

Analysis of Employer Satisfaction

Survey

Date: 07.04.2025-05.05.2025

A graduate satisfaction survey was conducted among employers by the staff of the Quality Assurance Center and Career Center at Western Caspian University. A total of 62 organizations participated in the survey. The descriptions of responses to individual questions are presented below.

1. Please specify the name of your company or organization.

Uşaq sığınacağı və Reabilitasiya mərkəzi
AzərFloat - Şüşə Zavodu
Alliance Tax and Finance MMC
Pasha Travel
Bank VTB ASC
Gloys MMC
Educo MMC
Memorial Klinik MMC
Hesabat MMC
Pasha Malls
Technosol MMC
MS Finance Group MMC
Nova Operating Company MMC
Alines MMC
Expert - SM LTD
AzEduNet MMC
Səs Qəzeti
IT Security
Əmək və Əhalinin Sosial Müdafiə Nazirliyi
AzərEnerji ASC
Amea Sosiologiya və Fəlsəfə İnstitutu
Amea Nizami Gəncəvi adına Ədəbiyyat İnstitutu
Amea A.Bakıxanov adına Tarix və Etnologiya İnstitutu
Uşaq Sığınacağı və Reabilitasiya Mərkəzi
Bakı Gənclər Evi Sosial Xidmət Müəssisəsi
Loqos Psixoloji Nitq İnkişaf Mərkəzi
AR Səhiyyə Nazirliyi Narkoloji Dispanser
Simurg MMC
Paşa Travel MMC
Kapital Bank ASC



Baku Post Media MMC

Knauf Group

Alliance Tax and Finance Məsuliyyətli Cəmiyyət

Milli Hidrometeorologiya Xidməti

Baku Desing Center MMC

Bank VTB Azərbaycan ASC

Memorial Klinik MMC

3D Group MMC

Modern Construction Group QSC

AccessBank QSC

MDT Creative Assoc MMC

Allsafe Kibertəhlükəsizlik MMC

Act Texnologiyaları MMC

Alines MMC

Azərbaycan Supermarket MMC

Caspian Consulting Partners MMC

Caspian Entertainment Company MMC

Rustar Online Tourism MMC

Akademik M.Nağıyev adına Kataliz və qeyri-üzvi Kimya İnstitutu

Suraxanı maşınqayırma zavodu ASC

Birlik Təchizat və Quraşdırma MMC

AzEduNet MMC

Azecolab Company MMC

Usa To Baku MMC

İt Security MMC

Nero MMC

Bazarstore MMC

Accouting Company MMC

Teleport MMC

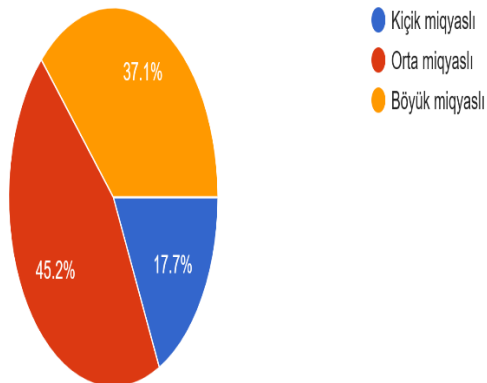
Karlson Psixososial Reabilitasiya və Fərdi İnkişaf Mərkəzi

Ms Finance Group MMC

Azərbaycan Dövlət Su Ehtiyatları Agentliyinin tabeliyində Regional Su Meliorasiya Xidməti

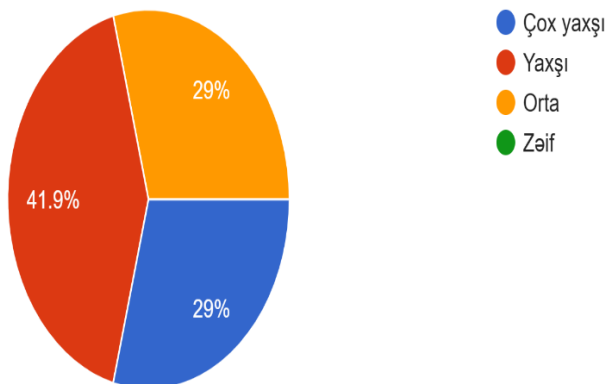
1. Scope of your company's operations:

62 responses



| | Respondent count | Percentage indicator% |
|--------------|------------------|-----------------------|
| Small-scale | 11 | 17,7 % |
| Medium-scale | 28 | 45,2% |
| Large-scale | 23 | 37,1% |

2. How do you assess the employability of university graduates?

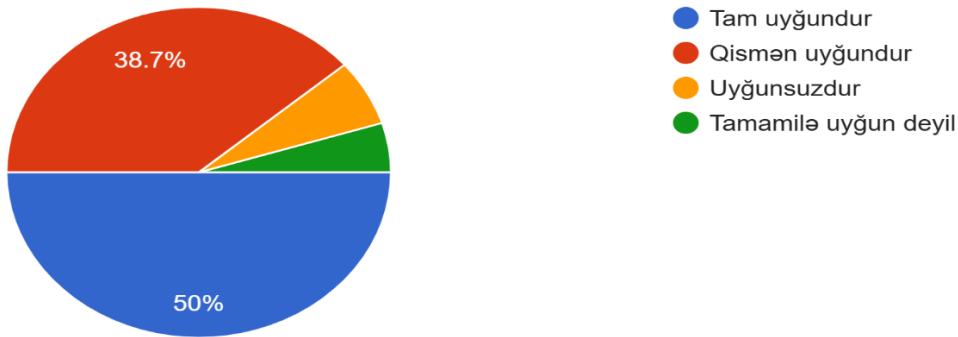


| | Respondent count | Percentage indicator% |
|-----------|------------------|-----------------------|
| Very good | 18 | 29% |
| Good | 26 | 41,9% |
| Average | 18 | 29% |
| Poor | 0 | 0 |



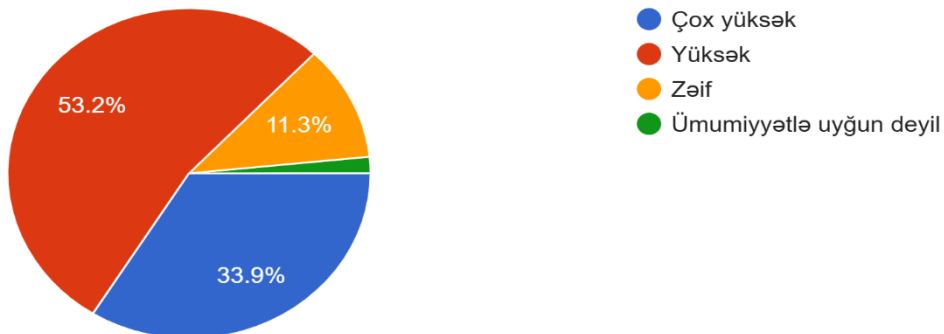
WESTERN
caspi an UNIVERSITY

3.To what extent do your graduates' professional skills meet your expectations?



| | Respondent count | Percentage indicator% |
|--------------------------|------------------|-----------------------|
| Fully appropriate | 31 | 50% |
| Partially appropriate | 24 | 38.7% |
| Inappropriate | 4 | 6.5% |
| Completely inappropriate | 3 | 4.8% |

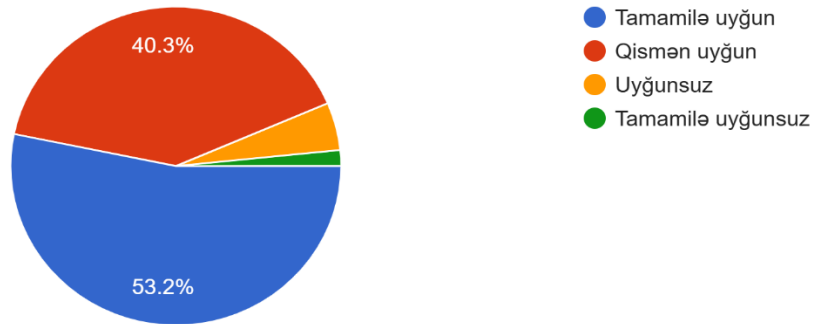
4.How do you evaluate the quality of internship programs offered by universities?



| | Respondent count | Percentage indicator% |
|---------------------|------------------|-----------------------|
| Very high | 21 | 33.9% |
| High | 33 | 53.2% |
| Poor | 7 | 11.3% |
| Not suitable at all | 1 | 1.6% |

5. To what extent do university curricula meet the demands of the labor market?

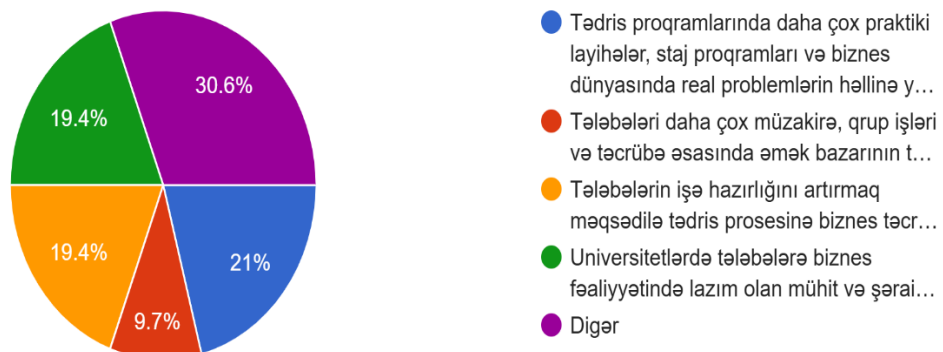
62 responses



| | Respondent count | Percentage indicator% |
|---------------------------------|------------------|-----------------------|
| Fully appropriate | 33 | 53.2% |
| Partially appropriate | 25 | 40.3% |
| Inappropriate | 3 | 4.8% |
| Completely inappropriate | 1 | 1.6% |

6. What recommendations do you have for making university curricula more aligned with business requirements?

62 responses



| | Respondent count | Percentage indicator% |
|--|-----------------------------|----------------------------------|
| Inclusion of more practical projects, internship programs, and assignments focused on solving real-world business problems in academic curricula. | 13 | 21% |
| Development of teaching methods based on discussions, group work, and practical experience to better align with labor market demands. | 6 | 9.7% |
| Involvement of mentors and consultants with real business experience in the teaching process to enhance students' job readiness. | 12 | 19.4% |
| Creation of an environment and conditions within universities that support business-related activities, such as working on projects close to the business world and real economic scenarios. | 12 | 19.4% |
| Other | 19 | 30.6% |

7. Recommendations

Feedback from employers indicates the necessity of aligning university curricula with the current demands of the labor market and enhancing students' practical skills through strengthened university-industry collaboration.

Based on the collected responses, the following improvement measures are recommended:

- Incorporating interactive and practice-oriented teaching methods (e.g., case studies, simulations, role-playing) into course content to enhance students' practical knowledge and skills;
- Organizing specialized in-house training at the university on the use of software tools applied in the teaching process;
- Establishing "mini-laboratories" and equipping classrooms with modern technical infrastructure;
- Involving industry representatives as guest lecturers and jointly developing instructional materials;
- Providing faculties with industry-relevant equipment and software;
- Engaging students in trial employment periods at companies to support smoother integration into the job market;
- Presenting sector-specific problems in the form of case studies and organizing project-based classes around real-world industry tasks;
- Updating curricula and syllabi based on feedback and suggestions from relevant institutions;
- Creating scholarship programs in fields experiencing shortages of qualified professionals;
- Offering temporary employment opportunities for students at companies prior to graduation, with the potential for full-time employment;
- Organizing training sessions on career planning and personal development, and implementing mentoring/coaching programs for students;



- Actively using modern technological equipment and software tools throughout the teaching process;
- Conducting seminars and classes in real workplace environments (offices and production facilities);
- Implementing joint scientific-research and applied projects between universities and companies.

Survey Link:

https://docs.google.com/forms/d/e/1FAIpQLSdA7-TOUiyCJkptTF_PphgJwCTAoz4-rwDXJqGdDyOS3sN1OA/viewform?usp=header

Report Link:

https://docs.google.com/forms/d/1qlfHG2RW3KvczPi2YUiKEobqcVVHXT6B_I7b5S89PWw/edit#responses