

## Troy University 2005 Employer Survey

### Executive Summary

The Troy University Institutional Research, Planning, and Effectiveness (IRPE) Office conducted an Employer Survey in fall 2005. There were two purposes in surveying employers of Troy University graduates. The first purpose was to determine the characteristics that employers seek in hiring college graduates. The second purpose was to obtain ratings of the Troy University graduates hired by the employers.

Based on responses of Essential and Important, the top ten characteristics that employers seek in college graduates that they hire are:

<b>Characteristics Employers Seek in College Graduates</b>	<b>Percentage</b>
1. Reading skills	100%
2. Work ethic (punctuality, initiative, diligence)	100%
3. Writing skills	97%
4. Ability to work with co-worker/supervisor	94%
5. Application of professional ethics in decision-making	93%
6. Job know-how (skills specific to the position)	84%
7. Mathematical skills	80%
8. Courses in major related to organization	80%
9. Technology skills	76%
10. Knowledge of philosophy of organization	64%

Based on ratings of Excellent and Good, the top 10 rated characteristics of Troy University graduates employed by agencies responding to the Survey were:

<b>Characteristics of TROY Graduates Rated Excellent/Good</b>	<b>Percentage</b>
1. Reading skills	96%
2. Ability to work with co-worker/supervisor	95%
3. Oral communication	93%
4. Listening skills	90%
5. Technology skills	89%
6. Work ethic (dependability, initiative, diligence)	88%
7. Work output compared to expectations	87%
8. Job skills specific to position	87%
9. Quality of work	87%
10. Writing skills	86%

The IRPE office mailed surveys on October 3, 2005 to 496 employers of Troy University graduates. Of those mailed, 30 were sent to Dothan employers, 92 to Montgomery employers, and the remaining 374 to Troy employers. After the surveys were returned to the Institutional Research, Planning, and Effectiveness office, each survey was entered online and results were downloaded into survey software for analyzing. Out of 496 surveys mailed, 89 employers responded (18%).

There were eight responses (27%) from the Dothan mail-out. There were 13 responses (14%) from the Montgomery mail-out and there were 68 responses (18%) from Troy.