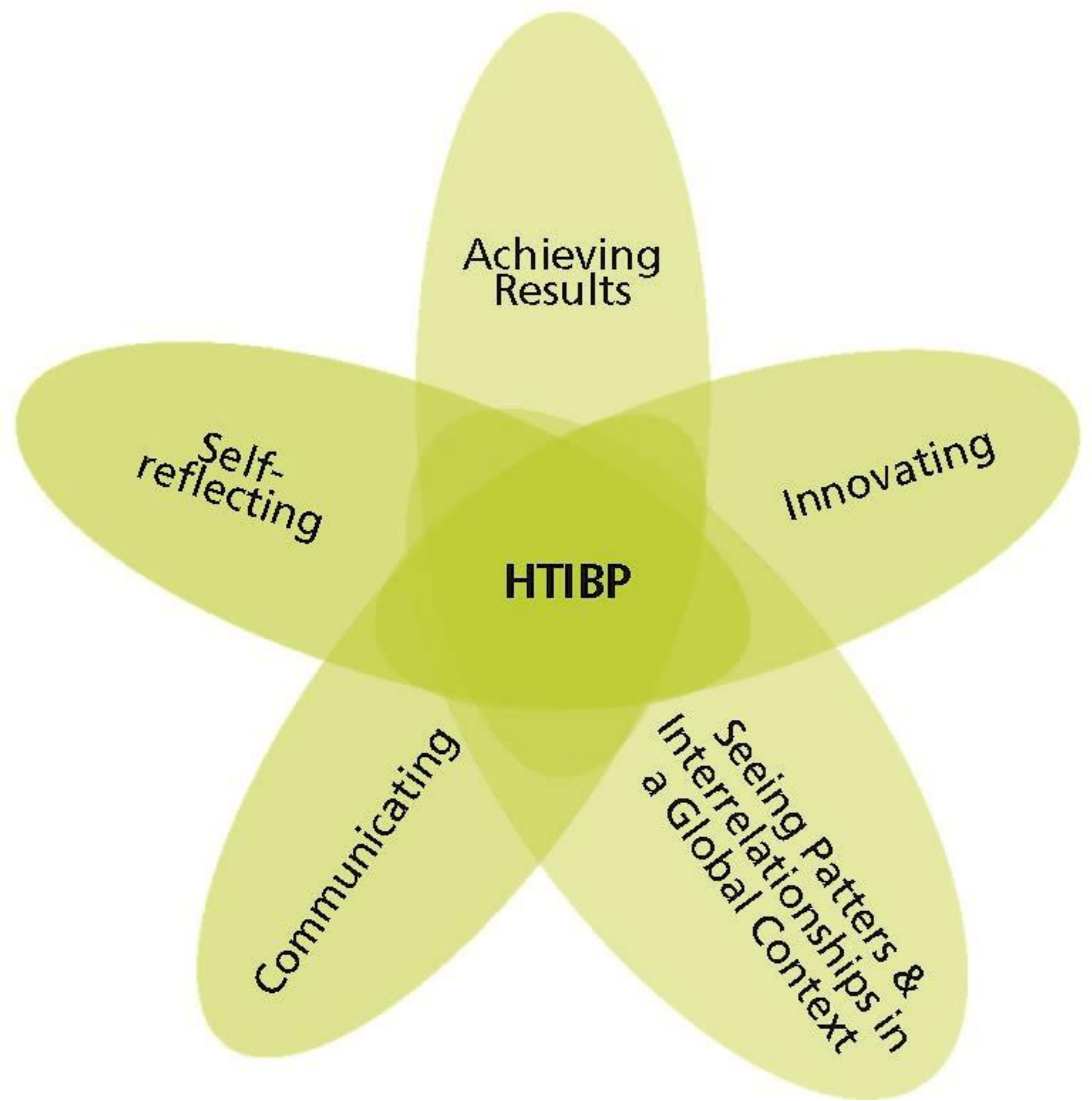




HTIBP: Characteristics of Highly Talented International Business Professionals *



1. Research Questions

- Do honours students have a different perspective of the HTIBP profile than non-honours students?
- Are year 2 students' perspectives of the HTIBP profile different from year 4 students' perspectives (after a year abroad in year 3)?

2. Methodology

A self-administered survey was conducted (census) in order to establish IBS students' perspectives on the HTIBP profile. * Content Validity Ratio's (CVR's) were calculated on item and domain level, based on a three-point-scale. For 100% consensus, the CVR is +1.0. For 50% consensus on an item domain being 'essential' to excellence, the CVR is 0.0. Positive CVR's are between 0.0 and 1.0

3. Results

Students' perspectives of the HTIBP profile is in line with international business professionals with CVR above 0.0. Honours students' consensus on the domain Innovating is markedly higher.

Students' perspectives from year two and four on the HTIBP are similar.

Domains:	Total Students Year 2 (excluding honours students) N = 295		Total Students Year 4 (excluding honours students) N = 390		Total Honours Students N = 35	
	Ne Essential	CVR	Ne Essential	CVR	Ne Essential	CVR
Communicating	268	0,82	363	0,80	35	0,84
Seeing Patterns and Interrelationships in a global context	160	0,09	232	0,12	27	0,42
Innovating	166	0,13	206	0,00	25	0,32
Achieving Results	236	0,60	300	0,49	30	0,58
Self-Reflecting	203	0,38	291	0,38	30	0,58

*Van Heugten et al. 2016

