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ABSTRACT

Results of the 1982-1983 Recruiting Trends Survey of Michigan State University are presented, based on a cross-section of 637 responding employers in business, industry, government, and education. After an overview of the findings, statistical tables and observations for each table are presented. Results indicate that the class of 1982-1983 will face a declining job market. In general, visitations to campuses by employers will be reduced and hiring quotas will shrink about 16.8 percent for bachelor's degree graduates. The oversupply of new graduates will continue for liberal arts, social science, and education, and this year's engineering graduates will also feel the decline in employer demand. For majors in which the supply of new graduates is more equivalent to the demand, the smallest decreases are likely to be experienced by majors in hotel, restaurant and institutional management, marketing/sales, and retailing. Additionally, information is provided on: hiring minorities and women, starting salary offers, reductions of salaried workforces, employment opportunities by geographic region, campus interview schedules, placement services and recruitment activities, and personnel forecasting. Questionnaire items and a list of employer respondents are appended. (SW)

RECRUITING TRENDS 1982-83

A Study of 637 Businesses, Industries, Government Agencies, and Educational Institutions Employing New College Graduates

by

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Price: $10.00

Summary of
RECRUITING TRENDS 1982-83
A Study of 637 Businesses, Industries,
Government Agencies, and
Educational Institutions Employing
New College Graduates

This is a summary of the 12th annual Recruiting Trends survey conducted by Placement Services at Michigan State University for 1982-83. A cross section of employers in business, industry, government, and education was surveyed, and 637 organizations responded. The results include information about trends in hiring new college graduates, expected starting salaries, campus recruiting activities, and other related topics of interest to personnel directors, placement office staff members, educators, career counselors, and students.

COLLEGE GRADUATES OF 1982-83

Findings of the survey indicate that the class of 1982-83 will face a declining job market. In general, visitations to campuses by employers will be reduced and quotas have been cut. Successful entry of graduating students into the job market will be more difficult than it has been since we began this survey 12 years ago. Hiring quotas will shrink approximately 16.8% for bachelor's degree graduates and all academic majors will be affected, but in varying degrees. (Pages 12-14)

Although a shortage of technical majors still remains, this year's engineering graduates will feel the decline in employer demand too. Included among the engineering categories showing the greastest decreases in employment opportunities are: civil engineering (17.4%), chemical engineering (15.6%), mechanical engineering (15.0%), petroleum engineering (15.0%), metallurgical and material science (15.0%), electrical engineering (12.8%), and computer science (11.8%). There will still be more jobs than people available for most engineering disciplines, but students will receive fewer offers. (Pages 12-14)

For majors in which the supply of new graduates is more equivalent to the demand, the smallest decreases are likely to be experienced by majors in hotel, restaurant and institutional management (6.6%), marketing/sales (7.6%) and retailing (7.8%). Decline in demand for these majors will be followed by those in accounting (12.8%), financial administration (14.6%), general business administration (14.0%) and personnel administration (14.2%). (Pages 15-17)

The oversupply of new graduates will continue for liberal arts, social science and education. This situation will be compounded by further reductions in job opportunities of 8.8% for liberal arts, 9.4% for social science majors and 10.0% for education majors. (Pages 15-17)

The commitment to and the need for employing minorities and women among new college hires are exemplified in the lower than average drop of 16.8% in employment opportunities. The surveyed employers expect to hire 6.2% fewer minorities and 8.2% fewer women than last year. Likewise, the demand for advanced degree graduates is expected to drop, but less than the 16.8% average. Master's and doctoral degree candidates can expect decreases of 12.4% and 13.0%, respectively. (Page 15)

In an effort to cut costs and be more efficient, employers will be making fewer campus recruitment visits during 1982-83. A 17.7% decline in campus visits is projected by the employers surveyed. (Pages 9-11)

STARTING SALARY OFFERS

Overall, starting salaries for new college graduates are expected to increase an average of 2.8%. This increase, however, is much lower than the average starting salary increases for the past decade. Taking into account the current rate of inflation, this year's salary offers may be interpreted as an actual reduction in real dollars earned compared to last year's offers. (Page 18)

Little variation in increases of salary offers is expected between the bachelor's (2.8%), master's (3.0%) and doctoral (2.6%) degree candidates. Likewise, differences in salary offer increases for various academic majors will fluctuate little. While most academic majors can expect salary offer increases in the range of 1-2%, electrical engineers can anticipate the greatest increase, that of 3.2%. (Pages 21-23)

The highest starting salaries will be received by the following: chemical engineers ($27,023), electrical engineers ($26,031), mechanical engineers ($25,992), metallurgy/ material science ($25,504), computer science ($24,485), and civil engineers ($22,473). (Page 23)

In the middle salary range will be: physics ($20,076), accounting ($18,233), agriculture and natural resources ($18,228), financial administration ($17,754), mathematics ($17,660), marketing/sales ($16,941), general business administration ($16,419), and personnel administration ($15,931). (Page 23)

The lowest starting salaries are expected for the following: human ecology ($13,200), education ($13,358), social science ($13,835), arts and letters ($14,240), hotel, restaurant, and institutional management ($14,699), and communications ($15,606). Page 23)

Starting salaries will vary according to degree levels of graduates too. Bachelor's degree candidates are expected to average approximately $17,085 in 1982-83. Master's degree candidates will receive starting salaries averaging approximately $21,000, and doctoral degree candidates are expected to receive starting salary offers averaging approximately $23,171. (Page 23)

SALARIED WORKFORCE SHOWS DECLINE

Surveyed employers reported that their 1981-82 salaried workforces were reduced an average of 0.8% from the previous year. However, this situation varied considerably among the different types of employers. For example, hotels, motels, and recreational facilities experienced an employee increase of approximately 5.6%. Personnel increases of 3-4% were experienced by food, beverage processing and restaurants; banking, finance, and insurance companies; electrical machinery and computer firms; research and consulting organizations; and military branches. (Pages 4-5)

On the other hand, several organizations experienced significant declines in personnel. Most notable were automotive and mechanical equipment firms with decreases of approximately 14.2% in employees between 1980-81 and 1981-82. These personnel decreases were followed by 8.6% for metal and metal products firms; 8.0% for tire and rubber companies; and 6.2% for construction and building materials manufacturers; 4.2% for educational institutions and agribusiness; and 3.6% for government administration. (Pages 4-5)

In forecasting salaried employee needs for 1982-83, the surveyed employers predicted an overall increase of 0.4% at the most. However, employee increases in the range of 3 to 4% are expected by the following employers: food, beverage processing and restaurants; accounting firms; hotels, motels, resorts and recreational facilities; and electronics and instruments organizations. Projecting declines in personnel are automotive and mechanical equipment organizations (4.2%); metals and metal products (4.0%); diversified conglomerates (3.6%); and educational institutions (3.0%). (Pages 6-7)

EMPLOYMENT OPPORTUNITIES BY GEOGRAPHICAL REGION

Employment opportunities for new college graduates in various geographical regions of the United States were ranked by the surveyed employers. These regions are presented in order of those with greatest employment possibilities to those with the least; 1. Southcentral including states of Texas, Oklahoma, Idaho, Kansas, Louisiana, etc.; 2. Southwest including states of California, Nevada, New Mexico, Arizona, etc.; 3. Southeast including states of Florida, Georgia, Virginia, North Carolina and South Carolina, etc.; 4. Northeast including states of Maine, Massachusetts, Connecticut, Delaware, Rhode Island, etc.; 5. Northcentral/Midwestern including states of Michigan, Minnesota, Illinois, Ohio, North Dakota, South Dakota, etc.; and 6. Northwest including states of Alaska, Washington, Oregon, Montana, Utah, etc. (Page 31)

Overseas employment opportunities are seldom available for new college graduates, according to employers responding to this survey. However, 12 of the responding employers had some international placement for new college graduates. (Pages 52-53)

MAKING RECRUITMENT VISITS MORE PRODUCTIVE

RECRUITER TRAINING– Among the surveyed employers, 80% provided training for their recruiters before they interviewed on college campuses. The total hours of training provided each recruiter averaged 29 hours. Organizations with the most extensive training programs were military organizations; construction and building materials manufacturers; merchandising and retailing industries; petroleum and allied products; and food, beverage processing and restaurants. (Pages 32-33)

PRE-RECRUITMENT ACTIVITIES – To stimulate student interest and obtain full interview schedules, employers reported active review and use of resumes and credentials prior to their organizations' visits to campuses. Additional pre-recruitment activities sometimes included: pursuing graduating students who had worked previously for their organizations; meeting with professors and staff members; participating in career fairs; sending employees back to their alma maters for visits and recruiting; providing speakers on campuses; making presentations to professional clubs; providing plant tours to student groups; and financially supporting colleges and universities. (Page 46)

PLACEMENT OFFICE OPERATIONS– Employers suggested that their recruitment visits could become more productive through provision of private interviewing facilities, maintenance of company literature for students to review before interviews, increased cooperation between placement offices and academic departments, better informed placement office staffs, and more organized placement office operations. (Page 48)

CAMPUS INTERVIEW SCHEDULES

OVERFLOW SCHEDULES AND CREDENTIALS – Overflow schedules and the corresponding credentials prompted employers to expand their interview schedules by 9% in 1981-82. In addition, employers reported that approximately 10.6% of their new college graduates hired last year were identified through overflow schedules and overflow credentials. Thus, these figures illustrate that results are likely to occur through the placement offices' preparation of overflow schedules and collection of credentials for individuals who were unable to obtain campus interviews with employers. (Pages 36-37)

CLOSED AND LETTER ONLY SCHEDULES– Over 70% of the surveyed employers reported that their organizations did not arrange campus interview schedules which were classified as closed or letter only. Of the 150 employers who did utilize closed schedules in their recruiting programs, only 7.2% of their schedules were closed. (Page 38)

INTERVIEW SCHEDULE CANCELLATIONS– If interview schedules are cancelled, the reasons generally are insufficient response from graduating students or unforeseen declines in employers' new personnel needs. However, last year on the average only 4% of interview schedules were cancelled due to lack of student interest, while 12.8% were cancelled by employers because of their declining personnel needs. Until the economy improves and stabilizes this situation will likely be repeated in the future. (Pages 39-40)

EFFECTIVENESS OF CAMPUS RECRUITING

When deciding whether or not to recruit at a particular college or university, the most important factors employers consider include: 1. the quality of education obtained by the graduates, 2. the academic majors offered at the institution, 3. the number of graduates of the institution they have previously hired, and 4. the general type of institution -- liberal arts, technical or teacher education. Ultimately, the effectiveness of campus recruiting can best be measured by "quality of hires" from an institution. (Page 34)

One method of determining the quality of the institution's graduating students is examination of the ratio of campus interviews to individuals hired. However, the pool of available candidates in the various disciplines also influences this ratio. For example, employers reported that last year they interviewed 4.3 business graduates for each one hired. The ratio for engineering majors (3.9 to 1) versus those for liberal arts (6.6 to 1) and education majors (7.2 to 1) definitely reflected the differing supply and demand situations. Obviously, employers of liberal arts and education graduates could be much more selective because of large available pools of these candidates, while the situation was the contrary for employers recruiting engineering majors. (Pages 24-27)

When reporting on the percentage of new college graduates invited for plant visits, the surveyed employers indicated that approximately 22.2% of those interviewed were invited. When reporting the percentage hired of those interviewed, the employers indicated an overall average of approximately 15.5%. From these percentages, evidently 6.7% were eliminated either through plant visits or individuals accepting employment elsewhere. Employers also noted that last year's job acceptance rate was somewhat higher than the previous year's. (Page 28-30)

EXCELLENT GRADES MAKE A DIFFERENCE

When hiring new bachelor's degree graduates for their organizations, the surveyed employers indicated that grade point averages of 3.0 to 4.0 on a 4.0 system were almost always acceptable in their organizations. Grade point averages of 2.5 to 3.0 were sometimes accepted; and grade point averages from 2.0 to 2.5 were seldom acceptable. According to these surveyed employers, grades are an important factor when considering graduates for employment in their organizations. (Page 35)

BEST WAYS OF GAINING EMPLOYMENT

When advising new college graduates on the best ways to gain employment in their organizations, the surveyed employers indicated that campus interviewing was the very best option and the most effective method.

Sometimes effective for gaining employment in organizations were referrals from current employees of the organization, job listings with placement offices, referrals from college faculty and staff, summer employment, cooperative education programs, internship programs, and part-time employment. Some success was also obtained through written applications and unsolicited referrals from placement offices. (Page 41)

FACTORS WHEN CONSIDERING MULTIPLE JOB OFFERS

When new college graduates are considering several job offers, they are influenced by several factors. According to the surveyed employers, the most significant factor was nature of the job assignment. Also given prime consideration by new college graduates were promotion potential, personality of the employing organization, organizations' image, plant visit to the organization, starting salary, geographical location of the job and quality of the interviewer. Of medium importance to the candidate were information found in the company literature, geographical mobility, opportunity for further academic work, employee benefits, organization's goals and objectives, and job security. (Page 42)

RECRUITMENT OF LIBERAL ARTS AND SOCIAL SCIENCE GRADUATES

Social science and liberal arts graduates are generally not recruited by the surveyed organizations when visiting college and university campuses. However, 53 of 617 respondents indicated some interest in these graduates. Liberal arts and social science graduates are not selected for co-op positions, according to the responding employers, even if these programs are available through colleges and universities. (Pages 52-53)

To make recruitment of liberal arts and social science graduates more productive, the surveyed employers indicated that pre-screening services would be most helpful. They also suggested that only resumes of interested candidates be referred. As additional suggestions, the employers recommended teaching these students to stress their potential to contribute to an organization without apologizing for their lack of business training, and providing career planning to help them gain interest in industry. Employers were neutral on suggestions that meetings be arranged between recruiters, students, and faculty members, and that job placement/career days be provided to aid in career development of these students. (Page 47)

NEW PERSONNEL FORECASTING AND TURNOVER

FORECASTING PERSONNEL NEEDS— Growth of an organization was identified by the surveyed employers as the most important factor when predicting personnel needs. When determining new personnel needs it was rated "almost always" of most important consideration along with trends in the economy, rate of turnover, the organization's assets and budget balances, manpower supply and demand, and numbers of employees retiring. Sometimes influential were optimism in the business world, reorganization plans of the company, current rate of inflation, interest rates on industrial and commercial loans, consumer confidence in the economy, and public opinion towards the organization. (Page 49)

DISCOURAGING TURNOVER OF NEW COLLEGE HIRES— To discourage turnover of new college hires practically every employer offered as incentives appropriate salary increases, promotions, and improvement in job responsibilities. Financial support for pursuit of advanced degrees or additional coursework was sometimes offered as an incentive but seldom was relocation to a preferred geographical area. Turnover of current employees has become less prevalent during the current recession. According to the responding employers, turnover has significantly decreased during the last year. (Page 45)

PAYMENT OF PLACEMENT AGENCY FEES

Graduating students and alumni often ask questions about organizations paying placement agency fees when recruiting individuals with their qualifications. According to the surveyed employers, placement agency fees are sometimes paid when recruiting executives and upper management personnel as well as experienced candidates. Seldom are placement agency fees paid when recruiting minority candidates, high demand majors, or women applicants. Placement agency fees are almost never paid when recruiting new college graduates. (Page 50)

VIDEOTAPES FOR PLACEMENT OFFICES

According to the surveyed employers, their organizations seldom prepare videotapes on career opportunities in their organizations or other subjects. Of those who have prepared videotapes, 157 reported videotapes on job opportunities in their organizations, 143 on interviewing techniques, 29 on job campaigning, and 92 on career opportunities in certain fields of study. (Page 51)

OUTPLACEMENT SERVICES

Over 55% or 221 of the surveyed employers reported their organizations had provided outplacement services for college trained personnel that were laid off last year. Most popular of the outplacement services was referral of laid off personnel to other employers and agencies. Other services included formal assistance, counseling, and outplacement programs. (Pages 43-44)

Which category best describes your organization and how many SALARIED employees (excluding clerical staff) are on the payroll of your organization? Absolute frequencies are listed for each answer on the first line, row percentages on the second line, column percentages on the third line, and percentages of total on the fourth line of each block.

Employer Category	COUNT / ROW PCT / COL PCT / TOT PCT	Number of Salaried Employees: 1-99 (1)	100-499 (2)	500-999 (3)	1000-4999 (4)	5000-9999 (5)	10000+ (6)	No Response (0)	ROW TOTAL
ACCTNG	1	11	7	1	3	2	1	OM	25
		44.0	28.0	4.0	12.0	8.0	4.0	0	3.9
		22.0	4.3	1.2	1.5	4.9	1.0	0	
		1.7	1.1	.2	.5	.3	.2	0	
AEROSPACE	2	0	3	2	6	2	5	1M	18
		0	16.7	11.1	33.3	11.1	27.8	0	2.8
		0	1.9	2.3	3.0	4.9	5.1	0	
		0	.5	.3	.9	.3	.8	0	
AGRIBUS	3	0	7	1	3	1	1	OM	13
		0	53.8	7.7	23.1	7.7	7.7	0	2.1
		0	4.3	1.2	1.5	2.4	1.0	0	
		0	1.1	.2	.5	.2	.2	0	
AUTO	4	1	4	2	4	0	3	OM	14
		7.1	28.6	14.3	28.6	0	21.4	0	2.2
		2.0	2.5	2.3	2.0	0	3.1	0	
		.2	.6	.3	.6	0	.5	0	
BANKING	5	4	12	8	24	1	4	OM	53
		7.5	22.6	15.1	45.3	1.9	7.5	0	8.4
		8.0	7.5	9.3	12.2	2.4	4.1	0	
		.6	1.9	1.3	3.8	.2	.6	0	
CHEM	6	1	8	1	9	4	7	OM	30
		3.3	26.7	3.3	30.0	13.3	23.3	0	4.7
		2.0	5.0	1.2	4.6	9.8	7.1	0	
		.2	1.3	.2	1.4	.6	1.1	0	
COMMUN	7	0	3	0	0	0	1	OM	4
		0	75.0	0	0	0	25.0	0	.6
		0	1.9	0	0	0	1.0	0	
		0	.5	0	0	0	.2	0	
CONSTRUC	8	3	0	2	9	1	1	OM	16
		18.8	0	12.5	56.3	6.3	6.3	0	2.5
		6.0	0	2.3	4.6	2.4	1.0	0	
		.5	0	.3	1.4	.2	.2	0	
EDUC	9	2	31	12	10	6	5	2M	66
		3.0	47.0	18.2	15.2	9.1	7.6	0	10.4
		4.0	19.3	14.0	5.1	14.6	5.1	0	
		.3	4.9	1.9	1.6	.9	.8	0	
COMPTRS	10	2	3	10	6	1	4	OM	26
		7.7	11.5	38.5	23.1	3.8	15.4	0	4.1
		4.0	1.9	11.6	3.0	2.4	4.1	0	
		.3	.5	1.6	.9	.2	.6	0	
ELECTRNC	11	1	10	5	10	1	7	OM	34
		2.9	29.4	14.7	29.4	2.9	20.6	0	5.4
		2.0	6.2	5.8	5.1	2.4	7.1	0	
		.2	1.6	.8	1.6	.2	1.1	0	
FOOD	12	2	11	2	7	0	8	OM	30
		6.7	36.7	6.7	23.3	0	26.7	0	4.7
		4.0	6.8	2.3	3.6	0	8.2	0	
		.3	1.7	.3	1.1	0	1.3	0	
GLASS	13	1	5	2	4	2	2	OM	16
		6.3	31.3	12.5	25.0	12.5	12.5	0	2.5
		2.0	3.1	2.3	2.0	4.9	2.0	0	
		.2	.8	.3	.6	.3	.3	0	
GOVT	14	1	4	1	13	2	9	OM	30
		3.3	13.3	3.3	43.3	6.7	30.0	0	4.7
		2.0	2.5	1.2	6.6	4.9	9.2	0	
		.2	.6	.2	2.1	.3	1.4	0	
HEALTH	15	1	2	0	2	0	0	OM	5
		20.0	40.0	0	40.0	0	0	0	.8
		2.0	1.2	0	1.0	0	0	0	
		.2	.3	0	.3	0	0	0	
HOTEL	16	6	2	3	0	0	3	OM	14
		42.9	14.3	21.4	0	0	21.4	0	2.2
		12.0	1.2	3.5	0	0	3.1	0	
		.9	.3	.5	0	0	.5	0	
MERCHNDS	17	0	7	5	10	1	4	OM	27
		0	25.9	18.5	37.0	3.7	14.8	0	4.3
		0	4.3	5.8	5.1	2.4	4.1	0	
		0	1.1	.8	1.6	.2	.6	0	
METAL	18	8	5	5	10	4	4	OM	36
		22.2	13.9	13.9	27.8	11.1	11.1	0	5.7
		16.0	3.1	5.8	5.1	9.8	4.1	0	
		1.3	.8	.8	1.6	.6	.6	0	
MILITARY	19	0	0	0	1	0	2	OM	6
		0	0	0	66.7	0	33.3	0	.9
		0	0	0	2.0	0	2.0	0	
		0	0	0	.6	0	.3	0	

Number of Salaried Employees

Employer Category	COUNT / ROW PCT / COL PCT / TOT PCT	1 1-99	2 100-499	3 500-999	4 1000-499	5 5000-999	6 10000+	0 No Response	ROW TOTAL
PETRO	20	1	2	2	11	4	7	OM	27
		3.7	7.4	7.4	40.7	14.8	25.9	0	4.3
		2.0	1.2	2.3	5.6	9.8	7.1	0	
		.2	.3	.3	1.7	.6	1.1	0	
PRINT	21	0	1	2	1	0	0	OM	4
		0	25.0	50.0	25.0	0	0	0	.6
		0	.6	2.3	.5	0	0	0	
		0	.2	.3	.2	0	0	0	
UTIL	22	1	13	13	29	8	7	OM	71
		1.4	18.3	18.3	40.8	11.3	9.9	0	11.2
		2.0	8.1	15.1	14.7	19.5	7.1	0	
		.2	2.1	2.1	4.6	1.3	1.1	0	
RSRCH	23	2	15	4	13	0	2	OM	36
		5.6	41.7	11.1	36.1	0	5.6	0	5.7
		4.0	9.3	4.7	6.6	0	2.0	0	
		.3	2.4	.6	2.1	0	.3	0	
SERVICE	24	0	1	0	0	0	0	OM	1
		0	100.0	0	0	0	0	0	.2
		0	.6	0	0	0	0	0	
		0	.2	0	0	0	0	0	
TIRE	25	0	1	0	1	0	2	OM	4
		0	25.0	0	25.0	0	50.0	0	.6
		0	.6	0	.5	0	2.0	0	
		0	.2	0	.2	0	.3	0	
VOLUNT	26	1	0	0	0	0	0	OM	1
		100.0	0	0	0	0	0	0	.2
		2.0	0	0	0	0	0	0	
		.2	0	0	0	0	0	0	
OIVERS	27	1	4	3	8	1	9	OM	26
		3.8	15.4	11.5	30.8	3.8	34.6	0	4.1
		2.0	2.5	3.5	4.1	2.4	9.2	0	
		.2	.6	.5	1.3	.2	1.4	0	
No Response	0	OM	OM	OM	OM	OM	OM	1M	1M
		0	0	0	0	0	0	0	0
		0	0	0	0	0	0	0	
		0	0	0	0	0	0	0	
	COLUMN TOTAL	50	161	86	197	41	98	4M	633
		7.9	25.4	13.6	31.1	6.5	15.5	0	100.0

NUMBER OF MISSING OBSERVATIONS = 4

OBSERVATIONS

A total of 637 employers responded to the 1982-83 recruiting trends survey. Of these, 84.0 percent were business and industry employers, 10.4% educational institutions, and 5.6% governmental agencies and military branches. Of the respondents, 15.5% employed 5,000 to 10,000 persons, 31.1% employed 1,000 to 5,000 individuals, and 46.9% employed fewer than 999.

In the LAST YEAR (1981-82), what change, if any, has occurred in the number of SALARIED employees working for your organization?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
INC 50+	1.	3	.5	.5	.5
INC 25-49	25.	5	.8	.8	1.3
INC 11-24	38.	29	4.6	4.7	6.0
INC 9-10	45.	27	4.2	4.4	10.4
INC 7-8	46.	18	2.8	2.9	13.4
INC 5-6	47.	37	5.8	6.0	19.4
INC 3-4	48.	40	6.3	6.5	25.9
INC 1-2	49.	56	8.8	9.1	35.0
SAME	50.	128	20.1	20.8	55.9
DEC 1-2	51.	76	11.9	12.4	68.2
DEC 3-4	52.	49	7.7	8.0	76.2
DEC 5-6	53.	47	7.4	7.7	83.9
DEC 7-8	54.	19	3.0	3.1	87.0
DEC 9-10	55.	35	5.5	5.7	92.7
DEC 11-24	62.	32	5.0	5.2	97.9
DEC 25-49	75.	13	2.0	2.1	100.0
No Response	0	23	3.6	MISSING	
	TOTAL	637	100.0	100.0	

MEAN	50.327	STD ERR	.285	MEDIAN	50.219
MODE	50.000	STD DEV	7.060		
VALID CASES	614	MISSING CASES	23		

OBSERVATIONS:

When reporting on the change in salaried employees working for their organizations, the surveyed employers indicated that slightly fewer individuals worked for their organizations in 1981-82 versus those employed the previous year. A decline of approximately 0.6% in employment was reported. In other words, employers are currently performing their work with slightly fewer personnel, at least at the salaried employee level.

In the LAST YEAR (1981-82), what change, if any, has occurred in the number of SALARIED employees working for your organization? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

ORGANIZATION CATEGORIES	MEAN SCORE	Increase 50% or More (1)	25-49% (25)	11-24% (38)	9-10% (45)	7-8% (46)	5-6% (47)	3-4% (48)	1-2% (49)	Remain the Same (50)	Decrease 1-2% (51)	3-4% (52)	5-6% (53)	7-8% (54)	9-10% (55)	11-24% (62)	25-49% (75)	50-100% (99)	Valid Cases
Hotels, Motels, Resorts, Camps Recreational Facilities	47.2	0	0	2	3	0	2	0	1	4	0	0	1	1	0	0	0	0	14
		0.0	0.0	14.3	21.4	0.0	14.3	0.0	7.1	28.6	0.0	0.0	7.1	7.1	0.0	0.0	0.0	0.0	
Food Beverage Processing, and Restaurants	47.8	1	0	2	3	1	1	2	6	4	0	6	0	0	1	2	0	0	29
		3.4	0.0	6.9	10.3	3.4	3.4	6.9	20.7	13.8	0.0	20.7	0.0	0.0	3.4	6.9	0.0	0.0	
Banking, Finance & Insurance	48.0	2	0	1	1	3	7	4	6	8	5	3	6	2	2	1	0	0	51
		3.9	0.0	2.0	2.0	5.9	13.7	7.8	11.8	15.7	9.8	5.9	11.8	3.9	3.9	2.0	0.0	0.0	
Electrical Machinery & Equipment (Computers)	48.1	0	2	3	0	0	2	0	0	11	2	0	1	0	1	1	1	0	24
		0.0	8.3	12.5	0.0	0.0	8.3	0.0	0.0	45.8	8.3	0.0	4.2	0.0	4.2	4.2	4.2	0.0	
Research &/or Consulting Services	48.5	0	1	7	1	2	1	2	1	7	5	2	1	1	2	0	2	0	35
		0.0	2.9	20.0	2.9	5.7	2.9	5.7	2.9	20.0	14.3	5.7	2.9	2.9	5.7	0.0	5.7	0.0	
Military	48.5	0	0	0	0	1	1	1	0	3	0	0	0	0	0	0	0	0	6
		0.0	0.0	0.0	0.0	16.7	16.7	16.7	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Communication (Radio, TV & Newspapers)	48.8	0	0	0	1	0	0	0	1	1	1	0	0	0	0	0	0	0	4
		0.0	0.0	0.0	25.0	0.0	0.0	0.0	25.0	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Volunteer Organizations (Churches, Peace Corps)	49.0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Printing, Publishing & Informational Services	49.0	0	0	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	4
		0.0	0.0	0.0	0.0	0.0	25.0	25.0	0.0	25.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Chemicals, Drugs & Allied Products	49.0	0	1	1	0	0	4	2	6	7	3	2	2	0	1	1	0	0	30
		0.0	3.3	3.3	0.0	0.0	13.3	6.7	20.0	23.3	10.0	6.7	6.7	0.0	3.3	3.3	0.0	0.0	
Merchandising & Related Services (Retailing Industries)	49.3	0	0	1	2	0	5	4	3	4	2	2	2	0	1	1	0	0	27
		0.0	0.0	3.7	7.4	0.0	18.5	14.8	11.1	14.8	7.4	7.4	7.4	0.0	3.7	3.7	0.0	0.0	
Public Utilities (Transportation)	49.6	0	1	3	3	2	0	6	13	18	5	6	3	2	3	3	0	0	68
		0.0	1.5	4.4	4.4	2.9	0.0	8.8	19.1	26.5	7.4	8.8	4.4	2.9	4.4	4.4	0.0	0.0	
Electronics & Instruments	49.7	0	0	2	5	3	0	5	4	7	1	1	1	1	1	0	2	0	33
		0.0	0.0	6.1	15.2	9.1	0.0	15.2	12.1	21.2	3.0	3.0	3.0	3.0	3.0	0.0	6.1	0.0	
Service Organizations (Boy Scouts, Red Cross)	50.0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Aerospace & Components	50.1	0	0	0	3	1	1	2	0	4	2	1	0	0	0	2	0	0	16
		0.0	0.0	0.0	18.8	6.3	6.3	12.5	0.0	25.0	12.5	6.3	0.0	0.0	0.0	12.5	0.0	0.0	
Hospitals & Health Services	50.4	0	0	0	0	1	0	0	0	1	1	1	1	0	0	0	0	0	5
		0.0	0.0	0.0	0.0	20.0	0.0	0.0	0.0	20.0	20.0	20.0	20.0	0.0	0.0	0.0	0.0	0.0	
Diversified Conglomerate	50.6	0	0	2	0	2	1	2	1	6	4	2	2	0	1	3	0	0	26
		0.0	0.0	7.7	0.0	7.7	3.8	7.7	3.8	23.1	15.4	7.7	7.7	0.0	3.8	11.5	0.0	0.0	
Petroleum & Allied Products	50.7	0	0	2	2	1	2	2	2	6	3	1	0	2	1	0	2	0	26
		0.0	0.0	7.7	7.7	3.8	7.7	7.7	7.7	23.1	11.5	3.8	0.0	7.7	3.8	0.0	7.7	0.0	
Accounting	51.1	0	0	1	0	0	3	2	1	8	2	1	3	0	3	0	1	0	25
		0.0	0.0	4.0	0.0	0.0	12.0	8.0	4.0	32.0	8.0	4.0	12.0	0.0	12.0	0.0	4.0	0.0	
Glass, Paper, Packaging & Allied Products	51.2	0	0	0	0	0	2	2	0	2	2	3	2	0	3	0	0	0	16
		0.0	0.0	0.0	0.0	0.0	12.5	12.5	0.0	12.5	12.5	18.8	12.5	0.0	18.8	0.0	0.0	0.0	
Governmental Administration	51.8	0	0	0	0	0	2	0	2	5	5	5	2	5	1	1	0	0	28
		0.0	0.0	0.0	0.0	0.0	7.1	0.0	7.1	17.9	17.9	17.9	7.1	17.9	3.6	3.6	0.0	0.0	
Agribusiness	52.1	0	0	1	2	0	0	1	0	2	2	1	0	0	2	1	1	0	13
		0.0	0.0	7.7	15.4	0.0	0.0	7.7	0.0	15.4	15.4	7.7	0.0	0.0	15.4	7.7	7.7	0.0	
Educational Institutions	52.1	0	0	0	0	0	2	0	6	11	19	9	8	1	4	3	1	0	64
		0.0	0.0	0.0	0.0	0.0	3.1	0.0	9.4	17.2	29.7	14.1	12.5	1.6	6.3	4.7	1.6	0.0	
Construction & Building Materials	53.1	0	0	1	1	0	0	0	1	1	2	0	1	2	3	3	0	0	15
		0.0	0.0	6.7	6.7	0.0	0.0	0.0	6.7	6.7	13.3	0.0	6.7	13.3	20.0	20.0	0.0	0.0	
Tire & Rubber	54.0	0	0	0	0	0	0	0	0	1	1	0	1	0	0	1	0	0	13
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	25.0	0.0	25.0	0.0	0.0	25.0	0.0	0.0	
Metals & Metal Products	54.3	0	0	0	0	1	0	2	1	3	5	2	7	2	5	6	1	0	35
		0.0	0.0	0.0	0.0	2.9	0.0	5.7	2.9	8.6	14.3	5.7	20.0	5.7	14.3	17.1	2.9	0.0	
Automotive & Mechanical Equipment	57.1	0	0	0	0	0	0	0	0	2	3	1	3	0	0	3	2	0	14
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14.3	21.4	7.1	21.4	0.0	0.0	21.4	14.3	0.0	
TOTAL	50.3	3	5	29	27	18	37	40	56	128	76	49	47	19	35	32	13	0	614

OBSERVATIONS:

During 1981-82, changes in numbers of salaried employees varied greatly among different types of organizations. Some of the responding organizations indicated increases while others remained the same, and still others declined significantly in numbers of persons working for their organizations.

Organizations with the greatest employment increases for salaried personnel were hotels, motels, resorts, and recreational organizations. They experienced an increase of approximately 5.6%.

Increases of 3 to 4% were experienced by the following: food, beverage processing, and restaurants (4.4%); banking, finance, and insurance companies (4.0%); electrical machinery and equipment companies - computers (3.8%); research and consulting services (3.0%); and military organizations (3.0%). Increases of 1 to 2% were experienced by communications, radio, TV, and newspaper organizations (2.4%); volunteer organizations, church groups, Peace Corp, etc. (2%); printing, publishing, and informational service organizations (2%); chemicals, drugs, and allied products (2%); and merchandising, retailing, and related industries (1.4%).

Employers whose salaried staff remained approximately the same were: public utilities and transportation organizations (up 0.8%); electronics and instrument organizations (up 0.6%); service organizations, Boy Scouts, and Red Cross (no change); aerospace and component organizations (down 0.2%); and hospitals and health services (down 0.8%).

Decreases of 1 to 2% were experienced by several organizations. These declines included diversified conglomerates (1.2%); petroleum and allied products (1.4%); accounting firms (2.2%); and glass, paper, packaging, and allied products (2.4%).

Decreases of 3 to 4% were experienced by the following: governmental administration (3.6%); agribusiness (4.2%); and educational institutions (4.2%).

Construction and building materials manufacturers experienced an employee decrease of approximately 6.2%. Decreases of 8.0% and 8.6% were encountered by tire and rubber companies and metals and metal products organizations, respectively. The greatest decrease in employees last year existed in automotive and mechanical equipment organizations. They experienced a drop of 14.2% in numbers of employees working for their organizations.

This year (1982-83) what changes, if any, do you anticipate in the number of SALARIED employees working for your organization? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

ORGANIZATION CATEGORIES	MEAN SCORE	Increase: 50% or More (1)	25-49% (25)	11-24% (38)	9-10% (45)	7-8% (46)	5-6% (47)	3-4% (48)	1-2% (49)	Remain the Same (50)	Decrease: 1-2% (51)	3-4% (52)	5-6% (53)	7-8% (54)	9-10% (55)	11-24% (62)	25-49% (75)	50-100% (99)	Valid Cases
Hotels, Motels, Resorts, Camps Recreational Facilities	48.0	0	0	1	3	1	0	1	0	6	0	1	1	0	0	0	0	0	14
		0.0	0.0	7.1	21.4	7.1	0.0	7.1	0.0	42.9	0.0	7.1	7.1	0.0	0.0	0.0	0.0	0.0	
Accounting	48.1	0	0	2	2	0	4	2	3	9	2	0	1	0	0	0	0	0	25
		0.0	0.0	8.0	8.0	0.0	16.0	8.0	12.0	36.0	8.0	0.0	4.0	0.0	0.0	0.0	0.0	0.0	
Electronics & Instruments	48.3	0	0	2	2	1	5	3	3	15	2	0	1	0	0	0	0	0	34
		0.0	0.0	5.9	5.9	2.9	14.7	8.8	8.8	44.1	5.9	0.0	2.9	0.0	0.0	0.0	0.0	0.0	
Food, Beverage Processing, and Restaurants	48.4	0	1	1	1	1	2	3	3	12	0	3	1	0	1	0	0	0	29
		0.0	3.4	3.4	3.4	3.4	6.9	10.3	10.3	41.4	0.0	10.3	3.4	0.0	3.4	0.0	0.0	0.0	
Aerospace & Components	48.7	0	0	0	2	1	3	1	2	5	1	2	0	0	0	0	0	0	17
		0.0	0.0	0.0	11.8	5.9	17.6	5.9	11.8	29.4	5.9	11.8	0.0	0.0	0.0	0.0	0.0	0.0	
Merchandising & Related Services (Retailing Industries)	49.0	0	0	1	0	0	4	2	6	10	2	1	1	0	0	0	0	0	27
		0.0	0.0	3.7	0.0	0.0	14.8	7.4	22.2	37.0	7.4	3.7	3.7	0.0	0.0	0.0	0.0	0.0	
Military	49.2	0	0	0	0	0	1	1	0	4	0	0	0	0	0	0	0	0	6
		0.0	0.0	0.0	0.0	0.0	16.7	16.7	0.0	66.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Research and/or Consulting Services	49.2	0	1	1	2	0	4	3	5	10	1	2	2	1	3	1	0	0	36
		0.0	2.8	2.8	5.6	0.0	11.1	8.3	13.9	27.8	2.8	5.6	5.6	2.8	8.3	2.8	0.0	0.0	
Communication (Radio, TV & Newspapers)	49.3	0	0	0	0	0	0	1	2	0	1	0	0	0	0	0	0	0	4
		0.0	0.0	0.0	0.0	0.0	0.0	25.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Printing, Publishing & Informational Services	49.8	0	0	0	0	0	0	1	0	2	1	0	0	0	0	0	0	0	4
		0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Banking, Finance & Insurance	49.8	0	0	0	1	1	4	7	3	22	5	2	3	0	2	0	0	0	50
		0.0	0.0	0.0	2.0	2.0	8.0	14.0	6.0	44.0	10.0	4.0	6.0	0.0	4.0	0.0	0.0	0.0	
Electrical Machinery & Equipment (Computers)	49.9	0	0	0	1	2	4	0	5	6	2	1	2	0	1	1	0	0	25
		0.0	0.0	0.0	4.0	8.0	16.0	0.0	20.0	24.0	8.0	4.0	8.0	0.0	4.0	4.0	0.0	0.0	
Public Utilities (Including Transportation)	50.0	0	0	1	1	3	5	0	8	27	12	9	2	2	1	0	0	0	71
		0.0	0.0	1.4	1.4	4.2	7.0	0.0	11.3	38.0	16.9	12.7	2.8	2.8	1.4	0.0	0.0	0.0	
Volunteer Organizations (Churches Peace Corps)	50.0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Chemicals, Drugs & Allied Products	50.2	0	0	0	1	0	1	2	4	13	3	2	2	1	1	0	0	0	30
		0.0	0.0	0.0	3.3	0.0	3.3	6.7	13.3	43.3	10.0	6.7	6.7	3.3	3.3	0.0	0.0	0.0	
Hospitals & Health Services	50.4	0	0	0	1	1	0	0	1	1	0	0	0	0	0	1	0	0	5
		0.0	0.0	0.0	20.0	20.0	0.0	0.0	20.0	20.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	0.0	
Glass, Paper, Packaging & Allied Products	50.4	0	0	0	0	0	0	1	1	9	2	1	2	0	0	0	0	0	16
		0.0	0.0	0.0	0.0	0.0	0.0	6.3	6.3	56.3	12.5	6.3	12.5	0.0	0.0	0.0	0.0	0.0	
Governmental Administration	50.4	0	0	0	2	1	2	1	2	5	5	3	7	0	1	0	0	0	29
		0.0	0.0	0.0	6.9	3.4	6.9	3.4	6.9	17.2	17.2	10.3	24.1	0.0	3.4	0.0	0.0	0.0	
Tire & Rubber	50.5	0	0	0	0	0	0	0	1	2	0	0	1	0	0	0	0	0	4
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	50.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	
Petroleum & Allied Products	51.0	0	0	0	1	0	1	2	4	11	1	2	0	2	1	0	1	0	26
		0.0	0.0	0.0	3.8	0.0	3.8	7.7	15.4	42.3	3.8	7.7	0.0	7.7	3.8	0.0	3.8	0.0	
Agribusiness	51.2	0	0	0	1	0	0	1	1	5	1	1	1	0	1	1	0	0	13
		0.0	0.0	0.0	7.7	0.0	0.0	7.7	7.7	38.5	7.7	7.7	7.7	0.0	7.7	7.7	0.0	0.0	
Construction & Building Materials Manufacturing	51.4	0	0	0	0	0	2	1	0	9	0	1	0	0	1	2	0	0	16
		0.0	0.0	0.0	0.0	0.0	12.5	6.3	0.0	56.3	0.0	6.3	0.0	0.0	6.3	12.5	0.0	0.0	
Educational Institutions	51.5	0	0	0	0	0	0	2	3	16	21	7	8	4	6	0	0	0	67
		0.0	0.0	0.0	0.0	0.0	0.0	3.0	4.5	23.9	31.3	10.4	11.9	6.0	9.0	0.0	0.0	0.0	
Automotive & Mechanical Equipment	51.8	0	0	0	0	0	1	0	0	5	3	0	2	0	1	1	0	0	13
		0.0	0.0	0.0	0.0	0.0	7.7	0.0	0.0	38.5	23.1	0.0	15.4	0.0	7.7	7.7	0.0	0.0	
Metals & Metal Products	51.9	0	0	1	0	0	0	2	3	17	4	4	1	0	2	1	0	1	36
		0.0	0.0	2.8	0.0	0.0	0.0	5.6	8.3	47.2	11.1	11.1	2.8	0.0	5.6	2.8	0.0	2.8	
Diversified Conglomerate	52.4	0	0	0	1	0	1	1	2	4	6	2	2	3	2	1	1	0	26
		0.0	0.0	0.0	3.8	0.0	3.8	3.8	7.7	15.4	23.1	7.7	7.7	11.5	7.7	3.8	3.8	0.0	
vice Organizations (Boy Scouts, ed Cross)	53.0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	
TOTAL	50.1	0	2	10	22	12	44	38	62	226	75	44	41	13	24	9	2	1	625

OBSERVATIONS:

During this year (1982-83), the surveyed employers anticipate that the numbers of salaried employees working for their organizations will remain approximately the same. At the most, employers expect a decrease of less than 1% in current employees.

This year (1982-83) what changes, if any, do you anticipate in the number of SALARIED employees working for your organization?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
INC 25-49	25.	2	.3	.3	.3
INC 11-24	38.	10	1.6	1.6	1.9
INC 9-10	45.	22	3.5	3.5	5.4
INC 7-8	46.	12	1.9	1.9	7.4
INC 5-6	47.	44	6.9	7.0	14.4
INC 3-4	48.	38	6.0	6.1	20.5
INC 1-2	49.	62	9.7	9.9	30.4
SAME	50.	226	35.5	36.2	66.6
DEC 1-2	51.	75	11.8	12.0	78.6
DEC 3-4	52.	44	6.9	7.0	85.6
DEC 5-6	53.	41	6.4	6.6	92.2
DEC 7-8	54.	13	2.0	2.1	94.2
DEC 9-10	55.	24	3.8	3.8	98.1
DEC 11-24	62.	9	1.4	1.4	99.5
DEC 25-49	75.	2	.3	.3	99.8
DEC 50+	99.	1	.2	.2	100.0
No Response	0	12	1.9	MISSING	
	TOTAL	637	100.0	100.0	

MEAN	50.107	STD ERR	.163	MEDIAN	50.042
MODE	50.000	STD DEV	4.084		
VALID CASES	625	MISSING CASES	12		

OBSERVATIONS:

When anticipating the numbers of salaried employees working for their organizations this year (1982-83), the surveyed employers expected no change overall. However, those organizations expecting an increase of 3 to 4% included hotels, motels, resorts and recreational facilities (4.0%); accounting firms (3.8%); electronics and instruments organizations (3.4%); and food, beverage processing, and restaurants (3.2%). An increase of 1 to 2% is expected by the following: aerospace and component parts (2.6%); merchandising and retailing industries (2.0%); military organizations (1.6%); research and consulting services (1.6%) and communications, radio, television and newspaper organizations (1.4%).

Employers expecting no change in numbers of salaries employees included the following: printing, publishing and informational services; banking, finance and insurance companies; electrical machinery and equipment companies including computers; public utilities; volunteer organizations; chemicals, drugs and allied products; hospital and health services; glass, paper, packaging and allied products; and governmental administration.

Employee decreases of 1 to 2% were expected by the following: tire and rubber (1.0%); petroleum and allied products (2.0%); agribusiness (2.4%); and construction and building materials manufacturers (2.8%).

Decreases of 3 to 4% in salaried employees were projected by several organizations. These included educational institutions (3.0%); automotive and mechanical equipment organizations (3.6%); metals and metal products (3.8%); and diversified conglomerates (4.8%). An even greater decrease of 6.0% was expected by service organizations such as the Red Cross, Boy Scouts and similar groups, although only one organization provided this response.

What percentage change, if any, do you anticipate in the number of CAMPUSES VISITED for recruiting by your organization in 1982-83?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
INC 50+	1.	5	.8	.8	.8
INC 25-49	25.	3	.5	.5	1.3
INC 11-24	38.	3	.5	.5	1.7
INC 9-10	45.	7	1.1	1.1	2.9
INC 7-8	46.	3	.5	.5	3.3
INC 5-6	47.	10	1.6	1.6	4.9
INC 3-4	48.	18	2.8	2.9	7.8
INC 1-2	49.	22	3.5	3.5	11.3
SAME	50.	291	45.7	46.1	57.4
DEC 1-2	51.	22	3.5	3.5	60.9
DEC 3-4	52.	19	3.0	3.0	63.9
DEC 5-6	53.	10	1.6	1.6	65.5
DEC 7-8	54.	8	1.3	1.3	66.7
DEC 9-10	55.	25	3.9	4.0	70.7
DEC 11-24	62.	53	8.3	8.4	79.1
DEC 25-49	75.	53	8.3	8.4	87.5
DEC 50+	99.	79	12.4	12.5	100.0
No Response	0	6	.9	MISSING	
	TOTAL	637	100.0	100.0	

MEAN	58.856	STD ERR	.703	MEDIAN	50.340
MODE	50.000	STD DEV	17.666		
VALID CASES	631	MISSING CASES	6		

OBSERVATIONS:

When questioned about anticipated numbers of campuses visited for recruiting by their organizations in 1982-83, the surveyed employers indicated a decrease of approximately 17.7%. Of the surveyed employers, 45.7% expected to recruit at about the same numbers of campuses as last year. Approximately 11.3% of the employers expected to recruit on more campuses. A decrease in campus visits of 50% to even 100% was expected by 79 employers or 12.5% of the respondents. Of those employers answering this question, 19% indicated a decrease of 1 to 49% in their campus visits. This represented 30.1% of the respondents.

What percentage change, if any, do you anticipate in the number of CAMPUSES VISITED for recruiting by your organization in 1982-83? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

ORGANIZATION CATEGORIES	MEAN SCORE	Increase 50% or More (1)	25-49% (25)	11-24% (38)	9-10% (45)	7-8% (46)	5-6% (47)	3-4% (48)	1-2% (49)	Remain the Same (50)	Decrease 1-2% (51)	3-4% (52)	5-6% (53)	7-8% (54)	9-10% (55)	11-24% (62)	25-49% (75)	50-100% (99)	Valid Cases
Communication (Radio, TV & Newspapers	49.3	0	0	0	1	0	0	0	0	2	0	1	0	0	0	0	0	0	4
		0.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	
Service Organization(Boy Scouts, Red Cross)	50.0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Volunteer Organizations (Churches, Peace Corps)	51.0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Military	51.8	0	0	0	0	0	1	0	0	3	0	1	0	0	0	1	0	0	6
		0.0	0.0	0.0	0.0	0.0	16.7	0.0	0.0	50.0	0.0	16.7	0.0	0.0	0.0	16.7	0.0	0.0	
Aerospace & Components	51.9	1	1	0	0	0	0	1	3	8	0	1	1	0	0	1	0	2	19
		5.3	5.3	0.0	0.0	0.0	0.0	5.3	15.8	42.1	0.0	5.3	5.3	0.0	0.0	5.3	0.0	10.5	
Accounting	52.6	0	0	0	0	0	1	1	1	16	1	0	2	1	0	1	0	1	25
		0.0	0.0	0.0	0.0	0.0	4.0	4.0	4.0	64.0	4.0	0.0	8.0	4.0	0.0	4.0	0.0	4.0	
Merchandising & Related Services Retailing Industries)	52.7	0	0	0	0	0	1	1	4	10	1	2	1	2	1	3	1	0	27
		0.0	0.0	0.0	0.0	0.0	3.7	3.7	14.8	37.0	3.7	7.4	3.7	7.4	3.7	11.1	3.7	0.0	
Food, Beverage Processing, and Restaurants	53.6	1	1	0	0	0	1	1	2	16	1	0	0	0	0	1	3	2	29
		3.4	3.4	0.0	0.0	0.0	3.4	3.4	6.9	55.2	3.4	0.0	0.0	0.0	0.0	3.4	10.3	6.9	
Electronics & Instruments	55.2	0	0	1	0	1	1	1	0	19	0	0	1	0	2	3	4	1	34
		0.0	0.0	2.9	0.0	2.9	2.9	2.9	0.0	55.9	0.0	0.0	2.9	0.0	5.9	8.8	11.8	2.9	
Educational Institutions	55.5	1	0	0	1	0	0	0	3	47	2	1	0	0	2	2	2	7	68
		1.5	0.0	0.0	1.5	0.0	0.0	0.0	4.4	69.1	2.9	1.5	0.0	0.0	2.9	2.9	2.9	10.3	
Tire & Rubber	56.5	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1	0	4
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	
Hotels, Motels, Resorts, Camps, Recreational Facilities	57.0	0	0	0	0	0	0	0	0	8	0	0	1	1	1	1	1	1	14
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	57.1	0.0	0.0	7.1	7.1	7.1	7.1	7.1	7.1	
Chemicals, Drugs & Allied Products	57.2	0	0	0	0	0	2	0	2	9	3	2	0	0	4	4	2	2	30
		0.0	0.0	0.0	0.0	0.0	6.7	0.0	6.7	30.0	10.0	6.7	0.0	0.0	13.3	13.3	6.7	6.7	
Automotive & Mechanical Equipment	57.3	1	0	0	0	0	0	0	0	8	0	0	1	0	0	0	2	2	14
		7.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	57.1	0.0	0.0	7.1	0.0	0.0	0.0	14.3	14.3	
Banking, Finance, & Insurance	58.2	0	0	0	1	0	0	6	1	26	1	2	1	1	0	3	4	6	52
		0.0	0.0	0.0	1.9	0.0	0.0	11.5	1.9	50.0	1.9	3.8	1.9	1.9	0.0	5.8	7.7	11.5	
Research and/or Consulting Services	58.4	0	1	1	0	0	0	2	1	14	3	1	0	0	0	5	3	4	35
		0.0	2.9	2.9	0.0	0.0	0.0	5.7	2.9	40.0	8.6	2.9	0.0	0.0	0.0	14.3	8.6	11.4	
Construction & Building Materials Manufacturing	58.8	0	0	1	0	1	1	1	0	6	0	1	0	0	0	1	2	2	16
		0.0	0.0	6.3	0.0	6.3	6.3	6.3	0.0	37.5	0.0	6.3	0.0	0.0	0.0	6.3	12.5	12.5	
Glass, Paper, Packaging & Allied Products	59.2	0	0	0	0	0	0	1	0	7	0	1	0	0	0	4	2	1	16
		0.0	0.0	0.0	0.0	0.0	0.0	6.3	0.0	43.8	0.0	6.3	0.0	0.0	0.0	25.0	12.5	6.3	
Hospitals & Health Services	59.8	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	1	5
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0	
Public Utilities (Including Transportattion)	60.3	1	0	0	1	1	0	0	1	34	1	1	0	2	5	5	10	9	71
		1.4	0.0	0.0	1.4	1.4	0.0	0.0	1.4	47.9	1.4	1.4	0.0	2.8	7.0	7.0	14.1	12.7	
Electrical Machinery & Equipment (Computers)	60.3	0	0	0	1	0	0	0	1	9	3	1	1	0	2	2	1	4	25
		0.0	0.0	0.0	4.0	0.0	0.0	0.0	4.0	36.0	12.0	4.0	4.0	0.0	8.0	8.0	4.0	16.0	
Printing, Publishing & Informational Services	62.5	0	0	0	0	0	0	0	0	2	1	0	0	0	0	0	0	1	4
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	
Governmental Administration	63.2	0	0	0	0	0	2	1	2	15	0	1	0	0	0	0	0	8	29
		0.0	0.0	0.0	0.0	0.0	6.9	3.4	6.9	51.7	0.0	3.4	0.0	0.0	0.0	0.0	0.0	27.6	
Diversified Conglomerate	65.2	0	0	0	2	0	0	0	0	7	0	1	0	0	2	4	6	4	26
		0.0	0.0	0.0	7.7	0.0	0.0	0.0	0.0	26.9	0.0	3.8	0.0	0.0	7.7	15.4	23.1	15.4	
Metals & Metal Products	65.3	0	0	0	0	0	0	1	0	14	2	2	0	1	1	4	2	9	36
		0.0	0.0	0.0	0.0	0.0	0.0	2.8	0.0	38.9	5.6	5.6	0.0	2.8	2.8	11.1	5.6	25.0	
Agribusiness	69.6	0	0	0	0	0	0	1	1	2	0	0	0	0	0	3	3	3	13
		0.0	0.0	0.0	0.0	0.0	0.0	7.7	7.7	15.4	0.0	0.0	0.0	0.0	0.0	23.1	23.1	23.1	
Petroleum & Allied Products	73.3	0	0	0	0	0	0	0	0	2	1	0	1	0	5	5	4	9	27
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	7.4	3.7	0.0	3.7	0.0	18.5	18.5	14.8	33.3	

OBSERVATIONS:

Campus visits are expected to decrease approximately 17.7% overall this year (1982-83). The smallest decline in recruitment was expected from military organizations with a reduction of 3.6%. They were followed closely by aerospace and component organizations with a decline of 3.8%. Next were accounting firms with a decline of approximately 5.2% and merchandising, retailing and related industries with a decline of approximately 5.4%. Dropping 7.2% in their recruitment activities were food, beverage processing, and restaurants; followed by electronic and instrument organizations with a decline of approximately 10.4%.

Educational institutions expected to decrease their recruitment activity by approximately 11.0%. They were followed by tire and rubber companies with a decline of approximately 13%. The list of declines proceeds like this: hotels, motels, resorts and recreational facilities (14%); chemicals, drugs and allied products (14.4%); automotive and mechanical equipment (14.6%); banking, finance and insurance companies (16.4%); research and consultant firms (16.8%); and construction and building materials manufacturers (17.6%).

These were followed by glass, paper, packaging and allied products (down 18.4%); hospitals and health services (down 19.6%); public utilities (down 20.6%); and electrical machinery and equipment - computers (down 20.6%).

Next on the list of declines were printing, publishing and informational services (25.0%); governmental administration (26.4%); diversified conglomerates (30.4%); metals and metal products (30.6%); agribusiness (39.2%); and petroleum and allied products (46.6%).

This year (1982-83), what changes, if any, does your organization anticipate in the hiring of new college graduates?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
INC 50+	1.	2	.3	.3	.3
INC 25-49	25.	6	.9	1.0	1.4
INC 11-24	38.	12	1.9	2.1	3.5
INC 9-10	45.	12	1.9	2.1	5.5
INC 7-8	46.	3	.5	.5	6.1
INC 5-6	47.	15	2.4	2.6	8.7
INC 3-4	48.	11	1.7	1.9	10.6
INC 1-2	49.	26	4.1	4.5	15.1
SAME	50.	274	43.0	47.4	62.5
DEC 1-2	51.	14	2.2	2.4	64.9
DEC 3-4	52.	11	1.7	1.9	66.8
DEC 5-6	53.	12	1.9	2.1	68.9
DEC 7-8	54.	3	.5	.5	69.4
DEC 9-10	55.	28	4.4	4.8	74.2
DEC 11-24	62.	26	4.1	4.5	78.7
DEC 25-49	75.	48	7.5	8.3	87.0
DEC 50+	99.	75	11.8	13.0	100.0
No Response	0	59	9.3	MISSING	
	TOTAL	637	100.0	100.0	

MEAN	58.398	STD ERR	.744	MEDIAN	50.237
MODE	50.000	STD DEV	17.896		
VALID CASES	578	MISSING CASES	59		

OBSERVATIONS:

Anticipated hiring of new college graduates in 1982-83 is expected to decrease approximately 16.8% according to the surveyed employers. Of those employers reporting, 274 expected to hire about as many this year as last. Increased hiring was expected from 15.1% of the employers, and decreased hiring was expected from 37.5% of the surveyed organizations. A decrease of 50 to 100% in hiring new college graduates was expected from 13.0% of those surveyed.

This year (1982-83), what changes, if any, does your organization anticipate in the hiring of new college graduates? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

ORGANIZATION CATEGORIES	MEAN SCORE	Increase 50% or More (1)	25-49% (25)	11-24% (38)	9-10% (45)	7-8% (46)	5-6% (47)	3-4% (48)	1-2% (49)	Remain the Same (50)	Decrease 1-2% (51)	3-4% (52)	5-6% (53)	7-8% (54)	9-10% (55)	11-24% (62)	25-49% (75)	50-100% (99)	Valid Cases
Hotels, Motels, Resorts, Camps Recreational Facilities	47.8	0	1	1	2	0	1	0	1	5	0	0	0	0	0	0	1	0	12
		0.0	8.3	8.3	16.7	0.0	8.3	0.0	8.3	41.7	0.0	0.0	0.0	0.0	0.0	0.0	8.3	0.0	
Volunteer Organizations (Churches, Peace Corps)	49.0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Food, Beverage Processing, and Restaurants	49.6	1	0	3	1	0	0	1	2	13	1	0	1	0	1	0	1	1	26
		3.8	0.0	11.5	3.8	0.0	0.0	3.8	7.7	50.0	3.8	0.0	3.8	0.0	3.8	0.0	3.8	3.8	
Military	49.6	0	0	0	0	0	0	1	0	4	0	0	0	0	0	0	0	0	5
		0.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	80.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Tire & Rubber	49.8	0	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0	4
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Service Organizations (Boy Scouts, Red Cross)	50.0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Communication (Radio, TV & Newspaper	50.3	0	0	0	0	0	0	0	1	2	0	1	0	0	0	0	0	0	4
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	50.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	
Merchandising & Related Services (Retailing Industries)	51.4	0	0	0	1	1	1	0	3	15	1	1	0	0	0	2	1	0	26
		0.0	0.0	0.0	3.8	3.8	3.8	0.0	11.5	57.7	3.8	3.8	0.0	0.0	0.0	7.7	3.8	0.0	
Accounting	51.8	0	0	1	2	0	1	0	1	8	3	0	0	1	1	0	0	1	19
		0.0	0.0	5.3	10.5	0.0	5.3	0.0	5.3	42.1	15.8	0.0	0.0	5.3	5.3	0.0	0.0	5.3	
Banking, Finance & Insurance	52.2	0	1	2	1	0	2	1	2	31	0	1	0	1	1	1	2	2	48
		0.0	2.1	4.2	2.1	0.0	4.2	2.1	4.2	64.6	0.0	2.1	0.0	2.1	2.1	2.1	4.2	4.2	
Acrospace & Components	52.4	0	0	0	0	0	1	0	1	8	0	0	0	0	2	0	1	0	13
		0.0	0.0	0.0	0.0	0.0	7.7	0.0	7.7	61.5	0.0	0.0	0.0	0.0	15.4	0.0	7.7	0.0	
Electronics & Instruments	53.5	0	1	0	0	0	1	0	0	20	1	0	1	0	2	2	2	1	31
		0.0	3.2	0.0	0.0	0.0	3.2	0.0	0.0	64.5	3.2	0.0	3.2	0.0	6.5	6.5	6.5	3.2	
Educational Institutions	57.1	0	0	0	0	0	0	2	3	39	4	0	2	0	1	0	1	8	60
		0.0	0.0	0.0	0.0	0.0	0.0	3.3	5.0	65.0	6.7	0.0	3.3	0.0	1.7	0.0	1.7	13.3	
Research and/or Consulting Services	57.6	0	0	1	3	0	2	1	0	14	0	1	1	0	1	3	4	3	34
		0.0	0.0	2.9	8.8	0.0	5.9	2.9	0.0	41.2	0.0	2.9	2.9	0.0	2.9	8.8	11.8	8.8	
Governmental Administration	57.8	0	1	0	0	0	2	0	3	9	0	2	3	0	2	0	1	4	27
		0.0	3.7	0.0	0.0	0.0	7.4	0.0	11.1	33.3	0.0	7.4	11.1	0.0	7.4	0.0	3.7	14.8	
Glass, Paper, Packaging & Allied Products	58.6	0	0	0	0	0	0	0	4	5	0	0	0	1	1	0	3	1	15
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	26.7	33.3	0.0	0.0	0.0	6.7	6.7	0.0	20.0	6.7	
Hospitals & Health Services	59.4	0	0	0	0	0	0	1	0	3	0	0	0	0	0	0	0	1	5
		0.0	0.0	0.0	0.0	0.0	0.0	20.0	0.0	60.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.0	
Electrical Machinery & Equipment (Computers)	59.6	0	0	1	0	0	1	0	0	13	0	0	1	0	2	1	1	4	24
		0.0	0.0	4.2	0.0	0.0	4.2	0.0	0.0	54.2	0.0	0.0	4.2	0.0	8.3	4.2	4.2	16.7	
Construction & Building Materials Manufacturing	60.1	0	1	0	0	0	0	0	0	8	0	0	0	0	0	1	5	1	16
		0.0	6.3	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	6.3	31.3	6.3	
Chemicals, Drugs, & Allied Products	60.8	0	1	1	1	0	1	0	1	8	0	0	0	0	1	5	5	3	27
		0.0	3.7	3.7	3.7	0.0	3.7	0.0	3.7	29.6	0.0	0.0	0.0	0.0	3.7	18.5	18.5	11.1	
Public Utilities (Including Transportation)	61.6	1	0	0	0	2	0	1	2	25	2	3	2	0	5	5	5	12	65
		1.5	0.0	0.0	0.0	3.1	0.0	1.5	3.1	38.5	3.1	4.6	3.1	0.0	7.7	7.7	7.7	18.5	
Printing, Publishing & Informational Services)	63.0	0	0	0	0	0	0	0	0	2	0	0	1	0	0	0	0	1	4
		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	25.0	
Automotive & Mechanical Equipment	64.4	0	0	0	0	0	0	1	0	6	0	1	0	0	1	0	2	3	14
		0.0	0.0	0.0	0.0	0.0	0.0	7.1	0.0	42.9	0.0	7.1	0.0	0.0	7.1	0.0	14.3	21.4	
Metals & Metal Products	64.5	0	0	0	1	0	2	1	0	13	2	1	0	0	3	1	2	9	35
		0.0	0.0	0.0	2.9	0.0	5.7	2.9	0.0	37.1	5.7	2.9	0.0	0.0	8.6	2.9	5.7	25.7	
Agribusiness	66.3	0	0	1	0	0	0	0	0	4	0	0	0	0	2	0	2	3	12
		0.0	0.0	8.3	0.0	0.0	0.0	0.0	0.0	33.3	0.0	0.0	0.0	0.0	16.7	0.0	16.7	25.0	
Diversified Conglomerate	69.0	0	0	0	0	0	0	1	0	11	0	0	0	0	1	1	2	8	24
		0.0	0.0	0.0	0.0	0.0	0.0	4.2	0.0	45.8	0.0	0.0	0.0	0.0	4.2	4.2	8.3	33.3	
[illegible]oleum & Allied Products	75.3	0	0	1	0	0	0	0	0	4	0	0	0	0	1	4	7	9	26
		0.0	0.0	3.8	0.0	0.0	0.0	0.0	0.0	15.4	0.0	0.0	0.0	0.0	3.8	15.4	26.9	34.6	
TOTAL	58.4	2	6	12	12	3	15	11	26	274	14	11	12	3	28	26	48	75	578

OBSERVATIONS:

Anticipated hiring of new college graduates was expected to decrease approximately 16.8% overall in 198283. However, increased hiring was expected by a few employers. First on the list of increases was hotels, motels, resorts and recreational facilities with an increase of approximately 4.4%.

Next on the list of increases was food, beverage processing, and restaurants with an increase of approximately 0.8%, and an increase of approximately 0.8% was also expected by military organizations.

Recruitment of new college hires was expected to remain approximately the same for tire and rubber companies; service organizations; and communications, radio, television and newspaper organizations.

A decrease of approximately 2.8% was expected for merchandising and retailing industries; 3.6% for accounting firms; 4.4% for banking, finance and insurance companies; and 4.8% for aerospace and component organizations.

Decreases of 7.0% were expected for electronic and instrument organizations; 14.2% for educational institutions; 15.2% for research and consulting organizations; 15.6% for governmental administration; 17.2% for glass, paper, packaging and allied products; 18.8% for hospital and health services; 19.2% for electrical machinery and computer equipment organizations; and 20.2% for construction and building materials manufacturers.

This year (1982-83), what changes, if any, does your organization anticipate in the hiring of new college graduates? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

MINORITIES, WOMEN, AND DEGREE LEVELS

TYPES OF GRADUATES	MEAN SCORE	Increase: 50% or More (1)	25-49% (25)	11-24% (38)	9-10% (45)	7-8% (46)	5-6% (47)	3-4% (48)	1-2% (49)	Remain the Same (50)	Decrease: 1-2% (51)	3-4% (52)	5-6% (53)	7-8% (54)	9-10% (55)	11-24% (62)	25-49% (75)	50-100% (99)	Valid Cases
Minorities	53.1	6	7	5	29	1	24	37	62	252	7	2	6	2	13	8	18	38	517
		1.2	1.4	1.0	5.6	.2	4.6	7.2	12.0	48.7	1.4	.4	1.2	.4	2.5	1.5	3.5	7.4	
Women	54.1	6	3	4	17	5	16	16	52	285	10	6	7	0	13	11	21	41	513
		1.2	.6	.8	3.3	1.0	3.1	3.1	10.1	55.6	1.9	1.2	1.4	0.0	2.5	2.1	4.1	8.0	
Grads with Master's Degrees	56.2	3	0	2	9	1	11	14	29	193	9	2	7	1	9	10	11	41	352
		.9	0.0	.6	2.6	.3	3.1	4.0	8.2	54.8	2.6	.6	2.0	.3	2.6	2.8	3.1	11.6	
Grads with Doctoral Degrees	56.5	0	0	1	3	1	3	11	10	191	4	0	5	1	4	5	6	33	278
		0.0	0.0	.4	1.1	.4	1.1	4.0	3.6	68.7	1.4	0.0	1.8	.4	1.4	1.8	2.2	11.9	
All New College Grads with Bachelor's Degrees	58.4	2	6	12	12	3	15	11	26	274	14	11	12	3	28	26	48	75	578
		.3	1.0	2.1	2.1	.5	2.6	1.9	4.5	47.4	2.4	1.9	2.1	.5	4.8	4.5	8.3	13.0	
TOTAL	55.6	17	16	24	70	11	69	89	179	1195	44	21	37	7	67	60	104	228	

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OBSERVATIONS:

The hiring of new college graduates is expected to decrease overall this year, down about 16.8%. Graduates with bachelor's degrees can expect a decrease of 16.8% at least this year. Smaller decreases are expected for minority and women college graduates. When recruiting minorities this year, the surveyed employers expect to hire approximately 6.2% fewer, and women college graduates can expect to be hired at a rate of approximately 8.2% fewer than last year.

For master's degree candidates, expect a drop of approximately 12.4%, and recruitment of doctoral degree graduates is expected to drop approximately 13.0% during 1982-83.

This year (1982-83), what changes, if any, does your organization anticipate in the hiring of new college graduates? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

ACADEMIC MAJORS	MEAN SCORE	Increase 50% or More (1)	25-49% (25)	11-24% (38)	9-10% (45)	7-8% (46)	5-6% (47)	3-4% (48)	1-2% (49)	Remain the Same (50)	Decrease 1-2% (51)	3-4% (52)	5-6% (53)	7-8% (54)	9-10% (55)	11-24% (62)	25-49% (75)	50-100% (99)	Valid Cases
Hotel/Rest/Inst Mgt	53.3	1	2	2	5	1	1	2	5	154	1	1	1	0	1	1	2	15	195
		.5	1.0	1.0	2.6	.5	.5	1.0	2.6	79.0	.5	.5	.5	0.0	.5	.5	1.0	7.7	
Marketing/Sales	53.8	2	4	4	3	1	7	10	14	182	3	2	5	2	4	4	6	23	276
		.7	1.4	1.4	1.1	.4	2.5	3.6	5.1	65.9	1.1	.7	1.8	.7	1.4	1.4	2.2	8.3	
Retailing	53.9	0	0	1	0	0	1	1	7	146	2	1	0	0	0	2	2	13	176
		0.0	0.0	.6	0.0	0.0	.6	.6	4.0	83.0	1.1	.6	0.0	0.0	0.0	1.1	1.1	7.4	
Human Ecology	54.2	0	0	0	0	0	1	0	1	153	1	0	0	1	0	1	1	14	173
		0.0	0.0	0.0	0.0	0.0	.6	0.0	.6	88.4	.6	0.0	0.0	.6	0.0	.6	.6	8.1	
Liberal Arts	54.4	0	0	0	1	0	4	4	8	167	2	2	3	1	4	6	5	16	223
		0.0	0.0	0.0	.4	0.0	1.8	1.8	3.6	74.9	.9	.9	1.3	.4	1.8	2.7	2.2	7.2	
Social Sciences	54.7	0	0	0	0	0	0	1	1	161	4	1	3	0	2	2	3	16	194
		0.0	0.0	0.0	0.0	0.0	0.0	.5	.5	83.0	2.1	.5	1.5	0.0	1.0	1.0	1.5	8.2	
Communications	54.7	0	0	0	0	2	1	0	4	174	2	0	1	0	1	2	1	19	207
		0.0	0.0	0.0	0.0	1.0	.5	0.0	1.9	84.1	1.0	0.0	.5	0.0	.5	1.0	.5	9.2	
Physics	54.9	0	0	1	0	1	3	5	9	179	7	1	0	1	2	2	8	20	239
		0.0	0.0	.4	0.0	.4	1.3	2.1	3.8	74.9	2.9	.4	0.0	.4	.8	.8	3.3	8.4	
Natural Science	55.0	0	0	0	0	0	2	0	3	152	2	2	1	0	2	2	2	17	185
		0.0	0.0	0.0	0.0	0.0	1.1	0.0	1.6	82.2	1.1	1.1	.5	0.0	1.1	1.1	1.1	9.2	
Education	55.0	1	0	0	0	0	1	0	5	182	8	1	2	0	2	3	3	22	230
		.4	0.0	0.0	0.0	0.0	.4	0.0	2.2	79.1	3.5	.4	.9	0.0	.9	1.3	1.3	9.6	
Math	55.2	0	0	0	2	1	3	5	4	174	2	0	2	1	1	4	4	21	224
		0.0	0.0	0.0	.9	.4	1.3	2.2	1.8	77.7	.9	0.0	.9	.4	.4	1.8	1.8	9.4	
Sanitary	55.8	0	0	0	0	0	2	2	1	158	3	0	0	0	1	0	3	21	191
		0.0	0.0	0.0	0.0	0.0	1.0	1.0	.5	82.7	1.6	0.0	0.0	0.0	.5	0.0	1.6	11.0	
Advertising	55.8	0	0	0	0	1	1	4	7	158	1	1	0	1	0	3	1	23	201
		0.0	0.0	0.0	0.0	.5	.5	2.0	3.5	78.6	.5	.5	0.0	.5	0.0	1.5	.5	11.4	
Computer Science	55.9	1	1	3	13	3	10	22	29	170	7	2	3	1	9	4	11	37	326
		.3	.3	.9	4.0	.9	3.1	6.7	8.9	52.1	2.1	.6	.9	.3	2.8	1.2	3.4	11.3	
Chemistry	56.3	0	1	1	1	1	3	3	9	166	7	0	3	1	6	3	9	26	240
		0.0	.4	.4	.4	.4	1.3	1.3	3.8	69.2	2.9	0.0	1.3	.4	2.5	1.3	3.8	10.8	
Packaging	56.3	1	0	0	0	0	0	0	3	169	1	0	1	0	0	1	2	26	204
		.5	0.0	0.0	0.0	0.0	0.0	0.0	1.5	82.8	.5	0.0	.5	0.0	0.0	.5	1.0	12.7	
Electrical	56.4	2	4	4	11	4	9	16	25	181	6	5	7	1	12	5	17	42	351
		.6	1.1	1.1	3.1	1.1	2.6	4.6	7.1	51.6	1.7	1.4	2.0	.3	3.4	1.4	4.8	12.0	
Accounting	56.4	1	2	1	10	1	10	11	24	225	10	2	8	2	13	11	13	44	388
		.3	.5	.3	2.6	.3	2.6	2.8	6.2	58.0	2.6	.5	2.1	.5	3.4	2.8	3.4	11.3	
Agriculture & Natural Resources	56.6	0	0	1	1	0	1	1	1	175	0	1	1	1	2	3	4	27	219
		0.0	0.0	.5	.5	0.0	.5	.5	.5	79.9	0.0	.5	.5	.5	.9	1.4	1.8	12.3	
General Business	57.0	1	5	0	6	3	4	4	13	218	5	2	9	2	6	11	10	45	344
		.3	1.5	0.0	1.7	.9	1.2	1.2	3.8	63.4	1.5	.6	2.6	.6	1.7	3.2	2.9	13.1	
Personnel	57.1	2	0	0	1	1	3	2	10	172	6	1	1	1	3	5	5	34	247
		.8	0.0	0.0	.4	.4	1.2	.8	4.0	69.6	2.4	.4	.4	.4	1.2	2.0	2.0	13.8	
Financial Administration	57.3	1	1	2	4	2	5	6	12	199	6	4	7	0	6	10	11	41	317
		.3	.3	.6	1.3	.6	1.6	1.9	3.8	62.8	1.9	1.3	2.2	0.0	1.9	3.2	3.5	12.9	
Metallurgy, Material Science	57.5	0	1	0	1	0	2	3	5	159	4	2	2	0	2	0	3	32	216
		0.0	.5	0.0	.5	0.0	.9	1.4	2.3	73.6	1.9	.9	.9	0.0	.9	0.0	1.4	14.8	
Petroleum	57.5	0	0	0	0	1	0	1	0	155	2	0	0	0	2	0	5	27	193
		0.0	0.0	0.0	0.0	.5	0.0	.5	0.0	80.3	1.0	0.0	0.0	0.0	1.0	0.0	2.6	14.0	
Mechanical	57.5	3	1	3	6	0	13	11	28	179	8	9	7	0	9	11	21	46	355
		.8	.3	.8	1.7	0.0	3.7	3.1	7.9	50.4	2.3	2.5	2.0	0.0	2.5	3.1	5.9	13.0	
Chemical	57.8	2	1	2	1	1	1	5	8	176	6	4	4	3	1	8	17	36	276
		.7	.4	.7	.4	.4	.4	1.8	2.9	63.8	2.2	1.4	1.4	1.1	.4	2.9	6.2	13.0	
Civil	58.7	1	0	0	1	1	3	2	5	169	8	2	5	2	4	8	9	40	260
		.4	0.0	0.0	.4	.4	1.2	.8	1.9	65.0	3.1	.8	1.9	.8	1.5	3.1	3.5	15.4	
TOTAL	56.0	19	23	25	67	25	91	121	241	4653	114	46	76	21	95	112	178	743	

OBSERVATIONS:

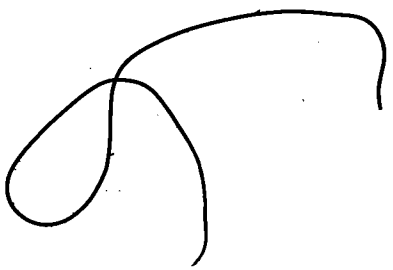
Although the overall job market for college graduates is expected to drop about 16.8% this year, slightly smaller decreases are expected for some academic majors. Those with the smallest declines in the job market are hotel, restaurant, and institutional management majors with a decrease of approximately 6.6%; marketing/sales majors with a decrease of approximately 7.6%; retailing majors with a decrease of 7.8%; and human ecology majors with a decrease of approximately 8.2%. Liberal arts graduates can expect a decrease of approximately 8.8%. Experiencing greater decreases were social science majors with a drop of approximately 9.4%; communications majors dropping about 9.4%; mathematics majors dropping 9.8%; and natural science and education majors dropping about 10%.

Dropping about 20.4% were physics majors followed by sanitary engineers decreasing 11.6%; advertising majors decreasing 11.6%; computer science majors decreasing 11.8%; chemistry majors decreasing 12.6%; packaging majors decreasing 12.6%; electrical engineers decreasing 12.8%; accounting majors decreasing 12.8%; and agriculture and natural resources majors decreasing 13.2%.

These were followed by general business administration decreasing 14%; personnel administration majors decreasing 14.2%; financial administration majors decreasing 14.6%; metallurgy and materials science majors decreasing 15%; petroleum engineers decreasing 15%; mechanical engineers decreasing 15%; chemical engineers decreasing 15.6% and civil engineers decreasing 17.4%.

When evaluating these analyses, though, it should be remembered that the job market for liberal arts, social science and human ecology majors was already very weak. These decreases make a tight job market even more difficult.

However, the job market for technical majors, engineers and business graduates was good last year. These decreases mean that graduates with these majors this year must work much harder to find their job opportunities. Even their market has been croded quite significantly with this year's expected declines.



What changes, if any, does your organization anticipate in salary offers to 1982-83 graduates by academic major and degree level?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
INC 10+	1.	7	1.1	1.4	1.4
INC 9-10	2.	29	4.6	5.9	7.3
INC 7-8	3.	59	9.3	12.0	19.3
INC 5-6	4.	89	14.0	18.1	37.3
INC 3-4	5.	70	11.0	14.2	51.5
INC 1-2	6.	24	3.8	4.9	56.4
SAME	7.	165	25.9	33.5	89.9
DEC 1-2	8.	5	.8	1.0	90.9
DEC 3-4	9.	8	1.3	1.6	92.5
DEC 5-6	10.	14	2.2	2.8	95.3
DEC 7-8	11.	9	1.4	1.8	97.2
DEC 9-10	12.	9	1.4	1.8	99.0
DEC 10+	13.	5	.8	1.0	100.0
No Response	0	126	19.8	MISSING	
NONE HIRED	14.	18	2.8	MISSING	
	TOTAL	637	100.0	100.0	

MEAN	5.621	STD ERR	.107	MEDIAN	5.393
MODE	7.000	STD DEV	2.386		
VALID CASES	493	MISSING CASES	144		

OBSERVATIONS:

Starting salaries for college graduates are expected to increase this year, although the increases will average approximately 3%, much lower than the 5 to 10% increases in starting salaries experienced during recent years. Of those employers who responded to this question, 38.4% expected starting salaries to increase more than 3%, and 10.4% of the respondents expected starting salaries to decrease somewhat. About 4.9% expected increases of 1 to 2%, and 33.5% expected starting salaries to remain the same.

What changes, if any, does your organization anticipate in salary offers to 1982-83 college graduates by academic major and degree level? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

ORGANIZATION CATEGORIES	MEAN SCORE	Increase: Over 10% (1)	9-10% (2)	7-8% (3)	5-6% (4)	3-4% (5)	1-2% (6)	Remain the Same (7)	Decrease: 1-2% (8)	3-4% (9)	5-6% (10)	7-8% (11)	9-10% (12)	Over 10% (13)	None Hired (14)	Valid Cases
Service Organizations (Boy Scouts, Red Cross)	2.0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
		0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Military	4.5	0	0	1	0	3	0	0	0	0	0	0	0	0	0	4
		0.0	0.0	25.0	0.0	75.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Hospitals & Health Services	4.5	0	0	1	2	0	0	1	0	0	0	0	0	0	0	4
		0.0	0.0	25.0	50.0	0.0	0.0	25.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Aerospace & Components	4.6	0	0	5	4	1	0	4	0	0	0	0	0	0	1	14
		0.0	0.0	35.7	28.6	7.1	0.0	28.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Public Utilities (Including Transportation)	5.0	0	9	12	5	6	1	12	0	3	1	2	0	0	4	51
		0.0	17.6	23.5	9.8	11.8	2.0	23.5	0.0	5.9	2.0	3.9	0.0	0.0	0.0	
Banking, Finance & Insurance	5.0	2	4	5	14	6	1	16	0	0	1	0	1	0	0	50
		4.0	8.0	10.0	28.0	12.0	2.0	32.0	0.0	0.0	2.0	0.0	2.0	0.0	0.0	
Food, Beverage Processing, and Restaurants	5.2	0	2	4	4	2	2	7	0	0	0	0	1	0	0	22
		0.0	9.1	18.2	18.2	9.1	9.1	31.8	0.0	0.0	0.0	0.0	4.5	0.0	0.0	
Printing Publishing & Informational Services	5.3	0	0	1	1	0	0	2	0	0	0	0	0	0	0	4
		0.0	0.0	25.0	25.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Automotive & Mechanical Equipment	5.4	0	1	0	2	2	1	4	0	0	0	0	0	0	2	10
		0.0	10.0	0.0	20.0	20.0	10.0	40.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Research and/or Consulting Services	5.4	0	1	4	7	4	2	8	0	0	1	0	1	0	1	28
		0.0	3.6	14.3	25.0	14.3	7.1	28.6	0.0	0.0	3.6	0.0	3.6	0.0	0.0	
Chemicals, Drugs, & Allied Products	5.5	0	2	3	4	4	1	8	0	0	2	0	0	0	0	24
		0.0	8.3	12.5	16.7	16.7	4.2	33.3	0.0	0.0	8.3	0.0	0.0	0.0	0.0	
Glass, Paper, Packaging & Allied Products	5.5	0	1	2	2	2	0	5	0	0	1	0	0	0	0	13
		0.0	7.7	15.4	15.4	15.4	0.0	38.5	0.0	0.0	7.7	0.0	0.0	0.0	0.0	
Tire & Rubber	5.5	0	0	0	2	0	0	2	0	0	0	0	0	0	0	4
		0.0	0.0	0.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Accounting	5.6	0	0	0	7	2	1	6	0	0	1	0	0	0	0	17
		0.0	0.0	0.0	41.2	11.8	5.9	35.3	0.0	0.0	5.9	0.0	0.0	0.0	0.0	
Electronics & Instruments	5.7	1	1	3	7	3	2	5	0	0	1	1	2	0	0	26
		3.8	3.8	11.5	26.9	11.5	7.7	19.2	0.0	0.0	3.8	3.8	7.7	0.0	0.0	
Construction & Building Materials Manufacturing	5.7	0	0	4	2	1	0	4	0	1	0	0	1	0	1	13
		0.0	0.0	30.8	15.4	7.7	0.0	30.8	0.0	7.7	0.0	0.0	7.7	0.0	0.0	
Merchandising & Related Services (Retailing Industries)	5.8	2	0	2	2	6	1	6	0	0	1	1	1	0	0	22
		9.1	0.0	9.1	9.1	27.3	4.5	27.3	0.0	0.0	4.5	4.5	4.5	0.0	0.0	
Governmental Administration	5.8	0	0	2	2	7	0	10	0	1	0	0	0	0	2	22
		0.0	0.0	9.1	9.1	31.8	0.0	45.5	0.0	4.5	0.0	0.0	0.0	0.0	0.0	
Educational Institutions	5.9	2	3	6	6	7	4	12	1	1	3	3	2	0	2	50
		4.0	6.0	12.0	12.0	14.0	8.0	24.0	2.0	2.0	6.0	6.0	4.0	0.0	0.0	
Diversified Conglomerate	6.0	0	1	1	5	4	1	8	0	0	0	0	0	2	1	22
		0.0	4.5	4.5	22.7	18.2	4.5	36.4	0.0	0.0	0.0	0.0	0.0	9.1	0.0	
Electrical Machinery & Equipment (Computers)	6.1	0	2	2	1	3	3	6	0	0	0	0	0	2	1	19
		0.0	10.5	10.5	5.3	15.8	15.8	31.6	0.0	0.0	0.0	0.0	0.0	10.5	0.0	
Agribusiness	6.1	0	0	0	2	2	1	5	1	0	0	0	0	0	0	11
		0.0	0.0	0.0	18.2	18.2	9.1	45.5	9.1	0.0	0.0	0.0	0.0	0.0	0.0	
Hotels, Motels, Resorts, Camps Recreational Facilities	6.3	0	1	0	1	0	1	4	0	0	1	0	0	0	0	8
		0.0	12.5	0.0	12.5	0.0	12.5	50.0	0.0	0.0	12.5	0.0	0.0	0.0	0.0	
Metals & Metal Products	6.4	0	0	0	6	3	1	15	2	1	1	0	0	0	3	29
		0.0	0.0	0.0	20.7	10.3	3.4	51.7	6.9	3.4	3.4	0.0	0.0	0.0	0.0	
Volunteer Organizations (Churches, Peace Corps)	7.0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
		0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Petroleum & Allied Products	7.2	0	0	1	1	2	0	13	1	0	0	2	0	1	0	21
		0.0	0.0	4.8	4.8	9.5	0.0	61.9	4.8	0.0	0.0	9.5	0.0	4.8	0.0	
Communication (Radio, TV & Newspapers)	7.3	0	0	0	0	0	1	1	0	1	0	0	0	0	0	3
		0.0	0.0	0.0	0.0	0.0	33.3	33.3	0.0	33.3	0.0	0.0	0.0	0.0	0.0	
TOTAL	5.6	7	29	59	89	70	24	165	5	8	14	9	9	5	0	493

OBSERVATIONS:

Starting salaries are expected to increase 2 to 3% on the average. They will also vary according to type of organization.

An increase of approximately 5% in starting salaries was expected from military organizations; and from hospitals and health services. Increases in the 3 to 4% range were expected from the following: aerospace & component parts (up 4.8%); public utilities (up 4.0%); banking, finance, and insurance (up 4.0%); food, beverage processing and restaurants (up 3.6%); printing, publishing, and informational services (up 3.4%); automotive and mechanical equipment (up 3.2%); research and consulting firms (up 3.2%); chemicals, drugs and allied products (up 3.0%); glass, packaging and allied products (up 3.0%); and tire and rubber companies (up 3.0%).

Those expecting increases of 1 to 2% were accounting firms (up 2.8%); electronics and instruments (up 2.6%); construction and building materials manufacturers (up 2.6%); merchandising and retailing industries (up 2.4%); governmental administration (up 2.4%); educational institutions (up 2.2%); diversified conglomerated (up 2.0%); electrical machinery and computer equipment companies (up 1.8%); agribusiness (up 1.8%); hotels, motels, resorts and recreational facilities (up 1.4%); and metals and metals products (up 1.2%).

Those organizations with starting salaries remaining about the same include volunteer organizations; petroleum and allied products; and communications, radio, television and newspaper organizations.

What changes, if any, does your organization anticipate in salary offers to 1982-83 college graduates by academic major and degree level? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

	MEAN SCORE	Increase: Over 10%	9-10%	7-8%	5-6%	3-4%	1-2%	Remain the Same	Decrease: 1-2%	3-4%	5-6%	7-8%	9-10%	Over 10%	None Hired	Valid Cases
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
Master's MBA		5	25	49	67	43	29	121	4	4	11	3	6	4	27	371
		1.3	6.7	3.2	18.1	11.6	7.8	32.6	1.1	1.1	3.0	.8	1.6	1.1	0.0	
Bachelor's graduates		7	29	59	89	70	24	165	5	8	14	9	9	5	18	493
		1.4	5.9	12.0	18.1	14.2	4.9	33.5	1.0	1.6	2.8	1.8	1.8	1.0	0.0	
PhD graduates		4	14	22	36	32	12	109	3	2	7	1	3	0	48	245
		1.6	5.7	9.0	14.7	13.1	4.9	44.5	1.2	.8	2.9	.4	1.2	0.0	0.0	
TOTAL	5.6	16	68	130	192	145	65	395	12	14	32	13	18	9	0	

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OBSERVATIONS:

When making salary offer to 1982-83 college graduates, employers were expecting to pay 1-3% more for bachelor's, master's and doctoral degree graduates. Only slight differences in increases were noted between graduates with differing degree levels this year. The greatest increase, approximately 3% was expected for graduates with master's and M.B.A. degrees. Individuals with bachelor's degrees can expect starting salary increases of approximately 2.8%, and doctorate degree graduates may expect starting salary increases of approximately 2.6%.

What changes, if any, does your organization anticipate in salary offers to 1982-83 college graduates by academic major and degree level? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

		MEAN SCORE	Increase: Over 10% (1)	9-10% (2)	7-8% (3)	5-6% (4)	3-4% (5)	1-2% (6)	Remain the Same (7)	Decrease: 1-2% (8)	3-4% (9)	5-6% (10)	7-8% (11)	9-10% (12)	Over 10% (13)	None Hired (14)	Valid Cases
Electrical Engineers	53	5.4	8	25	42	48	26	15	104	1	6	8	3	5	3	43	294
			2.7	8.5	14.3	16.3	8.8	5.1	35.4	.3	2.0	2.7	1.0	1.7	1.0	0.0	
Computer Science	52	5.5	10	16	41	34	34	19	95	1	3	7	5	0	6	34	271
			3.7	5.9	15.1	12.5	12.5	7.0	35.1	.4	1.1	2.6	1.8	0.0	2.2	0.0	
Mechanical Engineers	54	5.6	7	21	39	48	31	12	109	5	6	8	2	5	5	39	298
			2.3	7.0	13.1	16.1	10.4	4.0	36.6	1.7	2.0	2.7	.7	1.7	1.7	0.0	
General Business Administration	44	5.6	3	14	26	31	27	10	103	3	3	3	1	0	2	39	226
			1.3	6.2	11.5	13.7	11.9	4.4	45.6	1.3	1.3	1.3	.4	0.0	.9	0.0	
Accounting	42	5.6	2	16	37	55	37	21	120	4	3	5	3	3	4	24	310
			.6	5.2	11.9	17.7	11.9	6.8	38.7	1.3	1.0	1.6	1.0	1.0	1.3	0.0	
Marketing/Sales	46	5.7	3	14	19	29	22	17	99	2	2	2	1	2	1	37	213
			1.4	6.6	8.9	13.6	10.3	8.0	46.5	.9	.9	.9	.5	.9	.5	0.0	
Financial Administration	43	5.7	2	14	23	33	27	16	96	4	4	3	1	1	3	39	227
			.9	6.2	10.1	14.5	11.9	7.0	42.3	1.8	1.8	1.3	.4	.4	1.3	0.0	
Chemical Engineers	50	5.8	5	11	24	25	12	11	102	4	3	4	2	1	2	48	206
			2.4	5.3	11.7	12.1	5.8	5.3	49.5	1.9	1.5	1.9	1.0	.5	1.0	0.0	
Physics	62	5.9	2	7	15	17	19	10	96	2	1	1	0	0	1	55	171
			1.2	4.1	8.8	9.9	11.1	5.8	56.1	1.2	.6	.6	0.0	0.0	.6	0.0	
Mathematics	61	5.9	3	6	15	19	25	8	95	1	1	3	0	1	1	52	178
			1.7	3.4	8.4	10.7	14.0	4.5	53.4	.6	.6	1.7	0.0	.6	.6	0.0	
Personnel Administration	47	5.9	1	10	14	23	18	10	100	3	1	4	2	1	0	42	187
			.5	5.3	7.5	12.3	9.6	5.3	53.5	1.6	.5	2.1	1.1	.5	0.0	0.0	
Chemistry	60	6.0	2	9	15	20	14	4	106	2	1	3	0	1	1	56	178
			1.1	5.1	8.4	11.2	7.9	2.2	59.6	1.1	.6	1.7	0.0	.6	.6	0.0	
Civil Engineers	51	6.0	3	7	21	22	19	5	99	4	4	2	3	1	2	53	192
			1.6	3.6	10.9	11.5	9.9	2.6	51.6	2.1	2.1	1.0	1.6	.5	1.0	0.0	
Metallurgy & Materials Science	55	6.0	2	8	13	14	13	6	86	3	1	4	0	0	1	55	151
			1.3	5.3	8.6	9.3	8.6	4.0	57.0	2.0	.7	2.6	0.0	0.0	.7	0.0	
Communications	48	6.2	0	8	8	11	12	6	93	1	0	2	1	1	0	50	143
			0.0	5.6	5.6	7.7	8.4	4.2	65.0	.7	0.0	1.4	.7	.7	0.0	0.0	
Liberal Arts (Arts & Letters)	58	6.2	2	8	8	11	16	5	99	1	3	2	1	2	0	48	158
			1.3	5.1	5.1	7.0	10.1	3.2	62.7	.6	1.9	1.3	.6	1.3	0.0	0.0	
Natural Science	59	6.3	0	5	8	7	13	3	89	2	0	1	0	1	1	57	130
			0.0	3.8	6.2	5.4	10.0	2.3	68.5	1.5	0.0	.8	0.0	.8	.8	0.0	
Agriculture & Natural Resources	41	6.3	0	5	5	10	9	3	93	2	1	1	0	0	0	58	129
			0.0	3.9	3.9	7.8	7.0	2.3	72.1	1.6	.8	.8	0.0	0.0	0.0	0.0	
Social Science	63	6.3	0	6	8	5	13	4	86	4	0	2	1	1	0	54	130
			0.0	4.6	6.2	3.8	10.0	3.1	66.2	3.1	0.0	1.5	.8	.8	0.0	0.0	
Hotel Restaurant/Instititutional Management	45	6.3	2	3	4	9	9	3	86	3	0	1	0	1	0	63	121
			1.7	2.5	3.3	7.4	7.4	2.5	71.1	2.5	0.0	.8	0.0	.8	0.0	0.0	
Education	49	6.4	2	10	9	11	15	7	89	2	4	7	5	3	0	55	164
			1.2	6.1	5.5	6.7	9.1	4.3	54.3	1.2	2.4	4.3	3.0	1.8	0.0	0.0	
Human Ecology	57	6.4	2	3	4	4	8	2	82	1	0	1	0	0	1	65	108
			1.9	2.8	3.7	3.7	7.4	1.9	75.9	.9	0.0	.9	0.0	0.0	.9	0.0	
Petroleum Engineers	56	6.5	1	5	8	5	7	2	83	2	3	2	0	1	2	63	121
			.8	4.1	6.6	4.1	5.8	1.7	68.6	1.7	2.5	1.7	0.0	.8	1.7	0.0	
	TOTAL	5.9	62	231	406	491	426	199	2210	57	50	76	31	31	36	0	

OBSERVATIONS:

The highest starting salary increases in 1982-83 can be expected for electrical engineers (up 3.2%) and computer science majors (up 3.0%). All other academic majors on this chart can expect salary increases in the range of 1-2%. The expected increases are as follows: Mechanical engineers (up 2.8%), general business administration (up 2.8%), accounting graduates (up 2.8%), marketing/sales majors (up 2.6%), chemical engineers (up 2.4%), physics majors (up 2.2%), mathematics majors (up 2.2%), personnel administration majors (up 2.2%), chemistry majors (up 2.0%), civil engineers (up 2.0%), metallurgy and materials science majors (up 2.0%), communications majors (up 1.6%), liberal arts majors (up 1.6%), natural science majors (up 1.4%), agriculture and natural resources majors (up 1.4%), social science majors (up 1.4%), education majors (up 1.2%), human ecology majors (up 1.2%), and petroleum engineers (up 1.0%).

What changes, if any, does your organization anticipate in salary offers to 1982-83 college graduates by academic major and degree level? Listed from highest to lowest starting salary.

Academic Majors Bachelor's Degrees	Average Yearly Starting Salary 1981-82*	Estimated Change Percent	Estimated Change $	Estimated Starting Salary 1982-83
Chemical Engineering	26,448	2.4%	$ 635	27,083
Electrical Engineering	25,224	3.2%	807	26,031
Mechanical Engineering	25,284	2.8%	708	25,992
Metallurgy/Material Sci	24,024	2.0%	480	25,504
Computer Science	23,772	3.0%	713	24,485
Civil Engineering	22,032	2.0%	441	22,473
Physics	19,644	2.2%	432	20,076
Accounting	17,736	2.8%	497	18,233
Agriculture & Nat Res	17,975	1.4%	252	18,228
Financial Administration	17,304	2.6%	450	17,754
Mathematics	17,280	2.2%	380	17,660
Marketing/Sales	16,512	2.6%	429	16,941
General Business Admin	15,972	2.8%	447	16,419
Personnel Administration	15,588	2.2%	343	15,931
Communications	15,360	1.6%	246	15,606
Hotel, Rest, Inst Mgt	14,496	1.4%	203	14,699
Arts & Letters	14,016	1.6%	224	14,240
Social Science	13,644	1.4%	191	13,835
Education	13,200	1.2%	158	13,358
Human Ecology	13,044	1.2%	156	13,200
Average For Different Degree Levels				
Bachelor's	16,620	2.8%	465	17,085
Master's	20,388	3.0%	612	21,000
PhD	22,584	2.6%	587	23,171

*Source for 1981-82 starting salaries: John D. Shingleton and Edwin B. Fitzpatrick, ANNUAL SALARY REPORT –1981-82. East Lansing, Michigan: Placement Services, Michigan State University, 1982.

OBSERVATIONS:

The highest starting salaries are expected this year for chemical engineers ($27,083), electrical engineers ($26,031), and mechanical engineers ($25,992). Next on the list of highest salaries are: metallurgy/materials science ($25,504), computer science ($24,485), and civil engineers ($22,473).

The lower starting salaries are expected for human ecology ($13,200), education ($13,358), social science (($13,835), and arts and letters ($14,240).

All other estimated starting salaries for 1982-83 are listed above.

What percentage of the following types of new college graduates interviewed by your organization on campuses last year (1981-82) were hired?

BUSINESS GRADUATES

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1.	15	2.4	4.9	4.9
2.	19	3.0	6.2	11.0
3.	13	2.0	4.2	15.3
4.	13	2.0	4.2	19.5
5.	45	7.1	14.6	34.1
6.	8	1.3	2.6	36.7
7.	8	1.3	2.6	39.3
8.	7	1.1	2.3	41.6
9.	5	.8	1.6	43.2
10.	56	8.8	18.2	61.4
11.	1	.2	.3	61.7
12.	3	.5	1.0	62.7
13.	2	.3	.6	63.3
14.	1	.2	.3	63.6
15.	6	.9	1.9	65.6
16.	1	.2	.3	65.9
17.	1	.2	.3	66.2
18.	2	.3	.6	66.9
19.	1	.2	.3	67.2
20.	15	2.4	4.9	72.1
25.	8	1.3	2.6	74.7
26.	1	.2	.3	75.0
30.	7	1.1	2.3	77.3
31.	1	.2	.3	77.6
33.	1	.2	.3	77.9
35.	1	.2	.3	78.2
40.	4	.6	1.3	79.5
43.	1	.2	.3	79.9
50.	14	2.2	4.5	84.4
60.	3	.5	1.0	85.4
65.	1	.2	.3	85.7
66.	1	.2	.3	86.0
68.	1	.2	.3	86.4
70.	4	.6	1.3	87.7
73.	2	.3	.6	88.3
75.	6	.9	1.9	90.3
76.	1	.2	.3	90.6
77.	1	.2	.3	90.9
79.	1	.2	.3	91.2
80.	2	.3	.6	91.9
85.	1	.2	.3	92.2
87.	1	.2	.3	92.5
88.	1	.2	.3	92.9
90.	4	.6	1.3	94.2
91.	1	.2	.3	94.5
92.	1	.2	.3	94.8
93.	1	.2	.3	95.1
97.	1	.2	.3	95.5
98.	2	.3	.6	96.1
99.	12	1.9	3.9	100.0
No Response	115	18.1	MISSING	
None	214	33.6	MISSING	
TOTAL	637	100.0	100.0	

MEAN	23.250	STD ERR	1.645	MEDIAN	9.875
MODE	10.000	STD DEV	28.876		
VALID CASES	308	MISSING CASES	329		

OBSERVATIONS:

When interviewing business graduates last year (1981-82), the surveyed employers reported that 23.3% of their interviews resulted in hires. This means that approximately 4.3 business graduates were interviewed on campuses for each one hired.

What percentage of the following types of new college graduates interviewed by your organization on campuses last year (1981-82) were hired?

ENGINEERING GRADUATES

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)	Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1.	22	3.5	7.0	7.0	45.	1	.2	.3	78.0
2.	11	1.7	3.5	10.5	47.	1	.2	.3	78.3
3.	21	3.3	6.7	17.3	48.	2	.3	.6	78.9
4.	8	1.3	2.6	19.8	49.	1	.2	.3	79.2
5.	31	4.9	9.9	29.7	50.	9	1.4	2.9	82.1
6.	9	1.4	2.9	32.6	53.	1	.2	.3	82.4
7.	2	.3	.6	33.2	58.	1	.2	.3	82.7
8.	8	1.3	2.6	35.8	60.	1	.2	.3	83.1
9.	1	.2	.3	36.1	62.	1	.2	.3	83.4
10.	56	8.8	17.9	54.0	65.	2	.3	.6	84.0
11.	6	.9	1.9	55.9	66.	1	.2	.3	84.3
12.	5	.8	1.6	57.5	67.	1	.2	.3	84.7
13.	2	.3	.6	58.1	69.	1	.2	.3	85.0
14.	2	.3	.6	58.8	70.	4	.6	1.3	86.3
15.	6	.9	1.9	60.7	75.	5	.8	1.6	87.9
17.	2	.3	.6	61.3	80.	8	1.3	2.6	90.4
18.	3	.5	1.0	62.3	83.	1	.2	.3	90.7
20.	11	1.7	3.5	65.8	85.	1	.2	.3	91.1
21.	1	.2	.3	66.1	86.	1	.2	.3	91.4
22.	3	.5	1.0	67.1	88.	1	.2	.3	91.7
24.	3	.5	1.0	68.1	90.	6	.9	1.9	93.6
25.	8	1.3	2.6	70.6	92.	1	.2	.3	93.9
30.	7	1.1	2.2	72.8	94.	1	.2	.3	94.2
31.	1	.2	.3	73.2	95.	3	.5	1.0	95.2
33.	2	.3	.6	73.8	97.	1	.2	.3	95.5
35.	2	.3	.6	74.4	98.	1	.2	.3	95.8
37.	1	.2	.3	74.8	99.	13	2.0	4.2	100.0
38.	1	.2	.3	75.1	No Response	123	19.3	MISSING	
39.	1	.2	.3	75.4	None	201	31.6	MISSING	
40.	7	1.1	2.2	77.6	TOTAL	637	100.0	100.0	

MEAN	25.831	STD ERR	1.698	MEDIAN	10.277
MODE	10.000	STD DEV	30.035		
VALID CASES	313	MISSING CASES	324		

OBSERVATIONS:

When interviewing new engineering graduates on college campuses last year, the surveyed employers hired approximately 25.8% of those individuals they interviewed. This means that approximately 3.9 engineers were interviewed for each one hired. This percentage is slightly better than the hiring ratio for business graduates.

What percentage of the following types of new college graduates interviewed by your organization on campuses last year (1981-82) were hired?

LIBERAL ARTS GRADUATES

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1.	22	3.5	19.5	19.5
2.	7	1.1	6.2	25.7
3.	3	.5	2.7	28.3
4.	3	.5	2.7	31.0
5.	20	3.1	17.7	48.7
7.	2	.3	1.8	50.4
8.	5	.8	4.4	54.9
9.	1	.2	.9	55.8
10.	14	2.2	12.4	68.1
11.	1	.2	.9	69.0
12.	1	.2	.9	69.9
15.	4	.6	3.5	73.5
19.	1	.2	.9	74.3
20.	10	1.6	8.8	83.2
25.	1	.2	.9	84.1
28.	1	.2	.9	85.0
30.	1	.2	.9	85.8
31.	1	.2	.9	86.7
40.	2	.3	1.8	88.5
50.	6	.9	5.3	93.8
60.	1	.2	.9	94.7
75.	2	.3	1.8	96.5
80.	1	.2	.9	97.3
90.	2	.3	1.8	99.1
95.	1	.2	.9	100.0
No Response	183	28.7	MISSING	
None	341	53.5	MISSING	
TOTAL	637	100.0	100.0	

MEAN	15.230	STD ERR	1.983	MEDIAN	7.250
MODE	1.000	STD DEV	21.083		
VALID CASES	113	MISSING CASES	524		

OBSERVATIONS:

When interviewing liberal arts graduates on college campuses last year, 25.2% of their interviews resulted in hires. This means that approximately 6.6 individuals were interviewed for each one hired by the surveyed employers. This hiring ratio is somewha higher for liberal arts graduates than for engineers and business graduates. Of the surveyed employers, 113 interviewed liberal arts graduates last year.

What percentage of the following types of new college graduates interviewed by your organization on campuses last year (1981-82) were hired?

EDUCATION GRADUATES

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1.	9	1.4	17.6	17.6
2.	5	.8	9.8	27.5
3.	4	.6	7.8	35.3
4.	1	.2	2.0	37.3
5.	8	1.3	15.7	52.9
7.	2	.3	3.9	56.9
8.	1	.2	2.0	58.8
10.	4	.6	7.8	66.7
11.	1	.2	2.0	68.6
13.	1	.2	2.0	70.6
15.	1	.2	2.0	72.5
20.	5	.8	9.8	82.4
25.	3	.5	5.9	88.2
40.	2	.3	3.9	92.2
55.	1	.2	2.0	94.1
70.	1	.2	2.0	96.1
75.	2	.3	3.9	100.0
No Response	249	39.1	MISSING	
None	337	52.9	MISSING	
TOTAL	637	100.0	100.0	

MEAN	13.843	STD ERR	2.645	MEDIAN	5.313
MODE	1.000	STD DEV	18.886		
VALID CASES	51	MISSING CASES	586		

OBSERVATIONS:

Only 3.9% of the surveyed employers interviewed education graduates on college campuses last year. Of the interviews conducted by the surveyed employers, 13.8% resulted in hires. This means that approximately 7.7 individuals were interviewed for each one hired by the employing organizations.

What percentage of new college graduates interviewed by your organization on campuses last year (1981-82) were invited for plant visits?

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1.	22	3.5	4.8	4.8
2.	29	4.6	6.3	11.0
3.	15	2.4	3.2	14.3
4.	5	.8	1.1	15.3
5.	32	5.0	6.9	22.2
6.	4	.6	.9	23.1
7.	13	2.0	2.8	25.9
8.	12	1.9	2.6	28.5
9.	7	1.1	1.5	30.0
10.	43	6.8	9.3	39.3
11.	4	.6	.9	40.2
12.	7	1.1	1.5	41.7
13.	1	.2	.2	41.9
14.	2	.3	.4	42.3
15.	28	4.4	6.0	48.4
16.	3	.5	.6	49.0
17.	3	.5	.6	49.7
18.	5	.8	1.1	50.8
20.	50	7.8	10.8	61.6
21.	9	1.4	1.9	63.5
22.	3	.5	.6	64.1
23.	3	.5	.6	64.8
24.	3	.5	.6	65.4
25.	22	3.5	4.8	70.2
26.	1	.2	.2	70.4
27.	3	.5	.6	71.1
28.	4	.6	.9	71.9
29.	1	.2	.2	72.1
30.	22	3.5	4.8	76.9
31.	5	.8	1.1	78.0
32.	1	.2	.2	78.2
33.	8	1.3	1.7	79.9
34.	1	.2	.2	80.1
35.	4	.6	.9	81.0
36.	2	.3	.4	81.4
37.	3	.5	.6	82.1
38.	2	.3	.4	82.5
39.	1	.2	.2	82.7
40.	10	1.6	2.2	84.9
44.	1	.2	.2	85.1
45.	2	.3	.4	85.5
48.	1	.2	.2	85.7
50.	8	1.3	1.7	87.5
51.	6	.9	1.3	88.8
52.	11	1.7	2.4	91.1
53.	2	.3	.4	91.6
54.	3	.5	.6	92.2
55.	3	.5	.6	92.9
56.	2	.3	.4	93.3
57.	2	.3	.4	93.7
60.	3	.5	.6	94.4
61.	2	.3	.4	94.8
66.	1	.2	.2	95.0
70.	3	.5	.6	95.7
71.	3	.5	.6	96.3
72.	1	.2	.2	96.5
73.	1	.2	.2	96.8
75.	2	.3	.4	97.2
80.	5	.8	1.1	98.3
81.	2	.3	.4	98.7
82.	2	.3	.4	99.1
93.	1	.2	.2	99.4
99.	3	.5	.6	100.0
No Response	94	14.8	MISSING	
None	80	12.6	MISSING	
TOTAL	637	100.0	100.0	

MEAN	22.214	STD ERR	.938	MEDIAN	17.800
MODE	20.000	STD DEV	20.183		
VALID CASES	463	MISSING CASES	174		

OBSERVATIONS:

When reporting the percentage of new college graduates interviewed on college campuses last year who were also invited for plant visits, the surveyed employers indicated that approximately 22.2% were invited. This compares to 23.3% of the business graduates who were hired, 25.8% of the engineering graduates who were hired, and 15.2% of the liberal arts graduates who were hired.

What percentage of new college graduates interviewed by your organization on campuses last year (1981-82) were hired?

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1.	56	8.8	11.3	11.3
2.	38	6.0	7.7	19.0
3.	33	5.2	6.7	25.6
4.	28	4.4	5.6	31.3
5.	69	10.8	13.9	45.2
6.	17	2.7	3.4	48.6
7.	12	1.9	2.4	51.0
8.	18	2.8	3.6	54.6
9.	7	1.1	1.4	56.0
10.	55	8.6	11.1	67.1
11.	12	1.9	2.4	69.6
12.	7	1.1	1.4	71.0
13.	1	.2	.2	71.2
15.	9	1.4	1.8	73.0
16.	1	.2	.2	73.2
17.	1	.2	.2	73.4
18.	2	.3	.4	73.8
19.	2	.3	.4	74.2
20.	15	2.4	3.0	77.2
21.	3	.5	.6	77.8
22.	1	.2	.2	78.0
23.	1	.2	.2	78.2
25.	9	1.4	1.8	80.0
28.	1	.2	.2	80.2
29.	1	.2	.2	80.4
30.	11	1.7	2.2	82.7
31.	1	.2	.2	82.9
33.	3	.5	.6	83.5
35.	4	.6	.8	84.3
36.	1	.2	.2	84.5
38.	1	.2	.2	84.7
39.	1	.2	.2	84.9
40.	6	.9	1.2	86.1
41.	1	.2	.2	86.3
43.	2	.3	.4	86.7
49.	1	.2	.2	86.9
50.	25	3.9	5.0	91.9
51.	3	.5	.6	92.5
52.	10	1.6	2.0	94.6
53.	1	.2	.2	94.8
54.	1	.2	.2	95.0
55.	1	.2	.2	95.2
57.	1	.2	.2	95.4
59.	1	.2	.2	95.6
60.	6	.9	1.2	96.8
65.	1	.2	.2	97.0
66.	2	.3	.4	97.4
70.	3	.5	.6	98.0
75.	4	.6	.8	98.8
80.	2	.3	.4	99.2
81.	2	.3	.4	99.6
83.	1	.2	.2	99.8
90.	1	.2	.2	100.0
No Response	70	11.0	MISSING	
None	71	11.1	MISSING	
TOTAL	637	100.0	100.0	

MEAN	15.492	STD ERR	.857	MEDIAN	.083
MODE	5.000	STD DEV	19.088		
VALID CASES	496	MISSING CASES	141		

OBSERVATIONS:

When reporting the percentage of campuses interviews resulting in hires new college graduates last year, employers indicated an overall average of 15.5%. The strength of this percentage indicates that 15.5% of the interviewees were hired compared to an invite rate of 22.2%. Evidently, 6.7% were eliminated either through plant visits or individuals accepting employment elsewhere.

How did your rate of acceptance for last year compare to the previous year's rate?

	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
Much Higher	46	7.2	8.1	8.1
Higher	210	33.0	37.0	45.1
Same	230	36.1	40.6	85.7
Lower	61	9.6	10.8	96.5
Much Lower	20	3.1	3.5	100.0
0	70	11.0	MISSING	
TOTAL	637	100.0	100.0	

MEAN	2.646	STD ERR	.038	MEDIAN	2.620
MODE	3.000	STD DEV	.905		
VALID CASES	567	MISSING CASES	70		

OBSERVATIONS:

When reporting their rate of acceptance for last year compared to previous year's, the surveyed employers indicated that the rate was somewhat higher. Of the employers surveyed, 8.4% indicated a much higher acceptance rate, and approximately 35.3% indicated a rate the same last year as the previous year.

Lower rates of acceptance were reported by 9.6% of the respondents, and much lower rates of acceptance were reported by 3.6% of the respondents (19 organizations).

Based upon your experiences, what is the current availability of employment opportunities for new college graduates in each geographical region of the United States? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

GEOGRAPHICAL REGIONS	LEVELS OF AVAILABILITY						
	Mean Score	Very High Available (1)	High Availability (2)	Medium Availability (3)	Low Availability (4)	Not Available (5)	Valid Cases
Southcentral (Texas, Oklahoma, Idaho, Kansas, Louisiana, etc.)	3.584	8 (1.5)	115 (21.8)	149 (28.3)	71 (13.5)	184 (34.9)	527
Southwest (California, Nevada, Hawaii, N. Mexico, Arizona, etc.)	3.780	9 (1.7)	82 (15.3)	150 (27.9)	73 (13.6)	223 (41.5)	537
Southeast (Florida, Virginia, N. Carolina, S. Carolina, etc.)	3.780	6 (1.1)	75 (14.2)	152 (28.8)	91 (17.2)	204 (38.6)	528
Northcentral (Michigan, Illinois, N. Dakota, S. Dakota, etc.)	3.880	6 (1.0)	35 (6.1)	89 (15.5)	338 (58.7)	108 (18.8)	576
Northeast (Maine, Massachusetts, Connecticut, Delaware, etc.)	4.019	8 (1.5)	33 (6.2)	125 (23.5)	141 (26.5)	225 (42.3)	532
Northwest (Alaska, Washington, Oregon, Montana, Utah, etc.)	4.282	0 (0.0)	22 (4.2)	85 (16.3)	138 (26.5)	276 (53.0)	521
GRAND TOTAL	3.887	37	362	750	852	1220	

OBSERVATIONS:

Based on their experiences, the surveyed employers were asked to report on the availability of employment opportunities for college graduates in various geographical regions of the United States. The region with the best employment opportunities, according to the surveyed employers, was the Southcentral region of the United States including the states of Texas, Oklahoma, Idaho, Kansas, and Louisiana. The Southwest was next and included the states of California, Nevada, New Mexico, and Arizona. This was followed by the Southeast including the states of Florida, Georgia, Virginia, North Carolina, and South Carolina.

The geographical area experiencing the worst job market conditions and lowest availability of job opportunities was the Northwest including Alaska, Washington, Oregon, Montana, and Utah. This was followed by the Northeast. The Northcentral states (Midwest) was right in the middle of the pack with low availability but still better job opportunities than the Northwest or Northeast. the states of Michigan, Indiana, Ohio, Illinois, Minnesota, North Dakota, and South Dakota were included in this region.

How many total hours of training are given to recruiters from your organization before they interview on college campuses?

Hours of Training	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
0	104	16.3	19.9	19.9
1.	27	4.2	5.2	25.1
2.	31	4.9	5.9	31.0
3.	22	3.5	4.2	35.2
4.	25	3.9	4.8	40.0
5.	20	3.1	3.8	43.9
6.	5	.8	1.0	44.8
7.	1	.2	.2	45.0
8.	33	5.2	6.3	51.3
9.	3	.5	.6	51.9
10.	38	6.0	7.3	59.2
12.	9	1.4	1.7	60.9
14.	3	.5	.6	61.5
15.	4	.6	.8	62.3
16.	23	3.6	4.4	66.7
17.	1	.2	.2	66.9
20.	18	2.8	3.4	70.3
21.	5	.8	1.0	71.3
23.	1	.2	.2	71.5
24.	14	2.2	2.7	74.1
25.	4	.6	.8	74.9
30.	4	.6	.8	75.7
32.	2	.3	.4	76.1
35.	1	.2	.2	76.2
36.	1	.2	.2	76.4
37.	1	.2	.2	76.6
40.	34	5.3	6.5	83.1
42.	3	.5	.6	83.7
45.	1	.2	.2	83.9
48.	1	.2	.2	84.1
50.	8	1.3	1.5	85.6
51.	2	.3	.4	86.0
56.	1	.2	.2	86.2
60.	2	.3	.4	86.6
61.	8	1.3	1.5	88.1
65.	1	.2	.2	88.3
70.	1	.2	.2	88.5
80.	7	1.1	1.3	89.8
84.	1	.2	.2	90.0
90.	2	.3	.4	90.4
100.	20	3.1	3.8	94.3
115.	1	.2	.2	94.4
120.	5	.8	1.0	95.4
150.	3	.5	.6	96.0
160.	5	.8	1.0	96.9
180.	2	.3	.4	97.3
195.	1	.2	.2	97.5
200.	4	.6	.8	98.3
240.	2	.3	.4	98.7
250.	1	.2	.2	98.9
305.	1	.2	.2	99.0
320.	1	.2	.2	99.2
400.	2	.3	.4	99.6
500.	2	.3	.4	100.0
No Response	115	18.1	MISSING	
TOTAL	637	100.0	100.0	

MEAN	28.837	STD ERR	2.541	MEDIAN	8.288
MODE	0	STD DEV	58.051		
VALID CASES	522	MISSING CASES	115		

OBSERVATIONS:

The surveyed employers were requested to report the total hours of training given recruiters from their organizations before these individuals interviewed on college campuses. Of those employers surveyed, 19.9% gave no training before their recruiters went on college campuses. On the average, 29 hours of training were given by the surveyed employers. Evidently some of the employers were very conscientious about training their recruiters while others absolutely neglected this task.

How many total hours of training are given to recruiters from your organization before they interview on college campuses?

Organization Type	Average Hours Of Training	Total Hours Of Training	Valid Cases
Agribusiness	3 4.5	54	12
Service Organization (Boy Scouts, Red Cross)	24 10.0	10	1
Hotels, Motels, Resorts, Camps, Recreational Facilities	16 12.1	145	12
Hospitals & Health Services	15 13.0	52	4
Tire & Rubber	25 13.7	41	3
Educational Institutions	9 13.8	674	49
Metals & Metal Products	18 14.1	451	32
Communication (Radio, TV & Newspaper)	7 15.3	46	3
Automotive & Mechanical Equipment	4 18.0	180	10
Printing & Publishing & Info Services	21 18.3	55	3
Volunteer Organizations (Churches, Peace Corps)	26 21.0	21	1
Electrical Machinery & Equipment	10 21.4	493	23
Glass, Paper, Packaging & Allied Products	13 25.4	356	14
Public Utilities (Including Transportation)	22 25.5	1553	61
Aerospace & Components	2 26.0	364	14
Banking, Finance & Insurance	5 29.3	1172	40
Diversified Conglomerate	27 29.5	648	22
Accounting	1 30.3	667	22
Electronics & Instruments	11 33.6	1009	30
Research &/Consulting Services	23 34.1	1023	30
Governmental Administration	14 35.0	946	27
Food, Beverage Processing, & Allied Products	12 40.1	642	16
Chemicals, Drugs, & Allied Products	6 42.4	1103	26
Petroleum & Allied Products	20 43.0	1117	26
Merchandising & Related Services (Retailing Industries)	17 44.1	970	22
Construction & Building Materials (Manufacturing)	8 54.9	769	14
Military	19 98.4	492	5
	TOTAL 28.8 15053		

OBSERVATIONS:

From the responses received, agribusiness organizations provided the least training with an average of 4.5 hours, followed by service organizations (10.0 hours); hotels, motels, resorts, and recreational facilities (12.1 hours); hospitals and health services (13.0 hours); tire and rubber companies (13.7 hours); and educational instiutions (13.8 hours). Those organizations offering the most training were military organizations (98.4 hours); construction and building materials manufacturers (54.9 hours); merchandising and retailing industries (44.1 hours); petroleum and allied products (43.0 hours); chemicals, drugs and allied products (42.4 hours); and food, beverage processing and restaurants (40.2 hours).

When measuring the effectiveness of your campus recruiting program on college campuses, how important are each of the following factors? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

FACTORS	Mean Score	LEVELS OF IMPORTANCE: Very High Importance (1)	High Importance (2)	Medium Importance (3)	Low Importance (4)	No Importance (5)	Valid Cases
Quality of graduates prepared by the college	1.534	322	239	30	4	2	597
		(53.9)	(40.0)	(5.0)	(.7)	(.3)	
Academic majors offered at the college	2.032	194	245	110	38	9	596
		(32.6)	(41.1)	(18.5)	(6.4)	(1.5)	
Number of hires from institution	2.153	168	242	125	49	12	596
		(28.2)	(40.6)	(21.0)	(8.2)	(2.0)	
Whether college is principally liberal arts, technical, or education	2.228	159	234	131	55	18	597
		(26.6)	(39.2)	(21.9)	(9.2)	(3.0)	
Whether college has supplied new hires in past	2.395	68	297	173	46	13	597
		(11.4)	(49.7)	(29.0)	(7.7)	(2.2)	
Efficiency of placement office	2.597	50	217	268	45	16	596
		(8.4)	(36.4)	(45.0)	(7.6)	(2.7)	
Availability of minority graduates	2.616	70	210	226	66	27	599
		(11.7)	(35.1)	(37.7)	(11.0)	(4.5)	
Number of graduates interviewed on campus	2.631	55	233	207	79	22	596
		(9.2)	(39.1)	(34.7)	(13.3)	(3.7)	
Proximity of college to your organization	2.707	82	192	187	98	41	600
		(13.7)	(32.0)	(31.2)	(16.3)	(6.8)	
Number of referrals made from those interviewed on campus	2.762	59	210	169	105	42	585
		(10.1)	(35.9)	(28.9)	(17.9)	(7.2)	
Prestige of college	2.795	38	178	277	81	25	599
		(6.3)	(29.7)	(46.2)	(13.5)	(4.2)	
Availability of female graduates	2.803	47	180	251	84	36	598
		(7.9)	(30.1)	(42.0)	(14.0)	(6.0)	
Number of graduating students	3.374	17	80	223	204	65	589
		(2.9)	(13.6)	(37.9)	(34.6)	(11.0)	
Total number of students on	3.728	6	26	193	274	100	599
		(1.0)	(4.3)	(32.2)	(45.7)	(16.7)	
GRAND TOTAL	2.596	1335	2783	2570	1228	428	

OBSERVATIONS:

When measuring the effectiveness of their campus recruiting programs, the surveyed employers indicated that quality of graduates prepared by the institution was most important. This factor was followed closely by academic majors offered at the college, numbers of previous hires from the institution, and whether the college was principally liberal arts, technical or education. The total numbers of students on campuses had little importance when organizations were considering college compuses for their recruiting programs.

When hiring new Bachelor's degree graduates for your organization, which of the following grade point averages are most acceptable? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

LEVELS OF ACCEPTANCE

GRADE POINT AVERAGES	Mean Score	Always (1)	Almost Always (2)	Sometimes (3)	Seldom (4)	Never (5)	Valid Cases
3.5 - 3.99/4.0	1.722	301 (49.5)	194 (31.9)	96 (15.8)	15 (2.5)	2 (.3)	608
3.0 - 3.49/4.0	1.680	257 (41.7)	302 (49.0)	55 (8.9)	1 (.2)	1 (.2)	616
2.5 - 2.99/4.0	2.562	55 (9.0)	219 (35.9)	284 (46.6)	42 (6.9)	10 (1.6)	610
2.0 - 2.49/4.0	3.514	6 (1.0)	41 (6.8)	264 (43.9)	218 (36.3)	72 (12.0)	601
1.5 - 1.99/4.0	4.624	1 (.2)	3 (.5)	28 (4.7)	155 (26.0)	409 (68.6)	596
1.0 - 1.49/4.0	4.843	0 (0.0)	2 (.3)	8 (1.3)	71 (12.0)	513 (86.4)	594
Below 1.0/4.0	4.914	0 (0.0)	1 (.2)	3 (.5)	42 (7.1)	548 (92.3)	594
GRAND TOTAL	3.392	620	762	738	544	1555	

OBSERVATIONS:

When hiring bachelor's degree graduates for their organizations, the surveyed employers indicated that grade point averages of 3.0 to 4.0 on the 4.0 scale were almost always acceptable in their organizations. Grade point averages of 2.5 to 3.0 were sometimes accepted. Grade point averages from 2.0 to 2.5 were seldom acceptable. According to these surveyed employers, grades make a difference when considering graduates for employment in their organizations.

This past year (1981-82) during your campus recruiting visits, what percentage of your interview schedules were expansions caused by overflow interest in your organization?

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
0	218	34.2	40.1	40.1
1.	45	7.1	8.3	48.4
2.	27	4.2	5.0	53.4
3.	8	1.3	1.5	54.9
4.	6	.9	1.1	56.0
5.	60	9.4	11.0	67.0
6.	1	.2	.2	67.2
7.	3	.5	.6	67.8
8.	2	.3	.4	68.1
9.	2	.3	.4	68.5
10.	63	9.9	11.6	80.1
11.	1	.2	.2	80.3
12.	2	.3	.4	80.7
14.	1	.2	.2	80.8
15.	20	3.1	3.7	84.5
20.	19	3.0	3.5	88.0
21.	2	.3	.4	88.4
25.	14	2.2	2.6	91.0
30.	6	.9	1.1	92.1
35.	2	.3	.4	92.4
40.	4	.6	.7	93.2
50.	12	1.9	2.2	95.4
51.	4	.6	.7	96.1
52.	8	1.3	1.5	97.6
53.	1	.2	.2	97.8
60.	3	.5	.6	98.3
70.	1	.2	.2	98.5
75.	2	.3	.4	98.9
80.	1	.2	.2	99.1
90.	1	.2	.2	99.3
99.	4	.6	.7	100.0
No Response	94	14.8	MISSING	
TOTAL	637	100.0	100.0	

MEDIAN 1.815

MEAN	9.039	STD ERR	.705
MODE	0	STD DEV	16.430
VALID CASES	543	MISSING CASES	94

OBSERVATIONS:

In the past year (1981-82), approximately 9.0% of the interview schedules on campuses were expansions caused by overflow interest in the employing organizations. This means that approximately 1 schedule of every 10 was arranged because placement offices could identify additional qualified individuals available for the employers' job opportunities.

What percentage of your new hires last year were obtained from overflow schedules or overflow credentials of individuals unable to get on your campus interviewing schedules?

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
1.	42	6.6	20.5	20.5
2.	28	4.4	13.7	34.1
3.	9	1.4	4.4	38.5
4.	2	.3	1.0	39.5
5.	37	5.8	18.0	57.6
6.	2	.3	1.0	58.5
7.	2	.3	1.0	59.5
9.	2	.3	1.0	60.5
10.	39	6.1	19.0	79.5
11.	1	.2	.5	80.0
15.	3	.5	1.5	81.5
16.	1	.2	.5	82.0
20.	11	1.7	5.4	87.3
21.	3	.5	1.5	88.8
25.	2	.3	1.0	89.8
30.	4	.6	2.0	91.7
33.	1	.2	.5	92.2
40.	2	.3	1.0	93.2
50.	10	1.6	4.9	98.0
51.	1	.2	.5	98.5
60.	1	.2	.5	99.0
80.	1	.2	.5	99.5
88.	1	.2	.5	100.0
None	299	46.9	MISSING	
No Response	133	20.9	MISSING	
TOTAL	637	100.0	100.0	

	MEDIAN	5.081	
MEAN	10.580	STD ERR	1.023
MODE	1.000	STD DEV	14.642
VALID CASES	205	MISSING CASES	432

OBSERVATIONS:

When reporting on the percentage of new hires last year who were obtained from overflow schedules or overflow credentials, employers indicated that approximately 10.6% were found through this method. With a percentage this high, placement offices should give serious consideration to overflow schedules and also preparation of credentials for individuals who are unable to get interviews when organizations interview on their campuses.

What percentage of your campus interviewing schedules last year were closed (by letter only) schedules?

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
0	392	61.5	72.3	72.3
1.	16	2.5	3.0	75.3
2.	13	2.0	2.4	77.7
3.	6	.9	1.1	78.8
4.	1	.2	.2	79.0
5.	22	3.5	4.1	83.0
7.	1	.2	.2	83.2
8.	3	.5	.6	83.8
9.	1	.2	.2	83.9
10.	21	3.3	3.9	87.8
15.	2	.3	.4	88.2
20.	10	1.6	1.8	90.0
25.	8	1.3	1.5	91.5
30.	8	1.3	1.5	93.0
33.	1	.2	.2	93.2
40.	2	.3	.4	93.5
50.	8	1.3	1.5	95.0
52.	1	.2	.2	95.2
54.	1	.2	.2	95.4
60.	1	.2	.2	95.6
65.	1	.2	.2	95.8
75.	3	.5	.6	96.3
80.	4	.6	.7	97.0
85.	1	.2	.2	97.2
90.	3	.5	.6	97.8
95.	1	.2	.2	98.0
99.	11	1.7	2.0	100.0
No Response	95	14.9	MISSING	
TOTAL	637	100.0	100.0	

MEDIAN .191

MEAN	7.236	STD ERR	.866
MODE	0	STD DEV	20.163
VALID CASES	542	MISSING CASES	95

OBSERVATIONS:

Of the employers responding to this question, 72.3% indicated that their organizations did not arrange interview schedules on college campuses last year which where closed or by letter only schedules. Of those 150 employers who did provide closed schedules, on the average only 7.2% were closed schedules.

What percentage of your organization's campus interview schedules were cancelled last year (1981-82) because of insufficient response from graduating students?

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
None	363	57.0	64.2	64.2
1.	39	6.1	6.9	71.2
2.	17	2.7	3.0	74.2
3.	15	2.4	2.7	76.8
4.	3	.5	.5	77.3
5.	37	5.8	6.5	83.9
6.	1	.2	.2	84.1
7.	3	.5	.5	84.6
8.	4	.6	.7	85.3
10.	38	6.0	6.7	92.0
11.	1	.2	.2	92.2
12.	6	.9	1.1	93.3
15.	1	.2	.2	93.5
16.	1	.2	.2	93.6
20.	10	1.6	1.8	95.4
22.	1	.2	.2	95.6
25.	4	.6	.7	96.3
30.	5	.8	.9	97.2
33.	2	.3	.4	97.5
35.	1	.2	.2	97.7
40.	1	.2	.2	97.9
41.	1	.2	.2	98.1
50.	5	.8	.9	98.9
51.	2	.3	.4	99.3
77.	1	.2	.2	99.5
80.	1	.2	.2	99.6
90.	1	.2	.2	99.8
99.	1	.2	.2	100.0
No Response	72	11.3	MISSING	
TOTAL	637	100.0	100.0	

MEDIAN	.278		
MEAN	3.929	STD ERR	.449
MODE	0	STD DEV	10.677
VALID CASES	565	MISSING CASES	72

OBSERVATIONS:

Of the employers responding to this survey, 64.9% indicataed that none of their organization's campus interviewing schedules were cancelled last year because of insufficient response from graduating students. Of those organizations cancelling some interviewing schedules for this reason, only 4% on the average were cancelled.

What percentage of your organization's campus interview schedules were cancelled last year by you because of declining needs for new personnel in your organization?

Percent	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
None	345	54.2	60.1	60.1
1.	16	2.5	2.8	62.9
2.	18	2.8	3.1	66.0
3.	6	.9	1.0	67.1
4.	3	.5	.5	67.6
5.	33	5.2	5.7	73.3
6.	2	.3	.3	73.7
7.	1	.2	.2	73.9
8.	3	.5	.5	74.4
9.	3	.5	.5	74.9
10.	19	3.0	3.3	78.2
12.	2	.3	.3	78.6
14.	1	.2	.2	78.7
15.	4	.6	.7	79.4
20.	17	2.7	3.0	82.4
21.	1	.2	.2	82.6
22.	1	.2	.2	82.8
25.	7	1.1	1.2	84.0
30.	4	.6	.7	84.7
33.	2	.3	.3	85.0
34.	1	.2	.2	85.2
40.	4	.6	.7	85.9
43.	1	.2	.2	86.1
45.	1	.2	.2	86.2
50.	24	3.8	4.2	90.4
51.	4	.6	.7	91.1
52.	4	.6	.7	91.8
53.	1	.2	.2	92.0
54.	1	.2	.2	92.2
55.	2	.3	.3	92.5
58.	1	.2	.2	92.7
60.	3	.5	.5	93.2
70.	2	.3	.3	93.6
72.	1	.2	.2	93.7
75.	2	.3	.3	94.1
80.	2	.3	.3	94.4
85.	1	.2	.2	94.6
90.	1	.2	.2	94.8
95.	2	.3	.3	95.1
99.	28	4.4	4.9	100.0
No Response	63	9.9	MISSING	
TOTAL	637	100.0	100.0	

MEAN	12.817	STD ERR	1.094	MEDIAN	.332
MODE	0	STD DEV	26.218		
VALID CASES	574	MISSING CASES	63		

OBSERVATIONS:

When reporting the percentage of campus interviewing schedules cancelled last year because of declining needs for new personnel in their organizations, 60.1% indicated none were cancelled. Of those responding organizations, 4.9% indicated that all of their schedules were cancelled. On the average, 12.8% of the employers' schedules were cancelled for this reason.

When advising new college graduates on the best way to gain employment in your organization, how effective are each of the following? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

WAYS OF GAINING EMPLOYMENT	Mean Score	LEVELS OF EFFECTIVENESS: Always (1)	Almost Always (2)	Sometimes (3)	Seldom (4)	Never (5)	Valid Cases
On-campus interviewing	1.994	198	264	125	24	7	618
		(32.0)	(42.7)	(20.2)	(3.9)	(1.1)	
Referrals from current employees of your organization	2.658	49	164	349	47	3	612
		(8.0)	(26.8)	(57.0)	(7.7)	(.5)	
Job listings with placement offices	2.742	66	139	319	88	11	623
		(10.6)	(22.3)	(51.2)	(14.1)	(1.8)	
Referrals from college faculty/staff	2.773	49	159	296	91	14	609
		(8.0)	(26.1)	(48.6)	(14.9)	(2.3)	
Summer employment	2.775	53	192	247	80	40	612
		(8.7)	(31.4)	(40.4)	(13.1)	(6.5)	
Cooperative education programs	2.845	61	173	224	95	53	606
		(10.1)	(28.5)	(37.0)	(15.7)	(8.7)	
Internship programs	2.852	61	183	211	91	62	608
		(10.0)	(30.1)	(34.7)	(15.0)	(10.2)	
Part-time employment	3.016	33	159	240	117	59	608
		(5.4)	(26.2)	(39.5)	(19.2)	(9.7)	
Write-ins	3.128	13	62	383	147	10	615
		(2.1)	(10.1)	(62.3)	(23.9)	(1.6)	
Unsolicited referrals from placement offices	3.202	17	56	340	179	17	609
		(2.8)	(9.2)	(55.8)	(29.4)	(2.8)	
Response from want ads	3.209	13	97	310	128	61	609
		(2.1)	(15.9)	(50.9)	(21.0)	(10.0)	
Walk-ins	3.338	8	41	331	202	31	613
		(1.3)	(6.7)	(54.0)	(33.0)	(5.1)	
Referrals from campus organizations	3.361	13	47	287	226	33	606
		(2.1)	(7.8)	(47.4)	(37.3)	(5.4)	
Career fairs	3.369	10	76	259	212	55	612
		(1.6)	(12.4)	(42.3)	(34.6)	(9.0)	
Professional journals	3.583	6	37	258	206	98	605
		(1.0)	(6.1)	(42.6)	(34.0)	(16.2)	
Referrals from community groups	3.650	5	24	227	271	78	605
		(.8)	(4.0)	(37.5)	(44.8)	(12.9)	
Job listings with employment agencies	4.033	6	21	133	237	213	610
		(1.0)	(3.4)	(21.8)	(38.9)	(34.9)	
GRAND TOTAL	3.088	661	1894	4539	2441	845	

OBSERVATIONS:

When advising new college graduates on the best ways to gain employment in their organizations, the surveyed employers indicated that on-campus interviewing was the very best option and almost always most effective. This answer was the most popular, without close competition.

Sometimes effective for gaining employment in organizations were the following: referrals from current employees of the organization, job listing with placement offices, referrals from college faculty and staff, summer employment, cooperative education programs, internship programs, and part-time employment. These answers were followed by write-ins and unsolicited referrals from placement offices.

Least effective according to these surveyed employers were job listings with employment agencies, referrals from community groups, and professional journal listings.

In your opinion, when college graduates are considering several job offers, how important are the following factors for determining a student's acceptance or rejection of an offer? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

FACTORS	LEVELS OF IMPORTANCE					
	Mean Score	Very High Importance (1)	High Importance (2)	Medium Importance (3)	Low Importance (4)	No Importance (5)	Valid Cases
Nature of job (assignment)	1.656	288 (45.9)	281 (44.7)	49 (7.8)	7 (1.1)	3 (.5)	628
Promotion potential	1.919	180 (28.7)	332 (52.9)	104 (16.6)	11 (1.8)	1 (.2)	628
"Personality" of employing organization	1.986	142 (22.8)	361 (57.9)	108 (17.3)	11 (1.8)	1 (.2)	623
Organization's image	2.024	123 (19.6)	375 (59.9)	119 (19.0)	8 (1.3)	1 (.2)	626
Visit to organization	2.029	167 (26.6)	311 (49.5)	118 (18.8)	29 (4.6)	3 (.5)	628
Starting salary	2.124	111 (17.7)	348 (55.5)	150 (23.9)	15 (2.4)	3 (.5)	627
Geographical location	2.199	114 (18.2)	309 (49.3)	172 (27.4)	29 (4.6)	3 (.5)	627
Quality of interviewer	2.285	77 (12.3)	329 (52.6)	184 (29.4)	34 (5.4)	1 (.2)	625
Organization's training program	2.503	84 (13.4)	223 (35.6)	249 (39.8)	60 (9.6)	10 (1.6)	626
Job security	2.569	78 (12.5)	214 (34.3)	241 (38.6)	81 (13.0)	10 (1.6)	624
Organization's goals/objectives	2.626	54 (8.6)	235 (37.5)	234 (37.4)	97 (15.5)	6 (1.0)	626
Employee benefits	2.740	38 (6.0)	194 (30.8)	297 (47.1)	96 (15.2)	5 (.8)	630
Opportunity for further academic work	2.742	33 (5.3)	203 (32.3)	291 (46.3)	95 (15.1)	6 (1.0)	628
Geographical mobility	2.784	30 (4.9)	184 (29.9)	297 (48.3)	97 (15.8)	7 (1.1)	615
Information found in company literature	2.833	16 (2.6)	176 (28.2)	330 (52.9)	100 (16.0)	2 (.3)	624
GRAND TOTAL	2.334	1535	4075	2943	770	62	

OBSERVATIONS:

According to the surveyed employers, college graduates are most influenced by the following factors when considering several job offers: nature of job assignment, promotion potential, 'personality' of employing organization, organization's image, plant visit to the organization, and starting salary. These responses were followed by the geographical location of the job and quality of interviewer.

According to the surveyed employers, those factors with the least importance, yet possessing medium importance overall, were information found in the company literature, geographical mobility, opportunity for further academic work, employee benefits, organization's goals and objectives, and job security.

If your ogranization laid off any college trained personnel last year (1981-82) were out-placement services provided?

CATEGORY LABEL	CODE	ABSOLUTE FREQ	RELATIVE FREQ (PCT)	ADJUSTED FREQ (PCT)	CUM FREQ (PCT)
YES	1.	221	34.7	54.7	54.7
NO	2.	183	28.7	45.3	100.0
No Response	0	233	36.6	MISSING	
	TOTAL	637	100.0	100.0	

MEAN	1.453	STD ERR	.025	MEDIAN	1.414
MODE	1.000	STD DEV	.498		
VALID CASES	404	MISSING CASES	233		

OBSERVATIONS:

Surveyed employers were qucstioned about the availability of out-placement services in their organizations. Of those responding to this question, 221 or 55.7% of the respondents indicated the availability of this service. The remaining 45.3% did not offer out-placement services. Approximately 36.6% of the surveyed organizations evidentally did not lay off any college trained personnel last year, since they did not respond to this question. This was represented by 233 employers.

If so, to what extent were the following out-placement services offered? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

OUT-PLACEMENT SERVICES OFFERED	Mean Score	Very High Extent (1)	High Extent (2)	Medium Extent (3)	Low Extent (4)	No Extent (5)	Valid Cases
Informal assistance/counseling	2.341	81 (30.3)	95 (35.6)	46 (17.2)	9 (3.4)	36 (13.5)	267
Referral to other employers or agencies	2.618	63 (23.6)	82 (30.7)	55 (20.6)	28 (10.5)	39 (14.6)	267
Formal program assistance	3.004	62 (23.4)	47 (17.7)	54 (20.4)	32 (12.1)	70 (26.4)	265
GRAND TOTAL	2.653	206	224	155	69	145	

OBSERVATIONS:

When queried about the extent of their out-placement services, 267 of the surveyed employers responded. Of these, referral to other employers and agencies was offered to a great extent followed by informal assistance and counseling offered by employers to a medium extent. Formal out-placement programs were also offered to a medium extent by the surveyed employers.

To discourage turnover of new college hires in your organization, which of the following are used? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

INCENTIVES USED	Mean Score	LEVELS OF USE Always (1)	Almost Always (2)	Sometimes (3)	Seldom (4)	Never (5)	Valid Cases
Appropriate salary increases	1.924	179	323	80	13	9	604
		(29.6)	(53.5)	(13.2)	(2.2)	(1.5)	
Promotion whenever staff member is judged ready for greater responsibility	2.230	108	295	160	25	12	600
		(18.0)	(49.2)	(26.7)	(4.2)	(2.0)	
Improvement in job responsibilities	2.482	54	250	260	22	13	599
		(9.0)	(41.7)	(43.4)	(3.7)	(2.2)	
Organization-paid additional course work	2.639	138	144	174	80	62	598
		(23.1)	(24.1)	(29.1)	(13.4)	(10.4)	
Advanced degree with financial support from organization	2.808	135	120	164	85	95	599
		(22.5)	(20.0)	(27.4)	(14.2)	(15.9)	
Relocation to preferred geographical area	3.657	3	43	241	168	134	589
		(.5)	(7.3)	(40.9)	(28.5)	(22.8)	
GRAND TOTAL	2.619	617	1175	1079	393	325	

OBSERVATIONS:

The surveyed employers were also questioned about their programs for discouraging turnover of new college hires. Almost always offered as incentives were appropriate salary increases, promotion whenever staff members were judged ready for greater responsibility, and improvement in job responsibilities.

Sometimes offered as incentive were advanced degrees with financial support from the employing organization and organization-paid additional coursework. Seldom offered as an incentive was relocation to preferred geographical area.

Which of the following pre-recruitment activities does your organization use on college campuses? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

PRE-RECRUITMENT ACTIVITIES	Mean Score	LEVELS OF USE Always (1)	Almost Always (2)	Sometimes (3)	Seldom (4)	Never (5)	Valid Cases
Review resumes/credentials	2.093	211	176	175	25	14	601
		(35.1)	(29.3)	(29.1)	(4.2)	(2.3)	
Meet with professors/staff members	2.809	44	165	273	91	24	597
		(7.4)	(27.6)	(45.7)	(15.2)	(4.0)	
Seek graduating students who have worked for your organization	2.812	66	163	227	95	44	595
		(11.1)	(27.4)	(38.2)	(16.0)	(7.4)	
Participate in career days/fairs	2.973	43	124	281	106	44	598
		(7.2)	(20.7)	(47.0)	(17.7)	(7.4)	
Prescreening	3.094	43	127	234	117	76	597
		(7.2)	(21.3)	(39.2)	(19.6)	(12.7)	
Send graduates back to their own campuses for visits and recruiting	3.194	21	115	260	129	72	597
		(3.5)	(19.3)	(43.6)	(21.6)	(12.1)	
Provide speakers on campus	3.211	29	80	293	126	69	597
		(4.9)	(13.4)	(49.1)	(21.1)	(11.6)	
Make presentations to professional clubs	3.347	26	73	252	160	86	597
		(4.4)	(12.2)	(42.2)	(26.8)	(14.4)	
Tours for student groups	3.497	21	52	246	162	114	595
		(3.5)	(8.7)	(41.3)	(27.2)	(19.2)	
Classroom presentations	3.508	13	54	251	176	104	598
		(2.2)	(9.0)	(42.0)	(29.4)	(17.4)	
Financial support to universities	3.519	31	70	204	139	151	595
		(5.2)	(11.8)	(34.3)	(23.4)	(25.4)	
Tours for faculty members	3.643	16	39	216	196	129	596
		(2.7)	(6.5)	(36.2)	(32.9)	(21.6)	
Tours for placement staff	3.836	12	27	165	228	158	590
		(2.0)	(4.6)	(28.0)	(38.6)	(26.8)	
Funding to placement offices	4.272	3	9	100	192	288	592
		(.5)	(1.5)	(16.9)	(32.4)	(48.6)	
Send video tapes on organization to Placement office	4.441	7	25	60	111	394	597
		(1.2)	(4.2)	(10.1)	(18.6)	(66.0)	
GRAND TOTAL	3.348	586	1299	3237	2053	1767	

OBSERVATIONS:

The surveyed employers were also questioned about their pre-recruitment activities on college campuses. Almost always utilized were review of resumes and credentials prior to the organization's visit to campus.

The activities receiving ratings of 'sometimes use' were: seeking graduating students who have worked for the organization previously; meeting with professors/staff members; participating in career days/fairs; pre-screening credentials; sending graduates back to their own campuses for visits and recruiting; providing speakers on campuses; making presentations to professional clubs; providing tours to student groups; and financially supporting universities.

Those methods seldom used were sending video tapes to college placement offices on their organizations, funding placement offices, providing tours for placement staff members, providing tours to faculty groups, and making classroom presentations.

What, if any, special arrangements could be made by placement offices that would facilitate your recruitment of liberal arts and social science graduates? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

SPECIAL ARRANGEMENTS	Mean Score	LEVELS OF AGREEMENT Strongly Agree (1)	Agree (2)	Neutral (3)	Disagree (4)	Strongly Disagree (5)	Valid Cases
Pre-screening services would help; only refer resumes of interested candidates	2.313	96 (22.1)	169 (38.9)	123 (28.3)	29 (6.7)	17 (3.9)	434
Teach students to stress their potential to contribute without apologizing for lack of business training	2.335	78 (18.0)	184 (42.5)	132 (30.5)	26 (6.0)	13 (3.0)	433
Additional career planning to gain interest in your industry	2.365	75 (17.4)	183 (42.6)	131 (30.5)	22 (5.1)	19 (4.4)	430
Provide job placement and career days to aid in the career development of these students	2.536	34 (7.9)	200 (46.6)	146 (34.0)	29 (6.8)	20 (4.7)	429
Arrange meetings between recruiters, students, and faculty members	2.573	46 (10.6)	162 (37.4)	173 (40.0)	35 (8.1)	17 (3.9)	433
GRAND TOTAL	2.424	329	898	705	141	86	

OBSERVATIONS:

To facilitate recruitment of liberal arts and social science graduates, the surveyed employers indicated that pre-screening services would help as well as referring resumes of only interested candidates. Second on their list of suggestions was teaching students to stress their potential to contribute without apologizing for lack of business training. Third on the list was a suggestion for additional career planning to gain interest in industry.

The surveyed employers were neutral on the suggestions that meetings be arranged between recruiters, students and faculty members and that job placement and career days be provided to aid in career development of these students.

To make your recruitment visits to college and university placement offices more productive, how important are the following factors? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

FACTORS	LEVELS OF IMPORTANCE						
	Mean Score	Very High Importance (1)	High Importance (2)	Medium Importance (3)	Low Importance (4)	No Importance (5)	Valid Cases
Private interview facilities	1.669	286 (47.7)	246 (41.1)	52 (8.7)	9 (1.5)	6 (1.0)	599
Company literature made readily available to students	2.010	182 (30.5)	271 (45.5)	107 (18.0)	27 (4.5)	9 (1.5)	596
Increased cooperation between placement office and academic staff	2.302	120 (20.3)	243 (41.0)	168 (28.4)	52 (8.8)	9 (1.5)	592
More informed placement staff	2.357	86 (14.5)	282 (47.5)	169 (28.5)	42 (7.1)	15 (2.5)	594
More organized placement staff	2.444	81 (13.7)	248 (41.8)	199 (33.6)	50 (8.4)	15 (2.5)	593
Have credentials of potential hires mailed 3-5 days in advance of campus visit	2.553	103 (17.3)	205 (34.5)	162 (27.2)	105 (17.6)	20 (3.4)	595
Access to placement director	2.831	37 (6.3)	174 (29.4)	250 (42.2)	114 (19.3)	17 (2.9)	592
Standardized recruiting policies and forms among colleges and universities	2.882	66 (11.1)	148 (24.9)	206 (34.6)	140 (23.5)	35 (5.9)	595
Flexible interview schedules (i.e. varying time allotments)	2.987	30 (5.1)	150 (25.3)	237 (40.0)	150 (25.3)	26 (4.4)	593
Access to telephone	3.002	32 (5.4)	142 (24.1)	241 (40.8)	143 (24.2)	32 (5.4)	590
Better parking facilities	3.087	44 (7.3)	113 (18.9)	235 (39.2)	161 (26.9)	46 (7.7)	599
Larger interview facilities	3.094	28 (4.7)	99 (16.7)	282 (47.5)	159 (26.8)	26 (4.4)	594
Evening office hours	3.558	12 (2.0)	70 (11.7)	187 (31.3)	229 (38.4)	99 (16.6)	597
Earlier office hours	3.582	10 (1.7)	44 (7.4)	210 (35.4)	249 (42.0)	80 (13.5)	593
GRAND TOTAL	2.739	1117	2435	2705	1630	435	

OBSERVATIONS:

The surveyed employers were asked about their suggestions for making recruitment at college placement offices more productive. First on their list of suggestions was the availability of private interviewing facilities. This was an extremely strong suggestion and implied that several placement offices were not providing this service. Next on their list of suggestions was the availability of company literature for students to review before interviews, the need for increased cooperation between placement offices and academic departments, more informed placement office staffs, and more organized placement operations.

Those factors receiving ratings of medium importance were having credentials of potential hires mailed 3 to 5 days in advance of campus visits, access to placement director, standardized recruitment policies and forms among colleges and universities, flexible interview schedules, access to telephones, better parking facilities, and larger interviewing facilities. Least important on the employers' list of suggestions were earlier office hours and evening office hours. Both of these latter ideas received ratings of low importance.

When predicting personnel needs of your organization for this year (1982-83), how closely related are each of the following factors? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

FACTORS	Mean Score	Always (1)	Almost Always (2)	Sometimes (3)	Seldom (4)	Never (5)	Valid Cases
Organizational Growth	1.840	249	245	70	28	9	601
		(41.4)	(40.8)	(11.6)	(4.7)	(1.5)	
Trends in the economy	1.925	217	258	112	25	3	615
		(35.3)	(42.0)	(18.2)	(4.1)	(.5)	
Rate of turnover	1.977	201	269	105	29	8	612
		(32.8)	(44.0)	(17.2)	(4.7)	(1.3)	
Your organization's assets and budget balance	2.187	183	236	117	42	32	610
		(30.0)	(38.7)	(19.2)	(6.9)	(5.2)	
Manpower supply and demand	2.238	158	233	149	42	23	605
		(26.1)	(38.5)	(24.6)	(6.9)	(3.8)	
Number of employees retiring	2.450	142	201	155	85	31	614
		(23.1)	(32.7)	(25.2)	(13.8)	(5.0)	
Optimism in the business world	2.645	71	193	249	71	24	608
		(11.7)	(31.7)	(41.0)	(11.7)	(3.9)	
Reorganization	2.719	102	142	227	92	42	605
		(16.9)	(23.5)	(37.5)	(15.2)	(6.9)	
Current rate of inflation	2.954	47	132	268	126	36	609
		(7.7)	(21.7)	(44.0)	(20.7)	(5.9)	
Interest rates on industrial and commercial loans	3.290	46	119	172	141	122	600
		(7.7)	(19.8)	(28.7)	(23.5)	(20.3)	
Consumer confidence in the economy	3.291	35	106	211	147	102	601
		(5.8)	(17.6)	(35.1)	(24.5)	(17.0)	
Public opinion toward your organization	3.355	54	85	173	175	116	603
		(9.0)	(14.1)	(28.7)	(29.0)	(19.2)	
Current national political climate	3.521	27	58	203	207	110	605
		(4.5)	(9.6)	(33.6)	(34.2)	(18.2)	
Real spendable earnings of employees	3.700	20	50	176	199	156	601
		(3.3)	(8.3)	(29.3)	(33.1)	(26.0)	
Birth rates and demographics	3.716	43	52	130	190	191	606
		(7.1)	(8.6)	(21.5)	(31.4)	(31.5)	
Local millage/tax issues	3.717	56	27	119	236	169	607
		(9.2)	(4.4)	(19.6)	(38.9)	(27.8)	
Consumer price index	3.783	13	45	168	212	166	604
		(2.2)	(7.5)	(27.8)	(35.1)	(27.5)	
Federal Reserve's monthly industrial production index	3.939	9	29	158	200	206	602
		(1.5)	(4.8)	(26.2)	(33.2)	(34.2)	
GRAND TOTAL	2.955	1673	2480	2962	2247	1546	

OBSERVATIONS:

When predicting personnel needs in their organizations, the surveyed employers reported that growth in their organizations was the most important factor and almost always relate. Also receiving ratings of 'almost always' were trends in the economy, rate of turnover, the organizations' assests and budget balance, manpower supply & demand, and number of employees retiring.

Factors receiving ratings of 'sometimes influencing personal needs' were optimism in the business world, reorganization plans of the company, current rate of inflation, interest rates on industrial and commercial loans, consumer confidence in the economy, and public opinion towards the organization.

Several factors received ratings of 'seldom being related to personnel need.' These included: the federal reserve's monthly industrial production index, consumer price index, birth rates and demographics, local millage and tax issues, and real spendable earnings of employees, as well as the current national political climate.

When recruiting the following categories of individuals, does your organization pay placement agency fees? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

CATEGORIES OF INDIVIDUALS	Mean Score	Always (1)	Almost Always (2)	Sometimes (3)	Seldom (4)	Never (5)	Valid Cases
Executives/Upper management	3.174	83	133	164	62	172	614
		(13.5)	(21.7)	(26.7)	(10.1)	(28.0)	
Experienced candidates	3.479	48	61	233	99	177	618
		(7.8)	(9.9)	(37.7)	(16.0)	(28.6)	
Minority candidates	3.923	32	19	184	104	271	610
		(5.2)	(3.1)	(30.2)	(17.0)	(44.4)	
High demand majors	3.969	37	31	134	117	288	607
		(6.1)	(5.1)	(22.1)	(19.3)	(47.4)	
Women applicants	4.026	30	12	164	110	294	610
		(4.9)	(2.0)	(26.9)	(18.0)	(48.2)	
New college graduates	4.629	18	5	21	100	473	617
		(2.9)	(.8)	(3.4)	(16.2)	(76.7)	
GRAND TOTAL	3.866	248	261	900	592	1675	

OBSERVATIONS:

Graduating students and alumni often ask questions about organizations paying placement agency fees when recruiting individuals with their qualifications. According to the surveyed employers, placement agency fees are sometimes paid when recruiting executives and upper management personnel and experienced candidates. Seldom are placement agency fees paid when recruiting minority candidates, high demand majors, nor women applicants. Almost never are placement agency fees paid for recruiting new college graduates.

Have video tapes been produced by your organization on the following subjects? Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

TYPES OF VIDEO TAPES	MEAN SCORE	RESPONSES		
		YES	NO	VALID CASES
Career opportunities in your organization	1.749	157 (25.1)	468 (74.9)	625
Effective interviewing techniques	1.770	143 (23.0)	479 (77.0)	622
Job campaigning	1.953	29 (4.7)	594 (95.3)	623
Careers in certain fields (accounting, engineering, etc.)	1.852	92 (14.8)	530 (85.2)	622
GRAND TOTAL	1.831	421	2071	

OBSERVATIONS:

The surveyed employers were contacted about the availability of video tapes for placement offices. According to these employers, their organizations seldom prepare video tapes on the following subjects: career opportunities in their organizations, effective interviewing techniques, job campaigning, and careers in certain fields such as accounting and engineering. Of the surveyed employers, 157 have prepared video tapes on the first subject listed above, 143 on the second, 29 on the third, and 92 on the fourth. In other words, some video tapes have been prepared on all these subjects.

Please give your opinion on the following: Absolute frequencies are listed for each answer on the first line and percentages on the second line. Answers are listed in mean score order from lowest to highest.

QUESTIONS FOR EMPLOYERS	Mean Score	Strongly Agree (1)	Agree (2)	Neutral (3)	Disagree (4)	Strongly Disagree (5)	Valid Cases
Your organization has a system for maintaining and evaluating the progress of new college hires:	2.179	118	352	78	65	7	620
		(19.0)	(56.8)	(12.6)	(10.5)	(1.1)	
A chronological resume is most effective for an entry level candidate:	2.186	107	345	123	47	2	624
		(17.1)	(55.3)	(19.7)	(7.5)	(.3)	
The current recession has significantly affected the turnover in your organization:	2.244	147	286	98	75	17	623
		(23.6)	(45.9)	(15.7)	(12.0)	(2.7)	
Turnover in your organization has significantly decreased in the last year:	2.446	114	252	133	103	17	619
		(18.4)	(40.7)	(21.5)	(16.6)	(2.7)	
Data from this Recruiting Trends survey has been beneficial to your organization in the past:	2.579	30	263	264	42	12	611
		(4.9)	(43.0)	(43.2)	(6.9)	(2.0)	
Employee loyalty toward your organization has increased in the past five years:	2.719	35	257	197	132	9	630
		(5.6)	(40.8)	(31.3)	(21.0)	(1.4)	
It is advantageous for candidates to list references on the resume:	2.861	45	204	194	155	26	624
		(7.2)	(32.7)	(31.1)	(24.8)	(4.2)	
Your organization hires older workers (50+) in professional positions:	2.864	37	126	352	90	13	618
		(6.0)	(20.4)	(57.0)	(14.6)	(2.1)	
A functional resume is most effective for an entry-level candidate:	2.874	42	187	235	117	38	619
		(6.8)	(30.2)	(38.0)	(18.9)	(6.1)	
College graduates are willing to accept an entry-level position for which they are over-qualified in order to gain entrance into your organization:	2.923	14	150	350	92	19	625
		(2.2)	(24.0)	(56.0)	(14.7)	(3.0)	
Your organization maintains a "fast track" training program for specially designated new college hires:	2.998	48	197	139	190	51	625
		(7.7)	(31.5)	(22.2)	(30.4)	(8.2)	
Handicapped persons SHOULD NOT list their physical limtations on credentials and resumes:	3.139	31	139	202	209	39	620
		(5.0)	(22.4)	(32.6)	(33.7)	(6.3)	
Career-related summer employment opportunities are a necessity in order to secure employees upon graduation:	3.199	22	143	187	229	41	622
		(3.5)	(23.0)	(30.1)	(36.8)	(6.6)	
Career-related summer employment opportunities are a luxury your organization cannot afford:	3.396	26	106	146	269	66	613
		(4.2)	(17.3)	(23.8)	(43.9)	(10.8)	
Your organization prefers candidates for jobs who have had prior military experiences (2-3 years):	3.427	8	45	306	201	63	623
		(1.3)	(7.2)	(49.1)	(32.3)	(10.1)	
Graduating students who take a year off to "find themselves" are valued as highly as those right out of college:	3.475	7	71	207	289	45	619
		(1.1)	(11.5)	(33.4)	(46.7)	(7.3)	
Your organization experienced a situation where you were laying off employees and hiring new college graduates at the same time within the last two years:	3.571	18	158	76	192	179	623
		(2.9)	(25.4)	(12.2)	(30.8)	(28.7)	
Your organization has positions that would be appropriate for teachers considering career changes:	3.573	13	52	224	233	101	623
		(2.1)	(8.3)	(36.0)	(37.4)	(16.2)	
The increasing number of women and minorities entering technical fields will create an overage of engineers and other technical graduates in the next 5-10 years:	3.584	9	54	192	299	68	622
		(1.4)	(8.7)	(30.9)	(48.1)	(10.9)	
Within the next year in your organization the number of college graduates being hired to fill positions requiring only a high school diploma for successful job performance will increase:	3.699	5	85	131	272	129	622
		(.8)	(13.7)	(21.1)	(43.7)	(20.7)	
Your organization contributes to placement offices on college and university campuses:	3.902	7	52	151	189	216	615
		(1.1)	(8.5)	(24.6)	(30.7)	(35.1)	
Your organization would contact an applicant who has agreed to work for another organization:	3.955	5	31	155	223	204	618
		(.8)	(5.0)	(25.1)	(36.1)	(33.0)	
When your organization recruits on college and university campuses this year (1982-83), you will be seeking liberal arts graduates:	3.977	9	81	76	202	251	619
		(1.5)	(13.1)	(12.3)	(32.6)	(40.5)	
When your organization recruits on college and university campuses this year (1982-83), you will be seeking social science graduates:	4.110	7	46	81	221	262	617
		(1.1)	(7.5)	(13.1)	(35.8)	(42.5)	
Your organization hires FOREIGN students for placement in stateside positions:	4.168	1	16	118	223	256	614
		(.2)	(2.6)	(19.2)	(36.3)	(41.7)	
anization provides co-op positions for liberal arts and social science graduates on college campuses if and universities have programs in these areas:	4.267	4	22	75	220	296	617
		(.6)	(3.6)	(12.2)	(35.7)	(48.0)	
anization has employment opportunities for new college gradu tes in overseas locations:	4.547	6	6	49	140	417	618
		(1.0)	(1.0)	(7.9)	(22.7)	(67.5)	

OBSERVATIONS:

When giving their opinions, employers agreed that their organizations have a system for maintaining and evaluating the progress of new college hires, that chronological resumes are most effective for entry level candidates, that the current recession has significantly affected the turnover in their organizations, and that turnover has significantly decreased in the last year.

The surveyed employers reported that their organizations seldom have employment opportunities for new college graduates in overseas locations. However, six of the responding organizations strongly agreed with this statement and six agreed. Evidently 12 employers have job opportunities for new college graduates in overseas locations.

The responding organizations indicated that co-op positions are not provided in their organizations for liberal arts and social science graduates even if these programs are available through colleges and universities. Employers also indicated that their organizations seldom hire foreign students for placement in stateside positions even if these individuals are well qualified.

Employers indicated that they generally will not be seeking social science and liberal arts graduates when their organizations recruit on college and university campuses this year. However, 53 of 617 respondents indicated some interest in these graduates.

Employers indicated that they will not contact an applicant who has agreed to work for another organization. Most employers abide by appropriate ethical standards on this subject.

When questioned about contributions to placement offices, the surveyed employers indicated that they seldom support college and university placement offices in this manner. They evidently contribute directly to the college or university, not the placement office.

Employing organizations indicated that they will not be hiring college graduates to fill positions previously requiring only a high school diploma for successful job performance. They preferred to hire an individual to perform a task requiring that candidates level of education.

Employers indicated that the increasing numbers of women and minorities entering technical fields will not create an overage of engineers and other technical graduates in the next five to ten years. Apparently they believe that demand for these graduates will either remain high enough or go up sufficiently, but the production of these graduates will not increase sufficiently, to create an overage.

The employing organizations indicate that they do not have positions that would be appropriate for teachers considering career changes. This year, the responding organizations are very concerned about hiring individuals who are already trained for positions available in their organizations.

According to the surveyed employers, their organizations did not experience situations where they were laying off employees and hiring new college graduates at the same time within the last two years.

On the other questions presented to the employers, they neither agree nor disagreed, although several employers responded on both sides of the questions.

EMPLOYERS RESPONDING TO SURVEY

-A-

A E Staley Company
Abex Corporation
ADC-Magnet Controls
Addison-Wesley Company
ADP Network Services
ADV Micro Devices
Aerojet Ordnance Company
Aetna Casualty & Insurance
Agway Incorporated
AIL Corporation Division Eaton
Air Force Personnel Office
Alexander & Alexander
Alexander Grant & Company
Algonac Community Schools
Alpena Public Schools
American General Life
American National Bank & Trust
Amerada Hess Corporation
American Family Insurance
American Hoechst Corporation
American Magotteaux
AMF/Harley-Davidson
Amoco Production Company
Analog Devices Incorporated
Analytic Services Company
Anchor Hocking
Ann Arbor Public Schools
Appleton Papers
ARA Services
Armco Incorporated
Armstrong World Industries
Artesian Industries
Arthur Anderson & Company
Arvin Industries
Asarco Industries Incorporated
Atlantic Richfield
Aurora East District 131
Avco Research Laboratories Inc

-B-

B F Goodrich Chemical Company
B F Goodrich Company
Babcox & Wilcox
Badische Corporation
Baltimore City Public Schools
Baltimore County Board of Ed
Bank of America
BASF Wyandotte Corporation
Basic Four Information System
Battele-Columbus Laboratories
Battle Creek Schools
BDM Corporation
Becton Dickinson
Beech Aircraft
Beecher Peck & Lewis
Belks Stores Service
Bell Laboratories
Bell System
Bemis Company Incorporated
Bendix Corporation
Benton Harbor Schools
Berkley & Company
Berrien Springs Public Schools
Bethlehem Steel Corporation
Big Rapids Public Schools
Bill Knapps Restaurant
Birmingham School District
Bishop Buffets Incorporated
Black & Veatch
Bloom Engineering Company
Bloomfield Hills Schools
Blount International Limited
Blue Cross/Blue Shield
Booker Associates Incorporated
Boston Public Schools
Bridgeport-Spaulding
Bristol Laboratories
Brockway Glass Company
Broder Feinberg Suke
Brooks & Perkins
Brown & Root Incorporated
Brown & Sharpe Company
Brown-Forman Corporation
Brunswick Corporation
Bucyrus Erie Company
Bunker Ramo Corporation
Burdines
Burlington Northern
Burns & McDonnell
Burroughs Corporation

-C-

C F Air Freight
C L Frost & Sons
C & P Telephone Company
CAI
Campbell Soup Company
Carnation Company
Carstab Corporation
Caterpillar Tractor
CBS Incorporated
Ceco Corporation
Celanese Corporation
Central Illinois Public Service Co
Cenex
Central Power & Light
Central Soya Company Inc
Cessna Aircraft
Checkers Simon Rosne
Chemical Abstracts
Chemplex Company
Chemscape
Chevron USA Incorporated
Chicago & Northwestern
Chicago Milwaukee St. Paul and Pac
Chrysler Corporation
Cincinnati Bell Incorporated
City National Bank
City of Los Angeles
City of St. Louis
City of Tulsa
Clark County School District
Clark Division Dresser Industries
Cleveland Pneumatic
Coldwater Community Schools
Colorado Gas Company
Columbia Gas Distribution
Columbia Gas System
Combined Insurance Company
Commerce Federal Savings
Commonwealth Associates
Commonwealth Edison
Computer Console Incorporated
Computer Language Research
Computer Sciences Company
Cone Mills Corporation
Connecticut General Life Street
Consolidated Natural Gas
Consumers Power Company
Container Sales Corporation
Cooper Energy Service
Coopers & Lybrand
Coors Industries
Copolymer Rubber & Co
Cordis Corporation
Cornell University
Corning Glass Works
Cray Research Incorporated
Crowe Chizek & Company
CTS of Elkhart Incorporated
Cubic Corporation

-D-

Dallas Power & Light
Danielson Schultz
Danners Incorporated
Dart & Kraft Incorporated
Data General Corporation
Data Products Corporation
Datatronics Corporation
Davidsons
Davison Community Schools
Davy McKee Corporation
Days Inn of America
Daytons
De Vlieg Machines
Dearborn Public School
Deere & Company
Defense Contract Audit
Defense Mapping Agency
DeKalb Agresearch
Deloitte Haskins & Sells
Dennys Restaurant
Denver The
Detroit City Personnel Dep
Detroit Edison Company
Detroit Police Department
Detroit Public Schools
Dietrich Industries
Dinner Bell Foods
Dow Corning Corporation
Dresser Industries
Duke Power Company
Duquense Light Company

-E-

EG&G Idaho Incorporated
East Grand Rapids Public Schools
E R Squibb & Sons
Eastman Kodak Company
Eaton Corporation
Edison Brothers Shoes
Education Testing Service
EG&G Washington Analytical Serv
Eli Lilly & Company
Ellerbe Incorporated
Emerson Electric Company
Environmental Research Institute
Equibank
Ernst & Whinney
Evans Products Company
Excel Industries Incorporated
Extel Corporation

-F-

F Joseph Lamb Company
Factory Mutual Engineering
Farmland Industries
Federal Reserve System
Federal International Credit
Fidelity Union Life

First American Bank
First Bank System Inc
First Federal Savings
First Hawaiian Bank
First Midland Bank
First National Bank St'Paul
First National Bank Birmingham
First State Bank Oregon
Fischer & Porter Company
Flint Community Schools
Florida Power Corporation
Florida Power & Light
Florida Steel Corporation
Fluor Engineers & Constructors
Fluor Mining Incorporated
Flour Power Services
Flushing Community Schools
Foote Cone & Belding
Ford Motor Company
Fowlerville Community Schools
Fox & Company
Foxboro Company
Fremont Public Schools
Fresh Air Society
Frito-Lay Incorporated
Fundimensions

-G-

Gab Business Service
Gannett Fleming Affiliates Inc
Gard Incorporated
Gates Rubber Company
Gatx Corporation
Gearhart Industries
Gem City Savings Association
General Motors Corporation
General Motors Oldsmobile
General Telephone Company Fl
General Telephone Company Ill
General Telephone Company Mich
General Telephone Company Mid
General Telephone Company Wisc
General Telephone Southeast
General Accounting Office
General Automation
General Dynamics
General Electric Company
General Foods Corporation
General Mills Incorporated
General Reinsurance Corp
Gilbert/Commonwealth
Gillette Company
Gimbels New York
Goodyear International Corp
Goulds Pumps Incorporated
Graco Incorporated
Grand Hotel
Grand Ledge Public Schools
Grumman Flexible
GTE Sylvania Incorporated
Guardian Packaging Corp

-H-

H C Prange Company
H P Hood Incorporated
Haggar Company
Halliburton Services
allmark Cards Inc
arper Creek Public Schools
artland Consolidated Schools
Hawaii Department of Ed
Health Care Service Corp
Heath Company & Zenith
Henningson, Durham & Richardson
Herman MacLean & Company
Herman Miller Incorporated
Hewlett-Packard Company
High Country Corporation
Hilshire Farm Company
Hilton Hotels Corporation
Hoover Company
Hoover Universal
Host International Inc
Houston Independent School Dist
Howmet Corporation
Hughes Aircraft
Hughes Tool
Hunt Energy Corporation
Hurley Medical Center
Hyatt Hotel Corporation
Hygrade Food Products

-I-

IBM Corporation
IC Industries Inc.
Illinois Department of Trans
Illinois Environmental Protection Agency
Indiana & Michigan Electric Co
Indianapolis Power Company
Institute of Paper Chemistry
Insurance Service Office
Intel Corporations
Intermetrics Incorporated
Internal Revenue Service
Internorth Incorporated
Interstate Motor Freight
International Engineering Co
International Minerals Corp
International Multifoods Corp
Investors Service Incorporated
ITT Aerospace Optical Division

-J-

J Hancock Mutual Life
J L Hudson Company
J Ray McDermott & Company
J Walter Thompson Company
Jackson Public Schools
Jacobson Stores Incorporated
Jenison Public Schools
Jervis B Webb Company
Jet Propulsion Laboratory
John Fluke Manufacturing Co
John H Harland Company
Johnson Controls Incorporated
Johnson & Johnson
Joskes of San Antonio
Joy Manufacturing Company

-K-

Kalamazoo School District
Kaman Sciences Corporation
Kansas Department of Trans
KCL Corporation
Keithley Instruments
Kellogg Company
Kemper Insurance Company
Kendall Company
Kentucky Power Company
Kenworth Truck Company
Key State Bank
Kimberly Clark Corporation

-L-

L S Ayres & Company
Laclede Gas Company
Lake Forest School 67
Lake Odessa Public Schools
Laventhol & Horwath
Levy Organization
Libbey Owens Ford Co
Liberty Life Insurance Co
Limited Stores Incorporated
Lincoln National Life Ins
Lincoln Public Schools
Litton Industrial Products
Litton Industries
LNR Communications Corp
Lockheed
Lockheed Missiles
Lockwood Green Engineers Inc
Loctite Corporation
Long Island Lighting
Longview Fibre Company
Los Angeles Unified School Dist
LTV
Lubrizol Corporation
Lutron Electronics

-M-

M D Anderson Hospital
M W Kellogg Company
Maas Brothers of Florida
Magnavox Government Ind
Management Information
Mann Judd Landau
Manufacturers National Bank
Marathon Electronic Manu
Marathon Oil Company
Marblehead Lime Company
Mariannes
Marquis Hotels & Restaurants
Marriotts Great AMF
Martin Marietta Aerospace
Martin Marietta Corporation
Maryland National Bank
Mason City Community Schools
Mason Hanger Silas
Masonite Corporation
Mass Mutual Life Insurance
Maytag Company
MCC Powers
McDonnell Douglas
McGladrey Hendrickson
McGraw Edison Company
McLean Trucking Company
McLouth Steel Corporation
McQuay-Perfex Incorporated
Mead Corporation World Headq
Mechanical Technology Inc
Meijers Thrifty Acre
Mellen Seal & Pivoz
Mental Health Center
Mercantile Stores Company
Merck & Company Incorporatec
Merrill Lynch & Company
Metcalf & Eddy Incorporated
Metro School District

Michigan Capitol Gas
Michigan City Area Schools
Michigan Consolidated Gas
Michigan Department of Civil Serv
Michigan Department of Natural Res
Michigan Department of Public Health
Michigan Insurance Bureau
Michigan Mutual Insurance
Middle South Service
Midland National Bank
Midland Public Schools
Midrex Corporation
Midtown Cafe
Midwestern Nurseries
Miles Laboratories
Miller Brewing Company
Milwaukee Public Schools
Minnesota Power
Mississippi Highway/Trans
MIT Lincoln Laboratories
Monsanto Company
Moore Products Company
Moorman Feed Manufacturing Co
Morrison Incorporated
Mothers Cake & Cookies
Motor Products Owosso Company
Motorola Incorporated
Mt Fuel Supply Company
Muskegon Public Schools

-N-

NASA Ames Research Center
National Can Corporation
National City Bank
National Credit Union Adm
National Gypsum Company
Naval Air Station
Naval Sea Systems Command
Naval Ship Weapons System
Naval Weapons Center
NCR Corporation
NCR Corporation Engineers
Neiman Marcus
Nelson Metal Products
Nevada Power Company
New Jersey Bell
New Prairie Unified School District
New York State Department of Trans
Newaygo Public Schools
NL Petroleum Service
Norfolk Southern Company
Northeast Missouri University
Northern Independent Public Service
Northern Natural Gas
Northrop Corporation
Northwest Industries
Noteman Pierce Cox

-O-

Ohio Edison Company
Omaha Public Power District
Omark Industries
Ore-Ida Foods Incorporated
Osco Drug Incorporated
Otsego Public Schools
Owens Corning Fibre
Owens Illinois Incorporated
Owosso Public Schools

-P-

P & C Food Markets
Pennsylvania State Civil Serv
Pacific Gas & Electric
Panduit Corporation
Par Corporation
Parker Hannifin Corporation
Paul Revere Life Insurance
Peace Corps
Pennsylvania Department of Tran.
Pennsylvania Mutual
Pennwalt Corporation
Pennzoil Company
Peoples Gas Light Company
Pepsi Cola Company
Pfizer Genetics
Philadelphia Electric
Philadelphia Naval
Phillips Petroleum
Pittsburgh National Bank
Plantation Pipeline
Plante and Moran
Plastipak Packaging
Potomac Electric Power
PPG Industries Incorporated
Prince William County School
Procter & Gamble
Professional Service Industries
Public Service Colorado
Public Service Electric Gas
Public Service Indiana
Purdue University

-R-

R H Macy & Company Inc
R J Reynolds Industries
Radisson Hotel
Ralph M Parsons Company
Ralston Purina Company
Rapidata Incorporated
Rauland Division Zenith
Red Lobster Inns
Rehmann Robson Osburn
Republic National Bank Dallas
Reynolds Metal Company
Richardson Vicks Incorporated
Richardson-Gordon
Riley Stoker Corporation
River Valley School
Rochester City School District
Rochester Community Schools
Rockwell International
Rodeway Inns International
Ryan Homes Incorporated

-S-

Saginaw Public Schools
Saint John Hospital
Salt River Project
San Antonio Service Board
San Diego Gas & Electric
Sandia National Labs
Santa Fe School District
Schippers Kintner Robertson
School City of Hobart
Schlumberger Wells
Schmelzer Corporation
Science Calculations Inc
Science Applications
Scott Paper Company
Scovill Incorporated
Seaboard Coast Railroad
Sealed Power Company
Sentry Insurance Corp.
Shaker Heights City School
Shell Companies
Siemens Allis Incorporated
Simpson Industries Inc
Singer-Kearfott Division
South Central Bell Telephone
South Lake Schools
South Redford Schools
South Texas Indep School Dist
Southeastern Michigan Gas
Southern Bell Telephone
Southern California Gas Co
Southern Railway
Southwest Research
Southwestern Bell Telephone
Southwestern Company
Sperry New Holland
Sperry Univac Defense Sys.
Sperry Vickers
Sportsman The
St Joseph Hospital
St Louis Public Schools
St Paul Fire & Martin
Standard Oil Company
Standard Oil Company Ohio
Stanley Consultants
Steelcase Incorporated
Stepan Chemical Company
Sterling Winthrop
Southland Life Insurance Co
Stokley Van Camp Inc
Storage Technology Corp
Stouffers Hotels
Straka Jarackas & Company
Structural Metal Incorporated
Sun Company Incorporated
Sun Life of Canada
Sundstrand Corporation
Sverdrup/Aro Incorporated
Sybra, Incorporated
Sykes Datatronics
System Development
System Planning Corporation
Systems Research Incorporated

-T-

Tektronix Incorporated
Tennessee Department of Trans
Tennessee Gas Transportation
Terratron Incorporated
Texaco Incorporated
Texas Electric Service Company
Texas Instruments
The Analysts
Thiokol Corporation
Timken Company
Toledo Edison Company
Tom Sawyers Association
Top Value Enterprises
Topeka Shawnee D-501
Touche Ross & Company
Trane Company
Trans World Airlines
Turner Construction
Tyler Refrigeration

-U-

U S Fidelity-Guaranty
U S Steel Corporation
UNC Nuclear Industries
Underwriters Laboratories Inc
Union Bank
Union Carbide
Union Oil of California
United Energy Resources
United Illuminating
University of Michigan
Universal Oil Products
UOP Process Division
Upjohn Company
US Air Force
US Army
US Department of HUD
US Federal Highway Adm
US Gypsum Research
US Insurance Group
US Marine Corps
US Navy
US Social Security Adm

-V-

Valley National Bank Arizona
Valmont Industries
Valspar Corporation
Valtek Incorporated
Venture Stores
Vermeer Manufacturing Co
Vicksburg School District
Vics Health Care Division
Vidosh Brothers
Virginia Department Personnel
Virginia Department of Trans
Virginia Electric Power
Vought Corporation

-W-

W H Brady Company
Walter E Heller & Company
Warner & Swasey Company
Warren Consolidated Schools
Washington State Dept Pers
Waterford Schools
Waukesha Engine Division
Wescom Incorporated
Western Geophysical
Western Publishing
Westfield Cos
Whirlpool Corporation
Wickes Lumber Company
Wilson Sporting Goods
Winkelmans
Winter National Bank & Trust
Wisconsin Division of Pers
Wisconson Department of Trans
Wisconsin Public Service
Wismer & Becker Container
Wyandotte Public Schools

-Z-

Zimmer USA
Zurich-American Insurance Co