

Research Status of Employment Intention of Medical Undergraduates

Zhenzhen Zhang

Department of Preventive Medicine, School of Medicine, Tibet University, Lhasa, Tibet, 850000, China

Abstract

Up to now, the surveys on the employment intention of medical students at home and abroad tend to be mature, but there are few studies on some remote areas and ethnic minority areas. Therefore, this study aims to review the employment intention of medical undergraduates at home and abroad and its influencing factors, to provide theoretical guidance for further investigation.

Keywords

Employment Intention of Medical Students; Surveys; Influencing Factors; Clinical and nursing specialty.

1. Background and Significance of the Topic Selection

Employment is a prominent problem in society. At the Standing Committee of the State Council in January 2017, Premier Li Keqiang called "guaranteeing employment" the "most important responsibility" of the government, which shows that the party and the government attach great importance to employment issues. College students, as a special group, have more important employment issues [1]. The graduates of Tibetan colleges and universities are the main people employed in the Tibet region. Their employment problem also affects the development of the entire Tibet Autonomous Region, and affects the future economic trend and social stability of Tibet. Therefore, it is urgent to solve the employment problem of college graduates in Tibet.

At present, most of the students in the Tibetan colleges and universities in the district prefer government employment, that is, they choose to apply for the civil service examination, and most of them intend to stay in Tibet and their hometown, while the employment choices of students outside the district are more balanced. The number of students in the district who choose to continue their postgraduate studies is very small. Most graduates hope to have a stable job and income, but this also greatly increases the pressure of public examinations in Tibet, resulting in a shortage of talents for technical positions. Therefore, the employment concept of medical students can be correctly analyzed, so that targeted strategies can be taken.

Table 1 Analysis of general data

		Number (person)	Constituent ratio (%)
Gender	Male	188	35.9
	Female	336	64.1
Nation	The zang or tibetan people	325	62.0
	Han nationality	182	34.7

	Hui nationality	2	0.4
	Other	15	2.9
Grade	Freshman Student	142	27.1
	Sophomore Student	135	25.8
	Junior Student	98	18.7
	Senior Student	95	18.1
	Fifth year of College	54	10.3
Major	Clinical Medicine	274	52.3
	Nursing	250	47.7
Is he a student cadre	Student Cadres	114	21.8
	Ordinary students	410	78.2

2. Research Status of Employment Intention of Domestic Medical College Students

2.1. The Research Status of Employment Intention of Domestic Medical College Students

According to a sample survey of a medical school in the west in 2011, 516 people (64%) chose to get employment directly after graduation, and 53% of the students in this group "employment first and then postgraduate entrance examination"; 205 people plan to "direct postgraduate entrance examination" (26%), facing the severe employment situation and the pressure of postgraduate entrance examination, the "postgraduate entrance examination fever" has declined, and most students choose to find employment first; only 7% of medical students choose "self-employment", a relatively low proportion. It is difficult for medical graduates to find employment at present. Nearly one-third of the respondents believe that "large number of employed people" is the main reason for the difficulty in finding employment. "Lack of clinical experience" and "high expectations" are also important reasons that cannot be ignored (both 22%), only 8% believe that "lack of employment skills" is the reason for their employment difficulties [2].

According to the data from the central region, according to the survey results of Xinxiang Medical College in 2015, the whole process of teaching students for postgraduate entrance examination accounted for 77.88% of the total, it can be seen that the proportion of students taking postgraduate entrance examinations is relatively large, and postgraduate entrance examinations have become the main direction of medical interns' will to graduate, which is quite different from the medical schools in the western region mentioned above. Due to the severity of the current employment situation for medical graduates, only 14.16% of students choose to be employed. Therefore, during the internship, clinical medical students generally arrange time to review theoretical knowledge and actively prepare for postgraduate entrance examinations. According to the survey data, the main reason for medical students to take the postgraduate entrance examination is to increase their employability. There are 72 survey respondents, accounting for 63.72%, at the same time, 15.93% of students choose postgraduate

entrance exams because it is not easy to find a satisfactory job when they graduate from a clinical undergraduate degree.

The clinical medical students who participated in the survey were more inclined to choose tertiary hospitals for employment. The number of students who chose tertiary hospitals was 82, accounting for 72.57% of the total number of people in the survey, among the respondents, 11.50% and 13.27% of the respondents chose secondary hospitals and primary hospitals, indicating that the vast majority of clinical medical students will give priority to regional hospitals with high-level medical and health services in the process of employment, however, they are not sensitive to the recruitment of talents in non-public medical institutions such as private hospitals, so medical students have relatively simple employment choices. Among the students surveyed, 42.48% of clinical medical students pay attention to the level of salary in employment, the work unit provides high salary in the attraction of talents has an advantage, and 32.74% of the medical students pay attention to the personal development space provided by the unit when choosing the work unit. The proportion of job selection is 10.62%. Therefore, in the process of employment selection, clinical medicine graduates will comprehensively consider factors such as salary and personal promotion space provided by the workplace.

From the data of the eastern region, the research data of Shandong University in 2014 showed that 50.30% of the students expected to go to work after graduation, and 39.8% of the students said they expected to continue their studies. The first thing to consider is the salary, development opportunities and their place of work, and the expected employment area is mainly concentrated in the eastern region (75.4%), followed by the central region (9.34%); On the issue of off-site employment, only 27.5% of students can accept off-site employment; Among all the students surveyed, 77% of the students expected to go to medical and health institutions for employment, and 8.45% expected to go to schools and scientific research institutions. Before graduation, 82.39% of the students had done career planning; among the factors affecting the intention to choose a career, practice and work experience, professional knowledge, social relations, and communication skills were the main influencing factors. Among the social relationship factors, parents and other relatives are the most influential factors, and only 22.88% are optimistic about the employment prospects. The results of the corresponding analysis of employment intention and employment psychological pressure show that there is a significant corresponding relationship between the expected employment direction, employment outlook, attitude towards national employment policy and employment pressure in employment intention.

2.2. Research Status of Employment Intention of Tibetan Medical College Students

According to the research results of a medical school in Tibet: the vast majority of pharmacy students choose to work first and then choose a career, accounting for 73.7%; most students choose to recognize the market situation first and change themselves, accounting for 72.8%; 63.2% of the students majoring in pharmacy believe that the current employment situation is very severe, and 34.2% of the students believe that there is pressure to be motivated. In terms of career planning, 49.1% of the students started their own career planning in their junior year, and only 12.3% of the students did their own career planning in their senior year; in terms of career choice, 30.7% of the students chose a relatively developed city, believing that there is more room for development; in the choice of career units, 59.6% of the students chose the national institution for employment, and 45.6% of the students wanted to go to the national institution of the hospital or pharmacy. Most pharmacy students consider stability as the main factor in the career selection process, accounting for 57.0%. The above results show that pharmacy majors prefer national institutions (stable) and more developed cities (promotion and learning opportunities) when choosing careers.

In the employment intention and career bias of pharmacy majors, biased towards national institutions, more developed cities, and the number of people who expect to go to the grass-roots level is few, which may be due to the fact that the national institutions are set up by the state, belonging to institutions with a certain public welfare nature, stable work, stable income, pressure and competition, fixed commuting time, guaranteed rest time, parents are assured, and the family is at ease; More developed cities can be exposed to the most advanced technology and management knowledge, can make progress and development with the times, improve the knowledge level of graduates, and comprehensively improve the practical ability and self-literacy of graduates. 32.5% of students' employment expectations are generally high, and the expected salary is 6900-7800 yuan, which indicates that modern college students may have a widespread phenomenon of "eye master and low hand", which may be related to factors such as employment unit, altitude, and academic level. It is expected that the number of Tibetan medicine enterprises will be larger, while the number of independent entrepreneurs will be smaller; The main considerations in the career selection process are stability and lack of entrepreneurial spirit. Only 30.7% of students want to go to graduate school, which may be related to the saturation of jobs in the region, economic factors such as their own families, and students' own factors.

2.3. Comparison of Employment Intentions of Medical College Students in the Mainland and Tibet

63.7% of mainland college students choose to take postgraduate entrance exams, which is much higher than 30.7% in Tibet. From the analysis of the college students who choose employment in Tibet, more than half of the students surveyed intend to choose civil service employment when they graduate, while 13.5% of the students choose to work first and then choose a career after failing to pass the public entrance examination, waiting for the public recruitment examination in the second year; most of the 30.7% of the students who choose to take the postgraduate entrance examination are from the mainland, and most of the students in the district will choose direct employment, even if they have the opportunity to protect the postgraduate study, they will give up; only 15.5% of the students choose various employment situations such as self-employment, which shows that our students lack entrepreneurial spirit and are eager for stable income. This has a lot to do with job saturation in Tibet, family economic factors and students' own factors. And before graduation, 82.3% of mainland university students have made their own detailed career plans before graduation, which is much higher than 61.5% in Tibet. This shows that a large proportion of students in Tibet have less plans for the future.

According to the above materials, we can see that compared with medical students in inland universities, Tibetan medical students are more inclined to the state and public institutions in their career choices, and most students are not very enthusiastic about going to the grassroots level. After graduation, students choose to stay and work in the local area and do not want to go to the mainland, which leads to the gradual increase of employment pressure in Tibet.

3. Influencing Factors of College Students' Employment Intention

The influencing factors that affect the employment of college students can be divided into several categories, namely social factors, family factors, policy factors and so on.

3.1. Social Factors

It mainly includes two dimensions. On the one hand, when job seekers are employed, they will give priority to developed regions, but the absorptive capacity of developed regions is limited, which increases their psychological pressure on employment. On the other hand, the lack of demand caused by asymmetric market information in our country and the imperfect

mechanism of employment innovation and self-employment in the country restrict the innovative and entrepreneurial spirit of job seekers, resulting in low employment efficiency.

3.2. Family Factors

This has a lot to do with some of the expectations of the parents of the students, as well as the occupation, economic income and cultural level of the parents. Parents are the child's first teacher, in fact, in many students when they are young, parents have inadvertently instilled some of their own employment concepts into their children, which sets a potential goal for children in the dark, and constantly encourages children to complete this goal; The parents' economic income and cultural level also determine the child's vision and insight, the child hears more and sees more, and the concept of employment will naturally be improved; Moreover, some parents are also forcing their children to complete their unfulfilled dreams when they were young, ignoring their children's own ideas and imposing their own ideas on their children, which is also an important factor in the change of students' employment concepts.

3.3. Policy Factors

The underlying reasons for the increasing gender differences in the employment quality of college graduates in our country lie in the imperfect legal system and the social gender concept in the labor market. The study made a quantitative comparison of the employment quality of male and female employees in my country, and concluded that the difference in employment quality was caused by From the macro-level analysis of the educational level of men and women, social gender concepts, and gender discrimination in the labor market, it is believed that the employment quality of college students is largely affected by government policies, social and economic development. The government of the autonomous region attaches great importance to the employment of college students, and has issued various preferential policies to fully explore various employment positions and create more employment opportunities for graduates. However, among the students surveyed, only a few students have a detailed understanding of the policies.

4. Conclusion

The employment situation of medical students is not optimistic. The job market has entered a buyer's market. The gap between talent supply and demand has widened, and structural contradictions are prominent. This has not only the severe impact of the overall employment situation in our country, but also the impact of certain particularities and laws. At present, the main factors affecting the employment intention of medical students in the Mainland are salary and employment area. The main factors affecting the employment intention of medical students in Tibet are the nature of the unit and the employment area. It can be seen from this that most students' career choices lag behind economic and social development to a certain extent. In the process of job hunting, they are often hindered by traditional concepts, which seriously affects employment. It can be seen from this that it is of great significance to educate and guide students' employment concepts. Schools can help college students establish a correct employment concept and make career plans in advance. Based on this, medical colleges in Tibet should strengthen the professional knowledge level of medical students, cultivate their ability to learn skills, and attach importance to the clinical practice process. At the same time, medical students should continue to practice and exercise, enrich their own experience, and ultimately serve the economic and social development of Tibet.

To sum up, schools should strengthen the guidance of the correct outlook on life, the society should strengthen public opinion propaganda, encourage students to find employment at the grassroots level, and at the same time, according to the needs of students in various majors, put forward targeted talent training plans.

References

- [1] Q. Jiang (2018). Investigation and Research on Employment Intention and Employment Destination of College Students in Tibet Autonomous Region--Taking Tibet University as an Example. *Tibet Technology*, no.6, p.34-37.
- [2] S. Wang and W. Sui (2011). Undergraduate Medical Students' Primary Employment Intention Andcauses Analysis in West China. *Modern Preventive Medicine*, vol.38, no.16, p.3222-3224.
- [3] Q.L. Zhou (2017). A review of college students' employment issues and policy research under the new situation. *Academy*, no.10, p.98-103.
- [4] M.X. Zhang (2020). A summary of the current situation analysis and countermeasures of medical students' employment. *Scientific and Technological Information*, no. 5, p.15-17.
- [5] H.F. Fan, W.L. Hu and L. Long (2020). Investigation and difference analysis on employment intention of clinical medicine and nursing students in a medical college. *Journal of Chengdu Medical College*, vol.15, no.2, p.266-268.
- [6] N. Liu and P. Liu (2020). Analysis of employment psychology problems and countermeasures of medical students in local colleges and universities--Taking Jingtangshan University Medical Department as an example. *Scientific Journals*, no.03, p.176-177.
- [7] T.H. Zhang, Y.Y. Zhu and S.J. Ma (2019). Investigation and countermeasures of medical students' employment intention. *Scientific Journals*, no.02, p.188-189.
- [8] T. Xue and X.H. Liu (2014). A sample survey report on the employment intention of college students in Tibet universities--Taking the College of Agriculture and Animal Husbandry of Tibet University as an example. *Tibet Technology*, no.06, p.32-34.
- [9] D. Tudan, Z. Yu, Y.C. Zhang, et al (2020). Investigation and analysis of employment intention of undergraduates majoring in Tibetan medicine in Tibet University. *Tibet Technology*, no.08, p.38-41.
- [10] F. Wang, Y. Liu, J.B. Pi, et al (2021). A study on the influencing factors of employment intention of college students in a medical college in Shenyang. *Continuing Medical Education in China*, vol.13, no.03, p.47-50.
- [11] Y.J. Pu, M.J. Qiu and S.D. Liu (2017). Investigation report on employment intention and influencing factors of general higher medical students. *Scientific Public*, vol.06, no.04, p.124-126.
- [12] B.T. Wang (2017). A Summary of the Research on Employment Guidance for College Students. *Teaching Research*, no.23, p.242.
- [13] F. Wu (2020). A summary of the analysis of factors affecting employment. *Guangxi Quality Supervision Herald*, no.6, p.30+24.
- [14] H.P. Wang and X.H. Jiang (2019). A Summary of the Research on the Employment Quality of College Students in my country. *Higher Education Research*, no.04, p.52-26.
- [15] J.L. Li, W.Q. Ying and J.H. Wu (2005). An Exploration on Constructing a Scientific Evaluation System of Employment Quality in Colleges and Universities. *Modern Education Science*, vol.73, no.3, p.60-62.
- [16] Z. Zhang (2021). A Summary of the Research on the Difficulty in Employment of College Students in my country. *Social Gathering*, no.01, p.22-23.
- [17] Y.L. Liu (2017). Existing problems and countermeasures in the employment of college students. *Chinese Training*, no.06, p.337.
- [18] D. Hu (2020). A Summary of the Research on the Employment of Contemporary College Students in my country. *Employment of Chinese College Students*, Liaoning Education Research.
- [19] Y.J. Xia (2020). A Literature Review on the Employment of College Students. *Think Tank Era*, no.07, p.115-116.
- [20] H. Kong (2004). The Reasons and Countermeasures of the Difficulty in Employment of College Graduates. *Liaoning Education Research*, no.02, p.58-59.

- [21] G.C. Feng ,R. Gu (2021). A Summary of the Research on the Employment of College Students under the influence of epidemic situation. *Cooperative Economy and Science and Technology*, no.09, p102-103