



Questionnaire on Employment Suitability

Employers' Satisfaction Survey for graduates studying

BSc Fisheries & BSc Aquaculture

(Please circle which award applies to the graduate)

This questionnaire was designed to collect data on satisfaction of employers who have employed graduates (Bachelor degree). The graduates must have finished a degree programme in Fisheries at a university in Vietnam or Thailand. Information collected from this survey will be used for improving the curricula only. They will be kept confidential, but might be used in aggregated form for publication

This questionnaire consists of four parts;

Part 1. Employer's background

Part 2. Evaluation of graduate's performance whilst employed by the company

Part 3 Required characteristics of graduates

Part 4. Pros / Cons of graduate (employee) performances



Part 1 Employer's background

1. Employer's name.....
Mailing address.....
State/ District..... Province.....
Zip code Tel.....
E-mail.....
Business categories.....

2. Type of organization

- Government
- Private sector
- State enterprise
- others, please specific.....

2. Position of the person answering the questionnaire in the organization

- general manager
- deputy manager
- human relations manager
- others, please specific.....

3. Total number of employees.....

4. The position you are hiring our alumni.....

4.0 Hiring graduates with the following specialization

- a) Fisheries
- b) Aquaculture

4.1 How many positions do you need annually?.....

4.2 In the future, what potential position that are missing?

4.3 Would you hire the candidate should a position arise? Why/ Why not?
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5. How long do you have to train new graduates on the job, before they can fulfil the job fully?

- (less than 6 month
- () 6 month - 1 year
- () 1 year or more

6. How many students you could accept for internship or practical training program?
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Part 2 Evaluation of graduate's (employee) performance

Explanation: As employer, please evaluate our graduate who worked for your organization
(Please place a cross in the box that most fits with your level of satisfaction)

Employment Characteristics	Level of satisfaction				
	Excellent	good	Average	Fair	Poor
Morals/Ethics					
1. Appropriate behaviour					
2. Self-discipline and punctuality					
3. Showed responsibility and participated in activities for society					
4. Has a positive attitude in professional situations and expresses their morality and ethics effectively					
5. Can adjust to work as part of a team as both leader or team member					
6. Respects and follows rules and regulations of the company/institution/ society					
7. Respects other people's rights and is a good listener					
Subject Knowledge					
1. Ability in planning and managing production					
2. Aquaculture facilities design					
3. Fisheries facilities design					
4. Water quality management					
5. Feed and feeding strategies					
6. Aquatic disease diagnosis and effective treatment					
7. Ability to apply standardized quality control (GlobalGAP, ASC, VietGAP, Thai GAP, etc.)					
8. Aquatic product marketing and sales skills					
8. Knowledge of aquaculture sustainability					
9. Knowledge of fisheries sustainability					
10. Knowledge of environmental protection guidelines/legislation					
11. Understanding of ecological risks driven by aquaculture/fisheries activities					
12. Understanding of socio-economic risks driven by aquaculture/fisheries activities					
13. Knowledge of drivers and requirements of international and domestic markets' for aquaculture/fisheries products					
14. Ability to develop and improve relevant Management Practices in fisheries and aquaculture for specific aquatic environments					
15. Ability to improve their academic progress and keep up to date with developing situations in the aquaculture/fisheries markets and in global society					
16. Technical ability when training fish farmers					





Cognitive skills					
1. Possesses analytical thinking abilities					
2. Can apply theoretical and practical knowledge to real life situations					
3. Can apply their knowledge and skills to solve problems and synthesize solutions whilst adhering to precautions					
4. Possesses research design skills					
Interpersonal skills and responsibilities					
Has taken responsibility for their assignment (individual / group)					
Expresses appropriate opinions					
Can adjust to work in a team both as leader or follower					
Self-development of both their academic and professional career					
International collaboration ability / English communication skills					
Time management and planning skills					
Economic and business skills					
Numerical analysis, communication and information technology skills					
1. Can use their communication skills effectively (Listening, Speaking, Reading, and Writing) to communicate with others in group meetings, project workshops and presentations					
2. Can use information technology for communication in appropriate ways					
3. Possesses skills to search information from the internet					
4. Possesses data collection and analysis skills					
5. Possesses skills to use information technology for communication such as e-mail , group communications					



Part 3 Required characteristics of graduates (employees)

Explanation: As an employer, please rank the characteristics you require of your employees, in order for them to work effectively for your organization

Characteristics	Requirement level				
	Absolutely necessary	necessary	Useful	Neither useful nor not useful	Not required
Morals/Ethics					
1. Appropriate behaviours					
2. Self-discipline and punctuality					
3. Showed responsibility and participated in activities for society					
4. Has a positive attitude in professional situations and expresses their morality and ethics effectively					
5. Can adjust to work as part of a team as both leader or team member					
6. Respects and follows rules and regulations of the company/institution/ society					
7. Respects other people's rights and is a good listener					
Subject Knowledge					
1. Ability in planning and managing production					
2. Aquaculture facilities design					
3. Fisheries facilities design					
4. Water quality management					
5. Feed and feeding strategies					
6. Aquatic disease diagnosis and effective treatment					
7. Ability to apply standardized quality control (GlobalGAP, ASC, VietGAP, Thai GAP, etc.)					
8. Aquatic product marketing and sales skills					
8. Knowledge of aquaculture sustainability					
9. Knowledge of fisheries sustainability					
10. Knowledge of environmental protection guidelines and legislation					
11. Understanding of ecological risks driven by aquaculture/fisheries activities					
12. Understanding of socio-economic risks driven by aquaculture/fisheries activities					
13. Knowledge of drivers and requirements of international and domestic markets for aquaculture/fisheries products					
14. Ability to develop and improve relevant management practices in aquaculture/fisheries for relevant aquatic environments.					
15. Ability to improve on their academic progress and keep up to date with developing situations in the aquaculture/fisheries markets and in global society					
16. Technical ability when training fish farmers					



Cognitive skills					
1. Possesses analytical thinking abilities					
2. Can apply theoretical and practical knowledge to real life situations					
3. Can apply their knowledge and skills to solve problems and synthesize solutions whilst adhering to precautions					
4. Possesses research design skills					
Interpersonal skills and responsibilities					
1. Has taken responsibility for their assignment (individual / group)					
2. Expresses appropriate opinions					
3. Can adjust to work in teams both as a leader or team member					
4. Self-development of both their academic and professional careers					
5. International collaboration ability / English communication skills					
6. Time management and planning skills					
7. Economic and business skills					
Numerical analysis, communication and information technology skills					
1. Can use their communication skills effectively (Listening, Speaking, Reading, and Writing) to communicate with others in group meetings, project workshops, and presentations					
2. Can use information technology for communication in appropriate ways					
3. Possesses skills to search information from the internet					
4. Possesses data collection and analysis skills					
5. Possesses skills to use information technology for communication such as e-mail , group communication					



Part 4. Pros / Cons of graduates (employees)

Explanation: Please choose all those that apply (place a X in the box of those that apply)

1. Weaknesses/ Shortcomings of your employee (BSc Fisheries/aquaculture graduates)/

Things that can be improved:

- Professional skills
- Knowledge of theory
- Foreign language skills
- Information technology skills
- Continual improvement ability
- Working with others in a team as both leader and team member
- Knowledge of environmental management and problem solving skills
- 5 virtues)hard-working, patience, be economical, sincerity, gratefulness(
- others (please specify).....

2. Good features/Strengths of your employee (BSc Fisheries/aquaculture graduates)

- Professional skills
- Knowledge of Theory
- Foreign language skills
- Information technology skills
- Continual improvement ability
- Working with others in teams as both leader or team member
- Knowledge of environmental management and problem solving skills
- 5 virtues)hard-working, be patient, be economical, sincere, gratefulness(
- others (please specify).....

Feedback/ Additional Comments

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