

THE INFLUENCE FACTORS ON EMPLOYMENT QUALITY IN  
SCHOOL OF ELECTRONIC INFORMATION ENGINEERING,  
WUZHOU VOCATIONAL COLLEGE, GUANGXI, CHINA



MASTER OF PUBLIC ADMINISTRATION IN PUBLIC ADMINISTRATION  
MAEJO UNIVERSITY  
2024

THE INFLUENCE FACTORS ON EMPLOYMENT QUALITY IN  
SCHOOL OF ELECTRONIC INFORMATION ENGINEERING,  
WUZHOU VOCATIONAL COLLEGE, GUANGXI, CHINA



JIAGE MO

A THESIS SUBMITTED IN PARTIAL FULFILLMENT  
OF THE REQUIREMENTS FOR THE DEGREE OF MASTER OF PUBLIC  
ADMINISTRATION  
IN PUBLIC ADMINISTRATION  
ACADEMIC ADMINISTRATION AND DEVELOPMENT MAEJO UNIVERSITY  
2024

Copyright of Maejo University

THE INFLUENCE FACTORS ON EMPLOYMENT QUALITY IN  
SCHOOL OF ELECTRONIC INFORMATION ENGINEERING,  
WUZHOU VOCATIONAL COLLEGE, GUANGXI, CHINA

JIAGE MO

THIS THESIS HAS BEEN APPROVED IN PARTIAL FULFILLMENT  
OF THE REQUIREMENTS FOR THE DEGREE OF MASTER OF PUBLIC ADMINISTRATION  
IN PUBLIC ADMINISTRATION

APPROVED BY

Advisory Committee

Chair .....

(Associate Professor Dr. Winit Pharcharuen)

...../...../.....

Committee .....

(Assistant Professor Dr. Non Naprathansuk)

...../...../.....

Committee .....

(Dr. Jariya Koment)

...../...../.....

Program Chair, Master of Public .....

Administration

in Public Administration (Assistant Professor Dr. Thammaporn Tantar)

...../...../.....

CERTIFIED BY THE OFFICE OF  
ACADEMIC ADMINISTRATION  
AND DEVELOPMENT

.....

(Associate Professor Dr. Chaiyot Sumritsakun)

Vice President

...../...../.....

**ชื่อเรื่อง** ปัจจัยที่มีอิทธิพลต่อคุณภาพการจ้างงานในสาขาวิศวกรรมไฟฟ้า  
ด้านการสื่อสาร วิทยาลัยอาชีวศึกษาห้วยโจว  
กว่างซี ประเทศจีน

**ชื่อผู้เขียน** Mr. Jiage Mo

**ชื่อปริญญา** รัฐประศาสนศาสตรมหาบัณฑิต สาขาวิชาการบริหารสาธารณะ

**อาจารย์ที่ปรึกษาหลัก** รองศาสตราจารย์ ดร.วินิจ ฝาเจริญ

### บทคัดย่อ

การวิจัยนี้มีวัตถุประสงค์ 3 ประการ คือ 1) เพื่อศึกษาคุณภาพการจ้างงานของผู้สำเร็จการศึกษาสาขาวิศวกรรมสารสนเทศอิเล็กทรอนิกส์ วิทยาลัยอาชีวศึกษาห้วยโจว 2) เพื่อศึกษาปัจจัยที่มีผลต่อคุณภาพการจ้างงานของผู้สำเร็จการศึกษาสาขาวิศวกรรมสารสนเทศอิเล็กทรอนิกส์ของวิทยาลัยอาชีวศึกษาห้วยโจว และ 3) เพื่อหาแนวทางในการปรับปรุงการจ้างงานสำหรับผู้สำเร็จการศึกษาสาขาวิศวกรรมสารสนเทศอิเล็กทรอนิกส์ วิทยาลัยอาชีวศึกษาห้วยโจว ทำการเก็บข้อมูลโดยใช้แบบสอบถามแบบอิเล็กทรอนิกส์ของผู้สำเร็จการศึกษาในปี ค.ศ. 2023 สาขาวิศวกรรมสารสนเทศอิเล็กทรอนิกส์ จากวิทยาลัยอาชีวศึกษาห้วยโจว จำนวนทั้งหมด 542 คน วิธีการวิจัยเชิงปริมาณที่ใช้ประกอบด้วยการทบทวนวรรณกรรม แบบสอบถาม โดยรวบรวมผล ประมวลผล และวิเคราะห์ข้อมูล ใช้สถิติเชิงพรรณนา

ผลการวิจัยพบว่า 1) คุณภาพการจ้างงานของผู้สำเร็จการศึกษาสาขาวิศวกรรมสารสนเทศอิเล็กทรอนิกส์ของวิทยาลัยอาชีวศึกษาห้วยโจว อยู่ในระดับค่อนข้างดีใน 2 ด้านลักษณะคือ ลักษณะงาน และความสัมพันธ์ระหว่างด้านแรงงานและการบริหารงาน 2) มีปัจจัยที่ส่งผลกระทบต่อคุณภาพการจ้างงาน คือ วิทยาลัยฯ จัดให้มีการแนะแนวและบริการด้านอาชีพมากมาย สำนักงานทรัพยากรบุคคลและกิจการสังคมในท้องถิ่น, องค์กรและวิทยาลัยฯ ร่วมมือกันอย่างแข็งขันเพื่อให้นักศึกษาได้ฝึกงานจำนวนมาก, ผู้ปกครองให้ความช่วยเหลือในการหางานเป็นอย่างมาก และนักศึกษา มีผลการเรียนในระดับที่ดีในขณะที่ศึกษาอยู่ในวิทยาลัย และ 3) แนวทางในการปรับปรุงวิทยาลัยฯ ควรเพิ่มการแนะแนวเรื่องการจ้างงานและบริการให้มากยิ่งขึ้น, สำนักงานทรัพยากรบุคคล และ ประกันสังคม รัฐวิสาหกิจ ควรร่วมมืออย่างแข็งขันกับวิทยาลัยฯ เพื่อให้นักศึกษาได้ฝึกงานมากขึ้น นอกจากนี้ ผู้ปกครองควรให้การช่วยเหลือด้านกระบวนการหางานให้มากยิ่งขึ้น และนักศึกษาแต่ละคนควรมีความมุ่งมั่น ตั้งใจเรียนให้มากยิ่งขึ้นในระหว่างการศึกษา เพื่อเป็นการปรับปรุงผลการเรียน

ของตนเอง เพื่อเพิ่มความสามารถทางวิชาการและคุณภาพการจ้างงานภายหลังจบการศึกษา

คำสำคัญ : คุณภาพการจ้างงาน, ผู้สำเร็จการศึกษาจากวิทยาลัยอาชีวศึกษาห้วยโจ



<b>Title</b>	THE INFLUENCE FACTORS ON EMPLOYMENT QUALITY IN SCHOOL OF ELECTRONIC INFORMATION ENGINEERING, WUZHOU VOCATIONAL COLLEGE, GUANGXI, CHINA
<b>Author</b>	Mr. Jiage Mo
<b>Degree</b>	Master of Public Administration in Public Administration
<b>Advisory Committee Chairperson</b>	Associate Professor Dr. Winit Pharcharuen

### ABSTRACT

The Research aims to the following 3 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 Wuzhou Vocational College's School of Electronic Information Engineering.

This study adopts a quantitative design, electronic questionnaires will be distributed to the 2023 graduates of Wuzhou Vocational College, School of Electronic and Information Engineering, the total number of 542, the quantitative research method used mainly includes literature review, questionnaire, descriptive statistics for data collection as well as processing.

The result of this study is 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 factors affecting the quality of employment: the school and college provide a lot of career guidance and services, local Human Resources and Social Affairs Bureau, enterprises and the school actively cooperate with each other to 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, and 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.

Keywords : Employment Quality, Graduates of Wuzhou Vocational College



## ACKNOWLEDGEMENTS

This thesis was completed under the careful supervision of Asst. Prof. Non Naprathansuk. His conscientious scientific attitude, rigorous spirit of governance, work style of excellence, ability to synthesize multidisciplinary knowledge, patience and tolerance towards me have deeply infected and influenced me. I would like to express my sincere gratitude and high respect to Asst. Prof. Non Naprathansuk.

On the occasion of the completion of the thesis, looking at the thick paper, the daily version of .docx in the laptop, the tables one by one after analyzing the results of the questionnaires, and the distressed expressions of my classmates in the classroom made me realize that - these two years of study are coming to an end. Looking back on this experience, it is a wonderful and indispensable part of my life, which will affect me for the rest of my life, from the ability to learn, from the way to treat people, and from the mentality of life. This period of study abroad has allowed me to meet many people from different countries in the world, the way people from different countries talk, the style of doing things, their appearance, their habits, all of which are new to me. It turned out that Chiang Mai is a real place, not just a name on the map, on the internet, or in history textbooks.

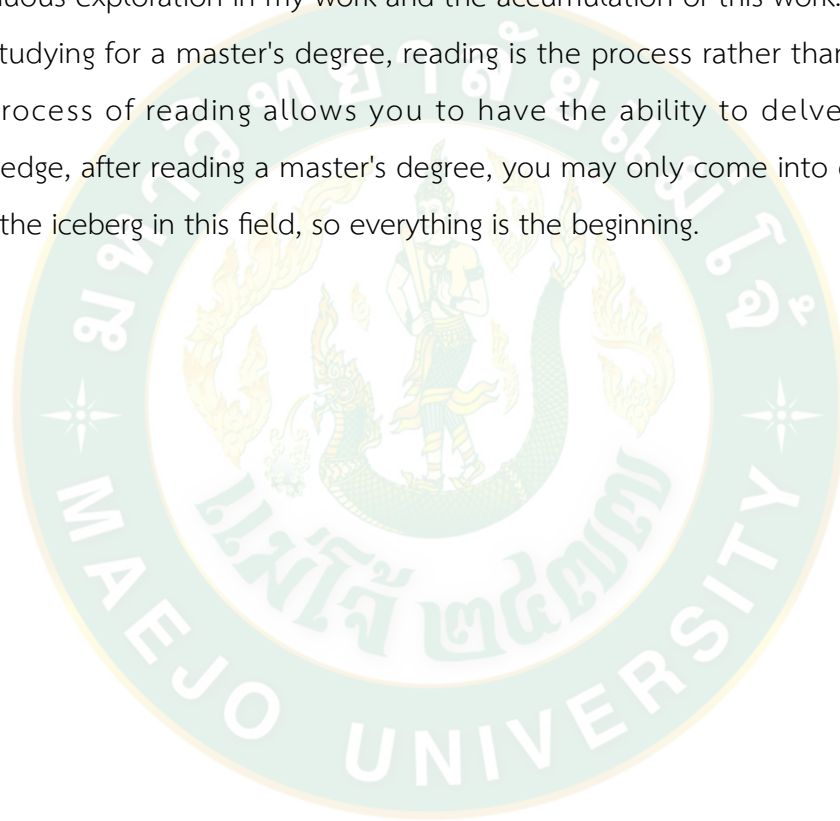
I would like to express my special thanks to the staff of the Graduate School of Maejo University for their help and kindness during the administrative process. Thank you to all the members of my committee who provided me with invaluable, spot-on revisions that allowed me to refine my thesis. Special thanks to my 9 classmates, who came from all over the world in China, and we were like a family in Thailand, guiding each other in the dissertation, taking care of each other in case of injuries and illnesses, and spending the Spring Festival together for the first time without being in my hometown, and they made me have a sense of warmth in a foreign country, and the distance between our hearts and minds only needed to be closed by a greeting to each other after the dinner.

In addition, I would like to thank my organization and my leaders, without their full support and help, I would not have been able to successfully complete my



studies. I would like to thank my family for their support and help, their care for me, they send me the recent situation of the kitten at home, which makes me feel warm and I will always keep it in my heart.

The completion of the dissertation is only a milestone, and the conclusion of the dissertation is only an end point of this thesis, there are still many unknowns waiting to be answered by further research. In the future, I hope that I will improve and summarize the theoretical knowledge of this discipline in practice on the basis of continuous exploration in my work and the accumulation of this work. It has been said that studying for a master's degree, reading is the process rather than just the result, the process of reading allows you to have the ability to delve into a field of knowledge, after reading a master's degree, you may only come into contact with the tip of the iceberg in this field, so everything is the beginning.



Jiage Mo

## TABLE OF CONTENTS

	<b>Page</b>
ABSTRACT (THAI).....	C
ABSTRACT (ENGLISH).....	E
ACKNOWLEDGEMENTS.....	G
TABLE OF CONTENTS.....	I
LIST OF TABLE.....	K
LIST OF FIGURE.....	M
CHAPTER 1 INTRODUCTION.....	1
Background and significance of the study.....	1
Research Questions.....	5
Objectives of the Study.....	5
Scope and Limitation of the Study.....	5
Expected Results of the Study.....	6
Operational Definition of the Terms.....	6
CHAPTER 2 LITERATURE REVIEW.....	8
Collaborative Governance Theory.....	9
New Public Service Theory.....	10
Employment Quality.....	12
Related Research.....	12
Conceptual Framework.....	24
CHAPTER 3 RESEARCH METHODOLOGY.....	25
Locale of the study.....	25

Population .....	27
Sample .....	27
Sampling Procedure .....	28
Research Tools .....	28
Validation of the research tools .....	31
Data collection .....	31
Data analysis .....	32
CHAPTER 4 RESEARCH RESULTS.....	33
Demographic.....	33
Employment quality assessment .....	37
Factors affecting the employment quality.....	50
Conclusions.....	59
CHAPTER 5 CONCLUSION, DISCUSSION AND RECOMENDATION .....	61
Conclusion.....	61
Discussion .....	64
Recommendation .....	66
Recommendation for future research .....	69
REFERENCES .....	70
APPENDIXS.....	76
Appendix A Questionnaire Survey.....	77
Appendix B Codebook.....	86
CURRICULUM VITAE .....	94

## LIST OF TABLE

	<b>Page</b>
Table 1 Your gender .....	33
Table 2 Your domicile belongs to .....	34
Table 3 Your father's (mother's) highest educational qualification belongs to.....	34
Table 4 Your political affiliation belongs to .....	35
Table 5 Your salary income is ( ) dollars.....	35
Table 6 Your marital status .....	36
Table 7 Your ethnicity.....	36
Table 8 Your workplace is close by .....	37
Table 9 High occupational safety.....	38
Table 10 Good employment environment .....	38
Table 11 High labor remuneration .....	39
Table 12 High percentage of social insurance .....	40
Table 13 High housing fund .....	40
Table 14 Many career benefits.....	41
Table 15 Vocational training opportunities.....	41
Table 16 High promotion opportunities.....	42
Table 17 Promising career prospects.....	43
Table 18 Strong professional counterparts.....	43
Table 19 Employees have a good relationship .....	44
Table 20 The labor contract you signed with your employer is in line with the norms	44
Table 21 High work stability.....	45

Table 22	High match between interests and jobs .....	46
Table 23	Low work pressure.....	46
Table 24	Low intensity of work.....	47
Table 25	High degree of freedom of work .....	47
Table 26	Descriptive analysis of the quality of employment of students.....	48
Table 27	Your school and college provide a lot of information about employment .....	50
Table 28	Your school and college provide a lot of career guidance and services ....	50
Table 29	Your local human resources bureau and enterprises actively cooperate with the school to provide many internships for students.....	51
Table 30	Your local HSSA and enterprises provide many vocational skills training opportunities .....	51
Table 31	Parents gave a lot of help in the job search process .....	52
Table 32	Social connections in the family help a lot in the job search process.....	52
Table 33	You ranked well in academic performance during your school years .....	53
Table 34	The number of scholarships you received during your school years was high	54
Table 35	You have won many prizes for your participation in activities during your school years.....	54
Table 36	You participate in a large number of student organizations during your school years.....	55
Table 37	How many times do you do part-time jobs or internships outside of school while you are in school?.....	56
Table 38	You have served as a student leader at a high level during your school years (school level, faculty level, class level).....	56
Table 39	Descriptive analysis of factors affecting the quality of student employment.	57

## LIST OF FIGURE

	Page
Figure 1 Conceptual Framework.....	24
Figure 2 Map of Guangxi Province .....	26
Figure 3 Map of Wuzhou City .....	26



# CHAPTER 1

## INTRODUCTION

### Background and significance of the study

Since China has implemented the development strategy of developing the country with science and education and strengthening the country with talents, in order to accelerate the improvement of workers' scientific and cultural quality and benefit more students from higher education, universities have responded to the national policy and expanded the enrollment scale, which has led to the rapid increase in the number of college graduates in recent years.

According to the annual quality reports released by Guangxi Zhuang Autonomous Region in the past three years, it is concluded that the number of fresh specialist graduates is 145,300 in 2020, 162,700 in 2021 and reaches more than 223,100 in 2022, and the employment rate is 85.94%, 85.72% and 81.75% (Guangxi Department of Education, 2022) respectively, with the number of graduates increasing and the employment rate decreasing year by year. The number of fresh graduates of Wuzhou Vocational College in 2020 is 2,107, in 2021 is 2,782, and in 2022 is 3,601, and the employment rate is 84.58%, 81.60%, and 77.31% (Employment System of Wuzhou Vocational College, 2023). It can be seen that the employment situation of graduates of Wuzhou Vocational College is very serious.

Due to the continuous influence of the new crown epidemic, the economic growth rate slows down significantly in 2020, and the epidemic has a greater impact on small and medium-sized enterprises than other types of enterprises. Small and medium-sized enterprises, which are important positions for absorbing college graduates' employment, become precarious without strong capital and talent support, and many are on the verge of closing down. At the same time, large enterprises also reduce the scale of recruitment, which together aggravate the employment difficulties of college graduates. According to the effective demand theory, the slowdown of economic growth will inevitably reduce the market demand

for talents of college graduates, and furthermore, because graduates do not plan their career as early as possible during their studies, there is a huge deviation between their perception of employment and the actual social demand, which leads to overwhelming when they graduate and seek employment.

The above reasons lead to the fact that we are now facing a prominent social problem: the employment situation of college graduates is severe. As an indispensable part of college graduates, how to realize their better employment not only concerns the interests of people, but also can guarantee the stable development of our economy and society. We must clearly realize that the employment situation of senior graduates not only affects whether they can realize their own value and grow up, but also has an important influence on the future development of China's higher vocational education.

There are several other reasons for the employment difficulties of higher vocational students (Wang, 2009), such as: first of all, influenced by the traditional education concept in China, parents, teachers and students have the view that higher vocational education is lower than higher education, and even the view that higher vocational education is useless, so they can't correct their attitudes and study seriously in the application and higher vocational college. They are not willing to recruit senior students. Therefore, in terms of career choice and employment opportunities, senior vocational students are at an inherent disadvantage. Secondly, due to the expansion of colleges and universities, a large number of undergraduates participate in the competition with senior vocational students, and there is even a situation that master's degree graduates compete with senior vocational students for jobs. Moreover, due to the continuous development of new technologies, the training mode and curriculum of higher vocational colleges and universities are in the old state, and the new education and training modes such as school-enterprise joint training and apprenticeship system are still in the initial stage, which leads to the lack of ability of the trained higher vocational students and makes it difficult for them to meet the job requirements of employers; in addition, due to the lack of innovation and entrepreneurship education in higher vocational colleges and universities, the innovation and entrepreneurship rate of higher vocational students is low and the



success rate is even lower. The success rate is even lower. The accumulation of the above-mentioned elements has caused the difficulties of employment for higher vocational students.

According to the current public management theory, employment service is one of the public goods that the government should provide, and the employment of senior vocational students, as an important part of the current social employment system, is also a service that the government at all levels must provide and guarantee. Therefore, this paper analyzes the employment problem of graduates of Wuzhou Vocational College from the perspective of new public management and related theories, and takes the current economic situation and social environment, the employment environment and the employment services provided by the society and the government as the research goal. In particular, we analyze the causes of the employment difficulties of senior students in the current environment, and the corresponding countermeasures from the perspective of public administration to address this phenomenon.

In the current employment environment in China, there is structural unemployment in the general environment, and although the overall labor market is in a balanced state of supply and demand, the employment of graduates from colleges and universities and higher vocational students is difficult and even unemployed upon graduation when the employment is broken down. In order to solve the employment problem of senior students, the government, as the main body of public administration, has the responsibility and obligation to study the problem and give corresponding countermeasures to solve it (Urio, 2012). Only by solving the employment problem of higher vocational students can we ensure that the graduates trained in higher vocational colleges and universities can find suitable talent positions in the employment market, and the unemployment population of the overall society can be kept at a low level.

Due to the special national conditions of China, the government, as the main body, must be the core responsible person to solve the employment problem of senior students. It is necessary to clarify the relationship between government, universities, society, employers and vocational students from a holistic and overall

perspective, improve its own orientation and clarify its responsibilities and the relationship among all related parties in the direction of "service-oriented government", which is of great significance to improve and enrich the theory of new public management and, in reality, help to overcome It is also of great significance to improve and enrich the theory of New Public Management, and in reality, it can help to overcome the current employment resistance of senior students, build and guarantee a harmonious and stable employment market, and help to solve the problem of difficult employment of senior students. (Ru, 2008; Zeng, 2017)

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 problem of higher vocational students has also become the government at all levels, the higher vocational colleges and universities, the whole society, the family and the higher vocational students are concerned about a common problem.

Therefore, this paper will analyze the employment status quo of graduated students in Wuzhou Vocational College, sort out the factors that cause employment difficulties for senior students, and analyze the role played by the government, society, and family in solving the employment problems of senior students and the corresponding strategies given to solve the employment problems, as well as sorting out the relationship between the government, society, employers of colleges and universities and graduates, in order to give a solution to the employment difficulties of senior students and to improve the employment of senior students. It is also to sort out the relationship between the government, society, employers and graduates in order to give solutions to the current employment difficulties of higher vocational students and to improve the employment rate and quality of graduates of Wuzhou Vocational College.

### **Research Questions**

1. How is employment quality of graduates in school of Electronic Information Engineering, Wuzhou Vocational College, Guangxi, China?
2. What are the factors affecting employment quality of graduates of school of Electronic Information Engineering, Wuzhou Vocational College?
3. How to improve employment quality of graduates in school of Electronic Information Engineering, Wuzhou Vocational College?

### **Objectives of the Study**

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.

### **Scope and Limitation of the Study**

1. The research object of this study is the graduates of school of Electronic Information Engineering, Wuzhou Vocational College. Due to the limitation of time and ability, this paper only takes Wuzhou Vocational College, an institution, as a case study object in the employment survey of senior students.
2. There is no comparison with other institutions, and the study is limited to the scope of Wuzhou City area, which limits the validity and comprehensiveness of the conclusions to a certain extent. In the future, the investigation can be further deepened and expanded, so as to provide a more comprehensive reflection of the employment reality of the higher vocational student group.

### **Expected Results of the Study**

The employment of higher vocational graduates is an urgent problem that not only concerns their job prospects and the happiness of their families, but also affects the sound development of higher vocational education and the stability and harmony of society. Improving the employability and employment quality of higher vocational graduates guarantees the balance of supply and demand in the labor force employment market, safeguards social equity, and also helps maintain family harmony and social stability.

The results of this study are expected to promote the employment of higher vocational graduates, improve the employment quality of higher vocational graduates, and promote the synergy among various governments, society, and families. It is expected to enhance the social identity, sense of acquisition and sense of belonging of senior graduates, and help them realize their life aspirations, so that the viewpoint of "knowledge changes fate" is deeply engraved in their hearts, and encourage them to keep learning and live until they are old and learn.

### **Operational Definition of the Terms**

1. Graduates of school of Electronic Information Engineering, Wuzhou Vocational College in 2023

Students who study in the School of Electronic Information Engineering of Wuzhou Vocational College, complete the specialized theoretical courses in accordance with the regulations, obtain the credits required for graduation, and complete the graduation internship will graduate and obtain the graduation certificate.

## 2. Employment Quality

The quality of employment refers to the degree to which the worker is able to combine with the means of production and receive remuneration or income. This paper defines the concept of employment quality as "the objective employment situation of an individual and the individual's subjective satisfaction with his or her job".



## CHAPTER 2

### LITERATURE REVIEW

Since the new era, all the higher vocational colleges and universities 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 and universities in the new era have new expectations for employment quality. With the gradual growth of the graduate team and the new era of graduates' high quality expectations for employment, how to realize the high quality employment of the graduate group has also become a problem to be solved in the new era. How to improve the employment quality of college students at the level of society and universities, families and individuals? This paper tries to discuss these problems one by one.

The researcher will find out what are the main factors affecting the employment quality of graduates of school of Electronic Information Engineering, Wuzhou Vocational College, so the research questions to be answered are: 1) How is employment quality of graduates in school of Electronic Information Engineering, Wuzhou Vocational College, Guangxi, China? 2) What are the factors affecting employment quality of graduates of school of Electronic Information Engineering, Wuzhou Vocational College?, and 3) How to improve employment quality of graduates in school of Electronic Information Engineering, Wuzhou Vocational College?

The researcher will use several theories and conceptual framework to answer the research questions posed and support my study as follows.

1. Collaborative Governance Theory
2. New Public Service Theory
3. Employment Quality
4. Related Research
5. Conceptual Framework

## Collaborative Governance Theory

Wang et al. (2015) "collaborative governance" mentioned that in order to solve some of the characteristics of complexity, multi-subjective, dynamic, public and so on the characteristics of the public management problem, in the theory of governance of social sciences into the "collaborative" concept, the specific form of expression is: by the government of the citizens, enterprises, social organizations and so on. The concept of "synergy" is introduced into the theory of social science of governance, which is expressed in the following form: the government, citizens, enterprises, social organizations and other stakeholders communicate with each other to make the final decision, and independently take the corresponding responsibility.

First is the definition of concept, in China, the conceptual definition of collaborative governance theory is controversial among scholars' organizations. (Zhao and Liu, 2019) "Constructing a synergistic mechanism for the government and universities to jointly promote the employment of college students" mentions that most scholars believe that this theory is the application of synergism in governance theory. (Li and Pang, 2020) "Definition of international organizations in the study of the construction of synergistic governance mechanism in higher education under the perspective of national governance" argues that it should be advocated that the pluralistic main bodies should cooperate with each other, coordinate their interests, and jointly governance. The second is the influence of the subject relationship on each other and the role it plays in the governance process.

In recent years, the employment of college graduates is a social problem that has been widely concerned by scholars, and this social problem involves many subjects, including the government, social organizations, families, individuals, etc. The employment of college graduates is not only a problem that needs to be solved by individuals and their families, but it is also closely related to the development of the country, the stability of the society, and the progress of the enterprises. It is especially important to have multiple interactions and collaborative governance

among graduates, families, colleges and universities, employers, government departments and other stakeholders.

### **New Public Service Theory**

New York University Light (1999) "The New Public Service" summarizes the characteristics of the new public service, and will be the new public service described. and will be the new public service described as the new century, the government civil servants should have the typical characteristics. However, the concept of new public service in this period has not attracted the attention of academics and government reforms, and has not yet formed a strong influence.

Denhardt and Denhardt (2000) published the article "The New Public Service: Serving Rather than Steering" in *Public Administration Review*, in which they wrote: "In democratic societies, when In a democratic society, attention to democratic values should be of paramount importance when we think about systems of governance. Values such as efficiency and productivity should not be lost, but should be placed within a broader framework of democracy, community and the public interest.

The public service of the future would be based on civic dialogue and consultation and the public interest. They compared traditional public administration, new public management and the new public service, briefly summarized the four major theoretical sources and seven basic principles of the new public service, and formally proposed the "new public service". It is in the context of new public management becoming the dominant mode of government governance, Denhardt reminded people not to neglect democracy, citizenship and public interest, and they introduced another new model based on citizens' consultation and public interest in the field of public management.

Denhardt and Denhardt (2007) "Theories of Public Organization", which compiled the organizational theories of traditional public administration, new public administration, and new public management, and reviewed the classic works of many well-known authors in the field. On the basis of such a review, the author, focusing on the current debate on public administration in the American academy,



puts forward his own viewpoint of a new public service, which is comprehensively elaborated by comparing and contrasting the new public service with existing theories. In his book, he states: "People in government must also be willing to listen, and to put the needs and values of citizens at the forefront of their decisions and actions. They must take the initiative in new and innovative ways to understand what citizens are concerned about. They must be responsive to the needs and interests of citizens.

Denhardt and Denhardt (2003) published "The New Public Service: Putting Democracy First" in *National Civil Review*, an article on the New Public Service from the perspective of public organizations. The article criticized the New Public Management (NPM) movement, which was popular in the United States at the time. NPM had attracted the attention of government officials and public administration researchers, who had focused on private affairs, performance measurement, and customer service, but had neglected the other way, that is the New Public Service, which is rooted in democracy, citizenship, and the public interest, and they reminded people, especially the government and researchers, that the New Public Service deserved more attention than ever. They remind people, especially governments and researchers, that the new public service deserves more attention.

The theory of the new public service emphasizes democracy and people's livelihoods, that governments should protect civil liberties, and that they should value people and not just productivity. Denhardt and Denhardt (2003) advocate that the new public service further strengthens the functions of the government, and that the government should focus on infrastructure and basic public services that are relevant to the citizens and the society, and that it should introduce the competition mechanism into the supply of government services, changing the past single, disconnected mode of government public infrastructure and public service provision. Xiong and Chu (2013) "The New Public Service Theory: Reflection and Critique" The new public service theory also advocates the introduction of multiple subjects to participate in the process of government governance, the role of the government should be changed from a nanny to a mediator, coordinator or adjudicator, the government should meet the interests of the majority of the public as far as

possible, this is the responsibility of the government, and advocate the participation of citizens in the public service.

## **Employment Quality**

Baidu Encyclopedia (2023) Employment quality related research first originated in the 1970s, the quality of employment contains many elements and complexity, its concept and definition has been in constant revision, supplementation and improvement, there is no unified terminology and concept. Qin (2007) "Exploring the Evaluation System of College Students' Employment Quality" compares the expressions and terminology of employment quality of different organizations and groups in different countries, and there are differences in the concepts and research contents of employment quality in China. Similar to China's concept of employment quality and research content are the European Union's "employment quality", the International Labor Organization's "high-quality employment" and "decent work", and the United States' "quality of work and life". Decent work refers to productive work in conditions of freedom, equality, security and dignity, where labor rights are protected and adequate remuneration and social security are provided. In this study, the quality of employment is the subject and connotation of the quality of employment to the specific group of graduates of Wuzhou Vocational College of Electronic Information Engineering.

## **Related Research**

### **1. Collaborative Governance Theory**

Chinese scholars have chosen to study the theory of collaborative governance from various perspectives. Lu (2006), "Collaborative Governance and the Construction of a Harmonious Society", argues that governance is the process of managing public affairs, and that it is a process in which political parties, government, society, the market, and the citizens and other multifactorial subjects participate in the process of joint management in order to pursue the maximization of the efficacy

of management. The process of governance is the management of public affairs. Liu (2007) puts forward the political premise of party leadership in "Collaborative Governance: An Effective Choice of China's Governmental Governance Paradigm under the Conditions of Market Economy".

Zheng and Xiao (2008), "Collaborative Governance: The Logic of Service-oriented Government", argue that collaborative governance refers to the process of realizing the goal of governmental governance through mutual coordination and cooperation among the elements and subsystems of the system, with law, money, and knowledge as the parameters, and government, society, the market, and individual citizens as the subsystems of the open overall system constituted by the public life. mutual coordination and cooperation, in order to achieve the value-added energy, and ultimately achieve the purpose of maximizing the maintenance and promotion of social public interests.

Liu (2012), "Research on the collaborative governance of local governments in China", believes that collaborative governance refers to a system or a range of established systems, under the leadership of the government, with the goal of promoting and safeguarding the public interests of society and managing public affairs of society, and with the basic laws and regulations as the basic norms, the government, society, the market and other factors, multiple subjects participate together, consult on an equal footing, cooperate and cooperate. It refers to the process of joint participation, equal consultation and cooperation between the government, society and the market, and all the methods and means included in the process.

With the goal of finding a collaborative governance theoretical mechanism suitable for socialism with Chinese specialization, Zhang and Zhou (2016) argues in "The Current Situation and Prospect of China's Collaborative Governance Theory Research" that China needs to build a networked collaborative governance mechanism for the new era, conduct extensive research on the relationship between the main subjects of collaborative governance, and expand the application of collaborative governance in the area of people's livelihoods (e.g., public healthcare, education, etc.).

Wu and Li (2017), in the study of collaborative governance of college students' employment policy under the perspective of "whole government" theory, start from the perspective of "whole government" theory, and affirmed that the issue of college graduates' employment is a problem of the application of collaborative governance theory, and that in the construction of collaborative governance mechanism, the issue of collaborative governance can be solved by the application of collaborative governance.

In the construction of the collaborative governance mechanism, it is necessary to solve the institutional barriers to the employment of college students, and the government should issue corresponding countermeasures and carry out strict supervision, as well as evaluate the overall implementation of the policy, so as to improve the efficiency of the implementation of the corresponding policy.

Mu (2019) proposed in "The Dilemma of College Students' Entrepreneurship and Improvement of Countermeasures under the Perspective of "Collaborative Governance"" that the concept of "collaborative governance" should be applied to college students' entrepreneurship policies, and the lack of synergy between the education system, government departments and society should be analyzed in depth. It analyzes the lack of synergy among the education system, government departments and society, and proposes that in order to solve the problems of difficulty and low success rate of university students' entrepreneurship, all parties should cooperate to build a good synergistic governance system.

In "The Systematic Review and Construction Path of Social Governance Community", Xu (2020) put forward a series of issues such as value system, citizens' participation mechanism, and public power boundaries for the social governance community, and advocated the scientific construction of the social governance community from different directions: value orientation of governance community's participation dimensions, digital governance, etc. Through the above research, it can be seen that in solving the employment problem of college students, the rational application of collaborative governance theory is an indispensable part.

Summarizing the research of scholars, this study initially defines the factors influencing the employment quality of college students as the following five levels: government level, college level, social level, family level, and individual level, through which this study will determine the influencing factors of employment quality.

## **2. New Public Service Theory**

Denhardt and Denhardt (2003) published the book *The New Public Service: Serving: Not Steering*, which is a comprehensive and systematic discussion of the theory of the new public service, and its publication marks that the new public service has become an independent system at the theoretical level, and it is a landmark work. Denhardt introduced in the book: "This book has two basic purposes. The first is to synthesize the ideas and voices in public administration that call for a reassertion of the democratic values of the public interest, citizenship and service as the normative foundations of public administration. The second is to provide a framework for organizing these ideas around some principles, and thus to provide them with a name, a shell and an expression that we believe has been missing.

Two themes form the theoretical core and substance of the book: (1) the promotion of the dignity and worth of public service; and (2) the reassertion of the values of democratic citizenship and the public interest as values of excellence in public administration." This book builds on previously published articles and provides a detailed discussion of the theoretical sources and seven principles of the new public service. In the same year, Denhardt published an article, "The New Public Service: An Approach to Reform," which proposed a third way of reform centered on democratic and social standards that differed from the traditional public administration and the new public management, i.e., the New Public Service, and the article briefly summarized the characteristics of the New Public Service and how the New Public Service would guide future public administrators.

Wang and Hu (2006) not only introduced the academic value and practical significance of the content of the New Public Service, but also looked forward to the future development prospects of the New Public Service in their article "A Review of

the Theory of the New Public Service". Tang (2007), "Public Service: The Substance of the Spirit of Civil Servants", "analyzes the substance of the spirit of civil servants in the light of the new public service theory, elaborates on the problems of civil servants in public service in China, and explores the ways to cultivate the spirit of civil servants' public service, which should become the meaning of the topic."

The master's thesis of Jiang (2010), "Analyzing Denhardt's New Public Service Theory", systematically introduces the New Public Service Theory and points out the challenges it faces as well as the inspiration for building a service-oriented government in China. Zeng (2010) deconstructed the New Public Service Theory from four dimensions: value orientation, theoretical foundation, institutional arrangement and research method. In his article "New Public Service Toward Practice: Action Guidelines and Frontier Exploration", Li (2013) pointed out that as a theory from practice, NPS can provide operational action guidelines for government reform, and has a broad prospect and hope in reform practice.

Denhardt and Denhardt (2015) published an article "The New Public Service Revisited", which re-examined the core viewpoints, basic principles and 15 years of academic research on new public service in the practice of governmental reform, and they concluded that the new public service is becoming more and more significant in the level of public administration theory and practice.

In China, public higher vocational colleges and universities belong to the government's financial fully funded institutions, which bear part of the functions of social management and service, even private higher vocational colleges and universities, also enjoy a certain amount of financial subsidies and a series of preferential policies of the government, and therefore also have the obligation to undertake a series of functions to serve the community, and their functions can also be regarded as an extension of the government's functions to a certain extent.

From this perspective, it is the duty of higher vocational colleges to provide graduates with high-quality and diversified services. Yao (2020) "Study on the Influence Factors of Employment of Graduates from Guizhou Higher Vocational Colleges and Universities" mentions that the government is not an "economic man" in the full sense of the word, but also has a special attribute of publicity, and that

the government has to build up a sense of service centered on citizenship to provide graduates of higher vocational colleges and universities with superior employment conditions and create good employment. Min (2021), "Research on Government Responsibility in College Students' Employment," argues that the government, as the main body of the policy, should assume government responsibility in college students' employment. Through the empirical analysis of Wuhan City, she points out that the government should fulfill its responsibility in college students' employment through macro-control, improving employment policies, optimizing the employment environment, strengthening government supervision, and reinforcing employment guidance.

To summarize, in the study of college students' employment problems, the government subject should propose countermeasures independently from other subjects. This paper will start from the perspective of government's responsibility, and combine the social level, university level, family level and individual level to discuss the countermeasures to solve the employment problems of college students in the new era.

### **3. Quality of employment**

Relevant studies on employment quality are divided into two parts, the first part is about employment quality measurement indicators; the second part is about factors affecting employment quality.

#### **Employment Quality Measurement Indicators**

At present, there have been many scholars who have established the evaluation index system of how to measure employment quality. For example, Peng (2008), "Theoretical Exploration of Constructing an Adaptive Employment Quality Evaluation System for Graduates of Higher Vocational Colleges and Universities", defines employment quality as a comprehensive indicator of the employment situation of workers in the whole dynamic employment process.

Specifically, it includes the subjective and objective indicators of the employed person before employment, the indicators of the quality of the job after employment, and the indicators of job satisfaction: Li (2009) constructed the indicators of the employment quality of college students, which contains three first-level indicators and eleven second-level indicators, among which the first-level indicators are: the subjective and objective indicators of college students before employment, the indicators of the employment job, and the satisfaction with the employment job.

Liu (2010) constructed a system of nine indicators, such as employment rate, employment satisfaction of college students, and professional matching rate, to measure the quality of employment. Lai (2011) constructed a system of indicators to measure employment quality, which includes six first-level indicators: working environment, salary level of work, working ability, social relationship, working status, social security level, and twenty second-level indicators below the first-level indicators.

Wang (2015) constructed seven specific economic indicators to evaluate China's employment quality from the perspective of economics, and found that the change of China's employment quality is in the shape of "w". Wu (2017) "the design of comprehensive evaluation index system of college students' employment quality" is to use hierarchical analysis to determine the weights of the evaluation indexes and construct a tripartite evaluation system of the government, society and graduates.

Zhao and Dong (2019) "Evaluation of college students' employment quality in the context of the new economy and the design of the path to improve it" is based on the background of the new economy, and constructs the evaluation index system of college students' employment quality in the context of the new economy, which contains six first-level indexes, including job characteristics, employment flexibility, salary and benefits, career development, labor-management relations, employment recognition, and also contains 19 first-level indexes, including work characteristics, employment flexibility, compensation and benefits, career development, labor-management relations, employment recognition, and also contains 19 first-level



indexes. recognition, and also contains 19 secondary indicators and is based on the context of new economy.

Meng and Xu (2021) "Gray correlation analysis and deep learning of college students' employment quality evaluation model" believes that the traditional college students' employment quality evaluation is low in precision, and in order to improve and optimize the precision of the past employment quality evaluation, the grey correlation analysis and deep learning of college students' employment quality evaluation model is established.

Synthesizing the research of the above scholars, as well as the era background and research reality of this paper, the employment quality measurement scale of this paper, which draws on the index system constructed by Zhao and Dong (2019), contains six first-level index variables, including job characteristics, compensation and benefits, career development, labor-management relations, employment recognition, and employment elasticity, as well as 18 second-level indexes.

#### **4. Factors Affecting Employment Quality**

##### **1) Research on the influence of government on employment quality**

Shao (2010) "A Study of Government Behavior in the Employment of College Graduates." on the other hand, introduces government responsibility into the issue of college students' employment. She believes that the government's responsibility in improving the employment quality of college students is to formulate employment-related policies and laws and to provide college students with employment guidance services. Similarly, Wei (2016) believes that the government is not only a manager but also a service provider in college students' employment, so the government should play a coordinating role and role all factors together to solve the problem of college students' employment.

The government responsibilities according to Zhang (2016) are: organizing and coordinating, supervising and regulating, regulating and planning, guaranteeing and supporting, guiding and planning, and providing jobs. Chen (2017) describes more specifically about the embodiment of government responsibility in improving the

quality of college students' employment. He believes that the government should take on: the responsibility of regulating policies, the responsibility of publicizing policies, the responsibility of encouraging student entrepreneurship, the responsibility of cultivating the job market, the responsibility of guaranteeing the employment of college students, the responsibility of promoting the deepening reform of education, the responsibility of improving the public service system, the responsibility of stabilizing the employment of graduates, and the responsibility of creating a good employment environment.

By combing through the above literature, the influencing factors at the governmental level are concluded as follows.

a: Employment guidance provided by the government positively affects the employment quality of college students

b: The government's employment policy positively affects the employment quality of college students.

## 2) Research on the influence of society on employment quality

In terms of social influencing factors: Zhang (2012) verified the relationship between the difficult employment problem of college students and the social level and social capital, and thus proposed that the employment quality of college students receives the influence of social capital. Chen and Tan (2004) cut from the perspective of social capital and analyzed the influence of opportunities provided by the society as well as training sessions on the employment quality of college students through empirical research. Kong et al. (2017) "Why did we leave our hometown? Household Social Capital, Gender, Ability and Graduate Employment Choices" found that social capital affects the employment quality of college students by influencing the geographic area of work and the return of work of college students. Zhao and Wang (2017) proposed new influencing factors: the homogenization of social value orientation and the excessive intervention of social resources. Zhong and Ying (2006) found the negative impact of social capital on employment when he cut his research from the perspective of social capital, and the

opportunities supplied by society also affect the employment quality of college students.

Through combing, based on the background of the new era and the special identity of college students, this paper on whether social behavior has a direct impact on the quality of college students' employment, and concluded that the social level of the influence of the factors are:

Internships and skills training provided by society positively affect the quality of college students' employment.

### 3) Research on the Influence of Colleges and Universities on Employment Quality

According to Yue et al. (2008) "A Study of the Employment Outcomes of China's College Graduates and the Factors Influencing Them.", the path of employment is also influenced by the level of education. Mincer argues that formal schooling as well as work experience affects college students' job quality by influencing their job earnings. Through empirical research, it is concluded that increased investment in education has a positive impact on college students' job earnings, which in turn has a positive impact on college students' job quality. B. Bills, through empirical research on factors affecting college students' quality of employment, found that the level of education, major, and grades of college students are the significant factors affecting the quality of college students' employment by analyzing the level of college students' initial salary.

Feng (2006) believes 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 will also affect the employment quality of college students

By combing through the literature, the above literature concludes that the influence factors at the college level are:

The rich employment services and guidance provided by colleges and universities will positively affect the employment quality of college students.

#### 4) Research on the Influence of Family on Employment Quality

Wen (2005) found that among the factors affecting the employment quality of college students, the cultural education of the family has a significant effect on the employment quality of college students. Yue et al. (2008) found that by measuring the family income of college students: the higher the family income, the more formal the employment path, and the more formal the employment path of college students, the better the job income and have a higher degree of satisfaction. Coleman believes that the family level influences on the quality of college students' employment by playing a role in the ease of access to information on employment, and the more rich the social resources of the family, the better the employment quality of college students.

The richer the family's social resources, the greater the degree to which it plays a positive influence on the quality of college students' employment. Liu (2018) found through empirical research that family capital has a significant impact on the employment quality of female college students, so it is necessary to enhance the model of home-school cooperation in order to achieve high-quality employment for female college students. Wang and Guo (2020) found that cultural capital at the family level has a positive effect on the academic achievement of college students, which further affects the employment quality of college students through a study of 1956 college students as a sample.

By combing through the literature, the above literature concludes that family-level influences are:

The help given by parents and family social relations positively affects the quality of employment of college students.

#### 5) Research on the influence of individuals on employment quality

Li and Yue (2009) "Analysis of factors influencing the employment of college graduates in 2007" found that gender has a significant impact on college students' employment satisfaction. At the same time, the employment quality of college students also receives the influence of personal ability at the individual level. Zhang and Ying (2012) found through empirical research that differences based on the individual level have an impact on the employment quality of college students.

Individual-level differences would include an individual's internship experience, ability to deal with interpersonal relationships, and ability to master skills.

Tang (2007) believes that internship experience significantly affects the employment quality of college students, because internship experience plays a key role in the process of college students entering the society and changing from students to employers, and it connects the two roles like a link. At the same time, more and more employers also attach great importance to whether job seekers have corresponding internship experience, and even set the threshold to restrict students without internship experience, so this is also an important factor affecting the quality of college students' employment.

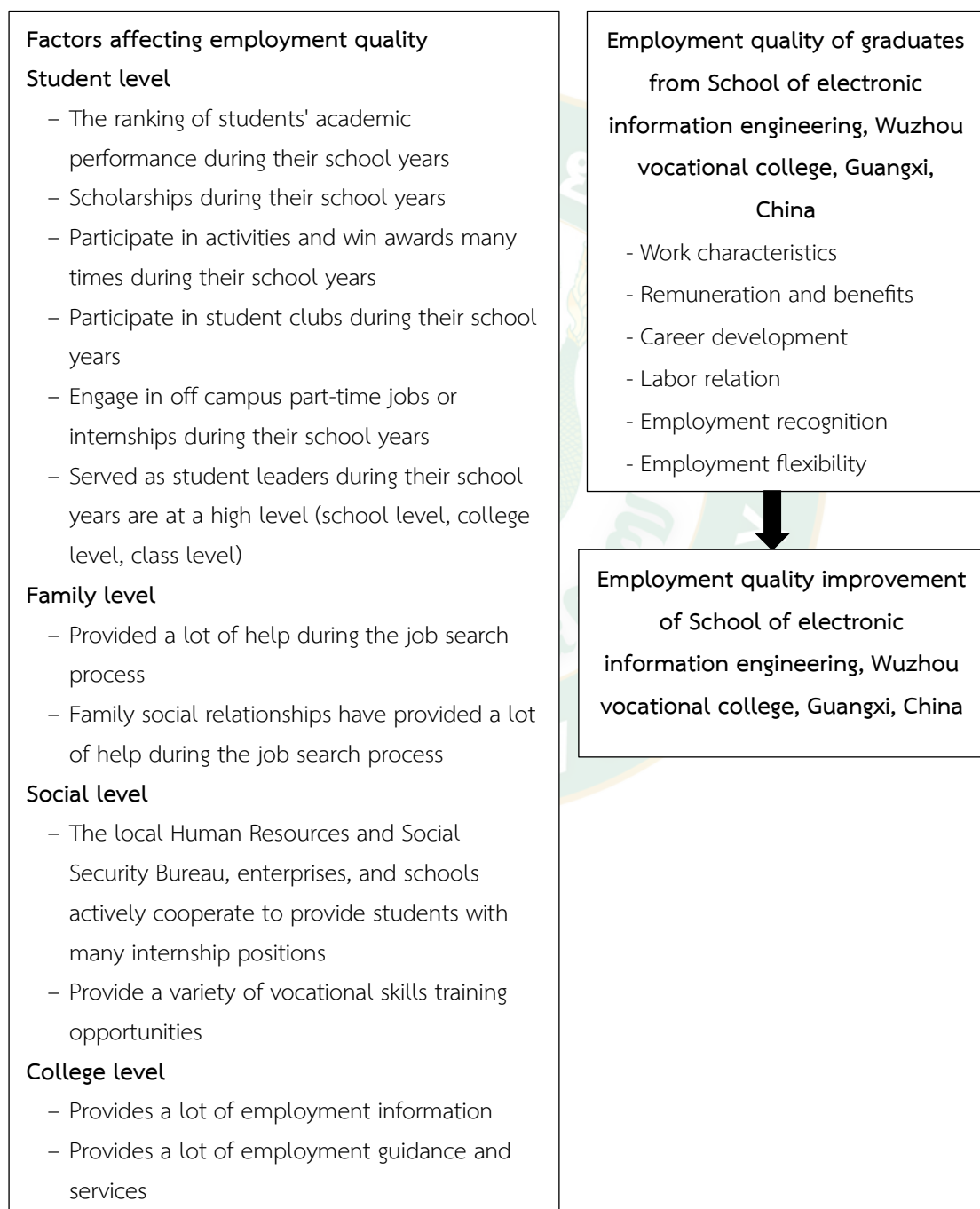
Yue et al. (2008) found through empirical research: academic achievement foreign language level, academic level, and other factors also affect the quality of employment of college students. Tong and Zhong (2017) believe that the investment in human resources during the undergraduate period of college students will significantly affect the employment opportunities of college students, and there is a positive correlation between the two. Zuo (2021) believes that human capital as the endogenous cause of college students' employment problems, to solve the employment problems of college students, we should start from the endogenous cause and optimize the allocation of college students' human resources in order to achieve high-quality employment of college students.

By combing the above literature, the above literature concludes that the influence factors at the individual level are:

The personal capital level positively affects the employment quality of college students.

## Conceptual Framework

A conceptual framework was developed in this study. The purpose of this study is to examine the key factors affecting the employment quality of graduates of the Wuzhou Vocational College. The conceptual framework is shown below:



**Figure 1** Conceptual Framework

## CHAPTER 3

### RESEARCH METHODOLOGY

The purpose of this study is to answer the following questions. How was the data collected and analyzed? Where are the sources of data? What are the research methods, research tools, and research techniques? Quantitative research will be used in this study and in order to address all the research questions, the following questions will be sorted out in this chapter.

1. Location of study
2. Population
3. Sample
4. Sampling Procedure
5. Research tools
6. Validation of research tools
7. Data collection
8. Data analysis

#### Locale of the study

The location scope of this study is Wuzhou Vocational College, located in Wuzhou City, Guangxi Zhuang Autonomous Region, China.

Wuzhou Vocational College was founded in 2008, is a public full-time general institution of higher education, is a qualified unit for the assessment of higher vocational training work in Guangxi, the school covers an area of about 600 acres, with a building area of more than 300,000 square meters.

School of Electronic Information Engineering, Wuzhou Vocational College: school of Electronic Information Engineering is one of the secondary colleges of Wuzhou Vocational College, located in the main part of Wuzhou Vocational College. The college has Guangxi vocational education demonstration characteristic specialties and practical training bases, and there are 1876 full-time students in

school. The College of Electronic Information Engineering has five majors, including Big Data Technology, Mobile Internet Application Technology, Software Technology, Information Security Technology Application, Satellite Communication and Navigation Technology.



Figure 2 Map of Guangxi Province  
(Baidu's online map, 2023)



Figure 3 Map of Wuzhou City  
(Baidu's online map, 2023)



## Population

The populations in this research are Graduates of school of Electronic Information Engineering, Wuzhou Vocational College in 2023. The total number of graduates for is 542 reference source

The reason for selecting students from the School of Electronic Information Engineering of Wuzhou Vocational College in 2023 as survey samples is that fresh graduates will not forget the employment policies and guidance of the government and the school due to leaving the school for too long; On the other hand, they also have a clearer understanding of their current employment quality through their own experiences. At the same time, the selected samples are more suitable for research based on the background of the new era, and the obtained sample data can also be more accurate and in line with the real employment situation of the School of Electronic Information Engineering at Wuzhou Vocational College.

## Sample

In this study determine the actual sample size of the respondents, this study used Taro Yamane's sample size formula. The sampling formula is as follows (Yamane, 1967):

$$N_{\text{totalsample}} = \frac{N}{1 + Ne^2}$$

N=Population size

n=Sample size

e=acceptable Sampling Error(0.05)

Therefore, the sample will be used as:

$$n = \frac{542}{1 + 542 \times (0.05)^2}$$

$$n = 230$$

It was concluded that the sample size of respondents for this study should be 230 graduates from school of Electronic Information Engineering of Wuzhou Vocational College who graduated from 2023. In order to make the findings more accurate, the author increased the sample size to 250.

### **Sampling Procedure**

This study will use random sampling to select 230 out of a total of 542 graduate survey questionnaires from the School of Electronic Information Engineering at Wuzhou Vocational College in 2023. The steps are as follows:

- 1) Determine the overall scope and assign unit numbers;
- 2) Determine sample size;
- 3) Selecting sample units, that is, starting from any number in the random number table, select numbers within a certain range of numbers in a certain order (up, down, left, right) or interval readings. Numbers outside the range are not selected, and duplicate numbers are not selected until the predetermined sample capacity is reached;
- 4) Arrange the selected numbers and list the corresponding unit names.

### **Research Tools**

This study will design a questionnaire to determine the employment quality of the School of Electronic Information Engineering at Wuzhou Vocational College, and to investigate the factors that affect the employment of graduates from the School of Electronic Information Engineering at Wuzhou Vocational College. The units and target population involved in the sample mainly consist of three aspects. The first is journals and papers related to employment in vocational colleges on the Internet, and the second is annual reports and employment related statistical data provided by schools, governments, statistical bureaus, and employment departments; The third one is a survey questionnaire designed and

distributed by the author to graduates of the School of Electronic Information Engineering at Wuzhou Vocational College who completed and collected it.

Among them, the questionnaire used in this study adopts a structured questionnaire design. The original purpose of using a structured survey questionnaire is: firstly, it can facilitate data statistics; secondly, it adopts a structured questionnaire. When respondents fill out the questionnaire, they do not need to think too much, and can directly select according to their own situation. Filling out the questionnaire is more direct and simple, and more easily accepted.

The study will use the factors in the following table to design a questionnaire to find out the question about the quality of employment of graduates of Wuzhou Vocational College, School of Electronic Information Engineering.

Variables	Definition
Work characteristics	1.Your workplace is close by 2.High job security 3.A good working environment
Remuneration and benefits	4.High labor remuneration 5.High proportion of social insurance 6.High housing fund 7.High career benefits
career development	8.Lots of opportunities for vocational training 9.Many promotions opportunities 10.Promising career prospects 11.Strong professional counterparts
relations between labor and capital	12.Employee relations are cordial 13.The labor contract you signed with 14.your employer is in accordance with the standardized procedure
Employment recognition	15.Good match between interest and position 16.Low work pressure
employment flexibility	17.Low intensity of work

The factors in the following table will be used to investigate the question about what are the factors that affect the employment of graduates of Wuzhou Vocational College, School of Electronic Information Engineering.

Variables	Definition
college level	<ol style="list-style-type: none"> <li>1. The school provides a lot of employment information</li> <li>2. Schools provide a lot of career guidance and services</li> </ol>
social level	<ol style="list-style-type: none"> <li>3. The local social welfare bureau, enterprises and schools actively cooperate to provide students with many internship positions</li> <li>4. The local human resources and social welfare bureau, enterprises provide a lot of cases of vocational skills training opportunities</li> </ol>
family level	<ol style="list-style-type: none"> <li>5. Parents gave a lot of help in the job search process</li> <li>6. Social connections in the family helped a lot in the job search process.</li> </ol>
Student level	<ol style="list-style-type: none"> <li>7. The student's academic ranking is very good during the school year</li> <li>8. The student has received many scholarships during his/her school years.</li> <li>9. Students have won many awards for their participation in activities during their school years.</li> <li>10. The number of student organizations in which the student participates during the school year is high.</li> <li>11. The number of off-campus part-time jobs or internships that the student has taken up during the school year is high</li> <li>12. the number of student leaders (school, faculty, class) that the student has held during his/her school years is very high.</li> </ol>

## Validation of the research tools

The data processing during this analysis was based on Microsoft Excel software, and SPSS was used to analyze the reliability and validity of the research tools.

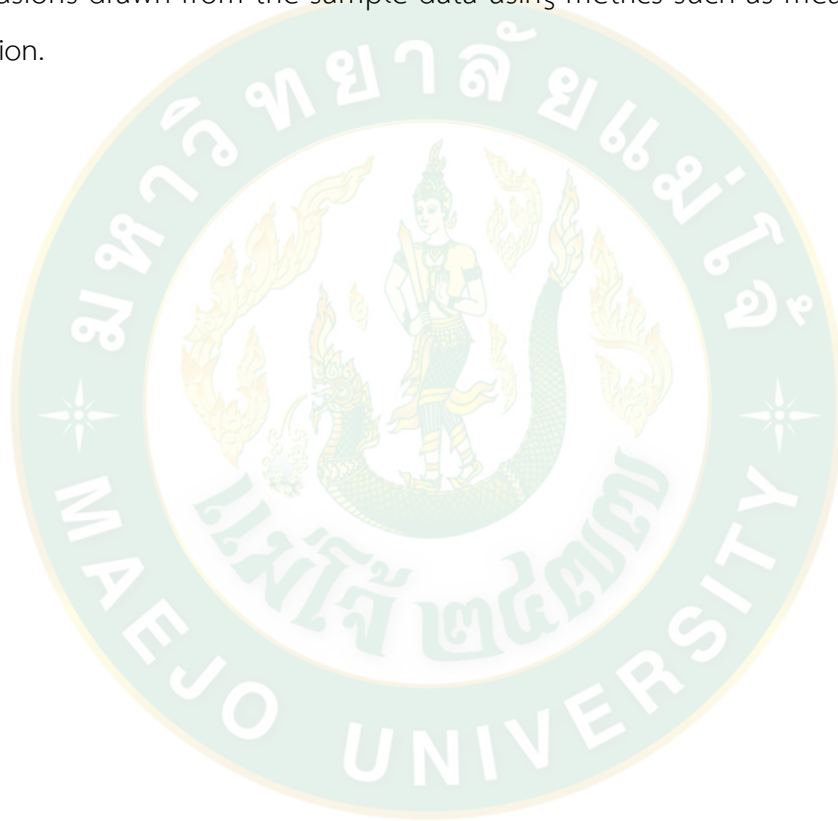
To ensure the accuracy of measurement results, reliability testing (also known as reliability analysis) of the valid data in the questionnaire is necessary before conducting analysis. This study used Cronbach's  $\alpha$  Coefficient analysis, usually:  $\alpha$  Different coefficients correspond to different levels of reliability. A corresponding reliability of 0.9 or above is very good; Good reliability in tables 0.8~0.9: Good reliability in tables 0.7~0.8: Acceptable in tables 0.6~0.7: Corresponding reliability below 0.6 is not acceptable and needs to be revised. (Wang, 2022). In addition, this study will conduct validity analysis on the questionnaire to measure whether the questionnaire questions are accurate and effective.

### Data collection

The data for this study was mainly obtained by distributing online questionnaires to students who graduated from the School of Electronic Information Engineering of Wuzhou Vocational College in 2023. The reason for selecting survey samples is that fresh graduates will not forget about government and school employment policies and guidance because they have been away from school for too long; On the other hand, they also have a clearer understanding of their current employment quality through their own experiences. At the same time, the selected samples are more suitable for research based on the background of the new era, and the obtained sample data can also be more accurate and in line with the real employment situation of the School of Electronic Information Engineering at Wuzhou Vocational College.

### Data analysis

Data processing during the analysis was based on Microsoft Excel software and SPSS was used to analyze the reliability. The fundamentals of statistics include measures of central tendency and dispersion. Central tendency refers to mean, median and mode and dispersion refers to variance and standard deviation. Data were analyzed primarily using descriptive statistics, which summarizes the conclusions drawn from the sample data using metrics such as mean or standard deviation.



## CHAPTER 4

### RESEARCH RESULTS

In this chapter, the researcher will present the statistical results of the questionnaire survey, data analysis and conclusions will be presented in the form of tables and graphs. This chapter will begin by analyzing the demographic and other variable information of the study and then answer in detail the relevant research questions, the research questions are:

1. How is employment quality of graduates in school of Electronic Information Engineering, Wuzhou Vocational College, Guangxi, China?
2. What are the factors affecting employment quality of graduates of school of Electronic Information Engineering, Wuzhou Vocational College?
3. How to improve employment quality of graduates in school of Electronic Information Engineering, Wuzhou Vocational College?

The results of their data analysis are detailed below:

The respondents of the survey were the students who graduated in 2023 from the School of Electronic Information Engineering of Wuzhou Vocational College. In this study, 264 questionnaires were collected in the form of electronic questionnaires.

The first part is a demographic which follow:

#### Demographic

**Table 1** Your gender

Gender	Frequency	Percent
male	107	40.53%
daughter	157	59.47%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 40.53% were males and 59.47% were females.

**Table 2** Your domicile belongs to

Domicile	Frequency	Percent
Urban household registration	36	13.64%
Rural household registration	228	86.36%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 86.36% of the validly completed visits to this question were registered in rural areas, while 13.64% were registered in urban areas.

**Table 3** Your father's (mother's) highest educational qualification belongs to

Educational qualification	Frequency	Percent
Graduate students and above	4	1.52%
undergraduate (adjective)	5	1.89%
High school or college	90	34.09%
Junior high school or secondary school	95	35.98%
Primary and below	70	26.52%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 1. Among the validly completed visits to this question, the number of people with high school or college education is the largest, accounting for 34.09%. Secondly, the number of people with junior high school or secondary school education is 35.98%. The number of people with elementary school or below education is the least, accounting for 26.52%. 2. The number of people with postgraduate education or above was the least, accounting



for only 1.52%. The number of people with bachelor's degree is slightly higher, accounting for 1.89%.

**Table 4** Your political affiliation belongs to

Political affiliation	Frequency	Percent
Communist Party member of China	16	6.06%
China Communist Youth League	126	47.73%
the masses	121	45.83%
other than	1	0.38%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 6.06% were CPC members, 47.73% were China Communist Youth League members, 45.83% were the masses, and 0.38% were others.

**Table 5** Your salary income is ( ) dollars

Income	Frequency	Percent
Less than 2,000RMB	77	29.17%
2001-4000RMB	117	44.32%
4001-6000RMB	49	18.56%
6001-8000RMB	12	4.55%
8000 or moreRMB	9	3.41%
<b>Total</b>	<b>264</b>	<b>100%</b>

Note: 1 RMB = 0.1394 USD

According to the table shown that Based on the given data table, we can draw the following conclusions Out of the 264 people who took part in the survey, the largest number of people, totaling 117 (44.32%), had an income of \$2001 - \$4000. This is followed by the number of people earning less than 2000, totaling 77 people or 29.17%. 2. The number of people earning \$4001-6000 was 49, accounting for 18.56%. The number of people earning \$6001-8000 was 12, accounting for 4.55%. The number of people earning more than 8000 yuan is 9, accounting for 3.41%.

**Table 6** Your marital status

Marital status	Frequency	Percent
unmarried	256	96.97%
married	5	1.89%
divorcee	3	1.14%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that the number of unmarried people is the largest, accounting for 96.97%, the number of married people accounts for 1.89%, and the number of divorced people accounts for 1.14%. It can be seen that the number of unmarried persons is much higher than the number of married and divorced persons, indicating that most of the fillers are unmarried.

**Table 7** Your ethnicity

Ethnicity	Frequency	Percent
Han ethnic group	191	72.35%
national minority	73	27.65%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that the number of validly filled in this question is 264. Among them, the number of Han Chinese is 191, accounting for 72.35%; the number of ethnic minorities is 73, accounting for 27.65%. It can be seen that Han Chinese are the main ethnic group in this sample.

In summary, according to Tables 1-7, it can be found that the respondents are predominantly female; the household registration of the respondents is mostly rural; the overall education level of the respondents' fathers (mothers) is relatively low in terms of their education level, with the least number of people with graduate degrees and above. There are fewer members of the Chinese Communist Party and more others; the salaries of the respondents are mainly below 4,000; most of the respondents are unmarried; and Han Chinese are the main ethnic group in this sample.

#### Employment quality assessment

This part of can answer the first question, base on the questionnaire part 2 which has 18 questions on the quality of employment at Wuzhou Vocational College Electronic Information Engineering College

**Table 8** Your workplace is close by

Item	Frequency	Percent
Strongly disagree.	29	10.98%
disagree	18	6.82%
general	105	39.77%
agree with	40	15.15%
Strongly agree	72	27.27%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that the distribution of attitudes towards the distance to work is relatively balanced. A relatively large number of people chose "generally" (39.77%) and "strongly agree" (27.27%), while a smaller number of people chose "disagree" (6.82%) and "strongly disagree" (10.98%). "Strongly disagree" (10.98%).

**Table 9** High occupational safety

Item	Frequency	Percent
Strongly disagree.	11	4.17%
disagree	14	5.3%
general	78	29.55%
agree with	75	28.41%
Strongly agree	86	32.58%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that it can be concluded that the idea of high job security is strongly agreed by 32.58% of the respondents, 28.41% agreed, 29.55% had an average attitude, 5.3% disagreed and 4.17% strongly disagreed.

**Table 10** Good employment environment

Item	Frequency	Percent
Strongly disagree.	18	6.82%
disagree	19	7.2%
general	105	39.77%
agree with	58	21.97%
Strongly agree	64	24.24%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 6.82% of the respondents "strongly disagree", 7.2% "disagree", 39.77% "generally", 21.97% "agree", and 24.24% "agree" to the radio question of "good employment environment". , 39.77% of the respondents chose "average", 21.97% of the respondents said "agree", while 24.24% of the respondents said "strongly agree".

**Table 11** High labor remuneration

Item	Frequency	Percent
Strongly disagree.	33	12.5%
disagree	41	15.53%
general	117	44.32%
agree with	40	15.15%
Strongly agree	33	12.5%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that According to the table shown that the attitude towards high labor remuneration has the highest percentage of general choices at 44.32%, followed by disagreeing and agreeing choices at 15.53% and 15.15% respectively, while strongly disagreeing and strongly agreeing choices have the lowest percentage of 12.5% each.

**Table 12** High percentage of social insurance

Item	Frequency	Percent
Strongly disagree.	31	11.74%
disagree	36	13.64%
general	122	46.21%
agree with	39	14.77%
Strongly agree	36	13.64%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 1. On the option of high percentage of social insurance, the largest number of people chose "general", with a total of 122 people, accounting for 46.21% of the total number of valid entries. 2. "Agree" was the next most popular choice, with a total of 39 people, or 14.77% of the total number of valid entries. 3. 31 and 36 people chose "strongly disagree" and "disagree" respectively, accounting for 11.74% and 13.64% of the total number of valid entries respectively. 4. The smallest number of choices was "strongly agree", with a total of 36 people, accounting for 13.64% of the total number of valid entries.

**Table 13** High housing fund

Item	Frequency	Percent
Strongly disagree.	55	20.83%
disagree	42	15.91%
general	104	39.39%
agree with	34	12.88%
Strongly agree	29	10.98%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that from the above table, it is clear that majority of the people have a general attitude towards housing fund which is 39.39%. Those who disagreed were 55+42=97, which is 20.83%+15.91%=36.74% of the total number of people. Those who agreed were 34+29=63, accounting for 12.88%+10.98%=23.86% of the total.

**Table 14** Many career benefits

Item	Frequency	Percent
Strongly disagree.	43	16.29%
disagree	32	12.12%
general	121	45.83%
agree with	34	12.88%
Strongly agree	34	12.88%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 45.83% chose "general", 12.88% chose "Agree" and "Strongly Agree", while 28.41% chose "Disagree" and "Strongly Disagree", 25.76% chose "disagree" and "strongly disagree".

**Table 15** Vocational training opportunities

Item	Frequency	Percent
Strongly disagree.	34	12.88%
disagree	31	11.74%
general	121	45.83%
agree with	44	16.67%
Strongly agree	34	12.88%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that According to the table shown that it can be seen that of the 264 people who participated in the survey, the percentage of those who think that there are many opportunities for vocational training is 75.38% (the sum of the percentages of those who agree and strongly agree), while the percentage of those who think that there are not many or very few opportunities for vocational training is 24.62% (the sum of the percentages of those who strongly disagree and do not agree).

**Table 16** High promotion opportunities

Item	Frequency	Percent
Strongly disagree.	41	15.53%
disagree	39	14.77%
general	107	40.53%
agree with	40	15.15%
Strongly agree	37	14.02%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that of the valid responses to this question, 40.68% agreed or strongly agreed that "there are more opportunities for promotion", while 30.3% disagreed or strongly disagreed. At the same time, 40.53% chose "general".



**Table 17** Promising career prospects

Item	Frequency	Percent
Strongly disagree.	31	11.74%
disagree	34	12.88%
general	114	43.18%
agree with	44	16.67%
Strongly agree	41	15.53%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 11.74% of the people expressed strong disagreement, 12.88% of the people expressed disagreement, 43.18% of the people expressed fair agreement, 16.67% of the people expressed agreement, and 15.53% of the people expressed strong agreement with regard to their views on career prospects.

**Table 18** Strong professional counterparts

Item	Frequency	Percent
Strongly disagree.	29	10.98%
disagree	27	10.23%
general	103	39.02%
agree with	57	21.59%
Strongly agree	48	18.18%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that for the issue of strong professional relatability, out of the 264 people who participated in the survey, 10.98% strongly disagreed, 10.23% disagreed, 39.02% had an average attitude, 21.59% agreed, and 18.18% strongly agreed.

**Table 19** Employees have a good relationship

Item	Frequency	Percent
Strongly disagree.	11	4.17%
disagree	12	4.55%
general	97	36.74%
agree with	75	28.41%
Strongly agree	69	26.14%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that, the percentage of Strongly Agree and Agree option is 26.14% and 28.41% respectively which total to 54.55%. The percentage of strongly disagree and disagree Item are 4.17% and 4.55% respectively, totaling only 8.72%. The percentage of general option is 36.74%.

**Table 20** The labor contract you signed with your employer is in line with the norms

Item	Frequency	Percent
Strongly disagree.	15	5.68%
disagree	10	3.79%
general	82	31.06%
agree with	83	31.44%
Strongly agree	74	28.03%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 1. A significant percentage of people in general agreed or strongly agreed with the normality of the labor contract, accounting for 59.47% of the total number of validly filled-in visits. 2. 28.03% of people expressed strong agreement, which is the most positive attitude towards the normality of labor contracts. 3. 31.44% agreed, which is also the percentage of positive attitude towards the normality of labor contracts. 4. 31.06% expressed general.

**Table 21** High work stability

Item	Frequency	Percent
Strongly disagree.	20	7.58%
disagree	22	8.33%
general	110	41.67%
agree with	55	20.83%
Strongly agree	57	21.59%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that According to the table shown that more than half of the respondents (62.5%) have a positive attitude (agree or strongly agree) towards job stability. On the contrary, less than 16% of the respondents disagreed or strongly disagreed.

**Table 22** High match between interests and jobs

Item	Frequency	Percent
Strongly disagree.	26	9.85%
disagree	29	10.98%
general	116	43.94%
agree with	47	17.8%
Strongly agree	46	17.42%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that the Frequency percentages of strongly disagree and disagree Item are 9.85% and 10.98% . The percentage of the general option is 43.94% . The Frequency percentages for the Agree and Strongly Agree Item are 17.8% and 17.42% respectively.

**Table 23** Low work pressure

Item	Frequency	Percent
Strongly disagree.	39	14.77%
disagree	38	14.39%
general	102	38.64%
agree with	46	17.42%
Strongly agree	39	14.77%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that general is 38.64% of the total number of entries. "Agree" accounted for 17.42% of the total number of responses. 3. 3. "Strongly Disagree" and "Strongly Agree" have the same proportion, both at 14.77%. The lowest proportion is "Disagree", accounting for 14.39% of the total number of responses. The lowest percentage was "disagree", which accounted for 14.39% of the total number of responses.

**Table 24** Low intensity of work

Item	Frequency	Percent
Strongly disagree.	35	13.26%
disagree	36	13.64%
general	113	42.8%
agree with	44	16.67%
Strongly agree	36	13.64%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 35 (13.26%) strongly disagreed, 36 (13.64%) disagreed, 113 (42.8%) had an general attitude, 44 (16.67%) agreed and 36 (13.64%) strongly agreed.

**Table 25** High degree of freedom of work

Item	Frequency	Percent
Strongly disagree.	30	11.36%
disagree	39	14.77%
general	110	41.67%
agree with	40	15.15%
Strongly agree	45	17.05%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that out of the 264 people who participated in this question, 41.67% thought that freedom of work was general, 17.05% thought that they strongly agreed that freedom of work was high, while 11.36% strongly disagreed that freedom of work was high.

**Table 26** Descriptive analysis of the quality of employment of students

Name	Average	Standard deviation	Opinion level
1. Your workplace is close by	3.409	1.260	Agree
2. High occupational safety	3.799	1.083	Agree
3. Good employment environment	3.496	1.137	Agree
4. High labor remuneration	2.996	1.145	Neutral
5. High percentage of social insurance	3.049	1.141	Neutral
6. High housing fund	2.773	1.231	Disagree
7. Many career benefits	2.939	1.191	Neutral
8. Vocational training opportunities	3.049	1.148	Neutral
9. High promotion opportunities	2.973	1.219	Neutral
10. Promising career prospects	3.114	1.174	Neutral
11. Strong professional counterparts	3.258	1.193	Neutral
12. Employees have a good relationship	3.678	1.042	Agree
13. The labor contract you signed with your employer is in line with the norms	3.723	1.087	Agree
14. High work stability	3.405	1.140	Agree
15. High match between interests and jobs	3.220	1.156	Neutral
16. Low work pressure	3.030	1.227	Neutral
17. Low intensity of work	3.038	1.176	Neutral
18. High degree of freedom of work	3.117	1.195	Neutral
<b>Total average</b>	<b>3.226</b>	<b>1.164</b>	<b>Neutral</b>

From Table 26. The research found that in overall the current status of the quality of employment of students opinion level had Neutral ( $\bar{x}$  = 3.226, S.D. = 1.164). When considering in the details, it was found that;

the five levels of influencing factors, the highest mean values are 1-3 job characteristics and 12-14 labor relations, with mean values of 3.568 and 3.602 and the mean of these 18 options is 3.226, indicating that the students in the sample expressed an average opinion of the overall quality of employment, but students in the sample are relatively satisfied with the current situation of the job characteristics and labor relations, especially the highest mean values of "occupational safety is high" and "the labor contract you signed with the employer is in line with the norms", which can be seen that the work environment is safe and reliable and the contract signed by the employer is in line with the norms. In particular, the highest mean values of "high occupational safety" and "the labor contract signed between you and your employer is in line with the norms" can be seen that the work environment is safe and reliable and the contract signed by the employer is in line with the norms.

According to Tables 8-26, This part can answer the first question, the employment quality of Wuzhou Vocational College Electronic Information Engineering College is only good in two aspects: job characteristics and labor-management relations.

### Factors affecting the employment quality

This part of the analysis allows answering the second question and the third question, which is based on the third part of the questionnaire, which contains 12 questions.

**Table 27** Your school and college provide a lot of information about employment

Item	Frequency	Percent
Strongly disagree.	24	9.09%
disagree	14	5.3%
general	93	35.23%
agree with	69	26.14%
Strongly agree	64	24.24%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that most of the people with 35.23% held a general attitude. The percentage of strongly agree and agree were 24.24% and 26.14% respectively. The percentage of those who strongly disagree and disagree is low at 9.09% and 5.3% respectively.

**Table 28** Your school and college provide a lot of career guidance and services

Item	Frequency	Percent
Strongly disagree.	16	6.06%
disagree	16	6.06%
general	93	35.23%
agree with	71	26.89%
Strongly agree	68	25.76%
<b>Total</b>	<b>264</b>	<b>100%</b>



According to the table shown that 6.06% strongly disagreed, 6.06% disagreed, 35.23% had an general attitude, 26.89% agreed, and 25.76% strongly agreed with regard to the career guidance and services provided by the university and college.

**Table 29** Your local human resources bureau and enterprises actively cooperate with the school to provide many internships for students

Item	Frequency	Percent
Strongly disagree.	17	6.44%
disagree	22	8.33%
general	102	38.64%
agree with	64	24.24%
Strongly agree	59	22.35%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 6.44% strongly disagree, 8.33% disagree, 38.64% agree, 24.24% agree, 22.35% strongly agree, 24.24% agree and 22.35% agree. , 24.24% agreed, and 22.35% strongly agreed.

**Table 30** Your local HSSA and enterprises provide many vocational skills training opportunities

Item	Frequency	Percent
Strongly disagree.	24	9.09%
disagree	25	9.47%
general	100	37.88%
agree with	63	23.86%
Strongly agree	52	19.7%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 9.09% of the people who participated in the survey indicated that they strongly disagreed, 9.47% indicated that they disagreed, 37.88% indicated that they were general, 23.86% indicated that they agreed and 19.7% indicated that they strongly agreed.

**Table 31** Parents gave a lot of help in the job search process

Item	Frequency	Percent
Strongly disagree	19	7.2%
disagree	21	7.95%
general	99	37.5%
agree with	64	24.24%
Strongly agree	61	23.11%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 37.5% thought that their parents gave general help in the job search process, 23.11% thought that their parents strongly agreed that they gave a lot of help, 24.24% thought that their parents agreed that they gave help, 7.95% did not agree that their parents gave help, and 7.2% strongly disagreed.

**Table 32** Social connections in the family help a lot in the job search process

Item	Frequency	Percent
Strongly disagree	25	9.47%
disagree	28	10.61%
general	100	37.88%
agree with	54	20.45%
Strongly agree	57	21.59%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that more than 60% of the respondents hold a moderate to very positive attitude. Among them, the highest percentage of those who think that they are very agreeable is 21.59%, followed by the general attitude, which occupies 37.88%, while the percentage of those who are very disagreeable and disagreeable is low, which is 9.47% and 10.61%, respectively.

**Table 33** You ranked well in academic performance during your school years

Item	Frequency	Percent
Strongly disagree	14	5.3%
disagree	9	3.41%
general	117	44.32%
agree with	71	26.89%
Strongly agree	53	20.08%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 44.32% thought that their academic performance rankings during their school years were general, and 20.08% thought that they strongly agreed that their academic performance rankings during their school years were very good. In contrast, only 3.41% disagreed that they ranked their academic performance very well during their school years.

**Table 34** The number of scholarships you received during your school years was high

Item	Frequency	Percent
Strongly disagree	55	20.83%
disagree	43	16.29%
general	99	37.5%
agree with	36	13.64%
Strongly agree	31	11.74%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that 37.5% of the respondents chose "general", 11.74% chose "strongly agree", while 20.83% chose "strongly disagree", 16.29% chose "disagree", and 13.64% chose "agree" in comparison. "strongly disagree", 16.29% chose "disagree" and 13.64% chose "agree".

**Table 35** You have won many prizes for your participation in activities during your school years

Item	Frequency	Percent
Strongly disagree	39	14.77%
disagree	39	14.77%
general	115	43.56%
agree with	34	12.88%
Strongly agree	37	14.02%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that the option of participating in the activity with many awards is 26.90% (the sum of the percentage of those who agree and strongly agree), while the sum of the percentage of those who disagree and strongly disagree is 29.54%. Meanwhile, the general option has the highest percentage of 43.56%.

**Table 36** You participate in a large number of student organizations during your school years

Item	Frequency	Percent
Strongly disagree	36	13.64%
disagree	49	18.56%
general	106	40.15%
agree with	37	14.02%
Strongly agree	36	13.64%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that Strongly disagreed with 13.64% of the total number of visits, disagreed with 18.56% of the total number of visits; generally accounted for 40.15% of the total number of visits, agreed with 14.02% of the total number of visits, and strongly agreed with 13.64% of the total number of visits.

**Table 37** How many times do you do part-time jobs or internships outside of school while you are in school?

Item	Frequency	Percent
Strongly disagree	35	13.26%
disagree	43	16.29%
general	111	42.05%
agree with	39	14.77%
Strongly agree	36	13.64%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that The proportion of respondents who chose "generally" was the highest, at 42.05%, for those who engaged in a large number of off-campus part-time jobs or internships during their school years. The percentages of those who chose "strongly disagree" and "disagree" combined were 19.55%, while the percentages of those who chose "agree" and "strongly agree" combined were 18.41%. The combined percentage of those who chose "agree" and "strongly agree" was 18.41%.

**Table 38** You have served as a student leader at a high level during your school years (school level, faculty level, class level)

Item	Frequency	Percent
Strongly disagree	53	20.08%
disagree	48	18.18%
general	91	34.47%
agree with	36	13.64%
Strongly agree	36	13.64%
<b>Total</b>	<b>264</b>	<b>100%</b>

According to the table shown that The largest number of people, 34.47%, served as student leaders. The next largest number of students were those who disagreed to be student leaders, accounting for 20.08% of the total. The number of people who strongly agreed and agreed to serve as student leaders was relatively small, accounting for 13.64% respectively.

**Table 39** Descriptive analysis of factors affecting the quality of student employment

Name	Average	Standard deviation	Opinion level
College level			
1. Your school and college provide a lot of information about employment.	3.511	1.180	Agree
2. Your school and college provide a lot of career guidance and services	3.602	1.115	Agree
Social level			
3. Your local human resources bureau and enterprises actively cooperate with the school to provide many internships for students.	3.477	1.120	Agree
4. Your local HSSA and enterprises provide many vocational skills training opportunities	3.356	1.168	Neutral
Family level			
5. Parents gave a lot of help in the job search process	3.481	1.144	Agree
6. Social connections in the family help a lot in the job search process	3.341	1.201	Neutral
Students level			
7. You ranked well in academic performance during your school years	3.530	1.020	Agree
8. The number of scholarships you received during your school years was high	2.792	1.251	Neutral

Table 39 (Cont.)

Name	Average	Standard deviation	Opinion level
9. You have won many prizes for your participation in activities during your school years.	2.966	1.197	Neutral
10. You participate in a large number of student organizations during your school years	2.955	1.192	Neutral
11. How many times do you do part-time jobs or internships outside of school while you are in school?	2.992	1.180	Neutral
12. You have served as a student leader at a high level during your school years (school level, faculty level, class level)	2.826	1.282	Neutral
<b>Total</b>	<b>3.24</b>	<b>1.17</b>	<b>Neutral</b>

Descriptive analysis describes the overall picture of the data through means or medians. From the above table, it can be seen that the mean of the 12 options was 3.23, indicating that overall students felt that all of these options had some, but not much, impact on the quality of employment. there are no outliers in the current data. Among the four levels of influencing factors, the highest mean values are "1. Your school and college provide a lot of information about employment." and "2. Your school and college provide a lot of career guidance and services" at the school level and "7. You ranked well in academic performance during your school years" at the individual level, with mean values of 3.51 3.60, 3.53, respectively.



This part table 26-39 answers the second question and third question.

The second question about the factors affecting the employment of graduates of Wuzhou Vocational College of Electronic Information Engineering as follows:

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

2. At the social level: "Your local human resources bureau and enterprises actively cooperate with the school to provide many internships for students." has a higher average value and is the main influencing factor.

3. Family level: "Parents gave a lot of help in the job search process" has a higher mean value and is the main influence factor.

4. At the student level: "You ranked well in academic performance during your school years" has a higher mean value and is the main influencing factor.

The third question can be answered that the ways to improve the employment of graduates of Electronic Information Engineering College of Wuzhou Vocational College are: schools and colleges should provide more employment guidance and services, local human resources and social welfare bureaus and enterprises should actively cooperate with schools to provide more internships for students, parents should give more help in the process of job searching, and individual students should study seriously and improve their academic performance rankings during their school years.

### **Conclusions**

This chapter concludes that the only two aspects of employment quality that are relatively good are job characteristics and labor-management relations. There are four factors that affect the quality of employment: your school and college provide a lot of career guidance and services, your local human resources bureau and enterprises actively cooperate with the school and provide many internships for students, parents give a lot of help during the job search process, and students rank well in their academic performance during their school years. The way to improve

the quality of employment is: schools and colleges should provide more employment guidance and services, your local human resources and social security bureau, enterprises should actively cooperate with the school, to provide more internships for students, parents should give more help in the job search process, students should be serious about their studies during the school period to improve the academic performance rankings.



## CHAPTER 5

### CONCLUSION, DISCUSSION AND RECOMENDATION

Currently, the quality of employment for graduates of Wuzhou Vocational College is poor due to the gradual increase in the number of high school graduates nowadays and the decrease in the number of jobs caused by layoffs and even closures of many small and medium-sized enterprises due to the impact of COVID19. This study uses collaborative governance theory and new public service theory to answer the research questions posed and to support my research, and to give ways to improve the quality of college students' employment at the social and school, family and individual levels, which has a positive effect.

This chapter comprises summary, conclusion and the implication of the study.

It summarizes research methodology including the findings. The final section provides

implications of the study and recommendation for schools, society, families, students with suggestions for future research.

#### Conclusion

Currently, the quality of employment for graduates of Wuzhou Vocational College is poor due to the gradual increase in the number of high school graduates nowadays and the decrease in the number of jobs caused by layoffs and even closures of many small and medium-sized enterprises due to the impact of COVID19. This study uses collaborative governance theory and new public service theory to answer the research questions posed and to support my research, and to give ways to improve the quality of college students' employment at the social and school, family and individual levels, which has a positive effect.

In this study, the research review related to collaborative governance theory was used to determine the factors affecting the employment of graduates from the School of Electronic and Information Engineering of Wuzhou Vocational College at four levels, and the research review related to the quality of employment was used to determine the indicators of the measurement of the quality of employment and the factors affecting the quality of employment so that a questionnaire could be designed. This study collects research data by distributing questionnaires, and the quantitative research method used mainly includes literature review method, questionnaire method, and statistical analysis method for data collection as well as processing.

Using the questionnaire method and statistical analysis method to answer the above three objectives, focusing on finding ways to improve the employment of graduates of Wuzhou Vocational College Electronic Information Engineering College.

The survey used the questionnaire collection method to distribute 542 questionnaires to students graduating in 2023 from Wuzhou Vocational College of Electronic Information Engineering, using Taro Yamane's sample size formula to determine the actual sample size, and finally 264 questionnaires were extracted for data analysis. The data analysis mainly used descriptive statistical analysis method to summarize the sample data with indicators such as mean or standard deviation.

### **Major findings of the study**

#### **The major findings of the study are:**

the answer to question 1 is that the quality of employment at Wuzhou Vocational College of Electronic and Information Engineering is relatively good only in the aspects of job characteristics and labor-management relations, and the answer to question 2 is that there are four factors affecting the quality of employment: your school and college provide a lot of career guidance and services, the Human Resources and Social Affairs Bureau in your locality and enterprises actively cooperate with the school and provide a lot of internships for the students, parents give a lot of help during the job search process, and students rank well in their academic performance during their school years. Parents give a lot of help during the

job search process, and students rank well in their academic performance while in school.

**That is, the answer to question 3 and the results of the study show that:**

1. The quality of employment is affected by the school level, because the school provides the environment for students to grow and learn and live in, and these environmental factors also bring positive impacts on the growth and shaping of students, and the importance of the school on the quality of employment for college students is becoming more and more prominent. When these students face employment, schools and colleges should provide more employment guidance and services.

2. The quality of employment is affected by the individual level. In the study, it is found that the students' performance in school is the most important. Studying seriously during school can help students develop good study habits, which are equally important in later work and life. Through studying, students can improve their self-discipline and time management skills, which are key factors for future success in the workplace. Studying hard in school can help students develop good study habits, which are equally important in later work and life. Through studying, students can improve their self-discipline and time management ability, which are key factors for future success in the workplace.

3. The quality of employment is affected by the social dimension, which reflects the concern of today's society about the employment of college students. In the study, it was found that local human resources bureaus and enterprises should actively cooperate with schools to provide more internships for students is most crucial, because through internships, students can apply the theoretical knowledge they learned in school to the actual working environment and enhance their practical experience. This helps students to better understand what they have learned and improve their practical skills. The internship positions provided by the enterprises can enable students to have direct contact with the actual operation of the industry and understand the needs and culture of the enterprises. Through internships, students can clarify their career direction and prepare themselves for future employment.

4. The quality of employment is affected by the family level. The hidden word of a good family background is better and more employment channels and resources, better platforms, which are the icing on the cake of options under the condition of one's own strength. When you just graduated and looking for a job, it is a good start to find a suitable job with the support and help of your family. However, in the long career of an individual, a good start doesn't mean a good result, and you still need to follow up with self-improvement and growth. When family background does not provide innate advantages, employed college students should make reasonable use of their own strengths to find jobs and plan their future development routes. In the long run, for the degree of influence on employment, the acquired efforts are far greater than the innate capital, the trend of the times will inevitably rely on their own ability to get a satisfactory job, long-term happiness and fulfillment is always grasped in their own hands.

## Discussion

### Collaborative Governance Theory

Collaborative governance theory of related research that governance is the management process of public affairs, is in pursuit of maximizing the effectiveness of management, political parties, government, society, the market, citizens and other multi-factor subjects to participate in the process of co-management. Yangand Cao (2021) Governance of "Slow Employment" Dilemma of College Graduates under the Perspective of Synergistic Theory - Employment of college graduates is a systematic project, which requires close connection between colleges and universities and the outside world; employment of college graduates requires coordination and cooperation among multiple subsystems of society, colleges and universities, families and graduates. I think Yang Yanquan's opinion is perfect, the university and social level of coordination, families and individuals also participate in the concerted governance of multiple subjects, one can provide more quality employment information and employment channels for fresh graduates, invariably can improve the quality of employment of college students. Secondly, as the main body of the

employment of college students as a member of a family, family resources and personal ability is also a key factor affecting the quality of employment, this effect is direct and far-reaching. Thirdly, the development platform after the school's screening is also more suitable for the development direction of the students, so that the students in their own strengths, on the basis of their life can get a better choice.

### **The New Public Service Theory**

Pengand Wang (2007) In "New Public Service Theory's Implications for the Construction of a Harmonious Society", it is argued that: "The new public service theory emphasizes serving citizens, pursuing the public interest, attaching importance to citizenship and human values, and focusing on the citizen as the center, and such a set of public administration concepts provides us with new perspectives for exploring the construction of a harmonious society.

In my opinion, the theories of two scholars, Peng Weiming and Wang Lefu, mention that the government has the special attribute of publicity, and that the government has to build up a citizen-centered sense of service, so it should provide superior employment conditions for graduates of higher vocational colleges and universities and create a good employment. In this study, China's public higher vocational colleges and universities belong to the government's fully-funded institutions, which bear part of the functions of social management and service, and therefore have the obligation to undertake a series of functions to serve the community, and their functions can be regarded as an extension of the government's functions to a certain extent. The government, rightly so, should assume government responsibility for the employment of college students. The Bureau of Human Resources and Social Security, as a government department, should fulfill the function of actively cooperating with schools to provide more internship positions for students.

Zhang (2018) Analysis of the Employment Problem of Higher Vocational Students in Heyuan Technical College under the Perspective of New Public Management-"According to the viewpoint that employment service is one of the

public products that the government should provide in the current theory of public management, the employment problem of higher vocational students, as an important component in the current employment system of the society as a whole, is also a service that the government at all levels has to provide and guarantee at present". It is also a service that governments at all levels must provide and guarantee.

Therefore, I think that the theory of Zhang Geling's scholars is also applicable to this study, in order to address the employment problems of higher vocational students, the public service theory to study the employment status quo of higher vocational students in the current economic situation and the social environment, employment environment, and the current employment services provided by the society and the government and other factors. In particular, the school and the Human Resources and Social Security Bureau, as units fully funded by the Chinese government, should assume the function of governing employment.

### **Recommendation**

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, the community, the family, the individual four levels to go to the beginning of the author will be given from the four levels to give advice, as well as to give advice to the scholars in the future, as follows:

#### **School level**

It can be seen from the analysis in Chapter 4 that schools and colleges should provide more employment guidance and services. In view of the basic situation of Wuzhou Vocational College, providing more employment guidance and services, the following measures can be taken:



1. Establish a perfect employment guidance system: schools can set up special employment guidance centers to provide students with guidance on career planning, job search skills, workplace etiquette and other aspects. At the same time, you can regularly invite enterprise human resources experts, career counselors and other lectures to the school, so that students understand the industry dynamics and market demand.

2. Provide personalized employment services: For students of different majors and different job-seeking needs, the school can provide personalized employment services. For example, they can provide graduates with guidance on resume modification and interview skills to help them better integrate into the workplace.

3. Expanding employment channels: Schools can expand employment channels for students through a variety of ways, such as establishing alumni associations, establishing long-term cooperative relationships with enterprises, and promoting students' works and achievements. These measures can increase students' employment opportunities and improve the school's employment rate.

### **Social level**

Local human resources and social welfare bureaus and enterprises should actively cooperate with schools to provide more internship positions for students

In order to improve the employment quality of students after graduation, the cooperation between the Human Resources and Social Affairs Bureau of Wuzhou, enterprises in Wuzhou and Wuzhou Vocational College should be strengthened by taking the following measures:

1. Combination of internship and employment: For internships offered by enterprises, the college should give priority to converting them into employment opportunities. The college can sign a long-term cooperation agreement with the enterprise to ensure that some of the outstanding interns can stay and become regular employees. This can not only solve the employment problem of students, but also send suitable talents to enterprises.

2. Career guidance and employment services: The college should provide perfect career guidance and employment services to help students make career plans and improve job-seeking skills. Career counseling activities can be held regularly, inviting enterprise HR, career planners and so on to provide guidance for students.

### **Family level**

Parents should give more help in the job-seeking process

After graduating from higher vocational school, parents can provide help and support in many aspects during the job-seeking process in order to promote their successful employment. The following are some suggestions to help parents expand their support for the job search process of senior graduates:

1. Understanding the job market and industry dynamics: Parents can pay attention to local job market trends, industry dynamics and popular positions, and share this information with their children to help them understand the current market demand and future career development direction.

2. Provide career planning advice: according to their children's interests, professional background and career goals, parents can give them career planning advice, such as how to choose the right position, how to develop career paths.

3. Instruction on resume and interview skills: Parents can help their children improve their resumes, point out the highlights and shortcomings, and give guidance on interview skills, such as how to prepare for interviews and how to answer common interview questions.

### **Student level**

In order to improve the quality of employment, students of Wuzhou Vocational College should study seriously during their school years and improve their academic rankings. Here are some suggestions:

1. Make a study plan: Make a clear study plan, including daily study tasks, review plans and time schedules. Allocate time reasonably to ensure that each subject is fully reviewed and previewed.

2. Expand your knowledge: In addition to classroom learning, you should also take the initiative to read relevant books, attend academic lectures and seminars, and learn about the cutting-edge knowledge and technology in your professional field. By expanding your knowledge, you can improve your comprehensive quality and professional skills.

3. Practice Practical Skills: For majors with strong practicality, students should actively participate in experiments, practical courses and projects to improve their practical skills. Through the accumulation of practical experience, they can enhance their practical operation ability and problem solving ability.

### **Recommendation 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 and practical experience of foreign vocational education in a systematic way. Second, we should continue to learn empirical analysis methods, solidly learn relevant knowledge about statistics and econometrics, systematically master a complete research method, expand the scope of research, and construct a more scientific and comprehensive index system.

## REFERENCES

- Baidu Encyclopedia. 2023. **Employment Quality**. **Baidu Encyclopedia**. Baidu.
- Chen, C. & Tan, R. 2004. The relationship between human capital and employment of university graduates an empirical study based on 2003 and 2004 university graduates. **Higher Education Research**, 6, 31-35.
- Chen, P. 2017. Exploration of government policies in promoting college students' employment. **Industry and Technology Forum**, 16(11), 99-100.
- Denhardt, J. V. & Denhardt, R. B. 2007. **The New Public Service: Serving, Not Steering**. London: M.E. Sharpe, Inc.
- \_\_\_\_\_. 2015. The New Public Service Revisited. **Public Administration Review**, 75(5), 664-672.
- Denhardt, R. B. & Denhardt, J. V. 2000. The New Public Service: Serving Rather than Steering. **Public Administration Review**, 60(6), 549-559.
- Denhardt, R. B. & Denhardt, J. V. 2003. The New Public Service: An Approach to Reform. **International Review of Public Administration, Taylor & Francis Journals**, 8(1), 3-10.
- Employment System of Wuzhou Vocational College. 2023. **Annual Report on Education Quality of Wuzhou Vocational College**. Wuzhou: Wuzhou Vocational College.
- Feng, J. 2006. Survey and analysis on college students' employment problems. **China Light Industry Education**, 3, 87-88.
- Guangxi Department of Education. 2022. **Annual Report on Employment Quality of Graduates from Guangxi Ordinary Colleges and Universities**. Guangxi: Guangxi Ordinary Colleges and Universities.
- Jiang, X. 2010. **Analyzing Denhardt's New Public Service Theory**. Master's Thesis. Hunan Normal University.
- Kong, G., Liu Shasha & Kong Dongmin. 2017. Why do we leave our hometown? Family social capital, gender, ability and graduates' employment choice. **Economics (Quarterly)**, 16(2), 621-648.

- Lai, D. 2011. **China's labor market report**. Beijing: Beijing Normal University Publishing Group.
- Li, B. 2009. Trying to talk about the evaluation system of college students' employment quality based on employment satisfaction. **Journal of Yanshan University (Philosophy and Social Science Edition)**, 10(1), 140-142.
- Li, G. 2013. New public service towards Practice: Action Guide and Frontier Exploration. **Journal of Chinese Academy of Governance**, 3(6).
- Li, W. & Yue, C. J. 2009. An analysis of factors influencing the employment of college graduates in 2007. **Tsinghua University Education Research**, 30(1), 88-95.
- Li, Z. & Pang, L. 2020. Research on the construction of collaborative governance mechanism of higher education under the perspective of national governance. **Modern Education Management**, 1(50-56).
- Light, P. C. 1999. **The New Public Service**. Washington DC: Brookings Institution Press.
- Liu, J. 2010. Exploration and practice of evaluation index system of employment quality of graduates in higher vocational colleges and universities. **China Electric Power Education**, 21, 165-166.
- Liu, L. 2018. The effect of family capital on employment quality of female college students. **Management Observation**, 34, 3.
- Liu, W. 2012. **Research on collaborative governance of local governments in China**. Jinan: Shandong University.
- Liu, X. 2007. Collaborative Governance: An Effective Choice of China's Governmental Governance Paradigm under the Conditions of Market Economy. **Journal of Party School of Hangzhou Municipal Committee of the Communist Party of China**.
- Lu, S. 2006. Collaborative governance and the construction of a harmonious society. **Journal of Guangxi University for Nationalities (Philosophy and Social Science Edition)**, 6, 109-113.
- Meng, X. & Xu, S. 2021. Gray correlation analysis and deep learning of college students' employment quality evaluation model. **Modern Electronic Technology**, 44(3), 100-104.
- Min, J. 2021. **Research on government responsibility in college students'**

- employment.** Huazhong: Huazhong Normal University.
- Mu, Z. 2019. **Improvement of college students' entrepreneurial difficulties and countermeasures under the perspective of "collaborative governance"**.
- Peng, S. 2008. Theoretical Exploration of Constructing an Adaptive Employment Quality Evaluation System for Graduates of Higher Vocational Colleges and Universities. **Contemporary Education Forum (Macro Education Research)**, 8, 82-84.
- Peng, W. & Wang, L. 2007. The new public service theory enlightenment to the construction of a harmonious society. **Journal of Chinese Administrative Management**, 3(3), doi: 10.3782/ j.i SSN.1006-0863.2007.3703.3012.
- Qin, J. 2007. Exploration of the evaluation system of college students' employment quality. **Tuan China Youth Research**, 3(71-74).
- Ru, P. 2008. On the employment pressure and employability education of college students. **Career Time**, 6, 32-33.
- Shao, Y. 2010. **Research on government behavior in the employment of university graduates.** Fudan University.
- Tang, X. 2007. Public Service: The Substance of the Spirit of Civil Servants. **Journal of Jiangsu Administrative College**, 2, 5.
- Tong, W.-S. & Zhong, Q. 2017. Empirical Study on Human Capital and Employment Opportunities of College Students: Taking Universities in Southwest China as Examples. **Journal of Chongqing Technology and Business University(Social Science Edition)**, 1-18, <http://kns.cnki.net/kcms/detail/50.1154.C.20210719.20211511.20210002.html>.
- Urio, P. 2012. **China, the West and the Myth of New Public Management: Neoliberalism and its Discontents.** New York: Routledge.
- Wang, B.-M. & Guo, J.-N. 2020. A study on the impact of family capital on employment of college students - the mediating role of academic achievement. **Journal of Guizhou Normal University**, 36(8), 11.
- Wang, H. L. 2022. **Research on Factors Influencing the Employment Quality of College Students in the New Era and Government Responsibility.**
- Wang, X. 2009. Countermeasures for college students' employment in the process of

- massification of higher education in China. **Science and Technology Innovation Herald**, 1(135), doi: 10.16660/j.cnki.11674-16098x.12009.16601.16096.
- Wang, X. & Hu, Q. 2006. Review of new Public service theory. **Journal of Science and Education**, 22, 15-17.
- Wang, Y. 2015. Study on the evaluation of China's employment quality level--analysis of the policy orientation of realizing higher quality employment. **Economic system reform**, 5, 5.
- Wang, Y., Ye, G. & Wu, G. 2015. **Collaborative Governance**. Beijing: Tsinghua University Press.
- Wei, L. 2016. **Research on governmental duties in college graduates' employment**. Northwest Agriculture and Forestry University.
- Wen, D. 2005. The influence of family background on higher education opportunities and graduates' employment in China. **Peking University Education Review**, 3(3).
- Wu, J. & Li, D. 2017. Research on collaborative governance of college students' employment policy under the perspective of "whole government" theory. **Jiangsu High Salvation**, 11(7), 7-10.
- Wu, X.-Z. 2017. College students employment quality comprehensive evaluation index system design. **Journal of statistics and decision**, 22(4), doi: 10.13546/j.carol carroll nki tjyc.12017.13522.13015.
- Xiong, Y. & Chu, Y. 2013. The New Public Service Theory: Reflection and Criticism. **Journal of Hebei University of Science and Technology (Social Science Edition)**, 1.
- Xu, D. 2020. The systematic review and construction path of social governance community. **Seeking**, 4(1), 10.
- Yamane, T. 1967. **Statistics: An Introductory Analysis**. 2<sup>nd</sup> ed. New York: Harper and Row.
- Yang, Y. & Cao, D. 2021. Synergy theory horizon, college graduates "slow employment predicament" governance. **Journal of Kaifeng Cultural Art Vocational College Journal**, doi: 10.3969 j.i SSN.2096-7853.2021.3908.3047.

- Yao, J. 2020. **Research on the Influence Factors of Employment of Graduates from Higher Vocational Colleges and Universities in Guizhou Province.** Doctoral Dissertation. Hunan University.
- Yue, C., Gong, J. & Huang, L. 2008. Employment characteristics of college graduates and their changing trends. **Education Development Research**, 7, 25-30.
- Zeng, B. 2010. The "four-in-one" deconstruction of the new public service theory. **Academic Forum**, 4, 5.
- Zeng, W. 2017. The impact of new Public Management Concept on the management mechanism of Chinese universities. **Educational Theory and Practice**, 37(15), 15-17.
- Zhang, J. 2018. **Analysis on Employment of higher vocational students in Heyuan Technical College from the perspective of new public management.** Central China Normal University.
- Zhang, K. & Ying, S. 2012. Employment search of Chinese female college students-based on data analysis of 63 universities. **China Population Sciences**, 1, 94-101+112.
- Zhang, W. 2016. **Research on Local Government Policies to Promote the Employment of Graduates from Higher Vocational Colleges and Universities.** Doctoral Dissertation. Anhui University.
- Zhang, Y. 2012. China's massification of higher education and its subsequent effects. **China higher education review**, 1, 18.
- Zhang, Z. & Zhou, R. 2016. Research status and prospect of collaborative governance theory in China. **Social Governance**, 3(3).
- Zhao & Dong, M. 2019. **Evaluation of employment quality of college students in the context of the new economy and the design of improvement path.** Jinan University.
- Zhao, F. & Liu, Y. 2019. Constructing a synergistic mechanism for the government and colleges to jointly promote the employment of college students. **Journal of the Party School of the Chang Municipal Party Committee**, 3, 43-46.
- Zhao, J. & Wang, J. Y. 2017. A study on the impact of social capital on college



- students' employment quality. **Research on Financial Issues** 6, 8.
- Zheng, Q. & Xiao, W. 2008. Collaborative Governance: The Logic of Service-oriented Government. **China Administration**, 7, 48-53.
- Zhong, Y. & Ying, R. 2006. The impact of social capital on college students' employment from the perspective of educational equity. **Hunan Social Science**, 1, 3.
- Zuo, C. 2021. Research on Self-Improvement of Employment and Entrepreneurship Ability of College Students under the Perspective of Human Capital Theory. **Innovation and Entrepreneurship Theory Research and Practice**, 4(24), 193-195.





APPENDIXS



Appendix A

Questionnaire Survey

“Employment Quality of graduates in school of Electronic Information Engineering, Wuzhou Vocational College”

Please cooperate to fill in the questionnaire of employment quality and influencing factors of graduates of Wuzhou Vocational College, which is only used for academic research, and the content of the questionnaire will be kept strictly confidential. The questionnaire is divided into three parts:

Part I: Basic personal information

Part II: Employment quality assessment

Part III: Factors Affecting the Employment Quality

There are 38 questions in total. Please answer each question as best you can.

Part I. Basic Personal Information (7 questions) demographic

Hint: Please put "v" in the corresponding option.

1. Your gender ( )

A. ( ) Male B. ( ) Female

2. Your household registration belongs to ( )

A. ( ) urban household registration

B. ( ) rural household registration

3. Your father (mother) highest education belongs to ( )

A.( )Elementary school and below B. ( )Junior high school or middle school

C. ( )High school or college D. ( )Undergraduate

E. ( )Graduate and above

4. Your political profile belongs to ( )

A.( )Communist Party of China

B.( )Communist Youth League member

C.( )Masses D.( )Others

5. Your salary income is ( ) RMB yuan

A.( )below 2000 B.( )2001-4000 C.( )4001-6000 D.( )6001-8000 E.( )above

8000

6. Your marital status is ( )

A.( )Unmarried B.( )Married C.( )Divorced

7. Your nationality is ( )

A.( )Han B.( )Minority

## Part II: Employment quality assessment

please read the following items and put a check mark (✓) next to those that are your answers. In this table 1 "Strongly disagree", 2 "Disagree", 3 "neutral", 4 "Agree", 5 "Strongly agree"

Description of the problem	1	2	3	4	5
1. Your workplace is close by					
2. High occupational safety					
3. Good employment environment					
4. High labor remuneration					
5. High percentage of social insurance					
6. High housing fund					
7. Many career benefits					
8. Vocational training opportunities					
9. High promotion opportunities					
10. Promising career prospects					
11. Strong professional counterparts					
12. Employees have a good rapport					
13. The labor contract you signed with your employer is in line with the norms					
14. High work stability					
15. High match between interests and jobs					
16. Low work pressure					
17. Low intensity of work					
18. High degree of freedom of work					

## Part III: Factors Affecting the Employment Quality

## (1) College level

please read the following items and put a check mark (√) next to those that are your answers. In this table 1 "Strongly disagree", 2"Disagree", 3 "Neither agree nor disagree",4 "Agree", 5 "Strongly agree”					
Description	1	2	3	4	5
1. Your school and college provide a lot of information about employment.					
2. Your school and college provide a lot of career guidance and services					

## (2) Social level

please read the following items and put a check mark (√)next to those that are your answers. In this table 1 "Strongly disagree", 2"Disagree", 3 "Neither agree nor disagree",4 "Agree", 5 "Strongly agree”					
Description of the problem	1	2	3	4	5
1. Your local human resources bureau and enterprises actively cooperate with the school to provide many internships for students					
2. Your local HSSA and enterprises provide many vocational skills training opportunities					

## (3) Family level

please read the following items and put a check mark (√)next to those that are your answers.In this table 1 "Strongly disagree", 2"Disagree" ,3 "Neither agree nor disagree",4 "Agree" ,5 "Strongly agree”					
Description of the problem	1	2	3	4	5
1. My parents helped me a lot in my job search.					
2. The family's social connections helped a lot in the job search process.					

(4) Student level

<p>please read the following items and put a check mark (✓) next to those that are your answers. In this table 1 "Strongly disagree", 2 "Disagree", 3 "Neither agree nor disagree", 4 "Agree", 5 "Strongly agree"</p>					
Description of the problem	1	2	3	4	5
1. You ranked well in academic performance during your school years					
2. The number of scholarships you have received during your school years is high					
3. You have won many awards for your participation in activities during your school years.					
4. You participate in a large number of student organizations during your school years					
5. You do a lot of off-campus part-time jobs or internships while you are in school					
6. You have served as a student leader at a high level during your school years (school level, faculty level, class level)					

Thank you for your cooperation.

Please check the questionnaire to see if you have missed anything. If you have any other ideas or suggestions, please write it down.

Suggestion: .....

.....

.....

.....

## 问卷调查

### 梧州职业学院毕业生就业质量及影响因素

注：请配合填写梧州职业学院毕业生就业质量及影响因素问卷调查表，该问卷仅用于学术研究，问卷的内容将会严格保密。该问卷的内容分为三个部分：第一部分：个人基本情况、第二部分：大学生就业质量测评量表。第三部分：大学生就业质量影响因素测量量表。一共有 37 题，请你尽可能回答每一个问题。

#### 第一部分、个人基本情况（7 题）

提示：请您在对应的选项里打"√"

- 1.您的性别()  
A.男 B.女
- 2.您的户籍所在地属于()  
A.城镇户籍 B.农村户籍
- 3.您的父(母)最高学历属于 ()  
A.研究生及以上 B.本科 C.高中或大专 D.初中或中专 E.小学及以下
- 4.您的政治面貌属于()  
A.中共党员 B.共青团员 C.群众 D.其它
- 5.您的薪资收入为（）元  
A.2000 以下（） B.2001-4000 C.4001-6000 D.6001-8000  
E.8000 以上
- 6.您的婚姻状态是（）  
A.未婚（） B.已婚（） C.离异（）
- 7.您的民族是（）  
A.汉族（） B.少数民族（）



## 第二部分、大学生就业质量测评量表

请您结合自身实际情况，进行勾选(单选)

1-3 工作特征 4-7 薪酬福利 8-11 职业发展 12-14 劳资关系 15-16 就业认可度 17-18 就业弹性

请阅读以下项目，并在您的答案旁边打勾（√）。本表中 1 表示 "非常不同意"，2 表示 "不同意"，3 表示 "既不同意也不不同意"，4 表示 "同意"，5 表示 "非常同意"。					
问题描述	1	2	3	4	5
1.您的上班地点很近					
2.职业安全性高					
3.就业环境好					
4.劳动报酬高					
5.社会保险比例高					
6.住房公积金高					
7.职业福利多					
8.职业培训机会多					
9.晋升机会多					
10.职业前景可观					
11.专业对口性强					
12.员工的关系很融洽					
13.您和单位签订的劳动合同符合规范					
14.工作稳定性高					
15.兴趣与岗位匹配度高					
16.工作压力小					
17.工作的强度低					
18.工作自由度高					

### 第三部分大学生就业质量影响因素测量量表

#### (1)高校层面

请阅读以下项目，并在您的答案旁边打勾（√）。本表中 1 表示 "非常不同意"，2 表示 "不同意"，3 表示 "既不同意也不不同意"，4 表示 "同意"，5 表示 "非常同意"。

问题描述	1	2	3	4	5
1.您的学校及学院提供了很多就业信息					
2.您的学校及学院提供了很多就业指导和服务					

#### (2)社会层面

请阅读以下项目，并在您的答案旁边打勾（√）。本表中 1 表示 "非常不同意"，2 表示 "不同意"，3 表示 "既不同意也不不同意"，4 表示 "同意"，5 表示 "非常同意"。

问题描述	1	2	3	4	5
1.您所在地的人社局、企业与学校积极合作，为学生提供很多实习岗位					
2.您所在地的人社局、企业提供了很多职业技能培训机会					

#### (3)家庭层面

请阅读以下项目，并在您的答案旁边打勾（√）。本表中 1 表示 "非常不同意"，2 表示 "不同意"，3 表示 "既不同意也不不同意"，4 表示 "同意"，5 表示 "非常同意"。

问题描述	1	2	3	4	5
1.在求职过程中父母给了很多的帮助					
2.在求职过程中家庭的社会关系给了很多的帮助					

## (4) 学生层面

请阅读以下项目，并在您的答案旁边打勾（√）。本表中 1 表示 "非常不同意"，2 表示 "不同意"，3 表示 "既不同意也不不同意"，4 表示 "同意"，5 表示 "非常同意"。

问题描述	1	2	3	4	5
1.您在校期间的学习成绩排名很好					
2.您在校期间获得的奖学金的次数很多					
3.您在校期间参与活动获奖的次数很多					
4.您在校期间参加学生社团的数量很多					
5.您在校期间从事校外兼职或实习的次数很多					
6.您在校期间担任过学生干部的级别很高(校级、院级、班级)					

感谢您的配合，请检查一下问卷，看看有没有遗漏。如果您还有其它想法建议，请在下面的空白处填写





Appendix B

Codebook

No.	Variable Name	Variable Label	Value No.	Value Label
1	Q1	Gender	1	Male
			2	Female
2	Q2	household registration	1	urban household registration
			2	rural household registration
3	Q3	father (mother) highest education	1	Elementary school and below
			2	Junior high school or middle school
			3	High school or college
			4	Undergraduate
			5	Graduate and above
4	Q4	political profile	1	Communist Party of China
			2	Communist Youth League member
			3	Masses
			4	Others
5	Q5	salary income	1	below 2000
			2	2001-4000
			3	4001-6000
			4	6001-8000
			5	above 8000
6	Q6	marital status	1	Unmarried
			2	Married
			3	Divorced
7	Q7	nationality	1	Han
			2	Minority

No.	Variable Name	Variable Label	Value No.	Value Label
8	Q8	The community provides reading and learning space venues	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
9	Q9	Your workplace is close by	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
10	Q10	High occupational safety	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
11	Q11	Good employment environment	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
12	Q12	High labor remuneration	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree

No.	Variable Name	Variable Label	Value No.	Value Label
13	Q13	High percentage of social insurance	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
14	Q14	High housing fund	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
15	Q15	Many career benefits	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
16	Q16	Vocational training opportunities	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
17	Q17	High promotion opportunities	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree

No.	Variable Name	Variable Label	Value No.	Value Label
18	Q18	Promising career prospects	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
19	Q19	Strong professional counterparts	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
20	Q20	Employees have a good rapport	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
21	Q21	The labor contract you signed with your employer is in line with the norms	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
22	Q22	High work stability	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree



No.	Variable Name	Variable Label	Value No.	Value Label
23	Q23	High match between interests and jobs	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
24	Q24	Low work pressure	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
25	Q25	Low intensity of work	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
26	Q26	High degree of freedom of work	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
27	Q27	Your school and college provide a lot of information about employment.	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree

No.	Variable Name	Variable Label	Value No.	Value Label
28	Q28	Your local human resources bureau and enterprises actively cooperate with the school to provide many internships for students	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
29	Q29	Your local HSSA and enterprises provide many vocational skills training opportunities	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
30	Q30	My parents helped me a lot in my job search.	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
31	Q31	The family's social connections helped a lot in the job search process.	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
32	Q32	You ranked well in academic performance during your school years	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree

No.	Variable Name	Variable Label	Value No.	Value Label
33	Q33	The number of scholarships you have received during your school years is high	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
34	Q34	You have won many awards for your participation in activities during your school years.	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
35	Q35	You participate in a large number of student organizations during your school years	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
36	Q36	You do a lot of off-campus part-time jobs or internships while you are in school	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree
37	Q37	You have served as a student leader at a high level during your school years (school level, faculty level, class level)	1	Strongly disagree
			2	Disagree
			3	Neutral
			4	Agree
			5	Strongly agree

## CURRICULUM VITAE

**NAME** Mr. Jiage Mo

**DATE OF BIRTH** May 26, 1996

**EDUCATION** 2015-2019 Bachelor of Engineering  
Guangxi Guilin University of Electronic Science  
and Technology to study Internet of  
Things Engineering, full-time undergraduate

**WORK EXPERIENCE** 2019-2020 Embedded Engineer  
Zhuhai Contacts Network Co, Ltd, Zhuhai,  
China

2020-2021 Work as Clerk in  
Wuzhou Housing Provident Fund  
Management Center, Wuzhou, China

2022-Present Teacher at Wuzhou Vocational College,  
Wuzhou, China

