

DESCRIPTION OF THE VARIABLES OF THE FILE "ELECTUS"

Respondents were surveyed through a "conjoint" measurement approach, which is a data collection method based on the choice of one or more multifaceted alternatives within a given scenario. To each respondent were proposed some profiles built randomly from the following characteristics:

Variable 1: 10 types of course of study.

- (i) Bachelor of Arts and Philosophy degree.
- (ii) Graduate student in education
- (iii) Graduate student in political science
- (iv) Graduate student in economics
- (v) Graduate in Law.
- (vi) Graduate in Statistical Science
- (vii) Graduate in Engineering
- (viii) Graduate in Mathematics/Computer Science.
- (ix) Graduate in Psychology.
- (x) Graduate in Languages

Variable 2: Bachelor's/Master's degree

- (1) Bachelor's degree
- (2) Master's degree/specialty degree

Variable 3: Graduation grade

- (1) Low
- (2) Medium
- (3) High

Variable 4: English language proficiency

- (1) Can converse with foreigners
- (2) Doesn't matter if he can't converse with foreigners

Variable 5: Cumulative work experience

- (1) No work experience
- (2) Internship/internship during or after studies
- (3) Occasional or occasional work experience
- (4) Stable work experience, at least one year

Variable 6: Willingness to travel

- (1) Available for travel, even major travel
- (2) Available for travel only if short
- (3) Does not matter even if not available for travel

<i>Progressive number of field</i>	<i>Name of field</i>	<i>Type of field</i>	<i>Length of field</i>	<i>Contents</i>
1	A0a	Numerical	1	<p>Whether, in the respondent's company, there are people working as <i>administrative clerk</i>:</p> <ul style="list-style-type: none"> • 1 = Yes, there are one or more job-specific employees • 2 = Yes, but the employee/employees perform other functions together with this • 3 = No, the function is performed from an external worker
2	A1a	Numerical	1	<p>Whether, in the last three years, the respondent's company made changes regarding the administrative staff:</p> <ul style="list-style-type: none"> • 1 = The company added new resources • 2 = The company kept the same numbers as before/replaced exited people • 3 = The company fired/closed time contracts • 4 = The company never had resources in this area
3	A2a	Numerical	1	<p>Level of education of the last person entered for the position of <i>administrative clerk</i>:</p> <ul style="list-style-type: none"> • 1 = Compulsory schooling, no title in particular • 2 = High school diploma or equivalent • 3 = Bachelor's degree • 4 = Master's degree • 5 = PhD, high specialization
4	A3a	Numerical	1	<p>What work experience was required for this position:</p> <ul style="list-style-type: none"> • 1 = No special experience, place for newly graduated • 2 = Specific experience in the position/role • 3 = Other experience
5	A3a_3_other	Character	/	Explanation of the previous answer
6	A4a	Numerical	5	What is/was the annual gross wage paid for this job for a full time commitment

7	A5a_Random1	Numerical	1	<p>The respondent was asked to imagine having to enter a junior figure for a position of <i>administrative clerk</i>. Which profile, among the four proposed, he/she would invite to a job interview, as closer to his/her ideal profile for this position?</p> <ul style="list-style-type: none"> • 1 = Profile 1 • 2 = Profile 2 • 3 = Profile 3 • 4 = Profile 4
8	A5a_Random1_ None	Numerical	1	<p>Whether the respondent would choose the profile previously indicated as closer to his/her ideal or he/she would prefer not to choose anyone:</p> <ul style="list-style-type: none"> • 1 = The profile previously indicated • 2 = Prefer not to choose anyone
9	A6a	Numerical	6	Gross annual salary to be paid to a new member who has the characteristics of the chosen profile
10	A7a_r1_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 1 due to the relevance for the position of <i>administrative clerk</i>
11	A7a_r2_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 2 due to the relevance for the position of <i>administrative clerk</i>
12	A7a_r3_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 3 due to the relevance for the position of <i>administrative clerk</i>
13	A7a_r4_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 4 due to the relevance for the position of <i>administrative clerk</i>
14	A8a_1	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>administrative clerk</i> , in which position the respondent would place the area of study

15	A8a_2	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>administrative clerk</i> , in which position the respondent would place the level of study
16	A8a_3	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>administrative clerk</i> , in which position the respondent would place the knowledge of English
17	A8a_4	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>administrative clerk</i> , in which position the respondent would place the work experience
18	A8a_5	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>administrative clerk</i> , in which position the respondent would place the degree grade
19	A8a_6	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>administrative clerk</i> , in which position the respondent would place the availability for off-site travel
20	A0b	Numerical	1	Whether, in the respondent's company, there are people working as <i>human resources manager</i> : <ul style="list-style-type: none"> • 1 = Yes, there are one or more job-specific employees • 2 = Yes, but the employee/ employees perform other functions together with this • 3 = No, the function is performed from an external worker

21	A1b	Numerical	1	<p>Whether, in the last three years, the respondent's company made changes regarding the human resources staff:</p> <ul style="list-style-type: none"> • 1 = The company added new resources • 2 = The company kept the same numbers as before/ replaced exited people • 3 = The company fired/closed time contracts • 4 = The company never had resources in this area
22	A2b	Numerical	1	<p>Level of education of the last person entered for the position of <i>human resources manager</i>:</p> <ul style="list-style-type: none"> • 1 = Compulsory schooling, no title in particular • 2 = High school diploma or equivalent • 3 = Bachelor's degree • 4 = Master's degree • 5 = PhD, high specialization
23	A3b	Numerical	1	<p>What work experience was required for this position:</p> <ul style="list-style-type: none"> • 1 = No special experience, place for newly graduated • 2 = Specific experience in the position/role • 3 = Other experience
24	A3b_3_other	Character	/	Explanation of the previous answer
25	A4b	Numerical	5	What is/was the annual gross wage paid for this job for a full time commitment
26	A5b_Random1	Numerical	1	<p>The respondent was asked to imagine having to enter a junior figure for a position of <i>human resources manager</i>. Which profile, among the four proposed, he/she would invite to a job interview, as closer to his/her ideal profile for this position?</p> <ul style="list-style-type: none"> • 1 = Profile 1 • 2 = Profile 2 • 3 = Profile 3 • 4 = Profile 4
27	A5b_Random1_ None	Numerical	1	<p>Whether the respondent would choose the profile previously indicated as closer to his/her ideal or he/she would prefer not to choose anyone:</p> <ul style="list-style-type: none"> • 1 = The profile previously indicated • 2 = Prefer not to choose anyone

28	A6b	Numerical	6	Gross annual salary to be paid to a new member who has the characteristics of the chosen profile
29	A7b_r1_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 1 due to the relevance for the position of <i>human resources manager</i>
30	A7b_r2_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 2 due to the relevance for the position of <i>human resources manager</i>
31	A7b_r3_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 3 due to the relevance for the position of <i>human resources manager</i>
32	A7b_r4_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 4 due to the relevance for the position of <i>human resources manager</i>
33	A8b_1	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>human resources manager</i> , in which position the respondent would place the area of study
34	A8b_2	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>human resources manager</i> , in which position the respondent would place the level of study
35	A8b_3	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>human resources manager</i> , in which position the respondent would place the knowledge of English
36	A8b_4	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>human resources manager</i> , in which position the respondent would place the work experience

37	A8b_5	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>human resources manager</i> , in which position the respondent would place the degree grade
38	A8b_6	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>human resources manager</i> , in which position the respondent would place the availability for off-site travel
39	A0c	Numerical	1	Whether, in the respondent's company, there are people working as <i>business information system assistant</i> : <ul style="list-style-type: none"> • 1 = Yes, there are one or more job-specific employees • 2 = Yes, but the employee/ employees perform other functions together with this • 3 = No, the function is performed from an external worker
40	A1c	Numerical	1	Whether, in the last three years, the respondent's company made changes regarding the IT staff: <ul style="list-style-type: none"> • 1 = The company added new resources • 2 = The company kept the same numbers as before/ replaced exited people • 3 = The company fired/closed time contracts • 4 = The company never had resources in this area
41	A2c	Numerical	1	Level of education of the last person entered for the position of <i>business information system assistant</i> : <ul style="list-style-type: none"> • 1 = Compulsory schooling, no title in particular • 2 = High school diploma or equivalent • 3 = Bachelor's degree • 4 = Master's degree • 5 = PhD, high specialization

42	A3c	Numerical	1	<p>What work experience was required for this position:</p> <ul style="list-style-type: none"> • 1 = No special experience, place for newly graduated • 2 = Specific experience in the position/role • 3 = Other experience
43	A3c_3_other	Character	/	Explanation of the previous answer
44	A4c	Numerical	5	What is/was the annual gross wage paid for this job for a full time commitment
45	A5c_Random1	Numerical	1	<p>The respondent was asked to imagine having to enter a junior figure for a position of <i>business information system assistant</i>. Which profile, among the four proposed, he/she would invite to a job interview, as closer to his/her ideal profile for this position?</p> <ul style="list-style-type: none"> • 1 = Profile 1 • 2 = Profile 2 • 3 = Profile 3 • 4 = Profile 4
46	A5c_Random1_None	Numerical	1	<p>Whether the respondent would choose the profile previously indicated as closer to his/her ideal or he/she would prefer not to choose anyone:</p> <ul style="list-style-type: none"> • 1 = The profile previously indicated • 2 = Prefer not to choose anyone
47	A6c	Numerical	6	Gross annual salary to be paid to a new member who has the characteristics of the chosen profile
48	A7c_r1_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 1 due to the relevance for the position of <i>business information system assistant</i>
49	A7c_r2_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 2 due to the relevance for the position of <i>business information system assistant</i>
50	A7c_r3_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 3 due to the relevance for the position of <i>business information system assistant</i>
51	A7c_r4_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 4 due to the relevance for the position of <i>business information system assistant</i>

52	A8c_1	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>business information system assistant</i> , in which position the respondent would place the area of study
53	A8c_2	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>business information system assistant</i> , in which position the respondent would place the level of study
54	A8c_3	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>business information system assistant</i> , in which position the respondent would place the knowledge of English
55	A8c_4	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>business information system assistant</i> , in which position the respondent would place the work experience
56	A8c_5	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>business information system assistant</i> , in which position the respondent would place the degree grade
57	A8c_6	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>business information system assistant</i> , in which position the

				respondent would place the availability for off-site travel
58	A0d	Numerical	1	Whether, in the respondent's company, there are people working as <i>marketing officer</i> : <ul style="list-style-type: none"> • 1 = Yes, there are one or more job-specific employees • 2 = Yes, but the employee/ employees perform other functions together with this • 3 = No, the function is performed from an external worker
59	A1d	Numerical	1	Whether, in the last three years, the respondent's company made changes regarding the IT staff: <ul style="list-style-type: none"> • 1 = The company added new resources • 2 = The company kept the same numbers as before/ replaced exited people • 3 = The company fired/closed time contracts • 4 = The company never had resources in this area
60	A2d	Numerical	1	Level of education of the last person entered for the position of <i>marketing officer</i> : <ul style="list-style-type: none"> • 1 = Compulsory schooling, no title in particular • 2 = High school diploma or equivalent • 3 = Bachelor's degree • 4 = Master's degree • 5 = PhD, high specialization
61	A3d	Numerical	1	What work experience was required for this position: <ul style="list-style-type: none"> • 1 = No special experience, place for newly graduated • 2 = Specific experience in the position/role • 3 = Other experience
62	A3d_3_other	Character	/	Explanation of the previous answer
63	A4d	Numerical	5	What is/was the annual gross wage paid for this job for a full time commitment

64	A5d_Random1	Numerical	1	<p>The respondent was asked to imagine having to enter a junior figure for a position of <i>marketing officer</i>. Which profile, among the four proposed, he/she would invite to a job interview, as closer to his/her ideal profile for this position?</p> <ul style="list-style-type: none"> • 1 = Profile 1 • 2 = Profile 2 • 3 = Profile 3 • 4 = Profile 4
65	A5d_Random1_None	Numerical	1	<p>Whether the respondent would choose the profile previously indicated as closer to his/her ideal or he/she would prefer not to choose anyone:</p> <ul style="list-style-type: none"> • 1 = The profile previously indicated • 2 = Prefer not to choose anyone
66	A6d	Numerical	6	Gross annual salary to be paid to a new member who has the characteristics of the chosen profile
67	A7d_r1_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 1 due to the relevance for the position of <i>marketing officer</i>
68	A7d_r2_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 2 due to the relevance for the position of <i>marketing officer</i>
69	A7d_r3_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 3 due to the relevance for the position of <i>marketing officer</i>
70	A7d_r4_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 4 due to the relevance for the position of <i>marketing officer</i>
71	A8d_1	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>marketing officer</i> , in which position the respondent would place the area of study
72	A8d_2	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>marketing officer</i> , in which

				position the respondent would place the level of study
73	A8d_3	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>marketing officer</i> , in which position the respondent would place the knowledge of English
74	A8d_4	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>marketing officer</i> , in which position the respondent would place the work experience
75	A8d_5	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>marketing officer</i> , in which position the respondent would place the degree grade
76	A8d_6	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>marketing officer</i> , in which position the respondent would place the availability for off-site travel
77	A0e	Numerical	1	Whether, in the respondent's company, there are people working as <i>costumer relations officer</i> : <ul style="list-style-type: none"> • 1 = Yes, there are one or more job-specific employees • 2 = Yes, but the employee/ employees perform other functions together with this • 3 = No, the function is performed from an external worker
78	A1e	Numerical	1	Whether, in the last three years, the respondent's company made changes regarding the IT staff: <ul style="list-style-type: none"> • 1 = The company added new resources

				<ul style="list-style-type: none"> • 2 = The company kept the same numbers as before/ replaced exited people • 3 = The company fired/closed time contracts • 4 = The company never had resources in this area
79	A2e	Numerical	1	<p>Level of education of the last person entered for the position of <i>costumer relations officer</i>:</p> <ul style="list-style-type: none"> • 1 = Compulsory schooling, no title in particular • 2 = High school diploma or equivalent • 3 = Bachelor's degree • 4 = Master's degree • 5 = PhD, high specialization
80	A3e	Numerical	1	<p>What work experience was required for this position:</p> <ul style="list-style-type: none"> • 1 = No special experience, place for newly graduated • 2 = Specific experience in the position/role • 3 = Other experience
81	A3e_3_other	Character	/	Explanation of the previous answer
82	A4e	Numerical	5	What is/was the annual gross wage paid for this job for a full time commitment
83	A5e_Random1	Numerical	1	<p>The respondent was asked to imagine having to enter a junior figure for a position of <i>costumer relations officer</i>. Which profile, among the four proposed, he/she would invite to a job interview, as closer to his/her ideal profile for this position?</p> <ul style="list-style-type: none"> • 1 = Profile 1 • 2 = Profile 2 • 3 = Profile 3 • 4 = Profile 4
84	A5e_Random1_none	Numerical	1	<p>Whether the respondent would choose the profile previously indicated as closer to his/her ideal or he/she would prefer not to choose anyone:</p> <ul style="list-style-type: none"> • 1 = The profile previously indicated • 2 = Prefer not to choose anyone
85	A8e	Numerical	6	Gross annual salary to be paid to a new member who has the characteristics of the chosen profile

86	A9e_r1_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 1 due to the relevance for the position of <i>costumer relations officer</i>
87	A9e_r2_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 2 due to the relevance for the position of <i>costumer relations officer</i>
88	A9e_r3_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 3 due to the relevance for the position of <i>costumer relations officer</i>
89	A9e_r4_c1	Numerical	2	Score from 1 to 10, where 10 is the maximum, for profile 4 due to the relevance for the position of <i>costumer relations officer</i>
90	A10e_1	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>costumer relations officer</i> , in which position the respondent would place the area of study
91	A10e_2	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>costumer relations officer</i> , in which position the respondent would place the level of study
92	A10e_3	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>costumer relations officer</i> , in which position the respondent would place the knowledge of English
93	A10e_4	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>costumer relations officer</i> , in which position the respondent would place the work experience
94	A10e_5	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the

				position of <i>costumer relations officer</i> , in which position the respondent would place the degree grade
95	A10e_6	Numerical	1	Ranking the following six characteristics (area of study, level of study, knowledge of English, work experience, degree grade, availability for off-site travel), with regard to the position of <i>costumer relations officer</i> , in which position the respondent would place the availability for off-site travel
96	B1	Numerical	1	Sex of the respondent: <ul style="list-style-type: none"> • 1 = Male • 2 = Female
97	B2	Numerical	1	Age of the respondent: <ul style="list-style-type: none"> • 1 = Less than 34 • 2 = 35-39 • 3 = 40-49 • 4 = 50-64 • 5 = 65 and more
98	B3	Numerical	1	Respondent's level of education: <ul style="list-style-type: none"> • 1 = Compulsory schooling • 2 = High school diploma • 3 = Degree • 4 = Master, PhD
99	B4	Numerical	1	Respondent's main activity within the company: <ul style="list-style-type: none"> • 1 = Entrepreneur, freelancer, partner • 2 = Manager • 3 = Head of business area/ department • 4 = Other
100	B4_4_other	Character	/	Explanation of the previous answer
101	B5	Numerical	1	Person who manages the company: <ul style="list-style-type: none"> • 1 = The entrepreneur himself • 2 = A manager • 3 = Other
102	B5_3_other	Character	/	Explanation of the previous answer
103	B6	Numerical	1	Number of employees within the company: <ul style="list-style-type: none"> • 1 = Up to 19 employees • 2 = 20-49 employees • 3 = 50-249 employees • 4 = More than 250 employees
104	B7	Numerical	1	Sector in which the company mainly operates: <ul style="list-style-type: none"> • 1 = Agri-food • 2 = Manufacturing industry • 3 = Construction

				<ul style="list-style-type: none"> • 4 = Business services • 5 = Tourism, public establishments, hotels • 6 = Services to the person or family
105	B8	Numerical	1	<p>Markets for which the company produces:</p> <ul style="list-style-type: none"> • 1 = Local or national market • 2 = National market and partly also foreign market • 3 = Mainly or exclusively foreign market
106	B10	Numerical	1	<p>Position held by the last person hired by the company in the last three years:</p> <ul style="list-style-type: none"> • 1 = No one has been hired • 2 = Worker • 3 = Employee • 4 = Technician • 5 = Manager
107	B11	Numerical	1	<p>Whether, within one year, the company is thinking of hiring someone:</p> <ul style="list-style-type: none"> • 1 = No • 2 = Yes
108	B12_1	Numerical	1	<p>Whether the company is thinking of hiring new resources in the position of <i>worker</i>:</p> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
109	B12_2	Numerical	1	<p>Whether the company is thinking of hiring new resources in the position of <i>employee</i>:</p> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
110	B12_3	Numerical	1	<p>Whether the company is thinking of hiring new resources in the position of <i>technician</i>:</p> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
111	B12_4	Numerical	1	<p>Whether the company is thinking of hiring new resources in the position of <i>manager</i>:</p> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
112	B12_5	Numerical	1	<p>Whether the company is thinking of hiring new resources in <i>other positions</i>:</p> <ul style="list-style-type: none"> • 0 = No • 1 = Yes

113	B13	Numerical	1	Whether, in the last three years, the respondent has been involved in selection processes regarding the positions previously described: <ul style="list-style-type: none"> • 1 = No • 2 = Yes, once • 3 = Yes, several times
114	B14	Numerical	1	Whether, in the last three years, the respondent has been involved in selection processes regarding graduates: <ul style="list-style-type: none"> • 1 = No • 2 = Yes, once • 3 = Yes, several times
115	A11a_1	Numerical	1	Whether, the following method, is among the four most used by the respondent's company in order to find candidates for a graduate position: <i>employment agency:</i> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
116	A11a_2	Numerical	1	Whether, the following method, is among the four most used by the respondent's company in order to find candidates for a graduate position: <i>resumes sent by the candidates:</i> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
117	A11a_3	Numerical	1	Whether, the following method, is among the four most used by the respondent's company in order to find candidates for a graduate position: <i>University databases or similar:</i> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
118	A11a_4	Numerical	1	Whether, the following method, is among the four most used by the respondent's company in order to find candidates for a graduate position: <i>specialized companies:</i> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
119	A11a_5	Numerical	1	Whether, the following method, is among the four most used by the respondent's company in order to find candidates for a graduate position: <i>stage:</i> <ul style="list-style-type: none"> • 0 = No • 1 = Yes

120	A11a_6	Numerical	1	Whether, the following method, is among the four most used by the respondent's company in order to find candidates for a graduate position: <i>social networks:</i> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
121	A11a_7	Numerical	1	Whether, the following method, is among the four most used by the respondent's company in order to find candidates for a graduate position: <i>specialized websites:</i> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
122	A11a_8	Numerical	1	Whether, the following method, is among the four most used by the respondent's company in order to find candidates for a graduate position: <i>newspapers:</i> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
123	A11a_9	Numerical	1	Whether, the following method, is among the four most used by the respondent's company in order to find candidates for a graduate position: <i>other:</i> <ul style="list-style-type: none"> • 0 = No • 1 = Yes
124	A11a_9_other	Character	/	Explanation of the previous answer
125	B15	Numerical	1	Whether there currently are graduates in the respondent's company: <ul style="list-style-type: none"> • 1 = No • 2 = Yes, one • 3 = Yes, more than one
126	B16	Numerical	1	Whether, in recent times, the respondent has noticed changes in the preparation of graduates who apply for a job at his/her company: <ul style="list-style-type: none"> • 1 = Improving trend • 2 = Substantial stability • 3 = Worsening trend • 4 = Haven't seen any graduate
127	B16b	Character	/	Main aspects related to the worsening
128	B17	Numerical	/	If the government were to take action to integrate young people into businesses, under what conditions the respondent would be available to insert one or more of them: <ul style="list-style-type: none"> • 1 = Only if the State or the Region were available to pay the salary and social charges for at least two years

				<ul style="list-style-type: none"> • 2 = Only if the State or the Region were available to bear the social security contributions for at least two years • 3 = Only if, for at least two years, there are no permanent recruitment obligations • 4 = If he/she's the right person, I wouldn't set conditions
129	C1	Character	/	Suggestions to the University to improve the skills of young people who present themselves in the world of work
130	C2	Character	/	Other suggestions to make the best use of the data collected