



MISKOLCI
E G Y E T E M

**REGULATION ON GRADUATE CAREER
TRACKING (GCTS AND MOTIVATION)
SURVEYS**

University Regulation No. 1.9

Effective date: 1 April 2025

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Preamble

Ensuring the quality of higher education training, academic research, and artistic creative activities as core activities of higher education – within the framework defined by Act CCIV of 2011 on National Higher Education and Government Decree 19/2012. (II. 22.) on certain issues of higher education quality assessment and development – is the primary task and responsibility of institutions of higher education to ensure the effective operation of their training programmes (and other activities) and furthermore to systematically collect, analyse, and use information to ensure their operation, including the career paths/careers of graduates, about which institutions publish clear, accurate, objective, up-to-date, and easily accessible information.

The University of Miskolc (hereinafter: University) is committed to providing high-quality education and support to its students, as well as to promoting the successful employment of its graduates and the monitoring of their career progress.

The University's Regulation on Graduate Career Tracking (GCTS and motivation) Surveys is part of this commitment and aims to provide a comprehensive overview of the continuous monitoring and evaluation of the training programmes offered by the University, and thus of the development of training programmes, the setting of further development goals, the consideration of social changes, student workload, academic performance and graduation, student expectations, needs and satisfaction, as well as the professional career development, labour market situation and motivation of graduates.

To this end, the University Senate has created this Regulation.

Purpose of the Regulation

Section 1

- (1) The Graduate Career Tracking System (hereinafter: GCTS) and Motivation Surveys are a set of organisations, methods, techniques, and practices that provide direct feedback on the effectiveness of training programmes.

The purpose of motivation surveys is related to the phase and focus of the survey:

- a) incoming motivation survey: in the case of students starting their bachelor's degree, a career choice motivation and freshman camp satisfaction survey is conducted, while in the case of mid-year entrants, the reasons for choosing an institution of higher education are examined.
- b) interim motivation surveys: examines the student's training goals, expectations, and needs (track, electives, catching up, talent management, services, infrastructure, education, etc.).

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- c) exit motivation surveys: we ask students about their satisfaction with their training (in terms of teaching, infrastructure, services) and their preparation for the labour market.

Motivation surveys provide an opportunity to take any measures that may be necessary during the students' training period in order to ensure high-quality training.

- (2) The GCTS is responsible for tracking the career paths of graduates from the University and, through continuous contact, obtaining information about their employment experience, labour market characteristics, the applicability of the knowledge they have acquired, and any further training needs. By tracking the careers of its graduates, the University can improve its relationship with labour market participants and employers in the competitive and public sectors.
- (3) Based on the processed information, the GCTS facilitates the planning of the University's educational offer and the development of its marketing strategy. The GCTS creates opportunities for academic and career counselling and the development of new services.
- (4) As part of its marketing efforts, the GCTS aims to inform applicants and prospective students about their employment prospects after completing certain trainings at the University, and to provide current and graduate students with feedback on how their chosen courses are perceived in the labour market.
- (5) In developing corporate relations, the GCTS aims to expand the University's business social network by taking into account the training needs of the labour market, thereby helping a significant proportion of graduates to find employment.
- (6) At the sectoral systems level, the aim of the GCTS is to ensure the availability of relevant information for sectoral strategy development concerning the employment and career opportunities of the University's graduates.
- (7) Based on the guidelines of previous TÁMOP (Social Renewal Operational Programme) tenders, the GCTS surveys included the following categories and types of surveys:
 - a) GCTS A: online survey of all students who have obtained their certificate of completion one year after graduation;
 - b) GCTS B: follow-up online survey of all students who have obtained their certificate of completion three years after graduation;
 - c) GCTS C: also follow-up online survey of all students who have obtained their certificate of completion five years after graduation;

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- d) GCTS D: every three years, a sample survey of students who have obtained a certificate of completion in the last three years, conducted by interviewers on the basis of a personal/telephone survey.
- (8) The body conducting the national survey shall determine the group of respondents for the given year, to which the completion of the interim motivation survey for the given year may be adjusted in order to comply with the mandatory data servicing requirements.

Personal scope of the Regulation

Section 2

- (1) The personal scope of the Regulation extends to all organisational units and employees of the University, as well as all students enrolled in bachelor's, master's, single-cycle, tertiary vocational, postgraduate specialisation and doctoral programmes.

General provisions

Section 3

- (1) External and internal legal norms applicable to the Regulation:
 - a) Act CCIV of 2011 on National Higher Education (Section 18(1) of Chapter V)
 - b) Act CXII of 2011 on the Right to Informational Self-Determination and on the Freedom of Information
 - c) Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC, and
 - d) the University's Regulations on Data Protection, Data Management, and Access to and Disclosure of Public Interest Data.
- (2) The GCTS survey is coordinated by the national survey body and is mandatory for all universities. To this end, it provides the survey question sets and determines the scope of participants in the given surveys. The results of the data collection, the database coded according to the specified rules, shall be sent to the body conducting the national survey by the prescribed deadline. Accordingly, it is the obligation of the University to support and conduct the survey.

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- (3) The completion of motivation surveys, if they are not part of the GCTS surveys, is optional.
- (4) Maintaining the University's GCTS system is the joint responsibility of the Rector and the Chief Financial Officer.
- (5) The professional management of the GCTS system is the responsibility of the chairperson of the Quality Assurance Committee (hereinafter: QAC).
- (6) The head of the Centre for Quality Assurance (hereinafter: CQA) is responsible for managing operational implementation, scheduling, launching and closing surveys, and providing data to the national survey body, then evaluating and publishing the results at the institutional level and sending the screenings to the faculties and management units concerned.
- (7) The unit-level quality assurance managers are responsible for evaluating the surveys at the unit level, providing information on the data, formulating recommendations, and monitoring the implementation of interventions.
- (8) The QAC is responsible for structuring and defining questions in the GCTS and motivation surveys that go beyond the national question blocks.
- (9) The Neptun study system provides the data necessary for the survey. The head of the Directorate for Enrolment and Education Management is responsible for data servicing by the required deadline.
- (10) We will contact all active university students/students with a certificate of completion who are affected by the GCTS and motivation surveys and who have a valid email address in the study system. Responding to the surveys is voluntary and anonymous.
- (11) The head of the IT centre will provide the IT background for the online surveys.
- (12) With the integration of the representatives of UM SU and UM DSU, as well as faculty SU and DSU, the heads of units and deans, together with the unit-level QAC managers shall ensure that developments and changes are made based on the results of career tracking and motivation surveys within the framework of faculty/unit-level quality assurance.
- (13) The provisions listed in paragraph (1) of this section must be observed during the handling, processing, and transmission of data.

Closing provisions

Section 4

- (1) These regulations were adopted by the Senate with Resolution No. 65/2025. (III. 20.).
- (2) This Regulation shall enter into force on 1 April 2025, and shall remain in effect until revoked. Upon its entry into force, the provisions of the Regulation on the

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Graduate Career Tracking System of the University of Miskolc, adopted by Senate Resolution No. 189/2019 and effective as of 1 July 2019, concerning the graduate career tracking system shall be repealed; however, the provisions relating to the operation of the Alumni system shall remain in force. Simultaneously, the Regulation on Student Motivation Surveys of the University of Miskolc, adopted by Senate Resolution No. 211/2017 and effective as of 20 October 2017, shall also be repealed.

Dated: Miskolc, March 2025

Prof. Dr Horváth Zita
Rector