

សាកលវិទ្យាល័យភូមិន្ទភ្នំពេញ

ROYAL UNIVERSITY OF PHNOM PENH



ផ្នែកធានាគុណភាព

QUALITY ASSURANCE UNIT



របាយការណ៍នៃការសិក្សាអំពី

លទ្ធភាពស្វែងរកការងាររបស់និស្សិតដែលបញ្ចប់ការសិក្សា

ឆ្នាំ២០០៨ ពីសាកលវិទ្យាល័យភូមិន្ទភ្នំពេញ

ប្រចាំឆ្នាំ ២០១០

Graduates of Year 2008

Tracer Study 2010



រៀបចំដោយ: លោក ចង់ ឆន្ទី

សហគ្រូហោយ: Maryknoll NGO

www.rupp.edu.kh



THE ROYAL UNIVERSITY OF PHNOM PENH TRACER STUDY 2010

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Abstract

The Royal University of Phnom Penh comprises 20 constituent departments on three main campuses: two main faculties and one institution - *the Faculty of Social Sciences and Humanities, the Faculty of Science and an Institute of Foreign Languages*.

Executive Summary

The 2008 Graduate Follow-Up Study carried out in 2010 (SFUS 2008) was designed to investigate the graduates' employability, how they searched for a job, the coursework they had during their studies at the RUPP and, obviously, to explore the quality of education provided by the Royal University of Phnom Penh. In order to attain reliable representation of each population, the sample size is randomly calculated and selected with a margin of error =0.05. Statistically, the actual sample size consisted of 311 out of 1,493 students that graduated in 2008 from both scholarship and fee-paying academic programs. The participants whose ages from 21 and 30 were equal 97.1% and 82% of them were still single. Among the sample, there were 62.7% males and 37.3% were females. All in all, the findings indicated that 89.1% of graduates have been employed for full-time jobs, which meant they had to work eight hours per day and they could earn between US\$50 and US\$2000. Also, it is worth recognizing that among the full-time working graduates, many were holding more than one job.

INTRODUCTION

This report discusses the results of the tracer study of 2008 graduates from the Royal University of Phnom Penh's various bachelor degree programs. The study begun on the 7 of December 2009 had certain special significance. Firstly, it establishes a continuing evaluation process of the university performance. Secondly, the results should reveal strengths and weaknesses of university programs, and lastly the findings should indicate the employability of the graduates. Population pools were randomly selected from both scholarship and fee-paying students, including 62.7% males and 37.3% females. Obviously, the numbers of population of the academic year 2007-2008 were 1,493. In order to gather reliable data, we selected a sample size of 311 out of 1,493 graduates, which represents 35% of the whole scholarship population and 25% of the whole fee-paying population of the students. Actually, it is important to recognize that this study was funded by Marynoll NGO and assisted by the Rector of the Royal University of Phnom Penh.

Table1: Numbers of Graduates in 2007-2008

No.	Department	Scholar.	Actual Size Sch.	Scholar Sample	Fee-Paying	Actual Size FP	Fee-Paying Sample
1	Geography	20	7	35%	0	0	0%
2	History	19	6	32%	0	0	0%
3	Khmer Literature	71	16	23%	55	16	29%
4	Media & Comm.	9	6	67%	0	0	0%
5	Philosophy	15	6	40%	0	0	0%
6	Psychology	14	7	50%	57	14	25%
7	Sociology	20	7	35%	34	9	26%
8	Tourism	19	7	37%	9	4	44%
9	Biology	25	8	32%	0	0	0%
10	Chemistry	29	8	28%	0	0	0%
11	Computer Science	21	8	38%	279	42	15%
12	Environment	18	6	33%	0	0	0%
13	Mathematics	55	13	24%	68	17	25%
14	Physics	25	8	32%	27	6	22%
15	English	53	13	25%	507	65	13%
16	French	44	12	27%	0	0	0%
Total Graduates= 1,493		457(F=158)	138	35%	1036 (F=316)	173	25%

*F=Female

OBJECTIVES

A number of the tracer study objectives are to explore the employability of the graduates and how they searched for a job, the areas where they worked and the connections of their educational experience and the labour market needs in order to provide a basis of evaluation of the current programs in the university. Therefore, the detail objectives of this survey were to:

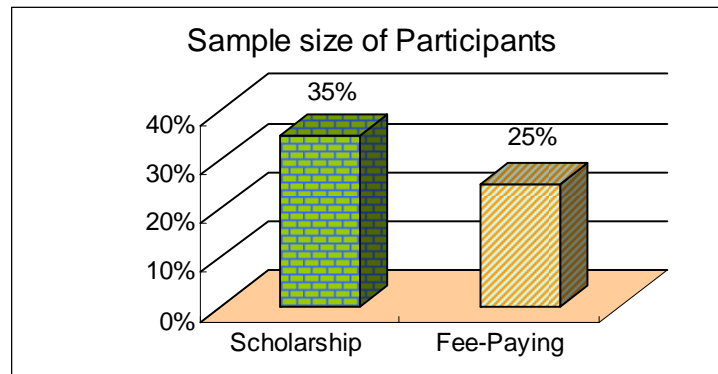
- investigate how the graduates moved from the university to the workplaces;
- analyze the a broad prospective of relationships between their study and work experience which mainly involves in fulfillment of personal goals such as job satisfaction, monthly income, job security and the types of work;
- discover the influence of personal factors like gender, the skills attained from the course of study and the requirements of labour market conditions which contribute more professional success to graduates;
- find out the job search methods they employed during transitional process;
- learn the basis of the experience and views of graduates in order to evaluate the teaching and learning materials, institutional facilities and curriculum, which should be used for future improvement;
- identify key aspects of the continuing professional education of graduates, and feedback on the quality of RUPP programs;
- and find out which the weak areas of the programs needed for improvement in order to work for change within the institution.

METHODOLOGY

Sample selection and size

In order to have reliable representatives of each population, the sample size was randomly calculated and selected with regarding the margin of error =0.05. The actual sample size of this study consists of 138 students from the scholarship programs and 173 students from the fee-paying students. Thus, we selected totally 311 out of 1,493 graduates from both public and private academic programs. To ensure the free errors, the questionnaires have been piloted to find out if they capture the information required or meet the objectives, which help us make sure that the findings were therefore acceptable.

Table 2: Types of Participants



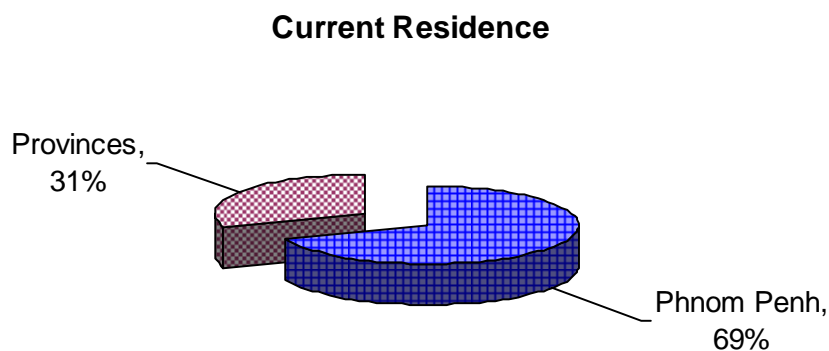
To gather data, the researchers then solicited for graduates' phone number from the relevant Studies Offices in the RUPP and totally 88% of phone numbers have been collected, but only 62% of them were used. Neutrally, most questions in the questionnaire invited the respondents to rate a-five-point scale, which means number 1 represents *totally disagree* and 5 is *totally agree* and the interviewed results were carefully written down and then converted to SPSS for analysis. This reliable statistics meant that 35% of the whole scholarship population and 25% of the whole fee-paying population represent the total numbers of students who graduated in 2008.

RESULTS AND DISCUSSION

A. Study Areas

The participants of this study, who graduated from RUPP 2008, are now living either in cities or provinces in Cambodia. The results showed that 69% of graduates are currently working in Phnom Penh and other 31% are working in the provinces.

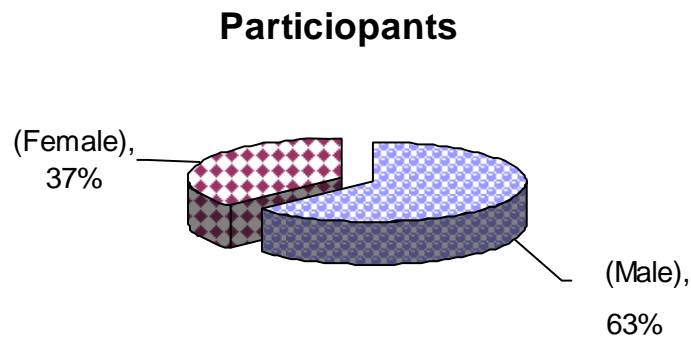
Table 3: Current Residence



B. Data Collection

Data collection was conducted by interviewing the targeted population through telephone conversations by two well-trained interviewers. Significantly, 63% of males and 37% of female graduates responded to the two interviewers.

Table 4: Genders of Participants



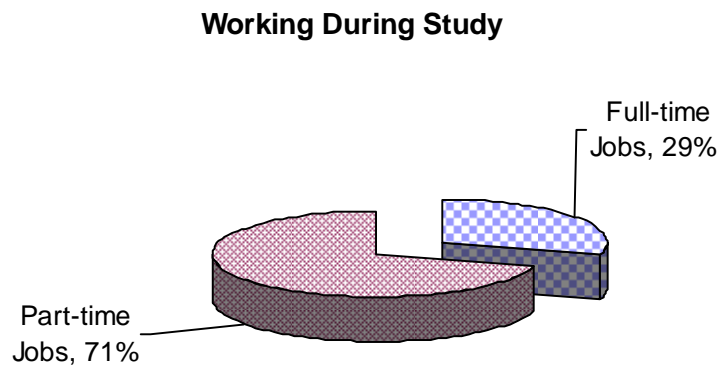
EDUCATIONAL EXPERIENCE and GRADUATE EMPLOYMENT

Based on data analysis, it shows that:

1. *Work Experience during undergraduate years*

Among the graduates of year 2008, 67.8 % of the students worked during their study; and 29.4% of them worked on a full-time and 70.6% worked on the part-time job. This indicated that RUPP students had capacity, ability and skills to work even though they were studying.

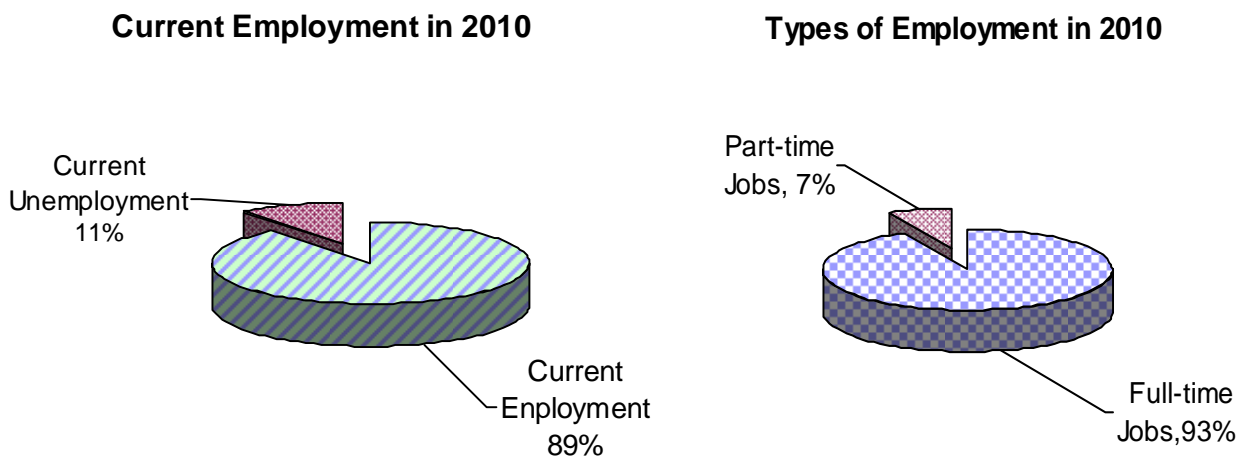
Table 5: Working during Study in RUPP



2. Current Employment

According to the data collections, the statistics indicated that 89.1% of the graduates of year 2008 have been employed, while the 10.9% are seeking for their favourite jobs. Specifically after their graduation, the numbers of graduates who have been working on the full-time jobs shot up from 29.4% to 92.8%, while the number of the part-time working graduates sharply declined from 70.6% to 7.2%. This means that the RUPP graduates have more opportunities to get the full-time jobs. Regarding workplace, 67.8% of them are working in Phnom Penh, and other 32.2% of the graduates are working in the provinces. Remarkably, 87.7% of them indicated that their current jobs are connected with skills, experience, and knowledge studied at RUPP and only 12.3 % claimed that their jobs are not related to what they studied at RUPP.

Table 6: Current Employment and Types of Employment 2010

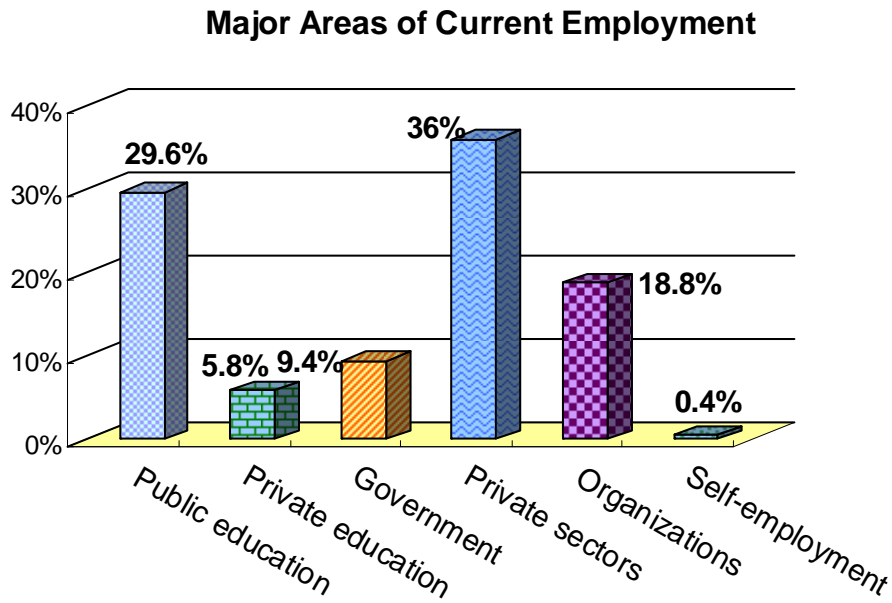


3. Major Area of Current Employment

A. Full-Time Employment

With respect to types of the current employment, 29.6 % of the graduates are teaching and working for the public education fields and 5.8% are working for private education, other 9.4% are working for the governmental sections, 36% are employed by various private sectors, 18.8% are working for NGOs and 0.4% of them are involving in their own business.

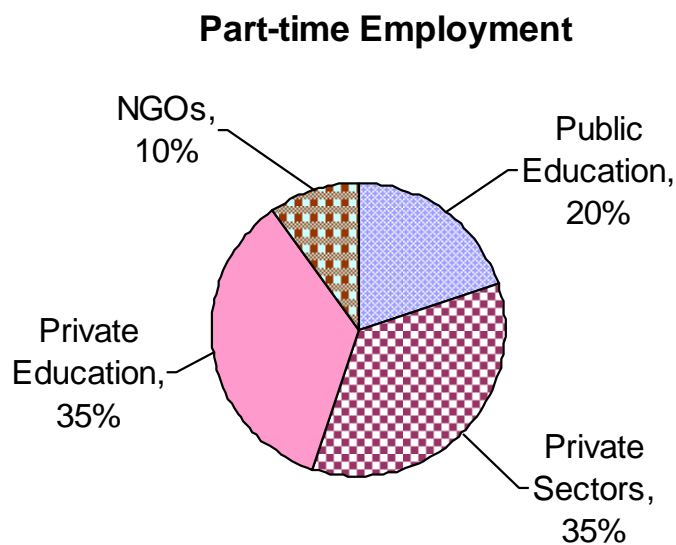
Table 7: Major Area of Current Employment



B. Part-Time Employment

According to the data analysis, we found that a remarkable number of students who graduated from RUPP in 2008 have been working in various sections ranging from educational areas to private sectors and NGOs. Among 89.1% of graduates who have regular jobs, 16.9% of them have taken part-time jobs. The study shows that 20 % of them are working for public education, 35% are in private education, other 35% are employed by private sectors, and other 10% are working for NGOs.

Table 8: Current Employment of Part-time jobs

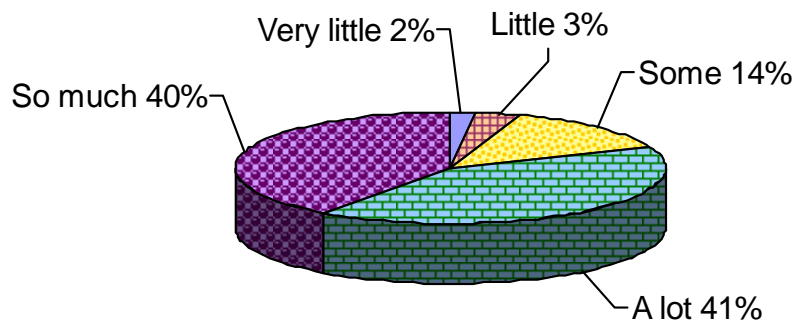


C. Relationships between employment and knowledge studied at RUPP

Individually, the majority of graduates recognized that 87.7% of their daily work are related to skills, experiences and knowledge that they had learnt from RUPP. Particularly, 2% of them believed that their skills and knowledge which they attained from RUPP could help their jobs very little, 3.2% said they helped little, 13.8% said they helped some, 40.9% said they helped a lot, and 40.1% said they helped them so much (table 9). Overall, we can conclude that many of them have received benefits and been satisfied with their studies at RUPP.

Table 9: Relationships between employment and knowledge attained from RUPP

Relationship between work and knowledge



4. Working hours and Salary

With regarding to the areas of employment, 29.6% of full-time working graduates have been working approximately 32 hours per week and they can earn averagely US\$ 215 per month. They have experienced in these current jobs roughly 18 months. Separately, 16.9% of part-time working students have been working approximately 13 hours per week and they can earn averagely US\$ 119 per month. This group has experienced in these current part-time jobs around 17 months (Table 10). Among these graduates, 37.2% of them can earn less than US\$100 per month, 55.6% earn from US\$100 to US\$ 500 per month, and the ones who are able to earn from US\$520 to US\$2.000 is 7.2%.

Table 10: Working hours and Average Payment per month

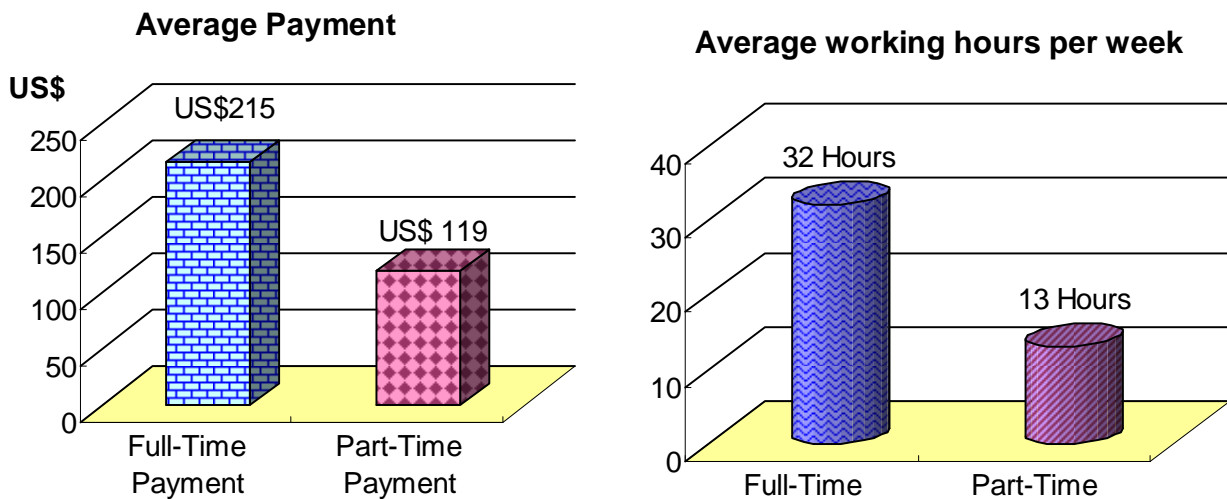
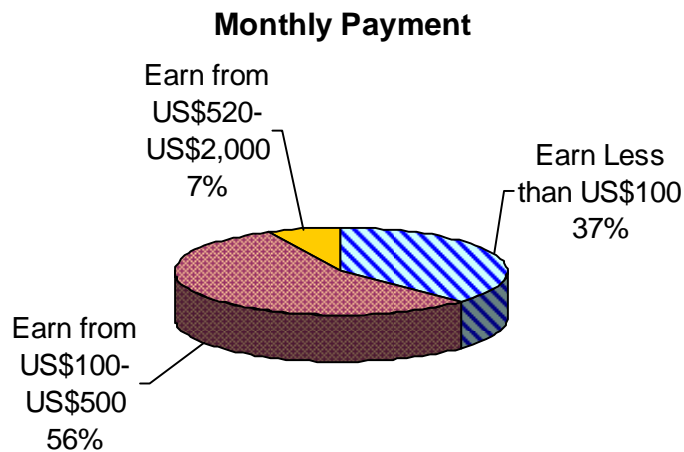


Table 11: Monthly Payment

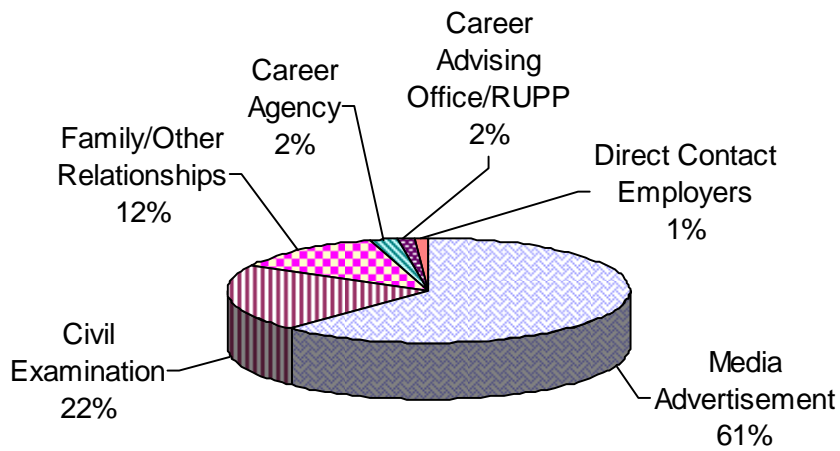


5. Job Search Methods

The findings showed that one fifth of them are holding more than one job. Thus, they had several approaches to search for full-time employment and part-time jobs. Separately, to seek for the full-time employment, the majority of graduated students found their jobs through media advertisement 62%, other 22% through civil examination, 12% through family and/or friends and other relationships, 2% through career agency, 2% through Career Advising Office at RUPP, and 1% of them directly contacted with employers.

Table 12: Full-time Job Search Methods

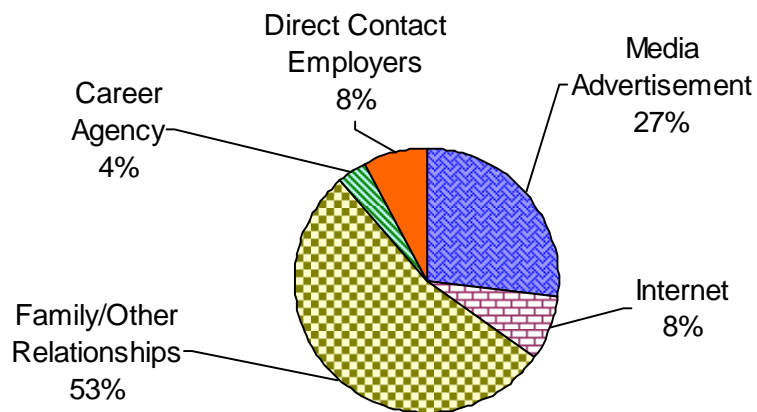
Full-time Job Search Methods



Particularly, they used a numbers of methods to search for their part-time employments such as through family and/or friends and other relationships 53%, other 27% sought through media advertisement, 8% of them found the jobs through the Internet, 4% through career agency, and 8% of them directly contacted with employers.

Table 13: Time-time Job Search Methods

Part-time Job Search Methods



Professional Knowledge & Skills

6. Qualification and Labor market connections

It is worth recognizing that how the majority of them are satisfied with their professional knowledge attained from RUPP. The table below indicates how the graduates rated their satisfaction of the educational experience.

Table 14: General opinions on education and market requirements

(1= Totally disagree; 2=Disagree; 3=No idea; **4=Agree**; 5= Totally agree)

Educational Experience at RUPP		1	2	3	4	5
1	RUPP education relates theories to practice.	1.9%	7.4%	4.2%	69.5%	17%
2	RUPP education taught you about the job market.	1.6%	14.1%	11.9%	52.4%	19.9%
3	Class and homework exercises were relevant to the professional practices in your field.	1.6%	7.4%	10.6%	56.3%	24.1%
4	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	3.9%	1.3%	45.5%	49.4%
5	The knowledge you attained from RUPP help seek job quickly.	1.6%	6.1%	10%	38.6%	43.7%
6	The knowledge you attained from RUPP is relevant to the market needs of your field.	1.6%	6.1%	13.6%	46.9%	31.7%
7	The skills you attained from RUPP is relevant to the market needs of your field.	1.9%	5.8%	14.6 %	45.1%	32.5%
8	<p>Additional comments on the connection between study experiences at RUPP and the labour market needs:</p> <ul style="list-style-type: none"> ● Students graduated with high quality: 54.4% ● Teachers with high quality and knowledge:19.6% ● Believing most graduated students could have a job: 19.3% ● Increasing time of practicing and experiment: 9% ● Providing practicing skills related to the market requirements:6.4% ● Wanting more Labs, practicing, more Labs and experiment 4.8% ● Foreign language is very important especially English: 2.9% ● No idea: 31% 					

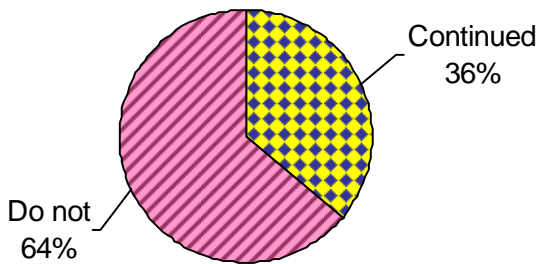
7. Further Study

Among the graduates of year 2008, only 36 % of them have been continuing their study and 57% have obtained scholarships while other 43% have paid the tuition fee by themselves. For those who continued their study, 53% of them chose the same majors while other 47% decided to choose different fields in order to meet their labour market requirements. With respect to types of degrees, 75.5% of them are holding BA+1 or Graduate Diplomas; 22.6% are pursuing MA degrees; and the rest 1.9% are studying in PhD programs. Based on the information received from those who chose different majors, their responses indicated that 44% chose different subjects in BA degrees, and 10.5% studied in graduate diplomas, 42% are studying in MA degrees, and 3.5% of them chose to study different subjects in PhD courses. Among those students, 25% received scholarships while 75% paid the tuition fees by their own.

Table 15: Further Study after 2008

Table 16: Types of Education

Further Study after 2008



Types of Education

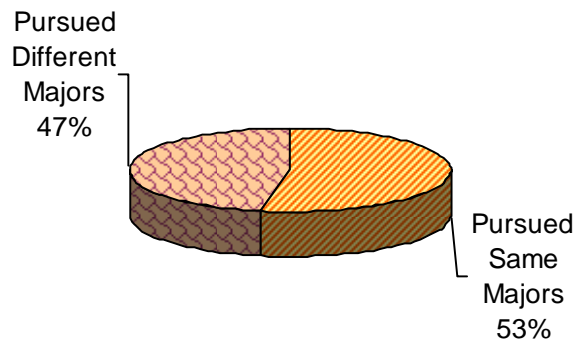
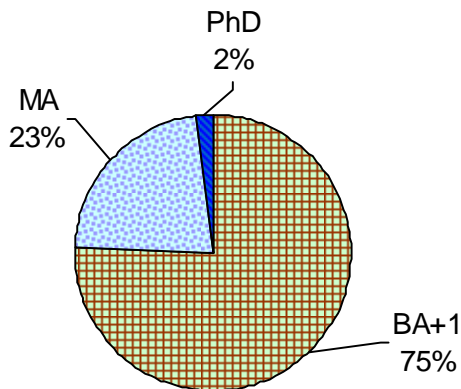


Table 17: Types of degrees

Table 18: Types of Tuition Fee

Pursued same subjects



Types of Tuition Fee

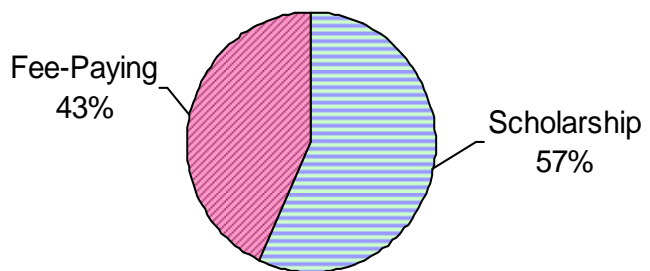


Table 19: Types of degrees

Pursued different subjects

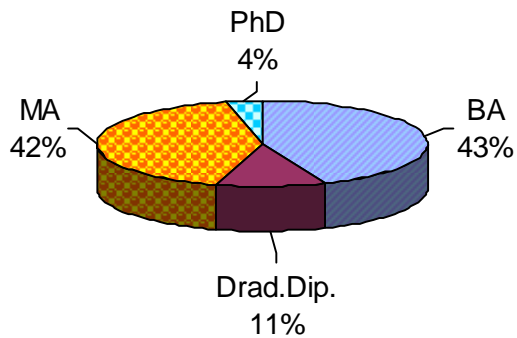
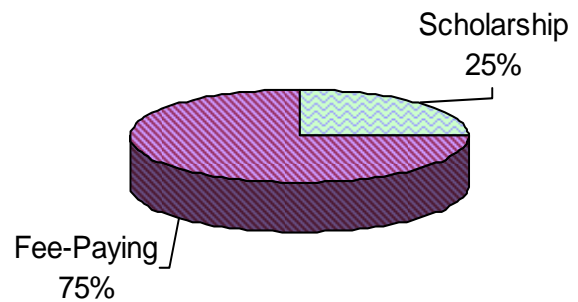


Table 20: Types of Tuition Fee

Type of Tuition Fee



Remarkably, they decided to change their majors because of several reasons such as building up new knowledge on previous subjects 14%, responding to the current labor market requirements 44%, attempting to change their current jobs 10%, giving more access to get jobs 16%, others 16%. However, those who did not continue their study raised a number of reasons which should be taken into account.

- They were short of money or lack of ability 36.4%.
- They were too busy with their current employment and had no time 33.3%.
- They needed to earn money for living and it was not their right time 8.6%.
- They could not find the right subjects and they wished to study overseas 7.5%
- They wished to get more work experience before pursuing the next degrees 7.1%.
- They had various reasons related to family and locations 7.1%.

Table 21: Reasons to change their majors

Reasons for changing majors

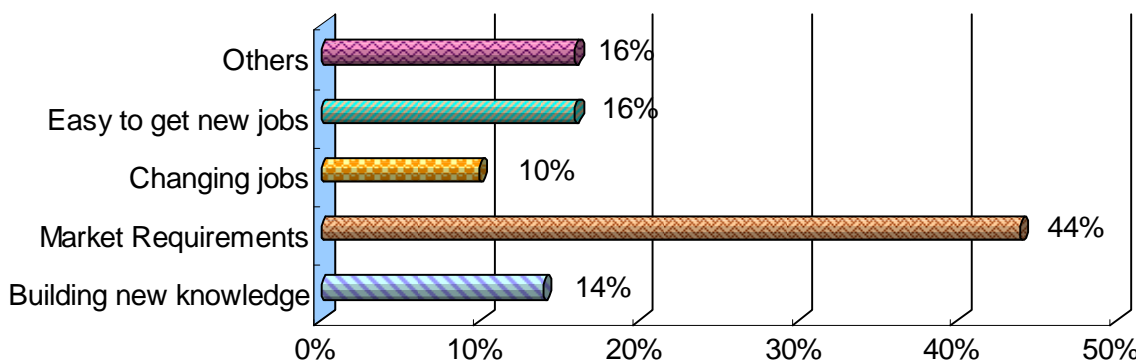
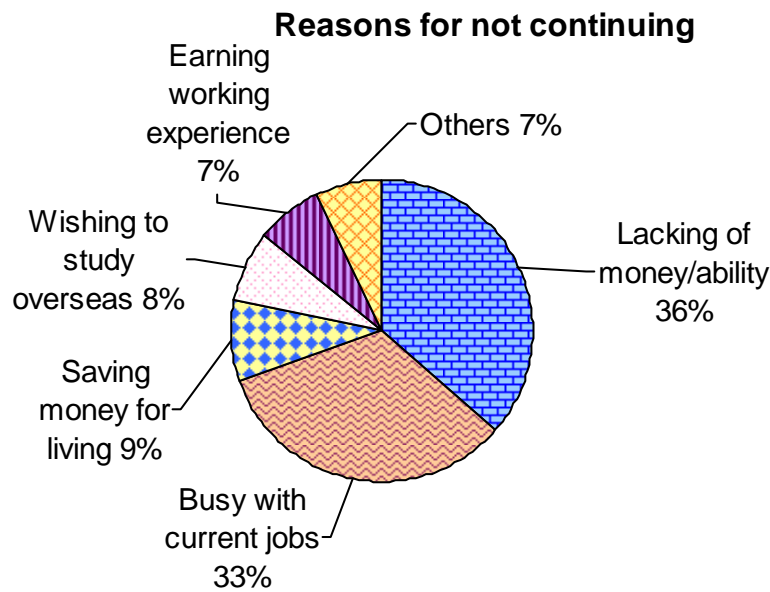


Table 22: Reasons not continue to study



CONCLUSION

The Royal University of Phnom Penh, in general, provided a lot of chances to graduates to participate in social development and the majority of them have been employed in the education sectors (public employers) and public sectors such as government agency, NGOs, and private sectors. Most of these filled vacancies in secondary schools as teachers throughout the country and very few of them were not on full-time employment. Although the number of graduates who were not full-time employees, they actually held more than one job. In addition, many of them were generally satisfied with the use of their qualifications and skills they obtained from RUPP. Thus, we can declare that the course contents as well as the variety of courses offered by the RUPP proved very useful to graduates for doing their current work. Quite a large number of graduates felt that they were able to realize the career they expected at the time of their graduation, working in demanding positions, job security and opportunity to benefit society. The university had, however, maintained other study provisions such as student interactions (tracer studies) and course evaluations at a reasonable level. Despite the fact that the Royal University of Phnom Penh is one of the public institutions, where the graduates had varied reasons for enrolling at particular departments among which were the reputation of the programs, admission standards based on students' grades, and areas of specialization provided. This had enabled most of the graduates to work with little or no initial working experience after

graduation. For instance, for those that had been workings during their studies have switched from part-time jobs to full-time employments while the ones who had no working experience worked in part-time jobs.

Obviously, the different degree fields fetch different salary packages. This also depends upon the sectors of employment. The majority of the graduates had gross income from full-time employment for those employed in the public sectors pathetically low. Unfortunately, coupled with low salaries, they did not have substantial fringe benefits. Most of them enjoyed only being government employment status and expecting to have more opportunities to continue their studies.

In short, the use of professional knowledge and skills acquired during studies was a very important factor in job satisfaction. This usage differed from one degree field to another but in general, the graduates of the Royal University of Phnom Penh rated the use of professional knowledge and skills as a very important factor. This was followed by the use of English which they learnt in the university. Moreover, this indicated that English skills were prioritized and very important irrespective of the degree fields. In addition to professional knowledge and skills which graduates used, other abilities and attitudes which graduates of the Royal University of Phnom Penh seemed to have indicated to be important in their professional life included sense of responsibility, self confidence, reliability, ability to solve problems, initiative, willingness to learn, ability to work under pressure and leadership qualities.

RECOMMENDATIONS

In order to improve the effectiveness of RUPP's programs, a number of recommendations can be taken into account:

- Provide more scholarships and accommodations to students especially the females and the ones who come from provinces so that they can continue their study.
- Start building stronger relationships among education stakeholders such as teachers, students, parents, and employers to assess the quality of RUPP.

- Ensure dissemination of information regarding the programs offered at RUPP to wider geographical areas in Cambodia. The most cost-effective way of disseminating program information is by public media such as newspaper and radio or public orientations.
- Provide the communicative skills of English language uses and computers.
- Establish master and PhD programs for all subjects as soon as possible.
- Keep detailed records of student contacts for the following studies.
- The Career Advising Office at RUPP should work with students at least one a year to orient how to use this system.
- Short courses of working skills need to be provided to RUPP students.
- Conduct market researches to investigate the skills needed.
- Spare some budget for conducting tracer study since it is a parameter to measure the output.



Tracer Study on the Employability of Graduates of Year 2008

The goal of this study is to get feedback on the employability of RUPP graduates of year 2008 in order to improve educational quality at this university.

We keep your answers confidential.

If you wish to discuss any matter of this survey, contact Mr. Chorvy VONG at 012-229-279 or vongchorvy@hotmail.com

Major: (1) scholarship (2) paying

I. PERSONAL DATA

1. How old are you?	.....
2. Gender:	M.....1	F.....2
3. Marital status:	Single.....1 Married.....2 Widowed.....3 Divorced.....4	
4. How many members are there in your family?	.....
5. What city/province are you living in?	..... (if city, go to II)	
6. If province, town or rural?	town.....1	rural.....2

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Did you have a job while studying at RUPP?	Yes.....1 No.....2 (skip to III)
8. How many jobs did you have?	.....
9. Was the last job full-time or part-time?	full-time.....1 | part-time.....2
10. Did you get a salary from the job?	yes.....1 | no.....2

III. CURRENT JOBS

11. Do you currently have a regular job?	yes.....1 no.....2 (skip to IV)
12. Is the job related to your experience, skills, and knowledge from RUPP?	yes.....1 no.....2 (skip to 14)
13. How much do the knowledge, skills, and experience help you in your work?	very little.....1 little.....2 some.....3 a lot.....4 very much.....5
14. Is the job full-time or part-time?	full-time.....1 | part-time.....2
15. Which type of employer do you work for?	1.public educational institution 2.private educational institution 3.government 4.private 5. organization 6.other.....
16. How long have you been working here?	.....years | .....months
17. How many hours per week do you work here?	.....hours/week

18. What is the salary? (excuse us)	.....USD
19. Do you have another job?	yes.....1 no.....2 (skip to IV)
20. Which type of employer? (this 2 nd job)	1.public educational institution 2.private educational institution 3.government 4.private 5.organization 6.other.....
21. How long have you been working here?	.....years | .....months
22. How many hours per week do you work here?	.....hours/week
23. What is the salary? (excuse us)	.....USD

IV. JOB SEARCH METHODS

24. What methods have you used to find a job?	RUPP Career Advising Center.....1 employment agency.....2 civil service exam.....3 media advertisements.....4 family/friends/acquaintances.....5 directly contacting employers.....6 other (specify).....7
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V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

25. RUPP education relates theories to practice.	1 2 3 4 5
26. RUPP education taught you about the market needs.	1 2 3 4 5
27. Class work and homework were relevant to the professional practices in your field.	1 2 3 4 5
28. You are satisfied with the quality of education and knowledge that you have attained from RUPP.	1 2 3 4 5
29. The knowledge you attained from RUPP help seek job quickly.	1 2 3 4 5
30. The knowledge you attained from RUPP is relevant to the market needs.	1 2 3 4 5
31. The skills you attained from RUPP is relevant to the market needs.	1 2 3 4 5
32. Additional comments on the connection between study experiences at RUPP and the market needs:	

VI. YOUR FURTHER STUDIES

33. Have you been continuing your study since you graduated in 2008?	yes.....1 no.....2 (skip to 39)
34. Have you got a scholarship or paid for tuition?	scholarship...1 | paying.....2
35. Have you chosen the same major?	yes.....1 no.....2 (skip to 37)
36. What's the degree? (End the interview.)	graduate diploma.....1 master's degree.....2 doctorate.....3
37. What's the degree?	bachelor's degree.....1 graduate diploma.....2 master's degree.....3 doctorate.....4
38. Why have you chosen a different major? (End the interview.)	
39. Why haven't you continued your studies? 	

Thank you for spending your precious time responding to this interview, and may you succeed in any endeavor.



Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Geography**

Population

(1) Scholarship = 20 (2) Fee- Paying= 0 Total= 20

Sample size

(Actual Sample size: 7 out of 20 = 35%; Male= 5; Female= 2)

I. PERSONAL DATA

1. Ages of interviewees: from 23 to 27 years old
2. Gender: Male= 65% Female=35%
3. Marital status: Single=100%
4. Number members in a family= 4 to 7 people
5. Current Residence: Phnom Penh=28.6% Provinces: 71.4%
6. Living in town= 71.4%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 71.4% No=28.6%
8. Numbers of jobs = 1 to 3
9. Types of jobs: Full-time: 14.3% Part-time: 57.1%
10. Was paid: Yes=71.4%

III. CURRENT JOBS

11. Currently has a regular job: Yes=100%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes= 100%
13. The knowledge, skills, and experience help work
Very little=14.3% A lot= 71.4% Very much=14.3%
14. Types of jobs: Full-time: 100%

15. Types of Employers

- a. public educational institution= 71.4%
- b. private educational institution=14.3%
- c. government= 14.3%

16. Period of taking this job: from 3 to 24 months

Average: 7 months

17. Working hours per week: 14 to 40 hours per week

Average: 25 hours per week.

18. Amount of money paid: US\$ 60 to US\$ 125 Average: US\$67

19. Holding another job: Yes=42.9% No=57.1%

20. Second types of Employers

- a. organizations=28.6%
- b. private educational institution= 14.3%

21. Period of taking this job: from 5 to 40 months; Average: 23 months

22. Working hours per week: 21 to 32 hours per week; Average: 28 hours per week

23. Amount of money paid: US\$80 to US\$264; Average: US\$ 203

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- Media advertisements=42.9%
- Civil service exam= 28.6%
- Family/friends/acquaintances= 28.6%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	0%	0%	71.4%	28.6%
26	RUPP education taught you about the labour market.	0%	14.3%	28.6%	57.1%	0%
27	Class and homework exercises were relevant to the professional practices in your field.	0%	0%	0%	85.7%	14.3%

28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	0%	0%	71.4%	28.6%
29	The knowledge you attained from RUPP help seek job quickly.	0%	0%	14.3%	57.1%	28.6%
30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	14.3%	0%	71.4%	14.3%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	0%	0%	71.4%	28.6%
32	<p>Additional comments on the connection between study experiences at RUPP and the labour market needs:</p> <ul style="list-style-type: none"> ● No idea: 42.9% ● Attained new skills, programs, general knowledge: 14.3% ● Labs, practicing, more Labs and experiment: 14.3% ● More practicing connected with the labour market: 14.3% ● All subjects are taught clearly: 14.3% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: No=100%

34. Types of tuition fee: N/A

35. Types of majors: N/A

36. Types of degrees (same major): N/A

37. Types of degrees (different major): N/A

38. Reasons to choose a different major: N/A

39. Reasons not to continue their studies:

- Lack of money or ability: 57.1%
- Too busy with works, not enough time: 14.3%
- Don't want to continue now, it is not a suitable time yet: 14.3%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **History**

Population

(1) Scholarship = 19 (2) Fee- Paying= 0 Total= 19

Sample size

(Actual Sample size: 6 out of 19 = 32%; Male= 4; Female= 2)

I. PERSONAL DATA

1. Ages of interviewees: from 22 to 27 years old
2. Gender: Male= 58% Female=42%
3. Marital status: Single=100%
4. Number members in a family= 3 to 7 people
5. Current Residence: Phnom Penh= 66.7% Provinces: 33.3%
6. Living in town= 33.3%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 83.3% No=16.7%
8. Numbers of jobs =1 to 3
9. Types of jobs: Part-time: 83.3%
10. Was paid: Yes

III. CURRENT JOBS

11. Currently has a regular job: Yes=100%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes= 66.7% No=33.3%
13. The knowledge, skills, and experience help work
Some= 16.7% A lot= 33.3% Very much=16.7%
14. Types of jobs: Full-time: 100%

15. Types of Employers

- a. Public educational institution=33.3%
- b. Organizations= 33.3%
- c. Private Sectors= 16.7%
- d. Private educational institution= 16.7%

16. Period of taking this job: from 2 to 14months Average:6 months

17. Working hours per week: 16 to 40 hours per week; Average: 32 hours per week.

18. Amount of money paid: US\$ 62 to US\$300 Average: US\$112

19. Holding another job: Yes=33.3% No=66.7%

20. Second types of Employers

- a. Private educational institution= 16.7%
- b. Private sectors= 16.7%

21. Period of taking this job: from 2 to 15months Average: 9 months

22. Working hours per week: 6 to 48 hours per week Average: 27hours per week

23. Amount of money paid: US\$ 100 to US\$ 170 Average: US\$ 135

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- Civil service exam= 16.7%
- Media advertisements= 83.3%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	33.3%	0%	33.3%	33.3%
26	RUPP education taught you about the labour market.	0%	16.7%	16.7%	67.6%	0%
27	Class and homework exercises were relevant to the professional practices in your field.	0%	16.7%	16.6%	16.7%	50%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	16.7%	16.3%	33.3%	33.3%

29	The knowledge you attained from RUPP help seek job quickly.	0%	16.7%	16.7%	33.3%	33.3%
30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	50%	0%	50%	0%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	16.7%	16.7%	33.3%	33.3%
32	Additional comments on the connection between study experiences at RUPP and the labour market needs: <ul style="list-style-type: none"> ● No idea: 33.3% ● Labs, practicing, more Labs and experiment: 16.7% ● Students graduated with high quality: 16.7% ● All subjects are taught clearly:16.7% ● Other issues: 16.6% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes= 16.7% No=83.3%

34. Types of tuition fee: Fee paying=16.7%

35. Types of majors: Different=16.7%

36. Types of degrees (same major): N/A

37. Types of degrees (different major): Master=16.7%

38. Reasons to choose a different major: To meet the labour market needs: 16.7%

39. Reasons not to continue their studies

- Lack of money, ability: 33.3%
- Wanting to get more work experiences first: 16.7%
- Waiting to make money first:16.7%
- Don't want to continue now, it is not a suitable time yet:16.7%

Appendix 1

Analyses based on Individual Department

Graduates of Year 2008

Department: **Khmer Literature**

Population

(1) Scholarship = 71 (2) Fee- Paying= 55; Total= 126

Sample size

(Actual Sample size: 32 out of 126 = 25%; Male= 13; Female= 19)

I. PERSONAL DATA

1. Ages of interviewees: from 23 to 28 years old
2. Gender: Male= 62% Female=38%
3. Marital status: Single=75% Married=25%
4. Number members in a family=3 to 16 people
5. Current Residence: Phnom Penh: 46.9% Provinces: 53.1%
6. Living in town=34.4% Living in rural areas=18.8%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes=62.5% No=35.5%
8. Numbers of jobs =1 to 6
9. Types of jobs: Full-time: 25% Part-time: 37.5%
10. Was paid Yes=59.1%

III. CURRENT JOBS

11. Currently has a regular job: Yes=90.6% No=9.4%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes= 81.3% No=9.4%
13. The knowledge, skills, and experience help work
Very little=3.1% Little =3.1% Some=9.4% A lot=43.8% Very much=25%
14. Types of jobs: Full-time: 87.5% Part-time: 3.1%

15. Types of Employers

- a. Public educational institution=37.5%
- b. Private educational institution= 9.4%
- c. Government=12.5%
- d. Private sectors= 28.1%
- e. Organizations= 3.1%

16. Period of taking this job: from 2 to36 months; Average: 9 months

17. Working hours per week: 5 to 48 hours per week; Average: 25hours per week.

18. Amount of money paid: US\$ 50 to US\$400 Average: US\$112

19. Holding another job: Yes=18.8% No=71.9%

20. Second types of Employers

- a. Public educational institution=6.3%
- b. Government= 3.1%
- c. Private sectors= 9.4%

21. Period of taking this job: from 1 to 24months; Average: 7 months

22. Working hours per week: 1 to 24 hours per week; Average:5hours per week

23. Amount of money paid: US\$ 200

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- a. Media advertisements=65.6%
- b. Civil service exam=15.6%
- c. Employment agency= 9.4%
- d. Family/friends/acquaintances=3.1%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	3.1%	3.1%	3.1%	71.8%	18.8%
26	RUPP education taught you about the labour market.	3.1%	18.8%	3.1%	68.8%	6.3%

27	Class and homework exercises were relevant to the professional practices in your field.	0%	3.1%	6.3%	75%	15.6%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	3.1%	3.1%	56.3%	37.5%
29	The knowledge you attained from RUPP help seek job quickly.	0%	12.5%	6.3%	59.4%	21.9%
30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	6.3%	3.1%	0%	68.8%	21.9%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	3.1%	6.3%	9.4%	62.5%	18.8%
32	<p>Additional comments on the connection between study experiences at RUPP and the labour market needs:</p> <ul style="list-style-type: none"> ● No idea: 50% ● Attained new skills, programs, general knowledge: 3.1% ● Need foreign language, especially English: 3.1% ● Clear instruction and good training places for students: 9.4% ● Need new documents, Khmer documents for student's researching: 3.1% ● More practicing for students connected with the labour market: 6.3% ● Teachers with high quality and knowledge: 3.1% ● Students graduated with high quality: 3.1% ● All subjects are taught clearly: 3.1% ● Most graduated students could have a job: 9.4% ● Other issues: 6.3% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes= 21.9% No=75%
34. Types of tuition fee: Scholarship=9.4% Fee paying=12.5%
35. Types of majors: Same=12.5% Different=9.4%
36. Types of degrees (same major): Master=3.1%
37. Types of degrees (different major): BA=6.3% Master=15.6%
38. Reasons to choose a different major:
- To add more new knowledge on previous subject: 3.1%
 - To meet the current labour market needs: 6.4%

- All subjects are related: 3.1%

39. Reasons not to continue their studies:

- Lack of money, ability: 28.1%
- Too busy with works, not enough time: 34.4%
- Waiting to make money first: 9.4%
- No class for further study: 6.3%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Media and Communication**

Population:

(1) Scholarship =9 (2) Fee- Paying= 0 Total= 9

Sample size

(Actual Sample size: 6 out of 9= 67 %; Male= 3; Female= 3)

I. PERSONAL DATA

1. Ages of interviewees: from 23 to 29 years old
2. Gender: Male= 44% Female=56%
3. Marital status: Single= 50% Married=50%
4. Number members in a family= 4 to 10 people
5. Current Residence: Phnom Penh= 100%
6. Living in town= N/A Living in rural areas= N/A

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 100%
8. Numbers of jobs = 1 to 4
9. Types of jobs: Full-time: 33.3% Part-time: 66.7%
10. Was paid: Yes

III. CURRENT JOBS

11. Currently has a regular job: Yes=100%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
 Yes= 100%
13. The knowledge, skills, and experience help work
 Some=16.7% A lot= 50% Very much= 33.3%
14. Types of jobs: Full-time: 100%

15. Types of Employers:
- a. Government= 16.7
 - b. Private Sectors= 16.7%
 - c. Organizations= 66.6%
16. Period of taking this job: from 8 to 18 months; Average: 13 months
17. Working hours per week: 38 to 43 hours per week
Average: 40 hours per week.
18. Amount of money paid: US\$ 300 to US\$700; Average: US\$433 per month.
19. Holding another job: Yes= 16.7% No=83.3%
20. Second types of Employers: Private sectors= 16.7%
21. Period of taking this job: 36 months
22. Working hours per week: 3 hours per week
23. Amount of money paid: US\$ 300

IV. JOB SEARCH METHODS

24. Methods used to search for a job:
- a. Media advertisements= 75%
 - b. Family/friends/acquaintances=25%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	0%	0%	66.7%	33.3%
26	RUPP education taught you about the labour market.	0%	0%	16.7%	66.6%	16.7%
27	Class and homework exercises were relevant to the professional practices in your field.	0%	0%	16.7%	66.6%	16.7%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	0%	0%	83.3%	16.7%
29	The knowledge you attained from RUPP help seek job quickly.	0%	0%	0%	67.7%	33.3%

30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	0%	0%	67.7%	33.3%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	0%	0%	67.7%	33.3%
32	Additional comments on the connection between study experiences at RUPP and the labour market needs: <ul style="list-style-type: none"> ● No idea: 33.3% ● Practicing, more Field work and experiment: 16.7% ● Other issues: 50% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: No= 100%

34. Types of tuition fee: N/A Scholarship: N/A Fee paying=

35. Types of majors: N/A Same= Different=

36. Types of degrees (same major): N/A

37. Types of degrees (different major): N/A

38. Reasons to choose a different major: N/A

39. Reasons for not you further your studies:

- Lack of money, ability: 33.3%
- Too busy with works, not enough time: 33.3%
- Want to get more work experiences first: 16.7%
- No appropriate subjects and want to continue abroad: 16.7%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Philosophy**

Population

(1) Scholarship = 15 (2) Fee- Paying= 0 Total= 15

Sample size

(Actual Sample size: 6 out of 15 = 40%; Male=5; Female=1)

I. PERSONAL DATA

1. Ages of interviewees: from 23 to 28years old
2. Gender: Male= 67% Female=33%
3. Marital status: Single= 83.3% Married=16.7%
4. Number members in a family= 4 to 6 people
5. Current Residence: Phnom Penh: 16.7% Provinces: 83.3%
6. Living in town=50% Living in rural areas=33.3%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 66.7% No=33.3%
8. Numbers of jobs = 2 to 3
9. Types of jobs: Part-time: 66.7%
10. Was paid Yes= 50%

III. CURRENT JOBS

11. Currently has a regular job: Yes=100%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes=83.3% No=16.7%
13. The knowledge, skills, and experience help work
Some=16.7% A lot= 50% Very much=16.7%
14. Types of jobs: Full-time: 100%

15. Types of Employers

- a. Public educational institution=66.7%
- b. Government=16.7
- c. Private sectors= 16.6%

16. Period of taking this job: from 2 to 24months Average: 6 months

17. Working hours per week: 16 to 44 hours per week Average: 28 hours per week.

18. Amount of money paid: US\$ 57 to US\$ 230 Average: US\$ 95

19. Holding another job: Yes=33.3%

20. Second types of Employers: Private sectors= 33.3%

21. Period of taking this job: from 2 months

22. Working hours per week: 14 hours per week

23. Amount of money paid: US\$ 120

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

Media advertisements=83.3%

Civil service exam= 16.7%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	0%	0%	83.3%	16.7%
26	RUPP education taught you about the labour market.	0%	0%	0%	66.7%	33.3%
27	Class and homework exercises were relevant to the professional practices in your field.	0%	0%	0%	100%	0%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	0%	0%	50%	50%
29	The knowledge you attained from RUPP help seek job quickly.	0%	0%	33.3%	33.4%	33.3%

30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	0%	16.7%	66.6%	16.7%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	16.7%	16.7%	50%	16.6%
32	Additional comments on the connection between study experiences at RUPP and the labour market needs: <ul style="list-style-type: none"> ● No idea: 66.6% ● More practicing for students connected with the labour market: 16.7% ● Other issues: 16.7% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: No

34. Types of tuition fee: N/A

35. Types of majors: N/A

36. Types of degrees (same major): N/A

37. Types of degrees (different major): N/A

38. Reasons to choose a different major: N/A

39. Reasons not to continue their studies

- Lack of money, ability : 83.3%
- Lack of schools, transportation, schools far from home: 16.7%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Psychology**

Population

(1) Scholarship = 14 (2) Fee- Paying= 57 Total= 71

Sample size

(Actual Sample size: 21 out of 71 = 30%; Male=14; Female=7)

I. PERSONAL DATA

1. Ages of interviewees: from 22 to 28years old
2. Gender: Male= 55% Female=45%
3. Marital status: Single=81% Married=19%
4. Number members in a family= 2 to 11 people
5. Current Residence: Phnom Penh= 61.9% Provinces: 38.1%
6. Living in town=33.3% Living in rural areas= 4.8%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 81% No=19%
8. Numbers of jobs =1 to7
9. Types of jobs: Part-time: 81%
10. Was paid: Yes= 66.7%

III. CURRENT JOBS

11. Currently has a regular job: Yes=90.5% No=9.5%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes= 90.5% No=4.8%
13. The knowledge, skills, and experience help work
Very little=4.8% Little=4.8% Some=9.5% A lot=42.9% Very much=28.6%
14. Types of jobs: Full-time: 95.2%

15. Types of Employers

- a. Organizations=61.9%
- b. Public educational institution=14.3%
- c. Government=9.5%
- d. Private sectors= 9.5%

16. Period of taking this job: from 1to 108 months Average: 14 months

17. Working hours per week: 4 to 45 hours per week Average: 34 hours per week.

18. Amount of money paid: US\$ 50 to US\$ 500 Average: US\$ 224

19. Holding another job: Yes=14.3% No=76.2%

20. Second types of Employers

- a. Public educational institution=4.8%
- b. Government=4.8%
- c. Organizations= 4.8%

21. Period of taking this job: from 1to3 months Average: 2 months

22. Working hours per week: 6 to 40 hours per week Average: 20 hours per week

23. Amount of money paid: US\$ 70 to US\$ 300 Average: US\$157

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- a. Media advertisements=52.4%
- b. Family/friends/acquaintances=28.6%
- c. Civil service exam=19%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY

EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	4.8%	14.3%	9.5%	57.1%	14.3%
26	RUPP education taught you about the labour market.	0%	9.5%	0%	66.7%	23.8%
27	Class and homework exercises were relevant to the professional practices	9.5%	9.5%	0%	61.9%	19%

	in your field.					
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	9.5%	0%	23.8%	66.7%
29	The knowledge you attained from RUPP help seek job quickly.	0%	4.8%	0%	42.9%	52.4%
30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	0%	23.8%	38.1%	38.1%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	0%	23.8%	42.9%	33.3%
32	<p>Additional comments on the connection between study experiences at RUPP and the labour market needs:</p> <ul style="list-style-type: none"> ● Clear instruction and good training places for students: 23.8% ● No idea: 23.8% ● Students graduated with high quality: 14.3% ● Labs, practicing, more Labs and experiment: 14.3% ● Attained new skills, programs, general knowledge: 9.5% ● Most graduated students could have a jobs: 9.5% ● Teachers with high quality and knowledge: 4.8% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes= 38.1% No=57.1%

34. Types of tuition fee: Scholarship= 14.3% Fee paying=23.8%

35. Types of majors: Same=14.3% Different=23.8%

36. Types of degrees (same major): BA+1 or Grad .Dip= 4.8%

Master= 4.8%

37. Types of degrees (different major): BA=19%

Master=4.8%

38. Reasons to choose a different major:

- To meet the current labour market needs: 14.3%
- To add more new knowledge on previous subject: 4.8%
- Easy to find jobs: 4.8%

39. Reasons for not you further your studies?

- Lack of money, ability: 33.3%
- Too busy with works, not enough time: 9.5%
- Don't want to continue now; it is not a suitable time yet: 4.8%
- No class for further study:4.8%
- Want to continue abroad: 4.8%
- Health problems: 4.8%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Sociology**

Population

(1) Scholarship = 20 (2) Fee- Paying= 34 Total= 54

Sample size

(Actual Sample size: 16 out of 54= 30%; Male=8; Female=8)

I. PERSONAL DATA

1. Ages of interviewees: from 22 to 30 years old
2. Gender: Male=52% Female=48%
3. Marital status: Single=68.8% Married=25% Divorced=6.3%
4. Number members in a family=2 to 8 people
5. Current Residence: Phnom Penh: 75% Provinces: 25%
6. Living in town=12.5% Living in rural areas=12.5%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 93.8%
8. Numbers of jobs = 1 to 8
9. Types of jobs: Part-time: 93.8%
10. Was paid: Yes=87.5%

III. CURRENT JOBS

11. Currently has a regular job: Yes=93.8%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes=75% No=18.5%
13. The knowledge, skills, and experience help work
Some= 12.5% A lot= 50% Very much=12.5%
14. Types of jobs: Full-time: 93.8%

15. Types of Employers

- a. Organizations=50%
- b. Private sectors= 25%
- c. Public educational institution=12.5%
- d. Government= 6.3%

16. Period of taking this job: from 1 to 36 months Average: 11 months

17. Working hours per week: 16 to 48 hours per week Average: 38 hours per week.

18. Amount of money paid: US\$ 95 to US\$ 1,000 Average: US\$ 258

19. Holding another job: Yes=12.5%

20. Second types of Employers

- a. Public educational institution=6.3%
- b. Government=6.3%

21. Period of taking this job: from 6 to 10 months Average: 8 months

22. Working hours per week: 40 hours per week

23. Amount of money paid: US\$48 to US\$78 Average US\$64

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- a. Civil service exam= 18.8%
- b. Media advertisements= 62.5%
- c. Family/friends/acquaintances=18.8%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	6.3%	12.5%	12.5%	68.8%	0%
26	RUPP education taught you about the labour market.	0%	6.3%	0%	68.8%	25%
27	Class and homework exercises were relevant to the professional practices in your field.	6.3%	6.3%	0%	75%	12.5%

28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	6.3%	0%	50%	31.3%
29	The knowledge you attained from RUPP help seek job quickly.	0%	12.5%	12.5%	37.5%	37.5%
30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	0%	12.5%	43.8%	31.3%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	6.3%	0%	50%	25%
32	<p>Additional comments on the connection between study experiences at RUPP and the labour market needs:</p> <ul style="list-style-type: none"> ● Teachers with high quality and knowledge: 25% ● Clear instruction and good training places for students: 18.8% ● Attained new skills, programs, general knowledge: 12.5% ● More practicing for students connected with the labour market: 12.5% ● More time of practicing and experiment: 12.5% ● Need new documents, Khmer documents for student's researching: 6.3% ● Students graduated with high quality: 6.3% ● Most graduated students could have a job: 6.3% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes= 56.3% No=43.7%

34. Types of tuition fee: Scholarship= 12.5% Fee paying=43.8%

35. Types of majors: Same=18.8% Different=37.5%

36. Types of degrees (same major): BA+1 or Grad .Dip= 12.5%
Master= 6.3%

37. Types of degrees (different major): BA=25% Grad. Dip=6.3% Master=6.3%

38. Reasons to choose a different major:

- To meet the current labour market needs: 18.8%
- Easy to find jobs: 12.5%
- To add more new knowledge on previous subject: 6.3%

39. Reasons not to continue their studies:

- Lack of money, ability: 31.3%
- Too busy with works, not enough time: 12.5%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Tourism**

Population

(1) Scholarship = 19 (2) Fee- Paying= 9 Total= 28

Sample size

Actual Sample size: 11 out of 28= 39%; Male=4; Female=7

(1) Scholarship = 8 (2) Fee- Paying= 3

I. PERSONAL DATA

1. Ages of interviewees: from 22 to 31years old
2. Gender: Male=64% Female=36%
3. Marital status: Single=90.9% Married=9.1%
4. Number members in a family=2 to 7 people
5. Current Residence: Phnom Penh=100%
6. Living in town=N/A Living in rural areas=N/A

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes=63.6% No=36.4%
8. Numbers of jobs = 1 to 5
9. Types of jobs: Full-time: 18.2% Part-time: 45.5%
10. Was paid Yes= 63.6%

III. CURRENT JOBS

11. Currently has a regular job: Yes=90.9% No=9.1%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes=81.8% No=9.1%
13. The knowledge, skills, and experience help work
Little=18.2% Some=9.1% A lot= 36.4% Very much=18.2%
14. Types of jobs: Full-time: 72.7% Part-time: 18.2%

15. Types of Employers

- a. Public educational institution=9.1%
- b. Private educational institution=9.1%
- c. Government=9.1%
- d. Private sectors= 36.4%
- e. Organizations= 27.3%

16. Period of taking this job: from 1 to 120 months Average: 23 months

17. Working hours per week: 20 to 48 hours per week Average: 39 hours per week.

18. Amount of money paid: US\$60 to US\$ 650 Average : US\$236

19. Holding another job: Yes=9.1% No=72.7%

20. Second types of Employers: Private educational institution=9.1%

21. Period of taking this job: from 24 months

22. Working hours per week: 5 hours per week

23. Amount of money paid: US\$ 100

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- a. Media advertisements=54.5%
- b. Family/friends/acquaintances=27.3%
- c. RUPP Career Advising Center= 9.1%
- d. Civil service exam= 9.1%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY

EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	9.1%	18.2%	9.1%	63.6%	0%
26	RUPP education taught you about the labour market.	0%	18.2%	18.2%	54.5%	9.1%
27	Class and homework exercises were relevant to the professional practices	9.1%	9.1%	18.2%	54.4%	9.1%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Biology**

Population:

(1) Scholarship = 25 (2) Fee- Paying= 0 Total= 25

Sample size

(Actual Sample size: 8 out of 25= 32%; Male= 5; Female= 3)

I. PERSONAL DATA

1. Ages of interviewees: from 24 to 26 years old
2. Gender: Male=72% Female=28%
3. Marital status: Single=87.5% Married=12.5 %
4. Number members in a family= 3 to 11 people
5. Current Residence: Phnom Penh = 12.5% Provinces: 87.5%
6. Living in town= 75% Living in rural areas=12.5%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 62.5% No= 37.5%
8. Numbers of jobs = 1 to 3
9. Types of jobs: Part-time: 62.5%
10. Was paid : Yes

III. CURRENT JOBS

11. Currently has a regular job: Yes 100%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes= 87.5% No= 12.5%
13. The knowledge, skills, and experience help work
Very little= 12.5% A lot= 25% Very much= 50%
14. Types of jobs: Full-time: 100%

15. Types of Employers

- a. public educational institution= 87.5%
- b. private sectors= 12.5%

16. Period of taking this job: from 3 to 12months Average: 4 months

17. Working hours per week: From 5 to 40 hours per week
Average: 22 hours per week.

18. Amount of money paid: US\$ 60 to \$ 200

19. Holding another job: Yes= 25% No= 75%

20. Second types of Employers: Private sectors= 25%

21. Period of taking this job: from 1 to 2months

Average: 1.5 months

22. Working hours per week: 5 to 6 hours per week Average: 5.5 hours per week

23. Amount of money paid: US\$ 65

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- a. Civil service exam=75%
- b. Media advertisements=25%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	12.5%	0%	12.5%	75%
26	RUPP education taught you about the labour market.	0%	12.5%	0%	25%	62.5%
27	Class and homework exercises were relevant to the professional practices in your field.	0%	0%	25%	25%	50%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	12.5%	0%	25%	62.5%

29	The knowledge you attained from RUPP help seek job quickly.	0%	0%	0%	0%	100%
30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	12.5%	0%	12.5%	75%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	12.5%	0%	12.5%	75%
32	<p>Additional comments on the connection between study experiences at RUPP and the labour market needs:</p> <ul style="list-style-type: none"> ● No idea: 25% ● Clear instruction and good training places for students: 12.5% ● Teachers with high quality and knowledge: 12.5% ● Students graduated with high quality: 25% ● Most graduated students could have a jobs: 25% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes= 87.5% No= 12.5%
34. Types of tuition fee: Scholarship= 75% Fee paying=12.5%
35. Types of majors: Same= 75% Different=12.5%
36. Types of degrees (same major): BA+1 or Grad .Dip= 75%
37. Types of degrees (different major): Master= 12.5%
38. Reasons to choose a different major: To meet the current job market: 12.5%
39. Reasons for not you further your studies.
- Lack of money or ability: 12.5%
 - Lack of schools, transportation, schools are so far from home: 12.5%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Chemistry**

Population:

(1) Scholarship = 29 (2) Fee- Paying= 0 Total= 29

Sample size

(Actual Sample size: 8 out of 29= 28%; Male= 5; Female= 3)

I. PERSONAL DATA

1. Ages of interviewees: from 23 to 26 years old
2. Gender: Male= 72% Female=28%
3. Marital status: Single: 100%
4. Number members in the family: from 4 to 7 people
5. Current Residence: Phnom Penh= 37.5 % Provinces=62.5%
6. Living in town= 50% Living in rural areas= 12.5%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 37.5% No=62.5%
8. Numbers of jobs: from 1 to 3
9. Types of jobs: Part-time: 37.5%
10. Was paid : Yes

III. CURRENT JOBS

11. Currently has a regular job: Yes=100%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes= 87.5% No= 12.5%
13. The knowledge, skills, and experience help work
A lot= 12.5% Very much=75%
14. Types of jobs: Full-time: 87.5% Part-time: 12.5%
15. Types of Employers

- a. Public educational institution= 62.5%
 - b. Private sectors= 25%
 - c. Organizations= 12.5%
16. Period of taking this job: from 2 months to 18 months; Average: 7 months
17. Working hours per week: From 10 to 48 hours per week
Average: 23 hours per week.
18. Amount of money paid: US\$ 125 to US\$200; Average: US\$ 163 per month
19. Holding another job: No
20. Second types of Employers: N/A
21. Period of taking this job: N/A
22. Working hours per week: N/A
23. Amount of money paid: N/A

IV. JOB SEARCH METHODS

24. Methods used to search for a job:
- Civil service exam= 62.5%
 - Media advertisements= 25%
 - Family/friends/acquaintances= 12.5%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	0%	0%	75%	25%
26	RUPP education taught you about the labour market.	0%	12.5%	0%	50%	37.5%
27	Class and homework exercises were relevant to the professional practices in your field.	0%	0%	0%	62.5%	37.5%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	0%	0%	37.5%	62.5%
29	The knowledge you attained from RUPP help seek job quickly.	0%	12.5%	12.5%	12.5%	62.5%

30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	0%	12.5%	25%	62.5%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	0%	12.5%	25%	62.5%
32	Additional comments on the connection between study experiences at RUPP and the labour market needs: <ul style="list-style-type: none"> • No idea: 25% • Clear instruction and good training places for students: 12.5% • Teachers with high quality and knowledge: 50% • Most graduated students could have a job: 12.5% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes= 50% No= 50%
34. Types of tuition fee: Scholarship= 37.5% Fee paying=12.5%
35. Types of majors: Same= 37.5% Different= 12.5%
36. Types of degrees (same major): BA+1 or Grad .Dip= 37.5%
37. Types of degrees (different major): BA= 12.5%
38. Reasons to choose a different major: Easy to find jobs 12.5%
39. Reasons not to continue studies:
- Lack of money or ability: 50%
 - Too busy with works, not enough time: 12.5%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Computer Science**

Population

(1) Scholarship = 21 (2) Fee- Paying= 279 Total= 300

Sample size

(Actual Sample size: 50 out of 300 = 17%; Male= 40; Female= 10)

I. PERSONAL DATA

1. Ages of interviewees: from 21 to 29 years old
2. Gender: Male= 88% Female=12%
3. Marital status: Single=92% Married=8%
4. Number members in a family= 4 to 9 people
5. Current Residence: Phnom Penh: 90% Provinces: 10%
6. Living in town= 2% Living in rural areas=10%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 52% No=48%
8. Numbers of jobs =1 to 3
9. Types of jobs: Full-time: 22% Part-time:30%
10. Was paid: Yes= 46% No=6%

III. CURRENT JOBS

11. Currently has a regular job: Yes=82% No=18%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes=64% No=20%
13. The knowledge, skills, and experience help work
Very little=2% Little= 2% Some= 14% A lot=36% Very much=10%
14. Types of jobs: Full-time: 78% Part-time:6%

15. Types of Employers

- a. Public educational institution=2%
- b. Government=8%
- c. Private sectors= 68%
- d. Organizations= 6%

16. Period of taking this job: from 2 to 120 months Average: 18 months

17. Working hours per week: 3 to 54 hours per week Average: 37 hours per week.

18. Amount of money paid: US\$60 to US\$ 2,000 Average: US\$ 277

19. Holding another job: Yes=8% No=72%

20. Second types of Employers

- a. Public educational institution=2%
- b. Private sector= 4%
- c. Organizations= 2%

21. Period of taking this job: from 3 to 48months Average: 23 months

22. Working hours per week: 4 to 40 hours per week Average: 14 hours per week

23. Amount of money paid: US\$ 50 to US\$ 400 Average: US\$ 139

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- a. RUPP Career Advising Center=2%
- b. Employment agency=2%
- c. Civil service exam=2%
- d. Media advertisements=88%
- d. Family/friends/acquaintances=4%
- e. Directly contacting employers=2%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	10%	2%	80%	8%

37. Types of degrees (different major): BA=10%
Master=4%
PhD=2%

38. Reasons to choose a different major:

- Adding more new knowledge on previous subject: 4%
- To meet the current labour market needs: 6%
- Change for jobs in the future: 4%
- Easy to find jobs: 2%
- Following the parents' advice: 4%

39. Reasons not to continue their studies:

- Lack of money, ability: 24%
- Too busy with works, not enough time: 28%
- Wanting to get more work experiences first: 15%
- Don't want to continue now, it is not a suitable time yet: 2%
- No class for further study: 2%
- Personal issues: 4%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Environment**

Population

(1) Scholarship = 18 (2) Fee- Paying= 0 Total= 18

Sample size

(Actual Sample size: 6 out of 18= 33%; Male= 3; Female= 3)

I. PERSONAL DATA

1. Ages of interviewees: from 24 to 27years old
2. Gender: Male= 50% Female=50%
3. Marital status: Single=83.3% Married=16.7%
4. Number members in a family: 3 to 10 people
5. Current Residence: Phnom Penh: 66.7% Provinces: 33.3%
6. Living in town: 33.3%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 83.3% No=16.7%
8. Numbers of jobs = 1
9. Types of jobs: Full-time: 33.3% Part-time: 50%
10. Was paid Yes= 100%

III. CURRENT JOBS

11. Currently has a regular job: Yes=100%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes= 83.3% No=16.7%
13. The knowledge, skills, and experience help work
Little=16.7% Some= 16.7% A lot=16.7% Very much=33.3%
14. Types of jobs: Full-time: 100%

15. Types of Employers

a. Private sectors= 33.3%

b. Organizations= 66.7%

16. Period of taking this job: from 1 to 20 months

Average: 13 months

17. Working hours per week: 38 to 50 hours per week

Average: 41hours per week.

18. Amount of money paid: US\$ 125 to US\$ 500; Average: US\$ 286

19. Holding another job: No

20. Second types of Employers N/A

21. Period of taking this job: N/A

22. Working hours per week: N/A

23. Amount of money paid: N/A

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

Media advertisements=50%

Family/friends/acquaintances=50%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	0%	0%	66.7%	33.3%
26	RUPP education taught you about the labour market.	0%	33.3%	0%	33.4%	33.3%
27	Class and homework exercises were relevant to the professional practices in your field.	16.7%	0%	16.7%	66.6%	0%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	0%	0%	16.7%	83.3%
29	The knowledge you attained from RUPP help seek job quickly.	0%	16.7%	0%	33.3%	50%

30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	0%	33.3%	33.3%	33.4%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	0%	33.3%	33.3%	33.4%
32	<p>Additional comments on the connection between study experiences at RUPP and the labour market needs:</p> <ul style="list-style-type: none"> ● Teachers with high quality and knowledge: 33.2% ● Labs, practicing, more Labs and experiment:16.7% ● Clear instruction and good training places for students:16.7% ● More practicing for students connected with the labour market:16.7% ● Most graduated students could have a job:16.7% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes= 16.7% No=88.3%

34. Types of tuition fee: Scholarship= 16.7%

35. Types of majors: Same=16.7%

36. Types of degrees (same major): Master= 16.7%

37. Types of degrees (different major): N/A

38. Reasons to choose a different major: N/A

39. Reasons for not you further your studies:

- Lack of money, ability: 50%
- Too busy with works, not enough time: 33.3%
- Other reasons: 16.7%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Mathematics**

Population

(1) Scholarship = 55 (2) Fee- Paying= 68 Total= 123

Sample size

(Actual Sample size: 30 out of 123 = 24%; Male= 24; Female= 6)

I. PERSONAL DATA

1. Ages of interviewees: from 23 to 40 years old
2. Gender: Male=87% Female=13%
3. Marital status: Single=83.3% Married=16.7%
4. Number members in a family= 2 to 12 people
5. Current Residence: Phnom Penh= 43.3% Provinces: 56.7%
6. Living in town=33.3% Living in rural areas=23.3%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 53.3% No=46.7%
8. Numbers of jobs = 1 to 6
9. Types of jobs: Full-time: 13.3% Part-time: 40%
10. Was paid: Yes=50% No=3.3%

III. CURRENT JOBS

11. Currently has a regular job: Yes=86.7% No=13.3%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes= 83.3% No=3.3%
13. The knowledge, skills, and experience help work
Little=3.3% Some=6.7% A lot=13.3% Very much=60%
14. Types of jobs: Full-time: 80% Part-time: 6.7%

15. Types of Employers

- a. Public educational institution=60%
- b. Private sectors= 20%
- c. Organizations= 6.7%

16. Period of taking this job: from 2 to 264 months Average: 30 months

17. Working hours per week: 6 to 48 hours per week Average: 26 hours per week.

18. Amount of money paid: US\$43 to US\$ 280 Average: US\$ 96

19. Holding another job: Yes= 3.3% No= 86.3%

20. Second types of Employers

- Private sector= 3.3%

21. Period of taking this job: 24 months

22. Working hours per week: 15 hours per week

23. Amount of money paid: US\$150

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- a. Civil service exam= 60%
- b. Media advertisements= 30%
- c. Family/friends/acquaintances=6.7%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	6.7%	3.3%	66.7%	23.3%
26	RUPP education taught you about the labour market.	3.3%	6.7%	0%	53.3%	36.7%
27	Class and homework exercises were relevant to the professional practices in your field.	0%	3.3%	6.7%	33.3%	56.7%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	0%	0%	20%	80%
29	The knowledge you attained from RUPP help seek job quickly.	3.3%	0%	0%	30%	66.7%

30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	3.3%	10%	16.7%	70%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	3.3%	10%	13.3%	73.4%
32	Additional comments on the connection between study experiences at RUPP and the labour market needs: <ul style="list-style-type: none"> ● Teachers with high quality and knowledge: 40% ● Students graduated with high quality: 25.7% ● No idea: 23.3% ● Clear instruction and good training places for students: 6.7% ● Most graduated students could have a jobs: 3.3% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes= 66.7% No=33.3%

34. Types of tuition fee: Scholarship= 56.7% Fee paying= 33.3%

35. Types of majors: Same=56.7% Different=10%

36. Types of degrees (same major): BA+1 or Grad .Dip= 50%
Master= 6.7%

37. Types of degrees (different major): BA=3.3%
Grad. Dip=3.3%
Master=3.3%

38. Reasons to choose a different major:

- To meet the current labour market needs: 3.3%
- Change for jobs in the future: 3.3%
- Easy to find jobs: 3.3%

39. Reasons not to continue their studies.

- Lack of money, ability : 30%
- Too busy with works, not enough time: 3.3%
- Wanting to get more work experiences first: 3.3%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **Physics**

Population

(1) Scholarship = 25 (2) Fee- Paying= 27 Total= 52

Sample size

(Actual Sample size: 14 out of 52 = 27%; Male=11; Female=3)

I. PERSONAL DATA

1. Ages of interviewees: from 23 to 27years old
2. Gender: Male= 85% Female=15%
3. Marital status: Single=78.6% Married=21.4%
4. Number members in a family= 2 to 10 people
5. Current Residence: Phnom Penh=28.6% Provinces: 71.4%
6. Living in town= 64.3% Living in rural areas=7.1%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 50% No=50%
8. Numbers of jobs =1 to 4
9. Types of jobs: Part-time: 50%
10. Was paid: Yes=42.9%

III. CURRENT JOBS

11. Currently has a regular job: Yes=78.6% No=21.4%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes= 71.4% No=7.1%
13. The knowledge, skills, and experience help work
Some= 7.1% A lot=64.3%
14. Types of jobs: Full-time: 78.6%

15. Types of Employers

a. public educational institution=71.4%

b. private sectors= 7.1%

16. Period of taking this job: from 2 to13 months Average: 4 months

17. Working hours per week: 16 to 40 hours per week Average:22 hours per week.

18. Amount of money paid: US\$ 48 to US\$ 260 Average: US\$ 73

19. Holding another job: No

20. Second types of Employers: N/A

21. Period of taking this job: N/A

22. Working hours per week: N/A

23. Amount of money paid: N/A.

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

a. Civil service exam= 78.6%

b. Media advertisements= 21.4%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY

EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	7.1%	0%	78.6%	14.3%
26	RUPP education taught you about the labour market.	0%	7.1%	7.1%	35.7%	50%
27	Class and homework exercises were relevant to the professional practices in your field.	0%	7.1%	21.4%	28.6%	42.9%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	7.1%	0%	50%	42.9%
29	The knowledge you attained from RUPP help seek job quickly.	0%	7.1%	7.1%	28.6%	57.2%
30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	0%	21.4%	14.3%	64.3%

31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	0%	21.4%	14.3%	64.3%
32	Additional comments on the connection between study experiences at RUPP and the labour market needs: <ul style="list-style-type: none"> ● Teachers who have high quality and knowledge: 50% ● No idea: 21.4% ● Practicing for student connected with the labour market needs:14.3% ● new documents, Khmer documents for student's researching: 7.1% ● the quality education of students: 7.1% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes: 100%

34. Types of tuition fee: Scholarship= 92.9% Fee paying=7.1%

35. Types of majors: Same=85.7% Different=14.3%

36. Types of degrees (same major): BA+1 or Grad .Dip= 85.7%

37. Types of degrees (different major): BA=7.1%
Master=7.1%

38. Reasons to choose a different major:

- To add more new knowledge on previous subject: 7.1%
- To meet the current job market: 7.1%

39. Reasons not to continue their studies: N/A

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **English**

Population

(1) Scholarship = 53 (2) Fee- Paying= 507 Total= 560

Sample size

(Actual Sample size: 78 out of 560 = 38%; Male= 47; Female= 31)

I. PERSONAL DATA

1. Ages of interviewees: from 22 to 37 years old
2. Gender: Male= 59% Female=41%
3. Marital status: Single=71.9% Married=21.8% Divorced=1.3%
4. Number members in a family= 2 to 9 people
5. Current Residence: Phnom Penh= 89.7% Provinces: 10.3%
6. Living in town= 10.3%

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 76.9% No=23.1%
8. Numbers of jobs = 1 to 4
9. Types of jobs: Full-time: 39.7% Part-time: 38.5%
10. Was paid Yes=78.2%

III. CURRENT JOBS

11. Currently has a regular job: Yes= 84.6% No= 14.1%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes= 75.6% No=10.3%
13. The knowledge, skills, and experience help work
Little=1.3% Some= 15.4% A lot= 33.3% Very much=29.5%
14. Types of jobs: Full-time: 75.6% Part-time: 10.3%

15. Types of Employers

- a. Public educational institution= 6.4%
- b. Private educational institution=12.8%
- c. Government=14.1%
- d. Private sectors= 39.7%
- e. Organizations= 11.5%
- f. Other=1.3%

16. Period of taking this job: from 1 to 132 months (11 years)

Average: 28 months

17. Working hours per week: From 4 to 77 hours per week

Average: 38 hours per week.

18. Amount of money paid: US\$ 70 to US\$1,300; Average: US\$ 319

19. Holding another job: Yes=15.4% No=70.5%

20. Second types of Employers

- a. Public educational institution=1.3%
- b. Private educational institution=5.1%
- c. Private sectors= 6.4%
- d. Organizations= 1.3%
- e. Other=1.3%

21. Period of taking this job: From 3 to 144 months; Average: 30 months

22. Working hours per week: 5 to 30 hours per week, Average: 8 hours

23. Amount of money paid: US\$ 50 to US\$ 300; Average US\$105

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- a. Media advertisements=69.2%
- b. Family/friends/acquaintances=14.1%
- c. Civil service exam=5.1%
- d. Employment agency=3.8%
- e. Directly contacting employers= 3.8%
- f. RUPP Career Advising Center=2.6%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	2.6%	5.1%	6.4%	73.1%	12.8%
26	RUPP education taught you about the labour market.	1.3%	15.4%	25.6%	46.2%	11.5%
27	Class and homework exercises were relevant to the professional practices in your field.	2.6%	10.3%	16.7%	52.5%	17.9%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	1.3%	0%	44.9%	53.8%
29	The knowledge you attained from RUPP help seek job quickly.	1.3%	1.3%	14.1%	37.2%	46.2%
30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	2.6%	6.4%	19.2%	51.3%	20.5%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	2.6%	5.1%	21.8%	53.8%	1.7%
32	<p>Additional comments on the connection between study experiences at RUPP and the labour market needs:</p> <ul style="list-style-type: none"> ● No idea: 41% ● Attained new skills, programs, general knowledge: 3.8% ● Foreign language is very important especially English: 9% ● Language labs for practicing 1.3% ● Skills trained is useful for students: 2.6% ● Providing practicing skills related to the market requirements:6.4% ● Increasing time of practicing and experiment: 3.8% ● Teachers with high quality and knowledge: 17.9% ● Students graduated with high quality: 6.4% ● All subjects are taught clearly: 2.6% ● Believe most graduated students could have a job: 3.8% ● Other issues: 1.3% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes= 29.5% No=69.2%
34. Types of tuition fee: Scholarship= 16.7% Fee paying=12.8%
35. Types of majors: Same=5.1% Different=24.4%
36. Types of degrees (same major): BA+1 or Grad .Dip= 1.3%
Master=3.8%
37. Types of degrees (different major): BA=6.4% Grad. Dip=5.1%
Master=12.8% PhD=1.3%

38. Reasons to choose a different major:

- To add more new knowledge on previous subject: 1.3%
- To meet the current job market:10.3%
- Change for jobs in the future: 6.4%
- Easy to find jobs: 1.3%
- Following the parents' advice: 1.3%
- Both majors are related: 5.1%
- No choice:1.3%

39. Reasons for not you further your studies:

- Lack of money, ability : 6.4%
- Too busy with works, not enough time: 34.6%
- Want to get more work experiences first: 2.6%
- Wait to make money first: 3.8%
- Don't want to continue now, it is not a suitable time yet: 7.7%
- No class for further study1.3%
- No choice: 3.8%
- Too tired with the jobs: 1.3%
- Want to continue abroad: 2.6%
- Want to run a business: 2.6%
- Busy with house work: 1.3%
- Personal issues: 2.6%

Appendix 1

Analyses based on Individual Department Graduates of Year 2008

Department: **French**

Population

(1) Scholarship = 44 (2) Fee- Paying= 0 Total= 44

Sample size

(Actual Sample size: 12 out of 44= 27%; Male= 4; Female= 8)

I. PERSONAL DATA

1. Ages of interviewees: from 22 to 26 years old
2. Gender: Male= 52% Female=48%
3. Marital status: Single=83.3% Married=16.7%
4. Number members in a family= 3 to 7 people
5. Current Residence: Phnom Penh=100% Provinces= 0%
6. Living in town= N/A Living in rural areas=N/A

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Having a job while studying at RUPP: Yes= 75% No=25%
8. Numbers of jobs =1 to 3
9. Types of jobs: Full-time: 8.3% Part-time: 66.7%
10. Was paid: Yes=100%

III. CURRENT JOBS

11. Currently has a regular job: Yes=83.3% No= 16.7%
12. The job is related to experience, skills, and knowledge obtained from RUPP:
Yes=83.3%
13. The knowledge, skills, and experience help work
A lot= 8.3% Very much= 75%
14. Types of jobs: Full-time: 66.7% Part-time:16.7%

15. Types of Employers

- a. Public educational institution= 58.3%
- c. Organizations= 16.7%
- b. Private sectors= 8.3%

16. Period of taking this job: from 3 to 36months

Average: 15 months

17. Working hours per week:2 to 43 hours per week

Average: 22hours per week.

18. Amount of money paid: US\$ 50 to US\$ 600; Average: US\$ 210

19. Holding another job: Yes=58.3% No= 25%

20. Second types of Employers

- a. Public educational institution= 33.3%
- b. Private educational institution= 8.3%
- c. Private sectors= 8.3%
- d. Organizations= 8.3%

21. Period of taking this job: from 3 to 24months Average: 14 months

22. Working hours per week: 5 to 20 hours per week Average:12 hours per week

23. Amount of money paid: US\$ 75 to US\$ 200; Average: US\$109

IV. JOB SEARCH METHODS

24. Methods used to search for a job:

- a. Media advertisements= 50%
- b. Family/friends/acquaintances=33.3%
- c. Civil service exam= 16.7%

V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

Educational Experience at RUPP		1	2	3	4	5
25	RUPP education relates theories to practice.	0%	0%	0%	66.7%	33.3%

26	RUPP education taught you about the labour market.	0%	0%	0%	41.7%	58.3%
27	Class and homework exercises were relevant to the professional practices in your field.	0%	0%	0%	50%	50%
28	You are satisfied with the quality of education and knowledge that you have attained from RUPP.	0%	0%	0%	25%	75%
29	The knowledge you attained from RUPP help seek job quickly.	8.3%	0%	0%	8.3%	83.4%
30	The knowledge you attained from RUPP is relevant to the labor market needs of your field.	0%	0%	8.3%	16.7%	75%
31	The skills you attained from RUPP is relevant to the labour market needs of your field.	0%	0%	8.3%	16.7%	75%
32	Additional comments on the connection between study experiences at RUPP and the labour market needs: <ul style="list-style-type: none"> ● Clear instruction and good training places for students: 8.3% ● More practicing for students connected with the labour market: 8.3% ● Teachers with high quality and knowledge: 83.4% 					

VI. YOUR FURTHER STUDIES

33. Continued to study after 2008: Yes= 25% No=75%
34. Types of tuition fee: Scholarship= 8.3% Fee paying=16.7%
35. Types of majors: Same= 16.7% Different=8.3%
36. Types of degrees (same major): Master= 16.7%
37. Types of degrees (different major): BA=8.3%
38. Reasons to choose a different major: Easy to get job= 8.3%
39. Reasons not to continue studies:
- Too busy with works, not enough time: 33.3%
 - Wanting to get more work experiences first: 8.3%
 - No class for further study: 16.7%
 - No choice: 8.3%
 - Want to continue abroad: 8.3%



Tracer Study on the Employability of Graduates of Year 2008

The goal of this study is to get feedback on the employability of RUPP graduates of year 2008 in order to improve educational quality at this university.

We keep your answers confidential.

If you wish to discuss any matter of this survey, contact Mr. Chorvy VONG at 012-229-279 or yongchorvy@hotmail.com

Major: (1) scholarship (2) paying

I. PERSONAL DATA

1. How old are you?	.....
2. Gender:	M.....1	F.....2
3. Marital status:	Single.....1 Married.....2 Widowed.....3 Divorced.....4	
4. How many members are there in your family?	.....
5. What city/province are you living in?	..... (if city, go to II)	
6. If province, town or rural?	town.....1	rural.....2

II. WORK EXPERIENCE DURING UNDERGRADUATE YEARS

7. Did you have a job while studying at RUPP?	Yes.....1 No.....2 (skip to III)	
8. How many jobs did you have?	.....
9. Was the last job full-time or part-time?	full-time.....1	part-time.....2
10. Did you get a salary from the job?	yes.....1	no.....2

III. CURRENT JOBS

11. Do you currently have a regular job?	yes.....1 no.....2 (skip to IV)	
12. Is the job related to your experience, skills, and knowledge from RUPP?	yes.....1 no.....2 (skip to 14)	
13. How much do the knowledge, skills, and experience help you in your work?	very little.....1 little.....2 some.....3 a lot.....4 very much.....5	
14. Is the job full-time or part-time?	full-time.....1	part-time.....2
15. Which type of employer do you work for?	1. public educational institution 2. private educational institution 3. government 4. private 5. organization 6. other.....	

16. How long have you been working here?	.....years	.....months
17. How many hours per week do you work here?	.....hours/week	
18. What is the salary? (excuse us)	.....USD	
19. Do you have another job?	yes.....1 no.....2 (skip to IV)	
20. Which type of employer? (this 2 nd job)	1.public educational institution 2.private educational institution 3.government 4.private 5.organization 6.other.....	
21. How long have you been working here?	.....years	.....months
22. How many hours per week do you work here?	.....hours/week	
23. What is the salary? (excuse us)	.....USD	

IV. JOB SEARCH METHODS

24. What methods have you used to find a job?	RUPP Career Advising Center.....1 employment agency.....2 civil service exam.....3 media advertisements.....4 family/friends/acquaintances.....5 directly contacting employers.....6 other (specify).....7
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V. YOUR PERSPECTIVES ON THE CONNECTION BETWEEN STUDY EXPERIENCES AT RUPP AND THE JOB MARKET

(1=totally disagree, 2=disagree, 3=no idea, 4=agree, 5=totally agree)

25. RUPP education relates theories to practice.	1 2 3 4 5
26. RUPP education taught you about the market needs.	1 2 3 4 5
27. Class work and homework were relevant to the professional practices in your field.	1 2 3 4 5
28. You are satisfied with the quality of education and knowledge that you have attained from RUPP.	1 2 3 4 5
29. The knowledge you attained from RUPP help seek job quickly.	1 2 3 4 5
30. The knowledge you attained from RUPP is relevant to the market needs.	1 2 3 4 5
31. The skills you attained from RUPP is relevant to the market needs.	1 2 3 4 5
32. Additional comments on the connection between study experiences at RUPP and the market needs:	..... ..... .....

VI. YOUR FURTHER STUDIES

33. Have you been continuing your study since you graduated in 2008?	yes.....1 no.....2 (skip to 39)
34. Have you got a scholarship or paid for tuition?	scholarship...1 | paying.....2
35. Have you chosen the same major?	yes.....1 no.....2 (skip to 37)
36. What's the degree? (End the interview.)	graduate diploma.....1 master's degree.....2 doctorate.....3
37. What's the degree?	bachelor's degree.....1 graduate diploma.....2 master's degree.....3 doctorate.....4
38. Why have you chosen a different major? (End the interview.)	
39. Why haven't you continued your studies? 	

Thank you for spending your precious time responding to this interview, and may you succeed in any endeavor.



ACADEMIC PROGRAMS

RUPP offers the following degree courses

I. Faculty of Science

Department	Degree Offered
Biology	Bachelor of Science in General Biology
Chemistry	Bachelor of Science in Chemistry Bachelor of Science in Biochemistry
Computer Science	Bachelor of Science in Computer Science and Engineering
Environmental Science	Bachelor of Science in Environmental Science
Mathematics	Bachelor of Science in Mathematics
Physics	Bachelor of Science in Physics

II. Faculty of Social Sciences and Humanities

	Degree Offered
Geography	Bachelor of Arts in Geography
History	Bachelor of Arts in History
Khmer Literature	Bachelor of Arts in Khmer Literature
Linguistics	Master of Arts in Linguistics
Media and Communication/CI	Bachelor of Arts in Media Management
Philosophy	Bachelor of Arts in Philosophy
Psychology	Bachelor of Arts in Psychology
Sociology	Bachelor of Arts in Sociology
Social Work	Bachelor of Arts in Social Work
Tourism	Bachelor of Arts in Tourism Management

III. Institute of Foreign Languages

Department	Degree Offered
English	Bachelor of Education (TEFL) Bachelor of Arts in English (English for Business) Bachelor of Arts in English (English for Translation and Interpreting) Bachelor of Arts in International Studies
French	Bachelor of Arts in French
Japanese	Bachelor of Education (Japanese Language) Bachelor of Arts in Japanese (Japanese for Business)
Korean	

