

Employers' Requirements for University Graduates

Abstract

This diploma thesis examines the consistency of the evaluation of expected and actual competencies of job applicants from the Faculty of Mathematics and Physics of Charles University (MFF UK) by employers from the MFF UK partner program and the differences in the evaluation according to the type of companies and graduates' field of study. The aim is also to validate the exploratory survey for the next phase of the project. The qualitative part in the form of semi-structured interviews is intended to capture as much variation as possible in the possible expectations and needs of employers regarding the skills and competencies of MFF UK applicants. Subsequent validation of the possibility of quantifying the findings is carried out through a questionnaire survey. Comparison of means, deviations from means, t-tests, and multiple linear regression are used, with competencies forming three indices. One index contains practical competencies, the second includes competencies of autonomy and programming, and the third contains competencies of critical thinking and learning. The stated hypothesis was not fully confirmed, only partial differences by firm characteristics such as location and size of headquarters and firm size were shown. However, no differences by field of study were shown, suggesting no significant differences between MFF UK applicants. However, there were differences in ratings in terms of the university graduates by the respondents. It also showed the interest of companies to employ students rather than only graduates.

Keywords: Employers' Requirements, Graduates, skills and abilities of graduates