

TNA Questionnaire Results Romania

Sample Size n = 50

A7	Does your company have dedicated Human Resources staff ?	Yes	Σ 23
		No	Σ 27

B1	How many employees does your company have?	Total			
		Micro<10	Small<50	Medium<250	Large>250
		28	19	1	2

B2	Please indicate the importance you attach to qualifications and/or experience when employing people to work in your business	Managerial	Qualifications	Σ 2
			Experience	Σ 13
			Both	Σ 35
		Accounting/financial	Qualifications	Σ 4
			Experience	Σ 13
			Both	Σ 33
		Technical	Qualifications	Σ 10
			Experience	Σ 9
			Both	Σ 31
		Marketing	Qualifications	Σ 9
			Experience	Σ 10
			Both	Σ 31
		Semi-skilled	Qualifications	Σ 10
			Experience	Σ 15
			Both	Σ 25
		Unskilled	Qualifications	Σ 7
			Experience	Σ 19
			Both	Σ 24
		If other, specify	Qualifications	Σ 1
			Experience	Σ 2
			Both	Σ 25

B3	Do you employ university graduates?	Yes	Σ 43
		No	Σ 7

B4	If yes, to what extent are you satisfied with their:		1	2	3	4	5
		Organizational skills	Σ 1	Σ 4	Σ 10	Σ 19	Σ 26
		Communication skills	Σ 0	Σ 3	Σ 11	Σ 10	Σ 26
		Theoretical knowledge	Σ 1	Σ 1	Σ 9	Σ 21	Σ 18
		Practical skills	Σ 1	Σ 6	Σ 7	Σ 16	Σ 20
		Willingness to learn	Σ 0	Σ 0	Σ 6	Σ 10	Σ 34

B5	To what extent do you think that universities can provide the type of training required by your business?	1	2	3	4	5
		Σ 1	Σ 7	Σ 7	Σ 22	Σ 13

C1	Do you have problems finding suitably qualified people for your business?	Yes	Σ 26
		No	Σ 24

C2	Do you have problems finding people with relevant experience for your business?	Yes	Σ 30
		No	Σ 20

C3	What type of skill or experience shortages are the most common?	Soft skills	Σ 7
		Communication skills	Σ 16
		People skills	Σ 12
		Leader skills	Σ 11
		Customer skills	Σ 15
		Business skills	Σ 15
		Analytical skills	Σ 12
		Organizational skills	Σ 18
		Management skills	Σ 15
		Other, please specify	Σ 1

C4	Please rate the importance of the following skills for your business.		1	2	3	4	5
		Soft skills	Σ 0	Σ 2	Σ 5	Σ 9	Σ 34
		Communication skills	Σ 0	Σ 1	Σ 6	Σ 11	Σ 32
		People skills	Σ 0	Σ 0	Σ 1	Σ 16	Σ 33
		Leader skills	Σ 2	Σ 8	Σ 12	Σ 9	Σ 17
		Customer skills	Σ 0	Σ 1	Σ 4	Σ 7	Σ 38
		Business skills	Σ 0	Σ 7	Σ 12	Σ 7	Σ 24
		Analytical skills	Σ 3	Σ 10	Σ 6	Σ 10	Σ 21
		Organizational skills	Σ 1	Σ 3	Σ 3	Σ 13	Σ 30
		Management skills	Σ 1	Σ 3	Σ 9	Σ 13	Σ 24
Other, please specify	Σ 0	Σ 0	Σ 0	Σ 0	Σ 0		

C5	How would you rate the general level of skills of your employees for the job they were hired?	1	2	3	4	5
		Σ 0	Σ 0	Σ 7	Σ 28	Σ 15

C6	Which channel do you most often use to recruit people for your business?	National Employment Service	Σ 3
		Private agencies for employment	Σ 2
		Educational organizations	Σ 3
		Internet	Σ 23
		Newspapers	Σ 29
		Recommendations	Σ 32
		Other:	Σ 4*

***Interviews, Contest, Poster, Announcements, Job-Shops**

D1	Does your business have regular training programs?	Yes	Σ 16
		No	Σ 34

D1a	How is training typically provided?	In-house	Σ 9
		External	Σ 7

D1b	Is training budgeted for in your annual business plans?	Yes	Σ 11
		No	Σ 5

D1c	How are the training needs of your employees most often determined?	By regular performance evaluation	Σ 4
		By planned training programs	Σ 8
		By training needs analysis	Σ 4
		Ad-hoc	Σ 2
		Other	Σ 1

D1d	To what job level do you most often provide training?	Top level	Σ 4
		Middle level	Σ 9
		Low level	Σ 7

D1e	What are the main types of training you organize for your employees?	Supervisory/management skills	Σ 1
		Workplace technology	Σ 6
		Hiring and recruitment	Σ 3
		Stress management	Σ 3
		Presentation skills	Σ 7
		Strategic planning/organizational skills	Σ 4
		Conflict management	Σ 0
		Customer services	Σ 13
Other	Σ 0		

D1f	Which method of training do you feel to be the most effective?	Classroom/lecture	Σ 2
		Seminars/workshops	Σ 4
		On-the-job training	Σ 12
		Video presentations	Σ 2
		Other	Σ 0

D1g	Why is training not part of your business?	Lack of finances	Σ 11
		Lack of adequate training programs	Σ 10
		We have no need for training	Σ 16
		Other	Σ 0

D1h	Would you be prepared to invest in training if it improved the efficiency and profitability of your business?	Yes, immediately	Σ 7
		Yes, sometime in the future	Σ 20
		No	Σ 7

D1i	Which of the following would most influence you to register for a training program?	Program objectives	Σ 14
		Location	Σ 3
		Facilitator/presenter	Σ 7
		Length of program	Σ 5
		Price	Σ 19
		Other	Σ 0

D2	Do you have problems in finding training to meet your business needs?	Yes, I am uncertain where to look	Σ 15
		Yes, I am not offered what I need	Σ 15
		No	Σ 20

D3	If yes, what types of training do you most often have problems finding?	Supervisory/management skills	Σ 8
		Workplace technology	Σ 13
		Hiring and recruitment	Σ 7
		Stress management	Σ 8
		Presentation skills	Σ 11
		Strategic planning/organizational skills	Σ 14
		Conflict management	Σ 5
		Customer services	Σ 19
Other	Σ 0		

D4	To what extent do you feel that a one-stop-shop would be helpful in identifying and meeting the training requirements of your company?	1	2	3	4	5
		Σ 0	Σ 1	Σ 14	Σ 15	Σ 20