

Research on the Influence Factors about the Employment Quality in Economic Management Students in Regular Institutions of Higher Learning

——Take One Regular Institution of Higher Learning in Jilin Province for Example

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Abstract: The research on the quality of employment of college students in our country is still simple comparatively, and it mainly focuses on the establishment of assessment system of employment quality and the investigation of employment quality. But the research is much less, and it aims specially at the employment quality of economic management students in regular institutions of higher learning so that it is more difficult in employment quality and its influence factors. We find the present status and the existing problems of employment quality through the investigation of economic management graduates in one regular institution of higher learning in Jilin province, and give the suggestions to promote employment quality of economic management students in regular institution of higher learning in this paper.

Introduction

The research on the problems about the employment quality in the internation has begun from 70s of the 20th century. People in the foreign countries have discussed the measure dimensions of employment quality about the research of employment quality. For example, Beatson measures the employment quality by the contents of economic contract which reflect the labor reward relation and the contents of psychological contract which reflect the relation between employers and employees(Beatson, 2000). But there are the analysis researches of more examples about the employment quality. For example, Richard Brisbois makes an comparative analysis to the indexes of macroscopical employment quality (skill development, health and welfare, work satisfaction, occupation and its security) in the countries of Canada, US, European union(Richard Brisbois, 2003). For another example, Peter Morton's research on the employment quality of small businesses in Ghana(Peter Morton, 2004) and so on.

In domestic, the researches on the employment quality are few, but a certain research results have been formed. Aiming at the college students' employment quality in our country, in the research processes one research is to analyze the problems of college students' employment quality and to take the suggestion for the solution. For example, "The Exploration of College Student'

employment quality and Mental Problems”(Tan Jianyue, Huang Huayong, 2005), “Completing the Employment Market and Improving the Management Quality of College Students”(Fangyan, Luqing, Xiaoqiang, Dong Yifan, 2014), The Gender Difficulty of Employment Quality of College Students”(Shidan, Wang Xianmi, 2009) and so on. Another research is about the assessment system of college students’ employment quality. For example, “The Exploration and Analysis of Assessment System of College Students’ Employment Quality”(Qin Jianguo, 2007), “The Steps and Methods for Establishing the Quantitative Assessment System of Employment Quality in Our Country”(Liu Suhua, 2005), “The Index System and Assessment Measure of College Students’ Employment Quality”(Shi Shutiao, 2008) and so on.

From all the things above, the research on the college students’ employment quality in our country is simple comparatively. It is mainly divided into two kinds, one is the investigation of employment quality which is done by aiming at one group like agriculture graduates, the minority graduates, rural and urban graduates. The other one is the establishment, research and analysis of assessment system of the college students’ employment quality. The researches aim specially at the employment quality of economic management students in regular institutions of higher learning which is more difficult in employment and its influence factors of employment quality. However, such researches are few.

The Present Status and Problems of Economic Management Students’ Employment Quality in Regular Institution of Higher Learning

Based on the questionnaire of economic management students in one regular institution of higher of learning in Jilin province, it surveys the present status and measures the employment quality with six aspects about the personal satisfaction, namely the salary, the development space, the stability of work, the goodness of fit between the expectation and the work, the relevancy of work and major. And then, we analyze which factor has more influence on the employment quality through subjective problems.

The investigation results suggest that the present status of economic management students’ employment quality in this university has several features below.

The Lower Expectation Commonly for Employment Quality. After the college expansion plan, the number of college students has increased rapidly, and it has caused that the college students’ employment to be more serious, and to be more difficult for them to find jobs. We take Northeast Dianli University as an example. It is an comprehensive university, national second-class university. Talking of the employment quality, its certain majors like electricity, dynamism, energy, and so on have good employment quality. But the employment quality of the graduates in the economic management college is common. Such phenomenon has existed for a long time, and it has caused the expectation of students in economic management college to be lower commonly. The investigation suggests that 82% of the students have the lower expectation on the employment quality, and they think that they can not find a satisfied job, and they satisfy the job whose salary can only support themselves to live. They lack the self-confidence and lack the courage to challenge the job with high quality.

Lack of Learning for Superior Jobs. The investigation suggests that the hunting job for the 92.7% of the graduates is done by the campus recruitment and online recruitment. And the way to find jobs is very simple. And all of enterprises from campus recruitment are almost related to electricity, and the persons which are needed badly are the persons whose majors are electricity, dynamism or energy, and only a few of enterprises need the persons whose majors are other specialties. Thus, it is pretty difficult to find a high-qualified job through campus recruitment for the

students whose majors are economic management specialty. The other way is the online recruitment. The online recruitment is passive comparatively. Where are many superior enterprises which can find you actively? The investigation suggests that the hunting jobs for 93% of the students are done by the two ways above. And the learning about the information of superior enterprises is less or a little so that it has caused the lower employment quality. How they can find a superior job if they barely learn career information.

Having no the Direction for the Preparation on Campus to Find Superior Jobs. The most important thing is to have a realistic career planning. According to the social requests and own condition, they make their own career planning earlier to strive with the clear aim, to promote employment ability. In addition, they do not get a certificate and find a job blindly. As far as many graduates are concerned, it means the employment confusion rather than employment difficulty. And they have no career planning for their own perspective development and get the confusion about the life after graduation. This always is an important reason that they feel out of place when they face the employment pressure. This investigation suggests that 71.67% of the college students have no plans for their own perspective developments and careers, and 20% of the students are uncertain for that. Only 8.33% of the students have clear plans. As the saying goes, the chance belongs to the people who have preparation. College students should have clear career aims earlier, make career plannings earlier, expend the knowledge store and put themselves into social practice with pertinence and teleonomy if they want to find an ideal job. In the meantime, it is necessary to learn their own advantages and disadvantages, to strive for giving play to their own advantages and making for their own disadvantages.

The Analysis of Influence Factors about the Economic Management Students' Employment Quality

Based on the data of questionnaire and combined with the subjective questions, we analyze the influence factors of the students' employment quality from several points below.

The Students' Personal Ability and Specialty. There are different for every person's ability, characteristics, strong points and others so that the personal factors are different for different persons. The specialized knowledge learned in school are fixed, but the work needs practical operation and practical action, so we can say like this. Therefore, it is important to make the personal ability to give play in the work.

We analyze the personal ability from several points, namely the career planning, the experiences of practice and part-time job, the experiences of student union and class leader, the acquired certificates and accolades, the ability of practice, the ability of environmental adaptation, the interpersonal skill, the self-adjustment ability in this paper. As shown in table one, the strongest ability is given five point, and the stronger ability is given four point, and the common ability is given three point, and the weaker ability is given two point, and the weakest ability is given one point. We get the points condition of the persons who are surveyed by giving scores by the people. How many points the personal ability gets, and how many points the specialty gets can be seen in the table. The production of table 3-1 has referred to "*The Assessment Model of College Students' Comprehensive Ability*" written by Hu Danfeng and Jiao Xinxin. The table 3-1 has divided the ability of college students into seven aspects and then has done the researches by the subdivision of every aspect. We refer to "*The Assessment Model of College Students' Comprehensive Ability*" and unite the practical conditions of this investigation sample in this paper, but we only choose a certain factors which have comparatively obvious influence on the college students' employment quality.

Table 1 The assessment table of personal factors

First grade indexes	Second grade indexes	Strong→ Weak
Personal ability	How much help does your career planning have for your present job	5 4 3 2 1
	How much help does the experiences of practice or part-time job have for your present job	5 4 3 2 1
	How much help does the experiences of student union or class leader have for your present job	5 4 3 2 1
	How much help does the certificates or accolades you got have for your present job	5 4 3 2 1
	What about your practice ability do you think	5 4 3 2 1
	What about your ability of environmental adaptation do you think	5 4 3 2 1
	What about your interpersonal ability do you think	5 4 3 2 1
	What about your self-adjustment ability do you think	5 4 3 2 1
Specialty	How much help does your specialty have for your present job	5 4 3 2 1

We divide the assessment standard into six aspects of the personal satisfaction, the salary, the development space, the stability of job, goodness of fit between the job and the expectation, the relevancy of job and specialty in this paper, and we score the weight and personal satisfaction respectively to be 3.6, score the salary to be 2.4, score the development space to be 1.8, score the stability of job to be 1, score the goodness of fit between the job and the expectation to be 0.7, and score the relevancy of job and specialty to be 0.5. As shown in table 3-2, the most satisfied is five points, the more satisfied is four points, the commonly satisfied is three points, the more dissatisfied is two points, and the most dissatisfied is one point. The assumptions of assessment standard in this paper refers to “*The Employment Report of Chinese college students in 2014*”. In “*The Employment Report of Chinese college students in 2014*”, we take these assessment standards to measure the satisfaction degree of college students’ employment in one specialty or one industry in this paper. We take these assessment standard to measure the job satisfaction degree of college students and then get other employment quality, not only to aim at one specialty.

Table 2 The assessment table of employment quality

The Assessment standard	Satisfaction degree(10 points of the most satisfied—one point of the most dissatisfied)	The Weight
The Personal	5 4 3 2 1	3.6

satisfaction degree						
The Salary	5	4	3	2	1	2.4
The Development space	5	4	3	2	1	1.8
The Stability of job	5	4	3	2	1	1
The Goodness of fit between the job and the expectation	5	4	3	2	1	0.7
The Relevancy of job and specialty	5	4	3	2	1	0.5

Different persons have different emphasis points for the job. Some people choose these jobs because they are satisfied with the salaries of these jobs, but some people are satisfied with the development space or some people are satisfied with these jobs' work nature and so on. Therefore, we take the products of the scored points according to every assessment criterion marked by every person and the weight in this paper, but we do not simply define that this person's employment quality is good if the salary is excellent, or this person's employment quality is bad if the salary is terrible.

Through the investigation for the students in the economic management college of Northeast Dianli University who have entered the university in 2015, the proportion of the people whose personal abilities have larger influence on the employment quality reaches 58%, and the proportion of the people whose specialties have larger influence on the employment quality reaches 25%. As shown in table 3-1, the most important factor of employment quality is personal ability, and the second is specialty. The personal ability is the crucial factor for the employment quality.

图2 就业质量影响因素

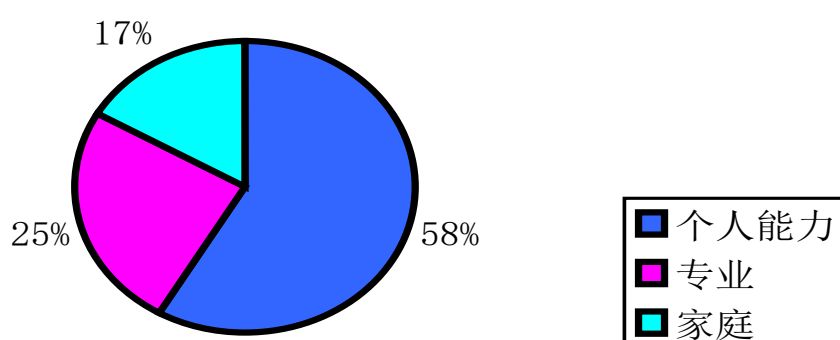


Figure 1 The influence factors of employment quality

The Influence of Employment View on Employment Quality. The particularity of Chinese social traditional culture impacts the college student s' employment quality at a certain degree. The traditional conception of Chinese people thinks that guaranteed and stable work is a good job, such

as, a secure job or the staffing of government affiliated institutions and so on. This employment conception is fault, because this kind of stable jobs are a good job for some people, but this kind of stable jobs are not a good job for some people who have the courage to struggle for life. But most of parents hope that their son or daughter has a stable job so that let their son or daughter to join civil service examination or the examination of teacher certification. And some students do not have their thoughts on the job so that they follow their parents. These have caused low-qualified employment eventually. Subjective viewpoints on the good or the bad impact one's employment quality directly. The good things what others think are not always good for me. Thus, one's employment quality is determined by subjective satisfaction degree.

The Influence of School's Curriculum on Employment Quality. It impacts the college students' employment quality directly whether the training quality of economic management students in school can satisfy the social demands for the talents or not. The factors that related to the regular institution of higher learning, such as the student's personal achievement, the comprehensive ability, the school's reputation and specialty, the school's education method, the school's education structure and so on, have larger influence on the employment process of the graduates. In high school, all of the things that the students do in learning are for entering a good university, but the abilities in other aspects do not be exercised. Thus, the comprehensive ability of college students can be really exercised. It is easier to find a job for the graduates whose majors are economic management rather than other graduates comparatively. But their employment quality is lower generally, and the main reason is that school's curriculum and practical teaching can not satisfy the social demand for the talents. It is the most crucial factor which impacts the economic management students' employment quality.

The Influence of Employers' Expectation for the College Students on the Employment Quality. The employers do not want to recruit the graduates in current year because of several reasons below. We can say that the college students are everywhere and very common in today's society. And the college students have received the national high education so that their personal quality and personal ability are much stronger. But actually, college students have their own advantages and disadvantages as a special employment group. For example, they have bad practical operation ability, and they lack the work experience, and they do not know how to get along with their colleagues and so on. But the enterprises have high expectation for the college students and the students can not reach the expectation. In addition, the enterprises need the labor force, wealth force and material force to cultivate the students if the enterprises have recruited them. And the students' employment stability is worse comparatively. Correspondingly, the persons cultivated by the enterprise with time and energy are likely to change their jobs for a better job. So The employers do not want to recruit the graduates in current year for these reasons. Certain other employers raise the requests of educational background continually when they recruit people, and it causes the unnecessary waste of talents. More reasons like the reasons mentioned above result in that the job chance for the graduates in current year is scarce and the employment quality is bad.

The Suggestions on Improving Economic Management Students' Employment Quality

Promoting the Student's Courage to Sprint to the High- Qualified Occupation. According to the data of the investigation, 71.3% of the students lack the courage to sprint to the high-qualified occupation. Some students among them have the ability to find a high-qualified job, but they have no courage to try and think that they can not be competent in that job. Therefore, the students should believe in themselves and dare to try. They will have the chance if they have the courage to try, otherwise, they will have no any chance. For example, you feel satisfied with one enterprise or

development space of this enterprise and it has a job you like, so you can make a special resume which aims at this enterprise correspondingly, and you should learn this enterprise comprehensively, and do a SWOT analysis to thoroughly analyze this enterprise to let the employer find your ability. Even though you do not graduate from a famous university or the ‘985 university’ or ‘211 university’, if you show your ability to the employer, and then the employer will give you a chance, so you get this job naturally. Therefore, do not veto yourself before you are vetoed by others, and creating the chance for yourself with courage and confidence. The chance only comes after do it, and the offer comes after chance. You will not have the chance forever if do not do it, and then the high -qualified job does not belong to you forever correspondingly.

Broadening Economic Management Students’ Job Hunting Version. In order to create more chance, we should correspondingly broaden the economic management students’ job hunting version. They should learn the superior occupation by various channels which can not be limited to campus recruitment and online recruitment. Campus recruitment does not recruit the students in economic management college basically in terms of the students in Northeast Dianli University. The probability that we can find a superior job is very little if the job hunting chance can be only gotten through one way of campus recruitment. It caused the low- qualified employment of economic management students. Therefore, we should be active to find and seek more channels of job hunting to find high -qualified job. The students can not wait for the job coming so that they may have more chances to find a superior job. The investigation suggests that most of jobs found by online recruitment are low-qualified, because the online recruitment is passive comparatively. The enterprise needs to be active to connect with you, but on the contrary, the post never be active to connect with you because the competition is fierce to certain high- qualified job.

Strengthening the Training for Job Hunting Skill and Job Hunting Ability of Economic Management Students. Regular institutions of high learning will strength the training of vocational counsel and job hunting skill to advance self core competitive power and to improve quality of employment. Advancing the self-quality and ability of college graduates is the key and core to advance the employment competitiveness. The students firstly will make a career planning rightly to make a clear of their vocational ability, career interests and find a proper direction of vocational development. The college students secondly will improve self-quality and ability to be serious to learn specialized knowledge and to be active to join social practical activity during college years. Through social practical activity the students will improve their own interpersonal skills, organization and coordination abilities, team work and other comprehensive abilities to cultivate the innovation ability, the vocational quality of hard-working and so on. Eventually, they will adjust the employment mentality, learn the employment situation of popular education, break the employment view and job-choosing view of ‘a job amounts to doing it forever’. In addition, they will learn how to keep a low profile, and how to do work from basic level to exercise yourself and absorb knowledge. But the students can not to be blind to choose a job and will find a job that can help their following career life and accumulate the relevant experience.

Strengthening the Butt Joint of School’s Curriculum and Vocational World. Regular institutions of higher learning will adjust the setting of subjects and specialties appropriately, because many university’s curriculums have been serious disjointed with social demand, and the knowledge got from school can not apply to practical work at all. Thus, the school will explore the demand aiming at a post, and scientifically determine the quality criterion and the features of cultivating talents on the background with the popularization of high education. Regular institutions of higher learning will be brave to innovate and try boldly to transform from the simple and closed the talents cultivation mode into flexible and various talents cultivation mode. Regular institutions

of higher learning may be active to adapt to social demand and the change of employment market to strengthen the adjustment degree of specialties and subjects structure and to realize the transformation from the guide type of talents supply to the employment demand step by step. Correspondingly, we should further integrate and optimize the education sources, and put effects into cultivate the mixed talents with high quality. We should widespread establish the courses of graduate's employment guide so as to provide the personalized employment guide to the students and to improve the employment competitive power and adaptability of college graduate, and to cultivate the mixed talents to apply to the enterprise.

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