

# The Influence Factors of Employment Quality in School of Electronic Information Engineering, Wuzhou Vocational College, Guangxi, China\*

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## Abstract

The purposes of this research were 1) the employment quality of graduates from the School of Electronic Information Engineering at Wuzhou Vocational College; 2) the factors that affect the employment quality of graduates from the School of Electronic Information Engineering at Wuzhou Vocational College; 3) potential strategies for enhancing the employment outcomes of graduates from the School of Electronic Information Engineering at Wuzhou Vocational College. This study employs a quantitative design. Electronic questionnaires will be distributed to the 2023 graduates of the School of Electronic Information Engineering, Wuzhou Vocational College. The quantitative research method used primarily includes a literature review, a questionnaire, descriptive statistics for data collection and processing. Two theories are utilized in this study: the collaborative governance theory as the primary theory and the new public service theory as the supporting theory.

### The results revealed that:

1. The employment quality of graduates of Wuzhou Vocational College of Electronic Information Engineering is relatively good only in two aspects: job characteristics and labor-management relations.
2. There are four factors affecting the quality of employment: your school and college provide a lot of career guidance and services, your local Human Resources and Social Security Bureau, enterprises and the school actively cooperate with each other to

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provide students with a lot of internships, the parents give a lot of job search process help, and students rank well in their academic performance during school.

3. The way to improve the College should provide more employment guidance and services, the location of the Human Resources and Social Security Bureau, enterprises should actively cooperate with the school to provide students with more internships. Moreover, parents should give more help in the process of job searching, and individual students should study seriously during the school year to improve their academic performance ranking in order to improve the quality of employment of graduates. Therefore, the research suggests that society, schools, families and students should make efforts to realize high-quality employment for graduates.

**Keywords:** Employment Quality; Influence Factors; Graduates of Wuzhou Vocational College

## 1. Introduction

In light of China's implementation of the "developing the country through science and education and strengthening the country through talents" strategy, colleges and universities have expanded their enrollment in response to national policy directives, resulting in a notable increase in the number of graduates over recent years. The annual quality report issued by Guangxi Zhuang Autonomous Region over the past three years indicates that the number of fresh specialized graduates in 2020 was 145,300, in 2021 was 162,700, and in 2022 reached the number of graduates has increased

annually, while the employment rate has declined. In 2022, for instance, the Guangxi Department of Education reported that 81.75% of graduates were employed, down from 85.94% in 2021 and 85.72% in 2020. In 2020, the number of fresh graduates of Wuzhou Vocational College was 2,107, rising to 2,782 in 2021 and 3,601 in 2022. The employment rate was 84.5%. The employment rates for the respective years were 8%, 81.60%, and 77.31% (Employment System of Wuzhou Vocational College). This indicates that the employment situation of graduates of Wuzhou Vocational College is highly problematic.



Since the new era, all the higher vocational colleges have the trend of expanding enrollment, and the number of enrollment is increasing year by year.

At the same time, graduates of higher vocational colleges in the new era have new expectations for employment quality. With the gradual growth of the graduates' team and the high quality expectation of the graduates for employment in the new era, how to realize the high quality employment of the graduates' group has also become a problem driven to be solved in the new era. In this study, the main problem is the poor quality of employment in school of Electronic Information Engineering of Wuzhou Vocational College, and the main question is how to improve the employment of graduates of Electronic Information Engineering College of Wuzhou Vocational College?

To summarize, in the current China's economy into a new cycle, industrial structure adjustment, the employment problem of higher vocational students is becoming more and more serious, to solve the employment quality of graduates of higher vocational colleges has also become a common concern of higher vocational colleges, society, families and higher

vocational students.

## 2. Research Objectives

1. To study employment quality of graduates in school of Electronic Information Engineering, Wuzhou Vocational College.
2. To investigate factors that affected employment quality of graduates of school of Electronic Information Engineering, Wuzhou Vocational College.
3. To find the ways to improve employment for graduates of school of Electronic Information Engineering, Wuzhou Vocational College.

## 3. Methods

In this study, the review of studies related to collaborative governance theory was used to determine that there are four dimensions of factors affecting the employment of graduates from the School of Electronic and Information Engineering of Wuzhou Vocational College, the review of studies related to the quality of employment was used to determine the indicators of the measurement of the quality of employment as well as the factors affecting the quality of employment, and the conceptual framework was constructed, so as to design the questionnaire. The questionnaire was



mainly based on a Likert scale, which consists of a set of statements, each of which has five responses of strongly agree, agree, not necessarily, disagree, and strongly disagree, which are recorded as 5, 4, 3, 2, and 1. The total attitude score of each respondent is the sum of the scores obtained from his responses to each question, and this total score can indicate the strength of his attitude or his different status on this scale.

This study adopts a quantitative design, which mainly includes literature review method, questionnaire method, and

statistical analysis method for data collection as well as processing. After distributing 542 questionnaires to the students graduating in 2023 from the School of Electronic Information Engineering of Wuzhou Vocational College, the actual sample size was determined by using Taro Yamane's sample size formula, and finally 264 questionnaires were extracted for data analysis. The data analysis was based on Microsoft Excel software and descriptive statistics were performed using SPSS to summarize the sample data with indicators such as mean or standard deviation.

#### 4. Results

**Table 1** Descriptive analysis of the quality of employment of students

| Name                                   | Sample size | minimum value | maximum values | Average | Standard deviation | Median |
|--|-------------|---------------|----------------|---------|--------------------|--------|
| 1. Your workplace is close by          | 264         | 1.000         | 5.000          | 3.409   | 1.260              | 3.000  |
| 2. High occupational safety            | 264         | 1.000         | 5.000          | 3.799   | 1.083              | 4.000  |
| 3. Good employment environment         | 264         | 1.000         | 5.000          | 3.496   | 1.137              | 3.000  |
| 4. High labor remuneration             | 264         | 1.000         | 5.000          | 2.996   | 1.145              | 3.000  |
| 5. High percentage of social insurance | 264         | 1.000         | 5.000          | 3.049   | 1.141              | 3.000  |



| Name   | Sample size | minimum value | maximum values | Average | Standard deviation | Median |
|--|-------------|---------------|----------------|---------|--------------------|--------|
| 6. High housing fund   | 264         | 1.000         | 5.000          | 2.773   | 1.231              | 3.000  |
| 7. Many career benefits  | 264         | 1.000         | 5.000          | 2.939   | 1.191              | 3.000  |
| 8. Vocational training opportunities   | 264         | 1.000         | 5.000          | 3.049   | 1.148              | 3.000  |
| 9. High promotion opportunities  | 264         | 1.000         | 5.000          | 2.973   | 1.219              | 3.000  |
| 10. Promising career prospects   | 264         | 1.000         | 5.000          | 3.114   | 1.174              | 3.000  |
| 11. Strong professional counterparts   | 264         | 1.000         | 5.000          | 3.258   | 1.193              | 3.000  |
| 12. Employees have a good relationship   | 264         | 1.000         | 5.000          | 3.678   | 1.042              | 4.000  |
| 13. The labor contract you signed with your employer is in line with the norms | 264         | 1.000         | 5.000          | 3.723   | 1.087              | 4.000  |
| 14. High work stability  | 264         | 1.000         | 5.000          | 3.405   | 1.140              | 3.000  |
| 15. High match between interests and jobs                                      | 264         | 1.000         | 5.000          | 3.220   | 1.156              | 3.000  |



| Name                               | Sample size | minimum value | maximum values | Average | Standard deviation | Median |
|------------------------------------|-------------|---------------|----------------|---------|--------------------|--------|
| 16. Low work pressure              | 264         | 1.000         | 5.000          | 3.030   | 1.227              | 3.000  |
| 17. Low intensity of work          | 264         | 1.000         | 5.000          | 3.038   | 1.176              | 3.000  |
| 18. High degree of freedom of work | 264         | 1.000         | 5.000          | 3.117   | 1.195              | 3.000  |

As can be seen from the above, there is no abnormal value in the data, in the five levels of influencing factors, the highest average value is the 1-3 job characteristics and 12-14 labor relations, the average value of 3.568,3.602, indicating that the sample, the students of the current situation of the job characteristics and labor relations are relatively satisfied, especially "high occupational safety" and "the labor contract you signed with the unit is in line with the norms" has the

highest average value, this part of the analysis can answer the first question. In particular, the average value of "high occupational safety" and "The labor contract you signed with your employer is in line with the norms" is the highest. This part of the analysis can answer the first question: the quality of employment in Wuzhou Vocational College of Electronic and Information Engineering College is relatively good only in terms of job characteristics and labor-management relations.

**Table 2** Descriptive analysis of factors affecting the quality of student employment

| Name  | Sample size | minimum value | maximum values | Average | Standard deviation | Median |
|---|-------------|---------------|----------------|---------|--------------------|--------|
| 1. Your school and college provide a lot of information about employment. | 264         | 1.000         | 5.000          | 3.511   | 1.180              | 4.000  |



| Name  | Sample size | minimum value | maximum values | Average | Standard deviation | Median |
|---|-------------|---------------|----------------|---------|--------------------|--------|
| 2. Your school and college provide a lot of career guidance and services  | 264         | 1.000         | 5.000          | 3.602   | 1.115              | 4.000  |
| 3. Your local human resources bureau and enterprises actively cooperate with the school to provide many internships for students. | 264         | 1.000         | 5.000          | 3.477   | 1.120              | 3.000  |
| 4. Your local HSSA and enterprises provide many vocational skills training opportunities  | 264         | 1.000         | 5.000          | 3.356   | 1.168              | 3.000  |
| 5. Parents gave a lot of help in the job search process   | 264         | 1.000         | 5.000          | 3.481   | 1.144              | 3.000  |
| 6. Social connections in the family help a lot in the job search process  | 264         | 1.000         | 5.000          | 3.341   | 1.201              | 3.000  |



| Name  | Sample size | minimum value | maximum values | Average | Standard deviation | Median |
|---|-------------|---------------|----------------|---------|--------------------|--------|
| 7. You ranked well in academic performance during your school years                                   | 264         | 1.000         | 5.000          | 3.530   | 1.020              | 3.000  |
| 8. The number of scholarships you received during your school years was high                          | 264         | 1.000         | 5.000          | 2.792   | 1.251              | 3.000  |
| 9. You have won many prizes for your participation in activities during your school years.            | 264         | 1.000         | 5.000          | 2.966   | 1.197              | 3.000  |
| 10. You participate in a large number of student organizations during your school years               | 264         | 1.000         | 5.000          | 2.955   | 1.192              | 3.000  |
| 11. How many times do you do part-time jobs or internships outside of school while you are in school? | 264         | 1.000         | 5.000          | 2.992   | 1.180              | 3.000  |



| Name  | Sample size | minimum value | maximum values | Average | Standard deviation | Median |
|---|-------------|---------------|----------------|---------|--------------------|--------|
| 12. You have served as a student leader at a high level during your school years (school level, faculty level, class level) | 264         | 1.000         | 5.000          | 2.826   | 1.282              | 3.000  |

From this table, it can be concluded that the answer to question 2 in the sample is that there are four factors affecting the quality of employment:

1. School level: "Your school and college provide a lot of career guidance and services" has a high mean value of 3.60, which is the main influencing factor.

2. Social level: "Your local human resources bureau and enterprises actively cooperate with your school and provide many internships for students" has a higher mean value of 3.48, which is the main influencing factor.

3. Family level: "My parents gave me a lot of help in my job search" has a high mean value of 3.48, which is the main influencing factor.

4. Student level: "Your academic performance in school ranked very well"

has a high mean value of 3.53, which is the main influencing factor.

The above analysis leads to the answer to question 3, which is that the ways to improve the quality of employment are as follows. Thus, we can answer question 3: the way to improve the quality of employment is: First, schools and colleges should provide more employment guidance and services, Second, your local human resources and social services bureau, enterprises and schools should actively cooperate to provide students with more internships, Third, parents should give more help in the process of job searching, and Fourth, students should be serious about their studies during the school year to improve the academic performance rankings.



## 5. Discussion

OECD. (2014) has developed a comprehensive framework includes six indicators at the first level: working environment, level of remuneration at work, ability to work, social relations, working conditions, level of social security.

Lai (2011) constructed a system of employment quality measurement indexes which contains six first-level indexes: working environment, salary level of work, working ability, social relationship, working status, social security level, and twenty second-level indexes below the first-level indexes.

Zhao (2019) "Evaluation of employment quality of college students in the context of the new economy and the design of improvement path" is based on the background of the new economy, and constructs the evaluation index system of employment quality of college students in the context of the new economy, which contains six first-level indicators, including job characteristics, employment flexibility, salary and benefits, career development, labor relations, employment recognition. Recognition of employment. In this study, it is concluded that the only two aspects of employment quality in Wuzhou Vocational College of Electronic Information Engineering

are job characteristics and labor-management relations which are relatively good. I agree with these two scholars' studies mentioned above, who both mentioned job characteristics, labor-management relations security and other aspects in the measurement of employment quality, which are similar to the results obtained in this study.

Reeves, & Deng (2022) explore the impact of socially provided opportunities and training sessions on the quality of employment for U.S. college students. Chengwen, & Rihui (2014, pp. 31-35) analyzed the impact of opportunities provided by society and training on the employment quality of college students through empirical research from the perspective of social capital;

Jing (2006, pp. 87-88) believed that the factors affecting the employment quality of college students are mainly the imbalance of development caused by the expansion of colleges and universities, and the employment services and guidance provided by colleges and universities also affect the quality of college students' employment; Bi-Mei, & Guo Jia-Nan (2020, p. 11), through the study of a sample of 1956 college students, found that the employment quality of college students is



not as good as that of the present study. 1956 college students as a sample for research, found that the cultural capital at the family level has a positive effect on the academic achievement of college students, and furthermore affects the employment quality of college students. Changjun, & Zhongchao (2015, p. 7) found through empirical research: academic achievement foreign language level, academic level, and other factors also affect the quality of employment of college students.

I agree with the four scholars mentioned above who suggested that the quality of students' employment is affected at the social, school, family and individual levels, which is in line with the findings of the second question of this study, which shows that all four levels have an impact on the quality of students' employment.

Jiang, & Dalong (2017, pp. 7-10) in the study of collaborative governance of college students' employment policy under the perspective of "whole government" theory affirmed that the issue of college graduates' employment is an issue of the application of collaborative governance theory. Yanquan, & Dandan (2021, pp. 47-48) Collaborative theory under the field of

view of college graduates "slow employment" dilemma governance-college graduates employment work is a systematic project, the need for colleges and universities and the outside world close connection; college graduates employment work needs to be coordinated by the society, colleges and universities, families and graduates of a number of sub-systems. I think the opinion of scholar Yanquan, & Dandan is perfect, and her findings are consistent with the findings of this paper: all of the social, college, family, and individual levels will have a significant positive influence on the employment quality of college students. Therefore, the answer to the third question is that we should find ways to improve the quality of employment from these four levels.

## 6. Suggestions

This study is supported by the theory of collaborative governance and the theory of new public service, through the questionnaire method, descriptive statistics method to deal with the data, to come up with the answer to question 3, the way to improve the quality of employment by the school, society, family, student level to go to the start, the author will be from the



four levels to give advice, as well as give advice to the scholars in the future, are as follows:

1. Schools and colleges should provide more career guidance and services.

2. The local human resources and social security bureau and enterprises should actively cooperate with schools to provide more internships for students.

3. After graduation, parents can provide various kinds of help and support to facilitate the smooth employment of senior students in the process of job-seeking.

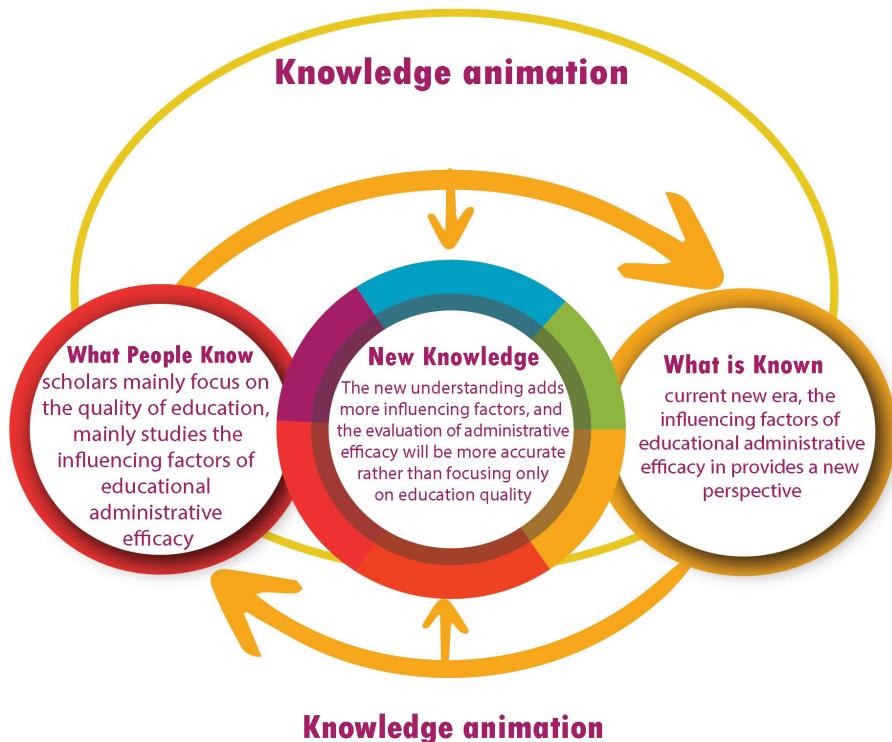
4. In order to improve the quality of employment, students of Wuzhou Vocational College should study seriously during their school years and improve their academic ranking.

2. Suggestions for future research. This study still has many shortcomings. The author's suggestions for future research are as follows: first, continue to sort out the relevant literature at home and abroad, expand the breadth and depth of the study, and focus on the theoretical frontiers of vocational education and practical

experience in foreign countries to systematically sort out, combined with the development system of education of our country's characteristics, for comparison, reference, integration, etc.. Secondly, we should continue to learn the method of empirical analysis, solidly learn the relevant knowledge about statistics and econometrics, expand the scope of research, construct a more scientific and comprehensive index system, and then put forward targeted measures.

## 7. Knowledge Assets

In the existing research, scholars mainly focus on the employment of college students, but this paper focuses on the influencing factors of the employment quality of college students, which combines the current new era background and provides a new perspective for the study of the influencing factors of the employment quality of college students. Therefore, the new knowledge is add more influencing factors and it will be more precise for evaluate rather than focus on employment.



**Figure 1** New knowledge

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