



Research on the Influence of Family Capital on College Graduates' View of Job Selection – A Statistical Analysis Based on SPSS

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Abstract. The employment problem of college graduates has been attracting wide attention, among which the concept of career selection is even more eye-catching. In this paper, 1,118 graduates were selected to study and analyze the career selection status of college graduates and the influence of family capital on the career selection concept of college graduates. The study found that when choosing a career, students prefer central enterprise and their subsidiaries, higher education units, party and government agencies and scientific research units, while a relatively small proportion of them choose to enter private, foreign, or joint ventures. The ANOVA results showed that father's education level, the mother's education level and the location of the family, these three factors have a significant impact on the graduates' career choice concept.

Keywords: family capital · graduates · career selection · influencing factors · SPSS

1 Introduction

People's wellbeing is the cornerstone of China's building of a moderately prosperous society in all respects, among which employment is the foundation of people's livelihood [1]. The employment and career selection of graduates have always been attracting much attention. According to relevant data, the number of college graduates in 2022 is expected to reach 10.76 million, reaching tens of millions for the first time [2], and the employment situation is becoming increasingly serious. According to the analysis results of previous literature, father's occupation, education level and family location have a significant impact on graduates' career [3]. Family background with father's occupation as proxy variable has an important influence on individual career choice. Family background will affect individual preference for school level and salary, and thus affect graduates' career choice [4]. Therefore, on the basis of predecessors, this study further explored the impact of father's education level, mother's education level, father's occupation, mother's occupation and family location on graduates' career choice. This study focuses on the current situation of Chinese college graduates' career choice and the impact of family capital factors on graduates' career choice outlook, and puts forward corresponding countermeasures on this basis, which is conducive to helping graduates establish a correct career choice outlook and improving the employment quality of Chinese college graduates.

2 Research Design

According to the existing studies, the main indicators to measure the family social capital of college students are the father’s occupation, education degree and family location attributes [5]. On this basis, this paper puts forward the factors influencing the career choice of college graduates: father’s education level, mother’s education level, father’s occupation, mother’s occupation and family location.SPSS25.0 software was used to process and analyze the questionnaire collection data, mainly analyzing the influence of family capital through descriptive statistics and one-way ANOVA.

2.1 Research Hypotheses and Model

This paper believes that from the perspective of family capital, the factors affecting college graduates’ career choice include: family location, father education degree, father occupation, mother education degree and mother occupation, and proposes the following five assumptions:

- H1: Family location has an impact on the graduates’ view of career choice.
- H2: The father’s education level has an impact on the graduates’ view of career choice.
- H3: Father’s career has an impact on the graduates’ career selection outlook.
- H4: Mother’s education level has an impact on the graduates’ view of career choice.
- H5: Mother’s career has an impact on graduates’ view of career selection.

Based on the above research assumptions, the model of college graduates, as shown in Fig. 1.

2.2 Questionnaire Design and Data Collection

The research data of this study are from the Employment Status Survey Project of 2020 Graduates of the Employment Guidance Center of Tianjin University, which was jointly organized and implemented by the Employment Guidance Center of Tianjin University, the Academic Affairs Office of Tianjin University and the School of Education of Tianjin University. The subjects of this survey are graduates of Tianjin University in 2020, and 1118 valid questionnaires were collected in the form of network survey.

There are 44 items in the questionnaire, which is composed of two parts. The first part is the employment situation of students, including employment intention, employment

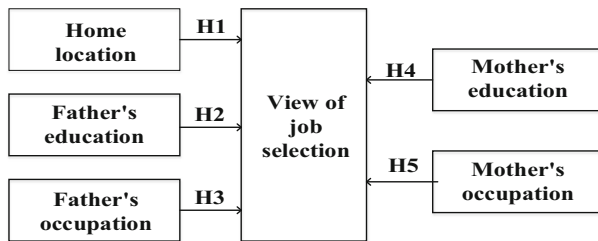


Fig. 1. Research model

destination, employment value factors, etc., all in the form of five-level Likert scale. The second part is the statistics of the students' personal and family basic situation, which respectively records the students' political status, academic performance, student cadre experience, qualification certificate situation, family location, family per capita annual income, parents' education level and parents' occupation.

2.3 Reliability and Validity Test of the Questionnaire

Before verifying the hypothesis, in order to avoid large deviations in the research conclusions, reliability and validity analysis of the three dimensions of the questionnaire was carried out to ensure the quality of the questionnaire. The results of reliability analysis showed that Cronbach's α value was 0.962, greater than 0.7, which passed the reliability test. As for the results of questionnaire validity analysis, the KMO value was 0.952, greater than 0.6, and the P value was 0.000. The questionnaire passed the validity test.

3 Data Analysis

A total of 1,118 graduates participated in the questionnaire, including 652 male and 466 female. In degree, including bachelor's, master's and doctor's degree.

3.1 Descriptive Statistical Analysis

3.1.1 Career Planning for Graduates

Through frequency analysis, it can be found that 35% of the students have a clear plan for their career and prepare for it, such as starting relevant internships (part-time jobs); 43% of the students have preliminary thinking or planning for their career; 20% of the students think career planning is very important, but have not considered it in detail, and feel confused when applying for jobs. The remaining 2% think that planning is not necessary and that what they find is not important. Therefore, most students have a certain sense of career planning (Table 1).

Table 1. CAREER PLANNING FOR GRADUATES

Variable	Detailed Categories	N	Proportion
Occupational planning	Have a clear plan and prepare, such as starting an internship (part-time)	391	35.0%
	There is an initial thinking or planning	481	43.0%
	I think career planning is very important, but I haven't considered it specifically. I am confused about job hunting	220	19.7%
	Think that planning is not necessary, what work to find is what	17	1.5%

Table 2. GRADUATES' JOB SELECTION REGION

Job selection region	N	Proportion
Tianjin	412	36.8%
Beijing	193	17.2%
Other regions in East China (Jiangsu, Zhejiang, Anhui, Fujian, Jiangxi, Shandong)	158	14.1%
Shanghai	80	7.1%
Other regions in North China (Hebei, Shanxi, Inner Mongolia)	65	5.8%
Central China (Henan, Hubei, Hunan)	53	4.7%
Southwest China (Chongqing, Sichuan, Guizhou, Yunnan, Tibet)	48	4.3%
Guangdong Province	46	4.1%
Northwest China (Shaanxi, Gansu, Qinghai, Ningxia, Xinjiang)	30	2.7%
Northeast China (Liaoning, Jilin, Heilongjiang)	18	1.6%
Other parts of South China (Guangxi, Hainan)	4	0.4%
Hong Kong, Macao, Taiwan and overseas areas	3	0.3%

3.1.2 Career Selection Status of the Graduates

3.1.2.1 Graduates' Job Selection Region

According to the frequency analysis, Tianjin is the most ideal place for graduates to find jobs, accounting for 36.8%, followed by Beijing, accounting for 17%, and other regions in East China (Jiangsu, Zhejiang, Anhui, Fujian, Jiangxi and Shandong), accounting for 14.1%. Therefore, graduates are more likely to choose Tianjin, Beijing and other parts of East China as their work locations.

3.1.2.2 Graduates' Job Selection Units

Through the frequency analysis, it can be seen that when choosing jobs, students prefer central enterprises and their subsidiaries, as well as higher education units, party and government organs and scientific research units (excluding universities). Among them, the largest number of students are inclined to go to central enterprises and their subsidiaries, 319, accounting for 28.5%. The proportion of private, foreign or joint ventures is relatively small. Since 2020, graduates may be more inclined to choose more stable jobs due to the tougher economic and employment situation due to the COVID-19 pandemic, and the survey results are in line with the reality (Table 3).

3.2 Statistical Analysis of Differences

The variance analysis of this study mainly includes chi square analysis and one-way ANOVA.

Table 3. TYPE OF GRADUATES' JOB SELECTION UNIT

Variable	Detailed category	N	Proportion
Type of job unit	Central enterprises and their subsidiaries	319	28.5%
	Higher education units	160	14.3%
	Party and government offices	140	12.5%
	Scientific Research Unit (excluding universities)	131	11.7%
	State-owned enterprises other than central enterprises	109	9.7%
	private enterprise	94	8.4%
	Foreign-funded enterprises	46	4.1%
	Other institutions	41	3.7%
	Secondary and primary education units	36	3.2%
	become self-employed	16	1.4%
	The PLA or the armed police forces	10	0.9%
	other	8	0.7%

Table 4. CHI-SQUARE TEST OF GENDER AND CAREER PLANNING STATUS

	Value	Free degree	Progressive significance (bilateral)
Pearson chi-square	11.266a	3	0.01

3.2.1 Chi-Square Test of Gender and Career Planning Status

According to the Chi-square test results, $\text{sig} = 0.01 < 0.05$, indicating that there is a significant difference between male and female students in career planning. As can be seen from Table 2, in "having preliminary thinking or planning" In both cases, the percentage of boys is higher than that of girls, that is, in terms of career planning, boys have more clear career planning than girls, while girls are less clear about their career planning than boys (Table 4).

3.2.2 One-Way ANOVA

In this paper, variance analysis method is used to analyze the influence of father education, father occupation, maternal education, maternal occupation, and location of the family. If p value is less than 0.05, it is considered that this variable has a significant impact on career choice.

The p value of father's education level, mother's education level and family location is less than 0.05, so these three factors have a significant impact on the career choice of graduates. As can be seen from Table 5, the father's education level has significant statistical differences in geographical location, living environment, and the degree of matching between the position and the major of the graduates when choosing a job.

Table 5. ONE WAY ANOVA OF FATHER’S EDUCATION LEVEL AND CAREER SELECTION CONCEPT

		Free degree	Mean square	F	p
Geographic position	interblock	3	4.296	4.8	0.003
	Within the group	1083	0.895		
	amount to	1086			
Surroundings	interblock	3	4.071	5.365	0.001
	Within the group	1082	0.759		
	amount to	1085			
The matching degree between the position and the major	interblock	3	10.23	8.203	0.000
	Within the group	1082	1.247		
	amount to	1085			

Through the post analysis, it is concluded that students whose father’s education level is in high school, college or above pay more attention to geographical location than students whose father’s education level is in primary school; Students whose father’s education level is college or above pay more attention to geographical location than students whose father’s education level is junior middle school. To sum up, the higher the father’s education level, the more students pay attention to the factor of geographical location when choosing a job; at the same time, the lower the father’s education level is, the more important the match between the job and the major was. There is a big difference in this factor between the students whose father’s education level is junior middle school and the students whose father’s education level is junior college or above, and the difference between the two average values is 0.386. In addition, the mother’s education level also has significant differences on the students’ career choice outlook in geographical location, living environment, and the degree of matching between post and major.

It is worth noting from Table 6 that there are significant statistical differences in five aspects: geographical location, living environment, nature of unit, matching degree between post and major, and distance between work place and hometown. According to the post analysis, compared with rural students, urban students pay more attention to geographical location (0.167), living environment (0.160) and unit nature (0.154). At the same time, urban students pay more attention to the distance between work and hometown (0.224) than county and town students. While rural students also pay more attention to the distance between work and hometown than county and town students (0.253), and rural students attach great importance to the matching degree between their posts and their majors, which is higher than 0.270 compared with urban students and 0.380 compared with county and town students, which has a strong difference, reflecting that rural students pay more attention to their professional aspirations and professional skills.

Table 6. ONE WAY ANOVA BETWEEN FAMILY LOCATION AND CAREER SELECTION VIEW

		Free degree	Mean square	F	p
Geographic position	interblock	2	3.231	3.591	0.028
	Within the group	1084	0.9		
	amount to	1086			
Surroundings	interblock	2	2.698	3.531	0.03
	Within the group	1083	0.764		
	amount to	1085			
Unit nature	interblock	2	2.46	3.04	0.048
	Within the group	1083	0.809		
	amount to	1085			
The matching degree between the position and the major	interblock	2	12.453	9.945	0.00
	Within the group	1082	1.252		
	amount to	1084			
The distance from work and home	interblock	2	5.813	4.203	0.02
	Within the group	1082	1.383		
	amount to	1084			

4 Results and Conclusions

4.1 Analysis Results

To sum up, we can conclude that the education level of the father, the education level of the mother and the location of the family of the students are important factors affecting the career choice of graduates, which will have a significant impact on the career choice view of graduates, embodied in two aspects: Firstly, the study found that there are significant differences between the educational level of the father and the educational level of the mother and the degree of the geographical location, living environment and the degree of matching between the position and the major that graduates value when choosing a career. Secondly, there are significant statistical differences in geographical location, living environment, unit nature, matching degree between job and major, and distance between work place and hometown.

4.2 Results Discussion

Based on the current situation and influencing factors of college graduates' career choice, this paper puts forward the following suggestions:

First, career planning. In view of the research shows that a large proportion of graduates work in state-owned enterprises and public institutions, on the one hand, it is suggested that colleges and universities should strengthen the guidance and education of career planning for graduates and help graduates make reasonable employment plans based on their actual situation and employment intention so as to make career preparations in advance. On the other hand, colleges and universities are encouraged to provide more internship opportunities for students and do a good job in relevant employment services so that students can make appropriate career choices in further internship practice. Secondly, the concept of career choice. The idea of graduates' career choice is the key to their career choice. At present, graduates' idea of choosing a job has not been fundamentally changed, graduates generally have higher employment expectations, while there is a big gap between ideal and reality. Therefore, it is necessary to help students establish and cultivate a correct and diversified view of career choice, broaden their horizons and strengthen the education of innovation and entrepreneurship. Thirdly, Third, in the comprehensive ability. Graduates should strive to consolidate professional foundation and cultivate comprehensive ability. The competition of modern society is the competition of comprehensive quality in essence. Many employers not only need graduates with solid professional basic knowledge, comprehensive knowledge structure, but also good ideological and moral, healthy psychology, sound personality and innovative spirit. To grasp the initiative of employment, graduates should comprehensively improve their comprehensive quality, lay a solid professional foundation, cultivate practical ability, but also use the school to provide a variety of opportunities, exercise, hone, enrich themselves, improve their comprehensive quality, create "employment core competitiveness" to increase their employment chips. Last but not least, in terms of family background, we should pay attention to the influence of family on graduates' career choice and actively construct the employment incentive and guarantee mechanism for graduates [6].

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