

# Research on Graduate Employment

## -Tracking Survey of 2005-2009 Graduates Based on Human Resource Management Major of Zhejiang Sci-Tech University

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**Abstract**—Since the human resources major was set and recruited students in 2001, 2001- 2017 students of this major have successfully graduated. In order to investigate the major teaching and the employment situation of graduates, a total of 410 students who graduated from 2005 to 2019 have been surveyed. The results show that students trained in the human resources management program of Zhejiang Sci-Tech University have strong employment competitiveness. Qualifications and experience are the main drivers of job promotion and salary growth. Social relations and work experience have always been key factors influencing job hunting, but with the increase of graduation time, this effect has been significantly weakened.

**Keywords**—Human resource management; Tracking survey; Graduates; Employment status

### I. INTRODUCTION

Research on the employment of college graduates has focused on employment characteristics, employment influencing factors, and employment strategies. There are few studies on the employment of college graduates in certain majors. The human resources management major of Zhejiang Sci-Tech University has been paying close attention to the

employment situation of graduates. As early as 2010, the first five (2005-2009) graduates of this major have returned to the whole staff and obtained detailed feedback from graduates. The basis for the training of professional talents; 8 years later, the five students were surveyed again to achieve follow-up research on graduates. In 2010, 337 valid questionnaires were collected, and 261 valid questionnaires were collected in 2017. The questionnaires covered most of the graduates and were well represented. Then, after eight years, what changes have occurred in the employment situation of our graduates? This article will compare and analyze the current status, position, income, and job search factors.

### II. THE STUDY RESULTS

#### A. Comparison of the current status of graduates

Both surveys mainly divided the “current status” of graduates into five types: full-time work, postgraduate study, self-employment, graduate study, and unemployment. The comparison of the survey results is shown in Figure 1:

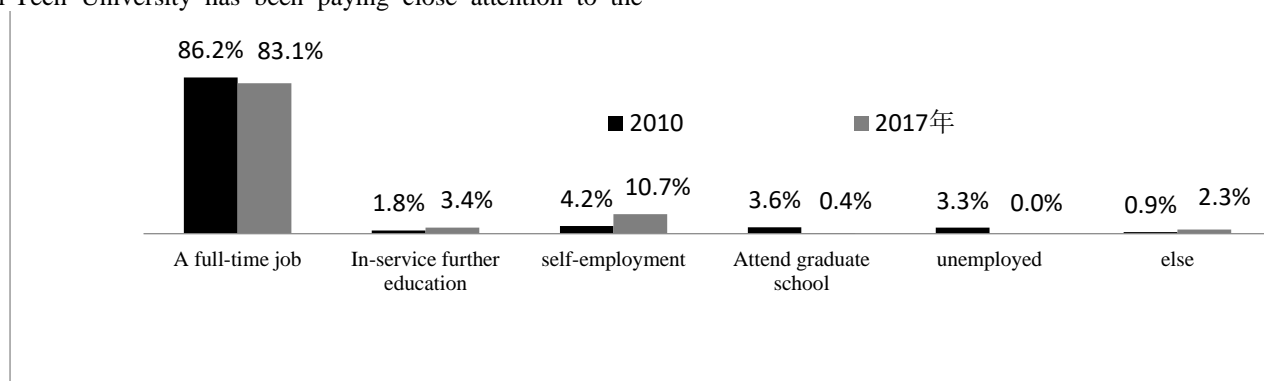


Fig. 1 Graduates' work status

The data in the figure clearly shows that full-time work is a choice of most graduates. After 8 years of work experience, more than 80% of graduates are still in full-time work, the proportion of graduate study and unemployment is declining, and the proportion of on-the-job and self-employment has seen an increase.

First, the proportion of unemployed fell to 0. In 2010, the number of unemployed people was 11 in total. At that time, 6 people withdrew from the labor market due to pregnancy, and

the remaining 5 were all preparing for postgraduate studies. By 2017, they had all returned to the labor market. Other options include preparations for going abroad, job conversions, part-time work, etc., with a slight increase in the proportion, but the number is small. According to the survey data, the actual employment rate of this major is very high. Both in 2010 and 2017, the higher employment level has been achieved. On the one hand, the social needs of the hr profession are relatively large, and on the other hand, the professional development of graduates is more in line with social needs.

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Secondly, the proportion of self-employment has increased significantly, from 14 to 28, showing a doubling trend. Generally speaking, there are two situations in starting a business. First, newly graduated college students have potential entrepreneurship projects cultivated by the School Challenge Cup or the Pioneer Park, plus the subsidy fund of the Ministry of Education or the society; A certain amount of experience, capital and connections, relying on projects with more potential for development. In general, the success rate of the latter is higher than that of the former, and the survey data in the table is also supporting this point. 2010 is a newcomer to the 2009 students, but the number of entrepreneurs is higher than previous students, mostly on the campus-derived challenge cup project, while the students who graduated in the 2017 survey are more inclined to start their own businesses, showing work experience in this Play an important role.

Finally, the proportion of in-service postgraduate studies has increased slightly, but the overall proportion is still very small, and the proportion of graduate studies has declined. The first data indicates that when there is some effort or need, a few graduates will choose to further their studies to improve their academic qualifications. Secondly, the demand for graduate study in this major is not large, and graduates are more inclined to work through work experience. Increase personal skills and

abilities. In view of the current labor market and social needs, the distinction between professional and technical graduates of undergraduate and graduate students in human resources is not outstanding. Private or foreign-funded enterprises other than state-owned enterprises will not be treated specially for the background of master's degree. However, from the perspective of further studies, whether it is off-campus or on-the-job, graduates need to spend extra time and energy. If the output and investment are not directly related, they will not attract graduates, which will lead to more graduation. Students tend to learn from their work and gain improvement. In order to make graduate students and doctoral students different from the undergraduate students' knowledge and skills, it is necessary to increase the depth and breadth of human resources professional skills, so that high-education graduates can become high-tech talents in the society, so that higher education resources can be played out. The role it should have is precisely the challenge of the current state of colleges and universities.

#### B. Comparison of changes in graduates' current positions

In both surveys, the positions were divided into four categories: senior management, department manager, business supervisor and general staff. The survey results are shown in Figure 2:

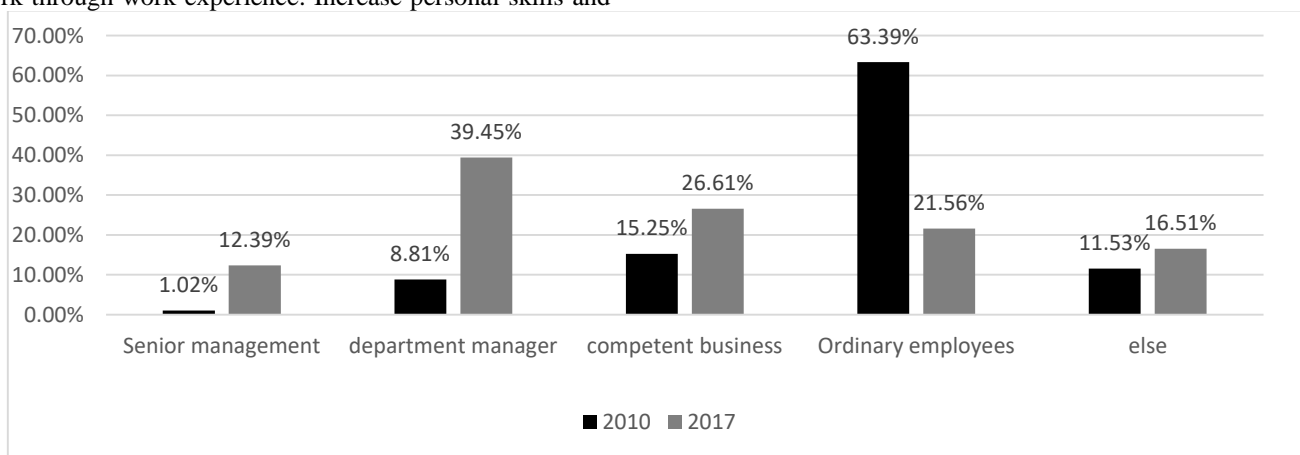


Fig. 2 Graduates' job distribution ratio map

As can be seen from Figure 2, most of the graduates surveyed in 2010 are still ordinary employees, especially the newly graduated 2009 students. Nearly 80% of the graduates are at this stage, but after the graduation time jumps to 8 years, ordinary The proportion of employees has dropped significantly. Nearly 40% of graduates have been promoted to business executives, department managers and even senior management. The position of the graduates has changed a lot, which fully reflects the role of experience and qualifications.

The results of the survey not only provide a good job for the employment of the students, but also indicate the challenges. The good news is that HR graduates can clearly see the rising channel and the possibility of promotion. It is reasonable to believe that the increase of their work experience,

professional ability and corporate qualifications will inevitably bring about a new level of breakthrough, which will become an important business. Manager. However, what graduates are worried about is that if they can only be promoted with years of work and business qualifications, it is a major blow to personal ability and learning initiative, and not all employees can get the same years of work. Ascension, staying at the grassroots level is also a phenomenon.

#### C. Comparison of changes in graduates' annual income level

Due to factors such as inflation and rising living standards before and after the two surveys, the income levels set by the two surveys were different. The preliminary data obtained from the prior interviews were set to a more realistic grade. The specific results are shown in Figure 3. Figure 4.

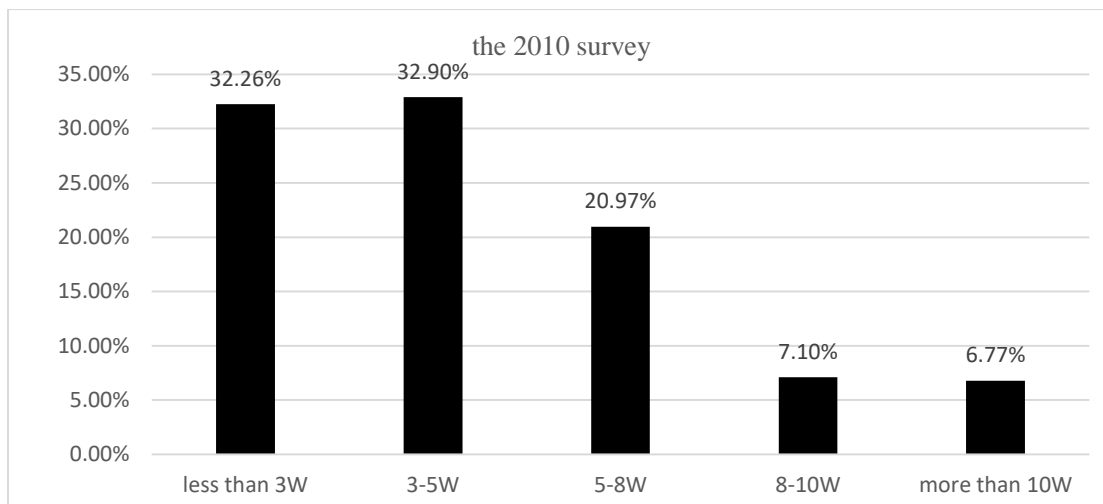


Fig. 3 Graduates' income level ratio in 2010

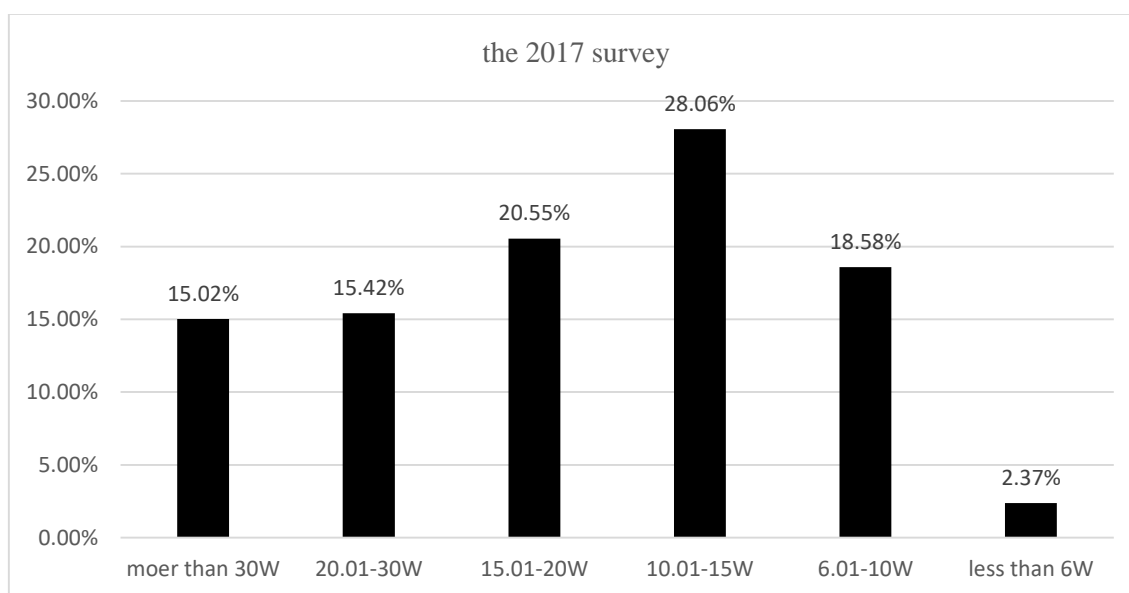


Fig. 4 Graduates' income level ratio in 2017

In the 2010 survey, about one-third of the graduates earned an annual salary of less than 30,000, of which 63% in 2009, 18% in 2008, 12% in 2007, and 21 in total. 6.8% of graduates have an annual income of more than 100,000. These positions are at the senior management and department manager levels. In the 2017 survey, graduates with an annual salary of less than 100,000 accounted for only 1/5, mostly in 2008 and 2009, especially only 6 students within 60,000, and the income level has been significantly improved. The increase in income level is affected by factors such as economic development and inflation, but the more inseparable factors are the working years of graduates and experience skills. On the one hand, we are optimistic about the employment of graduates in the human resources management profession. With the years of work and experience, the income level will eventually increase. On the other hand, it is found that personal ability has the greatest impact on income level. The income of graduates of the age is even more than 200,000, which shows that the development of graduates is very different. Combining this income survey with

the current development status of the human resources industry, we can find that the HR practitioners encounter a certain ceiling at the upper limit of the income level, and employees who have worked for more than 10 years, unless they are motivated by the company's equity shares, otherwise they will rely solely on wages. Salary income is more difficult to break through the bottleneck of 500,000 annual salary, which is a clear gap with the students of finance and other majors. This result does not directly create economic benefits with human resources posts. Output cannot be closely and intuitively measured. However, the current emphasis on human resources needs to be improved. It is undeniable and deeply affects this result. Human resources are different. In the traditional personnel department, in recent years, there have been significant changes in the concept and management techniques. However, some companies have not paid attention to this situation, and still regard human resources as auxiliary administrative posts, which undoubtedly bring the workplace dilemma to human resources practitioners.

D. Comparison of changes in the influence factors of job hunting for graduates

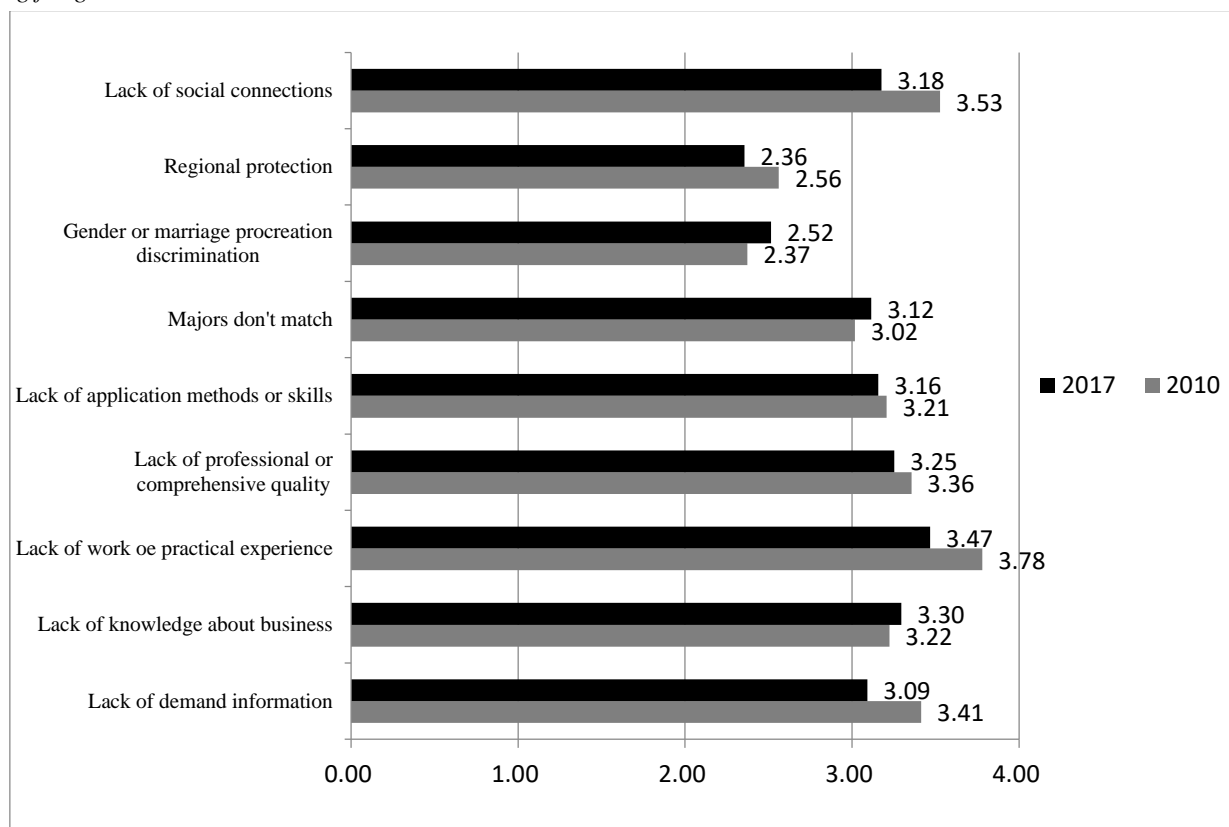


Fig. 5 Influence factors of job hunting

The most important job-seeking factors include lack of practical ability, lack of social relationships, inadequate overall quality, and lack of demand information. Among them, practical ability and comprehensive quality are their own factors, and social relations and demand information are external factors. Therefore, when we train hr students, we need to design practical links more scientifically and rationally, and truly improve students' professional practice ability, especially the ability to analyze problems and solve problems. In addition, in the curriculum, we need to build a more comprehensive The basic platform of the discipline enables students to receive comprehensive training in economic management, humanities and even natural sciences and technology to enhance the overall quality of students.

The second most important factors in job search include lack of social understanding, lack of professionalism, inadequate corporate understanding, inadequate job search methods, and inadequate school support. Therefore, in the four years of college, entrepreneurs and hr professionals need to be invited to give lectures to students to improve their understanding of society, business and career. Human resources management teachers should also rely on professional advantages to provide employment and students. Job search counseling to improve students' employment skills.

The professional face is too narrow and the professional mismatch has no obvious impact on job hunting, indicating that

the overall design of hr major is more reasonable. Regional protection and gender discrimination have no impact on job search.

### III. CONCLUSIONS

As a professional that is booming, the human resources management profession has a large social demand. After 8 years of follow-up survey, it is found that the graduates trained by our school meet the needs of social development talents. Through comparative research, we have the following conclusions:

(1) Students trained in the human resources management program of Zhejiang Sci-Tech University have strong employment competitiveness. The students trained by the human resources management major of Zhejiang Sci-Tech University have strong employment competitiveness in the labor market. The overall employment status of graduates is good, the promotion speed of posts is obvious, and the salary level increases significantly. The comparison of the two surveys shows that the job promotion and salary level of graduates are rising rapidly.

(2) Qualifications and experience are the main drivers of job promotion and salary growth. With the accumulation of seniority and experience, more than 60% of the graduates work at or above the supervisor level, and the increase in salary is obvious. On the one hand, with the accumulation of experience

and qualifications, the work efficiency has been significantly improved, and at the same time, the work has become more specific, comprehensive and long-term. On the other hand, a person's pattern determines his height, which depends on the accumulation of seniority and experience.

(3) Social relations and work experience have always been key factors influencing job search, but with the increase in graduation time, this effect has been significantly weakened. Started joining the workforce job, if you have a good relationships, your work experience is very rich, you have the possibility of a dream job will be bigger, and in the work will be more comfortable, but with the accumulation of time, the effect will be weakened gradually, in the subsequent job search, contrast, everyone's work experience, connections of accumulated to a certain extent, this time the advantages of them than just enter the workplace to work.

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