

Welcome Message and Consent Form

AL-SSALAMU ALIAKOM (Hello)

Professor Ahmed Khalifa, the lead principal investigator (LPI) (College of Business and Economics - QU) would like to invite you to participate in a research study because you are a resident in Qatar. Please read it carefully.

1. Project Title: **Developing Effective Policies for Talent Retention to Sustain Qatar's Prosperity**
2. The purpose of this questionnaire is to understand the career intentions, aspirations, and retention challenges faced by high-performing students in Qatar. By examining the factors influencing their decisions to stay in or leave Qatar after graduation, this survey aims to identify the key drivers of youth mobility, perceptions of opportunity, and areas where policy or institutional support can encourage talented students to build long-term careers in Qatar. The results will help shape strategies to strengthen the local talent pipeline.
3. There is no possible risks and harms to the Questionnaire.
4. The outcome of the study is to develop effective policies to retain talent in Qatar.
5. No risk or harm, as it is an online survey, you can fill it whenever you have time through the online link sent to your email or by telephone.
6. The questionnaire will not take more than 10 minutes of your time. It will be through an online link and can be opened and filled on a PC or a cell phone
7. There is no compensation or benefit for participation in this survey or the study.
8. Participation is voluntary, and he/she is free to withdraw at any time without giving a reason.
9. Neither videos nor audio is used for the survey.
10. The conclusion of the results will be available in the final technical report of the study without recording any names or telephone number or emails of the participants.
11. *Confidentiality:*
 - The study will keep your records private and confidential.
 - The stored data will be on a protected institutional computer.
 - The data are confidential and QU-IRB once it is approved (On process).
 - The lead principal investigator (LPI) is managing the survey and the codes by himself and uses anonymous or coded responses to ensure that individual participants cannot be identified.
 - The LPI will store the data in an institutional computer in a secure location that is only accessible by himself and the IT member of the research team.
 - The project is using password protection to ensure that data is not accessed by anyone.
 - After five years, the LPI will dispose of data securely once the study is complete, such as by permanently deleting confidential electronic data.
 - The LPI and the team members review and comply with Qatar laws, regulations, or ethical guidelines related to data confidentiality in our field of research.
12. *Contact Person:* If you have any further questions, you might have regarding this study. Professor Ahmed Khalifa (College of Business and Economics, Qatar University)
Email: aliabdelkh@qu.edu.qa
Telephone: 4403-6498
By clicking on the below (I agree), you agree to participate in the survey

Socio-Demographics

We would like to begin by asking you some questions about your background.

1. What is your nationality?
[Dropdown list of nationalities]
2. What is your gender?
[Male, Female]
3. What is your current field of study?
[STEM, Social Sciences, Humanities, Other (specify)]
4. Which institution do you attend?
[Qatar University, Qatar Foundation, UDST, Private University, International Branch Campus, Other (specify)]

Talent Retention in Qatar

5. What are your current plans after completing your education?
[Pursue a career in Qatar immediately after graduation, Pursue further studies abroad (e.g. graduate school), Seek employment abroad outside Qatar, Undecided / considering options, Other: (please specify)]
6. Which factors most influence whether you intend to stay in or leave Qatar for your career? (Select up to 2)
[Availability of high-quality jobs in my field within Qatar, Opportunities for higher education or training abroad, Salary and benefits levels in Qatar compared to other countries, Overall quality of life and social environment in Qatar (lifestyle, cultural opportunities), Family or personal ties obliging me to stay in (or leave) Qatar, Desire for international experience or exposure abroad, Other: (please specify)]
7. Please rate your agreement with the following statements about your future in Qatar from 1-5 (1 = Strongly Disagree; 5 = Strongly Agree)
I am confident I can achieve my career goals by staying in Qatar after graduation.
Qatar offers sufficient opportunities in my field of interest to build a successful career here.
The quality of life in Qatar (social, cultural, and recreational opportunities) is attractive enough to keep me here long-term.
I feel Qatar provides good support for innovation and entrepreneurship for young people (e.g. funding, incubators, startup support).

8. Would the option of a long-term residency or citizenship in Qatar influence your decision to remain in Qatar after your studies?
[Yes – it would significantly encourage me to stay, Yes – it would somewhat influence my decision, No – it would not affect my decision, Not applicable (I am a Qatari citizen)]
9. What changes or initiatives would make you more likely to pursue your long-term career in Qatar? (Explain briefly and consider factors like policies, workplace environment, lifestyle, etc.)
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10. How important do you think is retaining the talents in Qatar?
[Not at all important, slightly important, moderately important, very important, extremely important]
11. In your opinion, what are the top factors affecting talent retention in Qatar? (Select up to three factors)
[Competitive compensation packages, Work-life balance, Career development opportunities, Cultural fit and workplace environment, Job security and stability, Access to family and social support, Government policies and regulations, International mobility opportunities, Lack of long-term residency options, Other (Please specify)]
12. What do you believe is the main reason why skilled talent leaves Qatar?
[Better career opportunities abroad, Lack of long-term residency or citizenship options, Cultural or social challenges, Inadequate compensation or Benefits, Work-related stress or burnout, Family or personal reasons, Other (Please specify)]
13. To what extent do you feel that the government of Qatar is currently addressing talent retention issues?
[Very effectively, Effectively, Moderately effectively, Ineffectively, Not at all]
14. How important do you think creating long-term residency options is for improving talent retention in Qatar
[Very important, Important, Neutral, Unimportant, Very unimportant]

Talent Retention Factors

15. If you are considering to work in Qatar, what are the top reasons that will influence your decision to work in Qatar? (Select up to three)

[Competitive salary and benefits, Career growth opportunities, Work-life balance, Tax-free income, Safe and stable environment, Quality of life and social environment, Availability of professional networks]

16. What are the most significant challenges you might face while staying long-term in Qatar? (Select up to three)

[Visa and residency policies, Career advancement limitations, High cost of living, Lack of job security, Limited access to long-term residency or citizenship, Cultural adaptation challenges]

17. How would you rate Qatar's competitiveness in attracting and retaining global talent compared to other countries?

[Excellent, Good, Average, Below average, Poor]

Cultural and Social Considerations

18. How important is fostering a multicultural and inclusive environment in Qatar to improve talent retention?

[Very important, Important, Neutral, Unimportant, Very unimportant]

19. Do you think that expatriates in Qatar feel adequately integrated into local society and culture?

[Yes, Somewhat, No, Not sure]

20. What more can be done to integrate expatriates into Qatar's social fabric and retain talent?

21. How would you rate the career development and training opportunities provided by employers in Qatar?

[Excellent, Good, Average, Poor, Very poor]

Future Outlook

22. What industries or sectors in Qatar do you believe offer the best opportunities for career growth?

[start-ups, Energy and Oil & Gas, Finance and Banking, Technology and Innovation, Healthcare, Education and Research, Tourism and Hospitality]

23. Do you think Qatar is successfully positioning itself as a global hub for talent retention?

[Yes, strongly, Yes, somewhat, Neutral, No, improvements are needed, No, it is losing competitiveness]

24. Do you see a future in Qatar for professionals like yourself in the coming 5-10 years?

[Yes, definitely, Yes, with some reservations, Unsure, No, unlikely]

25. What additional incentives or support would you like to see introduced in Qatar to retain skilled talent?

26. What are the main opportunities you believe Qatar has in developing effective talent retention policies?

27. What additional recommendations do you have for improving Qatar's ability to retain global talent?

Conclusion

Thank you for taking the time to complete this survey. Your responses will help improve the understanding of public support and response which will aid in developing effective policies for talent retention to sustain Qatar's prosperity.