



## SURVEY OF PRACTICE PLACE TUTORS ON CREATIVITY AND BUSINESS INNOVATIONS STUDENTS' PRACTICAL SKILLS

### Execution time

At the end of the 2023-2024 study year spring semester professional and final practice.

### Objective of the survey

To analyse practice place tutors' assessment of CI22E and CI21E students' practical skills.

### Short presentation of the questionnaire

Practice place tutors rated students' practical skills according to the 10 given criteria on a ten-point scale from 1 to 10. The average of the evaluations was calculated by analyzing the results.

### Presentation of survey results

The overall assessment average for all 10 criteria is 9,8 out of 10 possible points, reflecting the overall assessment of the practical skills of Creativity and Business Innovations (N = 32).

No.	Criterion	Score
1.	Quality of completed tasks and jobs	9,6
2.	Problem solving	9,5
3.	Critical thinking	9,4
4.	Creativity	9,7
5.	Responsibility	9,9
6.	Motivation	9,8
7.	Self-sufficiency	9,7
8.	Collaboration	9,5
9.	Negotiation skills	9,4
10.	Other (communication, assistance with other staff tasks)	10
<b>Praktikos rezultatų pasiekimas</b>		<b>9,8</b>

The following areas were rated best by the practice place tutors: responsibility and motivation.

### Trainee strengths

Trainees have exceptional initiative and excellent organisational skills. They demonstrate a strong sense of responsibility, constantly striving for the highest results. Critical thinking and an analytical approach help to find effective solutions. Trainees willingly accept the tasks assigned to them and carry them out responsibly. They are creative, persistent and motivated, constantly seeking new knowledge and opportunities to develop. Their ability to deliver on time and high quality results is exceptional. Interns actively collaborate with the team, show initiative and share their ideas with courage. In addition, their analytical thinking and their ability to put theoretical knowledge into practice allow them to adapt quickly to a changing environment. Their communication skills, in both English and Lithuanian, help them to communicate effectively with colleagues and partners. Trainees are inquisitive, constantly asking valid questions and suggesting improvements to the organisation's processes.



### **Trainee weaknesses**

The weaknesses of trainees can be described in several areas. Firstly, time management and negotiation skills need to be developed in order to manage tasks more effectively. Time and stress management are areas where they struggle, often facing distractions and prioritisation challenges, which can affect their performance. Trainees also lack teamwork as they prefer to work individually. This can make it difficult to collaborate with colleagues and disseminate information. There is a lack of critical thinking. The lack of theoretical knowledge of accounting and the difficulties in applying theory in practice indicate that more development is needed in these areas. It can also be noted that trainees are afraid of making mistakes, which can hinder their growth and self-confidence. Errors in attention and the inability to plan the working day properly can lead to poorer performance, especially in tasks that are not interesting to them.

### **Deficiencies in theoretical preparation that became apparent during practice**

While students have the basic knowledge to be able to put their tasks into practice, they lack the ability to apply theoretical methodologies effectively in real-life situations and need a better understanding of the dynamics of financial markets. In addition, students could be better equipped to react to changing environments and to apply a variety of decision-making techniques.

### **Other observations**

Cooperation between the student, the representative of the training institution and the placement supervisor would be useful to clarify the objectives of the placement and to facilitate their implementation.

### **What's next?**

Students who have completed a practice in an organization receive the evaluation sheets of the practice tutors and submit them together with the practice report to the practice tutor and lecturer of VK Faculty of Business Management. This ensures feedback between the practice place, the student and the VK Faculty of Business Management. By integrating the evaluation of the practice tutor, the practice report and practice defense, the final evaluation of practice results is calculated. The assessment of students' practical abilities provided by the practice supervisors makes up 30% of the total assessment of the Professional Practice and Final Practice module (each 20 credits).