Davis analysis

| Promotion and Career | | Frequency | Percent |
| --- | --- | --- | --- |
|  | No answer | 12 | 16.9 |
| No hope | 8 | 11.3 |
| Little/very difficult | 20 | 28.2 |
| So-so | 3 | 4.2 |
| Great | 18 | 25.3 |
| Miscellaneous | 10 | 14.1 |
| Total | 71 | 100.0 |

Student analysis

| Promotion and Career | | Frequency | Percent |
| --- | --- | --- | --- |
|  | No answer | 8 | 11.3 |
| Not satisfied | 9 | 12.7 |
| Satisfied | 30 | 42.3 |
| Very satisfied | 24 | 33.8 |
| Total | 71 | 100.0 |

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| **Q22** What do you think about engineers’ promotion opportunity? And what concerns do you have about your career development? |
| 1.有很大的晋升空间，多读学习，提升自我  1. A lot of promotion space, reading and learning, promote ego. |
| 2.对于创造晋升的空间不是很大；对于已经工作10年以上的工程师会从OEM发展到ODM  2. Promotion of the space is not great, Engineers who have been working for more than 10 years will be developed from OEM to ODM. |
| 3.我认为工程师的晋升空间还是很大的，工程师这个职业必须要有一定的经验积累，有了一定的经验积累后，学习一些管理知识，为后续能进入管理层打下基础  3. In my opinion, promotion space of engineers is great, the professional engineers must have accumulated some experience, after that, learning some knowledge of management to be prepared for the future enter the management team. |
| 4.基本无晋升空间，发展空间不大  4. Basically no promotion space, no development space. |
| 5.工程师的晋升空间很大，职业发展没有太多的想法，对于现状很满意  5. Promotion space of engineers is great, but no any plan for their career development, are not very unsatisfied with current status. |
| 6.晋升空间没有详细了解，不知如何解答，发展只能不断了解更多的有关知识  6. Don’t know the promotion space in details, and don’t know how to answer, career development can only continue on the basis of knowing more knowledge. |
| 7.晋升空间小，发展  7. Promotion space is a little. |
| 8.对这方面未做考虑  8. No consideration is given to this aspect. |
| 9.晋升空间很大，技术与管理相结合，从事技术与管理相结合的工作  9. Promotion space is very big, unify the technology and the management, be engaged in related jobs. |
| 10.工程师的晋升空间很大，对于工作现状满意  10. Promotion space is very big. Engineering are satisfied with current status. |
| 11.晋升空间小，3年了还没升职，现在的职业发展前景不怎么好，PC端一直在下滑，所以发展前景很差  11. Promotion space is a little, no promotion in 3 years, prospects of career development are not very good. The PC side has been declining, so the prospects of development is very poor. |
| 12.工程师的晋升空间蛮大的，需要在之前的基础上逐步丰富知识面，拓展视野，从技术角度与管理能力上进行提升  12. The engineers’ promotion space is very big, need to gradually enrich the knowledge, expand the field of vision, improve self from the technical point of view and management capabilities. |
| 13.晋升空间窄，收到行业限制，另外技术做多了，管理类思维少，做好当前工作，尽量去拓展技术和接触管理  13. Promotion space is narrow, limited by the industry, more technical works, less management thinking. Do a good job, as far as possible to expand the technology and be in touch with management team. |
| 14.注重技术，提升自我创新  14. Focus on technology, enhance self innovation. |
| 15.一样慢慢爬格子  15. Prudence and patience. |
| 16.未来工程师发展空间范围较大，在各个行业中起到至关重要的位置，扩展自己专业知识，提升专业技能，拓宽未来职业发展方向  16. in future, engineers’ promotion space is very big, play a crucial role in various industries, expand personal professional knowledge, improve professional skills, broaden the future career development. |
| 17.晋升空间有限，缺乏管理经验，很难上升，实实在在脚踏实地做事吧  17. Promotion space is a little , be lack of management experience, hard to promote, to be more down to earth. |
| 18.做好自己的工作，不会太在乎回报  18. To do their work, not care about the return. |
| 19.不同的公司对工程师的定位不同，晋升空间也存在差别，自己的职业上工程师的作用不大，只是某种职称评定和晋升空间也相对狭窄  19. Different companies have different targets and requirement for the engineers, so the promotion space is different as well. During career development, it has little effect, but some kinds of assessment of professional title and promotion space is relatively narrow. |
| 20.个人认为工程师晋升空间不大，我对自己的职业发展是希望能通过自己的努力掌握扎实的理论、实验及工程储备，成为一名优秀的工程师  20. in my opinion, engineers’ promotion space is not big. My expect of career development is to master a solid theoretical knowledge, experimental and engineering reserves, and to become an excellent engineer by going through my own efforts. |
| 21.可提高认知水平  21. Improve Cognitive level. |
| 22.工程师的晋升通道较窄，只有少数的能够进入管理层，我的职业发展是以技术工程师为主要路线，可尝试不同类型的岗位  22. Engineers’ promotion space is narrow, only a few can enter the management team, my career development is to take a technical engineer as a main job, meanwhile, have a try in different types of jobs. |
| 23.晋升空间一般，普通工程师晋升较有限，特别是在工程师较多的公司。普通企业的工程师的晋升空间较大，但高度限制大  23. No promotion space, engineers’ promotion space is limited, especially there’re lots of engineers in the company. Engineers in some small companies has a big promotion space, but need to meet high requirements. |
| 24.有限  24. Limited. |
| 25.晋升空间一般  25. Promotion space is just so so. |
| 26.在中国大部分公司晋升渠道还需要集中在管理行政岗位，这些岗位数量少，需要面临其他职位的竞争，造成工程师的晋升有限  26. In China, most promotion channels of the company also need to focus on administrative positions, the number of these positions is limited, need to face competition from other positions, which result in limited promotion of engineers. |
| 27.有较大晋升空间，关键看自己的努力，职业发展会有，但速度慢 |
| 27. Has a big promotion space, the key is lying in their own efforts. There’s opportunity of career development, but relative slowly. |
| 28.技术管理  28. Technical management |
| 29.工程技术发展方向有限  29. Engineering technology development is limited. |
| 30.晋升空间不大，发展一般  30. promotion space and development are both just so so. |
| 31.没有晋升空间，职业发展顺其自然  31. No promotion space, career development let nature take its course. |
| 32.一般，发展很困难  32. In general, the development is very difficult. |
| 33.发展空间具体要概括实践情况去看，无法去估量  33. Development space rely on actual practice, can’t be estimated. |
| 34.工程师的晋升空间一般  34. Not much promotion space for engineers. |
| 35.空间十分有限，太专业发展受限  35. Too professional to be little development space. |
| 36.有较为完善的职业系统，有针对各种情况的职业规划，按照国家标准正常规划  36. Have a more perfect career system, there’s a variety of career planning in accordance with the national standards. |
| 37.晋升空间比较大，自己职业发展未来空间发展空间大  37. Promotion space is very big. Career development has a big space in future. |
| 38.晋升空间一般，没什么看法。  38. Promotion space is just so so, no more ideas. |
| 39.晋升空间还是有的，比较大，主要看自己的努力,发展速度较慢，如果坚持梦想，还是可以实现的，过程比较艰辛。  39. Has a big promotion space, the key rely on our own efforts, but develop slowly. If you insist on a dream, or can be achieved, but the process is much more difficult. |
| 40.晋升空间有限。我所从事的工作主要是工程咨询，涉及的面很广，但都不精，而且受限于没有施工或设计经验，对宏观问题的考虑会显得片面。对职业的发展就是打算做好本职工作的同时，通过视频资料、现场观摩等方式多学习一些课外的工程知识，多弥补一下其他知识的缺乏情况。  40. Promotion space is limited. My main job is consulting, involving a wide range, but all are not refined. Besides, it’s limited to no construction or design experience, the consideration of macro issues will appear to be one-sided. Career development is planning to do my own works very well, at the same time, through the video information and live observation, to learn some extra engineering knowledge, make up the lack of knowledge. |
| 41.晋升空间较大。  41. Has a big promotion space. |
| 42.需要漫长的时间，大量的学习和通过考试  42. Need long time and much more learning, pass the exam. |
| 43.很难！ 卖苦力，挣辛苦钱。  43. Very Difficult, work very hard to make a live. |
| 44.职务晋升，人人都想获得。正确认识和正确对待职务晋升，因此应保持端正的态度。首先，应保持轻松自然的心境。在对待他人的提升，应该保持平静的心态去对待，不能用庸俗的眼光看待他人的提升，认为别人机遇好或是走了什么捷径。而是要化压力为动力，激发自己加强学习、扎实工作，惟有如此，求进的动力才会源源不断，创造的活力才会生机蓬勃，实绩才会更加突出，施展才华的空间才会更大；在对待自己的提升上，要保持谦虚的心态而且要化动力为责任。更加要多剖析自我，多发现他人的贡献和作用，并且严格要求自己，谨慎用权；在面对挫折和失意时，应保持从容的心态，要学会在逆境中锤炼品质、磨砺意志、增长才华，增强克服困难、应对各种风险、驾驭复杂局面的信心和能力，化消极为积极.其次，要靠突出的实绩赢得成功 。竞争是十分激烈的，只有实绩突出才能在众多竞争者中脱颖而出。凭实绩使用干部是的核心理念之一，没有实实在在、响当当的实绩，想取得成功是不可能的。最后，要耐得住寂寞等待机遇 。在职务晋升问题上，机遇肯定是存在的，人人都想获得，但并非人人都可获得，只有耐得住寂寞，力戒浮躁，对自己的信仰和价值追求持一种矢志不渝态度，时刻准备着，蓄势待发，才会迎来更多更好的机遇。  44. Everyone wants to get promotion. Correct understanding and treatment of promotion, we should have a correct attitude. Firstly, maintain a relaxed and natural state of mind. for others’ promotion, we should maintain a calm attitude, can’t look at others with vulgar view by thinking their promotion was brought by good opportunity or by taking a shortcut. We should take pressure as driving force to stimulate ourselves to strengthen learning and working in down-to-earth manner, only in this way, we could continuously improve ourselves, become more creative, achieve a better performance and gain more space to display our talents. For our own promotion, we need keep a humble attitude and take motivation as the responsibility. More analysis of self, find the contribution and roles of others, be in much strict with self, and be prudent use of rights. In the face of setbacks and frustration, should keep a calm state of mind, to learn to temper the character in the face of adversity, sharpen one’s will, improve talents, enhance confidence and capability to overcome difficulties, deal with various risks, control the complex situations, turn a negative into a positive. Secondly, success depends on outstanding performance. The competition is very fierce, only the outstanding performance could help one to win in many competitors. Performance is one of the core concepts of cadres. It’s impossible to win if without real, outstanding performance. Finally, to endure loneliness waiting for opportunity. On job promotion, there’s always opportunity, everyone wants to get it, but not everyone can get, only the one who endure loneliness, strictly avoid fickleness.to pursue their own beliefs and values in a stubborn attitude, be well ready as always, one will get more and better opportunities. |
| 45.晋升发展空间有限。  45. Promotion space is limited. |
| 46.不好，没发展  46. not good, no chance to promote. |
|  |
| 47.晋升空间不大,前途光明,但道路崎岖,建立信念  47. Promotion space is big, the future is bright. But it’s very hard, need have faith. |
| 48.空间狭小 前途渺茫  48. Space is limited. No hope. |
| 49.我认为工程师晋升空间是项目经理或项目总工，我觉得自己职业发展方向是项目生产管理方面。  49. In my opinion, the chance for promotion is to be a project manager or chief engineer, I feel that the direction of career development is project production management. |
| 50.晋升空间不是很大，我觉得知道一直坚持现在的工作岗位一直做下去还是有发展的  50. Promotion space is just a little, but it still has a chance if we insist on current job and current position. |
| 51.有很大空间吧，社会需要的是技术性，知识性的专业人士。职业发展脚踏实地吧，多学习最新的知识  51. Has a big space, the society need technical and knowledgeable professionals. Career development is to be down to earth, learn more newest knowledge. |
| 52.工程师从国家规定的级别中，随着经验技术的提高，会有晋升空间。从公司的制度上，经验丰富的工程师，会在岗位和待遇上有很好的提高，所以工程师是一个随工龄增加而体现价值的职业。多积累经验，将产品的原理和设计掌握熟悉，随着经验的积累，将来可以做到独立开发产品。  52. Engineers from the level of state, will get more promotion space with the improvement of experience and technology. From the company’s system, experienced engineers will have a good job and treatment, so the engineer is a career with increasing length of service to reflect the values. More accumulation of experience, be familiar with products’ principle and design, which will help one to be independent to develop new products with experience accumulation. |
| 53.工程师的晋升空间还是很大的，因为当时刚毕业的时候就了解到，随着工龄的增加（需考核），工程师的级别会提高，所以一旦自己的工作技能掌握的足够了，通过考核了，会有比较好的待遇。 |
| 公司晋升方向：助理工程师—工程师—高级工程师—技术总监.  53. The engineer’s promotion space is great because at that time of just graduation, they have been aware of the status, with the increase of length of service (need assessment), engineer’s level will improve. Therefore, once they master enough skills, pass exam, they will finally have a better treatment.  Company promotion: Assistant engineer, engineer, senior engineer and technical director. |
| 54.工程师的职称提高了，基本待遇也会提高，这是国家的规定。不管是在本公司从职，还是以后去别的单位，工程师的级别越高，待遇也会越好。工程师是任何行业都不会消沉的职业，任何单位想从工艺或者成本上节流，必须要有合适的工程师才行。  54. as national regulations, engineers will have a better treatment once their titles were improved. Whether he/she will still stay in the same company, or later goes to other companies, the higher level they have, the better treatment they will enjoy. An engineer is a kind of career that does not have a depression in any industries. Any company would like to save cost from the process, they must have suitable engineers. |
| 55.一个工程师的价值来源于他的工作经验和处理问题的能力，所以在肯上进的情况下，时间长了，待遇肯定会提高，而且会升为公司的骨干工程师。 |
| 不大，被条条框框限制了  55. The value of an engineer originate from his working experience and the ability to deal with problems. So in the case of efforts, as time goes, the treatment will be definitely improved and what’s more, he/she will be upgraded to the backbone of the company. |
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| 56.晋升空间不大 。发展前途不理想。  56. Promotion space is a little, no hope. |
| 57.没有晋升空间；暂时没有任何看法。  57. no promotion space, no more idea. |
| 58.干的好不如说的好，真正的技术工程师干的好的就永远在基层技术 岗位死命干活。要死不活的工作，要死不活的未来  58.the engineering who has well saying has much more space than the engineering who has only nice work. The real technical engineers are always doing a good job in the basic level of technical jobs. work hard, but future is not bright. |
| 59.狭窄，单靠能力基本无望。 |

59. Narrow. No hope if only rely on ability.