



Research Article

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An empirical study on the influence of family background on the employment of College Students

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ABSTRACT

Many factors affect the employment of university students, including external factors such as the level of economic development of a number of factors, the employment system and internal factors such as students' personality characteristics, The survey, to Graduate Institute of land and resources, Nanchong City, Sichuan Province, China West Normal University as an example, from three aspects of employment opportunities, employment starting salary and considering careers of main factors analysis the employment of college students with different family, and the family background of university students employment effect and the mechanism of the impact, so as to provide some suggestions for how to solve the difficult problem of employment of college students.

Key words: Family background; College students' employment; Countermeasures and suggestions

INTRODUCTION

1. The research background

Due to the continuous enrollment expansion of colleges and universities, the number of college students in our country is rising year by year, college students' employment problem has been listed as one of key issues, to solve the problem of college students employment difficult, you need to explore the factors that affect the employment of university students, suit the remedy to the case, at home and abroad there have been many research on family background on the impact of the employment of university students, and "family background" is a vague and broad meaning of the concept, including parental occupation, income, education level, the location of the family, family harmony degree. Atkinson, Trinder and Maynard on the use of survey data (based on approximately County, England, 307 of father and son) on father's income for the year son income (1975-1978 years) of the correlation research. [1], Checchi et al. in the United States as a reference, to Italy, income, occupation and education level of intergenerational mobility were studied found these results than the United States to small, further, that family background for the labor market success is very important.[2] Corak also found that the relationship between the economic status of parents and adult children's success in the rich countries is significantly different;[3] In the domestic, Yu Zhou published the "employment of college students and the relationship between family background investigation and analysis", the article to the occupational status of parents as a measure of family background, through statistical analysis, to explore the relationship between family background and their employment starting salary.[5] XinXin Xu through the analysis of the obtained some units in our country exists internal recruitment and children inherit their parents working, and found varying degrees of correlation exists between the Department of father and children corresponding to the Department.[6]

Usually sense, family background is the organic combination of immediate family economic status, cultural degree, jobs and social status, in addition, due to the family relatives of the more obvious impact on the family, so the meaning of family background also includes family relatives and family background, Chinese Academy of Social

Sciences Research Institute published the "2002 China Social situation analysis and prediction ", the book on occupational classification based, organization resources, economic resources and cultural resources to share as the standard to divide the social class theory framework, Chinese social stratum divided by the high to low order for ten classes according to: state and society will management class, manager class, the stratum of private enterprise owners, professional and technical personnel class, work personnel class, a Body industrial and commercial households, commercial service employees, industrial workers, agricultural workers and urban and rural unemployed unemployed persons. This research according to this classification, parental occupation is divided into manual workers, general staff, management personnel, professional and technical personnel, self employed several, according to the classification of Land and Resources of China West Normal University employment data, combined survey of 350 senior students from different family backgrounds were investigated. To explore different family backgrounds employment of college students, and put forward countermeasures and suggestions on this basis.

2. Survey Results

2.1 Implement the work rate of university graduates from different family backgrounds

The rate of implementation in the work of graduates from different family backgrounds of the survey, the employment rate is the lowest of manual workers and self-employed professionals of children. Meanwhile, existing employment intentions rate of the child of the family of manual workers is relatively low, while a higher rate of implementation to determine the whereabouts of the managers, general staff, professional skill worker of their children. See table 1.

Table.1 The rate of job implementation of college graduates with different family backgrounds

Parents' occupation type	Rate of employment	Existing employment intentions rate
Manual worker	18.90%	35.10%
General staff	23.40%	35.10%
Managers	27.90%	51.20%
Professional skill worker	20.10%	39.40%
Self employed person	21.50%	25.70%

Table 1 shows that the children in the lower level of society, the employment rate and the employment intention rate are low, the employment problem is even greater.

2.2 Family economic conditions affect university students' employment

The family economic conditions of college graduates to the impact of university students' employment is the most significant. Within a family, the parents of their career will affect the whole family economic income, thereby directly affects children's employment problem. Through the statistics of the student file, in the graduate group, poor students have 57 people, there are 39 people employment or entrance, accounted for 68.4%, parents occupation mainly farmers, temporary workers and laid-off workers, the total number of non-poor students for 293, 237 jobs or education, the employment rate of 80.9%, as shown in figure1

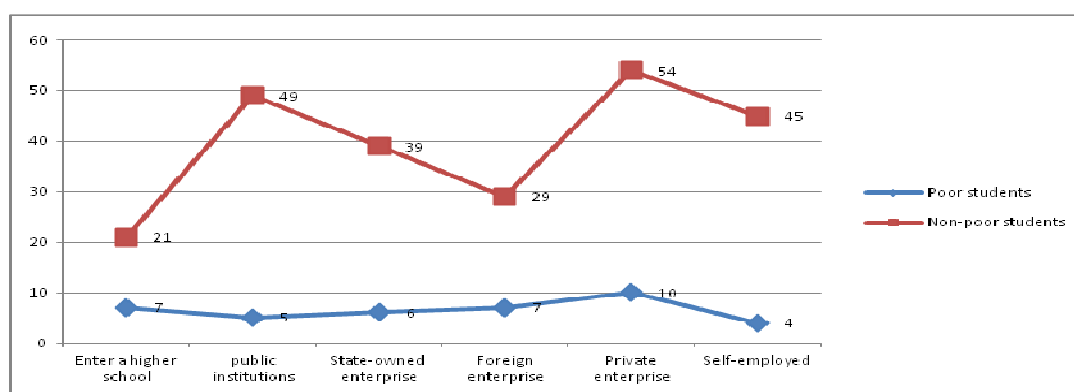


Fig.1 The impact of family economic conditions on the employment of College Students

2.3 Parents occupation and graduates employment starting salary

Graduates employment starting salary to a certain extent also reflects the quality of graduate employment. From table 4 data can be seen, family background and university graduates starting salary to have a relevant impact, the better family background, starting salary higher. The highest is the family background for the management of college students, the lowest for manual workers and self-employed. See Figure2, the gap between the two is 722 Yuan.

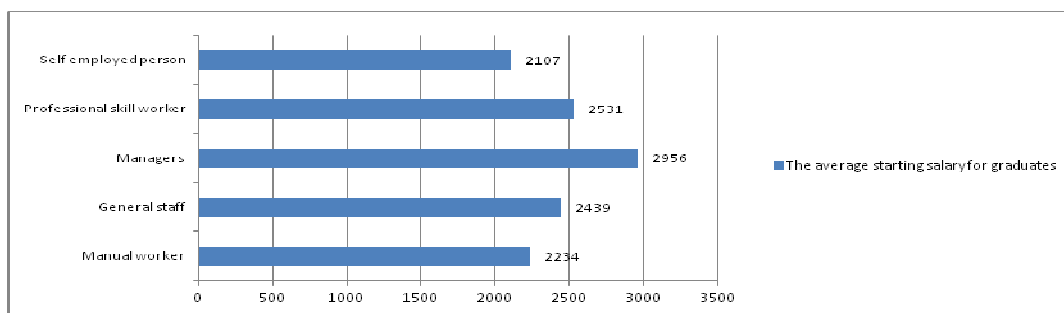


Fig.2 University graduates employment starting salary of different family background

2.4 Different family background of university graduates to consider the main factors when choosing a job.

College students employment standards mainly through "the main factors considered when choosing a career" to study, in the study, the children of manual workers is most concerned about their own economic income and development prospect of the individual, the children of ordinary employees are most concerned about Social status and income, the children of managers are most concerned about social status of the profession. Children of professional skill worker are most concerned about the development prospect of the individual, Self employment is most concerned about the development prospect. See Table 2:

Table. 2 The main factor in different family backgrounds graduates to consider when choosing a career

Parents' occupation type	Social status	Development prospect	Interests and hobbies	Income	Professional counterparts
Manual worker	32.10%	35.10%	10.10%	54.50%	8.70%
General staff	43.10%	23.10%	21.30%	33.20%	15.40%
Managers	65.50%	23.70%	33.50%	32.50%	7.50%
Professional skill worker	23.10%	34.50%	27.40%	23.50%	6.70%
Self employed person	23.50%	43.70%	34.50%	29.80%	12.30%

CONCLUSIONS

There are many factors that affect the flow of social class, such as the background of the times, the background of education, family background, etc. As an important embodiment of the social class, the influence factors of the employment of the graduates are also various. From the perspective of the capital, graduate employment influencing factors can be divided into two categories, a class is individual human capital, namely through their endowments and postnatal education and personal efforts to obtain. One is social capital, is mainly to obtain resources and social mobilization through family, relatives, and family and social relations [7]. Through the investigation of the first employment situation of college students, it can be seen that:

(1) Family background has a great influence on the initial employment, economic resources owned by the family, the more abundant cultural resources, organizational resources, the easier it is to find a better salary, more stable jobs in the initial employment, employment on the factors taken into account are more focused on the social status and development prospect. Good family background during a student looking for work, mainly in the family able to mobilize resources to form a social network. Chinese human society in reality, it has unique features to get students' employment or occupational status, which is not ignore the fact. Family social capital as an important part of the social capital, is the inexperienced college students are more likely to grasp and use of important resources.

(2) From the Angle of family, a graduate's employment quality is representative of a family's class status that, during the period of university students' employment, general family will mobilize all can mobilize social resources as much as possible to help a child to find a good job. Stage of the effect of family background is not just looking for a job, also reflected in the family has these resources, through different ways to affect the students based education and the development of higher education stage in terms of quality, such as the communication ability of students, the accumulation of knowledge, image, etc. Generally speaking, all kinds of resources rich family, can let their children to receive better education, the basis of more can let the children early education, these children in confidence, language expression and communication has a certain advantage, and these, just also is necessary for the employment quality.

(3) We must see that our study is the average level, only shows that family background on the quality of graduates' employment opportunities the difference but not the decisive difference. That is to say, different family backgrounds of the students in obtaining high quality jobs, only in the performance of opportunity inequality. From the above investigation we can also see that there are a certain percentage of college students from the lower social class,

through their own efforts to enter the party and government organs, institutions and state-owned enterprises, and so are recognized as a better employment units.

4. Countermeasures and suggestions

"Family background influence on the employment of children" is a social reality, in the short term is difficult to reverse. The Governments, schools and graduates should take the appropriate measures.

4.1 Aspect of government

In terms of the government, in recent years, in order to solve the difficult problem of employment of college students, the state issued a series to promote college students' employment policy, in developing the employment market, expand the employment space, increase employment opportunities, optimize the employment policy, employment guidance, employment services and other aspects of doing a lot of work. But in the enforcement of laws and regulations on employment, there are still some problems, often some recruitment scandal, affect the job market fair. Therefore, the government should improve the implementation of the employment policy and supervision, guarantee the equal right to employment, or appropriate to tilt to the vulnerable groups of employment system, to weaken or eliminate the "intergenerational effect", avoid employment discrimination occurring in the course of employment recruitment, employment information is not clear, internal recruitment and other irregularities, the establishment of a more fair, just and transparent employment system.

4.2 Aspects of College

The economic development of all countries in the world show that industrial structure adjustment will certainly bring labor structure and technological structure, such as a series of changes, China is in a period of structural adjustment of industry, causing employment generates new combinations. Professional structure adjustment of higher education in China to provide intelligence, talent and technology support for the school is lagging behind, professional structure is irrational, and the market demand contradiction. In order to change this situation, colleges and universities should get rid of the old ideas, actively adjust the specialty structure to adapt to the economic and social development strategy adjustment and optimization of the industrial structure of new requirements, reform and innovation, cultivate adapt to the social demand for talents;

Secondly the current education system \ culture objectives, professional settings, teaching content and significantly with for the characteristics of urban services, students will receive more and more reflect the city's concept of values, which from the values resulted in college graduates employment preference city and remote rural areas. This tendency is subtlety in the long course of education; university graduates in the employment, the big city will naturally and economically developed area as the preferred. Therefore, colleges and universities should pay attention to the diversification of education, from the training objectives, professional settings, teaching content to the concept of education must be taken into account in various fields, China's socialist construction industry, all levels of the university graduates have strong adaptability; to strengthen the minor family economic difficulties students employment guidance and services, and the implementation of double graduate employment support policies, take one of the supporting measures, in-depth and meticulous economic difficulties students employment guidance work, runs through the entire process of occupation guidance concept, in the University for four years, the economic difficulties students consciously expand training occupation career planning, business and occupation ability, improve family the background of difficulties of students' comprehensive quality and employment ability.

4.3 Student individual

From the point of view of college students, we must first face the reality, expand the field of vision, college students should strengthen their own quality of the training and promotion.

Show me in the rapid development of society and environment in the complicated situation; seize the opportunity, the development of self. Not only to attach more importance to the mastery of their theoretical knowledge and professional skills, but also to improve the person's humanities accomplishment and political literacy, to establish a diversified, multi form of employment outlook, employment opportunities, timely adjustment of employment mentality, maintain a calm state of mind in the impetuous society. Second, we must as soon as possible to make career planning and recognize their advantages and disadvantages, accurately positioning of employment, for the study, through a variety of ways to understand professional needs of society, make full use of school and various social platform to exercise their own, actively participate in social practice and social services, improve personal communication and coordination ability, expression ability, management ability and organizational capacity, enhance the comprehensive quality and the employment competitive power in the University for four years. Again, family background and weak students should also recognize and improve personal capital at the same time, also learn the use of social resources, grasp the government preferential policies on employment, such as entrepreneurship support policies, grasp the school and teacher's employment resources, make full use of network

resources, collecting seriously, the recruitment information, for its better employment escort.

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