Dear Sir/Madam

The survey "**Study of Leading Remediation Models Adopted by the Industry-For addressing Skill Gap in IT sector**" is an attempt to study the causes of skill gap and the models or initiative taken by the companies to bridge the skill in the IT and ITES industries. The information provided by you will be utilized for the purpose of Ph.D. and will be confidential. Please support the research by filling the questionnaire.

About You:

Designation:

Name of the organization:_____

Type of the organization: Large size: ☐ Mid Sized: ☐ Emerging: ☐ Small: ☐

Sector: IT ☐   BPM ☐   IT&BPM ☐

A. Skill Gap And Causes

1. Do You agree that there exist a skill Gap in the IT and BPM Sector (Please Tick)

Strongly agree		Agree		Undecided		Disagree		Strongly Disagree	

2. According to you, the skill gap identified is most evident among? Please tick the most appropriate

	Ranks
Fresher's (no experience)	
Candidates with less than 1 year of experience	
Candidates with 1-2 years of experience	
Candidates with more than 2 years of experience	

3. Which are the most important skills according to you to perform a job successful?

	Extremely Important	Very Important	Somewhat Important	Not Important(2)	Least Important(1)
1. Process knowledge	5	4	3	2	1
2. Technical Skills	5	4	3	2	1
3. Business Domain Knowledge	5	4	3	2	1
4. Communication Skills	5	4	3	2	1
5. Interpersonal Skills	5	4	3	2	1

4 What according to you is 21st Century Skills that a new college graduate should acquire?

	Extremely Important	Very Important	Somewhat Important	Not Important	Least Important
1. Social Intelligence	5	4	3	2	1
2. Critical thinking and Problem solving	5	4	3	2	1
3. Adaptive Thinking	5	4	3	2	1
4. ICT Thinking	5	4	3	2	1
5. Collaboration	5	4	3	2	1

5 What according to you are the causes of skill gap?

	Ranks
1. Curriculum	
2. Pedagogy	
3. Willingness to relocate	
4. Induction	
5. Changing business landscape results in skill being outdated	

Academic Shortcomings

1. What according to you is the role of Academics in trying to mitigate the skill gap problem? Circle the appropriate.

	Strongly agree(5)	Agree(4)	Neutral(3)	Somewhat Agree(2)	Strongly Disagree(1)
1Industry ready syllabus partner with industries	5	4	3	2	1
2. Internships for students and faculties	5	4	3	2	1
3. Focus on practical aspect and implemtation of concept	5	4	3	2	1
4. Work closely with industry body to understand trends	5	4	3	2	1
5.Ensure curriculum change is fast	5	4	3	2	1

Recruitment

1. What are your sources of recruitment? Please rank according to priority (1 for highest and 10 lowest priority? Also rank the source based effectiveness in hiring the right talent in last three years(1 for most effective to 10 for least effective.)

	Please Rank on priority
1. Campus Recruitment	
2. Employee Referrals	
3. Job Portal	
4. Walk Ins	
5. Earlier Created database	
6. Social networking sites like twitter. Facebook etc	
7. linked in	
8. Summer Interns	
9. Job / Career Fairs	
10. Temporary outsourcing	

2.What are the challenges faced while hiring new college graduates?.

	Strongly agree(5)	Agree(4)	Neutral(3)	Somewhat Agree(2)	Strongly Disagree(1)
1.Corporate Awareness	5	4	3	2	1
2.Business Acumen	5	4	3	2	1
3.Mindset	5	4	3	2	1
4.Attrition	5	4	3	2	1
5.Few candidates to choose from	5	4	3	2	1
6.relocate	5	4	3	2	1
7. others	5	4	3	2	1

Skill Development

1. Does your organisation have Skill development for new recruits as a training agenda?

Yes [   ]   No [   ]

2.To what extent are the following people responsible for determining the training needs of the organisation as a whole?

	Main Responsibility	Some involvement	No involvement
Business Unit Head			
HR Dept			
L&D Department			
External Consultant working for the org			
Employees			

3. What arethe initiatives taken by your organization to address the skill gap?

Initiatives	Please Tick(√) the appropriate
1. In house training programs	
2. On the job training	
3. Certification online course	
4. Academic partnerships.	
5. E-Learning	
6. Any other please specify:	

Discussion Question

Remediation models:

1 What is your opinion about skill gap?

2.How important according to you in industry academic partnership to bridge the skill gap?

3. Industry academic partnership is a solution to bridge the gap between the employer requirement in terms of skill required and the skills possessed by the student. Which of the areas according to you, should the partnership focus on?

4 Does your organisation have any unique initiative to ensure skilling employees to meet the changing business landscape? Please elaborate

Thank You for cooperation. The information shared is strictly restricted to academic purpose only.