



**RUTGERS**

Rutgers Business School  
Executive Education

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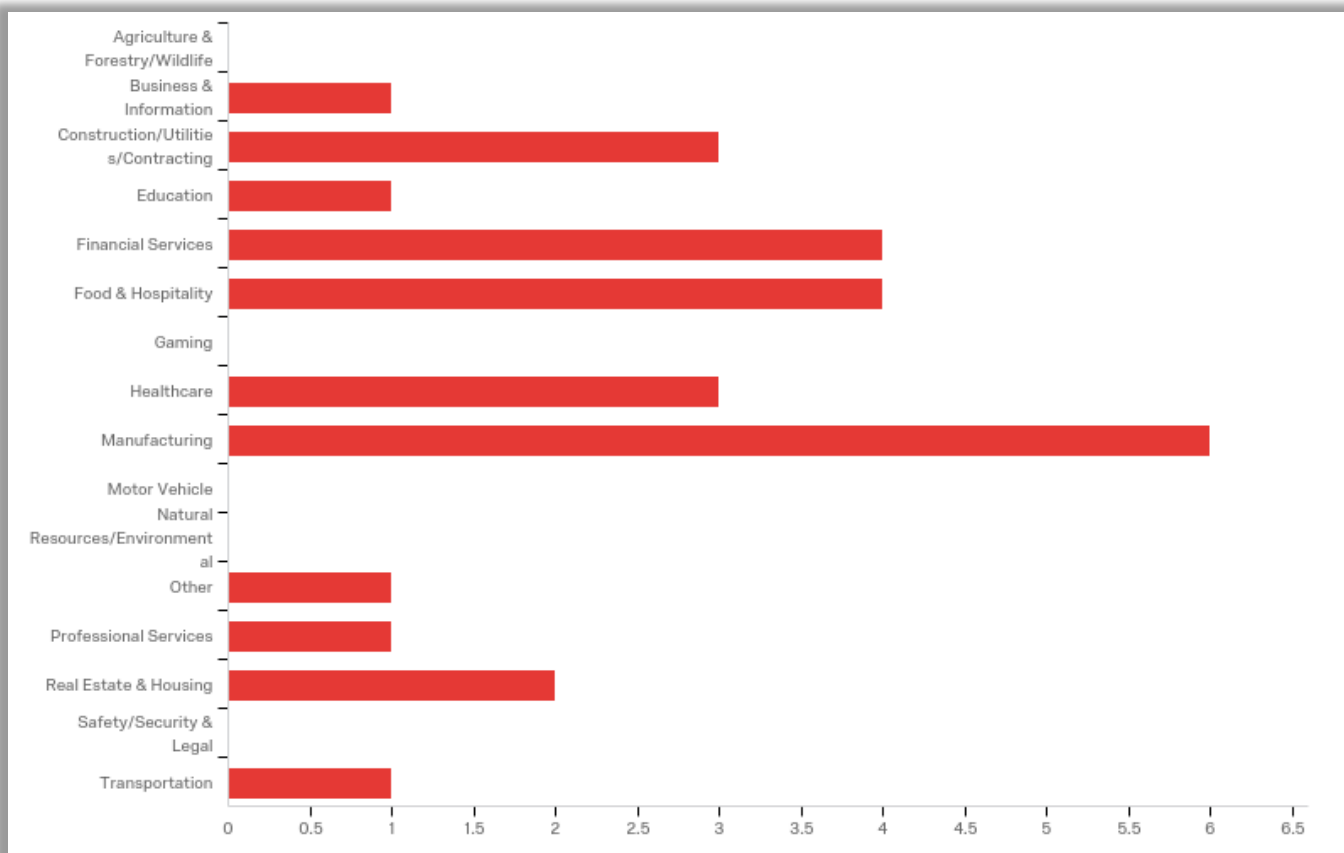
# Learning and Development Survey Data



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# Q1 - Which of the following industries most closely matches the one in which you are employed?





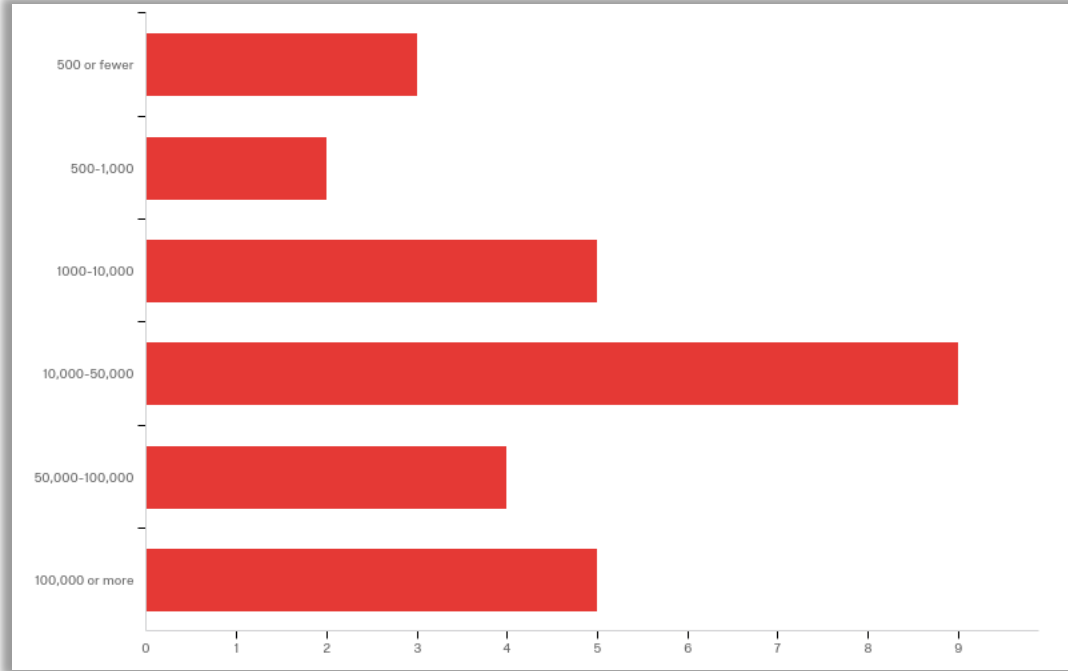
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## Q1 - Which of the following industries most closely matches the one in which you are employed?

Answer	%	Count
Agriculture & Forestry/Wildlife	0.00%	0
Business & Information	3.70%	1
Construction/Utilities/Contracting	11.11%	3
Education	3.70%	1
Financial Services	14.81%	4
Food & Hospitality	14.81%	4
Gaming	0.00%	0
Healthcare	11.11%	3
Manufacturing	22.22%	6
Motor Vehicle	0.00%	0
Natural Resources/Environmental	0.00%	0
Other	3.70%	1
Professional Services	3.70%	1
Real Estate & Housing	7.41%	2
Safety/Security & Legal	0.00%	0
Transportation	3.70%	1
Total	100%	27

## Q2 - Approximately how many people are employed by your organization?



#	Answer	%	Count
1	500 or fewer	10.71%	3
2	500-1,000	7.14%	2
3	1,000-10,000	17.86%	5
4	10,000-50,000	32.14%	9
5	50,000-100,000	14.29%	4
6	100,000 or more	17.86%	5
	Total	100%	28

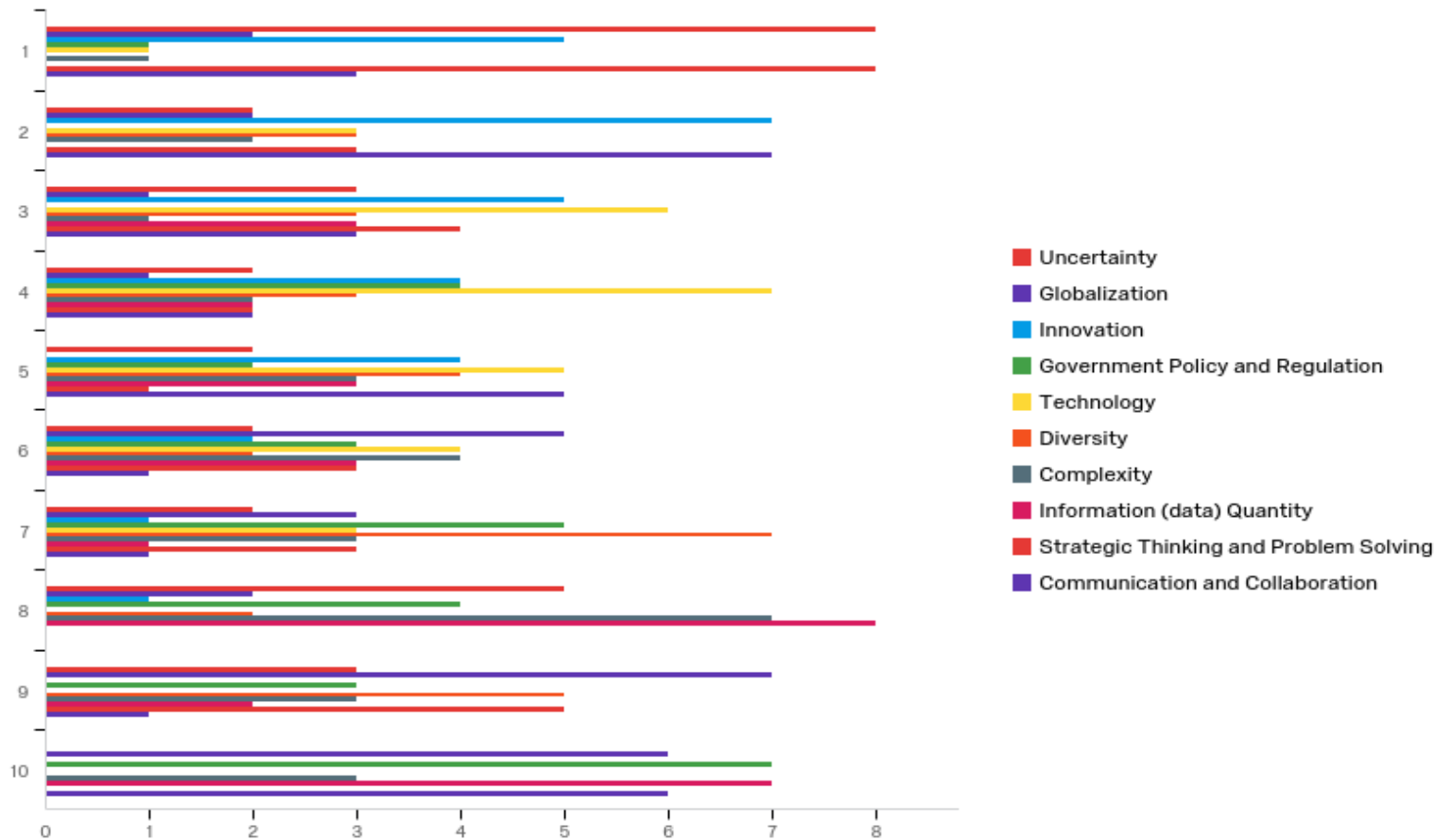


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## Q3 - Please review the business challenges listed below.

By dragging them, rank them in order of importance to your organization, from most important (1) to least (10).





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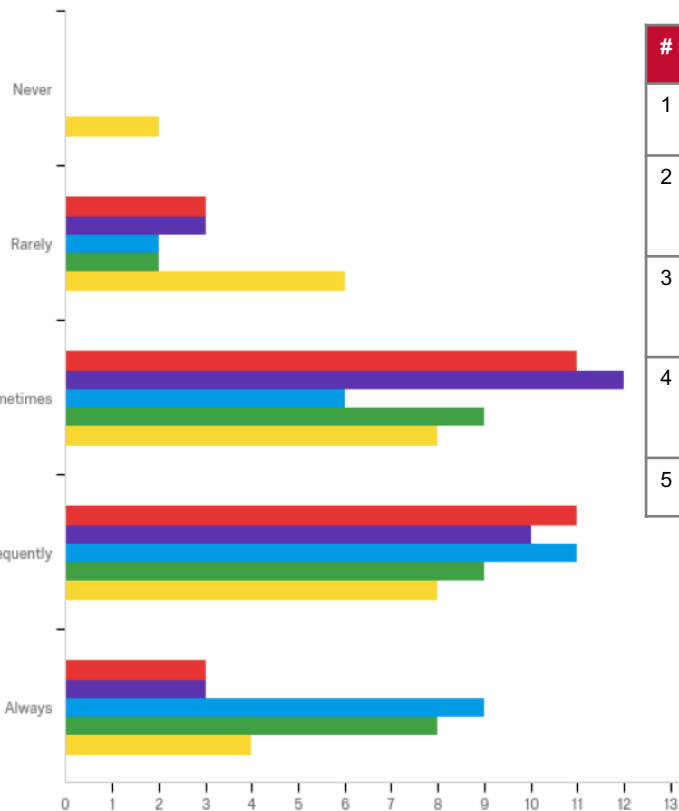
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## Q3 - Please review the business challenges listed below.

By dragging them, rank them in order of importance to your organization, from most important (1) to least (10).

#	Question	1	2	3	4	5	6	7	8	9	10	Total										
1	Uncertainty	27.59%	8	6.90%	2	10.34%	3	6.90%	2	6.90%	2	6.90%	2	6.90%	2	17.24%	5	10.34%	3	0.00%	0	29
2	Globalization	6.90%	2	6.90%	2	3.45%	1	3.45%	1	0.00%	0	17.24%	5	10.34%	3	6.90%	2	24.14%	7	20.69%	6	29
3	Innovation	17.24%	5	24.14%	7	17.24%	5	13.79%	4	13.79%	4	6.90%	2	3.45%	1	3.45%	1	0.00%	0	0.00%	0	29
4	Government Policy and Regulation	3.45%	1	0.00%	0	0.00%	0	13.79%	4	6.90%	2	10.34%	3	17.24%	5	13.79%	4	10.34%	3	24.14%	7	29
5	Technology	3.45%	1	10.34%	3	20.69%	6	24.14%	7	17.24%	5	13.79%	4	10.34%	3	0.00%	0	0.00%	0	0.00%	0	29
6	Diversity	0.00%	0	10.34%	3	10.34%	3	10.34%	3	13.79%	4	6.90%	2	24.14%	7	6.90%	2	17.24%	5	0.00%	0	29
7	Complexity	3.45%	1	6.90%	2	3.45%	1	6.90%	2	10.34%	3	13.79%	4	10.34%	3	24.14%	7	10.34%	3	10.34%	3	29
8	Information (data) Quantity	0.00%	0	0.00%	0	10.34%	3	6.90%	2	10.34%	3	10.34%	3	3.45%	1	27.59%	8	6.90%	2	24.14%	7	29
9	Strategic Thinking and Problem Solving	27.59%	8	10.34%	3	13.79%	4	6.90%	2	3.45%	1	10.34%	3	10.34%	3	0.00%	0	17.24%	5	0.00%	0	29
10	Communication and Collaboration	10.34%	3	24.14%	7	10.34%	3	6.90%	2	17.24%	5	3.45%	1	3.45%	1	0.00%	0	3.45%	1	20.69%	6	29

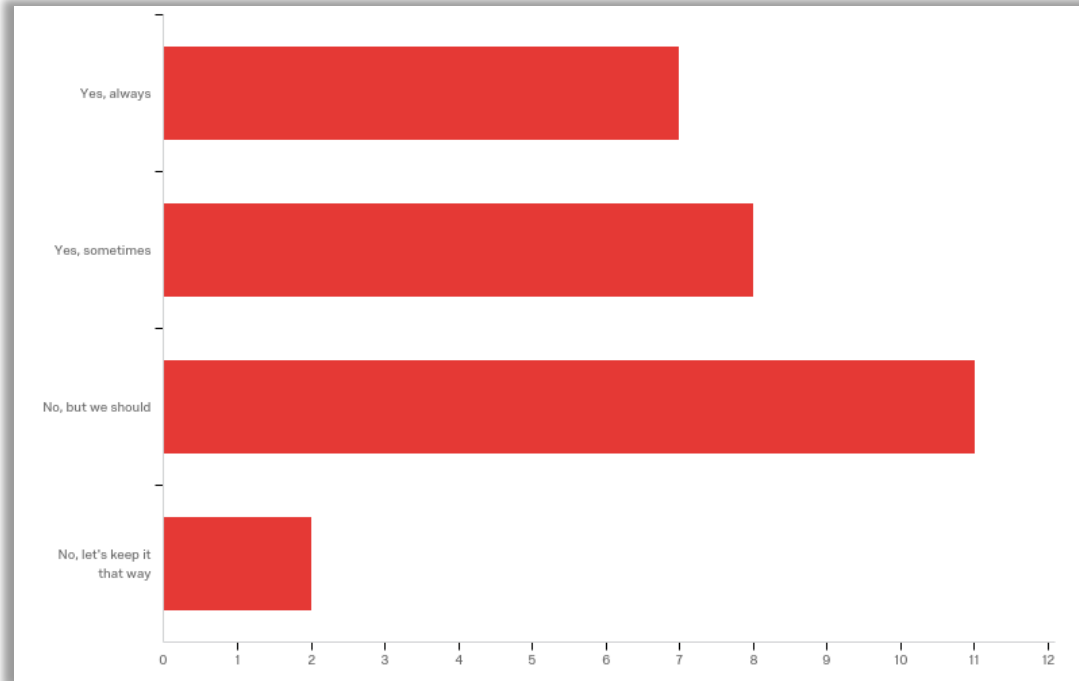
# Q4 - Using the rating scale below, please indicate why your company invests in Executive Education.



#	Question	Never	Rarely	Sometimes	Frequently	Always	Total
1	Business Growth (increase revenue)	0.00% 0	10.71% 3	39.29% 11	39.29% 11	10.71% 3	28
2	Business Profitability (increased efficiency)	0.00% 0	10.71% 3	42.86% 12	35.71% 10	10.71% 3	28
3	Skills Development (learning transfer of skills)	0.00% 0	7.14% 2	21.43% 6	39.29% 11	32.14% 9	28
4	Employee Collaboration and Engagement	0.00% 0	7.14% 2	32.14% 9	32.14% 9	28.57% 8	28
5	Succession Planning	7.14% 2	21.43% 6	28.57% 8	28.57% 8	14.29% 4	28

- Business Growth (increase revenue)
- Business Profitability (increased efficiency)
- Skills Development (learning transfer of skills)
- Employee Collaboration and Engagement
- Succession Planning

## Q5 - When investing in training or executive education for your organization, are you expected to measure return on investment?

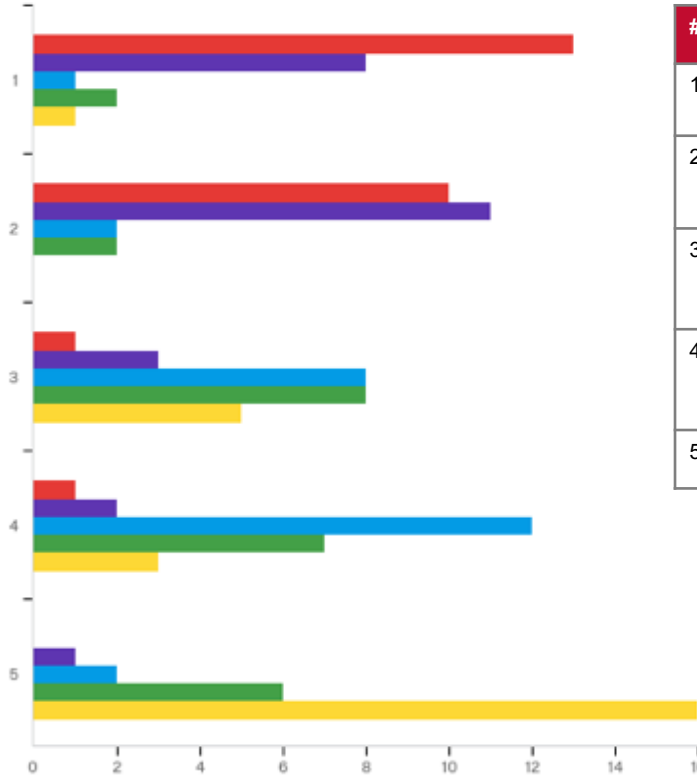


#	Answer	%	Count
1	Yes, always	25.00%	7
2	Yes, sometimes	28.57%	8
3	No, but we should	39.29%	11
4	No, let's keep it that way	7.14%	2
	Total	100%	28

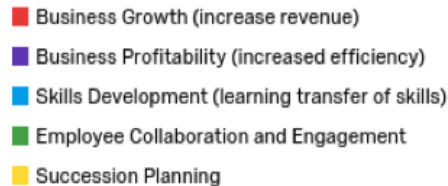


## Q6 - Please review the list of business goals below.

By dragging them, rank them in order of importance to your organization, from most important (1) to least (5).

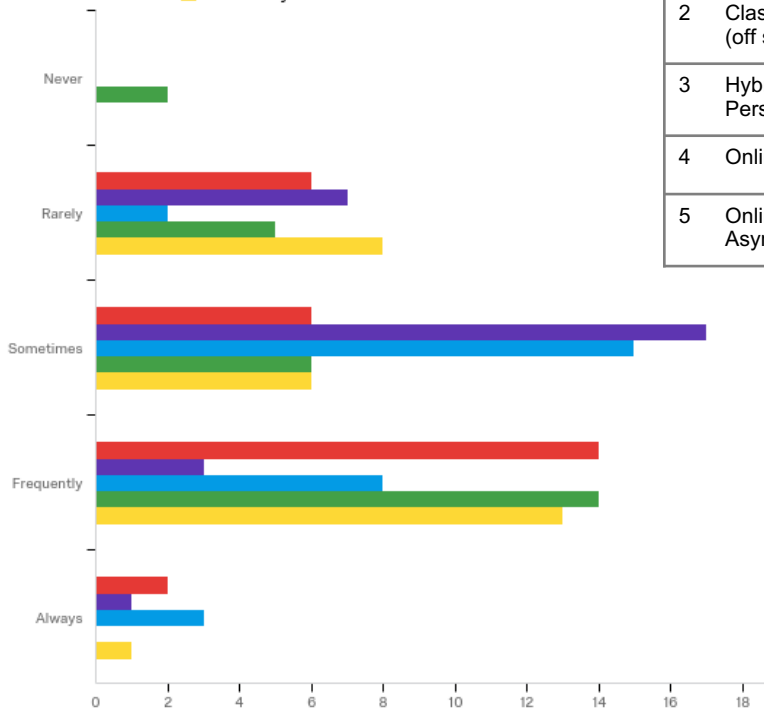


#	Question	1	2	3	4	5	Total					
1	Business Growth (increase revenue)	52.00%	13	40.00%	10	4.00%	1	4.00%	1	0.00%	0	25
2	Business Profitability (increased efficiency)	32.00%	8	44.00%	11	12.00%	3	8.00%	2	4.00%	1	25
3	Skills Development (learning transfer of skills)	4.00%	1	8.00%	2	32.00%	8	48.00%	12	8.00%	2	25
4	Employee Collaboration and Engagement	8.00%	2	8.00%	2	32.00%	8	28.00%	7	24.00%	6	25
5	Succession Planning	4.00%	1	0.00%	0	20.00%	5	12.00%	3	64.00%	16	25



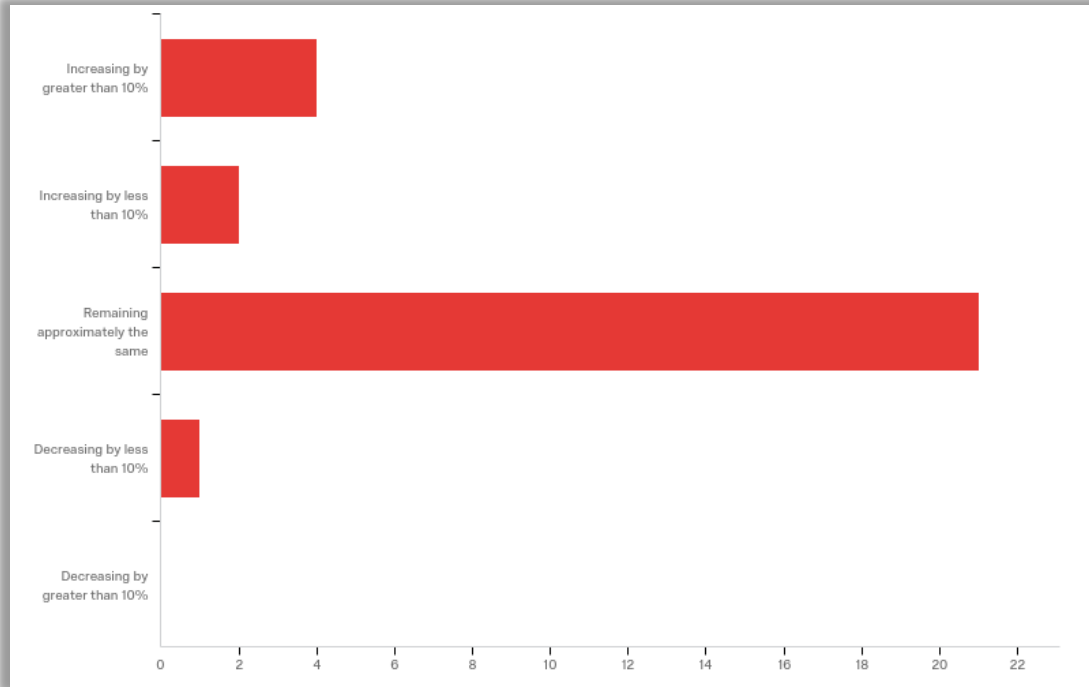
# Q7 - Using the rating scale below, please indicate how frequently your organization uses each mode of learning:

- Classroom training (at your company)
- Classroom training (off site)
- Hybrid (Online + In Person)
- Online Synchronous
- Online Asynchronous



#	Question	Never		Rarely		Sometimes		Frequently		Always		Total
1	Classroom training (at your company)	0.00%	0	21.43%	6	21.43%	6	50.00%	14	7.14%	2	28
2	Classroom training (off site)	0.00%	0	25.00%	7	60.71%	17	10.71%	3	3.57%	1	28
3	Hybrid (Online + In Person)	0.00%	0	7.14%	2	53.57%	15	28.57%	8	10.71%	3	28
4	Online Synchronous	7.41%	2	18.52%	5	22.22%	6	51.85%	14	0.00%	0	27
5	Online Asynchronous	0.00%	0	28.57%	8	21.43%	6	46.43%	13	3.57%	1	28

## Q8 - Using the rating scale below, please indicate how the budget for executive education at your organization is changing over the next 12-18 months:



#	Answer	%	Count
1	Increasing by greater than 10%	14.29%	4
2	Increasing by less than 10%	7.14%	2
3	Remaining approximately the same	75.00%	21
4	Decreasing by less than 10%	3.57%	1
5	Decreasing by greater than 10%	0.00%	0
	Total	100%	28