

P5 - TUKE

Survey report of Thematic Map – support for Innovative Toolkit with Intercultural Student–Centered Learning Resources part of O2/A2 activities

Project Objective PO2

Capacitate and elevate the students' innovative knowledge, entrepreneurship & digital skills through the toolkit with intercultural knowledge resources embedded in Innovative Student-Centered Learning Practices, by capitalizing on the values brought by the involvement of 74 stakeholders from different industries

Intellectual Output - O2

Innovative Toolkit with Intercultural Student–Centered Learning Resources (Ino -Toolkit with intercultural SCL resources)

O2/A2 activity description:

Design and develop Student – Centered **intercultural knowledge resources** for business, engineering & entrepreneurship education fields, mapped on entrepreneurial phases and built on different cultural contexts and industries

Activity A2

-organize quarterly focus group sessions with practitioners and professionals from industry chosen to identify, define, and draw up **thematic maps**

Participants – target group

the involvement of enterprises, civil society organizations, and public entities from different industries within RO, BG, SK, and PO.

Objectives of thematic maps:

The research objectives consist in:

1. To identify and defining important elements for design the content of structure of thematic map built on the entrepreneurial process, support for develop Intercultural Knowledge Resource with intercultural views deeply embedded in entrepreneurial learning concept, customized on each of the fields Business Education and Engineering and Entrepreneurship Education
2. To collect advisable opinions, analyze and statistically compute the situations from employer view for:
 - Real-Life Problems of The Business/industry sector as a **base for study case development**
 - Relevant Achievements in the sector – as a **base for best practices/case examples**
 - Challenges and Opportunities –as a **base for scenarios and project-based applications.**

3. To deliver a common approach from employers' view related to the Opportunity recognition and idea feasibility, Business model concepts and Enterprise development

Participants at statistical research:

Teachers/researchers and technicals from each P1 to P6:

1. Methodology for primary research on the target group sample

The process of collecting relevant employers view was performed during the interval of M9 to M10 months. The method for collecting data was electronic based through the on-line Google Forms at the following address:

- For Romanian industry stakeholders: <https://is.gd/ahuLx8>
- For Bulgarian industry stakeholders: <https://is.gd/7X8ZGu>
- For Slovakian industry stakeholders: <https://is.gd/qY89V9>
- For Polish industry stakeholders: <https://is.gd/QjPGKY>

The process of collecting practitioners and professionals from industry views targets at least 74 respondents from 0 businesses from: Banking, ITC, FMCG, Communication /Public relations, Client services and ITC, Business Process Outsourcing (BPO) and Shared Service Center especially in IT/ITC (SSC), Machine-building; Automotive, Oil & Gas, energy, distributions & logistics, R&D, including 13 public administrations and/or governmental entities and 13 from civil society organizations: from RO, from BG, from SK, from PL.

As primary data sources (data obtained directly from the Romanian economic environment), it has been used information collected during the interval M9 to M10 months.

The questionnaire and results analysis, as well as their adaptation, were achieved through the participation of all project partners. They were involved in creating and implementing the questionnaire to ensure quality based on their expertise and experience. The activity manager was P1, who coordinated and assured the creation and implementation of the questionnaire according to the quality manual. At partner level for adapting to local specifics, decisions were taken by each partner's Local Project Meetings partner (LPM) partner. Each project partner used local utility to implement communication with practitioners and professionals.

The following steps for creating the questionnaire are described below:

1.1 Specifying desired information and research objectives

The identification of the information and objectives was performed by extracting them from the general purpose of the project and from PO2, based on

- to design the content of digital teaching modules with intercultural views deeply embedded in entrepreneurial learning concept, customized on each of the fields in BEE education
- to define, articulate and harmonize the personalized knowledge resources based on capturing the needs and learning expectations of local businesses, labour market, and civil society sectors from RO, BG, SK, and PO cultures.

1.2 Establish the method of data collection and elaboration of questions: content, type, quality, order, pre-modification.

It has been decided that the best way to collect valuable information is through the questionnaire. Other options included, face-to-face interviews and e-mail. Each method has advantages and disadvantages and has been analyzed against the level of quality, the number of respondents to reach, the degree of complexity, the availability of the participation of the respondents and the available staff.

1.3 Design the physical characteristics of the questionnaire

We have analyzed the variants of questions: structured, unstructured, or a combination of the two. The difficulty with unstructured ones lies in the weight of the analysis of the answers and their structuring in a worksheet. For precision of results and ease of completing the questionnaire, it was proposed and decided to use the partially structured questions in order to alleviate the disadvantages of both variants.

1.4 Approval of the questionnaire

At the end of the structure of the questionnaire, the quality team analyzed and concluded that it responds to the objectives originally proposed.

1.5 Preparing the final version and translating the questionnaire

At this stage each leader from the partner and his team adapted to local needs and translated the questions.

The research unit was a company/association/public institution or a foundation/small enterprise unit. The survey unit was the employed that provided the information. The information obtained is relevant and gives an image of real-life problems of the business/ sector, relevant achievements in the sector and challenges and opportunities in order to create base for **study case development, best practices/case examples, scenarios and project-based applications.**

2. Research Variables

The research variables were built on target group profile to coherently embrace the characteristics, perceptions and expectations for practitioners and/ or professionals from company, as follow:

Practitioners and/ or professionals from company

The research variables aim at analyzing the views of employees on the real needs of the sector, the relevant challenges in the sector, the opportunities offered by the domain and the collection of practical proposals feasible for the implementation of these concepts in reality, which have been divided into four categories:

2.1 Profile of company

Company profile aims to analyze certain demographic characterizes such as: type of company (private and/or public), the operating industry sector, size (in number of employees) and the level of the job for those who responded. The basic variables in this case it was:

- *Type of company*
- *The domain of the activity*
- *Number of employee in organization*
- *The level of the job*

2.2. Real-Life Problems of the business/ industry sector

Research on real-life problems aims to capturing the real needs, enrich teaching, improve learning experience to contribute at students' skills in a competitive market and support learning expectation of local business, labour market and civil society from RO, BG, SK, PL cultures.

- *Business failure perceptions* – aims to identify the principal elements that contribute to business failure
- *Barriers for starting new business* - which are the main barriers that can prevent future graduates from starting a business
- *Factors with negatively impact* - which are the main factors that can prevent future graduates from starting a business
- *Reliable solutions for overcome the development problems* - which are and how they can find viable solutions to overcome development problems

2.3 Relevant Achievements in the sector

Research on relevant industry achievements aims to gather from industry practitioners where more business-related investment has been made by companies, focusing on them reinforces students' ability to make appropriate decisions for their professional careers.

- *Investment level in company in last two year* - the level of agreement is identified for more proposals for sectors where investments can be made
- *Introducing and using innovation* - identify the agreement or disagreement for more proposals of types of areas where innovation can be brought

2.4 Challenges and Opportunities

Research on challenges and opportunities aims to identify future development drivers and levels for applying them. In this way HE institutions are accountable for equipping graduates with smart digital skills, creative thinking, problem solving through innovate and use new technologies, because 50% of European population has lacking basis in this domains.

- *Important development drivers for company* – base on important identified development drivers is being watched level of importance
- *Relevance of factors for possible barriers* – base on important identified possible barriers is being watched level of importance
- *Main actions for development* - base on important identified actions for development the three most important are noted
- *Young HE graduates attitudes related to the job* - by selecting the most important attitudes it is intended to mark their level of importance
- *Satisfaction level related to the young HE graduates attitudes at work* - by selecting the most important attitudes of young He graduates it is intended to mark their satisfaction level of importance
- *Satisfaction level related to the young HE graduates skills at work* - by selecting the most important skills of young He graduates it is intended to mark their satisfaction level of importance
- *Importance of criteria's for hiring a young HE* - by selecting the most important criteria on hiring graduates it is intended to mark their level of importance

3. Target group/ Sample Description - Practitioners and/ or professionals from company

The research was conducted on a sample of 96 de respondents, industry involved in developing, testing and validating knowledge resources for e-learning experiences: Banking, ITC, FMCG, Communication /Public relations, Client services and ITC; Business Process Outsourcing (BPO) and Shared Service Center especially in IT/ITC (SSC), Machine-building; Automotive ; Oil & Gas, energy, distributions & logistics, R&D, association/ public institution or a foundation varying in size from less than 10 to more than 250 employees.

The minimum sample size respects the value established in the application of the InnoLearn4BEEs project (**minimum 74 respondents: 48 businesses, 13 civil society organizations, 13 public administrations**). We would have wanted to have a much larger sample. It was difficult to convince a large number of practitioners to participate. Possible reasons for this attitude might be:

- fear to make public their position (although we guaranteed anonymity).

- hesitation to admit they ignore this field, although we included in the questionnaire clarifying definitions/explanations of the concepts used.
- lack of time, although the questionnaire may be completed in under 15 minutes.
- lack of interest.

Information gathering was done in online questionnaire define as a Google Form, accessed through the site <https://www.inolearn4bees.org>.

The results from the first panel defining profile of respondents show the profile of Romanian Practitioners from the company/ association/ public institution or a foundation/small enterprise unit participating in the project survey.

These were for each partner country respondents.

Practitioners / Professionals from **SLOVAKIA** company

The study targeted Slovakian Practitioners with **7** respondents filling in the questionnaires.

3.1 The questionnaire respondents are classified in **type of company**

- A local enterprise (SME) = 7 (100%),
- A professional association = 0 (0%),
- Civil society organization = 0 (0%) and
- Governmental entity = 0 (0%).

This Pie chart (Fig. 1) shows respondents answers to a survey for the project InoLearn4BEEs, which asked them the type of the company. It can be seen that all of these respondents were the local enterprises – Small and Medium Enterprises.

TYPE OF YOUR COMPANY - Slovakia

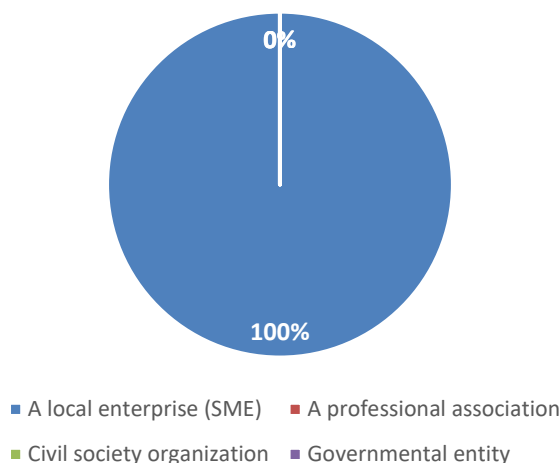


Fig.1 The type of Slovakian company whose employees were involved in the responses
 Source: Author's own realization based on the surveyed data

3.2 The questionnaire respondents are classified in **company activity area/ domain:**

- a) Education = 2 (29%)
- b) ICT (mobile applications, cloud services, Internet services) = 2 (29%)
- c) Research and development services = 2 (29%)
- d) Services = 1 (14%)

The second identification question in this survey was oriented on the company activity area or domain. In this survey was 29% companies from ICT sector, the same percentage of respondents was from Research and Development services, 28% of respondents was from Education sector and for 14% of them was Services the main domain.

DOMAIN OF YOUR COMPANY - Slovakia



Fig.2 The domain activity of Slovakian company whose employees were involved in the responses
Source: Author's own realization based on the surveyed data

3.3 The questionnaire respondents are classified in **the number of employees/ company**

- Less than 10 employees = 7(100%)
- Between 11-50 employees = 0 (0%)
- Between 51-250 employees = 0 (0%)
- Greater than 250 employees = 0 (0%)

All of the respondents in our survey have less than 10 employees as we can see in the Fig. 3.

Number of Employees - Slovakia

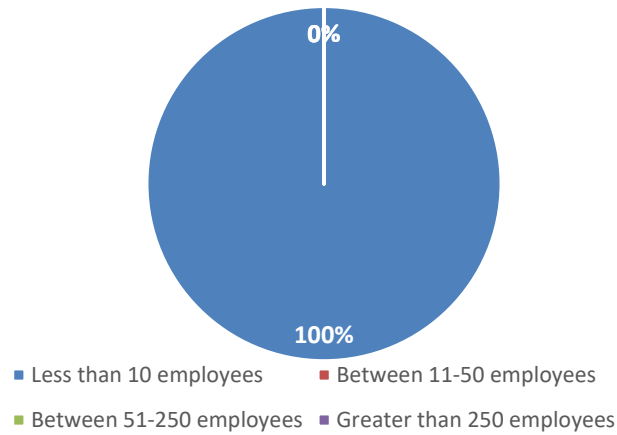


Fig.3 The percent of organizations responses split by numbers of employees
 Source: Author's own realization based on the surveyed data

3.4 The questionnaire respondents are classified in importance of their job level in the company

- Owner = 2 (29%)
- Cofounder = 1 (14%)
- Executive manager = 4 (57%)

RESPONDENT JOB LEVEL IN ORGANISATION - Slovakia

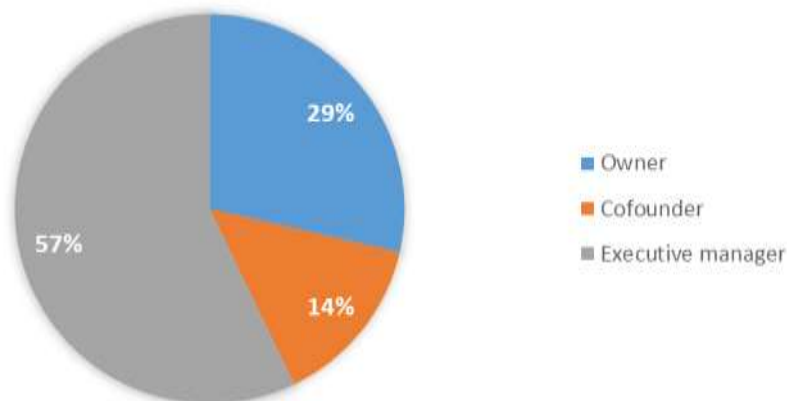


Fig.4 Balance between execution and managerial level of jobs for respondents
 Source: Author's own realization based on the surveyed data

The last identification question was related to the respondent job level in the organization. As Figure 4 demonstrated, 57% of respondents was executive manager in their organization, 29% of other respondents was owner of the company and 14% of them was cofounder in their organization.

4. Results of data analysis

(A). REAL-LIFE PROBLEMS OF THE BUSINESS / SECTOR linked to phase:

i) Opportunity, Recognition and Idea Feasibility

4.1.A How do you think that business failure is perceived in your country? (one choice)

The respondents' answers are listed above:

- It is only a lesson, an experience = 1
- Means a lack of entrepreneurial skills = 2
- It is a career failure = 3
- It is a barrier to further business = 0
- I don't know = 0
- It has no impact, effect on further business = 1

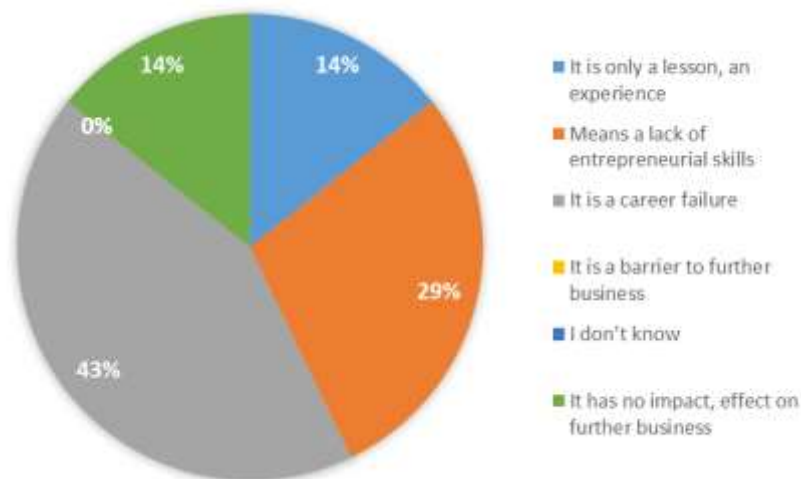


Fig.5 The perception of business failure in Slovakia
 Source: Author's own realization based on the surveyed data

As results from the questionnaire demonstrated (the Fig.5), in Slovakia prevails negative attitude to business failure and its perception. Almost three fourth of the respondents think that, if somebody fails in business it means also a career failure (43%) or a lack of entrepreneurial skills (29%).

4.2.A Please mention the top three barriers for starting a new business, that are linked with your domain (notate 1,2,3):

As a first option, most respondents indicated as a main barrier to start a new business their fear of failure and excessive bureaucracy (2 respondents per each). As a second option, most of respondents indicated excessive bureaucracy (3x), lack of their own experience (2x) and lack of knowledge in the area (2x). Excessive bureaucracy (2x marked as the first factor, 3x as the second significant factor and 1 as the third factor) was the most frequently marked option. Lack of information and advice, lack of business ideas and integration of local business opportunities and threats were the least marked / unlabeled options.

In summary, the choices of individual respondents can be displayed using the chart (Fig.6):

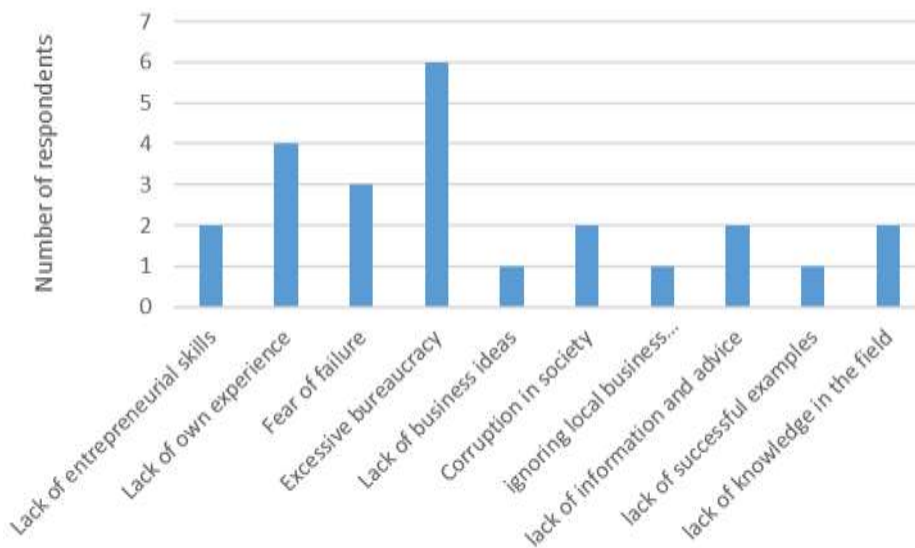


Fig.6 Summary of frequency of choices of individual respondents
 Source: Author's own realization based on the surveyed data

4.3.A Which of the following factors has negatively affected the development of your company and at what level?

Among the factors identified by the respondent as the factors that negatively affected their business were identified as follows. Respondents had three possibilities of decision, whether the factor never, occasionally or often affected the development of new business.

Among the factors, that never affected the development of new business include: Insufficient identification / use of new technologies (18%), Weak distribution channel (17%) and Low demand for innovative products and services (17%) (Fig.7).

FACTORS THAT NEVER NEGATIVELY AFFECTED THE DEVELOPMENT OF COMPANY - SLOVAKIA

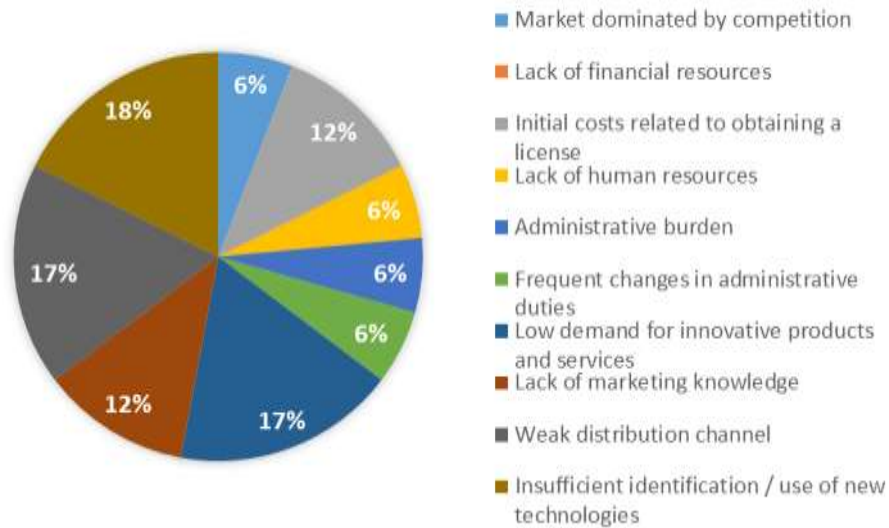


Fig.7 Factors that never negatively affected the development of company
 Source: Author's own realization based on the surveyed data

The Lack of marketing knowledge (17%) and Market dominated by competition (17%) were most often marked as factors, that occasionally negatively affected the development of company, followed by Lack of human resources (14%), Low demand for innovative products and services (14%) and Insufficient identification / use of new technologies (14%). (Fig. 8)

FACTORS THAT OCCASIONALLY NEGATIVELY AFFECTED THE DEVELOPMENT OF COMPANY - SLOVAKIA



Fig.8 Factors that occasionally negatively affected the development of company
 Source: Author's own realization based on the surveyed data

The next figure (Fig. 9) demonstrated the results of respondents to the question about the factors that often negatively affected the development of company in Slovakia. From this survey, around 29% of respondents

have seen the lack of financial resources as often negatively affected the development of company in Slovakia. The second and third main factor that often negatively affected the development of the company is frequent changes in administrative duties (21%) and administrative burden (21%).

FACTORS THAT OFTEN NEGATIVELY AFFECTED THE DEVELOPMENT OF COMPANY - SLOVAKIA

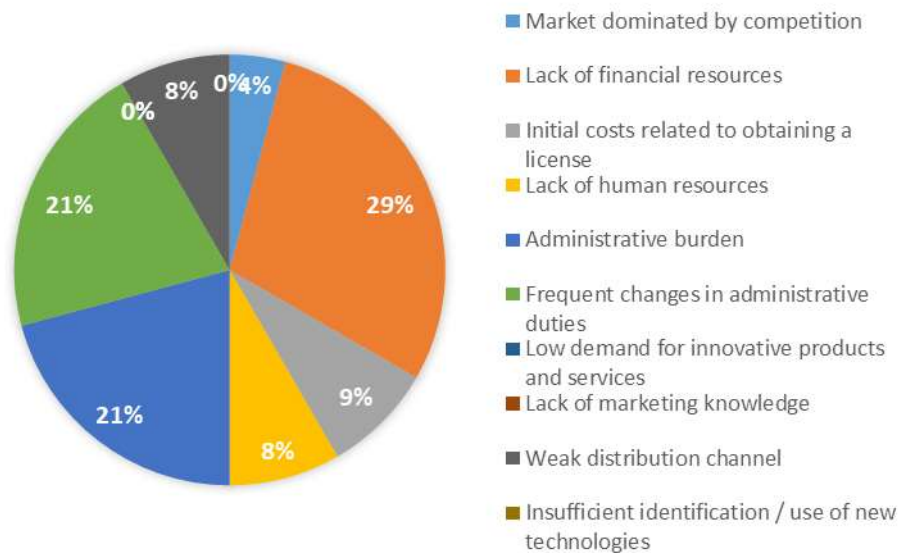


Fig.9 Factors that often negatively affected the development of company

Source: Author's own realization based on the surveyed data

On the other hand, according to the results of the questionnaire survey, the respondents are not considered low demand for innovative products and services, distribution channel and use of new technologies for the factors that negatively affected the development of the company in Slovakia.

4.4.A Which of the following can be reliable solutions to overcome obstacles/problems related to the development of your organization/ business/ unit?

Factor	Totally disagree	Disagree	Neutral	Agree	Totally agree
Purchase of machines, equipment, software or license	14%	0%	57%	29%	0%
Better reputation and good branding	0%	14%	43%	29%	14%
Improve our internal processes	14%	14%	29%	14%	29%
Creating a new business model	0%	43%	0%	57%	0%
Design of new / innovated products and / or services	0%	29%	29%	29%	14%
Training of employees in technical aspects of their work	14%	14%	57%	14%	0%
Training of employees in business	14%	43%	29%	0%	14%
More investment in research and development	14%	14%	14%	29%	29%
Strengthening online sales	0%	14%	43%	29%	14%
Participation in conferences, exhibitions, fairs	14%	29%	43%	14%	0%
Alignment with Directives and / or Standards	0%	43%	29%	29%	0%
Increasing market share in international markets	0%	43%	29%	29%	0%
Intellectual Property Rights (IPR)	29%	29%	14%	29%	0%
Pre-testing products or services on the market before they are introduced	0%	14%	43%	29%	14%

Source: Author's own realization based on the surveyed data

In the questionnaire survey, we were interested in reliable solutions to overcome problems related to the development of the organization. The respondents had to evaluate fourteen factors on the five degree of Likert scale. For 57% of respondents, the main reliable solution to overcome problems related to the development of the organization, is creating a new business model. For the respondents, more investment in research and development (29% of respondents agree with this statement and 29% of respondents totally agree with it) have been seen reliable solutions to overcome problems related to the development of the organization. In the opinion of our respondents, the purchase of machines, equipment, software or license should be a reliable solutions for the company's development for 29% of the respondents, but 14% of respondents totally disagree with it and 57% of respondents answered neutrally. With concerning to the factors as training of employees in technical aspects of their work and training of employees in business, respondents didn't regard these factors reliable to solve the problems of company's development. Also, 43% of respondents hadn't seen the solutions of the problems for the company's development by the alignment with directives and increasing market share in international markets. The same percentage of the respondents seems pre-testing products or services on the market before they are introduced as solutions for solving dealt problems.

(B). RELEVANT ACHIEVEMENTS IN THE SECTOR linked to phase:

ii) Business Model Concepts

4.1.B Mark your agreement related to the investment level your company made during the last two years:

Factor	Totally disagree	Disagree	Neutral	Agree	Totally agree
Purchase of machines, appliances, software or licenses	14%	0%	0%	57%	29%
Investing in reputation, brand building, including web design	0%	29%	14%	29%	29%
Investing in business process improvement	29%	29%	14%	14%	14%
Investing in employee education	43%	29%	14%	14%	0%
Investing in talent acquisition	43%	43%	0%	14%	0%
Investing in the creation / design of new products and services	14%	0%	0%	57%	29%
Investing in software development	29%	29%	14%	0%	29%
Investing in science and research	14%	14%	0%	43%	29%

Source: Author's own realization based on the surveyed data

The questionnaire survey demonstrated that 57% of respondents invested during the last two years to the purchase of machines, appliances, software or licenses and also to the creation / design of new products and services. During the last two years, around 43% of respondents invested in science and research, but on the other hand they didn't invest in employee education or talent acquisition.

4.2.B Has your company introduced any of the following types of innovations in the last two year?

Type of innovation	Yes	No	Don't know
New / significantly improved products	57%	43%	0%
New / significantly improved services	86%	14%	0%
New / significantly more innovative organizational methods	0%	86%	14%
New / significantly improved, improved organizational processes	14%	71%	14%
New, more innovative marketing strategies	29%	71%	0%

Source: Author's own realization based on the surveyed data

One of the questions in the questionnaire was about innovations during the last two years. The results of the questionnaire show that 86% of respondents just improved services during the last two years and more than

57% of respondents significantly improved their products. On the other hand, 86% of respondents' didn't introduce more innovative organizational methods or improved organizational processes (71% of respondents).

(C). CHALLENGES AND OPPORTUNITIES linked to phase:
 iii) Enterprise Development

4.1.C Considering your experience, which is the IMPORTANCE/ RELEVANCE of future development **DRIVERS** for your company/ organization/ business?

Factor	In general, it is not essential	Less important	Neutral	Important	Very important
Market potential	0%	0%	0%	14%	86%
Customer requirements	0%	0%	0%	0%	100%
Increasing number of competitors in the market, the strength of competition	0%	0%	14%	71%	14%
New legal and / or administrative requirements for the next period of the company 's market presence	0%	0%	29%	43%	29%
The possibility of applying a new business model	14%	0%	43%	43%	0%

Source: Author's own realization based on the surveyed data

The other part of the questionnaire was oriented on the challenges and opportunities for the companies' development. The most important drivers for the organization of respondents were customer requirements (100%), than market potential (for 86% of respondents). The other factor which is important of future development for the respondent company is increasing number of competitors in the market. On the other hand, the possibility of applying a new business model is in general, it is not essential drivers for their companies (for 14% of respondents).

4.2.C Considering your experience, which is the IMPORTANCE/ RELEVANCE of future development **BARRIERS** for your company/ organization/ business?

Factor	In general, it is not essential	Less important	Neutral	Important	Very important
Lack of financial resources	0%	0%	14%	0%	86%
Insufficient demand from customers	0%	0%	14%	43%	43%
Non - profit / loss profit / loss	0%	14%	14%	43%	29%
Laws and / or administrative requirements for the next	0%	14%	0%	43%	43%
Insufficient use / use of new technology	0%	0%	14%	43%	43%
Intellectual Property Right (IPR)	0%	14%	57%	29%	0%
Lack of human resources	0%	0%	29%	43%	29%
Lack of experienced, skilled employees	0%	0%	43%	29%	29%

Source: Author's own realization based on the surveyed data

From the view of respondents, the main barriers of future companies' development are: lack of financial resources (86% of respondents agree with this statement), insufficient demand from customers (86% of respondents saw it as important and very important factors). Also, for the company's development could be a problem when the company do not use a new technology (over 86% of respondent agree with it) or lack of human resources (for 43% of respondent it is important barriers for the future development of the company). For the company is necessary to know the law, so the administrative requirements for the next period could be a barrier of future company's development (for 86% of respondents it is important and very important barrier).

4.3.C What will be the main actions for the development of your organization in the next period? (max three options)

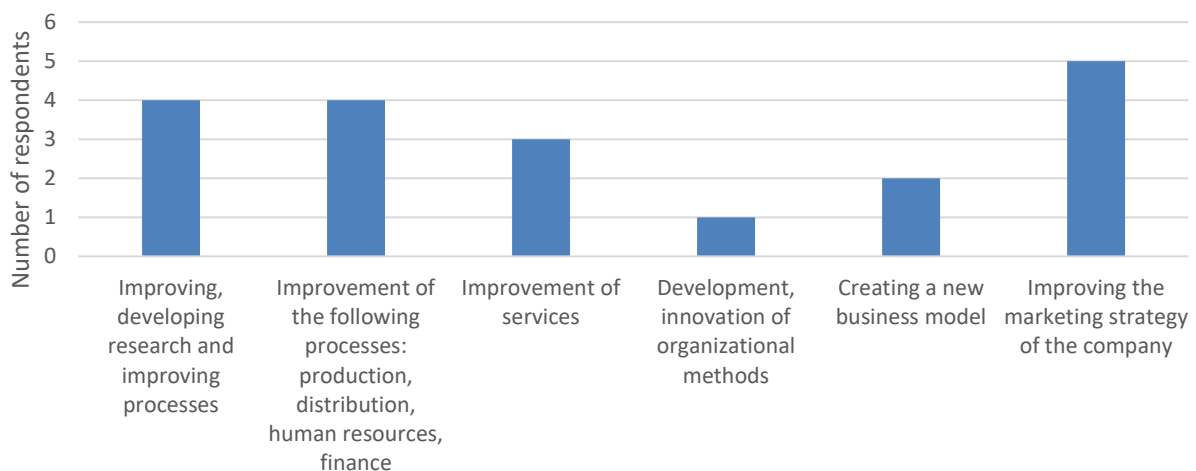


Fig.10 Main actions for the development of company
 Source: Author's own realization based on the surveyed data

The aim of this question was to find out the main possibilities for the development of the organization. The respondents had six statements and they could remark maximum three of its. As Figure 10 demonstrates, the main action for the company's development is to improve the marketing strategy. Also, from the point of

respondents view the other possibility how to ensure the development of the company is to improve the processes such as human resource, distribution, production and research.

4.4.C In your opinion, which is the **IMPORTANCE** of the young HE graduates' **ATTITUDES** related to the job?

Graduate's attitude to	In general, it is not essential	Less important	Neutral	Important	Very important
Positive approach to solving work tasks	0%	0%	0%	57%	43%
Hard work	0%	0%	0%	14%	86%
initiativeness	0%	0%	14%	29%	57%
Tolerance of diversity	0%	0%	14%	57%	29%
The need to succeed	0%	0%	57%	29%	14%
Tenacity	0%	0%	0%	43%	57%
Endurance	0%	0%	0%	29%	71%

Source: Author's own realization based on the surveyed data

The questionnaire was divided into a few parts. This part of the questionnaire was oriented on the HE graduates in related to the job. For the respondents, all of the presented graduate's attitude are relevant for the future job. The most important graduate's attitude is hard work – 86% of respondents agree with it. Also, 71% of respondents thought that endurance is very important for young HE graduates' attitudes related to the job. Similarly to the previous attitude, for 57% of respondents is very important tenacity and imitativeness as HE graduate's attitude related to the future job.

4.5.C Considering your experience as an employer, mark your **SATISFACTION LEVEL** related to the young HE graduates' **ATTITUDES** at work.

Characteristics of the student	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied
Positive approach to solving work tasks	0%	0%	29%	57%	14%
Hard work	0%	14%	43%	43%	0%
initiativeness	0%	14%	57%	29%	0%
Tolerance of diversity	0%	0%	43%	57%	0%
The need to succeed	0%	0%	57%	43%	0%
Tenacity	0%	14%	43%	43%	0%
Endurance	0%	29%	57%	14%	0%

Source: Author's own realization based on the surveyed data

From the respondent point of view, HE graduates have a positive approach to solving work tasks: 57% of respondents satisfied with their approach and 14% of respondents are very satisfied with it too. From our point of view are very interesting the HE graduates attitudes such as endurance, tenacity, initiatives or hard

work. These four characteristics of HE graduate students are not completely positively evaluated by the respondents. For example, 57% of respondents gave neutral answers for the endurance of the HE graduate students and 29% of respondents were dissatisfied with this characteristics of students.

4.6.C Considering your past experience as an employer, please mark your **SATISFACTION** LEVEL related to the young HE graduates' **SKILLS** at work

Student's skill	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied
Communication	0%	29%	29%	43%	0%
Team work	0%	14%	43%	43%	0%
Leadership	0%	14%	71%	14%	0%
Planning and organizing skills	14%	43%	43%	0%	0%
Systematic thinking	29%	14%	43%	14%	0%
Analytical thinking and problem solving	0%	29%	57%	14%	0%
Critical thinking	14%	14%	43%	29%	0%
Experience in entrepreneurship and innovation	14%	43%	43%	0%	0%
ICT skills	0%	0%	14%	71%	14%
Knowledge of foreign language	0%	0%	0%	57%	43%
Punctuality and seriousness in solving work tasks	0%	29%	29%	29%	14%
Good business knowledge	0%	14%	86%	0%	0%
Verbal argumentation	0%	29%	43%	29%	0%
Written justification	0%	29%	43%	29%	0%
Ability to adapt to new situations	0%	14%	43%	43%	0%
Adaptability	0%	14%	57%	29%	0%
Knowledge about specifics of landscape culture, society and	0%	14%	43%	43%	0%
Experience with decision making	14%	0%	43%	43%	0%

Source: Author's own realization based on the surveyed data

In this part of questionnaire, respondents had evaluated HE graduates' skills at work. From their point of view, employers (57% of respondents) are dissatisfied with HE graduates' planning and organizing skills, the same percentage of respondents are dissatisfied with their experience in entrepreneurship and innovation. Employers (71% of respondents) are satisfied with ICT skills of HE graduates' students and also they are satisfied (57% of respondents are satisfied and 43% of them are very satisfied) with the knowledge of foreign language of HE graduates' students. The other parts of HE graduates' student skills, such as Good business knowledge (86% of respondents), Adaptability (57% of respondents), Leadership (71%) and Analytical thinking and solving (57%), were evaluated by respondents as neutral skills.

4.7.C In your opinion, which is the **IMPORTANCE** of the following **CRITERIA** when you are hiring a young, HE graduates:

Criteria	In general, it is not essential	Less important	Neutral	Important	Very important
The reputation of the high school the student graduate	14%	0%	29%	43%	14%
Personal soft skills	0%	0%	0%	43%	57%
Practical work experience	0%	0%	29%	29%	43%
Specialization	0%	14%	14%	57%	14%
Branch of graduated study	0%	14%	71%	0%	14%
Level of foreign language knowledge	0%	0%	14%	29%	57%
Foreign experience (study stay, Erasmus,...)	0%	14%	43%	29%	14%
Recommendations / references from third parties	14%	0%	0%	29%	57%
Achieved evaluation in school	14%	29%	29%	14%	14%

Source: Author's own realization based on the surveyed data

In the last question of our questionnaire, respondents evaluated the main criteria when they are hiring a young HE graduate student for a job. For 57% of respondents are very important when they are hiring a young HE graduate student personal soft skills, level of foreign language knowledge and recommendations or references from third parts. For the employers are important also specialization of HE graduate students (57%) and also the reputation of the high school of these students (43%). In the other hand, for the respondents were not important students' achieved evaluation in school.

5. Conclusion from thematic map: :

Slovak Republic as a country has perceived business failure more negatively than positively. The majority of respondents (43%) marked, that Slovak society perceive the business failure as a career failure or a lack of entrepreneurial skills (in 29%). One of the solutions for this situation should be a creation of awareness and positive self-confidence of entrepreneurs. From the employers' point of view, HE graduate students need more critical thinking, business skills. The other solution we have seen in the implementation of practical experience to the study program and also in the cooperation between entrepreneurs and high schools /universities. One of the main objectives of the innovated entrepreneurial education need to cover the problems of starting the business and better explanation how to overcome the main barriers like fear of failure, excessive bureaucracy and lack of experience. Based on the survey, among factors that affects the development of the company most, belongs lack of financial resources, administrative burden and frequent changes in administrative duties. These barriers and factors could be removed or their affect minimized by implementing virtual labs, project based learning methods or other practical – oriented activities simulating

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the real life situations. Besides these it is important students (future entrepreneurs) to prepare for continuous learning and active searching for the changes in the legislation and administrative duties using appropriate information resources. And last but not least, the financial issue of the business was marked as very important from different point of views. In connection with these facts it could positively affect the entrepreneurs' competitiveness and marketplace survival if the students achieve practical experience also with the financial aspect of the business, but not only in the accountancy level, but also in how to find possible funding, other financial support tools and institutions. Implementing all of above mentioned at the same time help to develop the expected skills and knowledge of the young graduates of entrepreneurial education.

Progress:

- All intermediate versions are analyzed and checked by the Quality Team of the consortium.
- The final quality check is assessed against the planned values of the quantitative and qualitative indicators associated, by the Quality Team.