

The Dimensional Selection of Evaluation System of the New Generation of Migrant Workers' Employment Ability

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Abstract—The new generation of migrant workers is becoming an important force in urban construction and economic development in our country, their employment ability influences the occupation flow and urban integration. In this article, through the understanding of the characteristics of the new generation of migrant workers obtain employment, we discuss the dimensions of their employment ability evaluation and determine the evaluation system's four dimensions--individual adaptability, career identity, human capital, social capital. And we describe the importance of each dimension to provide guidance for migrant workers' employment ability.

Keywords—The new generation of migrant workers; employment ability; evaluation system

On January 31, 2010, the state council issued the 2010 central document" about strengthening balance urban and further consolidating the foundation of agriculture and rural development" several opinions", the use of the new generation of migrant workers for the first time. Fundamentally, to improve pertinence and validity of the policies, measures and specific service, we must master individual character and needs of differentiation and appropriately evaluate employment ability, but the key is design an appropriate employment ability evaluation index system for the new generation of migrant workers, this is our paper aimed to conduct a preliminary discussion.

I. THE NEW GENERATION OF MIGRANT WORKERS' EMPLOYMENT CHARACTERISTICS

A. The New Generation of Migrant Workers' Characteristics

The new generation of migrant workers refers to those who born after 1980, aged between 16 and 30, mainly engaged in the second and third industry employment in the late 1990 s, but their household register is migrant workers. According to official statistics show that at the beginning of 2010, 60% of this huge group of migrant workers is new generation migrant workers, nearly one hundred million people, and the new group is becoming the main body of migrant workers and is also an important part of industrial workers in contemporary China. Relative to the first generation of migrant workers, the new generation of migrant workers group' characteristics have many positive changes:

1) Relatively higher cultural level

The Chinese migrant workers research report shows that in the 1980s , labor forces engaged in business from rural

migrant are primary school education levels, higher than the proportion of illiteracy, semiliterate, junior high school, high school and college respectively. But since the 1990s, a junior high school education level has the highest proportion.

2) Learn less about agricultural production

The new generation of migrant workers has essential difference compared with the traditional migrant workers, many of them are only children and get family care from an early age, and even they rarely conduct on labor production, so they are unfamiliar with crops and agricultural production and lack of deep understanding of importance of land. They have no attachment to the countryside.

3) More particular about the working conditions

The old migrant workers are willing to work in harsh conditions and receive low-income. However, the new generation of migrant workers no likes the old migrant workers, they can choose their salary, working environment, the boss of the humanistic care and so on. Migrant workers shortage appeared in some places, in fact, it is not really the lack of migrant workers, but a two-way choice there is no agreement.

B. New Generation Migrant Workers' Employment Characteristics

1) Long working hours and low wages

More than seventy percent of new generation migrant workers' working time exceed the legal working hours every day. Under such circumstances, however, their wages remain at low levels, and more than ninety percent of people's income is under 2000 Yuan. Their income level is generally lower than the national bureau of statistics released by the Beijing municipal town unit on-the-job worker average wage of 4407 Yuan a month in 2009.

2) Short duration of work and lack of stability

The new generation of migrant workers has higher demand with the work environment, work intensity, wages and other demands. That is to say, they have higher professional expectations. Along with their individual character make public and strong adaptability, they have few "worries", once the work does not accord with their expectation, they will go to look for other work.

3) Their level of education and professional skill level lags behind that of urban labor market demand, employment channel is narrow

According to China labor market network information, 2009 urban labor market labor demand for high school education and above accounts for 60.2% of the total demand,

demand for junior middle school and the cultural level of Labor accounts for only 39.8%. Despite The new generation of migrant workers 'cultural level have greatly improved compared with their parents, but mainly limited to the general secondary education. Their labor skill education is few and labor quality is low, so the problem of their ability can't meet the needs of labor market.

4) *Individual career choice confusion, lack of career planning, demand for training is difficult to effective implementation*

The new generation of migrant workers mostly just a secondary school, they take full enthusiasm and hope through own efforts to achieve the good dream. However, their mental development is not mature and thought has not yet stable, even identity is not clear, so their ability to identify specific professional development goals is still insufficient in this complex social environment. Coupled with their low frustration tolerance, their ability to develop and implement career planning is also lower. At the same time, in order to raise their cultural knowledge, they desire to continue to study is very strong. However, due to reasons such as leisure time is few; they can't easily accept professional training which waste a lot of manpower, material resources and their time, and not conducive to the accumulation of human capital and enterprise employee stability.

II. THE NEW GENERATION OF MIGRANT WORKERS EMPLOYMENT ABILITY EVALUATION SYSTEM BUILDING

A. Research Hypothesis:

1) *Hypothesis1:* the new generation of migrant workers engaged in the work areas is similar.

2) *Hypothesis2:* the new generation of migrant workers employment ability is based on the same.

3) *Hypothesis3:* urban employment policies and macro environment of the new generation of migrant workers employment are the same.

B. Index Selection:

This article chooses four indicators to measure the dimensions of employability proposed by Fugate, namely individual resilience, career identity, social capital and human capital. On this basis, from the self development ability, ability to accept change, problem solving skills, perseverance and self-confidence, initiative and interpersonal skills, market awareness, communication, social status, the support of friends, relatives, general relationship, gender, age, education, health, skills, and other aspects of 15 to study the ability of the new generation migrant workers. We use AHP (Analytic Hierarchy Process) to calculate the weight of each variable, in order to analyze the impact of variable to the new generation of migrant workers employment ability, and to put forward scientific

and effective' paths to promote China's new generation of migrant workers employment ability .

C. Methods to Choose-- Analytic Hierarchy Process:

This article uses AHP to study, also known as multi-level weight analysis method. It proposed by Sadie who is an American operational expert is a combination of qualitative and quantitative decision analysis method, which is suit for multi-objective, multi-criteria research question.

The first step: to establish a hierarchy model.

First, elements involved in the problem to classify, and then constructs a hierarchical structure model of correlation between each element, as shown in fig. 1.

The second step: structure judgment matrix.

AHP requirements to judge each level of each element of the importance, and the judgment results to numerical expression. Assume that A judgment matrix for $A=(a_{ij})(i, j=1,2,\dots, n)$, a_{ij} means element i to element j 's relative importance, and $a_{ij}>0, a_{ij}=1/a_{ji}, a_{ii}=1$, A is a positive reciprocal matrix. AHP's relative importance of the judgment of the scale is the 1-9 scaling method proposed by Sadie, the specific meaning as shown in table 1.

The third step: calculate the weight vector and does the consistency test.

Judgment matrix A corresponding to feature vector of the largest eigenvalue

λ_{max} , that as the weight vector w , that also is $Aw=\lambda w$. The element of the same level corresponds to a certain element of the above level's sort values of relative importance after normalization. The consistency of judgment matrix can be tested with random consistency index. And consistency index calculation formula is:

$$CI = \frac{\lambda_{max} - n}{n - 1}, CR = \frac{CI}{RI} \quad (1)$$

CI: Consistency indicators;

CR: The consistency ratio;

n: the dimensions of judgment matrix A;

RI: Random consistency index, its value can be found in table 2.

If $CR<0.1$, we argue that the consistency of judgment matrix is satisfied, we can accept, otherwise we need to adjust the judgment matrix, at the same time make it has satisfactory consistency.

Step 4: calculate combination weight vector and does the consistency test.

In the front, we get a weight vector of a certain element of the above layer, which corresponds to a set of elements. The most important is that we can get every element, especially at the bottom of the total target's weights of each scheme, thus we can choose the scheme. Total order weight need to speak under the single criterion of top-down weight for synthesis.

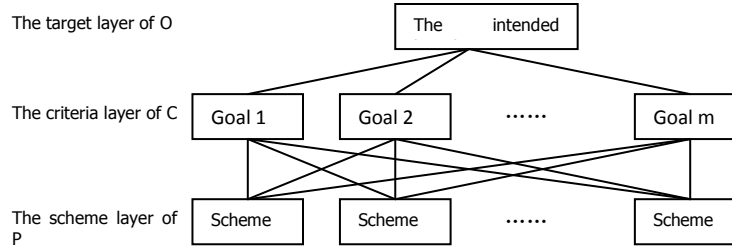


Figure.1 Hierarchy age ncy model diagram

TABLE I. AHP JUDGE THE SCALE OF RELATIVE IMPORTANCE

scale	Importance level
1	Two elements i and j are equally important
3	Element i is slightly more important than element j
5	Element i is more important than element j
7	Element i is strongly important than element j
9	Element i is extremely important than element j
2,4,6,8	Need to make a compromise to determine between the two scale

TABLE II. RANDOM CONSISTENCY INDEX VALUES

n	1	2	3	4	5	6	7	8	9	10	11
RI	0	0	0.58	0.90	1.12	1.24	1.32	1.41	1.45	1.49	1.51

We suppose that the above layer (layer A) contains $A_1 \dots A_m$, a total of m elements. Their weight respectively is $a_1 \dots a_m$. Then we suppose that the next layer (layer B) contains n elements $B_1 \dots B_n$. Sort them about A_j level's single weight, respectively $b_{1j} \dots b_{mj}$ (when B_j no associated with A_j , $b_{ij}=0$). Now we calculate the total goal's weight of layer B's every elements. That is to calculate the weight of every element on layer B, respectively $b_1 \dots b_n$, according to the small label to calculate, namely

$$b_i = \sum_{j=1}^m b_{ij} a_j \quad (2)$$

We assume that paired comparison judgment matrix associated with A_j on layer B, which pass the consistency check of judgment matrix in a single order, and calculate the single sort consistency index $CI(j)$, ($j=1, \dots, m$). The average random consistency index is $RI(j)$, $CI(j)$ 、 $RI(j)$, that has obtained in hierarchical single sort. The random consistency ratio of the layer B is

$$CR = \frac{\sum_{j=1}^m CI(j) a_j}{\sum_{j=1}^m RI(j) a_j} \quad (3)$$

III. NEW GENERATION MIGRANT WORKERS' EMPLOYMENT ABILITY EVALUATION SYSTEM DIMENSIONS TO CHOOSE AND DETERMINE

According to Fugate's employment ability dimensions to build new generation migrant workers' employment ability evaluation index, namely individual resilience, career identity, social capital and human capital.

A. Individual fitness (a_1) refers to the new generation migrant workers' ability to survive in city. include self development ability(x_1)、ability to accept change(x_2)and ability to solve the problem(x_3).

B. Professional identity (a_2) refers to the new generation of migrant workers to self define their vocation. include perseverance and confidence(x_4)、active interpersonal skills (x_5) and market awareness (x_6).

C. Social capital (a_3) refers to through their social networks and embedded in the social network for membership and the ability to find a job. include range of social communication (x_7), social status(x_8), the support of relatives and friends(x_9) and general relationship support (x_{10}).

D. Human capital (a_4) refers to the combined of the new generation migrant workers' talent. include gender(x_{11}), age (x_{12}), education (x_{13}), health (x_{14}), skills (x_{15}), etc.

TABLE III. . NEW GENERATION MIGRANT WORKERS' EMPLOYMENT ABILITY EVALUATION INDEX SYSTEM

The target layer	The criteria layer		The layer of index	
	name	weight	name	weight
new generation migrant workers' employment ability evaluation index system	Individual fitness(A1)	0.242489	self development ability(x1)	0.021835
			ability to accept change (x2)	0.090661
			ability to solve the problem (x3)	0.129993
	Professional identity(A2)	0.256625	perseverance and confidence (x4)	0.11524
			active interpersonal skills (x5)	0.020442
			market awareness (x6)	0.120943
	Social capital (A3)	0.175286	Range of social communication (x7)	0.019005
			social status (x8)	0.065688
			the support of relatives and friends (x9)	0.073106
			general relationship support (x10)	0.017488
	Human capital(A4)	0.325599	gender (x11)	0.03842
			age (x12)	0.050389
			education (x13)	0.071103
			health (x14)	0.079879
			skills (x15)	0.085808

In this article, through employment ability evaluation index system's building, we describe the current situation of new generation migrant workers' employment ability. Those provide a certain basis to reflect new generation migrant workers' employment ability. And that is good for predicting the change trend of new generation migrant workers' employment ability. Meantime, we expect that the design of index system of the new generation of migrant workers can provide ideas and instrumental support in some aspects, such as consulting, training, policy making and management departments.

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