship/training contract (e.g. traineeship in a school/law firm etc. (Referendariat))  
4 = fee contract/contract for work  
5 = self-employed/freelance  
6 = Other

- 01 = executive employee (e.g. head of department, authorised officer, director)  
02 = scientifically qualified employee with middle management function (e.g. project/team leader)  
03 = scientifically qualified employee without management function  
04 = qualified employee (e.g. administrative assistant)  
05 = executor (employee) (e.g. sales person, typist)  
06 = trainee in a school/law firm etc. (Referendar/in), intern (mandatory internship) etc.

- 07 = self-employed in liberal professions  
08 = self-employed entrepreneur  
09 = self-employed with fee contract/contract for work  
10 = public official in higher civil service  
11 = public official in higher intermediate service  
12 = public official in simple/intermediate service  
13 = skilled worker (with apprenticeship)  
14 = skilled/unskilled worker  
15 = supporting family member

Please assign a different letter for each company you have worked for. For self-employment please enter an "S", e.g.

A = firm „A“  
B = firm „B“  
C = firm „C“

S = self-employment

If a company appears multiple times in the tableau please use the same letter each time.

#### 4.6 Are you planning to become self-employed?

- I am already self-employed ..... ☐ 1
- Yes, I am seriously considering it ..... ☐ 2 >> continue with question 4.8
- No, it would be too difficult at the moment ..... ☐ 3 >> continue with question 4.9
- No, for me that's out of the question ..... ☐ 4 >> continue with question 4.9

#### 4.7 Do you employ salaried employees?

- 500 and more employees ..... ☐ 1
- 250 to 499 employees ..... ☐ 2
- 100 to 249 employees ..... ☐ 3
- 50 to 99 employees ..... ☐ 4
- 20 to 49 employees ..... ☐ 5
- 10 to 19 employees ..... ☐ 6
- 5 to 9 employees ..... ☐ 7
- Less than 5 employees ..... ☐ 8
- Freelance, without employees ..... ☐ 9
- Other ..... ☐ 10
- ↳ please specify:

#### 4.8 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) ..... ☐ 2
- Through acquisition of a firm ..... ☐ 3
- 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



**4.9** Please state your job title, your areas of responsibility and typical work priorities within your occupation. (If you are not in employment at the moment, please refer to your last employment.)

**Exact job title** (e.g. measurement technology engineer, personnel developer, educational social worker):

**Areas of responsibility** (e.g. management, financial controlling, quality assurance, personnel, logistics, software):

**Typical work priorities/tasks** (e.g. teaching, researching, developing, controlling, maintaining):

**4.10** Do/Did you work in the public sector or have/had an employment contract adjusted to the public sector pay scale?

Yes ..... ☐ 1 >> continue with question **4.15**  
No ..... ☐ 2

**4.11** Do/Did you work in a company/institution that has more than one branch?

Yes ..... ☐ 1  
No ..... ☐ 2 >> continue with question **4.14**

**4.12** Do/Did you work in a company which also has sites abroad?

Yes ..... ☐ 1

↳ In which country is the company headquarters?

No ..... ☐ 2

**4.13** How many employees does/did your company have in total at all operating sites? Please also consider sites abroad.

- 5,000 and more employees ..... ☐ 1
- 2,500 to 4,999 employees ..... ☐ 2
- 1,000 to 2,499 employees ..... ☐ 3
- 500 to 999 employees ..... ☐ 4
- 250 to 499 employees ..... ☐ 5
- 100 to 249 employees ..... ☐ 6
- 50 to 99 employees ..... ☐ 7
- 20 to 49 employees ..... ☐ 8
- 10 to 19 employees ..... ☐ 9
- 5 to 9 employees ..... ☐ 10
- Less than 5 employees ..... ☐ 11
- Don't know ..... ☐ 12

**4.14** To which of the following company sizes does your company/office belong? Please only consider employees that are working at your operating site.

- 5,000 and more employees ..... ☐ 1
- 2,500 to 4,999 employees ..... ☐ 2
- 1,000 to 2,499 employees ..... ☐ 3
- 500 to 999 employees ..... ☐ 4
- 250 to 499 employees ..... ☐ 5
- 100 to 249 employees ..... ☐ 6
- 50 to 99 employees ..... ☐ 7
- 20 to 49 employees ..... ☐ 8
- 10 to 19 employees ..... ☐ 9
- 5 to 9 employees ..... ☐ 10
- Less than 5 employees ..... ☐ 11
- reelance, without employees ..... ☐ 12
- Don't know ..... ☐ 13
- Other ..... ☐ 14

↳ please specify:

**4.15** Which economic sector does the company or institution you work for specialise in? (Only one answer, please.)

Please enter the appropriate code number from list A (see back cover page).

**4.16** Do/Did you work in research/science and/or teaching (e.g. as research assistant at a university or a research institute; also as lecturer)

Yes ..... ☐ 1  
No ..... ☐ 2

**4.17 To what extent are/were you involved in the following activities?**

	to a great extent ▼	to a lesser extent ▼
Participation in academic events (specialist conferences, courses, seminars etc.) .....	1-2-3-4-5	
Use of expert/academic networks or contacts .....	1-2-3-4-5	
Writing of academic specialist texts/publications .....	1-2-3-4-5	
Reading of academic specialist literature/journals .....	1-2-3-4-5	
Transfer of scientific findings into innovative processes/applications/products .....	1-2-3-4-5	
Research cooperation with universities/research institutes .....	1-2-3-4-5	
Participation in basic research .....	1-2-3-4-5	
Participation in applied research/development .....	1-2-3-4-5	
Implementation of scientific methods, procedures or techniques .....	1-2-3-4-5	
Conception of research projects or development projects .....	1-2-3-4-5	
Coordination of research projects or development projects .....	1-2-3-4-5	
Participation in research-related/development-related decisions .....	1-2-3-4-5	
Involvement in professional/scientific specialist associations/societies .....	1-2-3-4-5	
Involvement in (other) university/research institute committees .....	1-2-3-4-5	
Supervision of final theses .....	1-2-3-4-5	

**4.18 How high is/was your gross monthly salary?**  
(Please indicate your average monthly salary.)



euros/month:

**4.19 How high is/was your net monthly income?**  
(After deduction of taxes, social contributions and business expenses. Please indicate your average monthly salary.)



euros/month:

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



Fixed salary components (e.g. Christmas bonus, holiday pay, 13th month's salary, shift bonus) ☐

↳  euros/year

Variable salary components (e.g. performance bonus) .....

↳  euros/year

Other salary elements

↳ please specify:

None ..... ☐

Does not apply to me since my work is fully dependent on commissioned work or performance ..... ☐

**4.21 On average, how many working hours do you spend on your professional activity per week?**



Main occupation (incl. over-time, extra work) .....  hours/week

If applicable, second or part-time occupation .....  hours/week

**4.22 Which work volume best corresponds to your wishes?**



Full-time employment ☐ <sub>1</sub>  hours/week

Part-time employment ☐ <sub>2</sub>  hours/week

Other work time expectations ..... ☐ <sub>3</sub>

## 4.23

**How would you describe your workplace, your work conditions and your work environment?**

	strongly applies ↓	does not apply at all ↓
I mainly work on a temporary project .....	1-2-3-4-5	
I work in an interdisciplinary team .....	1-2-3-4-5	
I regularly work with colleagues from different fields .....	1-2-3-4-5	
My work is frequently evaluated .....	1-2-3-4-5	
Success is acknowledged .....	1-2-3-4-5	
When faced with problems, you are on your own .....	1-2-3-4-5	
There is an innovative atmosphere .....	1-2-3-4-5	
I must often think in an interdisciplinary way .....	1-2-3-4-5	
Personal initiative is important .....	1-2-3-4-5	
My work tasks vary frequently .....	1-2-3-4-5	
I often work from home .....	1-2-3-4-5	
I have the opportunity to make financial decisions in my area of responsibility .....	1-2-3-4-5	
I mostly work alone .....	1-2-3-4-5	
People are blamed for failures .....	1-2-3-4-5	
Causes of failures are analysed .....	1-2-3-4-5	
I often work directly with customers/ clients .....	1-2-3-4-5	
Successes and failures are often ignored or suppressed .....	1-2-3-4-5	
In my company/office customers and clients are treated as partners .....	1-2-3-4-5	
My work is largely pre-defined .....	1-2-3-4-5	
I can organise my work independently .....	1-2-3-4-5	
My work hours are clearly defined .....	1-2-3-4-5	
I am directly involved in international working contexts .....	1-2-3-4-5	
Suggestions for improvement are taken seriously .....	1-2-3-4-5	
I often work overtime .....	1-2-3-4-5	
My income has performance-related aspects .....	1-2-3-4-5	
The company/office is family-friendly .....	1-2-3-4-5	
I travel frequently for business purposes .....	1-2-3-4-5	
In my everyday work I frequently need foreign languages .....	1-2-3-4-5	
Decision making is mostly top down .....	1-2-3-4-5	
There is a strong emphasis on further education .....	1-2-3-4-5	
There is a cooperative atmosphere .....	1-2-3-4-5	
There is a high amount of bureaucracy .....	1-2-3-4-5	

## 4.24

**Do you work in a position in which...?**

a university degree is essential (e.g. doctor, teacher) .....	1
a university degree is the general rule .....	2
a university degree is the general rule, but an advantage .....	3
a university degree is irrelevant .....	4

## 4.25

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

	Yes, definitely ↓	No, not at all ↓
With respect to job position .....	1-2-3-4-5	
With respect to level of work tasks .....	1-2-3-4-5	
With respect to academic qualification (field of study) .....	1-2-3-4-5	

## 4.26

**In your opinion, which degree is/was most appropriate for your occupation?**

PhD/doctorate .....	1
master's, diploma (Diplom), state examination, master's (Magister) .....	2
bachelor's .....	3
A university degree is not necessary .....	4

## 4.27

**How content are/were you with your occupation?**

with respect to ...	very content ↓	discontent ↓
Job tasks .....	1-2-3-4-5	
Professional position .....	1-2-3-4-5	
Earnings/income .....	1-2-3-4-5	
Working conditions .....	1-2-3-4-5	
Promotion prospects .....	1-2-3-4-5	
Opportunities for further education .....	1-2-3-4-5	
Work/life balance .....	1-2-3-4-5	
Organisation of working time .....	1-2-3-4-5	
Quantity/duration of working time ....	1-2-3-4-5	
Job security .....	1-2-3-4-5	
Appropriateness of qualification .....	1-2-3-4-5	
Technical equipment/working materials	1-2-3-4-5	
Opportunity to introduce own ideas .....	1-2-3-4-5	
Work atmosphere .....	1-2-3-4-5	
Family-friendliness .....	1-2-3-4-5	
Chance of spatial flexibility .....	1-2-3-4-5	

## 4.28

**If you are currently in employment: Are you apprehensive of losing your current job within the next six months?**

very strongly — 1-2-3-4-5 — not at all

**Are you considering changing your current employer within the next six months?**

very much so — 1-2-3-4-5 — not at all

## 5. EDUCATION AND QUALIFICATION AT UNIVERSITY

The following section is about longer and shorter courses and qualifications at universities (university/university of applied sciences) which you have attended after your first graduation in the year 2008/2009, e.g. another course of study, study programmes, certificate courses, additional examinations, modules, courses, seminars, workshops (except for a PhD which is already covered in section 2).

### 5.1 Have you attended courses at university subsequent to your first graduation in the year 2008/2009 that lead to an academic qualification (e.g. master's, diploma) or attended other qualification courses (courses, modules etc.) with a minimum duration of one semester?

Yes ..... ☐ 1

No, but I plan to ..... ☐ 2 >> continue with question 5.5

No, and I don't plan to ..... ☐ 3 >> continue with question 5.5

### 5.2 Please enter these longer-term courses which you started, continued or completed after your graduation (also the ones that you discontinued or interrupted) in the following tableau! (For more than three responses please use a separate sheet.)

Start and End (Month/Year)	Status	Subject/ Field of study	Name of university	Qualification aimed for or achieved	Was this study programme espe- cially designed for persons in employment?	Is it a part-time study programme?
from: <input type="text"/> / 20 <input type="text"/>	<input type="checkbox"/> See key below	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> See key below	Yes — <input type="checkbox"/> 1	Yes — <input type="checkbox"/> 1
until: <input type="text"/> / 20 <input type="text"/>					No — <input type="checkbox"/> 2	No — <input type="checkbox"/> 2
Still ongoing — <input type="checkbox"/>						
from: <input type="text"/> / 20 <input type="text"/>	<input type="checkbox"/> See key below	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> See key below	Yes — <input type="checkbox"/> 1	Yes — <input type="checkbox"/> 1
until: <input type="text"/> / 20 <input type="text"/>					No — <input type="checkbox"/> 2	No — <input type="checkbox"/> 2
Still ongoing — <input type="checkbox"/>						
from: <input type="text"/> / 20 <input type="text"/>	<input type="checkbox"/> See key below	<input type="text"/>	<input type="text"/>	<input type="checkbox"/> See key below	Yes — <input type="checkbox"/> 1	Yes — <input type="checkbox"/> 1
until: <input type="text"/> / 20 <input type="text"/>					No — <input type="checkbox"/> 2	No — <input type="checkbox"/> 2
Still ongoing — <input type="checkbox"/>						

Two more episodes could be indicated out of the tableau on an extension page.

Status of further qualification:

- 1 begun
- 2 already completed
- 3 discontinued
- 4 interrupted

Degree of further qualification:

- 1 no degree aimed for
- 2 Master
- 3 Bachelor
- 4 diploma (Diplom)/Master (Magister)
- 4 state examination
- 5 certificate
- 6 other qualification/degree

▶ please specify

### 5.3 How important are/were the following goals for your participation in longer-term courses at university?

	very important	unimportant		very important	unimportant						
To start an academic career .....	1	2	3	4	5	Personal development .....	1	2	3	4	5
To extend my professional competency	1	2	3	4	5	Change of career .....	1	2	3	4	5
To extend my non-professional competency (e.g. social/organisational competencies)	1	2	3	4	5	To improve career prospects related to my first degree .....	1	2	3	4	5
To be able to do a PhD later .....	1	2	3	4	5	Change of employer .....	1	2	3	4	5
Earn a higher income .....	1	2	3	4	5	Start-up/self-employment .....	1	2	3	4	5
Get a better job position .....	1	2	3	4	5	Find a job at all .....	1	2	3	4	5
Gain job security .....	1	2	3	4	5	Compensate for deficits from course of studies .....	1	2	3	4	5
To avoid downward occupational mobility	1	2	3	4	5	To avoid unemployment .....	1	2	3	4	5
To get a more interesting, demanding job	1	2	3	4	5	To maintain contact with my university	1	2	3	4	5
Gain time for career choices .....	1	2	3	4	5	General education .....	1	2	3	4	5

**5.4** How did you finance your living expenses and (if applicable) the tuition fees during your participation in the above-mentioned academic courses? (multiple answers possible)

- Through employment ..... ☐
- Through grants/public funds ..... ☐
- Through own capital/savings/grants from third parties ..... ☐
- Through sponsorship from my employer ..... ☐
- Through loans, credit ..... ☐
- Through study grants (BAföG) ..... ☐
- Other financing ..... ☐

↳ please specify:

**5.5** Have you attended shorter courses at universities (e.g. courses, seminars, workshops)?

Yes ..... ☐  (approx.) no.:

No ..... ☐  continue with section **6**

**5.6** Please enter here the themes or subject areas that were most important to you during these events.

Please refer to the back cover page and use the appropriate code numbers (max. five) from list B.

## 6. FURTHER EDUCATION IN GENERAL

**!** The following section deals with professional development and training in general. This refers to all events which you have attended for professional reasons. These include, for example, the participation in trainings, courses, seminars, classes, workshops, conventions, lectures, as well as the residency or similar trainings.

**6.1** Have you participated in a long-term vocational qualification or professional training after your graduation in 2008/2009? (e.g. residency, training as a psychotherapist, notary, tax consultant etc.)

- Yes, completed ..... ☐
- Yes, still ongoing ..... ☐
- Yes, discontinued ..... ☐

No ..... ☐  continue with question **6.5**

**6.3** How do/did you finance possible participation fees of this professional training? (multiple answers possible)

- Through employment ..... ☐
- Through grants/public funds ..... ☐
- Through own capital/savings/grants from third parties ..... ☐
- Through sponsorship from my employer ..... ☐
- Through loans, credit ..... ☐
- Other financing ..... ☐
- There were no participation fees ..... ☐

**6.2** Which vocational qualification have you participated in/are you participating in?


- attending (medical specialist) ..... ☐
- expert pharmacist ..... ☐
- specialist lawyer ..... ☐
- patent lawyer ..... ☐
- psychological psychotherapist or child and youth psychotherapist ..... ☐
- expert veterinarian ..... ☐
- specialist dentist ..... ☐
- specialist human geneticist ..... ☐
- specialist psychologist ..... ☐
- auditor ..... ☐
- tax consultant ..... ☐
- actuary ..... ☐
- nutritionist ..... ☐
- specialist engineer ..... ☐
- subject teacher ..... ☐
- notary ..... ☐
- pastoral counselor ..... ☐
- systemic consultant ..... ☐
- Other vocational qualification ..... ☐

↳ please specify:

**6.4** Where did the initiative for the participation in this further training come from? (multiple answers possible)

- From my company/office ..... ☐
- From the employment agency ..... ☐
- Own initiative ..... ☐
- Other ..... ☐

**6.5** 6.5 In the following section we ask you for details about your vocational qualifications and professional trainings during the last 12 months. Please consider all trainings that you have participated in and enter them in the appropriate line.

 If you are unsure about the number, please give an estimate. To select the subjects, please refer to the back cover page and use the appropriate code numbers (max. 5) from list B.

Duration of training (multiple answers possible)	Subjects (multiple answers possible)	Financing (multiple answers possible)	Initiative (multiple answers possible)
<input type="checkbox"/> Several months (e.g. multi-week/month trainings)  Number: <input type="text"/> <input type="text"/>	<div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> <input type="text"/> <input type="text"/> </div> (Key see list B)	<input type="checkbox"/> Through employment <input type="checkbox"/> Through grants/public funds <input type="checkbox"/> Through own capital/savings/grants from third parties <input type="checkbox"/> Though sponsorship from my employer <input type="checkbox"/> Through loans, credit <input type="checkbox"/> Other financing <input type="checkbox"/> There were no participation fees	<input type="checkbox"/> From my company/office <input type="checkbox"/> From the employment agency <input type="checkbox"/> Own initiative <input type="checkbox"/> Other
<input type="checkbox"/> Several weeks (e.g. multi-week part-time/full-time course)  Number: <input type="text"/> <input type="text"/>	<div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> <input type="text"/> <input type="text"/> </div> (Key see list B)	<input type="checkbox"/> Through employment <input type="checkbox"/> Through grants/public funds <input type="checkbox"/> Through own capital/savings/grants from third parties <input type="checkbox"/> Though sponsorship from my employer <input type="checkbox"/> Through loans, credit <input type="checkbox"/> Other financing <input type="checkbox"/> There were no participation fees	<input type="checkbox"/> From my company/office <input type="checkbox"/> From the employment agency <input type="checkbox"/> Own initiative <input type="checkbox"/> Other
<input type="checkbox"/> Several days (e.g. one-week full-time course, weekend seminars, block seminars)  Number: <input type="text"/> <input type="text"/>	<div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> <input type="text"/> <input type="text"/> </div> (Key see list B)	<input type="checkbox"/> Through employment <input type="checkbox"/> Through grants/public funds <input type="checkbox"/> Through own capital/savings/grants from third parties <input type="checkbox"/> Though sponsorship from my employer <input type="checkbox"/> Through loans, credit <input type="checkbox"/> Other financing <input type="checkbox"/> There were no participation fees	<input type="checkbox"/> From my company/office <input type="checkbox"/> From the employment agency <input type="checkbox"/> Own initiative <input type="checkbox"/> Other
<input type="checkbox"/> One day (e.g. trainings, courses, seminars)  Number: <input type="text"/> <input type="text"/>	<div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> <input type="text"/> <input type="text"/> </div> (Key see list B)	<input type="checkbox"/> Through employment <input type="checkbox"/> Through grants/public funds <input type="checkbox"/> Through own capital/savings/grants from third parties <input type="checkbox"/> Though sponsorship from my employer <input type="checkbox"/> Through loans, credit <input type="checkbox"/> Other financing <input type="checkbox"/> There were no participation fees	<input type="checkbox"/> From my company/office <input type="checkbox"/> From the employment agency <input type="checkbox"/> Own initiative <input type="checkbox"/> Other
<input type="checkbox"/> Several hours (e.g. trainings, courses, seminars)  Number: <input type="text"/> <input type="text"/>	<div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> </div> <div> <input type="text"/> <input type="text"/> </div> (Key see list B)	<input type="checkbox"/> Through employment <input type="checkbox"/> Through grants/public funds <input type="checkbox"/> Through own capital/savings/grants from third parties <input type="checkbox"/> Though sponsorship from my employer <input type="checkbox"/> Through loans, credit <input type="checkbox"/> Other financing <input type="checkbox"/> There were no participation fees	<input type="checkbox"/> From my company/office <input type="checkbox"/> From the employment agency <input type="checkbox"/> Own initiative <input type="checkbox"/> Other



7.2

Are there special thematic areas which you think universities should offer you in the context of academic further education and qualification?



Yes ..... ☐ 1  
No ..... ☐ 2

**If Yes:** Please enter here the themes and subject areas most important to you

Please refer to the back cover page and use the appropriate code numbers (max. 5) from **list B**.

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7.3

Please refer to the back cover page and use the appropriate code numbers (max. 5) from list B. (multiple answers possible)

Extra-occupational courses,  
seminars, courses of study ..... ☐  
Full-time courses/courses of study ..... ☐  
Multi-day or multi-week block seminars ..... ☐  
Day/half-day events  
(also regularly, e.g. once a week) ..... ☐  
Weekend seminars ..... ☐  
Evening courses ..... ☐  
Distance learning courses, telelearning, online learning ..... ☐  
Self-learning ..... ☐  
Other ..... ☐

↳ please specify

7.4

How important are the following goals to you for your participation in further education/qualification outside of universities?

	very important ▼	unim- portant ▼
To extend my professional competency ..	1	2 3 4 5
To extend my soft skills (e.g. social competence/organisational competence) ..	1	2 3 4 5
Earn a higher income ..	1	2 3 4 5
Get a better job position ..	1	2 3 4 5
Gain job security ..	1	2 3 4 5
Avoid downward occupational mobility ..	1	2 3 4 5
To get a more interesting, demanding job ..	1	2 3 4 5
To improve career prospects related to my first degree ..	1	2 3 4 5
Gain time for career choice ..	1	2 3 4 5
Personal development ..	1	2 3 4 5
Change of career ..	1	2 3 4 5
Change of employer ..	1	2 3 4 5
Start-up/self-employment ..	1	2 3 4 5
Find a job at all ..	1	2 3 4 5
Compensate for deficits from course of study ..	1	2 3 4 5
Avoid unemployment ..	1	2 3 4 5
General education ..	1	2 3 4 5

6.6

Learning can also take place outside of courses and trainings (informal learning). Have you made use of the following forms of learning in the last 12 months in order to educate yourself further professionally? (multiple answers possible)

Attendance at specialist lectures, conventions or trade fairs ..... ☐  
Reading of specialist literature/specialist journals .. ☐  
Counselling by supervision or coaching ..... ☐  
e-learning, self-learning programmes or online learning ..... ☐  
Self-learning by observation, trial and error ..... ☐  
Learning through exchange with colleagues or superiors ..... ☐  
None of these ..... ☐

## 7. TRAINING NEEDS

7.1

Do you personally think that you are in need of further education and qualification?



Yes ..... ☐ 1

No ..... ☐ 2 >> continue with section **8**

**If yes:** Please enter here the themes and subject areas most important to you.

Please refer to the back cover page and use the appropriate code numbers (max. 5) from **list B**.

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## 8. LIFE CIRCUMSTANCES AND FAMILY

### 8.1 Which nationality do you have?

(For dual citizenship please mark both categories with a cross.)

German nationality ..... ☐

Other nationality ..... ☐

↳ please specify:

### 8.2 Are you currently ...

without a long-term partner? ☐ 1 >> continue with question 8.4

in a long-term relationship? ..... ☐ 2

married? ..... ☐ 3

### 8.3 Is your partner employed?

Yes, employed full-time ..... ☐

Yes, employed part-time ..... ☐

Yes, marginally employed ..... ☐

No ..... ☐

### 8.4 Do you have children (also stepchildren, adopted children or foster children)?

Yes ..... ☐ 1

No ..... ☐ 2 >> continue with question 8.6

### 8.5 When were your children born?



1st child Month:   Year:

2nd child Month:   Year:

3rd child Month:   Year:

4th child Month:   Year:

>> continue with question 8.7

### 8.6 What role do the following reasons play in your not having children yet? (multiple answers possible)

My work situation is too insecure ..... ☐

I want to continue working (for now) ..... ☐

Occupational stress is too high ..... ☐

I cannot have children ..... ☐

I don't want to have children in general ..... ☐

I don't see a good solution for making child and career compatible ..... ☐

I don't have a suitable partner ..... ☐

I'm in a long-distance relationship ..... ☐

My partner doesn't want a child (yet ..... ☐

The financial conditions are too bad ..... ☐

Health reasons ..... ☐

I would have to give up too much personal freedom ..... ☐

Child care facilities are inadequate ..... ☐

Having a child is not compatible with my current lifestyle ..... ☐

My desire to have children has not been fulfilled yet ..... ☐

I don't want the responsibility at the moment ..... ☐

Other ..... ☐

↳ please specify:

### 8.7 Do you want to have children or another child/more children in the future?

Yes, in two years at the latest ..... ☐ 1

Yes, someday ..... ☐ 2

Yes, but there are reasons against it ..... ☐ 3

I can't say at the moment ..... ☐ 4

No ..... ☐ 5

### 8.8 Did you have to repay student loans (BAföG) after your studies?

Yes ..... ☐

No ..... ☐

### 8.9 How content are you all-in-all ...

very  
content  
▼

not at all  
content  
▼

with your work situation? ..... ①—②—③—④—⑤

with your life circumstances as a whole? ①—②—③—④—⑤



### >> One final request:

We have written to you at the address on the front page of the questionnaire. Please check and, if necessary, update your address and also give us your email address.

Thereby we will be able to inform you of the results of the survey and send you your prize in case you have won. Furthermore we would like to interview you one last time on your work situation in around five years from now.

**Many thanks for your participation!**

#### **For any queries to DZHW please contact:**

Kolja Briedis, Telefon +49 (0)511 1220-232, [briedis@dzhw.eu](mailto:briedis@dzhw.eu)  
Saskia Klüver, Telefon +49(0)511 1220-434, [kluever@dzhw.eu](mailto:kluever@dzhw.eu)  
Maximilian Trommer, Telefon +49(0)511 1220-350, [trommer@dzhw.eu](mailto:trommer@dzhw.eu)

DZHW Deutsches Zentrum für Hochschul- und Wissenschaftsforschung GmbH  
Goseriede 9 | 30159 Hannover | [www.dzhw.eu](http://www.dzhw.eu)