

# DZHW Graduate Panel 2009

English Translation of the German Questionnaire  
DZHW Graduate Panel 2009 (1. Wave)

Version 1.0.0

## Questionnaire

Juni 2017

# Highly qualified and on the Way

A Survey of Higher Education Graduates  
of the Examination Year 2008/2009

**Instructions for completion of the questionnaire:**

Please answer all questions if possible. If certain questions do not apply, you will be led to the next question using arrows, e.g.:

→ **continue with Question 1.12**

Please use the following symbols

Please enter a number in half-open boxes, e.g.

Please mark round boxes with a cross ☐

With scales, please mark the appropriate number with a cross, e.g. 1 ☒ 2 ☐ 3 ☐ 4 ☐ 5

If there is not enough space for open answers, please use a separate sheet.

## 1. Study Progress and Study Experiences

**1.1** Please record the progress of your studies in the following tableau. Please begin with your first matriculation at a university and list each development in chronological order (e.g. change of subject, desired degree or university, beginning of a new course of study or a study abroad).

From SS/WS 20.. until and including SS/WS 20.. (e.g. WS 04/05 - SS 2009)	Course of Study	Desired Degree (e.g. diploma (Diplom), Bachelor, state examination)	Name and Location of University
from _____ to _____	<div>(first main subject)</div> <div>(if applicable 2nd main or minor subjects)</div>		
from _____ to _____	<div>(first main subject)</div> <div>(if applicable 2nd main or minor subjects)</div>		
from _____ to _____	<div>(first main subject)</div> <div>(if applicable 2nd main or minor subjects)</div>		
from _____ to _____	<div>(first main subject)</div> <div>(if applicable 2nd main or minor subjects)</div>		
from _____ to _____	<div>(first main subject)</div> <div>(if applicable 2nd main or minor subjects)</div>		

## 1.2 Which academic degrees have you achieved?

	Final Semester	Course of Study	Desired Degree (e.g. diploma (Diplom), Bachelor, state examination)	Name and Location of University
1st degree	in WS 20 <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> SS 20 <input type="text"/> <input type="text"/>			
2nd degree	in WS 20 <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> SS 20 <input type="text"/> <input type="text"/>			
3rd degree	in WS 20 <input type="text"/> <input type="text"/> / <input type="text"/> <input type="text"/> SS 20 <input type="text"/> <input type="text"/>			



Please note: In your answers to the remaining questions in this first section please refer to your first completed degree (see Question 1.2).

### 1.3 Are you pursuing a teaching post (Lehramt)?

Yes, with the following specialisation: ..... ☐ 1



(e.g.: elementary school, secondary school, lower secondary level etc.)

No ..... ☐ 2

### 1.4 When was your last examination (handing in of final thesis, final written or oral exam) and which final grade (or score) did you achieve?

Month:   Year: 20

Final grade:   score (if applicable:

### 1.5 For how many semesters - including examination semesters - did you study the subject you first graduated in? (Please include recognised semesters from a previous degree if applicable.)

Number of semesters:

### 1.6 Did you interrupt your completed studies? (Please enter the number of semesters, if applicable. Multiple answers possible.)

Yes, temporary ex-matriculation for .....  Semesters

Yes, holiday semester taken for .....  Semesters

Yes, without formal application for .....  Semesters

No ..... ☐

### 1.7 Did you gain experience abroad during your studies?

No ..... ☐ 1

yes, ..... ☐ 2



please specify:

Type of stay abroad	Months	Country
<input type="text"/> (Key see below)	<input type="text"/>	<input type="text"/>
<input type="text"/> (Key see below)	<input type="text"/>	<input type="text"/>
<input type="text"/> (Key see below)	<input type="text"/>	<input type="text"/>

Key: 1 = Study abroad 3 = Language course  
2 = Internship abroad 4 = Other

### 1.8 What were your specialisations within your main subject?

1. ....

2. ....

No specialisations possible/undertaken ..... ☐

### 1.9 What role did consideration for the labour market play in...

Very  
great  
role  
▼

No role  
at all  
▼

your choice of study? ..... 1 - 2 - 3 - 4 - 5

your study organisation? ..... 1 - 2 - 3 - 4 - 5

### 1.10 Were you in employment during your studies (including temporary/part-time work)?

Yes, mostly throughout the entire duration of my studies ..... ☐ 1

Yes, during parts of my studies ..... ☐ 2

Yes, but only occasionally ..... ☐ 3

No ..... ☐ 4 → question 1.12

} question 1.11

### 1.11 Were your jobs or occupations thematically related to your course of studies or desired field of work? (multiple answers possible)

I worked as a student assistant in a related subject field/institute ..... ☐

I worked in a company/public authority/agency and was entrusted with tasks relating to my subject field ..... ☐

I was self-employed/worked freelance in a field related to my field of study field of study ..... ☐

I worked in jobs not directly related to my field of study ..... ☐

### 1.12 Which category did your course of study belong to?

Full-time study ..... ☐ 1

Part-time study ..... ☐ 2

### 1.13 Did you study parallel to your work (berufsbegleitend)?

Yes ..... ☐ 1

No ..... ☐ 2

### 1.14 Were internships or practical semesters mandatory during your studies?

(multiple answers possible)

- Yes, internships at university (e.g. laboratory work experience) ☐
- Yes, external internships (e.g. industrial placements) ..... ☐
- Yes, practical semesters ..... ☐
- An internship was mandatory but I was exempted (e.g. because my training experience was recognized) ..... ☐
- No ..... ☐

### 1.15 How do you assess the following aspects of your completed course of study?

	very good	very bad
Structure .....	1	2-3-4-5
Feasibility of degree (time perspective) .....	1	2-3-4-5
Time coordination of courses .....	1	2-3-4-5
Access to required internships/practical work .....	1	2-3-4-5
Up-to-dateness of learning methods .....	1	2-3-4-5
Modernity/up-to-dateness of research .....	1	2-3-4-5
Up-to-dateness of practical requirements .....	1	2-3-4-5
Linking of theory and practice .....	1	2-3-4-5
Reflection on mandatory study-related internships/practical semesters .....	1	2-3-4-5
Opportunity for in-depth work in your field of study.....	1	2-3-4-5
Practice of academic methods.....	1	2-3-4-5
Practice of oral presentation .....	1	2-3-4-5
Opportunity to learn how to produce academic texts .....	1	2-3-4-5
Practice of job-related professional behaviour .....	1	2-3-4-5
Academic / professional practice of foreign languages .....	1	2-3-4-5
Contact with teaching staff .....	1	2-3-4-5
Academic guidance and support .....	1	2-3-4-5
Review of examinations, term papers etc.....	1	2-3-4-5
Availability of important literature in the library .....	1	2-3-4-5
Career preparation .....	1	2-3-4-5
Access to IT services (internet, scientific data banks etc.) .....	1	2-3-4-5
Use of electronic communication media during teaching .....	1	2-3-4-5
Laboratory equipment, laboratory spaces, if appl. ....	1	2-3-4-5
Assistance in job search/career start.....	1	2-3-4-5
Provision of career-oriented activities .....	1	2-3-4-5
Individual career advice and study guidance .....	1	2-3-4-5

### 1.16 For how many lectures during your studies are the following statements true?

(Please enter the appropriate number.)

(almost) all = 1  
most = 2  
some = 3  
few = 4  
none = 5

Applies to...

- Various teaching methods were used..... ☐
- There were lively discussions ..... ☐
- Representatives of various disciplines conducted the teaching ..... ☐
- Students could have a choice in the course design ..... ☐
- Critical discussion of the course content was encouraged ..... ☐
- Questions were examined from an interdisciplinary viewpoint ..... ☐
- Academic tasks had to be completed in cooperation with other students ..... ☐
- The teaching was conducted in a foreign language ..... ☐
- Active participation of the students was encouraged ..... ☐
- The teaching was internationally oriented (e.g. European law, international business administration) ..... ☐

### 1.17 To what extent do the following statements apply to your completed course of study?

Strongly applies ☐ Does not apply at all ☐

- The course of study was well organised by study regulations and schedules ..... 1-2-3-4-5
- The course of study was well-structured..... 1-2-3-4-5
- The study and examination requirements were clearly defined ..... 1-2-3-4-5
- The course of study provided the opportunity for subject specialisation ..... 1-2-3-4-5
- The lectures were thematically coordinated ..... 1-2-3-4-5
- The lectures' qualification and learning goals were transparent..... 1-2-3-4-5
- Insofar as the lectures' qualification and learning goals were known to me, they were mostly achieved..... 1-2-3-4-5

### 1.18 During your first course of study did you ...

yes ☐ no ☐

- lead seminar/study groups (e.g. as a tutor or study group leader)? ..... ☐ ☐
- participate in practical/research-oriented project studies? ..... ☐ ☐

**1.19** How important are the following skills and competencies for your current (or future, if you are not working at the moment) professional activity (left column)? To what extent did you possess these skills and competencies when you graduated (right column)?

Importance for professional activity		Skills and competencies	present at graduation	
very important	not important		to a great extent	to a lesser extent
1 – 2 – 3 – 4 – 5		..... Specific subject knowledge .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Broad basic knowledge .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Knowledge of academic methods .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Foreign languages .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Ability to communicate .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Negotiation skills .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Organisational skills .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... IT skills .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Ability to adapt to changed circumstances .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Written skills .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Oral skills .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Ability to recognise and fill gaps in knowledge .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Leadership qualities .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Business knowledge .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Ability to cooperate .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Time Management .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Ability to apply existing knowledge to new problems .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Interdisciplinary thinking .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Knowledge and understanding of other cultures .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Ability to study independently .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Ability to assume responsibility .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Conflict management .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Problem solving ability .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Analytical skills .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Knowledge about the effects of my work on nature and society .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Ability to familiarise oneself with new subject areas .....	1 – 2 – 3 – 4 – 5	
1 – 2 – 3 – 4 – 5		..... Ability to put scientific results/concepts into practice .....	1 – 2 – 3 – 4 – 5	

## 1.20 Which of the following opportunities for further training and qualification did you use voluntarily during your course of studies?

(multiple answers possible)

- Courses on rhetoric/presentation skills ..... ☐
- Lectures on business knowledge ..... ☐
- Lectures in other disciplines ..... ☐
- Courses on social skills ..... ☐
- Voluntary internship ..... ☐
- General IT/computer courses ..... ☐
- Events on the transition from school to working life (e.g. job application training, career advice) ..... ☐
- Courses on management/organisational skills ..... ☐
- Events on becoming self-employed/starting a business ..... ☐
- Foreign language courses ..... ☐
- Other, ..... ☐
- please specify: \_\_\_\_\_

I didn't use any of these opportunities ..... ☐

## 1.21 In retrospect, how do you perceive the value of your course of study?

very high value      very little value

- As an opportunity to choose an interesting profession ..... 1 - 2 - 3 - 4 - 5
- As an opportunity to educate myself over a longer period ..... 1 - 2 - 3 - 4 - 5
- In the usability for career advancement/professional career ..... 1 - 2 - 3 - 4 - 5
- As an opportunity for personal development ..... 1 - 2 - 3 - 4 - 5
- In terms of gaining knowledge for my career ..... 1 - 2 - 3 - 4 - 5

## 1.22 Have you - apart from your first degree - begun or completed a further academic qualification? Do you intend to take a further academic qualification? (e.g. master programme, PhD, second degree, additional examination)

- Yes ..... ☐ 1 → continue with question 2.1
- No ..... ☐ 2 → continue with question 2.5

## 2. Further Studies and PhD

Status	Start (Month/Year)	End (Month/Year)	Field of study/doctoral subject	Type/degree	Name and location of university
<input type="checkbox"/> (key see below)	<input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="radio"/> uncertain	<input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="radio"/> uncertain		<input type="text"/> (key see below)	
<input type="checkbox"/> (key see below)	<input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="radio"/> uncertain	<input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="radio"/> uncertain		<input type="text"/> (key see below)	

### Status of further qualification

- 1 = Already completed
- 2 = Discontinued
- 3 = Begun
- 4 = Planned

### Type/Degree of further qualification

- 01 = Promotion      07 = Bachelor at Uni      12 = Certificate
- 02 = Teacher training Bachelor      08 = Bachelors at university      13 = Other degree, please specify: \_\_\_\_\_
- 03 = Teacher training Master of applied sciences (FH)
- 04 = Masters at Uni      09 = Diploma at university of applied sciences
- 05 = Masters at university of applied sciences (FH)      10 = Diploma at Uni      14 = No degree pursued
- 06 = State examination      11 = Masters (Magister)      15 = Not clear yet

## 2.2 Were you able to do your further academic qualification in your desired field of study?

(If you have entered multiple academic qualifications under question 2.1, please refer to your first entry.)

- Yes ..... ☐ 1
- No ..... ☐ 2
- if no: What was your desired field of study?
- \_\_\_\_\_

## 2.3 Were you able to do your further academic qualification at your desired university?

(If you have entered multiple academic qualifications under question 2.1, please refer to your first entry.)

- Yes ..... ☐ 1
- No ..... ☐ 2
- if no: Which one was your desired university?
- \_\_\_\_\_

## 2.4 How important are/were the following motives for your further studies/PhD?

(If you have entered multiple academic qualifications under question 2.1, please refer to your first entry.)

	very important	not important
To pursue my academic/professional interests .....	1 - 2 - 3 - 4 - 5	
To improve my career opportunities .....	1 - 2 - 3 - 4 - 5	
To develop my personal abilities .....	1 - 2 - 3 - 4 - 5	
To gain time for career choices .....	1 - 2 - 3 - 4 - 5	
To balance out skill deficits .....	1 - 2 - 3 - 4 - 5	
To do something completely new .....	1 - 2 - 3 - 4 - 5	
To avoid unemployment .....	1 - 2 - 3 - 4 - 5	
To maintain contact with my university .....	1 - 2 - 3 - 4 - 5	
To specialise in a certain subject field .....	1 - 2 - 3 - 4 - 5	
To begin an academic career .....	1 - 2 - 3 - 4 - 5	
To research an interesting topic .....	1 - 2 - 3 - 4 - 5	
To maintain student status .....	1 - 2 - 3 - 4 - 5	
Opportunity to do a PhD later .....	1 - 2 - 3 - 4 - 5	
Lack of confidence in career prospects with my first degree .....	1 - 2 - 3 - 4 - 5	
Other, please specify:		

→ continue with question 3.1

## 2.5 In your opinion, how strongly do the following reasons speak against the beginning of another academic qualification at the moment?

	very strongly	not at all
The wish to earn my own money as soon as possible .....	1 - 2 - 3 - 4 - 5	
A professional goal that does not require another course of studies .....	1 - 2 - 3 - 4 - 5	
Lack of a suitable study programme close to my hometown .....	1 - 2 - 3 - 4 - 5	
Unpredictable requirements .....	1 - 2 - 3 - 4 - 5	
Potential tuition fees exceed financial possibilities.....	1 - 2 - 3 - 4 - 5	
Good career prospects with my current degree .....	1 - 2 - 3 - 4 - 5	
Lack of confidence in my ability to successfully manage this.....	1 - 2 - 3 - 4 - 5	
Requirements (conditions of admission) too high ....	1 - 2 - 3 - 4 - 5	

## 3. Second training phase

### 3.1 Is a practical training phase subsequent to your studies intended for your course of study (integral part of your training e.g. traineeship in a school, law firm etc. (Referendarat), internship in a church (Vikariat), work placement)?

No ..... ☐ 1 } continue with question 4.1

Yes, but I don't want to complete it ..... ☐ 2 }

Yes, but I haven't begun yet ..... ☐ 3 → continue with question 3.5

Yes, I have already begun ..... ☐ 4 } continue with question 3.2

Yes, I have already completed it ..... ☐ 5 }

Yes, but I discontinued it ..... ☐ 6 }

### 3.2 Did you experience waiting time?

Yes ..... ☐ 1

→ Please disclose the number of months:

No ..... ☐ 2

### 3.3 What experiences have you had (so far) during your training/internship?

	very good ones	very bad ones
Level of support .....	1 - 2 - 3 - 4 - 5	
Quality of academic support .....	1 - 2 - 3 - 4 - 5	
Organisation .....	1 - 2 - 3 - 4 - 5	
Learning and training opportunities .....	1 - 2 - 3 - 4 - 5	
Impartation of practical career knowledge and experience .....	1 - 2 - 3 - 4 - 5	
Relevance to the content of the first study phase.....	1 - 2 - 3 - 4 - 5	
Accordance between training goals and own personal goals .....	1 - 2 - 3 - 4 - 5	
Theoretical reflection on practice .....	1 - 2 - 3 - 4 - 5	
Recognition as a colleague .....	1 - 2 - 3 - 4 - 5	
Teaching of professional regulations and procedures.....	1 - 2 - 3 - 4 - 5	
Acceptance of clients, students, patients .....	1 - 2 - 3 - 4 - 5	

### 3.4 Based on your experience (so far), how do you assess the second phase of your training as a whole?

	very helpful	not at all helpful
In my opinion the second training phase is .....	1 - 2 - 3 - 4 - 5	

### 3.5 How do you assess the duration of the second training phase/the internship?

Too long ..... ☐ 1

Suitable ..... ☐ 2

Too short ..... ☐ 3

Totally unnecessary ..... ☐ 4



#### 4.1 In order to better understand the journey from school to career and other areas of life, we kindly ask you to enter the occupations you have had since completing your studies in the following calendar.

Please mark the month in which you achieved the final examination grade of your completed studies with an X and enter your occupations since completion of your studies until today in the calendar by using the listed code letters. If you had a number of occupations at the same time, you can list them one below the other. Please do not leave any time gaps.

##### Example:

In October 2008 you had your final exam (X). In November 2008 you did an internship (P), then you were unemployed (AL). From March 2009 until the survey date you had a non-self-employed job (possibly in various places) (A). Parallel to your employment (e.g. doctoral position) you have worked on your dissertation since June 2009 (D).

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
2008										X	P —	U —
2009	U —	—	W —	—	—	PhD —	—	—	—	—	—	—
2010	W —	—	—	—	—	—	—	—	—	—	—	—
	PhD —	—	—	—	—	—	—	—	—	—	—	—

##### Employment

- T** Traineeship in a school, law firm etc.  
(Referendariat), mandatory internship  
(Anerkennungspraktikum) etc.
- W** Contract for work, fee work
- TW** Temporary work
- SE** Self-employed paid work (without contract/fee work)
- NSE** Non-self-employed paid work  
(e.g. as employee or civil servant)

##### Other occupations

- PhD** PhD
- CS** Course of study
- I** Internship
- PL** Parental leave
- H** Housewife/Househusband
- U** Unemployment
- VT** Vocational training, re-training, traineeship (Volontariat)
- FT** Further training (full-time, long-term)
- SO** Other (e.g. military/ civilian service, holiday)

##### Your personal calendar:

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
2008												
2009												
2010												

#### 4.2 How would you describe your current occupation/situation?

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

#### 4.3 How do you perceive your future career prospects?

- very good      very bad
- regarding employment security ..... 1 – 2 – 3 – 4 – 5
- regarding your career development opportunities.... 1 – 2 – 3 – 4 – 5

#### 4.4 In your opinion, how easy or difficult is it to find a job that is suitable to your studies/your degree?

very easy
very difficult

I think it is ..... 1 – 2 – 3 – 4 – 5

#### 4.5 When did you begin to make serious efforts to find a position (also traineeship in school/law firm (Referendariat), internship in church, mandatory internship, etc.) for after your studies?

During exam time ..... ☐<sub>1</sub> } continue with question 4.6

During exam time ..... ☐<sub>2</sub> }

Before exam time ..... ☐<sub>3</sub> }

Not yet ..... ☐<sub>4</sub> } continue with question 4.8

I did not have to search, I already had a guaranteed position ..... ☐<sub>5</sub> }

#### 4.6 How many firms/institutions have you applied to? How many times were you invited to interviews and how many job offers have you received?

Number of applications:

Number of invitations to an interview:

Number of job offers received:

Does not apply since position was assigned ..... ☐

#### 4.7 What difficulties have you encountered during your job search so far (regardless of its success)? (multiple answers possible)

There are only relatively few positions in my field of study ..... ☐

Mostly, the demand is for graduates with another study focus ..... ☐

Often, another degree is demanded (e.g. university instead of university of applied sciences degree, graduate diploma instead of Bachelor) ..... ☐

Job vacancies did not meet my salary expectations ..... ☐

Job vacancies did not meet my expectations of working hours and/or conditions ..... ☐

The demand is primarily for candidates with professional experience ..... ☐

Job vacancies are too far away ..... ☐

Special skills are demanded which I don't have (e.g. IT skills, foreign languages ..... ☐

Job vacancies did not correspond to my expectations contentwise ..... ☐

Compatibility of family/relationship and career ..... ☐

Other problems, ..... ☐

↳ please specify: \_\_\_\_\_

I haven't had any problems so far ..... ☐

#### 4.8 Do you intend to become self-employed or work freelance?

Yes, I am already self-employed .. ☐<sub>1</sub> } continue with question 4.9

Yes, I am seriously considering it ☐<sub>2</sub> }

No, because it would be difficult at the moment ..... ☐<sub>3</sub> } continue with question

No, for me that's out of the question ..... ☐<sub>4</sub> }

#### 4.9 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) ..... ☐<sub>1</sub>

As a freelancer by founding of a business (e.g. a medical practice) ..... ☐<sub>2</sub>

Through acquisition of a firm ..... ☐<sub>3</sub>

Through founding of a firm ..... ☐<sub>4</sub>

Other self-employed (e.g. on the basis of contracts for work or fees) ..... ☐<sub>5</sub>

That is still unclear ..... ☐<sub>6</sub>

#### 4.10 Did you do an internship(s) after the first degree?

Yes ..... ☐<sub>1</sub> → continue with question 4.11

No ..... ☐<sub>2</sub> → continue with question 4.18

#### 4.11 How many internships did you do after graduating?

Number of internships:

#### 4.12 In the following, we would like to ask you to provide additional information about your internship(s) after your graduation.

How long did the internship(s) take, which economic sector does the company belong to and how high was the gross salary?

	Duration (in weeks)	Economic sector (see list on the last page of the questionnaire)	Salary (gross, €/month)
1st internship	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
2nd internship (if apl)	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
3rd internship (if apl)	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
4th internship (if apl)	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

#### 4.13 During the internship, were you offered an employment for the time after the internship?

Yes ..... ☐<sub>1</sub>

No ..... ☐<sub>2</sub>

#### 4.14 What motivated you to do an internship after graduating?

(multiple answers possible)

- My efforts to find work were unsuccessful ..... ☐
- I thought it would be easier to get a job position through an internship ..... ☐
- I wanted to become practically qualified in a specialised field ..... ☐
- I needed an internship certificate to begin another course of studies ..... ☐
- There was the prospect of being taken on ..... ☐
- I wanted to gather professional/practical experience ..... ☐
- Other, ..... ☐
- please specify: .....

#### 4.15 Please assess the following statements on your postgraduate internship(s).

- |  | strongly applies | does not apply at all |
|--|------------------|-----------------------|
| I was basically exploited .....                              | 1                | 2                     |
| On the whole, I didn't regret doing the internship(s) .....  | 3                | 4                     |
| The internship(s) opened the door to my desired career ..... | 5                |                       |
| The internship(s) helped me find a job .....                 | 1                | 2                     |

#### 4.16 How do you assess the internship(s) as a whole with respect to the following characteristics? (If it does not apply, please mark accordingly)?

- |   | very good | very bad | does not apply |
|---|-----------|----------|----------------|
| Quality of the internship plan .....              | 1         | 2        | 3              |
| Employer's adherence to the internship plan ..... | 4         | 5        | 6              |
| Amount of payment for the internship ....         | 1         | 2        | 3              |
| Standard of internship tasks .....                | 4         | 5        | 6              |
| Acceptance among colleagues .....                 | 1         | 2        | 3              |
| Educational aspect of the internship .....        | 4         | 5        | 6              |
| Quality of support during internship .....        | 1         | 2        | 3              |
| Usefulness for career .....                       | 4         | 5        | 6              |
| Orientation function for my career goal .....     | 1         | 2        | 3              |

#### 4.17 How did you finance your costs of living during your postgraduate internship(s)?

(multiple answers possible)

- Through internship salary ..... ☐
- Through temporary jobs ..... ☐
- Through support by parents ..... ☐
- Through other private support (e.g. partner) ..... ☐
- Through own capital, savings, loans ..... ☐
- Through the employment agency ..... ☐
- Through other means ..... ☐

#### 4.18 Have you been in some form of employment since your first graduation?

(jobs, traineeship in school/law firm (Referendariat), doctoral position, fee contract, trainee etc. also count as employment)

- Yes, I am currently employed ..... ☐ <sub>1</sub> → continue with quest. 5.1
- Yes, but not currently ..... ☐ <sub>2</sub> → continue with quest. 5.2
- No ..... ☐ <sub>3</sub> → continue with quest. 5.17

### 5. Start of your career after your studies

#### 5.1 Do you expect losing your job within the coming six months?

- |                   | in any case | in no case |
|-------------------|-------------|------------|
| I expect it ..... | 1           | 2          |

#### 5.2 Please provide information on your exact job title, areas of responsibility and typical work priorities in your current or - if you are not in employment at the moment - previous (main) occupation.

##### Exact job title:

(precise description, please; e.g. measurement technology engineer, personnel developer, educational social worker)

.....

##### Areas of responsibility:

.....

##### Typical work priorities:

.....

#### 5.3 To what extent did the following problems occur during your career start?

- |   | to a large extent | not at all |
|---|-------------------|------------|
| Hectic work pace, appointment pressure, work overload .....   | 1                 | 2          |
| Lack of transparency regarding company decision making processes .....                              | 3                 | 4          |
| I felt under-qualified .....  | 5                 | 6          |
| Lack of cooperation between colleagues .....  | 1                 | 2          |
| Difficulties with some work norms (e.g. regulated working times, clothing, company hierarchy) ..... | 3                 | 4          |
| Lacking opportunities to realise own professional goals .....                                       | 5                 | 6          |
| Problems with superiors .....   | 1                 | 2          |
| Problems with compatibility of career and family/partner .....                                      | 3                 | 4          |
| Little feedback on accomplished work .....  | 5                 | 6          |
| Sense of underchallenge .....   | 1                 | 2          |

#### 5.4 In the following we ask you to provide a description of your occupational activities since graduation.

Please mention all types of employment, i.e. traineeships in school/law firm (Referendariat) etc., time as a trainee etc., contracts for work, jobs and regular employment, including self-employment. Always use a new line if you have begun employment again after an interruption or if there have been changes with respect to the listed features of the occupation. If there is not enough space, please use a separate sheet for further responses.

Time period (month/year)	Type of Time period employment	Work hours (if applicable, according to work contract)	Professional position	Work location
from: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> until: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> still ongoing ..... <input type="radio"/>	<input type="text"/> See key below	<input type="radio"/> <sub>1</sub> Full-time with <input type="text"/> hours/week <input type="radio"/> <sub>2</sub> Part-time with <input type="text"/> hours/week <input type="radio"/> <sub>3</sub> No fixed work hours with approx. <input type="text"/> hours/week	<input type="text"/> See key below	Federal state or country (if abroad)  Location: <input type="text"/> (first 3 postcode digits) If postcode unknown, please indicate location:
from: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> until: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> still ongoing ..... <input type="radio"/>	<input type="text"/> See key below	<input type="radio"/> <sub>1</sub> Full-time with <input type="text"/> hours/week <input type="radio"/> <sub>2</sub> Part-time with <input type="text"/> hours/week <input type="radio"/> <sub>3</sub> No fixed work hours with approx. <input type="text"/> hours/week	<input type="text"/> See key below	Federal state or country (if abroad)  Location: <input type="text"/> (first 3 postcode digits) If postcode unknown, please indicate location:
from: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> until: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> still ongoing ..... <input type="radio"/>	<input type="text"/> See key below	<input type="radio"/> <sub>1</sub> Full-time with <input type="text"/> hours/week <input type="radio"/> <sub>2</sub> Part-time with <input type="text"/> hours/week <input type="radio"/> <sub>3</sub> No fixed work hours with approx. <input type="text"/> hours/week	<input type="text"/> See key below	Federal state or country (if abroad)  Location: <input type="text"/> (first 3 postcode digits) If postcode unknown, please indicate location:
from: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> until: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> still ongoing ..... <input type="radio"/>	<input type="text"/> See key below	<input type="radio"/> <sub>1</sub> Full-time with <input type="text"/> hours/week <input type="radio"/> <sub>2</sub> Part-time with <input type="text"/> hours/week <input type="radio"/> <sub>3</sub> No fixed work hours with approx. <input type="text"/> hours/week	<input type="text"/> See key below	Federal state or country (if abroad)  Location: <input type="text"/> (first 3 postcode digits) If postcode unknown, please indicate location:
from: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> until: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> still ongoing ..... <input type="radio"/>	<input type="text"/> See key below	<input type="radio"/> <sub>1</sub> Full-time with <input type="text"/> hours/week <input type="radio"/> <sub>2</sub> Part-time with <input type="text"/> hours/week <input type="radio"/> <sub>3</sub> No fixed work hours with approx. <input type="text"/> hours/week	<input type="text"/> See key below	Federal state or country (if abroad)  Location: <input type="text"/> (first 3 postcode digits) If postcode unknown, please indicate location:
from: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> until: <input type="text"/> / <input type="text"/> 20 <input type="text"/> <input type="text"/> still ongoing ..... <input type="radio"/>	<input type="text"/> See key below	<input type="radio"/> <sub>1</sub> Full-time with <input type="text"/> hours/week <input type="radio"/> <sub>2</sub> Part-time with <input type="text"/> hours/week <input type="radio"/> <sub>3</sub> No fixed work hours with approx. <input type="text"/> hours/week	<input type="text"/> See key below	Federal state or country (if abroad)  Location: <input type="text"/> (first 3 postcode digits) If postcode unknown, please indicate location:

#### Type of employment

- 1 = Unlimited
- 2 = temporary (fixed-term contract)
- 3 = temporarily financed through ABM  
(job creation scheme) or the like
- 4 = apprenticeship/training contract  
(e.g. traineeship in school/law firm (Referendariat))
- 5 = Fee contract/contract for work
- 6 = Self-employed/freelance
- 7 = Other

#### Professional position

- 01 = executive employee (e.g. head of department, authorised officer, director)
- 02 = scientifically qualified employee with **middle** management function  
(e.g. project or 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
- 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 note:** In the following we ask for responses on your first position after your graduation and - if you have changed jobs - on your current or last position. Please relate your responses to the first and last occupations listed in question 5.4.

### 5.5 How did you find your first and current job respectively? (multiple answers possible)

	first position	current position
By application for a job posting .....	<input type="radio"/>	<input type="radio"/>
By application "on spec" .....	<input type="radio"/>	<input type="radio"/>
Over the internet .....	<input type="radio"/>	<input type="radio"/>
The employer approached me .....	<input type="radio"/>	<input type="radio"/>
I have created the position myself .....	<input type="radio"/>	<input type="radio"/>
I already had this position before the end of my studies .....	<input type="radio"/>	<input type="radio"/>
Through parents, friends .....	<input type="radio"/>	<input type="radio"/>
Through a tip from fellow students .....	<input type="radio"/>	<input type="radio"/>
Entry into (medical) practice, company belonging to my parents .....	<input type="radio"/>	<input type="radio"/>
Entry into (medical) practice, company belonging to friends, acquaintances .....	<input type="radio"/>	<input type="radio"/>
Founding of a company/self-employment .....	<input type="radio"/>	<input type="radio"/>
Through voluntary commitment in an initiative .....	<input type="radio"/>	<input type="radio"/>
Through a university teacher .....	<input type="radio"/>	<input type="radio"/>
Through the university (e.g. careers service) .....	<input type="radio"/>	<input type="radio"/>
Through the employment agency .....	<input type="radio"/>	<input type="radio"/>
Through contacts at trade fairs, networking forums etc. ....	<input type="radio"/>	<input type="radio"/>
Through a job during my studies .....	<input type="radio"/>	<input type="radio"/>
Through existing contacts from an internship/exam .....	<input type="radio"/>	<input type="radio"/>
Through an apprenticeship/occupation before my studies .....	<input type="radio"/>	<input type="radio"/>
By being taken on by previous employer .....	<input type="radio"/>	<input type="radio"/>
The position was assigned to me .....	<input type="radio"/>	<input type="radio"/>
Other, please specify .....		
first position:	<input type="radio"/>	<input type="radio"/>
current position:	<input type="radio"/>	<input type="radio"/>

### 5.6 Do you work in the public sector or have an employment contract adjusted to the public sector pay scale?

	first position	current position
Yes .....	<input type="radio"/>	<input type="radio"/>
No .....	<input type="radio"/>	<input type="radio"/>

### 5.7 Were you employed as a temporary worker in salary?

Yes ..... ☐ 1

No ..... ☐ 2

### 5.8 Which of the following measures were offered to you in the course of your employment? (multiple answers possible)

	first position	current position
Mentor, coach or the like .....	<input type="radio"/>	<input type="radio"/>
Structured induction programme .....	<input type="radio"/>	<input type="radio"/>
Individual development programme .....	<input type="radio"/>	<input type="radio"/>
Transparent career development programme .....	<input type="radio"/>	<input type="radio"/>
Job rotation programme .....	<input type="radio"/>	<input type="radio"/>
Access to advanced training .....	<input type="radio"/>	<input type="radio"/>
Opportunity to get a leave of absence to obtain further degrees .....	<input type="radio"/>	<input type="radio"/>
Other, please specify: .....	<input type="radio"/>	<input type="radio"/>
first position: .....		
current position: .....		
None of these measures .....	<input type="radio"/>	<input type="radio"/>

### 5.9 To which of the following company sizes does your company/office belong?

	first position	current position
Over 1,000 employees .....	<input type="radio"/>	<input type="radio"/> 1
Over 500 to 1,000 employees .....	<input type="radio"/>	<input type="radio"/> 2
Over 100 to 500 employees .....	<input type="radio"/>	<input type="radio"/> 3
Over 20 to 100 employees .....	<input type="radio"/>	<input type="radio"/> 4
Over 5 to 20 employees .....	<input type="radio"/>	<input type="radio"/> 5
Less than 5 employees .....	<input type="radio"/>	<input type="radio"/> 6
Freelance, without employees .....	<input type="radio"/>	<input type="radio"/> 7
Other, please specify: .....	<input type="radio"/>	<input type="radio"/> 8
first position: .....		
current position: .....		

### 5.10 Which economic sector does the business or establishment you work in specialise in?

	first position	current position
Please enter code from list (see last page of the questionnaire):	<input type="text"/>	<input type="text"/>

Other, not listed:

first position: .....

current position: .....

### 5.11 How high is your current or last gross monthly

first position:  €/month

last position:  €/month

## 5.12 How high is your current or last net monthly income?

first position:      €/month  
 last position:      €/month

## 5.13 Which additional (gross) salary elements do you receive? (multiple answers possible)

	first position	current position
Fixed salary components (e.g. Christmas bonus, holiday pay, 13th month's salary, shift bonus) .....	<input type="radio"/>	<input type="radio"/>
first position: approx <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> €/year		
current position: approx <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> €/year		
Variable salary components (e.g. performance bonus) .....	<input type="radio"/>	<input type="radio"/>
first position: ca. <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> €/Jahr		
current position: ca. <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> €/Jahr		

Other salary components, please specify:

first position:   
 current position:

None ☐ ☐

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

## 5.14 Would you say that your higher education qualification matches your job?

	first position	current position
	yes, definitely	no, not at all
With respect to job position .....	1-2-3-4-5	1-2-3-4-5
With respect to level of work tasks.....	1-2-3-4-5	1-2-3-4-5
With respect to academic qualification (field of study).....	1-2-3-4-5	1-2-3-4-5

## 5.15 Do you work in a position in which ...

	first position	current position
a university degree is essential (e.g. doctor, pharmacologist, teacher)? .....	<input type="radio"/> 1	<input type="radio"/>
a university degree is the general rule? .....	<input type="radio"/> 2	<input type="radio"/>
a university degree is not the general rule, but an advantage? .....	<input type="radio"/> 3	<input type="radio"/>
a university degree is irrelevant?.....	<input type="radio"/> 4	<input type="radio"/>

## 5.16 How satisfied are you with your occupation?

	to a great extent	not at all
Job tasks .....	1-2-3-4-5	
Job position .....	1-2-3-4-5	
Earnings/income .....	1-2-3-4-5	
Work conditions .....	1-2-3-4-5	
Opportunities for career advancement .....	1-2-3-4-5	
Opportunities for further training .....	1-2-3-4-5	
Work/life balance .....	1-2-3-4-5	
Job security .....	1-2-3-4-5	
Appropriateness of qualification .....	1-2-3-4-5	
Provision of work materials .....	1-2-3-4-5	
Opportunities to introduce own ideas .....	1-2-3-4-5	
Work atmosphere .....	1-2-3-4-5	
Family friendliness .....	1-2-3-4-5	

## 5.17 How satisfied are you on the whole

	to a great extent	not at all
with your job situation? .....	1-2-3-4-5	
with your life situation in general? .....	1-2-3-4-5	

## 5.18 From today's perspective, which choices would you make with regard to your professional career?

	definitely	under no circumstances
I would acquire my higher education entrance qualification again .....	1-2-3-4-5	
Begin with employment immediately after my high school graduation (Abitur)/advanced technical college certificate (Fachhochschulreife) ...	1-2-3-4-5	
Begin with employment after vocational training without entering higher education .....	1-2-3-4-5	
Study again .....	1-2-3-4-5	
Only study after vocational training .....	1-2-3-4-5	
Study the same subject again .....	1-2-3-4-5	
Select the same type of university (e.g. university of applied sciences, university) .....	1-2-3-4-5	
Obtain the same degree (e.g. graduate diploma university of applied sciences (FH-Diplom), bachelor's degree etc.) .....	1-2-3-4-5	
Study at the same university .....	1-2-3-4-5	
Choose the same occupation again .....	1-2-3-4-5	

### 5.19 How important are the following work and life goals to you?

	very important	very important
To give an above-average performance professionally	1	2-3-4-5
To make full use of my capabilities	1	2-3-4-5
To take on a management role	1	2-3-4-5
Earn recognition in my profession	1	2-3-4-5
To stand up for other people	1	2-3-4-5
To be politically active	1	2-3-4-5
To earn well	1	2-3-4-5
To commit myself to the family	1	2-3-4-5
To enjoy life	1	2-3-4-5
To pursue an interesting career	1	2-3-4-5
Have good work conditions	1	2-3-4-5
Have enough time for myself and for my interests	1	2-3-4-5
Have a secure workplace	1	2-3-4-5
Compatibility of family and career	1	2-3-4-5
To continually educate myself further	1	2-3-4-5

## 6. Questions on the surveyed person

### 6.1 Which higher education entrance qualification did you begin your (first) degree with?

General higher education entrance qualification ☐ 1

Subject-related higher education entrance qualification ☐ 2

Advanced technical college certificate (Fachhochschulreife) ☐ 3

Foreign entrance qualification ☐ 4

Other, ☐ 5

↳ please specify: \_\_\_\_\_

### 6.2 How did you attain your higher education entrance qualification?

Grammar school/High school (Gymnasium) ☐ 1

Specialised grammar school (Fachgymnasium) ☐ 2

Comprehensive school ☐ 3

Evening classes, college ☐ 4

Technical secondary school ☐ 5

Other vocational school ☐ 6

Other course of education, ☐ 7

↳ please specify: \_\_\_\_\_

### 6.3 When did you attain your higher education entrance qualification?

in the year

### 6.4 Which final grade did you achieve?

Average grade of your graduate diploma:

### 6.5 Where and in which federal state or country did you gain your higher education entrance qualification?

Federal state/country: \_\_\_\_\_

Location (first 3 postcode digits):

If postcode is unknown, please indicate location: \_\_\_\_\_

### 6.6 Did you complete a vocational training before beginning your (first) course of study?

Yes, before/whilst obtaining the higher education entrance .... ☐ 1

Yes, after obtaining the higher education entrance qualification ☐ 2

No ☐ 3

If yes,

... which vocational training did you complete?

(please enter exact job title)

... please indicate year of graduation:

   

### 6.7 Were you employed before your studies? (excluding vocational training, military/civilian service, voluntary social year, etc.)

Yes ☐ 1

↳ Please indicate number of months:

No ☐ 2

### 6.8 Your gender?

Male ☐ 1

Female ☐ 2

### 6.9 In which year were you born?

in the year 19

### 6.10 Which nationality do you have? (In case of dual citizenship please mark both categories with a cross.)

German citizenship ☐ 1

Other citizenship, ☐ 2

↳ please specify: \_\_\_\_\_

### 6.11 Were you born in Germany?

Yes ☐ 1

No, I was born in \_\_\_\_\_ ☐ 2

..... and came to Germany in the year

### 6.12 Did your parents immigrate to Germany? (multiple answers possible)

No ☐

Yes, my father ☐

Yes, my mother ☐