

Research on the Evaluation Index System and Countermeasures of Chongqing Graduates' Employment Quality

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Abstract—In order to solve the problem of low employment quality of college students today, this paper collects data from questionnaires answered by college graduates in Chongqing, and uses SPSS software to conduct principal component analysis and factor analysis of survey data. It is concluded that: (1) The main factors affecting the employment quality of college students are employment ability and employment environment; (2) Innovatively summarizing 21 factors that affect the evaluation indicators of college students' employment quality in Chongqing, and summarized them into five major projects. In this paper, the main innovations were that: (1) Select Chongqing as a case which has a certain representativeness; (2) Include Personal employability, as an important index in empirical analysis.

Keywords—College students; Employment quality; Evaluation Index; System construction

I. INTRODUCTION

With the emphasis on education in China, the number of graduates in colleges and universities is increasing. The employment situation is becoming more and more serious. To solve the problem, it is more important to improve the quality of employment of college students while pay attention to the number of employment of college students. Therefore, based on the review of existing research results and literature, this paper investigates the quality of the employment of college graduates in Chongqing, and proposes a scientific basis for effectively establishing the unified indicators and individual indicators for the evaluation of employment quality of university graduates in Chongqing city. The theoretical significance of this article is to develop a measure of employment quality for college students in Chongqing. The practical significance is to provide theoretical and policy basis for comprehensively solving the employment problem of college students, and to solve the problem of difficult

employment for college students.

II. LITERATURE REVIEW

As for the research on the employment quality of college students, the academic circles mainly studied from the employment quality of college students, the evaluation index system and the countermeasures in recent years.

The influencing factors related to the empirical research results of college students' employment quality mainly focus on personal factors, school characteristics, family and social background. Liu Xinhua and Yang Yan conducted a survey on the relationship between college students' social capital and employment quality; found that they have a significant positive correlation. They believe that family social capital has the important impact on employment quality^[1]. Xue Zaixing pointed out that the role of social capital in employment is often indirect and joint in the process of empirical research on Beijing universities, pointing out that there is a "squatting" effect between social capital and employment^[2].

There are many evaluation indicators system for employment quality. Different scholars have constructed different employment quality evaluation index systems from different perspectives. Wang Xiaojing mainly evaluates the quality of employment from four aspects: "employment conditions", "development space", "labor relations" and "welfare security"^[3]; Li Qiaoqiao constructed ten first-level indicators such as job stability, working time, labor compensation, work safety, social security, and labor relationship harmony, and 39 secondary indicators of employment quality evaluation index system^[4];

The study on the employment quality of college students in Chongqing, such as Chen Jisheng of Southwest University, started from the micro aspect studied the employment quality of college students in water conservancy higher vocational colleges^[5]. From the existing literature, there are many studies on the employment quality of college graduates at home and

Sponsors: Research on the adjustment strategy of the layout structure of colleges and universities based on the balance of talent supply and demand in Chongqing [2014YBJY074] and Research on Evaluation Index System and Countermeasure of College Students' Employment Quality in Chongqing [16SKGH100].

abroad, which basically involve all aspects of college students' employment. However, the research on the evaluation index system of college students' employment quality is still limited. The system is also very simple and the indicator system is scattered which is requiring more detailed research.

III. DATA SOURCES AND EMPIRICAL RESEARCH

A. Data Sources

This study designs a questionnaire for the employment quality evaluation index system of Chongqing university graduates with combining the characteristics of employment evaluation indicators of graduates in Chongqing. This questionnaire is mainly distributed to graduates of Chongqing universities that have already worked. In the final statistical results, a total of 120 questionnaires were sent out, 113 of which were collected with a recovery rate of 94.2%, and there were 110 valid questionnaires, and the effective rate of it was 97.3%.

B. Empirical Research

Using SPSS to conduct a comprehensive and systematic analysis of the valid data. The specific analysis of this paper is as follows:

1) *Reliability and Validity Analysis: A scientific scale must have a good reliability and validity. So, we*

use reliability analysis and validity analysis to create a formal evaluation index system and questionnaire.

TABLE I. RELIABILITY STATISTICS

Cronbach's Alpha	N of Items
.930	21

In this paper Cronbach's Alpha is used to measure the reliability of the questionnaire, the greater its value indicates the higher reliability of the questionnaire. According to table I, Cronbach's Alpha is 0.930 which means the reliability of the questionnaire is shown pretty good.

TABLE II. KMO AND BARTLETT'S TEST

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.904
Bartlett's Test of Sphericity	Approx. Chi-Square	1482.212
	df	210
	Sig.	0.000

This paper tests the validity of the questionnaire by KMO and Bartlett's Test. As we can see from the test results in Table II, the Sig. is 0.000 which means the data passed the test at the significance level of 1%, and the KOM value is 0.904 (greater than 0.5). So the variables are suitable for factor analysis.

TABLE III. TOTAL VARIANCE EXPLAINED

Component	Total Variance Explained								
	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sum of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	Cumulative %	Cumulative %
1	9.422	44.865	44.865	9.422	44.865	44.865	4.842	23.055	23.055
2	1.888	8.992	53.857	1.888	8.992	53.857	3.740	17.807	40.863
3	1.498	7.135	60.992	1.498	7.135	60.992	2.261	10.765	51.628
4	1.244	5.925	66.917	1.244	5.925	66.917	2.250	10.716	62.344
5	1.013	4.825	71.742	1.013	4.825	71.742	1.974	9.398	71.742
6	.901	4.293	76.034						
7	.636	3.029	79.063						

Extraction Method: Principal Component Analysis.

2) *Principal Component Analysis:* In this paper, the principal component analysis is used to analyze the 21 different eigenvalues in the scale of the employment quality evaluation index system of Chongqing university graduates. As shown in Table III, five principal components were extracted, and the five extracted factors explained 71.742% of the total variance. Among them, the first factor has the highest eigenvalue and the largest contribution to the interpretation of total variance, which can explain 44.865% of it. So the first factor has a greater explanatory power for the employment quality of Chongqing university graduates.

3) *Factor Analysis:* The variance load method is used to perform orthogonal rotation on the factor load matrix to make

the factor have naming explanatory. Therefore, 21 factors of Chongqing University student employment quality evaluation indicators are divided into five components through factor analysis. As shown in Table IV, it includes employability, employment environment, employment adaptation, employment conditions, and career development. Therefore the evaluation index system of Chongqing graduates' employment quality is constructed. It avoids measuring the quality of employment simply by employment rate, and sets up a comprehensive measure for the employment quality of graduates in Chongqing.

TABLE IV. THE QUALITY OF EMPLOYMENT OF COLLEGE STUDENTS IN CHONGQING

Comment Content	Primary indicator	Secondary indicators
The quality of employment of college students in Chongqing	Employability	Social skills
		Practical ability
		Job search ability
		Learning ability
		adaptability
	Employment environment	Communication skills
		Location environment
		Working atmosphere
		company culture
		Welfare treatment
		Labor protection
	Employment adaptation	Employment satisfaction
		operating hours
	Employment conditions	Work intensity
		Employment policy
		Professional reputation
	Career Development	Labor compensation
Work stability		
Professional degree		
Training frequency		
Career prospects		

IV. CONCLUSION

1) *Empirical research shows that employability is the primary factor affecting the quality of employment.* The other four are employment environment, employment adaptation, self-conditions and career development. Most of the universities need to attach importance to improve students' Professional knowledge

2) *The fundamentals of improving the quality of employment are the comprehensive quality and ability of*

college students. In accordance with the talent training program formulated by the school, the graduates should improve their level of theoretical knowledge, increase social practical ability, and actively participate in training of the pre-employment employment skills to adapt themselves to the needs of the market.

3) *The requirements of graduates for the working environment are relatively higher.* Therefore, employers should pay attention to the improvement of the workplace environment of employees.

However, it also requires the common discussion and research in the future due to the limited number of research objects.

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