



28th February 2018 – Glenamaddy -  
Ireland

# PRESENTATION OF QUESTIONNAIRES

**These questionnaires have been carried out by 10 students aged 16-18 to 12  
local entrepreneurs.**

**KA219 - Strategic Partnerships**

**Project: “Entrepreneurship: Imagination at Work”**

*The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.*

## Section 1

# Employment trends and local labour market information

### 1. What is the adult population in your region/country?

No. of answers	1	1	5	4	1
Population	8.000	20.000	110.000	180.000	674.000

### 2. What is the employment rate / labour force participation?

No. of answers	1	2	1	1	2	2	3
Rate	20%	30%	44%	60%	73%	85%	93%

## Section 1

### Employment trends and local labour market information

3. How are specific groups, such as women and youth, faring in the the labour market?

Answers	Number
Minimum wage	3
No difference	6
Women are paid 16% less than men	2
Youngsters are not paid according to their qualifications	1

4. What are the trends in labour force?

Answers	Number
High unemployment rate	4
Training for youngsters	2
Low-qualified workers will be in high demand	5
Pharmacists are in high demand	1

# Section 1

## Employment trends and local labour market information

5. What are the strongest and weakest fields of employment in your region/country?

### THE STRONGEST FIELDS

<b>Answers</b>	<b>Number</b>
Clothing	2
Constructions	5
IT	3
Retail	3
Services	1
Transport	1
Agriculture	1
Public relations	1
Car servicing	2
Marketing	1
Pharmacies and hospitals	1

## Section 1

# Employment trends and local labour market information

5. What are the strongest and weakest fields of employment in your region/country?

### THE WEAKEST FIELDS

<b>Answers</b>	<b>Number</b>
<b>Factories</b>	<b>8</b>
<b>Health</b>	<b>2</b>
<b>Education</b>	<b>2</b>
<b>Management</b>	<b>1</b>

## Section 2

# History (background) of the enterprise

### 1. What type of business are you in?

<b>Answers</b>	<b>Number</b>
Supermarket	<b>1</b>
Private kindergarden	<b>1</b>
Construction	<b>1</b>
Retail	<b>3</b>
Small shop	<b>1</b>
Limites liability company (Ltd)	<b>3</b>
Digital marketing and branding	<b>1</b>
Services	<b>1</b>

## Section 2

# History (background) of the enterprise

### 2. How long have you been set up?

<b>Answers</b>	<b>Number</b>
1-3 years	4
4-6 years	3
10-18 years	6

### 3. What is the number of employees in your business?

<b>Answers</b>	<b>Number</b>
1-3 employees	7
10-20 employees	4
40 employees	1

## Section 2

# History (background) of the enterprise

4. Are the majority of your employees from this area, or outsourced?

Why?

Answers	FROM THIS AREA	OUT-SOURCED
- the workers are close to the factory	8	
- the graduates of the University of Bacău are our employees now		
- lack of training of the local workers		4

5. What age were you when you set up your business?

Answers	Number
20-25 years old	3
26-30 years old	5
31-35 years old	2
36-40 years old	2



## Section 2

# History (background) of the enterprise

6. What qualifications did you have when you started your business?

<b>Answers</b>	<b>Number</b>
Former experience in the field	1
No qualifications	3
It started as a hobby	1
University studies	5
Courses (including online courses)	2

7. What extra courses/education did you do to improve your expertise/skills in a particular area?

<b>Answers</b>	<b>Number</b>
Online courses	2
In-service training courses	6
No further qualifications	3
University studies	1

## Section 2

# History (background) of the enterprise

8. What difficulties did you encounter as an employer/ while running your business? Please enumerate three biggest ones.

<b>Answers</b>	<b>Number</b>
-lack of a qualified supplier	1
-lack of profit	2
-lack of experience	1
-the demands of the market	3
-the need to keep prices low	1
-lack of clients	1
-lack of a competent management team	1
-lack of a suitable business partner	1
-bureaucracy (red tape)	3
-the budget of the clients	1
-low qualified workforce	2
-difficulty in communicating with clients	1
-difficulty in reaching target sales	1
-difficulty in making payments	1
-difficult relationship with the local authorities	1
--too many inspections	1
-no difficulties	2

## Section 2

# History (background) of the enterprise

9. What advice would you give to somebody that wants to set up their own business?

<b>Answers</b>	<b>Number</b>
-The place where you start your business is extremely important.	1
-Be strong!	1
-Do what you like!	3
-Don't get discouraged!	3
-Be fair and ambitious!	1
-Take the responsibility!	1
-Make the right decisions!	1
-Don't have unrealistic expectations!	1
-A successful business takes a lot of time and work.	1
-Have a positive attitude!	1
-Study hard!	1
-Be patient and persevering!	1
-Start your business abroad!	2

## Section 3

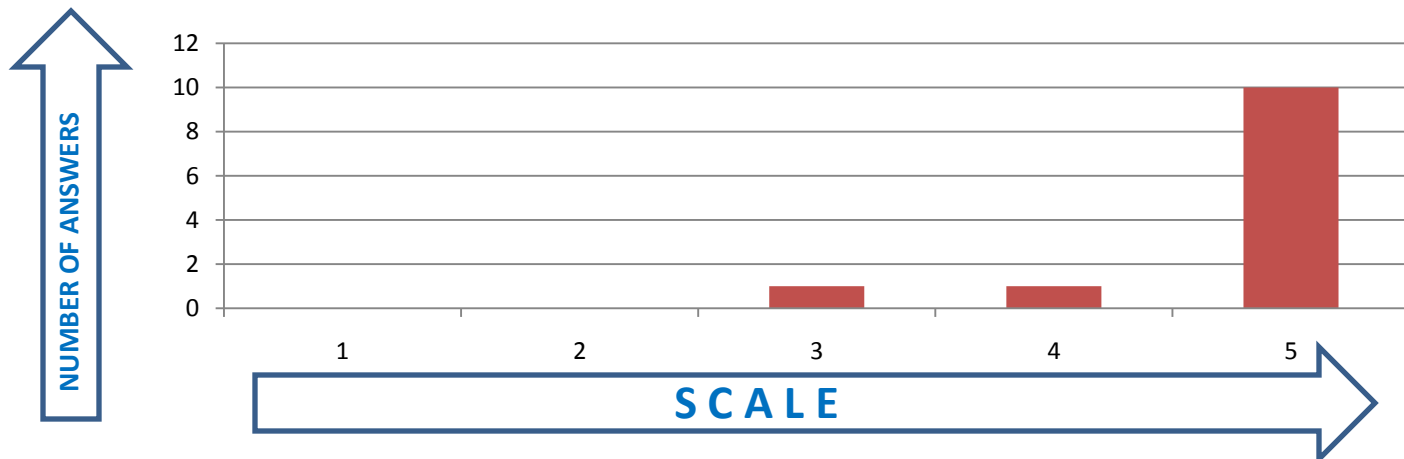
# Employees

1. What soft skills do you value most in your employees? Could you rank them from the **most (5)** to **the least (1)** important by putting X in the appropriate column?

**COMMUNICATION** (active listening, excellent presentation capabilities the ability to explain concepts to partners, customers, coworkers)

SCALE	1	2	3	4	5
COMMUNICATION	0	0	1	1	10

### COMMUNICATION



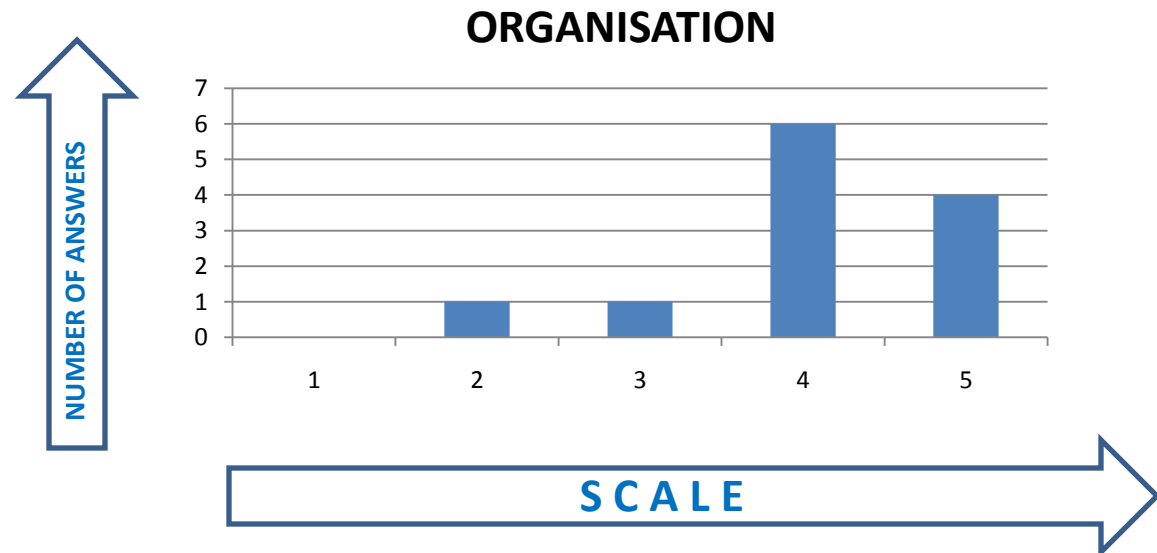
## Section 3

# Employees

1. What soft skills do you value most in your employees? Could you rank them from the **most (5)** to **the least (1)** important by putting X in the appropriate column?

**ORGANISATION** (planning and effectively implementing projects and work tasks)

SCALE	1	2	3	4	5
ORGANISATION	0	1	1	6	4



# Section 3

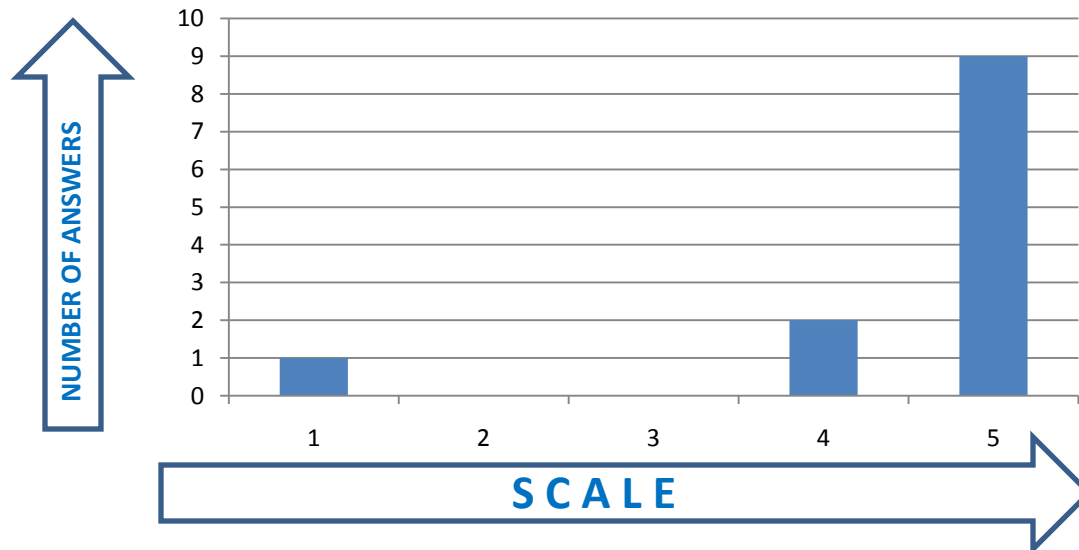
## Employees

1. What soft skills do you value most in your employees? Could you rank them from the **most (5)** to **the least (1)** important by putting X in the appropriate column?

**TEAMWORK** (reaching team goals, helping other team members)

SCALE	1	2	3	4	5
TEAMWORK	1	0	0	2	9

**TEAMWORK**



# Section 3

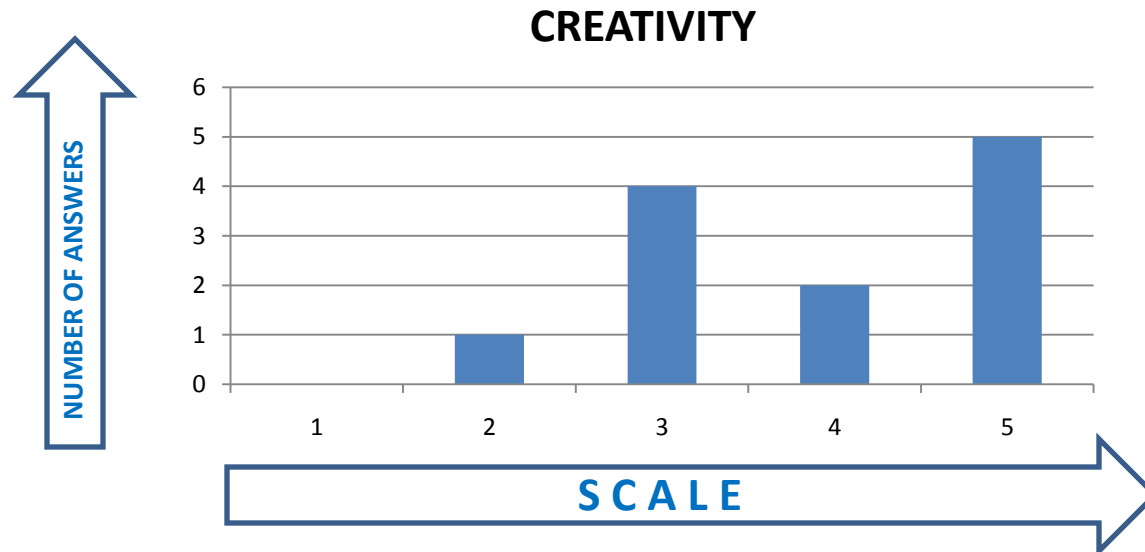
## Employees

1. What soft skills do you value most in your employees? Could you rank them from the **most (5) to the least (1)** important by putting X in the appropriate column?

**CREATIVITY**

(being resourceful and innovative)

SCALE	1	2	3	4	5
CREATIVITY	0	1	4	2	5



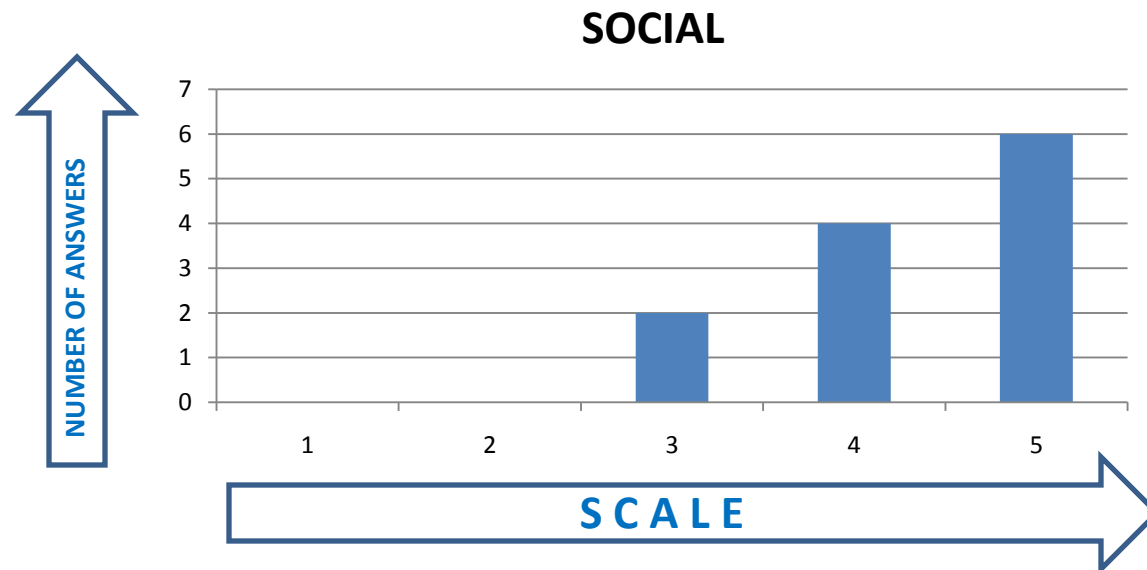
## Section 3

# Employees

1. What soft skills do you value most in your employees? Could you rank them from the **most (5)** to **the least (1)** important by putting X in the appropriate column?

**SOCIAL** (dealing with a wide variety of personalities, regardless of their position or rank)

SCALE	1	2	3	4	5
SOCIAL	0	0	2	4	6





# Section 3

## Employees

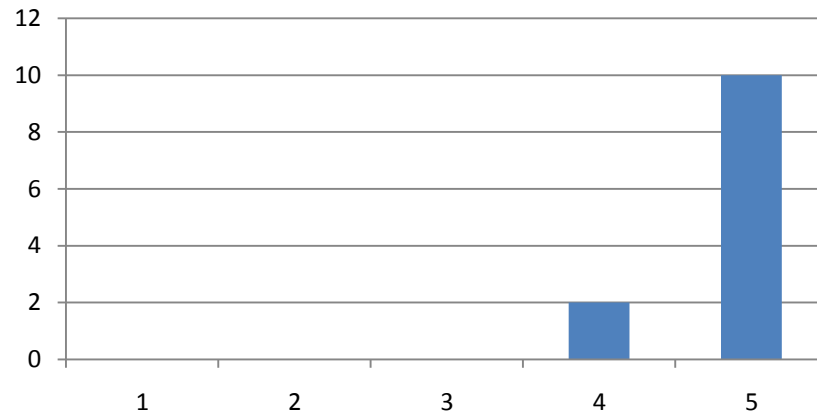
1. What soft skills do you value most in your employees? Could you rank them from the **most (5)** to **the least (1)** important by putting X in the appropriate column?

**STRONG WORK ETHIC** (quality, discipline, responsibility, reliability)

SCALE	1	2	3	4	5
STRONG WORK ETHIC	0	0	0	2	10

NUMBER OF ANSWERS

**STRONG WORK ETHIC**



SCALE

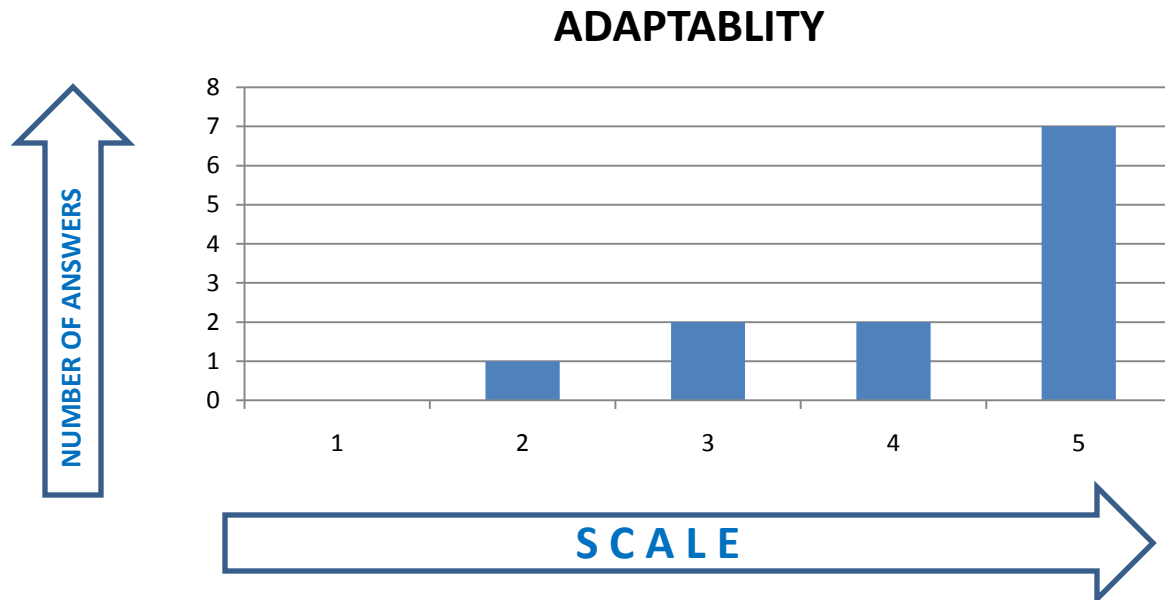
## Section 3

# Employees

1. What soft skills do you value most in your employees? Could you rank them from the **most (5) to the least (1)** important by putting X in the appropriate column?

**ADAPTABILITY** (the ability to adjust to rapidly evolving business environment)

SCALE	1	2	3	4	5
ADAPTABILITY	0	1	2	2	7



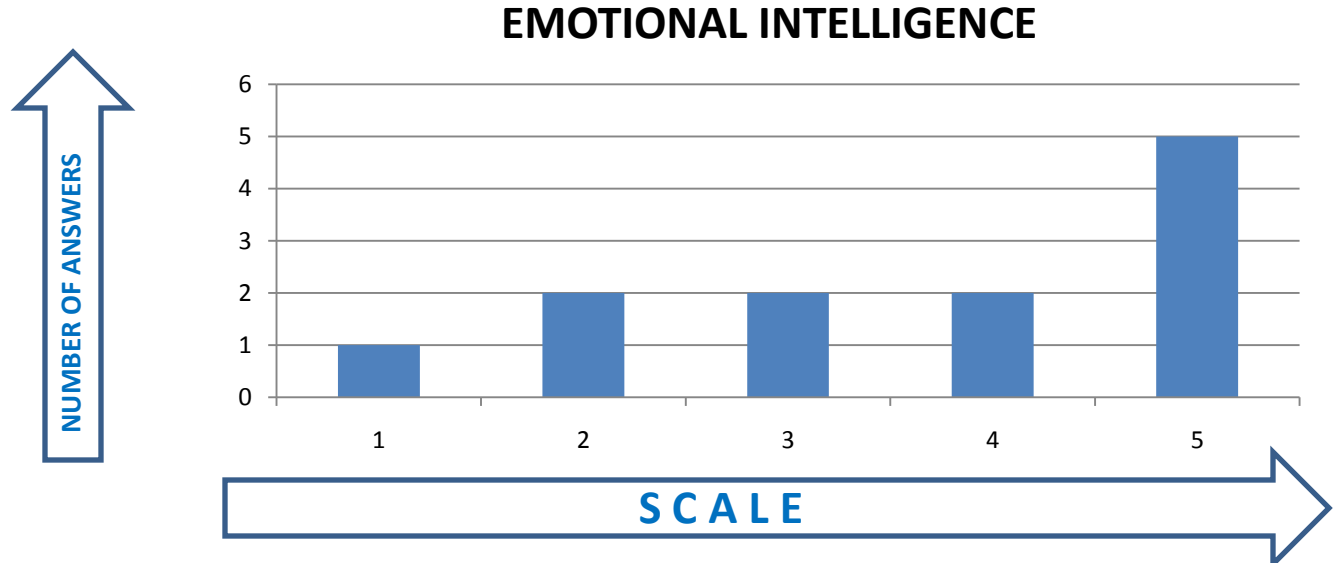
# Section 3

## Employees

1. What soft skills do you value most in your employees? Could you rank them from the **most (5)** to **the least (1)** important by putting X in the appropriate column?

**EMOTIONAL INTELLIGENCE** (managing and adjusting emotions to adapt to the environment)

SCALE	1	2	3	4	5
EMOTIONAL INTELLIGENCE	1	2	2	2	5



# Section 3

## Employees

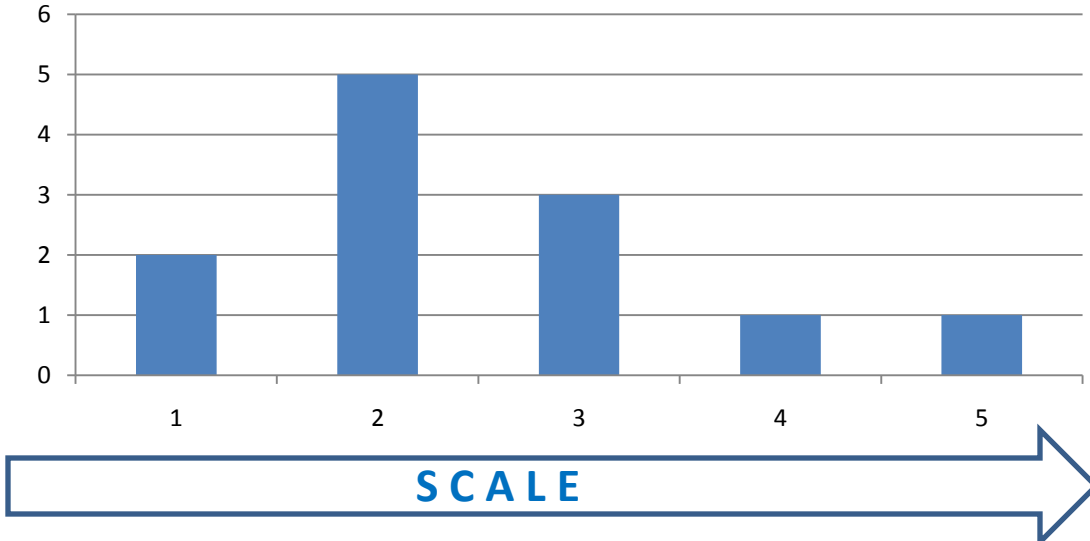
1. What soft skills do you value most in your employees? Could you rank them from the **most (5)** to **the least (1)** important by putting X in the appropriate column?

**COMPUTER AND/OR TECHNICAL LITERACY**

SCALE	1	2	3	4	5
COMPUTER AND/OR TECHNICAL LITERACY	2	5	3	1	1

**COMPUTER AND/OR TECHNICAL LITERACY**

↑  
NUMBER OF ANSWERS



# Section 3

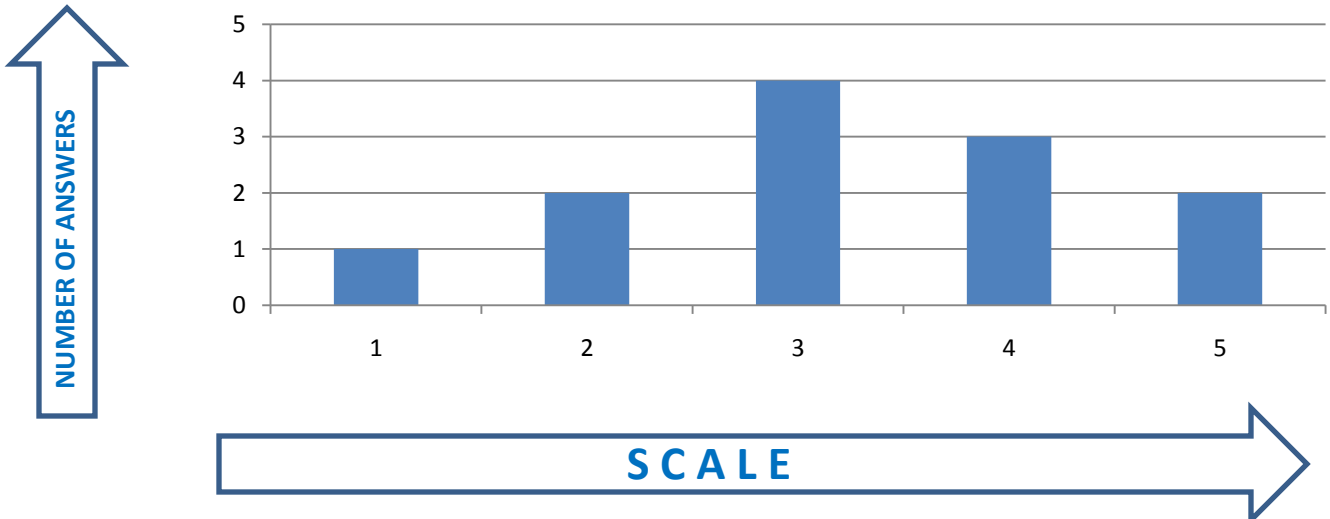
## Employees

1. What soft skills do you value most in your employees? Could you rank them from the **most (5)** to **the least (1)** important by putting X in the appropriate column?

### PROBLEM SOLVING

SCALE	1	2	3	4	5
PROBLEM SOLVING	1	2	4	3	2

### PROBLEM SOLVING



# Section 3

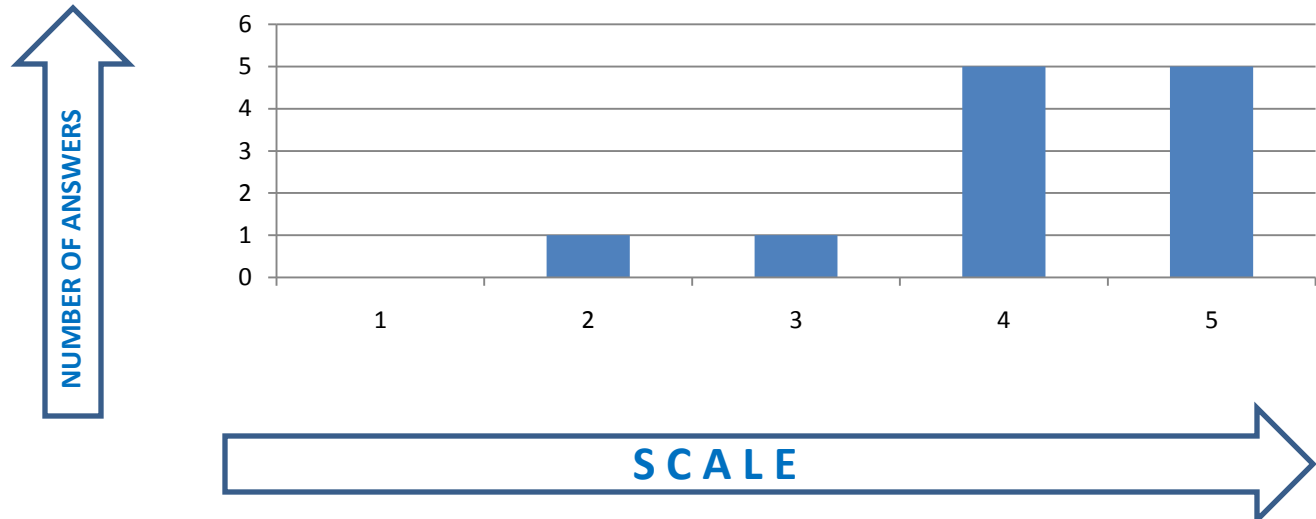
## Employees

1. What soft skills do you value most in your employees? Could you rank them from the **most (5)** to **the least (1)** important by putting X in the appropriate column?

### POSITIVE ATTITUDE

SCALE	1	2	3	4	5
POSITIVE ATTITUDE	0	1	1	5	5

### POSITIVE ATTITUDE



## Section 3

# Employees

1. What soft skills do you value most in your employees? Could you rank them from the **most (5) to the least (1)** important by putting X in the appropriate column?

Other not mentioned above skills (optional)

- **Flexibility**
- **Earnestness**
- **Devotion**

## Section 3

# Employees

2. Is it important to speak any foreign languages for your company?  
What languages? How many?

YES	NO	English	English and Russian
7			-
	5		-
		1	1



# Section 3

## Employees

### 3. Recruitment process

a) Where do you advertise job vacancies for your business? Put X in the appropriate box. You can mark more than one box.

	local newspapers	national newspapers	recruitment agencies	business websites	colleges & universities	other
Answers	3	0	3	8	3	2

Other: - 2 answers: Social media

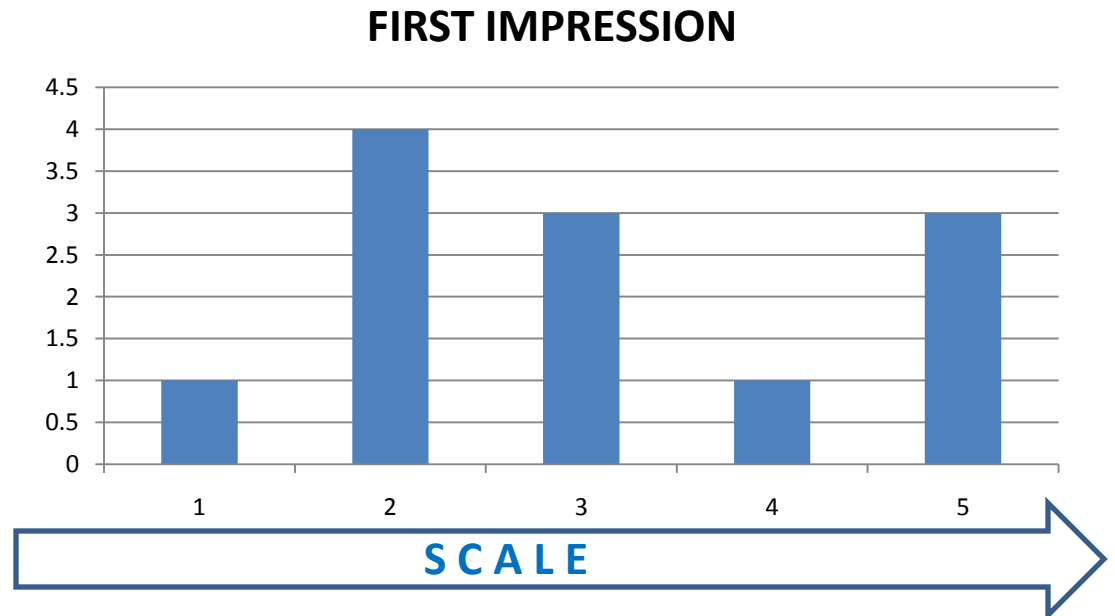
# Section 3

## Employees

### 3. Recruitment process

b) Which factors would you regard as the most crucial while hiring a new employee? Could you rank them from the **most (5) to the least (1)** important by putting X in the appropriate column.

SCALE	1	2	3	4	5
FIRST IMPRESSION	1	4	3	1	3



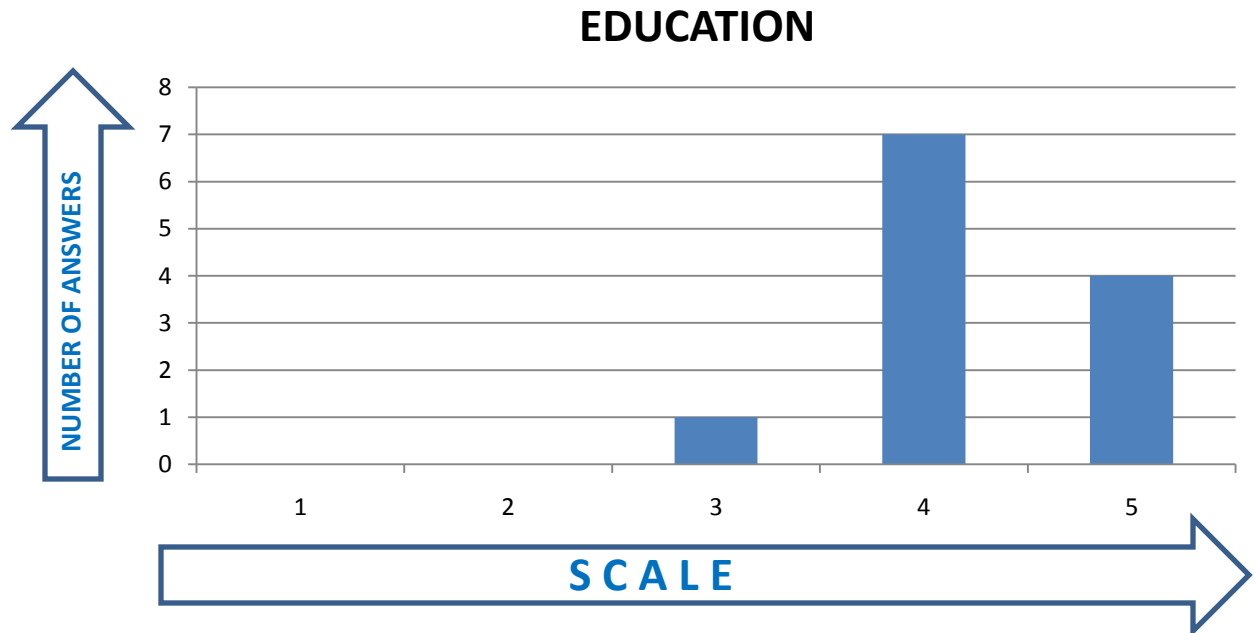
# Section 3

## Employees

### 3. Recruitment process

b) Which factors would you regard as the most crucial while hiring a new employee? Could you rank them from the **most (5) to the least (1)** important by putting X in the appropriate column.

SCALE	1	2	3	4	5
EDUCATION	0	0	1	7	4



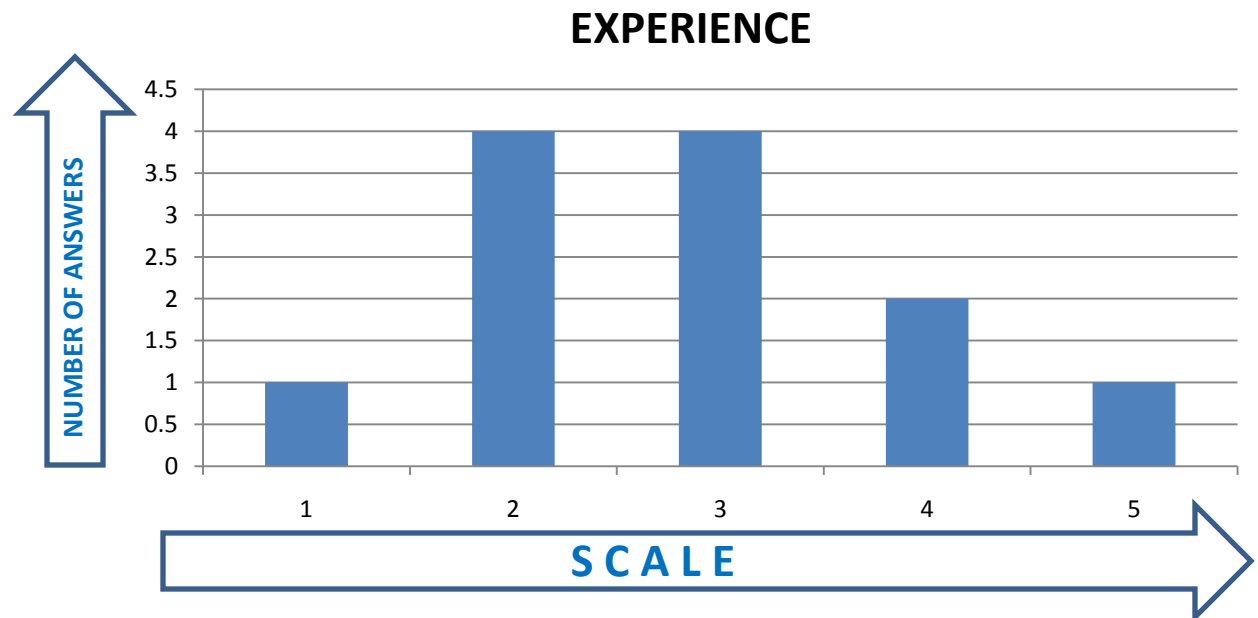
# Section 3

## Employees

### 3. Recruitment process

b) Which factors would you regard as the most crucial while hiring a new employee? Could you rank them from the **most (5) to the least (1)** important by putting X in the appropriate column.

SCALE	1	2	3	4	5
EXPERIENCE	1	4	4	2	1



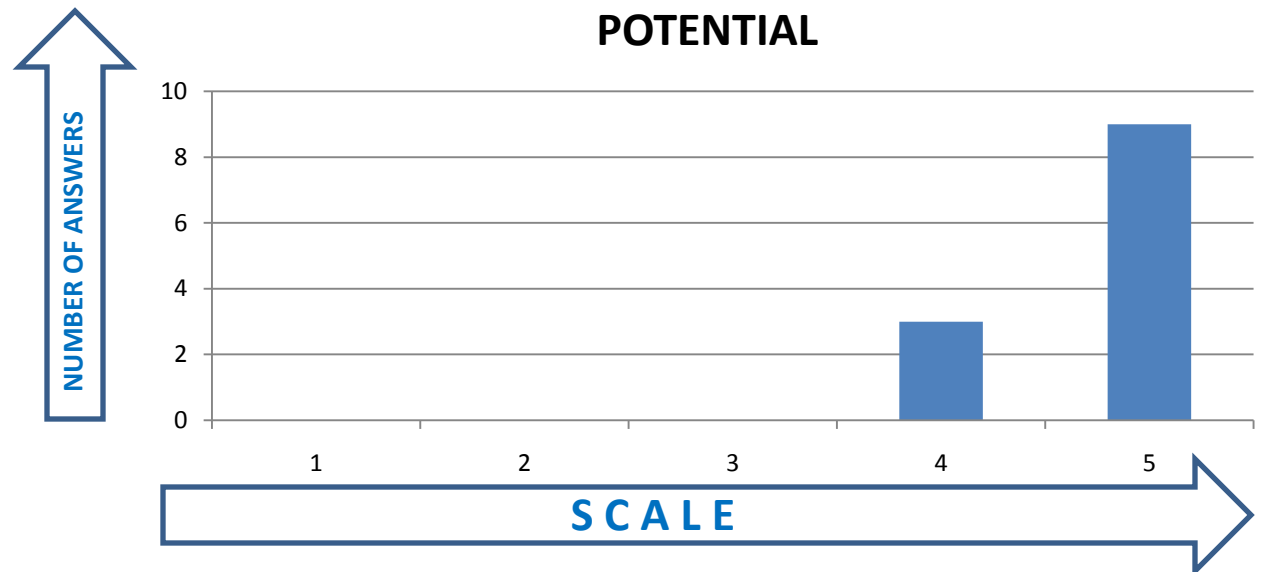
# Section 3

## Employees

### 3. Recruitment process

b) Which factors would you regard as the most crucial while hiring a new employee? Could you rank them from the **most (5) to the least (1)** important by putting X in the appropriate column.

SCALE	1	2	3	4	5
POTENTIAL	0	0	0	3	9



# Section 3

## Employees

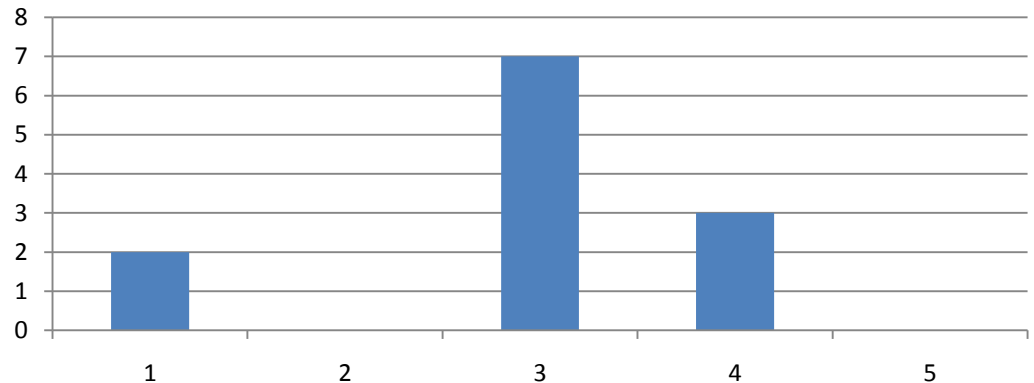
### 3. Recruitment process

b) Which factors would you regard as the most crucial while hiring a new employee? Could you rank them from the **most (5) to the least (1)** important by putting X in the appropriate column.

SCALE	1	2	3	4	5
HARD SKILLS	2	0	7	3	0



HARD SKILLS



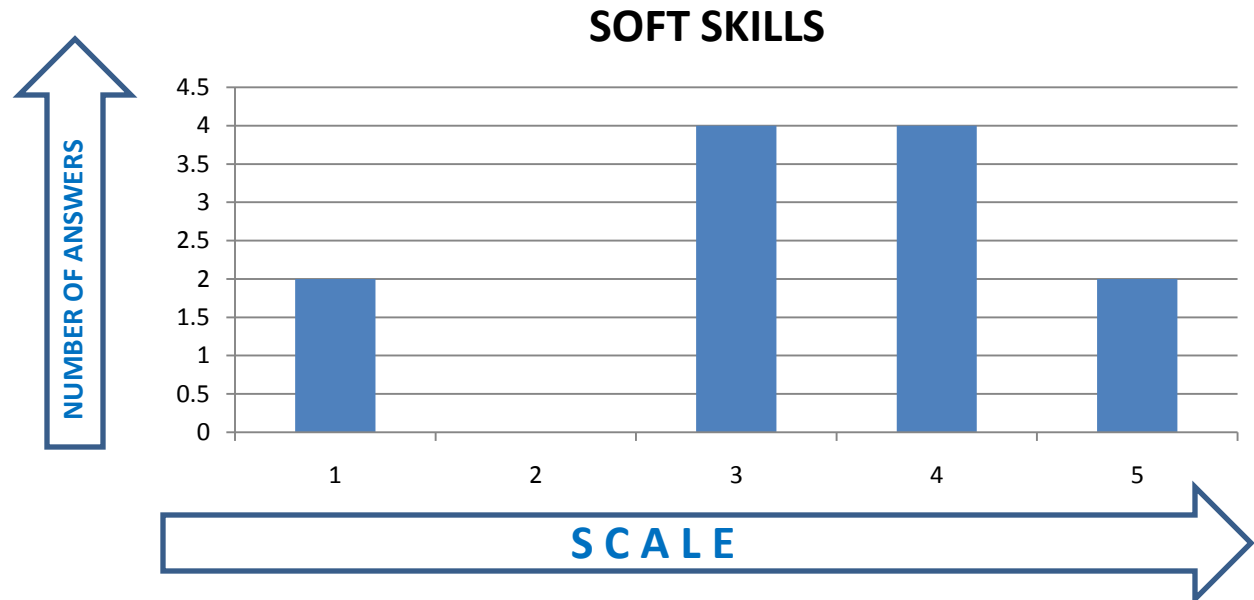
# Section 3

## Employees

### 3. Recruitment process

b) Which factors would you regard as the most crucial while hiring a new employee? Could you rank them from the **most (5) to the least (1)** important by putting X in the appropriate column.

SCALE	1	2	3	4	5
SOFT SKILLS	2	0	4	4	2



## Section 3

# Employees

### 3. Recruitment process

b) Which factors would you regard as the most crucial while hiring a new employee? Could you rank them from the **most (5) to the least (1)** important by putting X in the appropriate column.

**Other:**

**There is no need to recruit – 4 answers**



## Section 3

# Employees

### 3. Recruitment process

c) Have you experienced a skills shortage in your field of employment?  
What skills are missing?

**YES – 6 answers**

**NO – 6 answers**

**Missing skills: 1**

**Communication -2 answers**

**Adaptability – 2 answers**

**Lack of skills – 2 answers**

**Lack of drive for work – 1 answer**

## Section 3

# Employees

### 4. Promotion policy

- a) Do you promote from within your business or recruit an external candidate?

**From within my business – 6 answers**

**An external candidate – 0 answers**

**Both – 3 answers**

**Not applicable – 3 answers**

## Section 3

# Employees

### 4. Promotion policy

b) Do you review your employees' performance on regular basis?

How often?

Do you provide feedback?

**YES – 8 answers**

**NO – 4 answers**

**How often?**

**Daily – 1**

**Once a week 2**

**Once a month – 4**

**Twice a year – 1**

**Permanently – 1**

**Not applicable -3**

**Do you provide feedback?**

**YES: 8 answers**

**NO: 4 answers**

## Section 3

# Employees

### 5. Training and Development

- a) Do you provide training and development opportunities for your employees?

**YES – 7 answers**

**NO – 5 answers**

## Section 3

# Employees

### 5. Training and Development

b) Do you provide "on the job" or "off the job" training?

ON THE JOB – 4 answers

OFF THE JOB - 1 answer

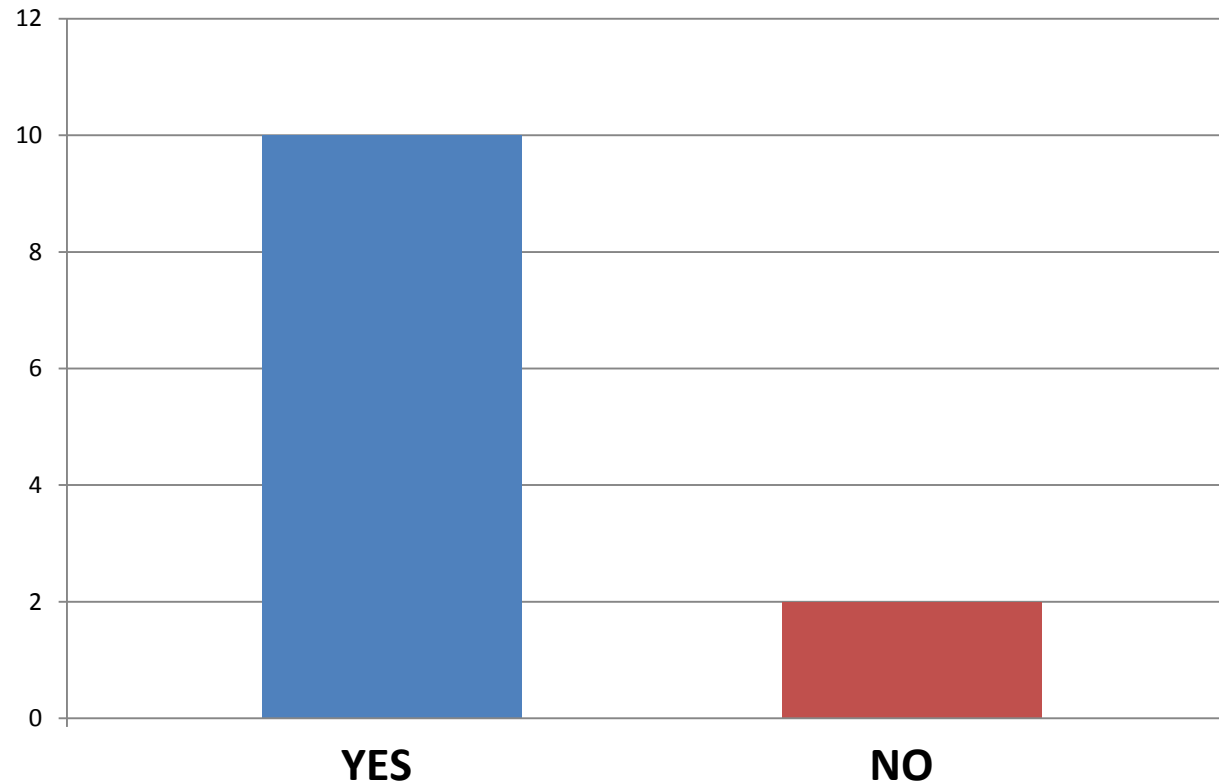
BOTH - 4 answers

NOT APPLICABLE – 3 answers

## Section 4

### Educational institutions - local businesses collaboration/relationships

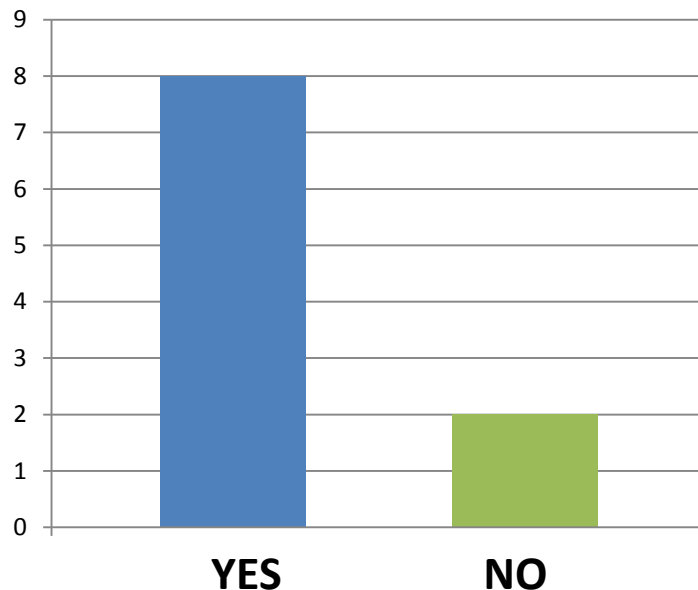
1. Do/could you provide training for your potential employees? (eg. work experience for school students, internships .....etc)



## Section 4

### Educational institutions - local businesses collaboration/relationships

2. In your opinion / experience, are the local educational institutions equipping our students for work in the local labour market?  
If not, how can this be improved?



### How can this be improved?

**STUDENTS LACK THE SKILLS FOR THE LABOUR MARKET -1 answer**

**THERE ARE NO VIABLE SOLUTIONS – 1 answer**

**WE NEED A CHANGE IN THE EDUCATIONAL SYSTEM -1 answer**

**WE NEED REAL PARTNERSHIPS WITH THE PRIVATE SECTOR – 2 answers**

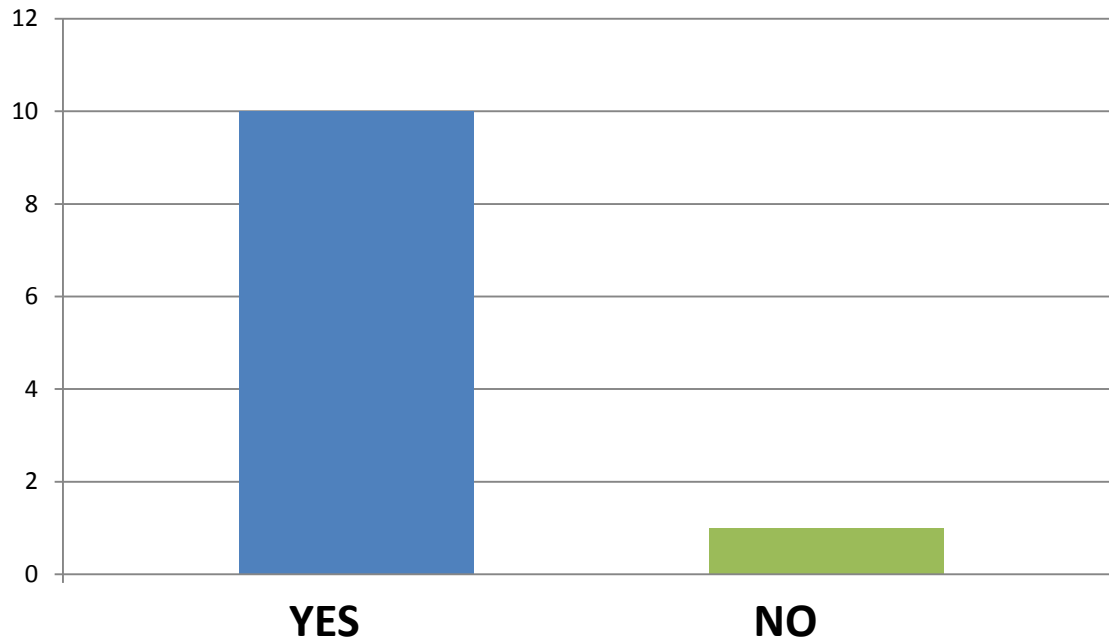
**STUDENTS NEED MORE PRACTICE – 3 answers**

**CAN'T SAY: 2 answers**

## Section 4

### Educational institutions - local businesses collaboration/relationships

3. Are you interested in collaborating with local schools by carrying out skills workshops with the students of your locality?





## Section 4

### Educational institutions - local businesses collaboration/relationships

4. What is missing in the current education system in your opinion?

**PRACTICE – 4 answers**

**EVERYTHING – 1 answer**

**ON THE JOB TRAINING – 1 answer**

**YOUNGSTERS MUST BE TAUGHT TO LOVE WORK – 1 answer**

**STUDENTS NEED NEW COMPETENCES – 1 answer**

**STUDENTS NEED TO CULTIVATE THEIR STRENGTHS – 2 answers**

**CAN'T SAY – 2 answers**

## Section 5

### Quality symbols

1. Does your products carry any nationally or internationally recognized Quality symbols e.g. the CE mark?

**YES – 4 answers**

**NO – 8 answers**

2. Do you carry out quality checks on your products?

**YES – 9 answers**

**NO – 3 answers**

3. If so what method(s) do you use?

**QUALITY CHECK – 3 answers**

**ISO – 1 answer**

**OWN PROCEDURES – 2 answers**

**NOT APPLICABLE – 4 answers**

**EXTERNAL AUDITING – 5 answers**

**COMPARATIVE STUDIES OF SIMILAR PRODUCTS – 1 answer**

**COMPLAINT ANALYSIS - 1 answer**