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Annual Report on Industry Survey on the Quality Review of the study program Law and Management of Real Estate and Infrastructure (BA)

The Industry Survey form was sent to 20 constructions, real estate companies and other stakeholders from public institutions, including several ministries, Kosovo Cadastral Agency and other organizations of civil society.

The sampling is purposive. All these companies are either familiar with students of ESLG, or students of ESLG worked there for a period of time, or have other mode of cooperation.

From 20 companies only 13 responded in due time. The survey was electronic conducted in Google Forms with 10 questions and was were via email to company and organization representatives. The questions were with Likert Scale from 1 to 5 (very dissatisfied to very satisfied).

The companies are those in which ESLG bachelor program graduates have either conducted internship or have been employed there. From 13 companies, 6 companies are real estate management companies, 2 companies are construction companies, 1 infrastructure company, 1 IT company, 1 real estate development company, 1 bank (Collateral Valuation department), and 1 senior manager of a Kosovo Cadastral Agency.

The descriptive statistics of the responses made by company representatives is presented in Table 1.



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Table 1: Descriptive statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Variance
Quality of ESLG graduates of the bachelor study program	13	3	5	3.92	.641	.410
overall employability of ESLG graduates after internship	13	2	4	3.38	.650	.423
Contribution of ESLG bachelor program to the research valuable for private sector and community	13	2	5	3.38	.870	.756
Community outreach and promotion of the mission of the bachelor study program	13	3	4	3.62	.506	.256
Innovation and entrepreneurial skills of ESLG graduates of the bachelor study program	13	3	5	3.85	.555	.308
Transformation of practical skills of ESLG graduates of bachelor study program to real initiatives in your organization	13	2	5	4.00	.816	.667



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Boosting of business performance of your company by ESG graduates of bachelor study program	13	3	5	3.69	.751	.564
Contribution of ESG and its bachelor graduates to the appraisers' community in Kosovo	13	2	5	3.54	.776	.603
Contribution of ESG research of the program as a reference material for appraisers' community	13	3	5	3.92	.760	.577
Overall quality of the bachelor study program	13	3	5	4.15	.801	.641
Valid N (listwise)	13					

From the descriptive statistics of industry survey, that most of the variables have a mean higher than the threshold of quality standard 3.5, with exception of overall employability of ESG graduates and contribution of research of ESG to the private sector and community with the mean of 3.38. From the descriptive statistics we can conclude that overall quality of the program has the highest mean of 4.15 with the standard deviation of 0.801 and variance of 0.641, followed by transformation of practical skills of ESG graduates to real initiatives of companies and organizations with the mean of 4.0, standard deviation of 0.816 and variance of 0.667. The next variable is overall quality of ESG graduates, which has the mean of 3.92 and standard deviation of 0.641 followed by contribution of ESG bachelor program to appraisers' community as a reference material with the same mean of 3.92 and wider standard deviation of 0.760. Next variable Innovation and entrepreneurial skills of ESG graduates of the bachelor study program has the mean of 3.85 and standard deviation of 0.555. Boosting of performance of the business by ESG graduates has the mean of 3.69, whereas community outreach and

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promotion of the mission has the mean of 3.62. Finally, contribution of ESG and its bachelor graduates to the appraisers' community in Kosovo has the mean of 3.54.

Next we run the multiple regression analysis to measure the effect of independent variables on the dependent variable, which is the satisfaction of industry with the overall quality of the bachelor program.

Multiple regression analysis is presented in Table 2.

Table 2: Multiple regression analysis

Model		Coefficients ^a		Standardized Coefficients	t	Sig.
		Unstandardized Coefficients	Std. Error			
		B		Beta		
1	(Constant)	2.940	2.070		1.420	.251
	Quality of ESG graduates of the bachelor study program	2.807	.944	2.245	2.973	.059
	overall employability of ESG graduates after internship	.237	.343	.192	.689	.540
	Contribution of ESG bachelor program to the research valuable for private sector and community	-.644	.265	-.700	-2.429	.093
	Community outreach and promotion of the mission of the bachelor study program	-.586	.459	-.371	-1.277	.291



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Innovation and entrepreneurial skills of ESLG graduates of the bachelor study program	-1.133	.672	-.785	-1.686	.190
Transformation of practical skills of ESLG graduates of bachelor study program to real initiatives in your organization	.100	.232	.102	.431	.696
Boosting of business performance of your company by ESLG graduates of bachelor study program	-.232	.345	-.218	-.673	.549
Contribution of ESLG and its bachelor graduates to the appraisers' community in Kosovo	-.885	.455	-.858	-1.945	.147
Contribution of ESLG research of the program as a reference material for appraisers' community	.420	.385	.398	1.090	.355

a. Dependent Variable: Overall quality of the bachelor study program

From multiple regression analysis, we can see that quality of ESLG graduates with the $b=2.867$ and $t=2.973$ ($b>0.1$ and $t>1.96$ as foreseen by Nunnally (1969)) has the strongest causal effect on the satisfaction of industry with the quality of the whole bachelor program. The moderate effect is exercised by the contribution of ESLG research of bachelor program as reference material to appraisers' community. The lowest positive effect comes from the overall employability of the graduates with $b=0.237$ and $t=0.689$

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and transformation of practical skills to real initiatives of the organization with $b=0.10$ and $t=0.432$, whereby both variables have a milder effect since they meet one part of Nunnally (1969) threshold ($b>0.1$). The variable such as contribution of ESLG and its bachelor graduates to the appraisers' community in Kosovo meets the Nunnally requirement but adversely ($b=-0.885$ and $t=-1.945$). In addition, the contribution of ESLG bachelor program to the research valuable for private sector and community acts the same with $b=-0.644$ and $t=-2.429$.

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Approved by industry representatives Gent Sejdiu(KRG) and Bajram Hoxha (Hoxha Invest Group)



FINDINGS:

- Overall employability and contribution of ESLG research valuable for the private sector and community have the lowest means and have either an adverse effect on very little effect on the satisfaction of industry with the overall quality of the bachelor program, although the employability problem especially of youth is a Kosovo wide problem.

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RECOMMENDATIONS FOR IMPROVEMENT

- Provide better career and employment guidance to students of ESLG while studying;
- Increase MoUs with private sector companies for practical placement of students as interns with the possibility of further employment;
- Strengthen initiatives such as Kosovo Real Estate Market Study with KRG done for a commercial bank with other private sector research initiatives;
- Appoint a liaison with respective associations in the construction and real estate management industry to identify the research needs for the industry so with its research the bachelor program professors with the assistance of students can contribute to the research valuable for the industry;

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