

# Factors Influencing the Employment of University Students Graduating from Human Resource Management in Ta'ian City, The People's Republic of China

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## Abstract

This article aimed (1) to study factors affecting employment opportunities, (2) to study the requirements of the workplace and (3) to analyze and suggest to improve the employment of graduates majoring in human resource management. The sample was 267 undergraduate graduates of Taishan University majoring in human resources management from 2016 to 2022. They were selected by the Taro Yamane method of sample size calculation. The instrument for collecting data was the qualitative research method. Analysis of data by Descriptive statistics and Content Analysis. The research results were found as follows:

1. The study found that there are a total of two influencing factors. Personal qualities, including personal skills, knowledge level, and requirements of the enterprise, will have an impression on the improvement of employment ability of graduates majoring in human resource management; University factors, including employment policies, curriculum offerings, and employment services, can affect employee performance.

2. It was found that enterprises have job requirements for graduates majoring in human resource management. The job requirements and employment performance of graduates majoring in human resource management are in line with the requirements of the enterprise. The satisfaction of graduates majoring in human resource management is relatively high. The job requirements of graduates majoring in human resource management are in line with the university factors that affect employment.

3. It was found to be necessary to improve the personal quality of students, cultivate professional practical ability, and build a practical basis for human resource management.

**Keywords:** Human Resource Management; Graduates; Employment; Tai'an City

## Introduction

Employment is the biggest livelihood of the people. Every year, millions of college graduates, as the main group of new employees, have been widely concerned by society. With the popularization of higher education, the number of college graduates will continue to increase; At the same time, China's economy has shifted from high-speed development to high-quality development, and downward pressure on economic growth has emerged. The combination of the high and increasing number of graduates and economic transformation is bound to cause more complicated employment problems. In 2019, the government work report of the State Council of China included the employment priority policy in the macro policy for the first time. China proposed to do everything possible to stabilize and expand employment, adhere to the employment orientation of economic development, expand employment capacity, improve employment quality, promote full employment, and protect the treatment and rights of workers. According to the report on the employment of Chinese college students in 2020, the attraction of talents in the "Pearl River Delta" and "Yangtze River Delta" regions is strong, and the attraction of the "new first-tier" cities is not to be outdone. Among the 2019 college graduates employed in the "new first-tier" cities, the proportion of people from other provinces has increased from 28% in 2015 to 38% in 2019, gradually narrowing the gap with the first-tier cities. In recent years, with the continuous optimization of the national employment policy, the employment rate of college graduates has shown a stable trend. However, there is still much room for improvement in their employment quality satisfaction and professional counterpart rate, and the employment quality needs to be further improved. Therefore, it is of great practical significance to explore the influencing factors and promotion strategies of college graduates' employment.

At present, the inconsistency between the professional structure and educational quality of higher education and the needs of society is the main reason for the difficulty of employment of college graduates; The inaccurate self-orientation of college students and the lack of career planning led to low success which is another reason for employment difficulties. At present, the employment situation of undergraduate graduates majoring in human resources management is not satisfactory, and graduates have certain employment difficulties. Based on this, the research on the influencing factors and Countermeasures of the employment of graduates majoring in human resources management will help the graduates to recognize the obstacles, constantly improve their ability, rationally face the employment market and solve the employment problems.

Under the background of the new era, the cultivation of employability of college students majoring in human resources management is becoming increasingly important. Employability represents whether an individual is competent for a specific job. At the same time, it creates more economic benefits for enterprises on the job and provides more reference options for enterprise recruitment and college student recruitment. Its main purpose is to solve the problems of high employment pressure of college students and imbalance of talent supply and demand at the present stage by strengthening the cultivation of college students' employability, and then provide a solid guarantee for college students to achieve better employment and development.

This research paper presents the influencing factors and Countermeasures of the employment of graduates majoring in human resources management will help the graduates to recognize the obstacles, constantly improve their ability, rationally face the employment market and solve employment problems.

## Research Objectives

1. To study factors affecting employment opportunities of graduates in human resource management.
2. To study the requirements of the workplace for graduates majoring in human resource management.
3. To analyze and suggest to improve the employment of graduates majoring in human resource management.

## Literature Review

### Theory of Employment

Employment meaning to an individual's comprehensive employability, as well as the knowledge and skills acquired by individuals after certain learning, and the ability to complete work independently or continuously.

### Rate of Employment

The cultivation of effective communication, leadership, and adaptability is essential within the Theory of Employment, as these attributes empower graduates to navigate the complexities of the workplace and secure employment in their chosen professions (Kenny, 2019). Many researchers studied employment rates such as Grilli (2022) categorizes the factors affecting the rate of employment into individual, institutional, and macroeconomic domains, and after analyzing a diverse sample of college graduates, finds that a multifaceted approach is essential in understanding and improving the employment rate. Yusuf (2020) confirms that the Theory of Employment's focus on labor market trends, industry collaboration, and technology integration can significantly enhance the rate of employment by equipping graduates with the relevant knowledge and skills required for success in various professional fields. The employment rate is an indicator that reflects the degree of labor employment. The percentage of employed personnel in the sum of employed and unemployed personnel. It reflects the proportion of people who are actually utilized among all labor forces that may participate in social labor (Chen & Thoard, 2022). The more employed or unemployed people there are during a certain period of time, the higher the employment rate, and vice versa (Supurairut & Yusamran, 2023) Calculating and studying employment rates is essential to improve the economic benefits of employment.

### Theory of Personal Quality

Personal factors are the most important factors affecting the employment of college graduates. College graduates should first have relatively solid professional theoretical knowledge, establish a sound knowledge structure, and be able to update the knowledge system in a timely manner, so as to apply what they have learned (Boonyapraropchai & Premthongsuk, 2023). College graduates should also take the initiative to change the traditional concept of employment and actively enter the social employment market. To comprehensively improve their comprehensive ability, constantly update their knowledge system, and recognize their advantages and disadvantages in the employment market is the basis for solving the employment problems of graduates, always being ready to deal with the changing and complex employment environment, and dynamically balance the gap between reality and ideal.

In recent years, the impact of personal qualities on the employability of college students has received increasing attention in academic research. Barit (2023) distinguishes personal qualities into cognitive and non-cognitive dimensions and, after analyzing a representative sample of college students, finds that the enhancement of non-cognitive qualities has a more pronounced positive impact on employability. Qizi (2020) confirms that personal qualities such as creativity, critical

thinking, and time management are essential factors in improving employability, as they contribute to an individual's ability to adapt to the ever-changing job market and remain competitive.

### **Theory of University Factors**

Colleges and universities should determine the scale of enrollment according to their own orientation and the demand for different types of talents in future social development. From the school level, the main school factors that cause college students' employment difficulties are: exam-oriented education is deeply rooted; Most universities only focus on theory, with few or no social practical activities combined with employment; Employment guidance work is basically paralyzed. The setting of some majors in colleges and universities is unreasonable, and some colleges and universities professional settings are disconnected from social needs. There are few professional graduates urgently needed by society, while there is an oversupply of graduates in some industries, resulting in a lack of some positions.

In summary, the factors affecting the employment situation of Chinese undergraduate graduates are numerous and complex, ranging from changes in domestic economic growth rate and industrial structure, changes in population age structure and fertility policies, to changes in the international economic environment. Among these factors, there are both positive and negative aspects. This article will elaborate on the factors that affect the employment of Chinese undergraduate graduates from four aspects: personal quality and university factors. Yingming (2013) studied the current difficulties of college students' employment in China. To find out the reasons, we must first analyze the increasingly complex employment factors. Reviewing the existing research results, the factors affecting college students' employment can be divided into internal factors and external factors, single factors and multiple factors, including personal factors, university factors, social factors and family factors. It is believed that college students' own employment concepts, professional knowledge, their own quality differences, regional choice preferences, the contradiction between postgraduate entrance examination and employment, and the problem of university specialty setting will affect the employment of graduates. Zhang Ning (2019) analyzed various factors that affect college students' employment and divided the factors that affect college students' employment into four types, namely, personal factors, university factors, unit factors and regional factors.

### **Theory of Cultivation Path**

Universities should achieve an organic connection between talent cultivation and enterprise needs, and universities and enterprises should jointly shoulder the responsibility of high-quality employment. Colleges and universities should incorporate the cultivation of graduates' employability into the talent cultivation system of higher education based on national development strategies and students' professional development needs. Only through the joint efforts of students themselves, schools, and society, can we transform educational ideas, continuously deepen educational reform, improve the quality of training talents, and enhance the employability of college students based on the current social situation, so as to ensure smooth employment of graduates and provide useful talents for society.

### **Improve Students' Personal Quality**

Hanyi (2016) pointed out that the internal factors affecting the employment process of college students are mainly the comprehensive quality of college students and the current situation of education. Taking the improvement of college students' comprehensive ability as the premise, targeted teaching for college students' employment direction is an effective way to solve the problem of college students' employment from the perspective of internal factors. Rezaei (2020) investigates the relationship between the Theory of Cultivation Path and personal quality enhancement from a cross-cultural perspective, finding that cultural differences in values, learning styles, and educational systems may lead to variations in the effectiveness of the cultivation process among college students from diverse cultural backgrounds. Ocampo (2020) underscores the

importance of continuous adaptation and refinement of the Theory of Cultivation Path in response to the changing needs of students and society, arguing that the evolution of the framework is critical in ensuring its ongoing relevance and effectiveness in fostering personal development.

Universities should focus on the acquisition of students' employability and the external expression of this ability. When cultivating students, how to enable them to learn more life experiences, enable them to successfully apply for jobs in society, maximize their internal state of externalization, and cultivate their lifelong learning ability should also be included in the scope of the school's training objectives. Obtaining a job is only the beginning of college students' employment, and adapting and maintaining the job position is the continuation of employment. It can be said that college students reflect their employability by undertaking corresponding tasks and performing work responsibilities (He & Sun, 2023). The degree to which these tasks can be accomplished is also a manifestation of employability. No matter which company, they will have a recruitment criterion in the recruitment process, that is, whether the candidates can take up the work of this position.

#### **Cultivate Students' Practical Ability**

It is believed that colleges and universities must strengthen practical teaching, cultivate students' practical ability and improve their employment competitiveness, and should strengthen the innovation of practical teaching, make use of the achievements of modern computer technology and network technology, and carry out simulation practice activities on the basis of traditional practical teaching. In addition, it is reckoned that universities can creatively use simulation factories, establish virtual laboratories, imitate the real practice environment, break through the limitations of time, space and region, and improve the efficiency of practical teaching. Farrow et al. (2022) underscore the importance of problem-based learning and project-based learning within the Theory of Cultivation Path, as these pedagogical methods enable students to engage with real-world problems and develop practical solutions, thereby facilitating the growth of practical abilities. Furthermore, the cultivation process can be grouped into cognitive, affective, and psychomotor domains, which considers the harmonious development of these domains in nurturing well-rounded practical abilities.

Practicing operational skills in universities is very important, and is directly related to employment and job hunting. In terms of teaching professional knowledge and skills, we have changed the current situation of focusing on teachers and classrooms, which used to emphasize knowledge impartment and final examination papers, while ignoring skill practice and process assessment. We have continuously strengthened the construction of on-campus laboratories, off-campus practice bases, cooperative education, and strategic alliances in universities. We have gradually introduced a teacher listing teaching system, course process assessment, and credit mutual recognition, and opened up the theoretical and practical links of professional knowledge and skills training, to promote each other.

#### **Cultivate Students' Professional**

McGuire and Lay's study (2020) highlights the pivotal role of a competency-based curriculum in fostering students' professional skills, emphasizing the importance of integrating theoretical knowledge with practical applications. Furthermore, Yi, Cheng, and Li (2021) introduce the concept of mentorship as an integral part of the cultivation path, arguing that personalized guidance from experienced professionals considerably contributes to the growth of student's professional identity and career decision-making. Wong and Kan (2022) scrutinize the influence of extracurricular activities on students' professional development, asserting that involvement in various clubs and organizations enhances their teamwork, leadership, and problem-solving abilities, which are indispensable for success in the professional world.

Based on the different needs of enterprises, schools, and students, a win-win mechanism should be established in practical teaching. One is the mutual benefit and win-win situation between

schools and enterprises, which is reflected in the sharing of intellectual capital. University teachers can go to the off-campus training and experimental base for temporary training to improve their practical skills, and enterprise human resources staff can go to the school training laboratory for temporary training to improve their theoretical level; Enterprises provide human resources projects, and schools form teams to design solutions. This mechanism can perfectly combine the sustainability, stability, and development of higher education teachers' human capital with the concentration, dynamics, and hysteresis of enterprise human capital, and build a platform for the common growth of university teachers and enterprise human resources. The second is a mutually beneficial and win-win mechanism for students, schools, and enterprises. The ultimate goal of this mechanism is to grow and obtain employment for students, optimize the human resource team of enterprises, and optimize the practical teaching system of schools, with the sharing of intellectual resources between schools and enterprises as the driving force for its operation.

### **Theory of Performance**

Performance means the theory of supply and demand, which is reflected in the imbalance of talent supply and demand in the labor market and the contradiction between supply and demand structure.

### **Unbalanced Supply and Demand**

Theory of Performance has emerged as an essential framework for analyzing the unbalanced supply and demand within various industries, garnering significant attention in academic research. Refslund and Amholtz (2022) posit that the Theory of Performance, which comprises a comprehensive and systematic approach to understanding market dynamics, can significantly contribute to addressing the issue of unbalanced supply and demand, with an emphasis on the alignment of industry requirements and workforce capabilities. Dellmuth et al. (2022) categorizes the factors affecting unbalanced supply and demand into individual, organizational, and macroeconomic domains, and after analyzing a diverse sample of industries, find that a multifaceted approach is essential in understanding and improving supply and demand balance. Xie and Xie (2010) and others believe that China's talent supply and demand are unbalanced. On the one hand, college graduates continue to increase, and it is difficult to find suitable jobs. On the other hand, enterprises suffer from the lack of suitable talents, resulting in professional dislocation. The imbalance between supply and demand, also known as the contradiction between supply and demand, refers to the phenomenon of oversupply and oversupply of goods, which is a reflection of the contradiction between social production and social demand in the field of commodity circulation.

### **The Contradiction between the Supply and Demand structure**

At present, a considerable amount of research has been conducted on the contradiction between the supply and demand structure in the labor market for college graduates, which indicates that the supply and demand structure's inconsistencies have a direct influence on job seekers' ability to secure suitable positions, with a stronger impact observed in industries requiring specific qualifications and expertise. Garriott's study (2020) proposes that the awareness and adaptability of college graduates to the existing supply and demand structure are crucial to their employment success, with higher levels of adaptability leading to better job prospects and more satisfactory job experiences. Bayona et al. (2020) emphasizes that graduates' capacity to adapt to the labor market's dynamics is positively related to their employment success, and both job satisfaction and the likelihood of securing suitable job opportunities are significantly affected by their ability to navigate the supply and demand structure.

The structural contradiction is increasingly prominent, "shortage" (with jobs and no one) and "surplus" (with people without jobs) coexist and continue to intensify. Among them, the coexistence of "shortage of migrant workers" and "difficult employment of college

students" has become a typical example of structural contradictions in China's labor market. The linkage between employment structure and industrial structure represents the change of labor demand caused by the adjustment and upgrading of industrial structure caused by the change of product structure. How adjusting the industrial structure and employment structure to each other cannot only make the labor supply structure match the labor demand structure after the change of industrial structure but also make the employment structure adapt to and even promote the adjustment and upgrading of the industrial structure.

### Conceptual Framework

This study integrates the relationship between employment influencing factors, employment Performance, employment and the path of cultivating employability. The researcher defines the research conceptual framework based on the concept of the employment influencing factors that will have an impact on the path of cultivating employability and employment performance, while the current situation of employment together with the path of cultivating employability will ultimately affect the overall employment rate. The details are as follows. The conceptual framework is shown in Fig. 1.

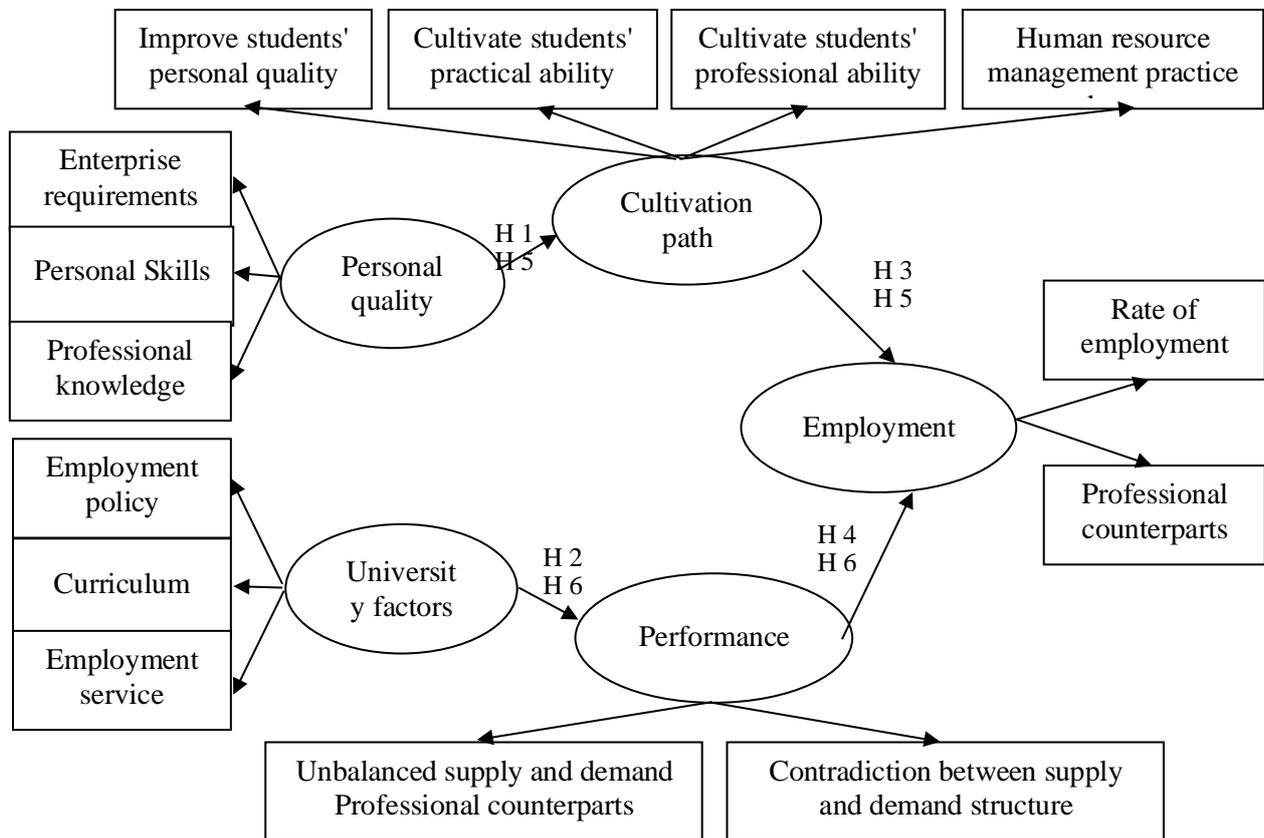


Fig.1 Conceptual Framework

### Research Methodology

The researcher conducted the study according to the research process and quantitative research methodology by using a questionnaire to collect information from a sample of the population as descriptive research.

According to the research purpose, the independent variable is the influencing factors of employment for undergraduate graduates majoring in human resources management. Based on relevant literature review and theoretical basis, the influencing factors of employment for undergraduate2 graduates majoring in human resources management are divided into personal factors and university factors. Personal factors refer to students' individual professional knowledge, skill levels and Enterprise requirements. The university factor refers to the formulation of a school's training program, curriculum design, teaching level of teachers, and Employment Policy. These two aspects have been validated by multiple scholars' research, indicating that they effectively represent the factors affecting the employment of undergraduate graduates majoring in human resources management.

### Quantitative Research

The quantitative study consists of two parts. The first part is the literature, which involves the variables or influencing factors of college students' employability and the factors relating to employment, including professional books, research papers, newspapers and online articles. The second part is about 800 graduates of Taishan University majoring in human resources management from 2016 to 2022.

In the academic environment, especially the research aspect of it has seen sample size is one of the most vital statistics analyses. The basis for research based on primary data uses sample size as the starting point. Sample size determination plays a significant role in research that uses primary data seeking responses from the use of questionnaires. The Taro Yamane method for sample size calculation was formulated by the statistician Taro Yamane in 1967 to determine the sample size from a given population. Below is the mathematical illustration for the Taro Yamane method:

$$n = \frac{N}{1 + Ne^2}$$

Where:

- n signifies the sample size
- N signifies the population under study
- e signifies the margin error (e=0.05)

Students have a total population of about 800 respondents (who graduated from 2016 to 2022) and wish to determine the sample size. See below:

$$n = \frac{800}{1 + 800 \cdot 0.05^2}$$

$$n \approx 267$$

It can be seen from the result above that the sample size is 267 from the total population of 800, which is the lower number of responses from the respondents to maintain a 95% confidence interval.

The choices were studied through purposeful sampling, with a total of 300 questionnaires being distributed to graduates majoring in human resources management and 267 questionnaires were collected, meeting the minimum sample size.

The data collected in this article adopts a questionnaire survey method. The questionnaire design of this study has gone through the following stages:

First, the study reviews both domestic and foreign literature. Based on the literature review, relevant measurement items were designed.

The second step is to seek opinions. After designing the first draft of the questionnaire, opinions were sought from relevant research experts from the university, and opinions on the design, wording, and format of the preliminary questionnaire were solicited, resulting in the initial questionnaire.

The third step is pre-testing. Before the formal questionnaire survey, a small-scale trial of the questionnaire was conducted, and 10 questionnaires were distributed. The respondents were asked to provide suggestions on the questionnaire itself. The survey mainly targets college students working in enterprises. Based on feedback from the respondents, the initial questionnaire was moderately adjusted, and sentences that are prone to comprehension difficulties and deviations were adjusted. The questionnaire style was also redesigned, and on this basis, the final draft of the survey questionnaire was formed.

There are 3 parts of questions in the questionnaire, as follows:

Part 1: The basic statistical data of students. Graduates can use the checklist to answer questions about their gender, age, qualifications, position and experience.

Part 2: The factors affecting the employment of graduates majoring in human resource management at Taishan University. The respondents can answer the question by selecting a number from the scoring table of 5 to 1; Each number represents a different level of response. The rating levels from 5 to 1 in the current status refer to the following different levels:

- 5 = strongly agree,
- 4 = agree,
- 3 = neutral,
- 2 = disagree,
- 1 = strongly disagree

Part 3: Information on the employment, performance and cultivation path. The survey participants can answer the question by selecting a number from the scoring table of 5 to 1; Each number represents a different level. The rating levels from 5 to 1 in the current status refer to the following different levels:

- 5 = strongly agree,
- 4 = agree,
- 3 = neutral,
- 2 = disagree,
- 1 = strongly disagree

The questionnaire survey for this study was mainly distributed online. Through the list of graduates from 2016 to 2022 and graduates who have served as class teachers or mentors, using WeChat, QQ, and email, along with the basic background and intention of the research, questionnaires were distributed to students who have already graduated from this major. 267 questionnaires were successfully collected.

In the survey process, the composition of the employability of college graduates is classified to determine the current framework and influencing factors of the employability of graduates majoring in human resources management.

Descriptive statistics (such as frequency, percentage, arithmetic mean and standard deviation) are used to describe the characteristics of variables, independent variables and dependent variables affecting graduates' employment.

The meaning of the arithmetic mean obtained from the analysis is explained as follows:

- 4.51 – 5.00 = strongly agree,
- 3.51 – 4.50 = agree,

2.51 – 3.50 = medium,  
1.51 – 2.50 = disagree,  
1.00 – 1.50 = strongly disagree

According to the research objectives of this stage, firstly, the literature on the composition of employability of graduates majoring in human resource management is analyzed. Secondly, combined with relevant theories, this paper analyzes the composition of employability of graduates majoring in human resources management. Thirdly, referring to the research of relevant scholars, this paper studies the influencing factors affecting the composition of employability of graduates majoring in human resources management. Fourth, construct the content framework and influencing factors of employability of graduates majoring in human resources management.

### **Qualitative Research**

Enterprise interviews. The object of this stage of research is enterprise managers with rich experience in this field. Ten managers will be selected for the study through purposeful sampling techniques.

The previous data analysis and additional 10 relevant pieces of literature are used to explore the specific training path for the employment ability of college students majoring in human resource management.

The tools used to collect data are data records and SSI (Semi-structured Interviews) to take a note from experts. The research object is enterprise managers with rich experience in this field. Through purposeful sampling techniques, 10 managers will be selected for the study. There are a total of 10 senior employees, including managers from the enterprise's human resources management department and those who have worked in the human resources management department for over 10 years. based on the analysis of relevant literature, the semi-structured interview method is used to collect data from 10 enterprise human resource managers. Ten respondents showed high interest in this study, actively cooperated with the interview, completed the interview in a short time, and put forward many valuable suggestions.

### **Research Results**

The employability of college students refers to the knowledge, skills, and attitudes that undergraduate students should possess upon graduation to enable them to acquire, maintain, and achieve successful career development. It is a personal ability that integrates knowledge, skills, and attitudes about career choices, maintaining, and achieving career development.

#### **Objective 1: To study factors that affect the employment opportunities of human resource management graduates.**

Personal quality has a positive influence on the cultivation path that has a path coefficient of 0.92. University factor has a positive influence on Performance that has a path coefficient of 0.80. Cultivation path has a positive influence on Employment that has a path coefficient of 0.82. Performance has a positive influence on Employment that has a path coefficient of 0.14. The university factor (UF) has a total effect and also directly effect changes in performance(P) at the degree of 0.809. It also has indirect effects and total effect changes of employment(E) at the degree of 0.083. Personal quality (PQ) has a total effect and also directly effect changes in cultivation path (CP) at the degree of 0.619. It also has indirect effects and total effect changes of employment(E) at the degree of 0.445. Performance(P) has a total effect and also directly effect changes in employment(E) at the degree of 0.102. Cultivation path (CP) has a total effect and also directly effect changes in employment(E) at the degree of 0.719.

**Objective 2: To study the requirements of the workplace for graduates majoring in human resource management.**

Based on in-depth interviews and questionnaires with experts and graduates, it is proposed that universities establish goals and strategies for developing employability, establish majors that meet social needs, construct a curriculum system that integrates employability, implement a training path based on employability development, improve the teaching and research level and career experience of university teachers, establish an interaction mechanism with employers, and provide full career guidance, Establish an evaluation and feedback mechanism for the improvement of employment ability, and summarize the key influencing factors of college students' employment ability, including personal factors and university factors.

Personal quality has a positive influence on the Cultivation path that has a path coefficient of 0.92. University factor has a positive influence on Performance that has a path coefficient of 0.80. Cultivation path has a positive influence on Employment that has a path coefficient of 0.82. Performance has a positive influence on Employment that has a path coefficient of 0.14.

University factor (UF) has a total effect and also directly effect changes of performance(P) at the degree of 0.809. It also has indirect effects and total effect changes of employment(E) at the degree of 0.083. Personal quality (PQ) has a total effect and also directly effect changes in cultivation path (CP) at the degree of 0.619. It also has indirect effects and total effect changes of employment(E) at the degree of 0.445. Performance(P) has a total effect and also directly effect changes in employment(E) at the degree of 0.102. Cultivation path (CP) has a total effect and also directly effect changes in employment(E) at the degree of 0.719.

**Objective 3: To analyze and suggest to improve the employment of graduates majoring in human resource management.**

According to the results of empirical analysis, this study proposes that colleges and universities should build a dynamic development path for college students' employability. This dynamic development path includes three stages, namely, the goal-setting stage, the development implementation stage and the development result evaluation stage. To achieve this dynamic development path, colleges and universities need to promote goal innovation, and management innovation, realize through personnel innovation and institutional innovation. Table 1 summarizes the results of the tested hypotheses.

**Table 1.** Summary of the Research Hypothesis Testing Results

Research Hypothesis	Results
Personal quality has a positive influence on the Cultivation path	conformable
University factor has a positive influence on Performance	conformable
Cultivation path has a positive influence on Employment	conformable
Performance has a positive influence on Employment	conformable

**Discussions**

The focus of this article is on the factors that affect the employment of undergraduate students majoring in human resource management and the paths to improve their employability. Unlike land resource management, graduates majoring in human resource management have a

wider range of employment, relying on the booming development of China's human resource service industry. The employment prospects of undergraduate graduates majoring in human resource management are also broader, so it is effective to improve the employability of human resource management, can effectively promote employment.

Research on student employability in the Chinese academic community covers a wide range of topics. And most research topics focus on connotation and composition. influencing factors and student employment assessment system. The connotations and elements of student employment are constantly expanding and evolving. Factors influencing student employment are constantly increasing and expanding. The student employability assessment system extends to customization and diversification.

In the 2020 research, Zhang Jie paid attention to the impact of national policies and enterprise employment demands on undergraduate graduate employment. But only the theoretical influencing factors were analyzed. This paper further corroborates from the point of view of data analysis that corporate employment demands and national policies have an impact on the employment of bachelor graduates. and further, improve the route to increase the employability of undergraduate graduates. Wen Lei and others (2022) conducted a study on "Analysis of Factors Influencing Employment of Bachelor's Degree Graduates". The research shows that some universities have insufficient screening and screening processes for employment information, and new graduates lack social experience. When they enter the job market for the first time and are exposed to a large amount of job information. They would naturally feel confused and anxious. Several reasonable approaches have been proposed to improve student employability rates. It aims to improve the employability rate of students by creating the core competitiveness of undergraduate students in finding employment. Dong Di (2022) found that the new normal economy will bring about a restructuring of market demand for talent. The overall structural demand for employment has decreased. While the demand for innovative talent will gradually increase even as the number and employment rate increase. But the competition in the talent market is more intense. Especially since 2020, COVID-19 has spread all over the world. Seriously hinder the normal development of the international economy and trade. It has also continuously promoted the adjustment and restructuring of China's economic system. In the process of these changes Although the demand for talent in the labor market has not fundamentally changed. But the impact of the demographic dividend is unclear. It also clearly shows that China's economic employment situation is constantly changing. And employment in certain industries will become very difficult.

Therefore, students should be more careful when choosing jobs. And they will consider more about the development of the industry. regional conditions Salary and other practical issues the new economy has brought some opportunities for student employment. But it also brings about employment conflicts caused by social restructuring. The employment base is large. And the saturation of the employment market has overcome the high challenge. Therefore, it is necessary to advise students to build a positive attitude about employment. Utilize all-around collaboration between schools and organizations. and strengthen mechanisms for promoting employment for students.

### **Knowledge from Research**

The study of factors influencing the employment of university students who graduated from human resource management in Taian City, People's Republic of China, found that in order to achieve the dynamic development path, there are innovations that colleges and universities need to foster, including:

- Target innovation refers to the fact that in the current context, universities should first scan their internal and external environment, and formulate clear employment ability development goals and differentiation strategies based on their own situation.

- Management innovation mainly refers to designing appropriate professional setting mechanisms, curriculum systems, training pathways, career guidance mechanisms, and interaction mechanisms with employers based on goals, so that these elements become guarantees for achieving goals.

This article focuses on analyzing the interaction mechanism between employers and career guidance, pointing out that the interaction mechanism with employers should shift from a traditional cooperative model to a comprehensive cooperative model, which is a very important implementation of the development of college students' employability. Career guidance for college students should run through the entire university stage, and different guidance should be given to students at different stages, and should develop the arrangement of entrepreneurship education courses, The introduction of professional qualification-oriented training methods is an important measure to improve the employability of students.

- Personnel innovation mainly refers to the transformation of attitudes, skills, - Personnel innovation mainly refers to the transformation of attitudes, skills, expectations, concepts, and behaviors of staff members, especially teachers, in order to create confusion about goal identification among teachers and improve their scientific research and teaching levels, in order to coordinate various elements and integrate the concept of employability development into the entire process of college students' employability development. This article also proposes to strengthen teachers' sense of organizational goal identification, strengthen their further education and on-the-job training, enrich their professional experience, and enhance their teaching and research abilities

- Institutional innovation mainly refers to the establishment of a result evaluation mechanism. Universities need to establish an evaluation system for college students' employability, that is, an evaluation mechanism for college students' employability. Through the evaluation mechanism for cultivating college students' employability, the degree of achievement of goals and the degree of compliance with social needs can be tested. It plays a role in controlling feedback and dynamic adjustment of other factors.

Universities should actively track and investigate employers and graduates, and collect evaluation information from employers and alumni on the school's goals and measures for improving the employability of college students, providing a basis for implementing the development of college students' employability.

## Conclusion

Improving employability is an important factor in promoting the employment of college graduates. In today's knowledge explosion, facing the challenges of economic globalization and the need for comprehensive industrial upgrading in China, building an employment ability training system that conforms to the laws of talent cultivation and the needs of the labor market in China will be the core of promoting the employment of graduates in China. At the same time, improving and improving employment guidance and services, doing a good job in graduate internships, job skills training, information collection services, and other work, is an important guarantees for promoting the smooth transfer of graduates from school to the workplace.

### 1. Improve Students' Personal Quality

College students majoring in human resource management should focus on improving their own literacy, but this educational responsibility should not be solely the responsibility of the school's education body but rather requires the joint efforts of multiple social entities to carry out talent cultivation tasks. Enterprises innovate their employment concepts, transform from "spot" to "futures", sign long-term employment agreements with universities, and jointly establish training bases to strengthen the close relationship between multiple entities in talent cultivation. Through

the five-in-one educational guidance form of school-enterprise administrative students, on the basis of carrying out talent training modes such as school-enterprise cooperation and integration of production and education, a pattern of interaction and intercommunication of educational subjects is constructed, and a high degree of consistency is maintained in the flow of talent information.

### 2. Cultivate Students' Practical Ability

Undergraduate universities should determine their own position and clarify the position of high-quality talent cultivation targets. We should gradually change and shape the employment concept of undergraduate students during the training process. and reform and improve the model of undergraduate talent training, for example, by promoting the integration of industry and education. school-school cooperation, a win-win situation for local schools' international cooperation and strengthening educational cooperation mechanisms for undergraduate students. Encourage undergraduate universities to carry out joint training of "3+2" integrating advanced technologies and talents. strengthening international cooperation in undergraduate training and expanding Sino Foreign Cooperation Undergraduate Program and expanding international joint training channels for undergraduate students. Promote the building of a "twin teacher" talent team and strengthen the undergraduate practice. Universities should use discipline building as a fundamental way to improve the level of scientific research among university professors. Improving university professors' knowledge and skills can be achieved through interdisciplinary universities or through effective interdisciplinary research organization models to foster interdisciplinary research and enhance professors' scientific research capacity. In order to meet market demand, gradually establish a professional setting assessment system and a professional warning and dynamic management mechanism related to industry and enterprises and institutions. Strengthen education in innovation and entrepreneurship for undergraduate students. As the core of university reform in the new era School organization, teacher quality and curriculum design are key factors affecting the effective implementation of innovation and entrepreneurial education. The innovation and design of the entrepreneurial curriculum is of the utmost importance. Improved job placement services for undergraduate students. Undergraduate universities should upgrade the status of Employment Advice Service Centers. Set up a special fund for employment guidance and development. and trying to improve the level of employment service for undergraduate students.

### 3. Cultivate Students' Professional

Undergraduate students should have a comprehensive and systematic understanding of the training objectives and requirements of their major, actively transform their educational concepts, strictly compare with the training requirements, and systematically master the core knowledge, abilities, and literacy of their major during the undergraduate learning stage. They should lay a solid foundation of knowledge in the professional field, form solid professional abilities, and master solid professional skills. Improve general comprehensive literacy and abilities. Undergraduate students should have a comprehensive and systematic understanding of the comprehensive literacy and ability requirements commonly used in their major and social work field. In the process of developing core professional knowledge, abilities, and qualities, they should participate in various learning and practical activities within the school and society during the undergraduate learning stage, and systematically master the abilities of information integration, effective communication, mutual assistance and cooperation, coordinated management, career planning, and problem-solving. In particular, they should cultivate a sense of career planning.

The talent cultivation of human resource management major needs to effectively combine the market demand and professional characteristics of the major. Emphasis on application, market, and characteristics, combined with the requirements of the times for talent development,

continuously revising the talent training plan for the human resources management major. At the same time, a scenario simulation course will be added, adhering to the principles of systematization and foundational in the course design, avoiding the complexity of course content, and scientifically and reasonably developing course content based on the professional needs of college students. At the same time, attention should also be paid to the second classroom education activities of human resource management, providing more professional practice opportunities for college students. Through internship training and skill assessment, they will be included in the total credit score. Corresponding talent training or certificate assessment mechanisms can also be established to encourage college students to actively participate in various professional skill qualification exams, and reward them with credits or scholarships to help them obtain more job "passes". In professional talent education and teaching, it is necessary to correspond to the standards of the talent market, pay attention to the cultivation of knowledge theory and skills, and comprehensively cultivate the professional literacy and comprehensive abilities of college students.

#### 4. Human Resource Management Practice Base

Employers should establish a new perspective on employment, based on the height of career development, and from the perspective of talent reserves, vigorously develop employment positions suitable for undergraduate graduates. At the same time, actively engage in talent cultivation in universities and participate in practical activities of university education and teaching reform through order training, two-way interaction between job supervisors and teachers, etc. Social employers should adhere to the principles of matching job positions with professional fields and job positions with professional abilities in the recruitment process for fresh undergraduate graduates based on their actual needs, and select outstanding undergraduate graduates. Create a relatively fair employment environment. Through investigation and interviews, it was found that there is currently a widespread phenomenon in the undergraduate employment market where social employers conduct differentiated recruitment for undergraduate graduates based on some preexisting conditions unrelated to job position attributes.

Universities should fully recognize the advantageous role of school-enterprise cooperation, and based on two-way selection conditions, enterprises should provide pre-job training for talents to be hired, in order to enhance the conversion ability of knowledge, theory, and practical operation of human resource management majors from the source. This is a key factor affecting the employment ability of university students. The position of human resource management in enterprises has put forward higher requirements for employees, and enterprises should start from the source and innovate curriculum design together with universities. In terms of this, it is necessary to include some practical course content in the curriculum of human resource management, actively encourage college students to participate in it, and actively mobilize their independent inquiry learning and practical abilities. Through the school enterprise cooperative education model, the employer and the main body of the university will have a "zero connection", and through the "order-based" talent training path, the professional design and internship will be divided together, and these two parts will be completed in the enterprise internship. In this process, cultivating students' knowledge, theory, and practical skills, thereby enhancing their employability, has resulted in a win-win situation for both universities and enterprises.

### Suggestions

Due to the fact that the research on the improvement of college students' employability is a comprehensive and dynamic issue, it is difficult to conduct a comprehensive and clear study. Firstly, the research on college students' employability is a complex problem that can be studied from the perspectives of education and psychology, as well as economics and management.

Therefore, there is no consistent model for its basic theoretical framework, Improving the employability of college students is an important research sub-field, and scholars from different disciplines have different perspectives on it; Secondly, the employability of college students is a dynamic issue, and the demand of society and employers for their employability is constantly changing. Therefore, it is difficult to grasp this trend of change; Thirdly, the diverse and widely distributed destinations of college graduates have led to difficulties in sample determination, making it difficult to obtain research data, further increasing the difficulty of this paper. Through nearly five years of research work, although this article has provided partial answers to questions such as what is college students' employability and how to improve it, it also feels that these studies are just the beginning, and there is still a long way to go in the future, From the current research level of this article, there are still shortcomings in the research on the employability of college students and their development paths, which need to be improved and deepened in future research. These limitations or areas worth further research mainly include:

1. One is the measurement of college students' employability. How to measure the strength of college students' employability is a question worthy of further research. This article does not analyze this issue as it focuses on college students' employability and its development path.

2. The second is whether there are differences in the extension and composition of employment abilities among undergraduate students of different majors (disciplines); Further in-depth exploration is needed on the path and implementation of developing the employability of college students from different majors, as well as whether there are differences in their implementation. It is also worth exploring whether there are differences in the connotation and composition of college students' employability among different types of universities in China and whether there are differences in the development paths and measures of employability. Due to limitations in research ability and energy, this article has not conducted in-depth research on this issue.

3. Thirdly, in connection with the above two issues, further in-depth research is needed on the development path and measures of college students' employability, and the formation of practical and actionable suggestions.

In short, the issue of college students' employability has become a theoretical and practical issue that many universities are concerned about. It is believed that more theoretical and empirical research on this aspect will emerge in the near future. This paper hopes to contribute to the theoretical research on improving college students' employability and provide some guidance for the practice of improving college students' employability, for possible future research directions, more in-depth research is needed from scholars in related fields, including myself.

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