



Oczekiwania przedsiębiorców wobec wyższych uczelni

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r.



Projekt "Skills for the Future" jest realizowany przy wsparciu finansowym Komisji Europejskiej. Projekt jest realizowany w ramach programu Unii Europejskiej Lifelong Learning. Numer umowy-2009-3311/001-001. Numer projektu-502420-LLP-1-2009-1-PL-ERASMUS-ECUE. Wyniki projektu odzwierciedlają jedynie stanowisko ich autora i Komisja Europejska nie ponosi odpowiedzialności za umieszczoną w nich zawartość merytoryczną.



Badanie opinii przedsiębiorców

- 80 przedsiębiorstw w 4 krajach (Portugalia, Włochy, Turcja, Polska)
- Wywiady w MSP i dużych przedsiębiorstwach
- Opinie właścicieli firm, prezesów, dyrektorów HR



Zakres wywiadów

- wskazanie ważnych cech decydujących o praktycznej użyteczności absolwentów szkół wyższych dla przedsiębiorstwa.
- wskazanie najbardziej pożądanых umiejętności, decydujących o przydatności absolwentów dla firmy i stopnia kształcenia danej umiejętności przez system szkół wyższych.
- Wskazanie, w jakim zakresie uczelnie kształcą dane cechy i umiejętności.

Kształcenie cech decydujących o przydatności absolwentów (max 80 p.)

EXPECTATIONAS OF ENTREPRENEURS	Countries			
WORK ATTITUDES	Poland	Italy	Portugal	Turkey
(1) RESPECT FOR THE OTHERS	67	69	71	61
(2) HONESTY – PERSONAL ETHICS	72	75	73	70
(3) LOYALTY TO THE COMPANY	72	72	70	71
(4) WILLINGNESS TO TAKE TASKS	72	64	73	66
(5) WILLINGNESS TO WORK OVERTIME IF NECESSARY (TIME FLEXIBILITY)	62	51	61	58
(6) PERSONAL MOBILITY (WILLINGNESS TO WORK IN DIFFERENT LOCATIONS)	47	50	55	48
(7) RESPONSIBILITY TAKING	68	54	67	59
(8) WILLINGNESS OF SHARING OWN KNOWLEDGE AND EXPERINCE	63	65	63	62
(9) OPENESS TO THE OTHERS' PROBLEMS	52	50	59	48
(10) COMPETITION WITH OTHER EMPLOYEES (Negative)	25	24	22	30
(11) SOCIALIBILITY	45	54	61	53
(12) POSITIVE PERSONAL PRESENTATION	62	60	60	60
(13) FAMILY TRADITION CONTINUATION	29	20	43	34

Stopień kształcenia cech przez uczelnie

PROVISION BY HIGHER EDUCATION INSTITUTIONS	Countries			
WORK ATTITUDES	Poland	Italy	Portugal	Turkey
(1) RESPECT FOR THE OTHERS	40	30	43	36
(2) HONESTY – PERSONAL ETHICS	36	26	46	37
(3) LOYALTY TO THE COMPANY	27	21	41	33
(4) WILLINGNESS TO TAKE TASKS	45	37	42	41
(5) WILLINGNESS TO WORK OVERTIME IF NECESSARY (TIME FLEXIBILITY)	26	29	40	33
(6) PERSONAL MOBILITY (WILLINGNESS TO WORK IN DIFFERENT LOCATIONS)	34	28	40	30
(7) RESPONSIBILITY TAKING	35	39	41	33
(8) WILLINGNESS OF SHARING OWN KNOWLEDGE AND EXPERINCE	31	42	44	36
(9) OPENESS TO THE OTHERS' PROBLEMS	28	39	41	30
(10) COMPETITION WITH OTHER EMPLOYEES (Negative)	43	38	42	35
(11) SOCIALIBILITY	45	40	47	40
(12) POSITIVE PERSONAL PRESENTATION	47	44	47	35
(13) FAMILY TRADITION CONTINUATION	15	12	30	20

Pożądane umiejętności

Expectations of Entrepreneurs			Countries			
Group	Class	Detailed skills	Pol and	Italy	Portugal	Turkey
Inter personal skills	Communication	Listens and understands	71	68	62	57
		Clearly and directly explains and answers	67	68	61	64
		Writes transparently	57	68	61	58
		Reads and remembers what was written	62	65	53	53
		Negotiates effectively	60	62	57	52
		Builds climate of confidence	65	57	65	64
	Team work	Accepts and supports leadership	61	62	67	61
		Understands and accepts group behavior rules (roles and relations)	63	59	66	62
		Helps and supports team members	60	62	66	61
		Works with customers, supervisors and controllers	67	61	62	58
		Works across different ages, genders, cultural diversities	63	60	59	51
		Transfers effectively between individual and team work	62	60	57	59

Pożądane umiejętności 2

Expectations of Entrepreneurs			Countries			
Class	Detailed skills		Poland	Italy	Portugal	Turkey
Initiative and enterprise skills	Problem solving	Diagnoses and analyzes problems	67	66	69	69
		Generates alternative solutions	65	61	68	68
		Demonstrates practical approach	64	61	70	66
		Ability of estimating and calculation	59	48	64	60
		Understands tables, graphs, schemes and can interpret them	60	50	63	56
		Understands basic budgeting and business planning	52	42	61	48
	Initiative and enterprise	Finds out opportunities and defines them in the form of undertaking (business) to be made	61	53	66	57
		Uses convincing arguments	58	58	64	57
		Uses strategic thinking	62	59	67	59
		Adapts to new situations	67	68	66	59
		Takes new challenges	63	65	64	61
		Creative thinks	68	48	65	60
		Is resistant to failures	61	33	64	54
		Takes the lead (in tasks fulfillment)	51	53	62	56

Pożądane umiejętności 3

Expectations of Entrepreneurs		Countries				
Class	Detailed skills	Pol and	Italy	Portugal	Turkey	
Learning skills	Planning and organizing	Manages time	60	66	70	61
		Self organization for work	64	62	66	57
		Seeking access to resources	57	64	61	58
		Makes decisions	57	57	65	52
		Understands processes and systems	60	60	63	63
		Builds clear project objectives and deliverables	58	62	58	56
		Allocates people and other resources to tasks	56	52	60	47
	Self awareness	Ha a personal vision and goals	54	68	57	59
		Evaluates and monitors own performance	56	68	54	61
	Learning	Ability of critical thinking	58	69	57	54
		Openness to new ideas and techniques	67	62	62	64
		Propensity to gaining knowledge through spent time and personal efforts	63	65	62	59
		Willing to learn in any method	56	70	59	61
		Willing to interact with others in learning process	54	64	59	59

Pożądane umiejętności 4

Expectations of Entrepreneurs		Countries			
Class	Detailed skills	Poland	Italy	Portugal	Turkey
Workplace skills	Applies technology to work	61	49	59	60
	Has computer skills on the level allowing to process normal professional matters	66	70	58	63
	Has willingness to upgrade computer skills to process advanced professional matters	64	59	60	55
	Has willingness to upgrade technology skills	63	58	61	59
	Willing to use different technologies	65	59	58	64
	Uses technology to seek, process and present the information	66	56	62	57
	Uses physical abilities for the application of technology	49	62	56	53
	Confirms physical abilities to apply technologies by certifications, professional exams and in the other forms	56	55	55	43

Stopień kształcenia umiejętności przez uczelnie

Higher Education Institutions Provision			Countries			
Group	Class	Detailed skills	Poland	Italy	Portugal	Turkey
Inter personal skills	Communication	Listens and understands	34	43	41	47
		Clearly and directly explains and answers	38	48	38	44
		Writes transparently	34	55	40	46
		Reads and remembers what was written	42	49	47	50
		Negotiates effectively	38	32	35	41
		Builds climate of confidence	31	30	42	38
	Team work	Accepts and supports leadership	32	26	44	38
		Understands and accepts group behavior rules (roles and relations)	37	40	43	35
		Helps and supports team members	36	34	41	34
		Works with customers, supervisors and controllers	38	35	39	35
		Works across different ages, genders, cultural diversities	44	30	43	38
		Transfers effectively between individual and team work	35	29	41	35

Stopień kształcenia umiejętności przez uczelnie

Higher Education Institutions Provision			Countries			
Group	Class	Detailed skills	Poland	Italy	Portugal	Turkey
Initiative and enterprise skills	Problem solving	Diagnoses and analyzes problems	39	55	39	41
		Generates alternative solutions	37	53	36	38
		Demonstrates practical approach	32	45	33	39
		Ability of estimating and calculation	40	47	40	34
		Understands tables, graphs, schemes and can interpret them	37	49	43	51
		Understands basic budgeting and business planning	28	47	39	39
	Initiative and enterprise	Finds out opportunities and defines them in the form of undertaking (business) to be made	31	30	31	35
		Uses convincing arguments	35	34	37	43
		Uses strategic thinking	31	35	33	37
		Adapts to new situations	43	36	39	39
		Takes new challenges	43	36	40	35
		Creative thinks	34	33	42	41
		Is resistant to failures	36	31	35	32
		Takes the lead (in tasks fulfillment)	34	37	32	34

Stopień kształcenia umiejętności przez uczelnie

Higher Education Institutions Provision			Countries			
Group	Class	Detailed skills	Poland	Italy	Portugal	Turkey
Learning skills	Planning and organizing	Manages time	35	46	36	44
		Self organization for work	38	43	40	42
		Seeking access to resources	34	44	48	47
		Makes decisions	36	30	39	35
		Understands processes and systems	33	42	48	45
		Builds clear project objectives and deliverables	33	32	39	44
		Allocates people and other resources to tasks	34	40	37	37
	Self awareness	Has a personal vision and goals	46	48	36	41
		Evaluates and monitors own performance	44	50	36	40
	Learning	Ability of critical thinking	32	45	35	42
		Openness to new ideas and techniques	49	57	46	45
		Propensity to gaining knowledge through spent time and personal efforts	38	56	41	44
		Willing to learn in any method	49	56	38	43
		Willing to interact with others in learning process	47	41	44	42

Stopień kształcenia umiejętności przez uczelnie

Higher Education Institutions Provision			Countries			
Group	Class	Detailed skills	Poland	Italy	Portugal	Turkey
Workplace skills	Technology	Applies technology to work	43	45	47	48
		Has computer skills on the level allowing to process normal professional matters	50	41	48	51
		Has willingness to upgrade computer skills to process advanced professional matters	49	44	47	46
		Has willingness to upgrade technology skills	48	46	48	48
		Willing to use different technologies	51	42	47	45
		Uses technology to seek, process and present the information	47	42	49	49
		Uses physical abilities for the application of technology	45	46	44	43
		Confirms physical abilities to apply technologies by certifications, professional exams and in the other forms	40	40	45	44



Podsumowanie

- Luka w zakresie kształcenia praktycznych umiejętności i cech widoczna jest we wszystkich krajach
- Polska – duże luki w zakresie komunikacji, pracy zespołowej, rozwiązywania problemów i przedsiębiorczości
- Włochy – duże luki w zakresie dostosowania się do nowej sytuacji, umiejętność negocjowania, możliwość współpracy w zespołach złożonych z osób w różnych grupach wiekowych
- Portugalia - luki w zakresie przedsiębiorczości, planowaniu i organizowaniu czasu
- Turcja – luki w zakresie umiejętności pracy zespołowej, inicjatywy i przedsiębiorczości



Dziękuję za uwagę

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