

Analysis on Influencing Factors of Graduate Quality Cultivation on Employment

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Abstract: Based on the current situation of postgraduate education in China, this paper empirically investigates the main factors that influence the quality of graduate education and the whereabouts of graduates. Taking the actual data of a local university in China as a sample, this paper uses the path analysis method of SPSS 17.0 to analyse and verify, and puts forward new thinking and countermeasures to the problem of graduate education in China.

1. Introduction

With the increase of the number of graduate students in China, the problems are rising, the students' comprehensive quality and quality are also uneven. Some colleges and universities are too high, and the conditions of school running cannot meet the needs of the rapid growth of postgraduate education. Especially after the global financial crisis, the pressure of graduate employment has increased, which has brought unprecedented challenges to the training and development of postgraduates. How to give full play to the training ability of the tutor, how to build the relationship between teachers and students in good teaching, and to further improve the quality and ability of graduate students, is a problem that needs deep reflection and in-depth study for graduate education and management workers.^[1] This paper, starting from the current situation of graduate education in China, excavates the main factors that affect the quality of graduate education and the direction of graduates through empirical research, taking the actual data of a local university in China as the sample^[2], this paper uses statistical software SPSS17.0's path analysis method to analyse and verify, and put forward new thinking and Countermeasures for China's postgraduate education.

2. The present situation and problems of Education

For now, the main way of training postgraduates in China is the educational system, which has been awarded three years' Science degree and academic system for two years. In the training program, the first school year of three years of academic degree courses, second from the school year to the third school year to the tutor team for scientific research capacity training and graduation thesis writing. The first academic year of two years of schooling is also a learning degree course. In the second academic year, we are working with tutors in writing practical skills and writing theses. The former pays more attention to the training of scientific research ability, while the latter pays more attention to the cultivation of practical working ability. The grade (national, provincial, hall level or school level) and level (863 plan, 973 Plan, national major, national natural fund project, etc.), as well as the actual situation of the tutor's actual work, will directly affect the cultivation quality of the graduate. On the one hand, according to incomplete statistics, the number of Students Guided by a master's tutor is 3-10, an average of 1, or nearly 20. The enlarging ratio between teachers and students makes it possible for tutors to direct students' opportunities, which is not conducive to the formation of teacher-student relationship in benign teaching. As the number and quality of graduate students directly affect the level of school running and the cultivation of high-level talents, most colleges and universities are expanding the enrolment scale, while further improving the quality of the graduate education and teaching, but the speed of improving the quality

of education is far from the speed of the graduate enrolment expansion, which is also the influence of research. One of the main factors for the quality of raw culture. On the other hand, because of the expansion of the 48 enrolment scale, the number of enrolment is increasing every year, and the quality of graduate students is also obviously decreased, which is one of the main factors that affect the quality of postgraduate training.^{[3][4]}

This article is mainly through the investigation of the quality training process of a certain kind of graduate students in a certain university, including the basic situation of the students, the achievements of the degree course, the completion of the graduation thesis and the choice of the graduation. By using the computer statistics software SPSS13.0, the path analysis is carried out on some 300 people of a class of three year postgraduate students from 2016 to 2018 (the minimum sample number is in line with the requirements of the software, the results are effective), and the factors affecting the employment of Master graduate students are found out^[5]. On this basis, the corresponding countermeasures are put forward in order to guide the formulation of a more practical Master graduate quality training plan, give full play to the role of tutor, in order to comprehensively improve the comprehensive quality of Master graduate students.

3. Research program and results

Based on the years of experience in the management and teaching of graduate students in Colleges and universities, taking the training program of three year postgraduate students as an example, we can assume that the main factors that affect the quality and employment of graduate students are: (1) the student source (A1) is divided into recent and successive years (which is going to industry, organization, company and so on. " (2) degree course score (A2), divided into good (average 60-79), good (average is 80-89), excellent (average is 90-100); third, foreign language level (A3), divided into poor (no four grade), good (over four), excellent (over six); tutor instructing the number of students weekly (A4), divided into more (more than 1 times per week), general (more than 1 times every two weeks), less (1 times every three weeks or 1 times more than three weeks); (5) grade (A5), national, provincial, hall, and graduation thesis quality (A6), divided into good (average, 60-79), good (averaging 80-89), and excellent (average is 9 0-100); the graduation (A7), divided into two categories to continue their education and employment. The correlation between various factors and employment are shown in Table 1 in the table, "said" having "positive correlation". That is: H1- student source (A1) is positively related to academic degree program (A2); H2- student source (A1) is positively related to foreign language proficiency (A3); H3- student source (A1) is positively related to the quality of graduation thesis (A6); H4 - student source (A1) is positively related to graduation direction (A7); Diploma Course A2 is positively related to the quality of graduation thesis (A6); H6- degree program (A2) is positively related to graduation direction (A7); H7- foreign language level (A3) is positively related to the quality of graduation thesis (A6); H8- foreign language level (A3) is positively related to graduation direction (A7); H9- tutors instruct the number of students every week and graduation. The quality of paper (A6) is positive; H10- tutor's weekly instruction of students (A4) is positively related to the graduation direction (A7); the grade (A5) of H11- advisor research topic (A5) is positively related to the quality of graduation thesis (A6); the grade (A5) of the scientific research subject of H12- Tutor (A5) is positively related to the graduation direction (A7); H13- graduation thesis quality (A6) and finish. The direction (A7) is positively correlated.

Table 1 Correlation table between various factors and employment

Relevance	A1	A2	A3	A4	A5	A6	A7
A1		+	+			+	+
A2	+		+			+	+
A3	+	+				+	+
A4						+	+
A5						+	+

A6	+	+	+	+	+		+
A7	+	+	+	+		+	

According to the existing sample data and assumptions, we can establish a conceptual model to test the correlation of employment factors, as shown in Figure 1.

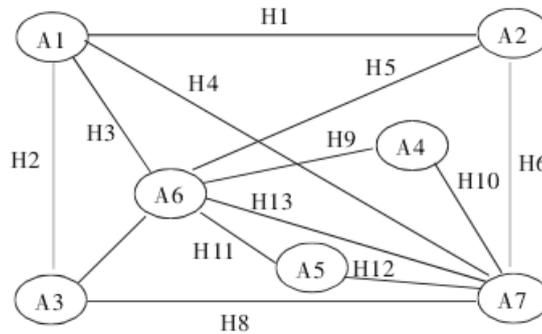


Figure 1 The conceptual model diagram of the correlation factors of employment situation.

The consistency reliability is tested by Cronbach α coefficient. Usually, the Cronbach α coefficient is greater than 0.65, which is acceptable. After the reliability analysis of SPSS statistical software, the alpha values of each variable are above 0.65, and the Cronbach α coefficient is shown in Table 2, which indicates that the whole sample is in good consistency and the reliability of the data is very high.

Table 2 Cronbach α coefficient table

Gauge	Cronbach α value
A1	0.868
A2	0.687
A3	0.766
A4	0.753
A5	0.658
A6	0.876
A7	0.769

The result of path analysis for the hypothetical model is shown in Table 3. According to the road coefficient, 13 hypotheses are verified.

Table 3 Table of path analysis result

Hypothesis	Relationship between variables	Normalized path coefficient	Saliency	t ($t > 1.96$)	Result
H1	A1-A2	0.683	$p < 0.001$	7.432	Support
H2	A1-A3	0.421	$p < 0.01$	6.738	Support
H3	A1-A6	0.736	$p < 0.001$	2.346	Support
H4	A1-A7	0.542	$p < 0.001$	5.421	Support
H5	A2-A6	0.698	$p < 0.001$	7.378	Support
H6	A2-A7	0.576	$p < 0.001$	4.257	Support
H7	A3-A6	0.368	$p < 0.01$	5.326	Support
H8	A3-A7	0.648	$p < 0.001$	4.478	Support
H9	A4-A6	0.458	$p < 0.001$	5.682	Support
H10	A4-A7	0.642	$p < 0.001$	7.962	Support
H11	A5-A6	0.288	$p < 0.01$	3.247	Support

H12	A5-A7	0.384	p<0.01	4.326	Support
H13	A6-A7	0.298	p<0.001	3.468	Support

4. Result discussion and countermeasure

To sum up, through the above assumptions and data analysis, we can fully show that:

(1) The graduate student's source situation has a strong influence on the degree of the degree course, the completion of the graduation thesis and the direction after graduation. Therefore, for the training of Master graduate students, the source of the students should be fully understood first. According to their own characteristics, the tutors make the appropriate training plan for them to give full play to their potential and better complete their graduate students' studies.

(2) The degree of master's degree has certain influence on the completion of graduation thesis and the whereabouts after graduation. Let students fully realize that conscientious learning attitude and painstaking academic research spirit will play a positive role in the future development.

(3) The level and ability of foreign languages also have a certain impact on the quality of graduation thesis and the direction of graduation. The graduate students cannot relax the learning of foreign languages during their study at school and improve the application ability of foreign languages. It also plays a key role in the future employment and development. Especially, the joint venture is more likely to be able to communicate and communicate with foreign languages.

(4) The number of instructors weekly has an important influence on the quality of graduation thesis and the whereabouts of graduation. This should arouse the high attention of the educational administration department and the teacher who cannot meet the students once every week or two weeks. It is necessary to restrict the number of students in order to establish a good relationship between teachers and students.

(5) The grade of tutors' scientific research also has a certain degree of influence on the quality of graduation thesis and the whereabouts of graduation, but it is not very significant. High level and high level research projects will undoubtedly play a positive role in cultivating high-quality postgraduates. As a tutor, we should actively strive to declare high level and high level scientific research projects, so that the graduate students have more and better opportunities to handle and solve problems, especially the cultivation of students' thinking ability and innovation ability, so as to ensure the quality of graduate training.

(6) The correlation between the quality of graduation thesis and the whereabouts of graduation is very significant. In particular, some scientific research institutions and colleges and universities attach great importance to the students' scientific research and innovation ability. Those who are committed to the future of scientific research should develop their academic research ability in particular, and consciously cultivate their ability to engage in theoretical research and high scientific and technological development independently. Complete the whole process of declaration, mid-term examination and concluding of related research projects, and make creative new achievements in science or technology. On the other hand, different employment units have different requirements for graduate students, and enterprises generally focus more on practical work ability.

5. Conclusion

Students engaged in technical management should pay attention to training the ability of design and operation, analysis and research, management and decision-making in order to be able to be competent for high level technology and management in the future. Some employers also pay attention to the experience and experience of graduate students, some of them have worked before the graduate school, so it is one of the magic weapon for graduate students to have more work experience.

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