LABOUR MARKET STUDY 2016;CASE STUDY OF LIAISON OFFICE PIRAEUS UNIVERSITY OF APPLIED SCIENCES

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PURPOSES OF THE PRESENTATION (1)

- To present the research methodology of the labour market study.
- To present the labour market study results.

GOALS OF THE LABOUR MARKET STUDY

- **To capture the current situation in the Greek Labour Market regarding the specialties of PUAS.**
- **To examine the evolution by sector, the employers' requirements from PUAS graduates, the absorption records of graduates per profession.**

Objectives and Contribution
The population of the survey
The Research Methodology
The questionnaire structure
Analysis and Results

Objectives and Contribution:

- The findings also will be deposited to PUAS so as to utilize appropriately for the revision process of the undergraduate program study curriculum if needed.
- Furthermore, the study's findings contribute to the optimization processes of services that the Liaison Office applies to cover any deficiencies and to better meet the needs of the beneficiaries.

- **Research population-**the companies that has several times collaborated with Liaison Office of PUAS either to fill vacant positions with qualified employees of the various departments or for participation in events etc.
- **Quantitave Research**
- **Qualitative Insights**
- **Random sampling**
- "Google doc" structured **questionnaire** answered on line.

QUESTIONNAIRE STRUCTURE:

Company Identity
Personnel Selection Information
Working Conditions
Perceptions

COMPANY IDENTITY

When was the enterprise founded

Up to six months ago	1	1,4%
6 months to 1 year	2	2,7%
1 year to 2 years	2	2,7%
2 to 5 years	3	4,1%
5 to 10 years	8	10,8%
More than 10 years	58	78,4%

Country where the company is registered :

Greece	72	97,3%
Abroad	2	2,7%

Type of Business:

- Traditional 71 95,9%
- Web-based 3 4,1%

Enterprise Ownership Type:

Individual Enterprise	13	17,6%
Corporate Enterprise	6	8,1%
General Partnership	5	6,8%
Limited Partnership	16	21,6%
Limited Liability	17	23%
Recreation Shipping Company	0	0%
Anonymous Commercial & Industrial Company	14	18,9%
Multinational Subsidiary	1	1,4%
Independent Enterprise	0	0%
Member of a Group	2	2,7%

a. Number of workers:

- Up to 5 16 21,6%
- 5 to 10 14 18,9%
- 10 to 20 17 23%
- 20 to 50 7 9,5%
- 50 to 75 4 5,4%
- More than 75 16 21,6%

b. Number of disabled workers:

- Up to 5 44 93,6%
- 5 to 10 1 2,1%
- 10 to 20 2 4,3%

Enterprise Field of activity:

- IT & Computer Retail 15 20,3%
- Business Consultants & Insurance Services 8 10,8%
- Trade & Agencies 7 9,5%
- Telecommunications 3 4,1%
- Industries 5 6,8%
- Manufacturers 3 4,1%
- Finance & Banking 0 0%
- Construction 14 18,9%
- Accounting Offices 4 5,4%
- Publishing & Media 0 0%
- Tourist Services 2 2,7%
- Other 13 17,6%

Enterprise Country field:

- **Abroad 0 0%**
- **Greece 41 55,4%**
- **Greece & Abroad 33 44,6%**

Which of the services of the Liaison Office have you used?

- **Educational Information (Information on Masters, etc.) 10 13,5%**
- **Announcements of Internships / Work positions in Greece 64 86,5%**
- **Announcements of Internships / Work positions Abroad 2 2,7%**
- **Participation in events (Career Days, Workshop Labour Market etc) 11 14,9%**
- **Other 7 9,5%**

PERSONNEL SELECTION INFORMATION

Who decides to create new work positions?

- Company Director 36 48,6%
- Board 23 31,1%
- Director of Human Resources 15 20,3%

Does the nature of your business activities require qualified employees?

- Minimum 0 0%
- Little 2 2,7%
- Moderately 14 18,9%
- Very 27 36,5%
- Greatly 31 41,9%

a. Identify the specialization your executives need to have at this stage

- **Automation Engineer 26 35,1%**
- **Business Administration 37 50%**
- **Electrical Engineer 24 32,4%**
- **Electronic Engineer 15 20,3%**
- **Computer Systems Engineer 29 39,2%**
- **Textile Engineer 3 4,1%**
- **Accounting 34 45,9%**
- **Mechanical Engineer 25 33,8%**
- **Civil Engineer 7 9,5%**

Would you recruit disabled people on any of these work positions ?

Yes	39	52,7%
No	12	16,2%
Refuse to answer	23	31,1%

How hard is it to find the executives you need in today's market?

Very Easily	4	5,4%
Easily	9	12,2%
Medium	28	37,8%
Difficult	19	25,7%
Very Difficult	14	18,9%

How do you search for new executives for your enterprise in Greece?

Liaison Offices	**59**	**79,7%**
Employment Agency	**19**	**25,7%**
Advertisements in print	**30**	**40,5%**
Through clubs	**7**	**9,5%**
Advertisements on the internet	**59**	**79,7%**
Competitions	**1**	**1,4%**
Friendly Environment	**38**	**51,4%**
Other	**10**	**13,5%**

How do you search for new executives for your enterprise abroad?

Through:

The PUAS Career Office	14	18,9%
mobility programs (Erasmus, Leonardo, Socrates , etc.)	3	4,1%
AIESEC internships	1	1,4%
EURES	5	6,8%
advertisements / via internet	32	43,2%
my friend or family environment	6	8,1%
European or international contest	2	2,7%
another competition	0	0%
private employment agencies	13	17,6%
Other process	20	27%

Which of the following candidate qualifications is more important in order to recruit? (1)

- Degree

Not at all	16	21,6%
Little	15	20,3%
Medium	30	40,5%
A lot	12	16,2%
Too much	1	1,4%

- Specialized knowledge

Not at all	0	0%
Little	1	1,4%
Medium	5	6,8%
A lot	42	56,8%
Too much	26	35,1%

- Masters

Not at all	14	18,9%
Little	12	16,2%
Medium	29	39,2%
A lot	16	21,6%
Too much	3	4,1%

- Professional Experience

Not at all	2	2,7%
Little	7	9,5%
Medium1	15	20,3%
A lot	28	37,8%
Too much	22	29,7 %

Which of the following candidate qualifications is more important in order to recruit? (2)

- Sex

Not at all	39	52,7%
Little	14	18,9%
Medium	10	13,5%
A lot	9	12,2%
Too much	2	2,7%

- Age

Not at all	11	14,9%
Little	16	21,6%
Medium	29	39,2%
A lot	12	16,2%
Too much	6	8,1%

- Recommendations

Not at all	4	5,4%
Little	5	6,8%
Medium	26	35,1%
A lot	30	40,5%
Too much	9	12,2%

- PhDs

Not at all	35	47,3%
Little	20	27%
Medium1	13	17,6%
A lot	6	8,1%
Too much	0	0 %

- Other

Not at all	52,7%
Little	9,5%
Medium	20,3%
A lot	9,5%
Too much	8,1%

Do you use human resources management enterprises?

- No 30 40,5%
- Rarely 21 28,4%
- Often 14 18,9%
- Very Often 6 8,1%
- Regularly 3 4,1%

Do you think that tertiary institutions produce graduates trained properly for the needs of your enterprise ?

- Minimum 4 5,4%
- Little 13 17,6%
- Moderately 38 51,4%
- Very 14 18,9%
- Great 5 6,8%

If you believe that graduates of Higher Education have moderate or lower training please specify what you think can be the cause:

◦ Lack of basic infrastructure in the institutions	27	36,5%
◦ Teaching theoretical classes without practice	56	75,7%
◦ Absence of specialized courses	26	35,1%
◦ Incomplete knowledge of teaching staff	13	17,6%
◦ Low educational level students	14	18,9%
◦ Outdated teaching methods	30	40,5%
◦ Other	12	16,2%

How do you choose the specialization required for each job?

◦ **Required by Legislation**	**10**	**13,5%**
◦ **According to job specification**	**65**	**87,8%**
◦ **It has been suggested by consultants**	**3**	**4,1%**
◦ **Due to previous experience**	**29**	**39,2%**
◦ **Other**	**0**	**0%**

Which of the following specializations of PUAS could you potentially employ in your enterprise?

◦ Automation Engineer	28	37,3%
◦ Business Administration	37	50%
◦ Electrical Engineer	25	33,3%
◦ Electronic Engineer	24	32%
◦ Computer Systems Engineer	39	52%
◦ Textile Engineer	3	4%
◦ Accounting	37	49,3%
◦ Mechanical Engineer	27	36%
◦ Civil Engineer	11	14,7%

WORKING CONDITIONS

Do you have a written manual specifying the responsibilities connected with every job specialty?

Yes	50	67,6%
No	13	17,6%
No answer	11	14,9%

Do the duties of each position correspond to the degree of the worker ?

No	1	1,4%
Little	1	1,4%
Fair	9	12,2%
Very	46	62,2%
Great	17	23%

Under what kind of contract are the employees of these disciplines recruited ?

Fixed-term contract	19	25,7%
Permanent contract	68	91,9%
Project Contract / Freelance	15	20,3%
Seasonal work	4	5,4%
Part-time	3	4,1%

Are there specific working hours / shifts for all employees of your Enterprise?

Automation Engineer	Yes	33	86,8%
	No	5	13,2%
Electrical Engineer	Yes	27	81,8%
	No	6	18,2%
Electronic Engineer	Yes	25	80,6%
	No	9	19,4%
Textile Engineer	Yes	11	61,1%
	No	7	38,9%
Computer Systems Engineer	Yes	33	82,5%
	No	7	17,5%
Mechanical Engineer	Yes	28	84,8%
	No	5	15,2%
Civil Engineer	Yes	16	69,6%
	No	7	30,4%

Are there specific working hours / shifts for all employees of your Enterprise?

Business Administration	Yes	43	93,5%
	No	3	6,5%
Accounting	Yes	39	92,9%
	No	3	7,1%

Place and manner of work :

Automation Engineer

Office work	12	38,7%
Continuous presence in the field	10	32,3%
Out of Office	8	25,8%
Using special programs and / or PC	0	0%
Other	1	3,2%

Electrical Engineer

Office work	7	25,9%
Continuous presence in the field	7	25,9%
Out of Office	9	33,3%
Using special programs and / or PC	1	3,7%
Other	3	11,1%

Electronic Engineer

Office work	9	36%
Continuous presence in the field	7	28%
Out of Office	6	24%
Using special programs and / or PC	1	4%
Other	2	8%

Computer Systems Engineer

Office work	18	50%
Continuous presence in the field	3	8,3%
Out of Office	5	13,9%
Using special programs and / or PC	8	22,2%
Other	2	5,6%

Textile Engineer

Office work	8	29,6%
Continuous presence in the field	10	37%
Out of Office	5	18,5%
Using special programs and / or PC	2	7,4%
Other	2	7,4%

Mechanical Engineer

Office work	6	54,5%
Continuous presence in the field	3	27,3%
Out of Office	1	9,1%
Using special programs and / or PC	0	0%
Other	1	9,1%

Civil Engineer

Office work	8	29,6%
Continuous presence in the field	3	18,8%
Out of Office	3	18,5%
Using special programs and / or PC	2	12,5%
Other	1	6,3%

Accounting

Office work	32	48%
Continuous presence in the field	2	3%
Out of Office	0	0%
Using special programs and / or PC	3	5%
Other	0	0%

Business Administration

Office work	30	75%
Continuous presence in the field	2	5%
Out of Office	1	2,5%
Using special programs and / or PC	7	17,5%
Other	0	0%

The personnel salaries follow the branch / individual contracts of employment for graduates of TEI ?

Yes	**58**	**78,4%**
No	**16**	**21,6%**

Does any of the work positions require travel within the country and abroad?

Yes	**46**	**62,2%**
No	**28**	**37,8%**

The formal requirements of a job in relation to the guidelines above are :

Automation Engineer

Higher Education Graduate	31	91,2%
Master	3	8,8%
PhD	0	0%
Procedures to obtain professional certification	12	35,3%
Specific training	12	35,3%
Foreign Language	26	76,5%
PC Knowledge	29	85,3%
Personality characteristics	28	82,4%

Electrical Engineer

Higher Education Graduate	26	89,7%
Master	5	17,2%
PhD	0	0%
Procedures to obtain professional certification	15	51,7%
Specific training	12	41,4%
Foreign Language	20	69%
PC Knowledge	22	75,9%
Personality characteristics	21	72,4%

Electronic Engineer

Higher Education Graduate	24	92,3%
Master	5	19,2%
PhD	0	0%
Procedures to obtain professional certification	11	42,3%
Specific training	12	46,2%
Foreign Language	17	65,4%
PC Knowledge	21	80,8%
Personality characteristics	20	76,9%

Computer Systems Engineer

Higher Education Graduate	33	91,7%
Master	9	25%
PhD	0	0%
Procedures to obtain professional certification	20	55,6%
Specific training	18	50%
Foreign Language	25	69,4%
PC Knowledge	31	86,1%
Personality characteristics	27	75%

Textile Engineer

Higher Education Graduate	6	66,7%
Master	1	11,1%
PhD	0	0%
Procedures to obtain professional certification	2	22,2%
Specific training	3	33,3%
Foreign Language	3	33,3%
PC Knowledge	4	44,4%
Personality characteristics	5	55,6%

Mechanical Engineer

Higher Education Graduate	22	84,6%
Master	4	15,4%
PhD	0	0%
Procedures to obtain professional certification	15	57,7%
Specific training	14	53,8%
Foreign Language	21	80,8%
PC Knowledge	23	88,5%
Personality characteristics	22	84,6%

Civil Engineer

Higher Education Graduate	12	92,3%
Master	3	23,1%
PhD	0	0%
Procedures to obtain professional certification	5	38,5%
Specific training	4	30,8%
Foreign Language	9	69,2%
PC Knowledge	11	84,6%
Personality characteristics	11	84,6 %

Business Administration

Higher Education Graduate	33	82,5%
Master	17	42,5%
PhD	0	0%
Procedures to obtain professional certification	20	50%
Specific training	15	37,5%
Foreign Language	37	92,5%
PC Knowledge	37	92,5%
Personality characteristics	36	90%

Accounting

Higher Education Graduate	32	86,5%
Master	10	27%
PhD	0	0%
Procedures to obtain professional certification	20	54,1%
Specific training	14	37,8%
Foreign Language	29	78,4%
PC Knowledge	33	89,2%
Personality characteristics	30	81,1%

Are there in your opinion possibilities for advancement in the following professional fields ?

Automation Engineer

No	0	0%
Little	1	2,9%
Fair	8	22,9%
A lot	19	54,3%
Great	7	20%

Electronic Engineer

No	1	2,6%
Little	1	2,6%
Fair	9	23,1%
A lot	20	51,3%
Great	8	20,5%

Textile Engineer

No	1	2,3%
Little	3	7%
Fair	7	16,3%
A lot	20	46,5%
Great	12	27,9%

Electrical Engineer

No	1	2%
Little	4	6%
Fair	7	11%
A lot	10	15%
Great	8	12%

Computer Systems Engineer

No	4	15,4%
Little	8	30,8%
Fair	8	30,8%
A lot	6	23,1%
Great	0	0%

Mechanical Engineer

No	0	0%
Little	4	11,1%
Fair	8	22,2%
A lot	19	52,8%
Great	5	13,9%

Civil Engineer

No	2	7,4%
Little	6	22,2%
Fair	10	37%
A lot	7	25,9%
Great	2	7,4%

Business Administration

No	0	0%
Little	4	6%
Fair	15	23%
A lot	12	18%
Great	9	14%

Accounting

No	2	4,3%
Little	2	4,3%
Fair	16	34,8%
A lot	22	47,8%
Great	4	8,7%

Do you think that the continuous training of workers is necessary?

Automation Engineer

No	1	2,3%
Little	1	2,3%
Fair	0	0%
Very Good	11	25%
Excellent	31	70,5%

Electrical Engineer

No	1	2,6%
Little	0	0%
Fair	1	2,6%
Very Good	13	34,2%
Excellent	23	60,5%

Electronic Engineer

No	1	2,4%
Little	1	2,4%
Fair	0	0%
Very Good	11	26,8%
Excellent	28	68,3%

Computer Systems Engineer

No	1	2,2%
Little	1	2,2%
Fair	0	0%
Very Good	12	26,1%
Excellent	32	69,6%

Textile Engineer

No	0	0%
Little	0	0%
Fair	1	2%
Very Good	14	21%
Excellent	15	23%

Civil Engineer

No	0	0%
Little	0	0%
Fair	3	10,3%
Very Good	9	31%
Excellent	17	58,6%

Accounting

No	1	3,42%
Little	1	3,4%
Fair	3	10,30%
Very Good	9	31%
Excellent	15	51,7%

Mechanical Engineer

No	2	3%
Little	0	0%
Fair	3	5%
Very Good	9	14%
Excellent	11	17%

Business Administration

No	1	2%
Little	0	0%
Fair	4	8,2%
Very Good	14	28,6%
Excellent	30	61,2%

The financial rewards are commensurate with the qualifications of each employee ?

Minimum	0	0%
Little	2	3%
Fair	14	21%
Very	31	47%
Great	10	15%

Are you willing to finance the specialization / additional training of workers?

Yes	66	89,2%
No	8	10,8%

Do you plan to expand the activity of your business in the near future?

Yes	55	78,6%
No	15	21,4%

Are there prospects of your business expanding at European level? (1)

Automation Engineer

No	13	39,4%
Little	3	9,1
Fair	7	21,2%
Very Good	6	18,2%
Excellent	4	12,1%

Electrical Engineer

No	12	46,2%
Little	4	15,4%
Fair	6	23,1%
Very Good	1	3,8%
Excellent	3	11,5%

Electronic Engineer

No	11	36,7%
Little	4	13,3%
Fair	6	20%
Very Good	4	13,3%
Excellent	5	16,7%

Computer Systems Engineer

No	11	28,2%
Little	5	12,8%
Fair	6	15,4%
Very Good	6	15,4%
Excellent	11	28,2%

Are there prospects of your business expanding at European level? (2)

Textile Engineer

No	13	59,1%
Little	3	13,6%
Fair	3	13,6%
Very Good	1	4,5%
Excellent	2	9,1%

Mechanical Engineer

No	10	33,3%
Little	4	13,3%
Fair	7	23,38%
Very Good	3	10%
Excellent	6	20%

Business Administration

No	9	24,3%
Little	5	13,5%
Fair	9	24,3%
Very Good	6	16,2%
Excellent	8	21,6%

Are there prospects of your business expanding at European level? (3)

Civil Engineer

No	8	34,8%
Little	3	13%
Fair	7	30,4%
Very Good	1	4,3%
Excellent	4	17,4%

Accounting

No	10	25,6%
Little	5	12,8%
Fair	11	28,2%
Very Good	7	17,9%
Excellent	6	15,4%

PERCEPTIONS

Do you think that in the next three years your company's needs will increase in specialized executives ?

No	0	0%
Little	1	1,4%
Fair	17	23%
Very	37	50%
Greatly	19	25,7%

How much has the economic crisis affected your enterprise ?

Not at all	2	2,7%
Little	6	8,1%
Fair	33	44,6%
A lot	21	28,4%
Greatly	12	16,2%

Has the number of employees been altered in your business over the last two years ?

Yes	57	77%
No	17	23%

If yes, specify the change of personnel in the following sections: (1)

Automation Engineer		
Not at all	9	39,1%
Little	5	21,7%
Fair	4	17,4%
A lot	4	17,4%
Greatly	1	4,3%

Electrical Engineer		
Not at all	5	20,8%
Little	6	25%
Fair	10	41,7%
A lot	2	8,3%
Greatly	1	4,2%

Electronic Engineer		
Not at all	7	35%
Little	5	25%
Fair	5	25%
A lot	2	10%
Greatly	1	5%

If yes, specify the change of personnel in the following sections: (2)

Textile Engineer		
Not at all	10	71,4%
Little	2	14,3%
Fair	2	14,3%
A lot	0	0%
Greatly	0	0%

Computer Systems Engineer		
Not at all	5	16,1%
Little	7	22,6%
Fair	7	22,6%
A lot	7	22,6%
Greatly	5	16,1%

Mechanical Engineer		
Not at all	5	22,7%
Little	3	27,6%
Fair	8	36,4%
A lot	4	18,2%
Greatly	2	9,1%

Civil Engineer		
Not at all	6	35,3%
Little	3	17,6%
Fair	3	17,6%
A lot	2	11,8%
Greatly	3	17,6%

If yes, specify the change of personnel in the following sections: (3)

Business Administration

Not at all	2	6,3%
Little	9	28,1%
Fair	8	25%
A lot	9	28,1%
Greatly	4	12,5%

Accounting

Not at all	4	13,8%
Little	8	27,6%
Fair	8	27,6%
A lot	8	27,6%
Greatly	1	3,4%

What do you think will be the arithmetic change in the personnel of your business in the coming months regarding the specializations of the T.E.I. ?

a. Increase the number of employees

Up to 5	49	76,6%
5 to 10	10	15,6%
10 to 20	5	7,8%
20 to 50	0	0%
50 to 75	0	0%
More than 75	0	0%

b. Reductions in the number of workers

Up to 5	33	82,5%
5 to 10	4	10%
10 to 20	3	7,5%
20 to 50	0	0%
50 to 75	0	0%
More than 75	0	0%

What are the criteria for the reduction of personnel ?

Salary / Cost of labor	13	17,6%
Effectiveness / efficiency	68	91,9%
Type of partnership / working relationship	20	27%
Marital status	6	8,1%
Behavior / personality traits	61	82,4%
Experience	5	6,8%
Other	6	8,1%

CHALLENGES ARE AHEAD !

Thank you for your attention!