An empirical study of the influence of the concept of “job-hunting” on graduates’ employment

Abstract The concept of job-hunting is an important factor affecting university students’ employment. This empirical study shows that while hunting for a job, graduates witness negative correlation between their expectation of the nature of work and the demand for occupational types and the accessibility to a post and monthly income; positive correlation between students’ initiative and employment opportunities; positive correlation between salary expectation and real income; negative correlation between mental preparation for hardship and job satisfaction. Therefore, institutions of higher learning must strengthen their employment education, guiding students to foster a sound sense of competition, the concept of occupational position, mental preparation for vocational hardship so that students can rectify their attitude towards employment and adjust their employment concept, thus benefiting them in gaining a position.

Keywords the concept of employment, graduates, employment, gain a position

摘要 择业观念是影响大学毕业生就业的一个重要因素。实证研究结果表明：大学毕业生择业时，对单位性质和职业类型的要求与就业机会获得和地位获得后的月收入水平呈负相关；求职主动性与就业机会呈正相关；工资水平期望与地位获得后的月收入呈正相关；职业苦乐意识与职业满意度呈负相关。因此，高校应大力加强就业形势教育，引导大学毕业生树立正确的择业竞争观、职业地位观、职业苦乐观，端正择业态度，转变择业观念，从而有利于其职业地位的获得。
1 Research background

For those who are going to finish their study and enter the society, choosing a job is their first step to achieve the employment goals, of course, a very important choice in their lifetime and also a try that test their comprehensive qualities and capacities. Obtaining employment successfully is a basic way for the graduates to realize their self-value and social values. So, job-hunting trouble for college graduates has become a nation-wide hot spot since it appeared.

From the perspective of sociology, employment, as a social behavior, is included in the “category” of “status attainment” in the theory of social mobility. The current research group probed into the impact that human capitals and social capitals made on the employment of college graduates from the sociological perspective separately, and discovered that “social capitals could make up for the information asymmetry in college graduates’ employment, and help them get employment chances.”(Chen and Tan, 2004a) “Human capitals and some other elements of college graduates also had remarkable effects on the chances and quality of occupational status attainment (Chen and Tan, 2004b).” Many researches at home and abroad indicates that although attention has been paid to the problem of college graduates’ employment, the research result also shows some deficiencies in research perspectives and research levels. As for research perspectives, the existing researches explain the college graduates’ attainment of occupational status either from the angle of hereditary of family background, or from structural perspective such as economic system reform, industrial structure adjustment, social capitals (Deng, 2001; Lin and Yu, 2003), relational capitals and gender (Peng, 1996), or from personalized perspective of human capitals. It is very obvious that these researches lack profound study on concepts of job hunting and the relations of occupational status attainment. Most of the researches on job hunting or employment are based on economics and education, but fewer researches are done from sociological perspective. As for the research levels, most of the studies are the description of phenomenon and are lack of deep study on correlations of phenomenon, influential elements, excavation of the data, the function of concepts of job hunting and the job-hunting process, that is to say, lack deep study on the relationship strength between the concepts of job hunting and success in college graduates’ job-hunting. These studies only stay on the basis of forejudge subjectively, and are lack of normative evidential study on sociology.