An Investigation and Analysis of Employment Attitudes of Clinical Medicine Specialty Undergraduates------Based on a Survey of a Special Recruitment Fair for Pharmaceutical Specialty in Shaanxi University of Traditional Chinese Medicine in 2019

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Abstracts: [Objective] Based on a survey data of a special recruitment fair for pharmaceutical specialty in Shaanxi University of Traditional Chinese Medicine in 2019. This paper is to analyze clinical medicine specialty undergraduates' employment attitudes, who are of different genders and from different colleges and universities, provide grass-roots hospitals with reference to appeal to talents, and provide schools with basis to carry out employment guidance. **[Method]**A questionnaire survey was conducted among undergraduates of the clinical medicine specialty, who participated in the special recruitment fair. Chi-square test and binary logistic regression analysis were used to analyze the data. **[Results]**There are significant differences among clinical medicine specialty undergraduates of different genders in their employment in grass-roots units in the aspects of positive degree of employment and optimistic degree of employment prospects. And there are significant differences among undergraduates from different colleges and universities in the nature of expected units and plans after their graduation. The main factors that affect graduates' initiative to work in grassroots hospitals are: expected monthly salary, graduates' career choice concerns, and the optimistic degree of employment prospects. **[Conclusion]** It is necessary for schools and grass-roots employers to actively guide students to find jobs at grass-roots hospitals. Schools are supposed to foster graduates to keep a practical employment attitude by means of an analysis of employment situation, and to enhance the education of girls in career choice views with encouraging them to find jobs.

Targeted employment fairs have been held for many years for medical institutions at and below the county level in Shaanxi Province in order to meet the need for talents of grass-roots hospitals, and preferential policies made to attract medical students to work in grass-roots units. However, the problem that grass-roots hospitals, especially in rural areas, are in shortage of medical talents is not solved. It becomes very important to investigate and study the employment attitude of medical students and educate them to change their career choice views in order to improve the situation. Based on the survey of students who took part in a special recruitment fair for pharmaceutical specialty in Shaanxi Province, this study is aimed at promoting students to be employed and bettering the situation of human resources in grass-roots hospitals.

1. Research Object and Method

The method of simple random sampling was adopted. A random questionnaire survey was conducted on-site at a special recruitment fair for pharmaceutical specialty in Shaanxi Province. Respondents were clinical medicine specialty graduates who took part in the recruitment fair. There were 330 questionnaires handed out, of which 318 copies were reclaimed, and effective reclamation rate was 96%; genders: male, 86 persons, accounting for 27%, female, 232 persons, accounting for 73%; school categories: Shaanxi University of Traditional Chinese Medicine, 179 persons, accounting for 56.3%; Xi'an Jiaotong University, 6 persons, accounting for 1.9%; Yan'an

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University, 20 persons, accounting for 6.3%;Xi'an Medical University, 84 persons, accounting for 26.4%; and other colleges and universities within the Province, 29 persons, accounting for 9.1%; school enrolment source categories: 98 persons of township, accounting for 31%, 220 persons from rural areas, accounting for 69%.

Being conducted in March, 2019, the survey was done on-site by trained investigators with unified instructions, questionnaire being reclaimed on the spot. The survey included: 1. General status investigation: including gender, school and place of origin. 2. Employment attitude investigation: including career choice concerns, the nature of expected units, expected monthly salary, expected working areas, main problems in face of employment, the Positive degree of employment in grass-roots units, the influence degree of college level and personal ability on employment, evaluation of employment situation, optimistic degree of employment prospects, and plans after graduation, four dimensions under each project respectively. 3. Employment guidance and what aspects of education schools should strengthen, which were expected to offer. After the questionnaire survey was completed, database established with SPSS 21.0, and statistical processing carried out by means of Chi-square test and multiple logistic regression.

2. Results

2.1 There were Significant Differences between Graduates of Different Genders in the Aspect of Optimistic Degree of Employment Prospects.

In the optimistic degree of employment prospects, the actual male number was higher than expected at the level of being rather optimistic about employment, while the actual female number was higher than expected at the level of feeling bewildered with no confidence, $\chi^2(3,N=318)=12.8$, $P<0.05$, Cramer's V=0.2. (Table 1)

Table 1 Gender differences in the optimistic degree of employment prospects

Influence factors	**Male**	**Female**	χ^2	**P *value***
the optimistic degree of employment prospects				
very optimistic, very confident	16(26.2)	45(73.8)	12.829	0.005
rather optimistic and confident	55(32.4)	115(67.6)		
feeling bewildered, not confident	11(13.8)	69(86.3)		
Depressed and not in the least confident	4(57.1)	3(42.9)		

2.2 There are Significant Differences Among Students from Different Colleges and Universities in the Nature of Expected Units and Plans after Graduation.

While looking for a job, graduates from non-key universities in China preferred to be employed by public hospitals, private hospitals and foreign-funded hospitals, while graduates from key universities by governmental agencies, $\chi^2(5,N=318)=44.18$,$P<0.05$, Cramer's V=0.373. With respect to plans after graduation, graduates from non-key universities tended to select job employment, while graduates from key universities to further their study for master degree. $\chi^2(3,N=318)=9.85$,$P<0.05$,*Cramer's V*=0.176. (Table 2)

Table 2 Differences in the nature of expected employunits and plans after graduation

Influence factors	Non-key universities	Key universities	χ^2	*P value*
The nature of expected units				
State-owned	196(99.0)	2(1.0)	44.187	0.000
privately owned or operated	7(100.0)	0(0.0)		
Foreign capital funded or joint venture	9(100.0)	0(0.0)		
governmental agencies	7(70.0)	3(30.0)		
government-affiliated institutions	90(98.9)	1(1.1)		
self-employed	3(100.0)	0(0.0)		
Plans after graduation				
Job employment	213(99.5)	1(0.5)	9.852	0.043
further study for master degree	76(95)	4(5.0)		
to temporarily stop job hunting and prepare for postgraduate entrance examination	10(90.9)	1(9.1)		
unclear	13(100.0)	0(0)		

2.3 Chi-Square Test and Analysis of Employment in Grass-Roots Units.

The analysis of Chi-square test showed that students who expected to earn less than 3,000 yuan a month were more willing to work in grass-roots units(P=0.02), and students who were more optimistic about employment prospects were more willing to work in grass-roots units(P=0.001)(Table 3)

Table 3 An analysis of Chi-square test of employment attitudes of graduates' working in grass-roots units

Influence factors	Willing to work in grass-roots units	Not willing to work in grass-roots units	$\chi2$	*P value*
gender				
male	19(22.1)	67(77.9)	3.210	0.073
female	32(13.8)	200(86.2)		
Source of origin township				
Rural areas graduation schools	12(12.2)	86(87.8)	1.513	0.219
non-key universities	39(17.7)	181(82.3)		
key universities				
expected monthly salary	50(16.0)	262(84.0)	0.002	0.966
less than 2000 Yuan	1(16.7)	5(83.3)		
2000-3000 Yuan				
3000-4000 Yuan	2(28.6)	5(71.4)	9.831	0.02
more than 4000 Yuan	34(21.7)	123(78.3)		
optimistic degree about	10(8.3)	110(91.7)		
employment prospects	5(14.7)	29(85.3)		
very confident and optimistic				
not optimistic,& not confident				
	18(29.5)	43(70.5)	10.171	0.001
	33(41.2)	224(87.2)		

2.4 Multivariate Linear Logistic Regression Analysis of Influence upon Initiative to Work in Grass-Roots Units.

Initiative degree of graduates' employment in grass-roots units taken as the dependent variable,

and all other variables as the independent variable, a multivariate logistic regression analysis was implemented, and it turned out that generally speaking, the established regression model was outstanding, $F(15.302)=2.511, P<0.05, R2=0.111$. The major elements that influenced the initiative of graduates' to work in grass-roots units were(the impact degree goes from large to small): expected monthly salary(P=0.002), optimistic degree about employment prospects(P=0.008), and graduates' career choice concerns (P=0.005). (Table 4)

Table 4 Multivariate linear logistic regression analysis of influence upon initiative to work in grass-roots units

Model	***B***	***S.E***	***Beta***	***t***	***P value***
1 (constants)	0.317	0.416		3.167	0.002
gender	-0.080	0.096	-0.047	-0.835	0.405
school enrolment source	0.034	0.062	0.031	0.543	0.587
schools	-0.006	0.028	-0.013	-0.224	0.823
channels to get a job	-0.109	0.063	-0.097	-1.724	0.086
Job concerns	0.107	0.037	0.162	2.857	**0.005**
the nature of expected units	0.015	0.024	0.036	0.632	0.528
expected monthly salary	0.185	0.060	0.177	3.088	**0.002**
work areas	-0.071	0.053	-0.076	-1.339	0.182
issues in front of employment	-0.012	0.041	-0.017	-0.300	0.764
the influence of college levels and personal ability on employment	-0.047	0.047	-0.055	-0.983	0.326
optimistic degree of employment prospects	0.159	0.060	0.151	2.652	**0.008**
employment aids expected to offer	0.005	0.041	0.007	0.119	0.905
evaluation on employment situation	-0.012	0.065	-0.010	-0.182	0.856
plans after graduation	0.038	0.055	0.038	0.686	0.493
aspects to be enhanced by schools	0.096	0.054	0.099	1.772	0.077

3. Analysis and Discussion

The employment issue of medical graduates in colleges and universities is one of the important contents of student management. Factors that affected medical students' employment are many-sided. A better understanding of these factors is of very important reference value to cultivate graduates' correct view on employment and implement focused employment guidance.

3.1 Schools and Grass-Roots Employment Units are Supposed to Actively Guide Students to Work in Grass-Roots Units.

In the medical reform policy of China, the original intention of establishing hierarchical diagnosis and treatment system is to strengthen medical service construction of grass-roots hospitals. At present, there is a strong demand for talents in grass-roots hospitals, which is closely related to the hierarchical diagnosis and treatment system. Through logistic regression analysis, it was found that it could start from the following two aspects to encourage graduates to work in grass-roots hospitals: 1. It is necessary for medical grass-roots units to build good environments for talents' growth and development. When choosing a job, graduates pay more attention to two aspects of professional suitableness and development prospects. Grass-roots hospitals should adopt comprehensive measures to improve the occupational environment of grass-roots medical care, constantly increase the investment in units' hardware, so that the advanced technology is accessible in grass-roots hospitals, and graduates' expectation of employment in grass-roots hospitals is

satisfied1. 2. Schools should strengthen the education of career choice. As MYCOS' Blue Book on Employment in 2018 shows2, there is a strong demand for graduates from education, information and medical industries, and the proportion of university graduates employed in prefecture-level cities and below rises from 52% in 2013 to 58% in 2017. Schools should strengthen the education of students' view on career choice on the basis of actual situation, so that medical graduates can enhance employment confidence on the base of reality, and become active in going to work in grass-roots hospitals.

3.2 It is Necessary for Schools to Strengthen Employment Education from the Perspective of Employment Situation Analysis.

Through this survey, it was found that the main channel of 83% of graduates to look for a job was to take part in recruitment fairs, 31% of graduates hoped most of all to get employment situation analysis and more employment information from the school. It was found that the actual number of graduates from non-key colleges and universities to select job employment was higher than expected. For almost twenty years my school has hosted special recruitment fairs for pharmaceutical specialty in Shaanxi Province. So far, as a non-key university, my school should hold more recruitment fairs of different sizes to meet graduates' needs for employment, and more special recruitment fairs of different levels to meet graduates' needs for career choice.

In addition, the analysis and summary of the employment situation should be enhanced in the course of employment guidance, so that the education of students' employment could be strengthened from this perspective, and practical employment idea of students' be cultivated.

3.3 Education of Female Career Choice View is to be Strengthened, and Female be Encouraged to Active Employment.

Through the survey, it was found that female optimistic degree of employment was rather low. There were three reasons for it as below: (1) The qualification of access to medical industry was relatively strict in recent years. When medical graduates pass the examination of medical practitioners and the standardized training of resident doctors until they grow to be qualified clinical doctors, they also reach female reproductive period3. Moreover, the overall implementation of the two-child policy occurred. It may conflict with female prime career years, which is also the concern of employer units when recruiting graduates4. (2) Furthermore, clinicians need to devote physical and endurance work, which was the reason that hospitals were more inclined to choose male students in recruitment in recent years5. (3) The gender ratio of female students in medical colleges was higher than of male students, some went so far as to 2:1. And hospitals preferred males when selecting clinical medicine graduates, which also brought about some troubles to female employment.

Secondly, it was found that female attitude to work in grass-roots hospitals was not active, and their choice of going to a grass-roots hospital for work took it as a prerequisite whether it was near home or not. Thus, the education of female view on employment should be strengthened, and female be encouraged to work in grass-roots hospitals, so that the status could be changed.

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