Employer Feedback Survey

Classes of 2001, 2002, 2003 & 2004, 1 1/2 Years After Graduation

Program Profile
MS Human Factors and Systems

Prepared by:

Kimberly Brantley
Office of Institutional Research
June 2007

This Program Profile contains Employer Feedback Survey results for this degree program only, for the Classes of 2001, 2002, 2003 & 2004. Almost every question from the instrument is included. Some of the skill verbiage required abbreviation in order to fit in the tables; please refer to the survey instrument if clarification is needed. Employer comments for 'strengths' and 'weaknesses' of the degree program have been included.

In an effort to correct for disproportionate response rates and adjust the respondent profile so that it was representative of the target population, the data were weighted by gender, campus, program, and year of graduation. Percentages in the data tables represent the weighted result (the number of respondents has been left unweighted, however). Please use caution when interpreting results for programs with a small number of respondents; results based on very few respondents may not be representative. Programs for which there were fewer than three respondents are excluded.

**Number of Respondents
By Campus and Year of Graduation.**

	MS Human Factors & Systems		
	2003	2004	All Years
Daytona Beach	3	1	4

**Graduate's length of time at present position
(as reported by the graduate on the preceding Alumni Survey)
By Campus
All Years Combined**

	Unwtd # of Respondents	Less than 1 year	3-5 years
		Wtd Row %	Wtd Row %
Daytona Beach	4	70.5%	29.5%

Response options: 'Less than 1 year', '1-2 years', '3-5 years', 'More than 5 years'.

**Best description of graduate's field of work
(as reported by the graduate on the preceding Alumni Survey)
By Campus
All Years Combined**

		Daytona Beach
Unwtd # of Respondents		4
Aerospace	Wtd Col %	27.5%
Education	Wtd Col %	15.5%
Flight training	Wtd Col %	29.5%
Military	Wtd Col %	27.5%

**Relationship of graduate's job to his/her field of study
at ERAU
(as reported by the graduate on the preceding Alumni Survey)
By Campus
All Years Combined**

	Unwtd # of Respondents	Closely related	Somewhat related
		Wtd Col %	Wtd Col %
Daytona Beach	4	84.5%	15.5%

Response options: 'Closely related', 'Somewhat related'. Graduates who responded 'Not related' on their Alumni Survey were excluded from consideration for the Employer Feedback Survey.

Source: Institutional Research, June 2007

**Approximately how many ERAU graduates do you know
professionally?
By Campus
All Years Combined**

	Unwtd # of Respondents	Number of ERAU Graduates Know Professionally		
		6-10	11-50	Over 50
		Wtd Row %	Wtd Row %	Wtd Row %
Daytona Beach	4	55.1%	15.5%	29.5%

Response options: '1', '2-5','6-10','11-50','Over 50'.

**How many ERAU graduates do you currently
supervise?
By Campus
All Years Combined**

	Unwtd # of Respondents	Number of ERAU Graduates Currently Supervise	
		2-5	Over 20
		Wtd Row %	Wtd Row %
Daytona Beach	4	70.5%	29.5%

Response options: '1', '2-5','6-10','11-50','Over 50'.

**Did you graduate from ERAU?
By Campus
All Years Combined**

	Unwtd # of Respondents	Supervisors Who Are Also ERAU Graduates	
		Yes	No
		Wtd Row %	Wtd Row %
Daytona Beach	4	29.5%	70.5%

Response options: 'Yes', 'No'.

**What is your level of involvement in the hiring of new
workers?
By Campus
All Years Combined**

	Unwtd # of Respondents	Hiring involvemnet level	
		Make Final Deciaiton	Provide Input
		Wtd Row %	Wtd Row %
Daytona Beach	4	15.5%	84.5%

Response options: 'Make Final Decision', 'Provide Input',
'No Involvement'.

What is your preference for hiring graduates?
By Campus
All Years Combined

	Unwtd # of Respondents	Preference for Hiring Graduates	
		Strong Preference for ERAU Graduates	Some Preference for ERAU Graduates
		Wtd Row %	Wtd Row %
Daytona Beach	4	29.5%	70.5%

Response options: 'Strong preference for other graduates',
'Some preference for other graduates', 'No preference',
'Some preference for ERAU graduates', 'Strong preference
for ERAU graduates'.

What preference do you have for multi-lingual
candidates?
By Campus
All Years Combined

	Unwtd # of Respondents	Preference for multi-lingual candidates	
		Some Preference	No Preference
		Wtd Row %	Wtd Row %
Daytona Beach	4	29.5%	70.5%

New question as of the Class of 2003 survey.
Response options: 'Strong Preference', 'Some Preference',
No Preference'.

How important do you consider global awareness and international
experience for new employees?
By Campus
All Years Combined

	Unwtd # of Respondents	Importance of global awareness and international experience		
		Very Important	Somewhat Important	Not Important
		Wtd Row %	Wtd Row %	Wtd Row %
Daytona Beach	4	29.5%	55.1%	15.5%

New question as of the Class of 2003 survey.
Response options: 'Very Important', 'Somewhat Important', 'Not Important'.

What changes do you anticipate in your organization's need for aviation and aerospace professionals in the near future?
By Campus
All Years Combined

	Unwtd # of Respondents	Anticipated changes to organization's need for av/aero professionals
		Increased Need
		Wtd Row %
Daytona Beach	4	100.0%

New question as of the Class of 2002 survey.
Response options: 'Increased Need', 'No Changes', 'Decreased Need'.

The education of the graduate meets our company's needs
By Campus
All Years Combined

	Unwtd # of Respondents	Education of ERAU Graduate Meets Company's Needs	
		Strongly Agree	Agree
		Wtd Row %	Wtd Row %
Daytona Beach	4	84.5%	15.5%

Response options: 'Strongly Disagree', 'Disagree', 'Neutral', 'Agree', 'Strongly Agree'.

He/she is a valuable employee
By Campus
All Years Combined

	Unwtd # of Respondents	Graduate is a Valuable Employee	
		Strongly Agree	Agree
		Wtd Row %	Wtd Row %
Daytona Beach	4	84.5%	15.5%

Response options: 'Strongly Disagree', 'Disagree', 'Neutral', 'Agree', 'Strongly Agree'.

He/she is a good candidate for promotion
By Campus
All Years Combined

	Unwtd # of Respondents	Graduate is a Good Candidate for Promotion	
		Strongly Agree	Agree
		Wtd Row %	Wtd Row %
Daytona Beach	4	55.1%	44.9%

Response options: 'Strongly Disagree', 'Disagree', 'Neutral', 'Agree', 'Strongly Agree'.

Compared to graduates from other institutions, his/her knowledge and skill level is:
By Campus
All Years Combined

	Unwtd # of Respondents	Skill Level of ERAU Graduate Compared to Graduates From Other Institutions
		Somewhat Higher
		Wtd Row %
Daytona Beach	4	100.0%

ERAU General Skills Usefulness on the Job and Competence of Graduates
All Years Combined

Daytona Beach

	MS Human Factors & Systems											
	HF Track											
	Employer's Usefulness of Skill on the Job				Competence of this ERAU Graduate					Competence of Graduates from Other Institutions		
	Unwtd # of Respond ents	Very Useful	Somew hat Useful	Not Useful	Unwtd # of Respond ents	Excellent	Good	Average	Poor	Unwtd # of Respon dents	Good	Average	Poor
		Wtd Row %	Wtd Row %	Wtd Row %		Wtd Row %	Wtd Row %	Wtd Row %	Wtd Row %		Wtd Row %	Wtd Row %	Wtd Row %
Quantitative/mathematics	4	15.5%	84.5%	.0%	4	.0%	44.9%	55.1%	.0%	4	44.9%	55.1%	.0%
Basic PC software (word processing, spreadsheets, etc.)	4	100.0%	.0%	.0%	4	15.5%	55.1%	29.5%	.0%	4	70.5%	29.5%	.0%
Writing skills (non-technical)	4	100.0%	.0%	.0%	4	.0%	15.5%	84.5%	.0%	4	15.5%	55.1%	29.5%
Technical writing	4	100.0%	.0%	.0%	4	.0%	15.5%	29.5%	55.1%	4	15.5%	55.1%	29.5%
Speaking before an audience	4	15.5%	84.5%	.0%	4	29.5%	15.5%	55.1%	.0%	4	.0%	100.0%	.0%
Listening skills	1	100.0%	.0%	.0%	1	100.0%	.0%	.0%	.0%	1	.0%	100.0%	.0%
Applied research (information gathering and analysis)	4	70.5%	29.5%	.0%	4	15.5%	84.5%	.0%	.0%	4	.0%	100.0%	.0%
Critical thinking	4	100.0%	.0%	.0%	4	.0%	100.0%	.0%	.0%	4	.0%	100.0%	.0%
Independent work	4	44.9%	55.1%	.0%	4	.0%	100.0%	.0%	.0%	4	.0%	100.0%	.0%
Planning, scheduling, and carrying out projects	4	44.9%	55.1%	.0%	4	.0%	15.5%	84.5%	.0%	4	.0%	100.0%	.0%
Defining and solving problems	4	100.0%	.0%	.0%	4	.0%	70.5%	29.5%	.0%	4	.0%	100.0%	.0%
Working in groups/teams	4	55.1%	44.9%	.0%	4	55.1%	44.9%	.0%	.0%	4	.0%	100.0%	.0%
Leading/guiding others	4	29.5%	70.5%	.0%	4	.0%	44.9%	55.1%	.0%	4	.0%	100.0%	.0%
Responsible actions and decision making	4	100.0%	.0%	.0%	4	.0%	100.0%	.0%	.0%	4	15.5%	84.5%	.0%
Ability to adapt to change	1	100.0%	.0%	.0%	1	.0%	100.0%	.0%	.0%	1	.0%	100.0%	.0%
Understanding other people and other points of view	4	100.0%	.0%	.0%	4	.0%	100.0%	.0%	.0%	4	15.5%	84.5%	.0%
Environmental awareness	4	.0%	84.5%	15.5%	3	.0%	34.9%	65.1%	.0%	3	.0%	100.0%	.0%
Political and economic awareness	4	.0%	84.5%	15.5%	3	.0%	34.9%	65.1%	.0%	3	.0%	.0%	100.0%
Knowledge of political/physical geography	4	29.5%	.0%	70.5%	1	.0%	100.0%	.0%	.0%	1	.0%	.0%	100.0%

ERAU Preparation response options for the Class of 2003 and 2004 survey: 1='Excellent', 2='Good', 3='Average', 4='Poor', 5='Very Poor'.
Competence response options for the Class of 2001 and 2002 survey: 1='Very Good', 2='Good',3='Average', 4='Poor', 5='Very Poor'.
Usefulness response options: 1='Very Useful', 2='Somewhat Useful', 3='Not Useful'

Source: Institutional Research, June 2007

ERAU Degree Specific Skills Usefulness on the Job and Competence of Graduates
All Years Combined

Daytona Beach

	MS Human Factors & Systems									
	HF Track									
		Usefulness of skill on the Job				Competence of this ERAU Graduate				Competence of other Graduates
	Unwtd # of Respondents	(1) Very Useful Wtd Row %	(2) Somewhat Useful Wtd Row %	(3) Not Useful Wtd Row %	Unwtd # of Respondents	(1) Very Good Wtd Row %	(2) Good Wtd Row %	(3) Average Wtd Row %	Unwtd # of Respondents	(3) Average Wtd Row %
(A) Ability to identify hf problems	4	84.5%	.0%	15.5%	3	65.1%	34.9%	.0%	3	100.0%
(B) Knowledge of general systems concepts	4	29.5%	55.1%	15.5%	3	.0%	100.0%	.0%	3	100.0%
(C) Apply knowledge of perception/cognition/memory problems	4	84.5%	15.5%	.0%	4	.0%	100.0%	.0%	4	100.0%
(D) Understand/ability to apply stats/quant tech	4	44.9%	55.1%	.0%	4	.0%	100.0%	.0%	4	100.0%
(E) Understand/ability to apply strategies in a research plan	4	15.5%	84.5%	.0%	4	.0%	44.9%	55.1%	4	100.0%

ERAU Preparation response options for the Class of 2003 and 2004 survey: 1='Excellent', 2='Good', 3='Average', 4='Poor', 5='Very Poor'.

Competence response options for the Class of 2001 and 2002 survey: 1='Very Good', 2='Good',3='Average', 4='Poor', 5='Very Poor'.

Usefulness response options: 1='Very Useful', 2='Somewhat Useful', 3='Not Useful'

Source: Institutional Research, June 2007

Comments from the question "Considering this ERAU graduate, what strengths do you perceive in his/her degree program?" - Daytona Beach

Class of 2003
-Good grasp of Human Factors & issues.
-Not afraid to step up and interact in groups - even as a new hire.

Class of 2004
Very Detailed, Articulate

Comments from the question "Considering this ERAU graduate, what weaknesses do you perceive in his/her degree program?" - Daytona Beach

Class of 2003
-Technical Writing.

Class of 2004
Real world understanding