

# A Study on the Influencing Factors of Social Work Graduates' Choice of Employment —— Taking Shandong Province as an Example

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## ABSTRACT

This paper investigates 100 students majoring in social work in four colleges and universities in Shandong Province in order to understand the present situation and influencing factors of undergraduate graduates majoring in social work. The results showed that 11.0% of undergraduate students in social work intended to be employed in the field of social work ,61.0% did not intend to be employed in the field of social work, and 28.0% did not know their intention to choose a career. The school's professional education, professional identity, social work development prospects, social work employment environment has an impact on the social work undergraduate graduates' career intention. Finally, this paper puts forward some countermeasures and suggestions to guide students' employment in the field of social work.

**Keywords:** *Social work, graduates, career choices*

## 1. INTRODUCTION

### 1.1. Research background

The sixteenth Central Committee of the Communist Party of China (CPC) put forward the construction of social work talent team construction, and put forward the professional social worker training plan. [1] In 2011, the Central Government issued relevant policies and put forward relevant norms for training social work talents. [2] It includes training professional social work personnel according to relevant development needs, and promoting the Development of Chinese social work.

### 1.2. Research implications

With the gradual reform of China's political system, the development of social work has entered a new stage. At present, more than 100 colleges and universities in China have set up social work majors. The number of social work graduates entering the society increases year by year, so their employment situation has attracted special attention. However, the current number of graduates entering the field of social work is very small, and the employment situation is not suitable. [3-6] Most social work graduates choose to work in fields unrelated to their majors. [7] The brain drain is very serious. Therefore, it is of great significance for the development of social work to investigate and analyze the factors influencing the career intention of graduates majoring in social work.

## 1.3. Research Design

### 1.3.1. Research subjects

The subjects of this survey are 107 undergraduate graduates of social work major enrolled in four colleges and universities, such as Shandong first Medical University and Qingdao University of Science and Technology, in 2015. The actual sample covers all 107 people.

### 1.3.2. Research methodology

In this study, quantitative research method is adopted, and questionnaire survey method is used as the method of collecting data.

The questionnaire of this study is a closed questionnaire, which is divided into several parts: the basic situation of individuals, the professional cognition of social work before entering school, the situation of school professional education and study, the professional identity after entering school and the environment of social work and employment. In order to facilitate the distribution and recovery of the questionnaire, the questionnaire will be distributed and recovered through the network channel. A total of 107 questionnaires were distributed and 105 questionnaires were collected. The recovery rate was 98.1%, of which 100 were valid questionnaires, and the effective rate was 95.2. The questionnaire was distributed in March 2019. Students are required to fill out all the contents of the questionnaire, which is anonymous, and participation in the study is entirely voluntary.

**2. FINDINGS**

Of the respondents ,11% said they would choose to work in the social work industry after graduation ,61% said they would not choose to work in the social work industry after graduation ,28% said they were not clear, and the number of

people who did not enter and were not clear accounted for 89% of the total. Thus, most social work graduates will not choose to engage in social work related occupations after graduation. The details are shown in Table 1.

Table 1 Percentage distribution of employment in social work after graduation

		Frequency	Percentage	Effective percentage	Cumulative percentage
Effective	Yes	11	11.0	11.0	11.0
	No	61	61.0	61.0	72.0
	Not clear	28	28.0	28.0	100.0
	Total	100	100.0	100.0	--

**3. INFLUENCING FACTORS OF CAREER CHOICE FOR SOCIAL WORK GRADUATES**

A linear analysis of the factors that may affect the willingness of social work graduates to choose a job in spss software (see Table 2 for specific data). In this linear regression analysis, the willingness to engage in social work related work as a dependent variable, the understanding of social work major before entering school, family and friends' understanding of social work major, satisfaction with the curriculum of the school, the

recognition of career choice after the influence of school professional education, the professional level of intern staff, the recognition that professional identity will affect future career selection, the difficulty of finding a suitable social work related job after graduation, the prospect of social work development, the demand for social work major graduates, the employment environment of social work major, and professional identity as independent variables, Judging from the data, whether satisfied with the curriculum of the school (sig=0.01 < 0.05), the professional level of the staff of the internship institution (sig=0.002 < 0.05), the recognition that the professional identity will affect the later career selection (sig=0.001), the social work development.

Table 2 Correlation Analysis of Factors Influencing the Career Willingness of Social Work Graduates

Model	Non-standardized coefficient		Standard coefficient	t	Sig.
	B	Standard error	Trial version		
(Constants)	.039	.432	--	.090	.929
Knowledge of social workers before admission	.043	.112	.042	.383	.702
Relatives and friends' understanding of social workers	.209	.110	.205	1.899	.061
School Professional Curriculum	-.290	.110	-.202	-2.629	.010
Professional education in schools	-.124	.106	-.100	-1.170	.245
Professional level of internship staff	.245	.075	.261	3.258	.002
Professional identity	.320	.091	.295	3.500	.001
Difficulty in finding a social worker	-.005	.101	-.004	-.051	.960
Social work development prospects	.336	.121	.219	2.774	.007
Demand for social workers	.015	.093	.012	.161	.873
Social Work Employment Environment	.329	.085	.356	3.873	.000

Dependent variables: willing to do work related to this major

**3.1. Professional recognition of social work by graduates majoring in social work**

Professional identity is manifested by learners combining their own professional knowledge with their own personality characteristics and interests, Think of your major as one with yourself, Even want to become the same as the professional talent response. [14], by analyzing the results, Of the respondents, Forty percent of people agree

that "professional identity affects future career choices, Twenty-seven percent agree, 26% generally agree, Five percent disagree, Two percent of the people disagree, So the percentage of social work graduates who agree with this view is as high as 93% of the total survey. Therefore, Most social work graduates believe, Professional recognition of social work majors will affect their future career choices. The details are shown in Table 3.

Table 3 Percentage distribution of post-career choices considered to be affected by professional identity

		Frequency	Percentage	Effective percentage	Cumulative percentage
Effective	Very much	40	40.0	40.0	40.0
	Comparative identity	27	27.0	27.0	67.0
	General identity	26	26.0	26.0	93.0
	Disagreement	5	5.0	5.0	98.0
	Very disagreeable	2	2.0	2.0	100.0
	Total	100	100.0	100.0	— —

**3.2. The degree of perfection of professional education in social work in schools**

The professional education of the school has an extremely important influence on the development of all aspects of the students. Students can learn professional theoretical knowledge and practical skills through the professional education of the school, and can improve their professional

accomplishment. Having higher professional qualities can make students more willing to enter the field of work related to their major.

Asked if the subjects were satisfied with the school's social work curriculum ,62 percent said they were satisfied with the school's social work curriculum, but those who were not satisfied with the school's social work curriculum also accounted for 38 percent of the respondents. The details are shown in Table 4.

Table 4 Percentage Distribution of School Social Work Courses Satisfied

		Frequency	Percentage	Effective percentage	Cumulative percentage
Effective	Satisfactory	62	62.0	62.0	62.0
	Not satisfied	38	38.0	38.0	100.0
	Total	100	100.0	100.0	— —

**3.3. Social status of social work**

Most workers want to work in a more recognized field of work, and the higher the social status of a particular field of work, the more workers will be attracted to find employment in this field. In this survey, the "current factors affecting your social work" survey found that up to 59% of people think that the professional status of social work will affect their career choice.

In the survey of respondents, they found that their relatives and friends know very little about social work, and the rate of ignorance and total ignorance is as high as 73%. This shows that the social status of social work is not high, so their relatives and friends will know so little about social work, which makes it more difficult for social work

graduates to choose to work in the field of social work. Therefore, the social status of social work is an important factor affecting the career choice of social work graduates.

**3.4. Remuneration for social work**

The main reason for the employment of workers is to obtain remuneration to provide a basic source of life, so pay is the first consideration for workers to choose a career. In addition to the higher salary of social work in some big cities, the salary of social work in other small and medium-sized cities is relatively low, which is very attractive to the graduates of social work who choose to engage in social work.

The survey found that among the current factors affecting social work graduates, the proportion of respondents who chose the salary option was as high as 83%. This is enough to show that salary is a very important factor affecting the employment of social work graduates.

#### **4. CONCLUSION**

Through the investigation and analysis, it is concluded that the degree of professional identity, the school's professional education resources, salary and treatment, and the social work career development prospect are the factors affecting the career choice of social work graduates.

#### **5. SUGGESTED COUNTERMEASURES**

##### ***5.1. Enhancing the social identity of social work and the social status of social workers***

The Government shall vigorously disseminate information on social work in schools, communities, hospitals and other public places through various channels of publicity, such as the Internet, print media, advertising and other modern media, popularize knowledge related to social work to the public, actively publicize and praise successful cases, regularly organize social work professionals to publicize lectures in some communities, and actively answer questions from the masses, so that the public can know about social work, understand social work and understand the process of its service. Enhancing social support. The state should actively introduce policies related to social work, encourage the development of social work, and give policy support to the development of social work.

##### ***5.2. Increasing the remuneration and treatment of social workers and improving the working environment***

The government should strengthen the purchase and investment of professional social work institutions, ensure the normal operation of social work institutions by increasing investment, and actively put forward relevant policies to improve the salary and treatment of social workers. Improve the salary system of social work institutions and formulate a reasonable wage payment system. At the same time, social work institutions should form a reasonable career promotion system, reward and punish social workers reasonably according to their daily work performance, praise and reward them in time for good performance, and correct criticism for poor performance. This will increase the job challenge of social workers and enhance their sense of achievement. [17]

##### ***5.3. Broaden the field of social work and employment and provide more employment opportunities in social work***

At present, many social work graduates think that it is difficult to find a suitable job related to social work after graduation, so it is necessary to strengthen the construction of professional social work institutions. Let social work graduates after graduation can have more work institutions to choose. The government should actively introduce relevant policies to provide more employment opportunities for social work graduates and broaden the employment field of social work graduates. Improve the social work graduates choose to enter the field of employment.

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