

**COLLEGE OF COMPUTER SCIENCE (CCS)  
Bachelor of Computer Science (BSCS)**

**Employer Survey SY 2013-2014**

**Purpose**

- Determine employers' assessment on their experiences with the AMAIUB BSCS graduates.

**Methods**

- Employer Survey Questionnaire was used
- Employers' identification was determined
  - AMAIUB Alumni Office data base was used
  - Phone interviews of the alumni
- Survey questionnaires were administered and/or retrieved from **4** employer-respondents out of **15** identified employers of BSCS graduates.
  - HR managers, training supervisors, heads, and company representatives or personal visits to the company, e-mail, and phone interviews
- Five-point Likert scale was used for the interpretation of data

**Scope**

- Employers' Satisfaction Survey for the graduates of Bachelor of Science in Business Informatics (BSCS) of batches **2010 -2011** based on quality of works and productivity, work attitude, commitment and compliance to company rules.

The evaluation of the PEOs was rated by the alumni-respondents using the five-point Likert scale as shown below:

- 5- Strongly Agree
- 4- Agree
- 3- Agree to some extent
- 2- Disagree
- 1- Strongly Disagree

The mean ratings were interpreted and described based on their level of agreement and disagreement on the given indicators as follows:

- |            |                      |
|------------|----------------------|
| 4.51- 5.00 | Strongly Agree       |
| 3.51- 4.50 | Agree                |
| 2.51- 3.50 | Agree to some extent |
| 1.51- 2.50 | Disagree             |
| 1.00- 1.50 | Strongly Disagree    |

Hence, mean ratings of 3.51 to 5.00 means that the PEOs were **Attain**. The AMAIUB graduates of the BSBI program were able to practice successful management in business and industry (PEO 1) and foster professionalism grounded on the highest ethical standards (PEO 2).

### **Assessment of BSCS Program Educational Objectives (PEOs)**

The program educational objectives are broad statements that describe the attainment of the expectations from the graduates of a specific program after graduation. The BSCS alumni were able to evaluate the following PEOs:

PEO1. To enable our graduates to practice a successful computing professionals for the advancement of society.

PEO2. To promote professionalism in computing practice.

**Table 5**  
**Results of PEOs Evaluation by the BSCS**  
**Alumni-Respondents**

<b>PEO1. To enable our graduates to practice a successful computing professionals for the advancement of society.</b>	Mean N= 4	Interpretation
<ul style="list-style-type: none"> <li>working, being promoted, or given positions of increasing responsibilities in a job related to computing</li> </ul>	4	Agree
<ul style="list-style-type: none"> <li>participating in projects that show my ability to solve complex computing problems, working in multidisciplinary teams, whose solutions respond to the needs of the Kingdom of Bahrain or the GCC</li> </ul>	4	Agree
<ul style="list-style-type: none"> <li>engaging in continuing professional development through: completion of advanced degree; taking industry training or certification courses; attending seminars, conferences, or workshops; or actively participating in professional organizations – related to the field of computing</li> </ul>	4	Agree
<ul style="list-style-type: none"> <li>using current computing techniques, skills, and tools necessary for the practice of my profession</li> </ul>	3.5	Agree
<b>Weighted Mean</b>	<b>3.87</b>	<b>Agree</b>
<b>PEO2. To promote professionalism in computing practice.</b>	Mean N= 4	Interpretation
<ul style="list-style-type: none"> <li>setting or applying professional standards to achieve excellence in the workplace</li> </ul>	3.5	Agree
<ul style="list-style-type: none"> <li>upholding ethical standards and contributing to the broader computing community</li> </ul>	4	Agree
<ul style="list-style-type: none"> <li>adhering to the required codes or laws relating to public safety, health, welfare and environmental concerns</li> </ul>	4.5	Agree
<ul style="list-style-type: none"> <li>applying the same professionalism to my own personal life</li> </ul>	4	
<b>Weighted Mean</b>	<b>4</b>	<b>Agree</b>

The results of PEO1 evaluation by the BSCS alumni-respondents as presented in Table 5 shows a weighted mean of 3.87 which means that the graduates of the program **Agree** that they were able to practice a successful computing professionals for the advancement of society, being promoted, or given positions of increasing responsibilities related to business informatics; have participated in projects that show their ability to solve

business problems, have worked in multidisciplinary teams whose solutions responded to the needs of Kingdom of Bahrain or the GCC; have engaged in continuing professional development through active participation in professional organizations related to computer science; and computing techniques, skills, and tools necessary for the practice of my profession. Based on the given indicators, therefore, PEO1 is **attained**.

Program Educational Objective 2 (PEO2) as shown from table 5, the alumni-respondents considered that they were able to promote professionalism in computing practice by setting or applying professional standards to achieve excellence in their workplace; upholding ethical standards and contributing to the broader computing community, continuously adhering to the required codes or laws relating to public safety, health, welfare and environmental concerns; and have applied professionalism in their own personal life. On the basis of the given indicators, it can be concluded that PEO2 is **attained**. With a grand mean of 4.00, which means **Agree**, it can be further imply that the attainment of the PEOs for the BSCS program showed that AMAIUB has been successful in the delivery of outcome-based instruction through its committed faculty members equipped with diverse teaching, learning, and assessment methods, using updated teaching-learning resources, integrative curriculum, comprehensive work-based learning program, relevant research and publications, and community engagement programs.

Thus, AMAIUB will continuously develop and implement innovations in the pursuit of the university's tri-functions- instruction, research and community engagement in consultation with the stakeholders which support the attainment of the university's vision, mission, goals and objectives. Thus producing high-skilled BSCS graduates dedicated to lifelong learning and equipped with knowledge and skills to respond to the growing socio-economic needs of Bahrain and the GCC as well.

**Table 6**

**Employers' Assessment on the Quality of Work and Productivity,  
Work Attitude, Commitment and Compliance to Company Rules**

<b>Indicator</b>	<b>Mean</b>	<b>Interpretation</b>
<b>I. On Quality of Work and Productivity</b>	<b>3.88</b>	<b>Agree</b>
1. Is able to lead team to meet company standard	4	Agree
2. Is able to plan projects and possess a good overall conceptual ability.	4	Agree
3. Is able effective solutions to these problems and come up with creative and effective solutions to these problems	4	Agree
4. Is able to lead people to meet expected work outputs.	3.5	Agree
5. Is able to manage work performance to achieve project time frame.	4	Agree
6. Exhibits confidence in work.	3.5	Agree
7. Possess leadership and management skills.	4	Agree
8. Possess good written and oral communication skills	4	Agree
9. Makes efficient use of company resources	4	Agree
<b>II. On Work Attitude</b>	<b>4</b>	<b>Agree</b>
1. Is dependable and conducts himself/herself professionally	4	Agree
2. Exhibits high regard to authority	4	Agree
3. Exhibits willingness to accept new responsibilities	4	Agree
4. Conducts work activities in an ethical manner	3.5	Agree
5. Is able to keep confidentiality of information	4.5	Agree
6. Shows keen interest to learn, improve and grow on the job	4	Agree
7. Shows respect for cultural and gender differences	4	Agree
8. Is able to work well with other employers.	4	Agree
<b>III. On Commitment and Compliance to Company Rules</b>	<b>3.9</b>	<b>Agree</b>
1. Reports to work on time and shows respect for other people's time	4.5	Agree
2. Strictly observes company rules and regulations	4	Agree
3. Maintains a positive outlook	3.5	Agree
4. Keeps his/her work place clean and orderly	4	Agree



5. Recognize the needs to address demands of the changing times	3.5	Agree
<b>WEIGHTED MEAN</b>	<b>3.92</b>	<b>Agree</b>

- Mean ratings for the different attributes
  - 3.88 on the quality of work and productivity
  - 4.00 on work attitude
  - 3.90 on commitment and compliance to company rules
- Employers **Agree** means satisfied on the attributes of the graduates
- Over-all mean rating of 3.92 means **Agree**
- These attributes were **Attained**

### Conclusions

- Employers have positive experiences, feedback, and appraisals of the graduates' quality of work and productivity, work attitude, and commitment and compliance to company rules
- AMAIUB graduates as employees projected good image to the companies and institutions where they were affiliated

### Recommendations

- AMAIUB should continuously develop and implement innovations in the university's tri-functions- instruction, research, and community engagement
- Consistent consultations and collaborations with the stakeholders - the alumni, parents, and the industry partners or employers.