



Research Article

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Study on evaluation index system of graduates' employment quality based on labor rights

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ABSTRACT

Based on related research on evaluation index of comprehensive quality of University Students' employment at home and abroad, this paper based on the perspective of labor rights, from the eight aspects of right to work, remuneration right, the right to rest, occupation training, occupation safety and social security select 34 university students employment quality evaluation index. And the analysis of Delphi and analytic hierarchy process to the empirical selection evaluation index, establish evaluation index system of University Students' employment.

Key words: Employment quality; Labor rights; Evaluation index

INTRODUCTION

In recent years, with the number of graduates has increased, university students' employment has become a very important social problem. University Students' employment not only has quantity problems, but also has quality problems. Only put emphasis on employment quality referred to as even greater heights than employment numbers, improve the quality of employment, can we generally promote the true quality of life and the well-being of University students. Therefore, how to evaluate the students' employment, and construct a relatively accurate measure of university graduates employment quality evaluation system, used for initial guidance and evaluation of the employment of university graduates has important practical significance.

1 Literature Review

Labor Rights is the able-bodied citizens to get involved in social work and the right to receive appropriate compensation. Labor rights for its own composite features including human rights elements and development rights, to meet the minimum survival needs of the social members, and development needs of sharing the achievements of social and economic, it's the basic tasks to the state and society. As an important part of human rights, Labor rights is a means of rights that ensuring the human right to survival. The realization of Labor rights not only needs to meet with a variety of subjective and objective conditions, there must also be a series of security means to follow up^[1]. Through legislative, administrative and judicial intervention and supervision to the employer, State assumes the obligation to protect the labor rights of citizens. Under the premise of the fundamental status of labor rights has been recognized by constitution, then through collaboration with law enforcement and the judiciary, State can protect labor rights and achieve national security obligations.

The evaluation index of graduates' initial employment quality is the premise of evaluation of graduates' initial employment quality and improvement of graduates' employment problem. On the basis of determining the evaluation index of graduates' initial employment quality, many scholars have carried out relevant research. Foreign research in America and Europe on the employment quality is mainly for all major foreign workers in a country or region, or special industry and some of the vulnerable groups, but graduates have the upper hand in the jobs market, so little research about the quality of the students' employment. Chinese domestic scholars have their own relevant insights and cognition to design the evaluation index system of the graduates' employment quality. In the design of

university graduates' employment quality evaluation system, Ke Yu proposed indicators should take into account a wide range of graduates' employment rates, wage levels, social recognition, etc^[2]. By referring to the employment quality evaluation system proposed by Liu Suhua, Yang Heqing and Li Jia constructed the evaluation index system of the University Students' employment quality, the first levels are working conditions, social security, labor relations, and has 12 second level index^[3]. From work conditions, work environment, labor remuneration and other nine indicators, Wang Bangtian think that can judge the level of University Students' Employment Quality^[4]. The comparison of graduates' employment quality evaluation indexes is shown in Table 1.

Table 1 comparison of Graduates employment quality evaluation index

Scholars	Evaluation Index
Yang Heqing, Li Jia	Working conditions, labor remuneration, working hours, job stability, training of employees, social security, labor contract duration, trade unions, labor relations
Qin Jianguo	Employment system, employment services provided by the school, students' employment pressure exists, working conditions, work environment, compensation, job satisfaction, job stability, labor relations harmony, participation in decision-making, career prospects, social security, workfare
Ke Yu	The employment rate, employment unit level, job level, professional counterparts, labor remuneration, employment structure, employment region, social recognition, graduates body recognition, the employer's approval
Wang Bangtian	Working conditions, work environment, work stability, labor remuneration, welfare to work, occupation development prospects, job satisfaction, professional counterparts, the employment rate
Liu Suhua	Working time, labor remuneration, working stability, access to new knowledge and new skills, work environment, work safety, work psychological environment, trade union organizations, participation in decision making, harmonious labor relations, social security
Li Junfeng	Employment voluntary, the stability of employment, labor remuneration, working hours, labor intensity, labor relations harmony, participation in decision making, the welfare and social security, occupation development, access to new knowledge and new skills
Ye Jinzhu	Labor remuneration, working opportunities, occupation development prospects, job stability, occupation prestige, job satisfaction
Li Bin	The school provides employment, employment services, employment of university students there is pressure, working conditions, working environment, job reward, job satisfaction, job stability, the harmony of the labor relationship, occupation development, opportunities for advancement, social security, welfare to work

From the relevant evaluation index system, the measure index proposed by scholars is flexible, and it reflects the dynamic nature of multi-dimensional. The 18th national congress proposed, the high job quality requires that the society should provide equal employment opportunity and thoughtful service for workers, at the same time, the employer should provide stable long-term jobs for the staff, and provide the working conditions and working environment to protect their life^[5]. Labor right is an important part of human rights, owing to the properties of right to subsistence and development and concern. Quality of employment can only come through a proper evaluation of workers themselves, only the employees themselves will ultimately determine the quality of work^[6]. High employment quality must protect and implement labor rights of workers, and harmonious labor relations are to achieve the balance between maximum economic efficiency and optimal protection of labor rights at a higher level^[7]. Therefore, from the perspective of the labor rights, this article builds the evaluation index of graduates' initial employment quality.

2 The theoretical selection of evaluation index

Graduates' initial employment quality refers to the level that features available of the work performance and inherent work to meet the requirements of the graduates. It reflects the employment structure, level, nature and quality^[8]. Under the perspective of labor rights, the theoretical selection of evaluation index should be based on connotation of labor right. At the same time, it should meet the needs of employment quality continuous improvement in the social development. In the perspective of labor right, as a kind of measure results, initial employment quality of graduates is in eight areas, such as work, remuneration, rest and so on.

The right to work is to obtain job opportunities of the State and Society provided; Remuneration is the right to obtain payment for labor; Rest is the right to obtain the rest and vacation time; Occupational safety is the right of workers get protection of the safety and health, and protection from occupational injuries; Vocational training of workers is the right of access to vocational training and education; Democratic management are the rights of workers can monitor and make recommendations on the production, operation and management of the unit; Solidarity rights are fundamental rights recognized by the Constitution and labor law workers; As one of the labor rights, Social Security is the right to obtain social security and welfare.

Based on the understanding of labor rights and the connotation of employment quality, and on the basis of reading the existing literature, we build the evaluation indicators of the graduates' initial employment quality from eight aspects of labor rights, formed a two-level, eight basic modules of 34 indicators. Specific indicators show in Table 2.

Table 2, the theoretical selection of evaluation index

evaluation index	first grade indices	second grade indices			
	work	1 Professional counterparts	2 Decent work	3 Job availability	4 Working non-discriminatory
remuneration	5 job status 6 pay level 7 Accommodation arrangements 8 channel promotion				
rest	9 Working hours rationality	10 Work atmosphere	11 rate of work	12 operating duty	
occupational safety	13 workplace safety 14 job stability 15 Corporate credit 16 health condition				
job training	17 Training and Learning	18 prospects for development	19 innovation ability	20 equality of opportunity	
democratic management	21 union organization	22 Employees Informed	23 Employee involvement	24 managerial supervision	
Coalition right	25 the spirit of teamwork 26 Collective bargaining 27 right to strike				
social security	28 endowment insurance 29 hospitalization insurance 30unemployment insurance 31employment injury insurance 32 maternity insurance 33 housing fund 34 Other commercial insurance				

3 The empirical selection of evaluation index

From the perspective of labor rights, the theoretical selection of graduates' initial employment evaluation index is designed by the connotation of labor rights and the results of existing research, so it comes with the inevitable subjectivity. Therefore, it is necessary to do the empirical selection for the theoretical evaluation index, to enhance the scientificity and usefulness of the indicators.

(1) Screening indicator system using the Delphi method

The first round of expert evaluation. After the initial establishment of the index system, in order to make it more comprehensive and scientific, in this paper, we using the Delphi method to modify the index system. The questionnaire was administered to four experts according to the steps of the Delphi method, summary of expert opinions are as follows:

The first expert generally agree that the structure of the index system, he suggests that we should add in the rest indicators of paid leave, the work atmosphere and other indicators;

The second expert agree the structure and specific indicators the index system. But he thinks work stability under occupation safety index is broad, can be changed to work time stability. Belong to Coalition right, the collective bargaining and the right to strike is not applicable for graduates' first employment, we can add the group activity indicator;

The third expert believe that the classification of indicators need to make the appropriate adjustments, secondary indicators under return index should be carefully decomposition, Work risk can replace health condition indicator, and he proposed to increase the indices, such as comprehensive strength of an enterprise level and so on.

The forth expert basically agreed with the index system structure, and he said that it's a more comprehensive secondary indicators. He argued that decent work indicator should not belong to work, but should associate with the occupation prestige inside the return index, and equality of opportunity should belong to the work index.

We have collected and sorted four experts' advice, the modified the index system as the following:

Table 3, the results of the first round of screening indicators

evaluation index	first grade indices	second grade indices			
	work	1 Professional counterparts	2 equality of opportunity	3 Job availability	4 Working non-discriminatory
remuneration	5 job status 6 pay level 7 Accommodation arrangements 8 channel promotion 9 Work atmosphere				
rest	10 Working hours rationality 11 vacation with pay 12 rate of work 13 operating duty				
occupational safety	14 workplace safety 15 Working time stability 16 business comprehensive strength 17 Work risk				
job training	18 training opportunity	19 prospects for development	20 innovation ability	21 Job learning	
democratic management	22 union organization	23 Employees Informed	24 Employee involvement	25 managerial supervision	
Coalition right	26 the spirit of teamwork 27 Group activities				
social security	28 endowment insurance 29 hospitalization insurance 30unemployment insurance 31 employment injury insurance 32 maternity insurance 33 housing fund 34 Other commercial insurance				

The second round of expert evaluation. Select the researchers engaged in the relevant aspects of the quality of employment as an expert, they have relevant professional knowledge and rich experience, and have unique insights as to how to establish the evaluation index system of graduates' initial employment quality. According to the results of the first round, make the selected indicators develop into questionnaire, and invited experts in accordance with the

"important", "more important", "important generally", "less important", "not important" were given 9, 7, 5, 3, 1 of the score, grant 20 questionnaires, 20 shares of effective questionnaire altogether.

Used arithmetic mean value of the index score to indicate the "degree of opinion concentration" of experts, used variation coefficients of the index score to indicate the "degree of opinion coordination" of experts, the smaller the variation coefficients, the higher the "degree of opinion concentration" of experts.

Assuming that X_{ij} represents the value of index j scored by the i -th expert, there are n experts, m index.

$$M_j = \frac{1}{n} \sum_{i=1}^n X_{ij}$$

$$S_j = \sqrt{\frac{1}{n-1} \sum_{j=1}^n (X_{ij} - M_j)^2}$$

The calculation formula of variation coefficients: $V_j = S_j/M_j$

V_j — the variation coefficients of the index j ;

S_j — the standard deviation of the index j ;

M_j — the arithmetic mean value of the index j ;

The lower the V_j is, the higher the "degree of opinion concentration" of the index j is.

According to the above method to do statistical analysis for the data obtained by questionnaires, we calculate the "degree of opinion concentration" and "degree of opinion coordination" of 34 indexes.

The resulting coefficient of variation of each index scores between 0-0.69, and the variation coefficients of two indicators greater than 0.5, they are the union organization and other commercial insurance.

The "degree of opinion concentration" indexes greater than 6.0 were selected, the results shown in Table 4:

Table 4, the results of the second round of screening indicators

Theme	Index	degree of opinion concentration	degree of opinion coordination
work	1 equality of opportunity	6.1	0.271
	2 Job availability	7.1	0.309
remuneration	3 job status	6.1	0.225
	4 pay level	7.3	0.204
	5 channel promotion	6.8	0.268
	6 Work atmosphere	6.6	0.288
rest	7 Working hours rationality	6.2	0.265
	8 rate of work	6.0	0.315
	9 operating duty	6.2	0.285
occupational safety	10 workplace safety	6.9	0.332
	11 comprehensive strength	6.2	0.321
	12 Work risk	7.3	0.204
job training	13 training opportunity	6.3	0.296
	14 prospects for development	7.7	0.153
	15 Job learning	6.3	0.330
social security	16 endowment insurance	6.3	0.314
	17 hospitalization insurance	6.7	0.295
	18 unemployment insurance	6.4	0.270
	19 employment injury insurance	6.6	0.271
	20 housing fund	6.4	0.289

The resulting variation coefficients of each index scores were between 0-0.35, indicating indexes got a high degree of opinion coordination of the experts.

(2) AHP to determine the index weight

We use AHP to determine each index weight of university students' initial employment quality. This method not

only focus on expert's opinions and views but also use appropriate mathematical tools to process expert's opinions, which has strong objectivity. This article has invited 20 experts judging on the degree of importance of the indicators, comparing and scoring each level indicator. 20 questionnaires were returned 20 copies. The basic steps are as follows:

Firstly, I need to create a hierarchical model. In this study, the quality of students' employment evaluation system is this model.

Secondly, I need to construct a judgment matrix. The first step is to construct a judgment matrix of the overall objective and each part of the first layer index, then constructing a corresponding judgment matrix aiming at the secondary level indicators included in the first level index. Usually we use 9 scale methods to assign the judgment matrix's elements.

Finally, I need to do the order and consistency checking of level. According to the judgment matrix to process relative weight of each element of lower layer with some criterion, and do consistency checking.

Using MATLAB software, based on questionnaire data, after the above steps, we can get university students' initial employment quality evaluation index weight in the perspective of labor rights (Table 5).

Table 5 Final evaluation system

Theme	Index	Weights
Work	1 equality of opportunity	0.053
	2 Job availability	0.071
remuneration	3 job status	0.022
	4 pay level	0.046
	5 channel promotion	0.043
	6 Work atmosphere	0.037
Rest	7 Working hours rationality	0.046
	8 rate of work	0.028
	9 operating duty	0.049
Occupation safety	10 workplace safety	0.143
	11 comprehensive strength	0.045
	12 Work risk	0.190
Vocational training	13 training opportunity	0.036
	14 prospects for development	0.043
	15 Job learning	0.028
Social security	16 endowment insurance	0.025
	17 hospitalization insurance	0.041
	18 unemployment insurance	0.012
	19 employment injury insurance	0.023
	20 housing fund	0.019

CONCLUSION

The main purpose of this paper is to construct the initial job evaluation system of university students based on the perspective of labor rights, and assessing the university students' initial employment quality levels. Firstly, I conducted the quality of university students' initial employment levels, and doing theory selection which base on labor rights of university students' initial quality evaluation index system. Secondly, we used the Delphi method to determine the initial job evaluation system of university students based on the views of relevant experts. Finally, using AHP to determine the index weight, forming initial job evaluation system of university students based on labor rights perspective; including the six levels of work, remuneration etc, and 20 indicators such as equal job opportunities, wage levels etc. The index number of this index system is simplified moderate, easy to collect data, and with a stronger operational, which can be used to assess the status of the quality of employment Students in China, to improve and enhance the quality of employment university students. With the development of society, this system also requires constant revision.

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