

A Study on Employment Quality Amongst Vocational Students in Guangzhou, China: Moderating Effect On Length Of Employment

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Abstract

With the popularization of higher education in China, a large number of vocational graduates enter the labor market. However, they face many challenges and pressures during the job hunting process, which has an impact on the quality of their employment. The purpose of this study is to explore the factors affecting the employment quality of higher vocational graduates and analyze the interrelationship between them. Using the method of questionnaire survey, a large number of data of higher vocational graduates were collected. Through statistical analysis and regression analysis, this paper reveals the influence of employment pressure, employability, self-efficacy and job-matching on the employment quality of vocational graduates through the adjustment of employment time, hoping to have certain practical significance for the improvement of vocational education and the employment guidance of vocational graduates.

Keywords: employment pressure, career development, employment quality

1 Introduction

1.1 Background

The Chinese government has pointed out that "we should adhere to the strategy of giving priority to employment and the active employment policy to achieve high-quality and fuller employment". Employment is a project for people's livelihood and the most basic support for economic development. As the main content and higher requirement of employment, the quality of employment is an important indicator that reflects the country's comprehensive development level and economic prosperity. As an indispensable part of the skilled personnel team, the students in higher vocational colleges are the sustainable driving force to promote the high-quality development of China's economy. However, the relevant data show that the phenomena of low job-professional correlation, low salary, high turnover rate and low employment satisfaction of students in higher vocational colleges are widespread. The employment quality problems of students in higher vocational colleges have seriously affected the realization of students' self-value, the sustainable development of enterprises and vocational education, and even the efficient operation of the entire national economy.

1.2 Research objectives

On the basis of consulting the literature about the employment quality evaluation index system of college students at home and abroad, combined with the actual situation of Guangzhou vocational colleges and the employment characteristics of graduates, this study interviewed the leaders and teachers of Guangzhou Urban Construction Vocational and Technical College, absorbed the opinions and suggestions of experts, and constructed the employment quality evaluation index system of graduates in Guangzhou vocational colleges. The aim is to explore the influence of employment pressure, employability, self-efficacy, person-job matching and career development on the employment quality of higher vocational college graduates through the adjustment effect of employment time, and analyze the mutual relationship between them. This paper provides some suggestions for improving the employment quality of vocational graduates and promoting their career development.

1.3 Research methods

Adopt the method of questionnaire survey to collect the data of vocational college graduates, and design a questionnaire that meets the purpose of the research. For the study variables, I used the verified measurement tools and questionnaires to evaluate the employment pressure, employability, self-efficacy, person-job matching and employment time of graduates. Each question in the questionnaire was designed as a single choice question or a scale assessment question, which the participants chose according to their actual situation.

After collecting a sufficient number of questionnaires, I used statistical software to clean and analyze the data. First, we used descriptive statistical analysis method to describe and summarize the personal characteristics and main variables of the sample. Then, we used correlation analysis and regression analysis to explore the relationship between each variable and its impact on the employment quality of vocational college graduates. Through statistical analysis and regression analysis, we further verify the research hypothesis and draw a conclusion.

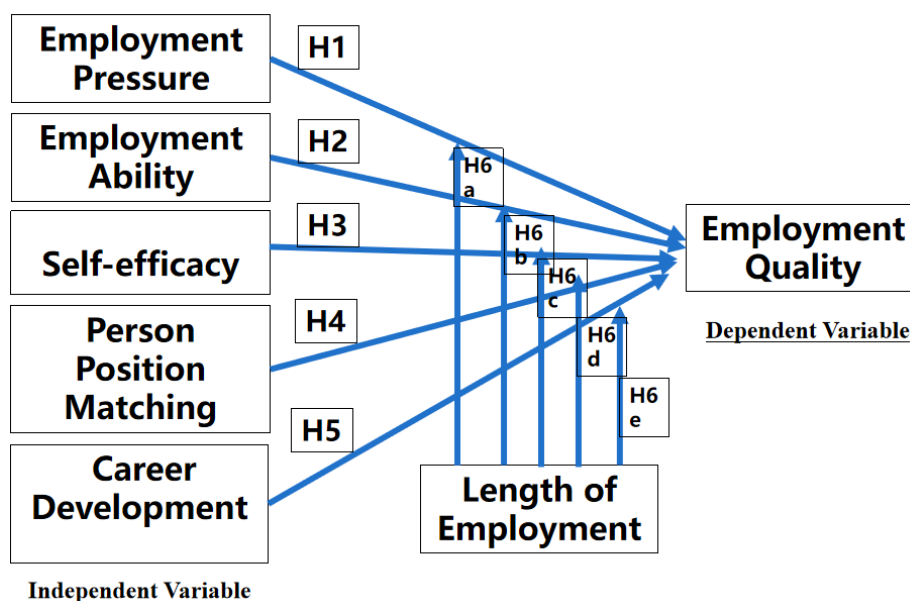


Figure1: Research hypothesis

2 Analysis of influencing factors

2.1 The impact of employment pressure on employment quality

It is found that the employment pressure is negatively related to the employment quality of vocational college graduates. With the increase of employment pressure, the employment quality of vocational college graduates decreases. First of all, employment pressure brings anxiety and pressure to vocational college graduates. In the process of job hunting, they often face problems such as fierce competition, poor channels and lack of jobs, which can cause them to feel uneasy and nervous. Anxiety and pressure can affect the performance and psychological state of vocational college graduates during the job hunting process, thus reducing the quality of their employment. Secondly, the employment pressure has a negative impact on the mental health of vocational college graduates. In the face of employment pressure, some graduates may have feelings of inferiority, loss, helplessness, and even psychological problems such as anxiety and depression.

These mental health problems will further affect their work performance and career development, thus reducing the quality of employment. In addition, employment pressure can have a negative impact on the self-confidence of vocational college graduates. Faced with employment pressure, some graduates may have doubts about their ability and value, reducing their self-confidence. The lack of self-confidence will affect their performance in the job hunting process, miss some opportunities, and thus reduce the quality of employment. To sum up, the employment pressure has a negative impact on the employment quality of vocational college graduates. In order to improve the employment quality of higher vocational graduates, some countermeasures can be taken, such as strengthening vocational psychological counseling for students, providing more employment information support, strengthening employment skills training and so on. These measures can help vocational college graduates better cope with the employment pressure and improve the employment quality.

2.2 The impact of employability on employment quality

Employability refers to the abilities that vocational college graduates can show in the process of job hunting, such as job-hunting skills, communication skills and interpersonal relations. Research shows that employability has a positive impact on the employment quality of vocational college graduates. First of all, vocational graduates with higher employability are more likely to find satisfactory jobs. They are able to demonstrate excellent job-hunting skills, communicate effectively with employers and demonstrate good interpersonal skills during the job search process. These positive skills make it easier for them to pass the interview and get the job offer they want. In contrast, graduates with low employability may encounter more difficulties in the job hunting process, so the quality of their employment may be affected. Secondly, higher vocational graduates with higher employability can better adapt to the working environment and improve their performance and career development. They are able to flexibly use their skills and knowledge in the workplace and quickly adapt to new job requirements.

At the same time, they are also able to actively learn and improve themselves, and constantly improve their performance and ability in the work. Such graduates are often able to get more job opportunities and promotion opportunities, thereby improving the quality of their employment.

In a word, employability has a positive impact on the employment quality of vocational college graduates. Higher vocational education institutions and employment guidance agencies should attach importance to cultivating students' employability, provide relevant training and guidance, and help students improve their abilities in the job search process. In addition, vocational college graduates themselves should also take the initiative to learn and improve their employability to improve their competitiveness and employment quality.

2.3 The impact of self-efficacy on employment quality

Self-efficacy plays an important role in the employment quality of vocational college graduates. Higher self-efficacy can improve their confidence to face the difficulties and pressure in the job hunting process, so as to improve the employment quality. Self-efficacy refers to an individual's assessment of their own abilities and abilities, and vocational college graduates with a higher sense of self-efficacy are more likely to perform well in the job search process, thus obtaining better employment opportunities. The improvement of self-efficacy can be achieved in a variety of ways, such as participating in internships and practical activities, accumulating work experience, participating in relevant vocational training and education, and communicating and mentoring with consultants or professionals. Improving the self-efficacy of vocational graduates can help them better cope with employment challenges, improve the quality of employment, and achieve their career development goals.

2.4 The impact of job-matching on employment quality

Person-job matching refers to the degree of matching between an individual's ability and job requirements. In the employment process of vocational college graduates, if they can find a job that matches their ability, the employment quality will be higher. This is because person-job matching is directly related to the performance and development of the individual in the work. When vocational college graduates can exert their own abilities and get the recognition and affirmation of the work, they will be more motivated and confident to face the challenges of the work, and then improve the work performance and career development. First of all, when vocational college graduates can give full play to their professional knowledge and skills and adapt to the requirements of the job, they can better complete the work task and improve the quality and efficiency of the work. Secondly, when an individual's ability matches the job requirements, it can not only improve the job performance, but also cultivate the individual's self-confidence and sense of self-identity. Such a working environment can enable vocational college graduates to better adapt to and integrate into the work team, and provide more opportunities and space for career development.

In practical application, in order to improve the degree of person-job matching, vocational education institutions and employment guidance departments can take some measures. First of all, strengthen the career planning and employment guidance for students to help them better understand their interests, hobbies and vocational abilities, so as to choose the right career direction. Secondly, we should strengthen the connection between higher vocational education and actual work needs, carry out activities such as school-enterprise cooperation, internship and training, and improve students' practical work ability and employment competitiveness. At the same time, a perfect talent market information platform should be established to provide

adequate job information and job market dynamics, so as to facilitate graduates to choose their favorite jobs.

In general, person-job matching can improve the degree of person-job matching by strengthening the career planning and employment guidance for students, strengthening the connection between higher vocational education and practical work, and providing sufficient job information, thus improving the employment quality of higher vocational graduates and promoting their career development.

2.5 The influence of the adjustment effect of employment time on employment quality

The results show that the employment time has a regulating effect on the employment quality of vocational college graduates. Shorter employment time will increase the employment quality of higher vocational graduates, while longer employment time will reduce the employment quality. Employment time refers to the length of time from graduation to employment of vocational graduates. The study found that a shorter employment period means that vocational graduates can enter the workforce earlier and begin to accumulate work experience. In this way, they have more opportunities to adapt to the work environment and improve their performance and career development. On the contrary, a longer employment period may mean that vocational college graduates encounter difficulties in job hunting or choose less-than-ideal jobs. In this case, they may not be able to give full play to their abilities, leading to a decline in the quality of employment.

Therefore, the employment time has an important regulating effect on the employment quality of vocational college graduates. Shorter employment time can help vocational graduates adapt to the working environment faster, improve their ability and performance, and thus improve the employment quality. At the same time, reducing employment time can also enable vocational graduates to start their career development earlier, laying a solid foundation for future career development. However, a longer employment period may cause higher vocational graduates to miss out on some suitable job opportunities, thus affecting their career development and employment quality.

To sum up, the employment time is an important factor affecting the employment quality of vocational college graduates. Reasonable control of employment time and early integration into the workplace can help vocational graduates improve employment quality and promote career development. In view of this finding, it can provide some reference and guidance for higher vocational education, help higher vocational graduates better plan their employment time, improve the employment quality and career development level.

3 Research results

3.1 The relationship between employment stress and employment quality

The research finds that employment pressure is negatively correlated with employment quality of vocational college graduates. With the increase of employment pressure, the employment quality of vocational college graduates decreases. This is because employment pressure will bring anxiety and pressure to vocational college graduates, affecting their performance and psychological state in the process of job hunting, thus reducing their employment quality.

For higher vocational college graduates, employment pressure is an influential factor that cannot be ignored. In the real society, the employment competition is fierce and the employment opportunities are relatively limited, which makes the vocational college graduates face great employment pressure. They are worried that they cannot find an ideal job, that the job position does not match their major, and that their ability and competitiveness cannot meet the needs of the job market. The existence of such employment pressure will not only have a negative impact on the psychology of vocational college graduates, but also have a certain impact on the quality of their employment.

In the employment process, the employment pressure of higher vocational college graduates may lead to a series of problems. (1) The employment pressure will affect their attitude and behavior of job hunting. They may have anxiety and negative emotions, lose their enthusiasm for job hunting, and show low self-confidence and depression. This may lead to poor performance in the job search process, such as poor interview performance and negative attitude, which may affect the quality of employment. (2) Employment pressure may also have a negative impact on the mental health of vocational college graduates. Faced with long-term employment pressure, vocational college graduates may have psychological problems such as anxiety and depression. These psychological problems will reduce their quality of life, affect their attitude and performance towards work, and thus affect the quality of employment. (3) Employment pressure may also affect the communication and coordination between vocational college graduates and employers. Vocational college graduates are faced with various uncertainties and challenges in the process of job hunting, and they may have uncertainty and confusion about job requirements, which will affect the communication effect and work coordination ability with employers. This will also have a negative impact on the quality of their employment.

Therefore, reducing the employment pressure of vocational college graduates and improving their psychological adaptability and employability are of great significance for improving their employment quality. Vocational education institutions and employment guidance departments can help vocational graduates improve their psychological quality and employability by carrying out activities such as psychological counseling and vocational training, so as to reduce their employment pressure and improve the employment quality. In addition, the government and all sectors of society should also increase their support and attention to vocational graduates, provide more employment opportunities and resources, and create a better employment environment for them, so as to improve their employment quality.

3.2 The relationship between employability and employment quality

The results of this study show that employability is positively correlated with employment quality of vocational college graduates. Employability includes job-hunting skills, communication skills, interpersonal skills and so on. The higher the employability of vocational graduates, the higher the quality of their employment. Graduates with higher employability are more likely to find satisfactory jobs, better adapt to the working environment, and improve their performance and career development.

This result provides some implications and suggestions. (1) Higher vocational colleges should strengthen the cultivation of students' vocational ability, including providing employment skills training, strengthening communication skills and social skills training, and promoting students'

cooperation and practice with enterprises and industries to improve their employability. (2) Vocational college graduates should attach importance to improving their employability in the process of job hunting, actively seek relevant training and internship opportunities, and seek better career development opportunities through social networks and the support of professional mentors. At the same time, in the employment guidance of vocational college graduates, emphasis should be placed on cultivating good professional quality and professional values, and professional career planning guidance should be provided to help students choose and plan their career development path reasonably.

It should be noted that although employability has an important impact on the quality of employment, it is not the only determining factor. Other factors such as employment pressure, self-efficacy, person-job matching and employment duration also have an impact on employment quality. Therefore, in the research and practice, these factors should be taken into account, and an integrated employment guidance and training program should be formulated to promote the overall development of vocational graduates and the improvement of employment quality.

3.3 Relationship between self-efficacy and employment quality

This study also finds that self-efficacy is positively correlated with employment quality of vocational college graduates. Self-efficacy refers to an individual's assessment of their own abilities and abilities. Vocational college graduates with higher self-efficacy are more confident to face the difficulties and pressure in the job hunting process, thus improving the quality of their employment. This means that vocational college graduates have confidence in themselves and believe that they are competent for the job, thus showing better performance in the job hunting process. They are more likely to get satisfactory jobs, and are also better able to adapt to the working environment and improve their performance, further promoting their career development. Therefore, cultivating and improving the self-efficacy of vocational college graduates is of great significance for improving the quality of their employment. Education and vocational guidance institutions can provide training and guidance to help vocational graduates establish correct self-cognition and self-confidence, so as to enhance their sense of self-efficacy and improve their employment quality.

3.4 The relationship between job-matching and employment quality

Person-job matching refers to the degree of matching between an individual's ability and job requirements. This study finds that person-job matching is positively correlated with the employment quality of higher vocational graduates. When vocational graduates can find jobs that match their abilities, their employment quality will be higher. This is because the matching degree between job tasks and individual abilities is higher, so that vocational college graduates can better play their advantages and improve work efficiency and performance. In addition, person-job matching can also make vocational college graduates better adapt to the working environment, reduce occupational pressure, increase job satisfaction and work enthusiasm, so as to improve their employment quality. Therefore, vocational college graduates should pay attention to the job opportunities that match their own abilities in the job hunting process, and improve their competitiveness and employment quality in the workplace by improving their own abilities and looking for suitable positions.

3.5 Influence of adjustment effect of employment time on employment quality

The research finds that the employment time has a regulating effect on the employment quality of vocational college graduates. Shorter employment time will increase the employment quality of vocational college graduates, while longer employment time will reduce the employment quality. This is because shorter employment time means that vocational graduates can enter the workforce earlier and begin to accumulate work experience, thus improving their career development. A longer employment period may mean that vocational college graduates have encountered difficulties or faced competition in the job search process. This may lead to prolonged employment time and affect the quality of employment. Therefore, vocational college graduates should enter the workplace as early as possible to accumulate work experience and strengthen their career development to improve the quality of employment. Meanwhile, relevant departments and universities should also provide more employment support and guidance to help vocational graduates find satisfactory jobs as soon as possible, so as to reduce employment time and improve employment quality. This is of great significance to the improvement of higher vocational education and the employment guidance of higher vocational graduates.

4 Discussion

In the discussion of the research results, we explain and analyze the influence of the factors discussed in the paper on the employment quality of vocational college graduates. In order to

(1) The negative correlation between employment pressure and employment quality: The research results show that with the increase of employment pressure, the employment quality of vocational college graduates decreases. This is because employment pressure will bring anxiety and pressure to vocational graduates, affect their performance and psychological state in the process of job hunting, and thus reduce their employment quality. Therefore, reducing the employment pressure of vocational college graduates can improve their employment quality.

(2) Positive correlation between employability and employment quality: The research results show that employability is positively correlated with the employment quality of vocational college graduates. Graduates with higher employability are more likely to find satisfactory jobs, better adapt to the working environment, and improve their performance and career development. Therefore, improving the employability of vocational college graduates can improve their employment quality.

(3) Positive correlation between self-efficacy and employment quality: The research results show that self-efficacy is positively correlated with employment quality of vocational college graduates. Vocational college graduates with higher self-efficacy are more confident to face the difficulties and pressure in the job hunting process, thus improving their employment quality. Therefore, training and improving the self-efficacy of vocational college graduates can improve their employment quality.

(4) Person-job matching is positively correlated with employment quality: The research results show that person-job matching is positively correlated with employment quality of vocational graduates. When vocational college graduates can find jobs that match their abilities, their employment quality will be higher. Therefore, strengthening the career planning and orientation

of vocational graduates and improving their job-matching degree can improve their employment quality.

(5) Adjusting effect of employment time: The research results show that the employment time has a regulating effect on the employment quality of vocational college graduates. Shorter employment time will increase the employment quality of vocational college graduates, while longer employment time will reduce the employment quality. This is because shorter employment time means that vocational graduates can enter the workforce earlier and begin to accumulate work experience, thus improving their career development. Therefore, vocational college graduates should actively seek opportunities to find employment as early as possible to improve the quality of their employment.

5 Conclusion

Through statistical analysis and regression analysis of the survey data of vocational college graduates, this study draws the following conclusions:

The employment pressure is negatively correlated with the employment quality of vocational college graduates, that is, the greater the employment pressure, the lower the employment quality of vocational college graduates. This is because employment pressure will bring anxiety and pressure to vocational college graduates, affect their performance and psychological state in the process of job hunting, and thus reduce the quality of employment.

Employability is positively correlated with the employment quality of higher vocational graduates, that is, the stronger the employability, the higher the employment quality of higher vocational graduates. Employability includes job-hunting skills, communication skills, interpersonal relations and other abilities. Graduates with higher employability are more likely to find satisfactory jobs, adapt to the working environment better, and improve their performance and career development.

Self-efficacy is positively correlated with the employment quality of vocational college graduates, that is, the higher the self-efficacy, the higher the employment quality of vocational college graduates. Self-efficacy refers to an individual's assessment of their own abilities and abilities. Graduates with a higher sense of self-efficacy are more confident to face difficulties and pressures in the job search process, thus improving the employment quality.

Person-job matching is positively correlated with the employment quality of higher vocational graduates, that is, the higher the matching degree between ability and job requirements, the higher the employment quality of higher vocational graduates. When vocational graduates can find jobs that match their own abilities, their employment quality will be higher.

The employment time has a regulating effect on the employment quality of higher vocational graduates. Shorter employment time will increase the employment quality of vocational college graduates, while longer employment time will reduce the employment quality. Shorter employment time means that higher vocational graduates can enter the workforce earlier and begin to accumulate work experience, thus improving their career development.

To sum up, this study reveals the effects of employment pressure, employability, self-efficacy, person-job matching and employment time on the employment quality of vocational graduates. These research results have certain guiding significance for improving higher vocational education and providing better employment guidance.

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