

PROJECT

PRO-MOTION. Sensitive career management

Erasmus+ Program, KA3: Social inclusion and common values: the contribution in
the field of education and training

No.: 621491-EPP-1-2020-1-PL-EPPKA3-IPI-SOC-IN

TITLE OF DOCUMENT: WP3 – PREPARATORY PHASE

**NATIONAL REPORT – FOCUS GROUPS/INTERVIEWS & QUESTIONNAIRE
RESEARCH - EMPLOYERS**

PARTNER ORGANISATION:

University of Alicante

Spain

Copyright: This project has received funding from the European Union's Erasmus + Programme.
Unless officially marked PUBLIC, this document and its contents remain the property of the partners of PRO-motion Consortium.

Organizational Information – University of Alicante WP3

The main objective of this task from the WP3 was to explore the functioning of highly sensitive people in the workplace, both from the perspective of a highly sensitive as employer of various sectors. For that purpose a series of focus groups and individual interviews were performed. In the case of the UA we selected professionals from the sectors of health care (including nursings and psychologist) and from the field of education (including primary education and high education).

After collecting the data an inductive qualitative analysis was performed based on the previous codes identified in the qualitative analysis that took place with the Polish sample. Overall, the results are in line with the main themes and codes identified in the initial analysis and no substantial modification was made to the initial codification proposal. In the report of the qualitative part we outline the main characteristics of the participants and we attach the excel file with the most important codes identified in the analysis, both for employers and for employees.

1. Dates of focus groups/interviews: + annex – participants list, logs (if online)

The interviews and the focus groups were conducted during the months of October 2021 to March 2022.

Focus Group 1 (Employers): 18/11/2021

Focus Group 2 (Employers): 19/11/2021

Focus Group 3 (Employers): 02/12/2021

Focus Group 4 (Employers): 07/03/2022

Focus Group 5 (Employers): 15/03/2022

Interview 1 (Employer): 17/11/2021

Interview 3 (Employer): 08/11/2021

Interview 5 (Employer): 21/12/2021

We attach one excel files that include the information of each participants as well as the signed informed consent to participate in the study.

2. Place of focus groups/interviews

Considering the COVID-19 situation all of the focus groups and interviews were performed online through the Google Meet platform. All of them were recorded in audio and in video to make the verbatim transcripts.

3. Number of participants per each of focus groups/interviews:

The number of participant in each focus group and interview is described as follows:

Focus Group 1 (Employers): N=4

Focus Group 2 (Employers): N=2

Focus Group 3 (Employers): N=4

Focus Group 4 (Employers): N =4

Focus Group 5 (Employers): N= 5

Interview 1 (Employer): 1 participant

Interview 3 (Employer): 1 participant

Interview 5 (Employer): 1 participant

4. Type of participants: *HS employers*

The type of participants is described after each focus group in addition we have included the area of work.

Focus Group 1 (Employers): Health Care Professionals

Focus Group 2 (Employers): Health Care Professionals

Focus Group 3 (Employers): Education

Focus Group 4 (Employers): Project Managers from the University

Focus Group 5 (Employers): Education (University Teachers)

Interview 1 (Employer): Hospital Manager

Interview 3 (Employer): Psychologist.

Interview 5 (Employer): Education.

Content Related Information – University of Alicante WP3

1. Information about participants (from the recruitment form) - sociodemographic characteristics of the respondents

Sociodemographic Characteristics of Employers

Regarding the Employers that took part in the focus groups and in the individual interviews, a total of 23 participants were recruited. The majority were female (n=14) with a mean age of 42.6 years old (Minimum= 29 and Maximum= 57). Regarding their educational level, two participants had advanced vocational training, two have an University Degree, seven have reached the level of Master and the rest had a Ph.D. The majority of lived in a city, with the exception of two participants that came from a town. With regard to their profession one of them was business man, four of them were teachers from primary education, eight were health care professionals (including nurses and psychologist) and ten were university teachers and researchers.

2. Categories from the results (based on the categories sent by the leader) - the document with the category analysis is entitled CODES Example QA Promotion_final

The Excel file with the results of the codification for both employers and employees is included as an additional file.

3. Transcripts (as an attachment)

All the transcriptions of the focus groups and the individual interviews are included as an attachment. The transcripts are in their original language (Spanish).