

Analysis of Inside and Outside Uncertain Factors in the University Employment Predicament

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Abstract: The uncertain external factors of Higher Education and Graduate Employment Relations are: changes in social patterns, changes in the economic structure, scientific and technological progress; intrinsic factors are: students choose educational methods, the conditions for running schools and the market demand for labor and so on. Government should strengthen the control of the labor market, control the uncertainties of associated university students employment within a range of acceptable, to promote university students employment.

Keywords: Higher Education; University Students' Employment; Uncertain Factors; Control

1. Introduction

The connection between higher education and college students employment from the certainty gradually to the uncertainty. The main performance is that Chinese college graduates is every difficult to find a satisfactory job. Deep analyze the front mentioned uncertainty factors, understand the intrinsic nature, try to find out the problem, is very important to solve the problem of college students' employment.

2. External Uncertain Analysis

During the planned economy, students looking for work things are arranged by the state, and pre-market economy, the majority of students out of school can easily find a good job. In the 1990s, various universities have expanded enrollment, college students looking for work difficult problems also arise spontaneously. People blame this difficulty "to expand enrollment", in fact, expand enrollment and look for work have no substantive association. The real reason is that education groups are change.

2.1. The Transition of the Social form has Derived the Uncertainty

The prototype of the market economy society has been formed, the configuration of human resources is controlled by the market mechanism,. The role of government is to develop talents, norms to guide the market, provide employment information, protect intellectual property rights, pay attention to personnel safety, fill the lack of market. But our country is in the period of the society transition, the education variety development,

quality problems haven't cause enough attention to society; Turning a blind eye on the complicated community structure; never take into account of technology changes, just pay attention to the quantity of educate, students that focus only highly educated, high degree, not a deep understanding of themselves, just want to blindly armed themselves as "elite", it is because of this relationship has led to uncertainty.^[1]

2.2. The Adjustment of Economic Structure Derived the Uncertainty

During the planned economy changes to market economy adjust the economic structure is an unalterable form that generate in the development of the economy. Most areas will adjust the economy during the development of economy, so that uneven economic reach a new equilibrium, to promote economic development. Currently, the top priority of the adjustment of economic structure is mainly reflected in: dominated by agriculture, manufacturing-based industry has increased the factors of production to service-oriented industry, the flow rate of information technology industry, and improved the efficiency of resource allocation; further improve the importance of service industries. Higher education structure changes toward the more positive and activity, different educational model will appear collisions during the change process. Graduate students are able to achieve the above objectives or not, can or can not quickly change their attitude, can or can not have a bright future for the community, these are all uncertainties.

2.3. Scientific and Technological Progress Factors derived Uncertainty

Previous scientific and technological revolution is machinery manufacturing, today's scientific and technological progress is mechanical intelligent. Scientific and technological progress is the standard to judge whether a person has a high IQ, is no longer whether he mastered the profound knowledge, but to see him skills and methods of dealing with matters. Now, China's education form is mainly manifested on concentration and unity, so the education plan is in the school education. This kind of behavior is very effective to education popularization and the rapid increase people's knowledge and skills. However, this form of education is not accord with the basic rules of education - teach students in accordance of their aptitude. Graduates under this form of education can really keep pace with the development of science and technology? The result is self-evident.^[2]

3. The Analysis of the Uncertainty Internal Factors

3.1. The Uncertainty Caused by Students' Choice for Education

Generally speaking, if person invest in education, he has two purposes: one is to maximize economic benefits and the other is to maximize the effective application. That is education received by individuals allows them the upper position on the labor market. Supplying personnel through the application education, social production costs are minimized and profits are maximized. And forming community with demand can achieve personal goals of economic benefits and utility maximization. In this case, the supply and demand situation of the social productive sectors in the labor market will be some adjustments.

(1)The diversity of individual choice educational motivation

When students choose the right education, the first to do is to achieve their desired effect of economic interests and the goal of maximizing efficiency. Second, individuals make a different choice often base on the level of education and knowledge of different backgrounds. Third, there are some people who choose a different education based on different preferences. In addition, educational resources, educational institutions and educational history are also influence the choices of education. Because of the differences, their behavior would certainly be lack of predictability.^[3]

The function of higher education is manifested in many ways. Facing to different educational functions, when an individual choose education, internal motivation differences will occur, thus create internal contradictions and conflicts. Under realistic conditions, the labor market needs applied talents, so students will be asked for a more utilitarian education or actual demand, which

would generate conflicts. Currently, the disunion of individual educational and social needs is often seen in a market economy environment. This also explains the choice of individual education and labor market needs are different, and they may produce uncertain.

Game of personal choice when be short of some labor on the labor market, the type and profession of education would be favored by people, this individual's response is in line with labor market needs. However, when individuals have participated in this kind of education, the labor market do not shift, therefore there will be phenomenon that supply and demand are quite different. How individuals to choose their own education? Does education ultimately impact on their job and income? The result is what? This is difficult to be pre-determined.

3.2. The Uncertainty Caused by the Characteristics of School

When individuals make a selection on education, but it does not appear the deterministic relationship between higher education and college students looking for work, the traditional theory hope that schools' education is according to the information of labor market, changes in the education system, adjust to educational institutions to change the structure of labor in order to meet the needs of the economic structure, so that changes in education can solve the problem of individuals for looking work. However, from reality and a practical point of view, the result is impossible.^[4]

(1)The heterogeneity of diversified investment

Chinese current investments in education mainly are government and individuals. However, the government investment in education and individual investment in education is very different. the government's investments in education are the school's land use, the school's teaching space, school's equipment, school's teaching equipment, teacher's wages and other costs; while personal investment in education mainly reflected in the tuition. Their motives are not the same, the government's investment in education is to provide educational services; individual's educational investment is to obtain educational services and future income and meet psychological needs and enjoy the spiritual needs. Foreign businessmen's investment in education is to get in the future great economic benefits. "Donation" is a pure act to help others to make society admit, at a higher level is to realize self-existence value. Different investment in education will produce heterogeneity.

The main purpose of school education is political values and humanistic moral values. However, the community will still bring economic and non-economic benefits. For example, the government cultivates a lot of this type of work force training to saturate the needs of the labor market in order to meet the needs of social and economic development and prevent a serious shortage

of labor. For employments, it must bear this risk, but in order to gain more in future employment earnings, you must accept this kind of education. In fact, everyone is choosing investment in education, if you do not choose, in the future we will be more modest employment income; sometimes it does not re-expand the scale of the education, so it can cause the outlook pessimism.[5]

Conversely, if judging totally dependent on labor market needs, then the consequences are very serious. The first is education and teaching, if all relying on the goods, the school will become accessory of the market, and material and money is bound to become means to judge the quality of education. Second, it may lead to total collapse of the quality of education, the school has the obligation and responsibility to provide students with a market value of course, which will lead to greatly reduced ideological and moral education, because students focus on employment. Their knowledge will become very narrow, which is not consistent with the original intention of the government to invest in education. The regulation of the market for educational resources has serious drawbacks, such as spontaneity and blindness, which can completely replace duties and obligations of state and government on education. Therefore, the school's market cannot be fully in accordance with the information provided to the school. The problem that students look for a job is not the only goal for school.

(2) School revenue increased year by year

Educational process itself is a process of production. The true nature of running schools just to make gradual increase in compensation, that is, the average investment of production process is gradual decline and income upward trend. Which is decided by education produces' some of the features, the first is that tiny production costs require excessive initial investment. School education production process is a complex and tedious process, which often requires a lot of initial investment, for example, school land use, school teaching equipment, school classrooms and professional teachers. With the completion of the establishment of the school, then the school running is similar to copy, the cost is very low, only in the teachers' wages and lecture fees on re-invested limited funds. For example, to establish a new university often requires tens of millions of money, even hundreds of millions of money. If the number of students in higher education of this university is not adequate, then the average initial cost will be high. Second, tight with strengthening of the quality of education and a steady increase in school fees, so you need to reduce production costs. Third, running a school needs accumulated rich experience and awarded various honors, in school education it plays a very important role to the relevant development and extension of the field, and the initial investment when running the less, in the future the chance benefits the greater.

Schools have the increasing returns nature, which lead to a lack of the rights of professional adjustment. If the school should create a new profession, it will need to purchase teaching equipment of the profession, as well as to employ such professional teachers, professional design, display, etc. A large number of the original investment is needed but it lacks a lot of experience, so in the face of numerous conditions, all schools would rather keep the original and make it backward. As long as there is a student, schools prefer to keep the original school conditions and traditions to get more revenue. Under the pressure of the market, some schools have to increase the number of new expertise or new courses, but we can easily see that these are the original mode.

3.3. Motivation of Self-interests and Privacy of Information

According to the basic nature of the agency, the government and students represent principals and schools represent an agent, the relationship between them is the relationship between principal and agent. They are economic men to meet their own interest motivation. Education has the characteristics of goods and private goods, when we put money into education, it will consider how much revenue and how much profit later, so their purpose is to get the highest interest and maximize benefit. But the purpose of the government and the students are very different. Under normal circumstances, the school cannot regard maximized principals' benefits as its standard of behavior without reservation.

School's most authentic information is the school's most secret information, principal (the government and students) are not all understand. With the influence of secret information imbalance and school self-interest motivation, so that agency relationship is prone to different options. Agent (the school) may do some advertising to their advantage, for example, to exaggerate its own teaching quality and brag about the work of school leavers and provide false labor market needs to attract the attention of students to allow students to this school. As principal (the government and students), they have no way to keep abreast of their real information, falsification agents become true agents, eventually leading to the students' negative selection^[5]. For example, students prefer those interested and popular profession, but no longer consider the true state of school education; government would rather to increase investment to disciplines with useful value but do not understand the actual situation, the final result is harm to the interests of students. The school has no teaching quality, and the students have no competitive advantage in the labor market.

The agencies evaluate and supervise the school are dispatched by the government. However, it is well known that the agency sent by government is people with the economic self-interest motives. To the government and

students, they also have private information advantages, the government agency and schools may collude with each other, these institutions and individuals can accept bribes of school and send the good information reporting to the government and students which is almost inevitable. Sometimes the school makes adjustment is not based on labor market information, which is no damage to the school, but also has greater revenues. In such a scenario, the relationship between university education and university graduates would be uncertain.

3.4. From the Labor Market to Find a Job Shows Uncertainty

According to the general public understand, person who get the more education, and obtain the higher education, in the labor market is easier to find a satisfy work. However, when the laborer holding a diploma to find a job in the market, the only feeling is not so easy to meet the above understanding is not the same.

(1) The employment road of college students

College students since achieve diploma to find a job in the labor market, has a minimum standard for the working environment and wage base. At the same time, it also has a psychological preparation to costs and time to find a satisfactory job. Therefore, salary and conditions given by recruitment unit is beyond the expected, the job hunter will allow the job, on the contrary, will refuse rather than temporarily become unemployed. The current labor market information is completely not enough to college students. Graduates are impossible to fully understand the market information and it is impossible to know which work unit work above their requirements. Therefore, when find the first satisfied jobs, did not hesitate to sign up, this is not a wise choice, should calm down and continue to look for work. That is to say, job hunters with more education and higher diploma, the psychological price is higher. So that find work space is small, choice range is narrow, the less chance to find a satisfactory job. Under this situation, the best way is to bow down in a lower salary unit work, work and seek for a suitable job at the same time, once found, immediately move to the ideal unit. And in reality, the low wages unit to find a people with high diploma is very rare, they would use rules work time restrain workers take an examination for higher education. If this occurs, we must pay liquidated damages, such conversion will be very costly and would be wasted. So many college graduates choose to endure unemployment and try to find suitable for their own work, or be compelled helpless under lower their wages. That is to say, when college students looking for work, they have a high degree, but it is also hard to find a satisfactory job in the labor market.

(2)Employer demand for employees

After graduation, when college students find their boss in the labor market, at the same time the boss of the

company is looking for his future employees. Schools increase led to a lot of people with higher education, recruitment unit requirement is more and more high. Now labors in the labor market are very, there aren't many chances for college graduates. Because, in the same degree or lower education but production capacity are the same, recruitment unit doesn't increase wages and waste time to choose highly educated. Furthermore, recruitment unit rearrange the original staff and hire new employees are take charge. The original workers through many years of work and study have accumulated rich experience, it is impossible for newly hired workers to reach the efficiency of older worker. If you want new workers to achieve the efficiency, we must invest a lot of capital. Therefore, colleges and universities graduates cover scope has been squeezed to the demand that the recruitment unit due to factors such as retirement, expand production, technology update. Even if there is such a small scope, it will be occupied. Because, each unit remove one of the workers, the workers cost is very high. Without the limitation of its rules and regulations, and unless the special reason and irreplaceable talents, otherwise it is not recruit new workers. Even if it must recruit new workers, will be looking for those with low academic qualifications almost zero temps and migrant workers.^[6]

4. The Government Control and Regulate the Uncertainty Factors

1. China is experiencing the transition of society and economy, the government must grasp you own "right-hand man". In the control of the labor market, the government's "left-hand" by law for effective supervision on the market, play a good role, as much as possible to let market solve the problem. Faced graduates increased year after year, the government's "right arm" to play their duties, made more effective initiatives. For example, provide true and reliable information for college graduates, so that college students looking for work have to rely on an assured by law to protect the fairness of various elite employments. Must have the policy support, strengthen new recruits training to the recruitment unit, so that can make college students back to talent allocation in the trend of market economy.
2. To further deepen the reform, schools should have their own characteristics, improve the openness of the school, enhance their skills to adapt to the labor market.
3. Transform teachers teaching form, teaching points focuses on theme education awareness and divergent spiritual. Improve students' ability to survive in a harsh environment, and to meet the whole society needs.
4. Government education control should relax and improve, the government management must democracy, and information must be transparent. In order to achieve personal for education and employment, schools for education and employment, labor market for education

and employment form stable expected effect. Avoid to producing too much uncertainty.

To sum up, the influence of higher education to college students looking for work is profound, but it can't be fixed. Many of chance, a lot of possibilities, the role of many forms, it is possible to change optimistic positive impact. After understand the relationship between higher education and college students employment uncertainty, we find that the relationship between education and employment is not unpredictable and helpless. The key is to control these uncertain factors in the appropriate and reasonable bounds.

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