

COLLEGE OF ENGINEERING (COE)
Bachelor of Science in Informatics Engineering (BSIE)

Employer Survey
SY 2013-2014

Purpose

- Determine employers' assessment on their experiences with the AMAIUB BSIE 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 **3** employer-respondents out **12** identified employers of BSIE 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 Informatics Engineering (BSIE) of batch **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 BSIE 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 BSIE 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 BSBI alumni were able to evaluate the following PEOs:

PEO1. To enable our graduates to practice successful informatics / mechatronics engineers for the advancement of society.

PEO2. To promote professionalism in engineering informatics/ mechatronics engineering practice.

Table 5
Results of PEOs Evaluation by the BSIE
Alumni-Respondents

PEO1. To enable our graduates to practice successful informatics / mechatronics engineers for the advancement of society.	Mean N= 3	Interpretation
<ul style="list-style-type: none"> undertaking engineering projects that show my ability to solve complex technical problems and to work in multidisciplinary teams on problems whose solutions respond to needs of the Kingdom of Bahrain and the GCC. 	4.25	Agree
<ul style="list-style-type: none"> demonstrating professional engineering success via promotions and/or positions of increasing responsibilities. 	4.5	Agree
<ul style="list-style-type: none"> demonstrating life-long learning via progress toward completion of an advanced degree, professional development, or industrial training courses. 	4.5	Agree
<ul style="list-style-type: none"> driving organizational improvement efforts by providing training, mentoring or subject matter expertise to others. 	4.00	Agree
Weighted Mean	4.25	Agree

PEO2. To promote professionalism in engineering informatics/mechatronics engineering practice.	Mean N= 3	Interpretation
<ul style="list-style-type: none"> undertaking projects that take into consideration safety, health, environmental concerns and the public welfare, through adherence to required codes and laws. 	4.5	Agree
<ul style="list-style-type: none"> upholding ethical standards and contributing to the broader engineering community. 	4.75	Agree
<ul style="list-style-type: none"> setting and applying professional standards to achieve excellence in the workplace. 	4.00	Agree
<ul style="list-style-type: none"> demonstrating management and leadership skills, including negotiating with and influencing others, and leading a project team. 	4.25	Agree
Weighted Mean	4.37	Agree

The results of PEO1 evaluation by the BSIE employer-respondents as presented in Table 5 shows a weighted mean of 4.25 which means that the graduates of the program **Agree** that they were able to practice successful informatics/mechatronics engineers for the advancement of society, hence PEO1 was **attained**.

The results of PEO2 evaluation by the BSIE employer-respondents as presented in Table 5 shows a weighted mean of 4.37 which means that the graduates of the program **Agree** that they were able to promote professionalism in engineering informatics/mechatronics engineering practice., hence PEO2 was **attained**.

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. The university also ensures the consistency of the BSIE program and all its programs with the Bahrain Vision 2030. Thus producing high-skilled BSIE 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**

Indicator	Mean	Interpretation
I. On Quality of Work and Productivity	4.16	Agree
1. Is able to lead team to meet company standard	4.25	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	4.25	Agree
4. Is able to lead people to meet expected work outputs.	3.75	Agree
5. Is able to manage work performance to achieve project time frame.	3.75	Agree
6. Exhibits confidence in work.	4.5	Agree
7. Possess leadership and management skills.	4.25	Agree
8. Possess good written and oral communication skills	4	Agree
9. Makes efficient use of company resources	4.75	Agree
II. On Work Attitude	4.28	Agree
1. Is dependable and conducts himself/herself professionally	4	Agree
2. Exhibits high regard to authority	4.5	Agree
3. Exhibits willingness to accept new responsibilities	4.25	Agree
4. Conducts work activities in an ethical manner	4.25	Agree
5. Is able to keep confidentiality of information	4.25	Agree
6. Shows keen interest to learn, improve and grow on the job	4.25	Agree
7. Shows respect for cultural and gender differences	4.5	Agree
8. Is able to work well with other employers.	4.25	Agree
III. On Commitment and Compliance to Company Rules	4.1	Agree
1. Reports to work on time and shows respect for other people's time	4	Agree
2. Strictly observes company rules and regulations	4	Agree
3. Maintains a positive outlook	4.25	Agree

4. Keeps his/her work place clean and orderly	4.5	Agree
5. Recognize the needs to address demands of the changing times	3.75	Agree
WEIGHTED MEAN	4.18	Agree

- Mean ratings for the different attributes
 - 4.16 on the quality of work and productivity
 - 4.28 on work attitude
 - 4.10 on commitment and compliance to company rules
- Employers **Agree** means satisfied on the attributes of the graduates
- Over-all mean rating of 4.18 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.