

# Participating in the European PSM Skills & Training Survey



## INFORMATION for FIRMS

## Project

### PERFECT – Purchasing Education and Research for European Competence Transfer

## Target

PERFECT is an EU funded project targeting at the development of the first empirically backed European purchasing curriculum.

## Project Term

01-09-2015 to 31-08-2018

## Project Objectives/Milestones

- PSM Skill Concept (summary of skills purchasers currently are trained in)
- Company Cases (updated benchmark of best practice firms)
- **Survey (empirical validation: which skills do successful purchasers have?)**
- Harmonized European purchasing curriculum (for firms and education)
- Skills self-assessment tool (for individuals)
- Massive Open Online Course (MOOC)

## Participating in the PERFECT Survey will answer questions on how to establish purchasing skill readiness for the future.

- Which purchasing skills are really necessary?
- Which skills distinguish successful from less efficient purchasers?
- Which purchasing specific roles require which skills set?
- Which skills should be trained to achieve the most performant purchasing organization?
  
- How does the skill set of my firm compare on a European benchmark level?
- Do our purchasers have the right skills?
- Do our purchasers have the necessary skills for the future in purchasing?
- How can we take the next step in purchasing HR maturity?

## The survey is used to validate the findings and can be used as benchmark for participating companies.

**Distribute the survey among the purchasing employees of your firm.**

Employees do an anonymous self-assessment of their skills level, their role model and their success.



**Get individual benchmarking results.**

We set up an individual site for your firm. You get the results for your firm in a summary as feedback, compared to the average, to best practice firms and if possible to your industry.

## Joining the PERFECT survey you contribute to the development of a next level purchasing skills model.

### General benefits

#### Problem

Current purchasing training is based on 'expert' judgement. Nobody knows if we are not losing lots of money and motivation by training the wrong skills?

The trend is away from "purchaser=purchaser". Different purchasing roles are proposed.

#### Solution

PERFECT develops the first empirically validated skills model.

PERFECT designs a model allowing to tailor skills to roles.

## Joining the PERFECT survey allows you to benchmark your organisation, check its skills future readiness and upgrade your purchasing HR.

### Problem

### Solution

#### Benefits for participating firms

In the absence of a standardised measurements system, up till now benchmarks between firms were scarce. Is the skills level of our purchasers still competitive?

PERFECT provides your firm with an individual benchmark.

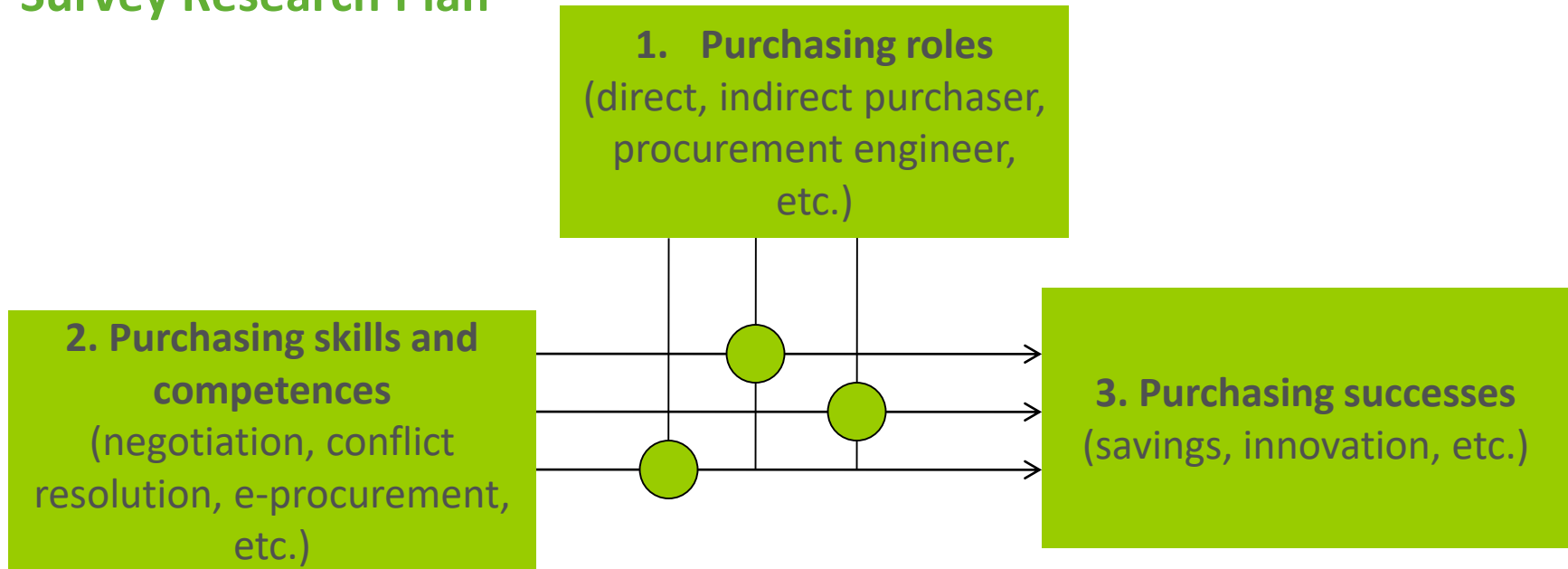
The preceding case studies have shown that purchasing skills require changing. Is our purchasers' skills level still up-to-date?

PERFECT allows to identify a possible skill gap.

HR in purchasing is changing substantially too, introducing roles, skills profiles, individual development models, competence KPIs and returns analyses. Is our HR system still up-to-date?

PERFECT can be used to install/update the HR strategy for purchasing.

## Survey Research Plan



- In the survey, purchasers (1.) describe their individual role, (2.) assess their competences from a list of 60 which have been identified in the previous phases of project PERFECT and (3.) evaluate their individual performance.
- In this way, it will be possible to statistically identify the most efficient combinations of skills to match the diverse purchasing challenges.

## Participation of your firm in the online survey

- Click the [link](#) to see the survey
- Full link to the survey <https://surveys-igs.utwente.nl/index.php?r=survey/index&sid=517485&lang=en>
- Contact us for questions, remarks and further planning: [klaas.stek@utwente.nl](mailto:klaas.stek@utwente.nl) or [h.schiele@utwente.nl](mailto:h.schiele@utwente.nl)

## Practical Information

- Aim: understanding of roles, tasks, education and skills of the successful purchaser
- Firm-level benchmarks are offered
- The survey only takes about 20-25 minutes
- Contributions are treated confidentially and individual responses cannot be derived (to ensure valid performance assessment)