

Experts: Hello!

Thank you for taking the time out of your busy schedule to support us in doing this research. Scientific and technological innovation talents are the driving force for national development and social progress. This is a path combination retrospective analysis designed to study the career success of science and technology innovators in universities. Through this study, it is hoped to find more path configurations for the career success of sci-tech innovators, and to provide the basis for the personal career success and the policy support they need.

This questionnaire is left anonymous, there is no right or wrong answer, your answer is only for the overall statistical analysis, will not be open to others, please answer according to your true situation and feelings.

Part 1 Basic Information

Sex: 1.male 2.female Marital Status: 1. married 2. unmarried

Research Area: _____

Age: _____ Seniority: _____ years

Highest Degree Graduated College: _____

Highest education: _____ Position: _____

Unit type: 1.State-owned Enterprises 2.Private Enterprise 3.University and Research Institute 4.Sino-foreign Joint Venture Enterprise 5.Wholly Foreign-owned Enterprise(WFOE) 6. Institution 7.Other

Part 2 Human Capital Questionnaire

Please evaluate and judge your feelings with the following 22 descriptions according to your actual feelings and experience, and write down each corresponding number after each topic. The criteria for evaluation and judgment are as follows:

1.Very disagree 2.Disagree 3.Not sure 4.Agree 5.Very agree

1. You have the innovation ability. _____
2. You have the ability to create value for your research projects. _____
3. You have the ability to help your research team minimize the cost of project delivery. _____
4. You have the ability to provide quality teaching or research services to your college or research team. _____
5. You have the ability to develop new markets, new products, new services. _____

6. You have the ability to develop the best industry-recognized scientific research products or services._____
7. You have the ability to improve the efficiency or productivity of your college or team._____
8. You have the ability to adapt your college or team to Party A's constantly changing demand for scientific research project capabilities._____
9. You have the ability to provide your team with competitive low-cost scientific research products and services._____
10. You have the ability to directly affect the satisfaction of the scientific research project service object (Party A)._____
11. You have the ability to provide high-quality scientific research products or services._____
12. You have the ability to improve the organizational process._____
13. You are more competitive than any other labor force in the market._____
14. You're hard to replace by someone else._____
15. You have labor skills that your competitors don't have._____
16. Your labor skills within the industry are widely considered the best._____
17. Your job skills benefit from your working years._____
18. You have the ability that competitors are hard to buy._____
19. Your job skills are unique to your organization._____
20. Your competitors are hard to imitate or copy your job skills._____
21. Your job skills meet the requirements of your organization._____
22. It is your unique job skills that differentiate your organization from your competitors._____

The criteria for judging the following three questions are as follows:

**1.Very disagree 2.Disagree 3.A little disagree 4.A little agree 5.Agree
6.Very agree**

Please make a corresponding judgment based on your feelings, and write down the corresponding numbers after each question.

23. I have more professional and theoretical knowledge than my colleagues.____

24. I have more work experience than my colleagues.____

25. I have higher professional skills compared to my colleagues. ____

Part 3 Psychological Capital Questionnaire

Here are some sentences that describe how you may see yourself at present. Use the following 24 descriptions to evaluate and judge your feelings, and write down each corresponding number after each topic. The judgment criteria are as follows:

**1.Very disagree 2.Disagree 3.A little disagree 4.A little agree 5.Agree
6.Very agree**

1. I believe that I can analyze the long-term problems and find solutions.____

2. I was confident in stating things within the scope of my work in a meeting with the management.____

3. I believe I contributed to the company strategy.____

4. I believe I am able to help set goals within the scope of my work.____

5. I believe I am able to contact people outside the company (for example, suppliers, customers) and discuss issues.____

6. I believe I am able to present information to a group of colleagues.____

7. I can think of many ways to get out of the trouble that I find myself in at work.____

8. I am full of energy to complete my work goals at present.____

9. There are so many solutions to any problem.____

10. I think I am quite successful in my work now.____

11. I can come up with many ways to achieve my current work goals.____

12. I am achieving the work goals that I have set for myself currently.____

13. When I encounter setbacks at work, it was hard to recover from it and move on.____

14. I will solve the difficult problems at work in any case._____
15. If I have to do something at work, I can say that I can fight with it independently._
16. I am usually able to calmly handle the stress at work._____
17. I can survive the difficult times at work now, because I have gone through many hardships before._____
18. I feel that I can deal with many things at once in my current work._____
19. I usually expect the best results at work,when things are uncertain._____
20. If something must go wrong,it goes wrong even if I work wisely._____
21. I always see the bright side of things in my own work._____
22. I am optimistic about what happens in the future of my work._____
23. Things never have evolved as I wish it to be in my current work._____
24. I always believe that "behind the darkness is the light, do not be pessimistic" in my work._____

Part 4 Social Capital Questionnaire

(1) Microsocial capital

Please evaluate and judge your feelings with the following 23 descriptions according to your actual feelings and experience , and write down the corresponding number after each question.The criteria for evaluation and judgment are as follows:

1.Very disagree 2.Disagree 3.A little disagree 4.A little agree 5.Agree 6.Very agree

1. My circle of friends is very strong._____
2. I know a lot of people._____
3. I have a wide range of interpersonal contacts._____
4. I work with the people who have very different jobs._____
5. I work with the people who have very different nature of their work._____
6. I work with the people who have very different work area._____
7. I work with the people who have very different prestige._____
8. I meet people of high social status._____

9. I am close to some people who are in high positions._____
10. I have a lot of acquaintances who have great rights._____
11. I have a lot of acquaintances who are financially strong._____
12. My relatives are of great help to my job hunting._____
13. Relatives offer me valuable networks of relationships._____
14. I can get the guidance and help from my relatives at work._____
15. Relatives are helpful in my career development._____
16. My friends often give me advice at work._____
17. My friends often provide guidance and help in my work._____
18. My friend helped my career._____
19. People with an average relationship with me provide me with a lot of development opportunities._____
20. People with an average relationship with me provide me with a powerful network of relationships._____
21. People with an average relationship with me provide me some help when I am in trouble._____
22. People with an average relationship with me provide me with a lot of valuable information._____
23. People with an average relationship with me will help me develop my career._____

(2) Team social capital

Please evaluate and judge your feelings with the following 23 descriptions according to your actual feelings and experience , and write down the corresponding number after each question.The criteria for evaluation and judgment are as follows:

1.Very disagree 2.Disagree 3.A little disagree 4.A little agree 5.Agree 6.Very agree

1. Team (organization) members can do what they say._____
2. Team (organization) members believe that each other's commitment is reliable.____
3. Team (organization) members can help each other when their work is in trouble.____
4. Team (organization) members trust each other's working skills._____

5. Team (organization) members understand the terms that the other said._____
6. Everyone else can quickly understand the project issues described by members of the team (organization)._____
7. Team (organization) members are very clear about the symbols, terms, and meanings of the professional areas involved in the project._____
8. Team (organization) members are familiar with the tools (software, processes, processes, etc.) involved in the project._____
9. Team (organization) holds dinner parties, fellowship and other informal activities.
10. Team (organization) holds some seminars._____
11. Team (organization) members communicate through phone calls, E-mail, chat software, etc._____
12. Team (organization) members talk in the company canteen, lounge, corridor and other informal occasions._____
13. Team (organization) members have a relatively consistent views on the development prospects of the project._____
14. Team (organization) members have a consistent understanding of the important things of the project (such as key technologies)._____
15. Team (organization) members have more consistent views on the overall objectives of the team._____
16. Team (organization) members can reach consensus on decisions particularly critical to the project._____
17. The team (organization) director is always considerate and supportive in the future._____
18. The team (organization) director can treat the members very fairly._____
19. Team (organization) members believe that the director is competent for his / her position._____
20. Team (organization) members believe that what the director says is honest and credible._____

The following 21-23 question is "right or wrong", please judge the following description as "yes" or "non" according to your feelings.

21. Team (organization) members have a good personal relationship._____
22. Team (organization) members often discuss issues together._____
23. Team (organization) members have a lot of communication and cooperation in the work._____

(3) Macrosocial capital

Please evaluate and judge your feelings with the following 23 descriptions according to your actual feelings and experience , and write down the corresponding number after each question.The criteria for evaluation and judgment are as follows:

1.Very disagree 2.Disagree 3.Not sure 4.Agree 5.Very agree

1.In general, if you agree that the vast majority of people in this society can be trusted or not.

In addition, in your career, have you feel that any national, government, schools and other policies have helped to your career success?(Yes or No)_____

If so, please list them briefly:_____

Part 5 Career Success Questionnaire

Please evaluate and judge your feelings with the following 11 descriptions according to your actual feelings and experience , and write down the corresponding number after each question.The criteria for evaluation and judgment are as follows:

1.Very disagree 2.Disagree 3.A little disagree 4.A little agree 5.Agree 6.Very agree

1. The unit sees me as a valuable resource._____
2. The unit thinks that I can create value for the organization because of my skills and experience._____
3. I have many development opportunities in the unit._____
4. I can easily have similar jobs in other units._____
5. With my skills and experience, I have plenty of jobs to choose from._____
6. With my skills and experience, other organizations will see me as a valuable resource._____

7. I am satisfied with the success of my career. _____
8. I am satisfied with the progress I have made to meet my overall career goals. _____
9. I am satisfied with the progress I have made to meet my income goals. _____
10. I am satisfied with the progress I have made to meet my promotion goals. _____
11. I am satisfied with the progress I have made to meet the goal of acquiring new skills. _____