

# A Questionnaire Survey on Employment Status of Human Resources Management Graduates in Zhejiang Sci-Tech University

Ping Wang

Human Resources Management  
Zhejiang Sci-Tech University  
Hangzhou, China

Pinyi Sun

Human Resources Management  
Zhejiang Sci-Tech University  
Hangzhou, China

**Abstract**—A questionnaire survey was conducted among 707 graduates majoring in human resources management in Zhejiang Sci-tech University. According to the data statistics, the graduates in human resource management get a job concentrated in Zhejiang Province, mainly in large and medium-sized cities. Graduates have many job types and wide job adaptability, but they are mainly engaged in HR. Besides, employment within the system is 40%, and employment outside the system is 60%. Job-hopping rate is low, and employment prospects are the main factors affecting job mobility.

**Keywords**—Talents Training; Graduates Survey; Employment Situation; Job Mobility

## I. INTRODUCTION

Students are the ultimate practitioners of the talent training model. After four years of training, whether the expected training objectives have been achieved, whether the specific positioning of the profession is accurate, and whether the students who are trained can have employment competitiveness in enterprises and institutions, these are the final tests for the effect of the reform of the talent training model. Just analyzing the students in the school does not explain the effect of talent training[1]. It is also a big uncertainty to investigate only the students who have just graduated or to investigate only one of the graduates. Only by investigating all graduates and tracking the historical data of graduates' employment, can we clearly depict the reform process of talent training program and analyze the reform effect of talent training mode more deeply. Based on this, 867 graduates of human resources management major of Zhejiang Sci-tech University from 2001 to 2012 were surveyed and interviewed. 707 valid questionnaires were retrieved, and the recovery rate of valid questionnaires was 81.55%. This survey is mainly carried out from four aspects: the status of the work enterprises, the employment position, the evaluation of the work status and the job mobility.

## II. BASIC SITUATION OF THE SURVEY SAMPLE

This survey is conducted in the form of a full-staff survey for all graduates. And the validity of the questionnaire is high. Therefore, the statistical results of the survey samples basically represent the overall situation of the graduates of this major.

This study was funded by the 2017 education and teaching reform project of Zhejiang Sci-tech University, "empirical study on the reform effect of human resource management professional talent training mode", project number jgyl201707).

In terms of sex ratio, the proportion of women (60.3%) is higher than that of men (39.7%). However, since 2007, the number of female graduates has been significantly higher than that of male graduates, and the gap between the two has gradually widened. From the current situation, the proportion of graduates currently in full-time work is as high as 84%, self-employment accounts for 6%, and further studies (including on-the-job and off-the-job) account for 5%. From the point of view of the workplace, half of the graduates choose to stay in the provincial capital city, 23% of the graduates choose the prefecture-level or sub-provincial city and the county-level city or county, choose to stay in the small town Or the number of people in rural areas is less than 4%[2]. The school was built in Hangzhou, the city of Zhejiang Province. Graduates also tend to stay in Hangzhou for work opportunities and personal development. Choosing a job location has an obvious characteristic of being nearby. Only 25% of graduates choose to leave their homes to work in other provinces. The rest choose the same province or even the same city. There is a close connection between the place of home and the place of work.

## III. GRADUATE WORK STATUS SURVEY

Among the graduates surveyed, 663 students are working or have work experience. The survey content mainly includes four parts: work enterprises status, job position, job status evaluation and job mobility. The following is the analysis of the survey results.

### A. Work enterprises status

It can be seen from Table I that the enterprises nature of graduates' jobs is mainly private/partnership enterprises, accounting for nearly half of the total, followed by state-owned enterprises and government institutions, accounting for 22.17% and 16.44 respectively. Foreign companies or joint ventures account for a small proportion. This distribution may be closely related to that about half of the graduates are from Zhejiang Province and have chosen jobs nearby. Close to the distribution of the nature of the enterprises is the number of people, the proportion of enterprises below 500 is about half, the proportion is as high as 49%, 501 to 2,000 people account for about 25%, and enterprises with 10,000 or more account for 9.35%. Under normal circumstances, state-owned enterprises and foreign-funded/joint ventures have a relatively strong

capital base and a good corporate image, so the number of employees is relatively large. Private enterprises have low barriers to entry, fierce competition, and relatively small-scale enterprises. Therefore, the number of employees is small, and small and medium-sized private enterprises are not more than 500 people.

Comparing the number of employees in the enterprises and the number of HR, it can be found that the distribution of the two is basically the same. With the increase in the number of employees, the number of HR has increased. This is because HR posts are designed to provide personnel services to

employees, so they will increase in proportion as the number of people increases. It can also be seen that the current human resources scale of the company is mostly concentrated in the range of 1-10 people, and an average of one HR can serve 50-500 employees, which is enough to show the busyness and importance of human resources. About 2/3 of the graduates have a special human resource management department, the enterprises within 100 people account for 22.93%, 13.42% of the enterprises have no full-time HR, and 21.57% of the enterprises are only 1-2 HR, so it is reasonable for the company not to set up the HRM department.

TABLE I. SPECIFIC DISTRIBUTION TABLE OF WORK ENTERPRISES

Nature of business	Proportion	Number of enterprises	Proportion	HR Number	Proportion
Private/partnership	48.11	101-500 people	26.85	1-2 people	21.57
State-owned	22.17	100 or less	22.93	3-5 people	20.97
Government institution	16.44	501-1000 people	15.69	6-10 people	18.40
Foreign-owned/joint venture	9.95	2001-5000 people	10.26	21 or more people	14.78
other	3.32	10,000 people and above	9.35	No full-time HR	13.42
<b>Department setting</b>	<b>Proportion</b>	1001-2000 people	9.35	11-15 people	6.79
Have a dedicated HRM department	71	5001-10000 people	5.58	16-20 people	4.07
No dedicated HRM department	29				

### B. Job position

Divide current jobs into three categories based on whether they are related to human resources, which are HR field positions, administrative management positions related to HR, and other positions not related to HR, and observe the career orientation of the graduates when they are employed.

Judging from the employment situation of the overall graduates, more than half of the students currently work in HR-related work, but 43.44% of the graduates are engaged in work that has nothing to do with HR, indicating that the graduates are looking for a job, and professional counterpart situation is good. Students are still willing to work in human resources positions. Most graduates are more inclined to choose the position in the relevant field of HR as the first job[3], indicating that graduates have a high degree of recognition for the major of human resource management and are eager to be engaged in the corresponding positions, but some graduates choose to change careers after a period of contact. This is due to the diversification of functions of human resources departments in enterprises. Graduates may not be able to meet the post requirements after employment, or they may not match their own personality characteristics or enterprises system. Occupational change is normal. It also provides enlightenment for the teaching of this major. More practical classes should be set up in the course to ensure that students have time to practice what they have learned so that they can better find career matching[4].

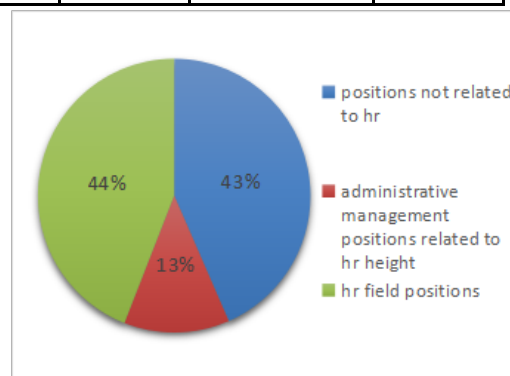


Fig. 1. Post distribution of all graduates

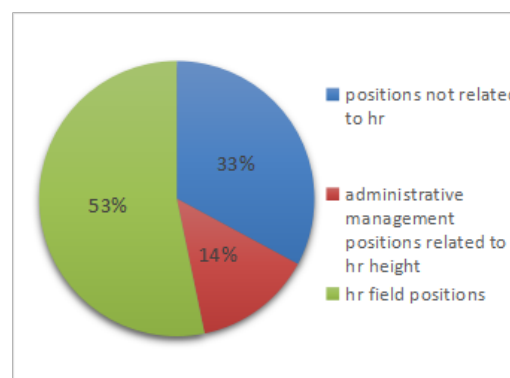


Fig. 2. the first post of all graduates

### C. Evaluation of job status

The positions were evaluated from the two aspects of HR knowledge demand and current job liking, and the average evaluation values of each class and all graduates were obtained[5]. The results are shown in the chart:

In general, the degree of love of graduates for the current position is generally above the horizontal, the class of 2002 has

the highest degree of love, the class of 2008 is the lowest. Since the proportion of HR positions in 2008 is lower than that of other classes, it may be because they are engaged in non-professional jobs, which adds extra pressure and difficulty to their work, thus affecting their enjoyment of the work. Generally speaking, graduates' needs for HR professional knowledge are only at the general level, which is not high. Among them, the level of the need for professional knowledge of HR in the class of 2006 was significantly higher than that in other grades, and the level of 2008 was the lowest. This may be due to the fact that the proportion of students in 2006 working in HR is significantly higher than that of other grades, while the proportion of students in 2008 working in HR is the lowest, which has an impact on the demand for professional knowledge of HR. To a certain extent, it can be considered that whether to engage in HR professional positions has a certain correlation with the degree of need and love.

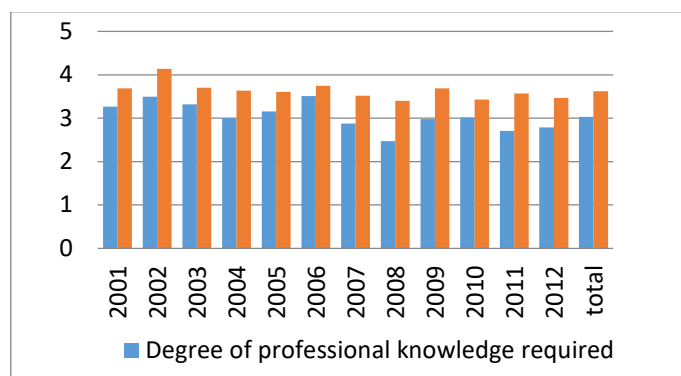


Fig. 3. Evaluation of job status

#### D. Job Mobility

##### 1) Current status

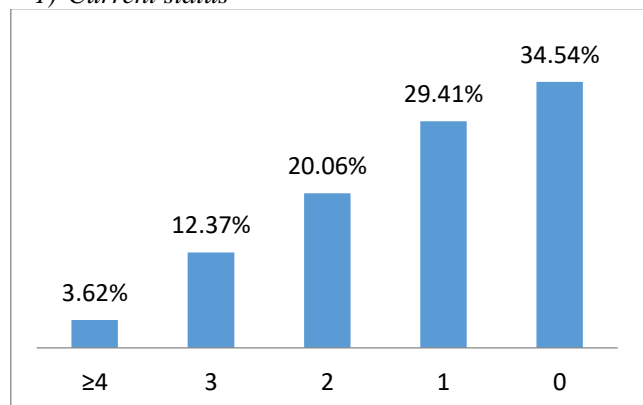


Fig. 4. Summary of flow times

The number of job changes among graduates (Fig. IV) was investigated. It was found that about 35% of the students never switched jobs after graduation, and half of the graduates flowed once or twice, only about 15% of graduates have three or more times of turnover, which is related to the length of time they have graduated. Generally speaking, the job mobility of graduates of this major is not large, and the mobility mainly occurs in the first or second year of work, and the job starts

from the third year, showing stability. This may be related to the current view of "employment first and then career choice".

##### 2) Reason for flow

Table II reflects that seeking better job opportunities, unsatisfactory job prospects and insufficient pay are the main reasons for leaving the company, followed by dissatisfaction with the company's development prospect, family factors, self-employment and other work experience, and finally interpersonal relationship, work pressure, personality disorder and job boredom. 27 graduates are determined not to change jobs. These graduates are generally bankers, teachers or government employees, and other types of institutions and civil servants. The conversion cost is high, so less replacement work is considered. From the proportion distribution of the reasons for leaving the job, it can be found that the graduates are concerned about the current economic benefits (treatment), but more concerned with the long-term interests (job opportunities, job prospects), and finally consider personal psychological benefits (such as interpersonal, personality).

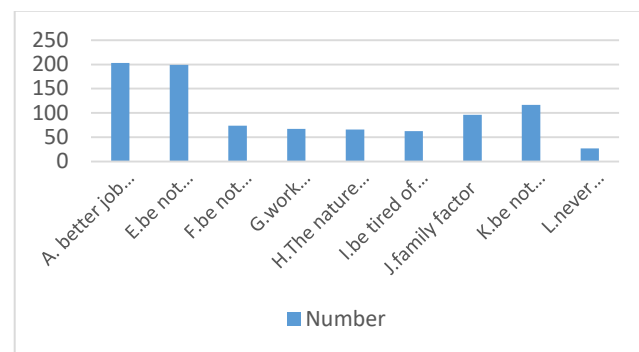


Fig. 5. Flow Reason Questionnaire

#### IV. SUMMARY

The survey data shows that the graduates of the human resources management major of Zhejiang sci-tech university have a good overall work situation, and most of them rely on the professional knowledge they have learned to contribute to society. Based on the analysis of the survey results, we can find that the employment of the graduates from Zhejiang sci-tech university presents the following main features:

1) The employment area of graduates is concentrated in Zhejiang, mainly in large and medium cities. On the one hand, because our students are mainly from Zhejiang, so the proportion of those who choose to stay in the province is relatively high; on the other hand, Zhejiang's economic development level is at the forefront of the country, especially Hangzhou is the core of China's Internet economy, attracting a large number of young people work in Hangzhou.

2) Graduates have many job types and wide job adaptability, but they are mainly engaged in human resources work. Newly graduated students are more likely to engage in HR and highly related work. With the

accumulation of work experience, about 10% of graduates will switch to other jobs, and even 6% of graduates choose to start their adaptability and can have multiple career development channels; but in the end, about 60% of the graduates choose their jobs in this field, which further proves that the students we train are more in line with the market demand, and human resources management is also a promising major.

3) Employment within and outside the system is 40 percent and 60 percent, respectively. Employment outside the system mainly concentrated in small and medium-sized private enterprises. Graduates prefer employment in state-owned enterprises, civil servants and institutions, and their job stability preferences are obvious. This has a great relationship with the proportion of female students in our graduates. In addition, the private economy in Zhejiang is relatively developed, and many high-tech Technology companies and Internet companies are all small and medium-sized enterprises, so they are more concentrated in small and medium-sized private enterprises in employment.

4) The job-hopping rate is low, and the employment prospect is the main factor affecting job mobility. One-third of the graduates have never changed jobs, and 50% of the graduates have only 1-2 job-hopping experiences. First, it shows that the matching degree between students and the first job they found is very high. enterprises and institutions pay more attention to HR, so they give graduates better job treatment. Second, it shows that the students we train have the strong practical ability and can quickly integrate into the environment and be reused after entering the enterprises. Therefore, graduates' job satisfaction is higher, so they will not easily change their jobs. However, if the prospects of employment enterprises (including non-economic prospects such as company development, job promotion, and economic prospects such as salary and welfare) are not good, graduates will choose to leave their jobs.

#### REFERENCES

- [1] Zhan Jing, Pan Meizhi. Research on optimization of talent training program of labor relations major based on tracking survey of graduates' career development--a case study of a key university in Beijing [J]. World of labor security, 2017(05):27-28 (In Chinese) .
- [2] Hai Wei, Han Wei. Analysis on the employment status of 2012 graduates majoring in archival science in renmin university of China [J]. Journal of archival science, 2013(02):70-72 (In Chinese) .
- [3] Huang Yanfang, Yun Shaohui. Discussion on career development path of graduates majoring in human resource management in local colleges and universities -- a case study of jiujiang university [J]. Employment of Chinese college students, 2018(05):58-64 (In Chinese) .
- [4] Zhang Jingcong. Marketization appeal of talent cultivation mode in colleges and universities -- re-examination of the problem of difficult employment of college students [J]. Journal of Shandong Youth Management Cadre College, 2010(01):76-78 (In Chinese).
- [5] Yang Mingzhou, Yan Qingqing, Yao Yao. Employment analysis of electrical and computer graduates--a case study of electrical engineering and automation and computer science and technology graduates of honghe university [J]. Journal of Honghe University, 2019, 17(01):132-137 (In Chinese).

#### APPENDIX

A questionnaire for human resource management graduates of Zhejiang Sci-tech University

##### B. Personal information

1. Gender: a. male b. female
2. Marital status: a. married b. unmarried
3. The year you entered the university: \_\_\_\_ class: \_\_\_\_
4. Your current status: a. full-time job b. full-time job and part-time study c. self-employment d. unemployed e. waiting to report to the new post f. others
5. Work place (for further study or unemployed, please choose your current city of residence) : a. provincial capital city b. prefecture-level or sub-provincial city c. county-level city d. small town e. countryside
6. Relationship between work place and hometown: a. not in the same province b. in the same province but not in the same city c. in the same provincial/sub-provincial city, prefecture-level city d. in the same county-level city

##### C. Work situation

Have been working or have worked since graduation, please answer the following questions

- (1) The nature of work enterprises: a. Government department b. state-owned enterprises c. private/partnership enterprises d. wholly foreign-owned/joint venture e. others
- (2) Number of employees in the company: a. 100 or less b. 101-500 c. 501-1000 d. 1001-2000 e. 2001-5000 f. 5001-10000 g. 10000 or above
- (3) Number of human resource manager in the company: a. none b. 1-2 c. 3-5 d. 6-10 e. 11-15 f. 16-20 g. 21 or above
- (4) Establishment of human resource management department: a. there is a specialized human resource management department, whose name is: \_\_\_\_\_  
there is no specialized human resource management department. Departments exercising the functions of human resource management are: \_\_\_\_\_
- (5) Your current position: a. position in the field of human resource management b. administrative management position highly related to HR c. positions irrelevant to HR
- (6) Your first job: a. position in the field of human resource management b. administrative management position highly related to HR c. positions irrelevant to HR
- (7) The professional knowledge of HR required by the current position: a. in great request b. comparative needs c. general need d. not very necessary e. unwanted
- (8) Do you like your present job: a. like it very much b. like c. generally, prefer d. don't like it very much e. don't like
- (9) The number of times you have voluntarily changed your work enterprises so far: a. 0 b. 1 c. 2 d. 3 e. 4 or more
- (10) The reason why you change your work unit voluntarily (multiple choices ): a. is relatively satisfied with his current job, but there are better job opportunities (including salary and job content) b. quite satisfied with your present job, but you want to accumulate some working experience in other aspects c. have good project resources and wants to try to start your own business d. the salary is not high enough e. not satisfied with the job prospect f. not satisfied with the interpersonal environment g. too much work pressure f. the nature of the job is not in line with your personality i. tired of the original job j. family factor k. not satisfied with the company's development prospects l. have never changed jobs and have no plans to change jobs in the future m. others