

The Idea of A Quasi-Employment Mode

-- Pre-Employment Mode

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Abstract

The employment of college students is an important issue that has to be solved urgently in China. This article has conducted a questionnaire survey among college graduates, previous college graduates and employers. The survey results show that employers and university graduates have a great deviation in their understanding of employability. Employers believe that ideological and psychological qualities, social practice and work experience, interpersonal communication and team cooperation ability are the key manifestations of college students' employability; University graduates consider various certificates, professional counterparts, and school background to be key to get a job. Reforming the training mode of college practice and establishing a pre-employment model that meets the needs of employers is an effective way to solve the employment problem of college graduates.

Keywords

College graduates; pre-employment; deviation; internship mode.

1. INTRODUCTION

In recent years, the employment situation of college graduates has been severe. According to 2019 Blue Book on Employment by Micos, the employment rate of undergraduates in 2018 is 91.0%, which has been declining for four years. Among them, the proportion of "employed jobs" of undergraduates in 2018 was 73.6%, which has been declining for five consecutive years. On the other hand, the total number of graduates brought by the expansion of colleges and universities has increased year by year, from 6.8 million in 2012 to 8.34 million in 2019[1]. The huge number of fresh graduates plus previous graduates waiting for employment has made employment a focus issue related to the national economy and the people. The research on this issue covers management, politics, education, psychology,

society and other fields. The consensus reached by the academic community generally believes that the key to resolve the problem lies in improving the employability of college students. Based on the analysis of the different perspectives on employability of college students and employers, this study finds the gap between the understanding of employability by college students and employers, so as to establish a quasi-employment mode, which is named pre-employment. This mode is guided by market-oriented (or enterprise demand-oriented), realizing college students' employment by improving their employability.

2. INTRODUCTION TO EMPIRICAL ANALYSIS

2.1. Research Methods

This study combines questionnaire surveys with case interview methods, selects samples from fresh graduates, previous graduates, and employers, and uses the questionnaire survey to obtain their different views on the meaning of employability. Analyse and compare the opinions of different respondents in software of SPSS 20.0. The "Graduate Questionnaire" is divided into two parts, one is the basic situation of graduates; the other is the psychological survey of employment and the evaluation of the existing internship model, for the reference when exploring the quasi-employment model-"pre-employment" model analysis. The "Employer Questionnaire" is divided into three parts, one is the basic situation of the employer; the second are closed-type problems, which is designed around the needs of the graduates of the employer and the evaluation of graduate employability; The third is an open question. Employers are requested to point out the deficiencies in the actual work of graduates and make suggestions to the government to support the employment of college graduates [2].

2.2. Research Objects

The target of this survey is three parts: fresh graduates, previous graduates and employers. The selection of graduates uses a combination of typical sampling and random sampling, involving multiple majors, and the samples are highly representative. Samples of employers come from special job fairs and employers who come to universities to recruit. The questionnaires were distributed in three ways: sending questionnaires, telephone interviews and emails.

The research team sent a total of 700 questionnaires, of which the graduates are mainly fresh graduates and previous graduates of Heilongjiang Province, with a total of 500. 200 employers, including various ownership and industries. A total of 620 questionnaires were recovered, with a total recovery rate of 88.57%. Among them, 424 graduates and 196 employers were collected.

2.2.1 Graduate sample distribution characteristics

The graduate sample is composed of fresh graduates and previous graduates. The sample structure includes gender, profession, employment status, graduates' employment area preferences and employment unit type tendencies (Table 1). In this survey, there were 266 fresh college graduates and 145 previous college students, of which 112 were unemployed and 33 were employed.

Table 1. sample structure of graduates

Name	Frequency	Percent (%)	Cumulative Percent (%)
Male	186	43.9	43.9
Female	238	56.1	100.0
Total	424	100.0	
Arts	7	1.7	1.7
economics	107	25.3	27.0
medical science	33	7.8	34.8
Management Science	53	12.5	47.3
Humanities and Law	39	9.2	56.5
Science and Engineering	137	32.4	88.9
Other Professions	47	11.1	100.0
Total	423	100.0	

2.2.2. Employer sample distribution characteristics

The sample structure of the employer includes five items: the name of the unit, the region in which it is located, the nature of the unit, the industry to which it belongs, and the size of the unit (Figure1, Figure2)

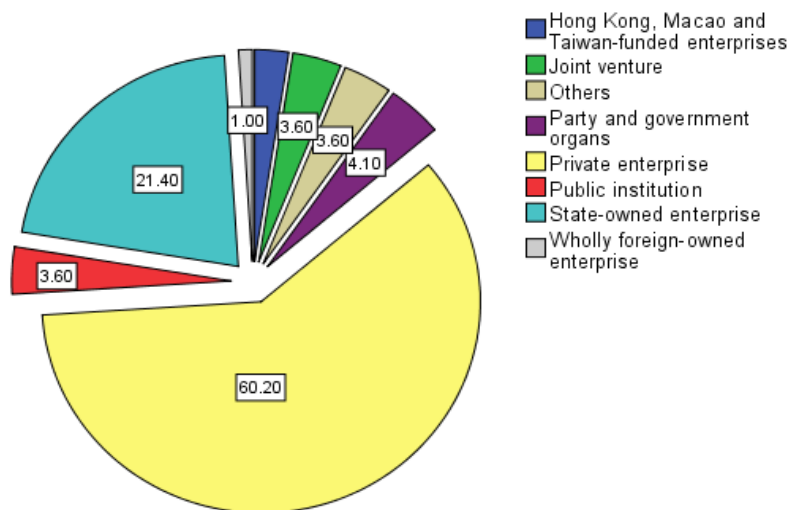


Figure 1. The nature of the unit

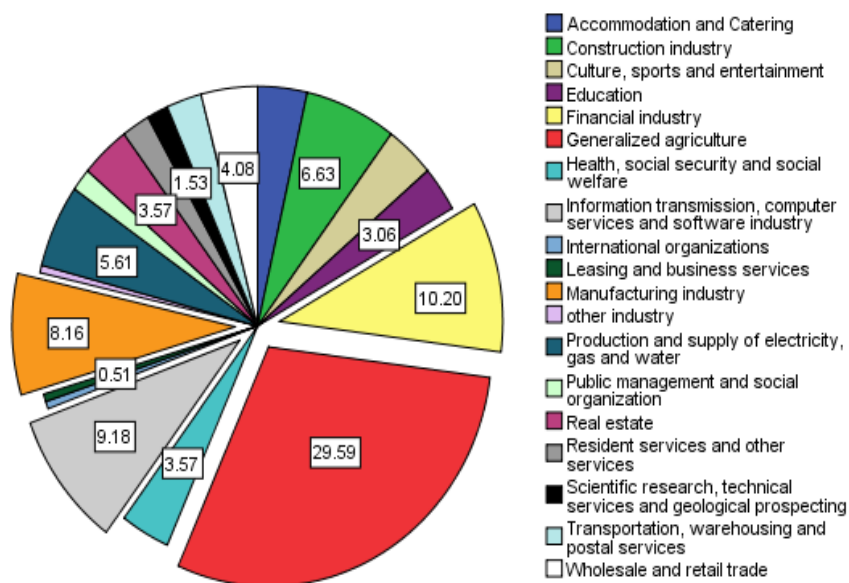


Figure 2. The industry of employer

Among the nature of the employers surveyed, private enterprises accounted for the majority, accounting for 60.2%. The second is state-owned enterprises. It can find that private enterprises are the main market for absorbing graduate students. In terms of industry, the top four are generalized agriculture (Which refers to four industrial forms including crop farming, forestry, animal husbandry and fishery), financial industry, information transmission, computer services and software industry, manufacturing industry, accounting for 29.59%, 10.2%, 9.18% and 8.16% respectively.

3. DATA ANALYSIS AND DISCOVERY

3.1. The Difference in the Meaning of Employability

As showed by data, the graduate sample considered that the important manifestation of employability is various certificates. The top three certificates according to importance are English level certificate, various professional qualification certificates, and computer certificate. Worrying about the future job search is lack of work experience and social experience. At the same time, fresh graduates said that they believe that employers are more concerned about their comprehensive capabilities, professional skills and work experience during the recruitment process (Table 2, Table 3).

Table 2. Graduates' evaluation of the importance of various certificates

Certificate type	Frequency Percent (%)
Driver license	9.5
Excellent title	5.6
Competition awards	5.7
Various qualifications	19.1
Scholarship certificate	9.9
Second degree certificate	3.3
Computer grade certificate	14.1
Certificate of English Proficiency	31.9
Other certificates	1.0

Table 3. Graduates' perspectives on the types of employability that employers value

Ability type	Frequency Percent (%)
Test score	3.2
Moral character	6.7
Professional skill	23.2
Work experience	20.4
Comprehensive ability	30.4
Development potential	15.9
Other capabilities	0.3

Employers indicate that they attach great importance to the ideological and psychological quality of graduates. Second is interpersonal communication and teamwork skills, and finally social practice and work experience. It can be seen that employers and graduates have reached a consensus on social practice and work experience, but the professional skills are only ranked fourth (Figure 3).

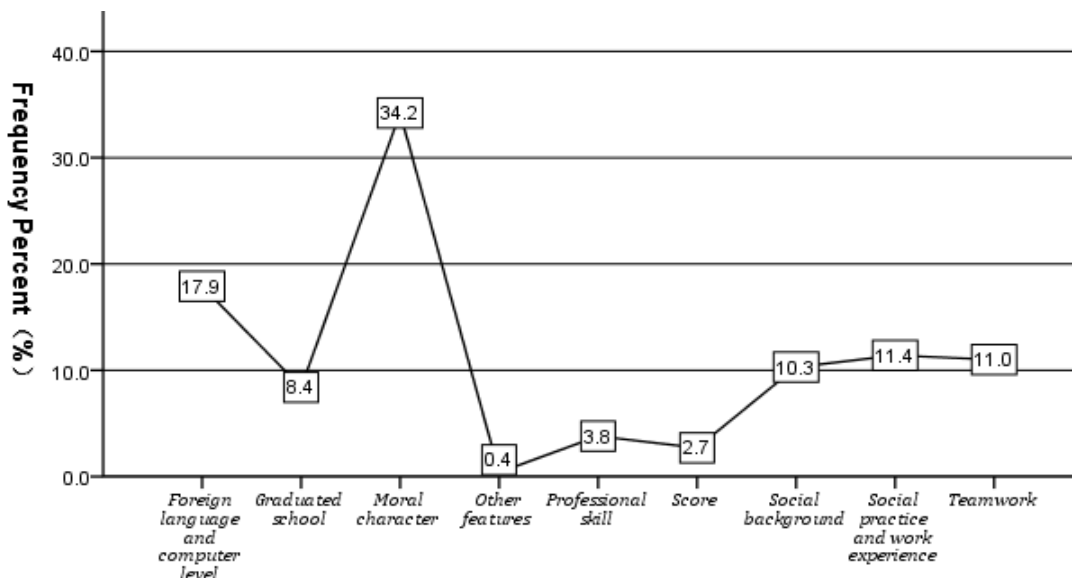


Figure 3. Employability valued by employers

The survey results show that employers are generally satisfied with the evaluation of previous employed graduates, which are reflected in their sense of responsibility and innovation. Most welcome are college students with strong sense of responsibility, strong work ability, high comprehensive quality, and innovative consciousness, but they do not require high professional knowledge. It is believed that the most lacking of university students is the spirit of hard work, responsibility and social experience. The disadvantages of the most intolerable graduates are irresponsibility, non-compliance with the unit system, inability to work, and demanding treatment. I believe that the main reasons for the difficulty of graduates' employment are the high expectations of graduates, unwillingness to start at the grassroots level, lack of practical experience, low comprehensive quality, and poor practical ability.

3.2. Different Criteria for Employers and Graduates

The survey results show that 79.5% of employers require graduates with a bachelor degree or above in the recruitment process. 58% of employers do not require graduate school sources, as long as they are suitable, and 34.1% of employers clearly indicate that ordinary universities are sufficient. The author believes that this result is closely related to the level of regional economic development and the strength of the employer. In addition, only 10.2% of employers have gender preferences for graduates.

In comparison, graduated college students have more requirements for employers in employment. The first consideration is the industry prospects and salary. The reasonable salary level accepted by 53.8% of college graduates is 1000-3000 RMB, with a monthly average value of about 2524.76 RMB; the second place to consider employment is hometown, and the second choice is Beijing, Shanghai, Guangzhou and other large cities. The third consideration is the nature of employment units, and state-owned enterprises have become the first choice. Compare to employers, college graduates have higher expectations for employment.

4. CONCEPTION OF THE "PRE-EMPLOYMENT" MODE

Pre-employment is neither an internship, a course practice, nor a part-time job, which is a transitional stage for college students before they formally "get employed". In the time span, it is longer than the internship period; in the form, it is more standardized and mandatory than part-time; in the employment agency, mainly chooses the professional counterparts. College

students receive practical training in vocational ability and vocational technology through the "pre-employment" stage. After completing the "pre-employment" phase, students can get a variety of returns, that is, "salary", "work experience", "work skills", and even "job positions". Specific suggestions below:

First, guarantee the continuity of time. The original professional internship and graduation internship are combined into one link, which is called "pre-employment", and the duration is preferably about 3-6 months[3]. Taking an average of 22 days of work per month and 8 hours of work per day as an example, the total "pre-employment" period is about 528-1056 hours, which can basically meet the needs of the employment agency's working stage.

Second, the period of "pre-employment" should be appropriate. The period of "pre-employment" is influenced by many factors. It is recommended that after all the major courses are completed, the time for the examination of graduate students and civil servants should be avoided, while the time for job hunting should be set aside. It is more appropriate to comprehensively consider the beginning of the junior year. To this end, the corresponding curriculum system should be appropriately adjusted to cooperate.

Third, the "pre-employment" institutions should choose professional-related units and should pay corresponding wages. According to the survey, the ideal "pre-employment" salary level for college students is 1,000-1500 RMB [4], which I believe is the key to ensuring the success of the "pre-employment" mode. Not only can students really appreciate the market rules of remuneration according to work, but also improve the motivation of "pre-employment", and can also solve the problem of necessary living expenses for students in the "pre-employment" stage. However wages are also difficult. Employing units as an economy hope to reduce employees' wages as much as possible. Therefore, in the face of "pre-employment" of students who have not already graduated, they are unwilling to provide corresponding wages. In the face of this situation, we can seek help from the government, society and schools. However, in the long run, the focus should be on improving the core competitiveness of students in the labor market, so that units will be willing to pay this fee.

Fourth, the success of the "pre-employment" mode requires government policy support and encouragement. On the one hand, trainee positions can be provided through government-funded purchases; on the other hand, subsidies and tax cuts to promote business participation. Employers are required to provide a certain number of trainee positions with high quality, and they are strictly supervised and implemented to ensure that college students have a job position.

Finally, colleges and universities should help college students establish a correct outlook on employment and career selection through employment planning counseling and lectures. Correct the lazy minds of college students, etc., rely on, and demand, change the blind pursuit of high-paying and developed city employment orientation, start from the grassroots, and face the reality. Colleges and universities can also try the "credit system" management and relax the length of study, that is, graduates can be completed by completing the credits within the prescribed period of study. For example, the credit system reform introduced by Guizhou Province in 2013, based on the academic year system, determines the flexible study period and allows students to complete their studies in stages. Undergraduates can obtain credits after passing the course assessment. They can graduate within 3 years at the earliest [5]. This management mode can provide enough time for the "pre-employment" mode, accumulate work experience, and improve employability.

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