

Current Employment Status of Medical Students in College Expansion

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Abstract—Along with the social reform and the development of medical higher education, employment pressure and competition for medical students are highly increased. Solving the problem of medical students' employment has become an important problem that medical colleges and universities must solve at present. In this paper, in order to improve medical students' employment competitiveness and employment platform, there are four proposals from medical students' subjective factors and social external factors: setting up correct concept of employment, improving the professional knowledge and comprehensive quality, improving the education system, and standardizing the four directions to improve the job market.

Keywords—*medical students; employment; education; analysis*

I. INTRODUCTION

With the enrollment expansion of colleges and universities in China, the enrollment ratio of China's colleges and universities enrollment have highly increased, which had already reached nearly 20%. This means China's higher education has transferred from elite education stage to popular education stage. The number of medical colleges and universities graduates entering the job market has increased sustained. The employment problem of medical graduates' employment has caused widespread attention from the government, school, and student. The problem of medical students' employment difficulty is caused by comprehensive reasons. Through analyzing these reasons, we can understand the causes of employment difficulty and study the countermeasures to improve the employment ratio of medical students.

II. ANALYSIS OF SUBJECTIVE FACTORS OF MEDICAL STUDENTS

Employment competitiveness refers to the comprehensive employability of college graduates, when their accumulate knowledge, develop skills and qualities have reached to a certain level and gain competitive advantages in the competition in the job market and achieve sustainable development. The employment competitiveness of medical students includes several aspects: solid professional theoretical knowledge; high skill in clinical operation; scientific humanistic quality; comprehensive skills in job application; correct concept of employment [1]. At

present, the lack of employability of medical students reflects the poor capability of students. Employability refers to the collection of knowledge, skills, personality characteristics and various conditions that individuals have when they successfully obtain jobs, maintain jobs and change jobs in the labor market.

A. Lack of Solid Professional Theoretical Knowledge

High clinical practice skill is necessary for practitioners due to the nature of medical specialty. And the improvement of skills must be based on solid theoretical knowledge. Many students have problems such as insufficient professional theoretical knowledge and insufficient clinical practice skills. The main reasons are as follows: on one hand, in order to improve their scientific research ability, some teachers ignore the improvement of teaching ability, which affects the teaching effect and leads to the loss of students' interest in the courses; on the other hand, the lack of diversity of course assessment and test methods leads to students' rote memorization to pass the examination, while short of understanding and theoretical knowledge.

B. Lack of Training in Clinical Practice Skills

A qualified doctor should not only have solid professional theoretical knowledge, but also master excellent clinical practice skills. In the survey of employers, it is found that the valued ability of graduates by employers is clinical practice skills. However, due to the insufficient of clinical skills training for the students in medical school, the clinical practice skills of the graduates are poor. The main reasons are as follows: firstly, students do not have enough understanding of the importance of clinical practice skills; secondly, teachers neglect the supervision of students, relax the requirements on students due to various reasons, reduce the internship practice participation and operation training time, resulting in the lack of systematic training of students' practical operation ability; thirdly, in order to solve the problem of "unsatisfactory employment" of students, the school often relaxes the internship management of students [2]. Since the postgraduate examination time is in the period of clinical practice, many students spend a large amount of internship time to review for the postgraduate examination. Therefore, there is not enough time input and energy in clinical practice.

C. *The Employment Concept of Medical Students Needs to Be Changed*

With the transformation of higher education from "elite education" to "popular education", the number of medical graduates increases year by year. But the graduates only pay attention to economic factors and personal development in the choice of employer's regions. Meanwhile, they pay less attention to the needs of society. Many students still haven't changed the traditional concept of "iron rice bowl" under the new employment environment, and set their employer direction in big cities and top hospitals with good financial benefits, which leads to students flocking to compete for a position. So there is significant decline of employment competitiveness of medical students. In recent years, medical students are not interested in the booming of private medical institutions and medical-related occupations, such as health care, prevention, rehabilitation, hospice care, medical sales and other occupations, and in the ideological and behavioral conflict, which has virtually weakened the competitiveness of medical students in employment market.

D. *Poor Comprehensive Quality*

Many middle schools divide humanities and science subjects in an early stage because of the current college entrance examination system. So there is not enough humanistic knowledge for medical students before they enter universities. After entering the university, subject setting is relatively single and schoolwork burden is relatively heavy for medical students due to the characteristics of medical education. Medical students accept less opportunity of the humanities education, not only in the professional courses, elective courses, academic lectures, campus events, etc., rather than comprehensive college and university. Therefore medical students only have a narrow scope of knowledge, and the knowledge structure is unreasonable. For medical students, not only the formation of humanities and social science knowledge, but also non-medical professional knowledge of natural science is deficient. Professional knowledge of medicine has been unable to adapt to the needs of the development of today's medical and health business.

III. ANALYSIS OF EXTERNAL SOCIAL OBJECTIVE FACTORS

With the further development of the social market economy and the deepening of the reform of higher education, the values of contemporary college students are increasingly influenced by the social various aspects. Along with the transition of planned economy to market economy in China, and the impact of the various social ideological trends, people are rethinking themselves' personal value, while there are not enough correct and effective guides in the society. Thus materialistic ideas are precipitated and reinforced, and the excessive pursuit of interests is inspired, which do not lead the students correctly in the job choice.

A. *Social Structural Problems*

The rapid development of medical higher education not only meets the social demand for medical high-level talents, but also makes the contradiction between supply and demand of medical students' employment increasingly prominent [3]. The imbalance of supply and demand between urban and rural:

- Many medical graduates find it difficult to find a job, while the demand for talents of basic level medical and health institutions cannot be met.

Due to the imbalance of regional economic development and the serious imbalance of medical and health resources distribution caused by the difference between urban and rural areas, health institutions in the county level are often short of talents.

- Imbalance between supply and demand of majors

The demand for undergraduate students majoring in clinical medicine in tertiary and above hospitals is oversupply; and the majors with exuberant demand, such as medical imaging and nursing, are in short supply just because of low awareness in the society and few applicants in the examination.

- Imbalance between supply and demand of education level

With the increasingly development of medical and health business, medical and health talents are concentrated in top range hospitals, which require highly educated and high-level professional and technical students. In this condition, medical undergraduates lose their competitiveness, what's worse, medical junior college graduates have no chance to compete.

- The majority of medical students are female

Female college students have higher employment pressure than male students due to physiological and social prejudice. From the employment analysis of medical students in recent years, it can be observed that the major departments of hospitals need male graduates who understand medical skills and can act as "heavy physical labor" in emergencies. And a few traditional "female patent" departments, such as internal medicine, gynaecology and examine, nursing, are also occupied by male doctors gradually in recent years.

B. *Imperfect Guidance of Medical Colleges*

First of all, employment guidance has not been taken wide attention. The employment guidance courses are not treated as important as professional courses by most universities, parents and students. And there are deficiencies in curriculum and course arrangement, teachers' allocation and students' initiative. Secondly, the content of employment guidance is monotonous. The duty of employment guidance departments of many medical colleges and universities is limited to publicizing national employment policies and handling employment procedures for graduates. They are rarely able to grasp the employment situation in a forward-

looking way, and only providing passive, procedural and experiential guidance [4]. Third, the career education system is not perfect. Professional career education courses are simply positioned in helping college graduates to find jobs successfully, providing some job application skills, and then introduction for collecting job-hunting information in many medical colleges and universities. There is no professional career education to improve the graduates self-cognitive ability, establish clear and simple career goal, help to understand the career development prospects, and improve employment competitiveness, etc. This leads to blindly choose, over high expectations and inadequate preparation for difficulties when the graduates are choosing careers?

C. Family Factors

Family is the earliest place where the values of contemporary college students are formed. The values of college students are impacted by their parents' education idea and behavior most directly and most profoundly. Many parents have very high expectations of their children. Many parents do not hesitate to spend a lot of money and effort to get only one purpose, which is the expectation that their children can enter a good university, find a good job and live a high level life. The parents of medical students always want their children to work in a big cities and good hospitals. Therefore, the parents generally can't accept children's career professional mismatch employment or self-employment. This is one of the reasons of fierce competition for employment, and the narrow channels of employment for medical students.

IV. GUIDANCE ON COUNTERMEASURES OF EMPLOYMENT DIFFICULTIES

A. Establishing a Correct Concept of Employment

It is human nature that every medical graduate hopes to find a satisfied job. How to make this dream come true? This requires a correct self-understanding, proper self-objective evaluation, and adjusts career expectations according to the rules of the market economy. Medical students should not pay too much attention to salary and welfare treatment of the hospitals when choosing their first career. They should focus on whether this job can provide them with good opportunities for further development, whether this job can build a good platform for them to display personal talents, and whether it can better serve the society and the country.

B. Improving Professional Cultural Knowledge and Comprehensive Quality

It is critical for medical students to improve their professional knowledge and comprehensive qualities to solve their employment problems. First of all, a solid basis of knowledge is the foundation of the knowledge structure. When the medical students are applying for a job, no matter their majors or related disciplines, and their work in the future, a solid and state basic knowledge of charity is quite important. Second is profound professional knowledge. It is the core part of the knowledge structure and the feature of

the knowledge structure of scientific and technological talents.

C. Improving Education System

Whether the talents or graduated cultivated by institutions of universities and colleges can be accepted by the society should be a major indicator to measure the quality of institutions of higher learning [5]. Practice has proved that it is unrealistic to solve the structural contradiction between supply and demand of medical students solely by the management measures of the government. Therefore, it is necessary to vigorously promote the reform of education system, expand the autonomy of colleges and universities in running schools, and make the training standards of talents meet the needs of society. It is necessary to continue to adjust the professional structure so that the universities' and colleges' professional structure can adapt to the development of society. Reasonable professional knowledge structure is the basic requirement for employers, and the direction of the current medical majors' structural adjustment in colleges and universities. Colleges and universities should pay close attention to the development and changes of the market, carefully study the demand of market economy for various types of talents, employment situation and trend, so as to decide the teaching content.

D. Regulating the Employment Market

Although the government has announced a series of policies and measures to promote the employment of medical students, some policies are still suspended in the air due to the disjointed management [6]. In order to ensure long-term employment and development of medical graduates, specific policies should be formulated to encourage medical students to obtain employment through multiple channels. At the same time, colleges and universities should change the teaching evaluation system, encourage students to take an active part in the research process and go deep into production practice. They should vigorously promote the combination of "production, learning and research", and establish "production, learning and research" centers, so as to create a good environment for medical students to innovate and start their own businesses. In fact, the employment problem of the society is truly solved only when people with such independent entrepreneurial spirit become the main part or guiding force of the society.

V. CONCLUSION

To sum up, it is a system work to solve the problem of medical students' employment. The joint efforts from the state, society, medical and health system, colleges and universities and graduates are necessary to solve the employment problem of medical students [7]. Deep analysis for the root cause of the employment difficulty, objective research on countermeasure, significant improvement of medical students' comprehensive quality, reasonable employment expectations, reinforcement of the employment guidance, these are the keys to solve the medical students' employment difficult problem.

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