

# Empirical Study on the Employment Choice Mechanism of Teacher Education Majors in Nanjiang

Aoyun Liu<sup>1</sup>, Zhuzuo Chen<sup>2</sup>, Cuican Sun<sup>2</sup>

<sup>1</sup> Institute of Education Science/College of Education Science, YiLi Normal University, Yining, Xinjiang, China

<sup>2</sup> Xinyuan County First Kindergarten, YiLi Hasake Autonomous Prefecture, Xinjiang, China

DOI: 10.32629/jher.v5i6.3419

**Abstract:** Based on human capital theory, social capital theory, and social support theory, this study selects individual human capital (professional knowledge level, professional skill level, comprehensive ability, physical health level) of normal university students; Family capital (socioeconomic status, social network) and social support (peer support, school support, policy support) are influencing factors for the employment of normal university students in southern Xinjiang. Empirical analysis was conducted using data from 387 valid survey questionnaires, and the research results showed that overall, normal university students have a weak willingness to work in southern Xinjiang. Professional knowledge level, professional skills level, comprehensive ability, health level, as well as socioeconomic status, social relationship network, peer support, school support, policy support, etc. have varying degrees of impact on the employment of normal university students in southern Xinjiang. Based on this, corresponding countermeasures and suggestions are proposed for teacher trainees themselves, schools, and governments.

**Keywords:** teacher trainees; Employment willingness in southern Xinjiang; Human capital; social support

## 1. Introduction

According to statistics from the Ministry of Education, the number of college graduates in 2023 is expected to reach 11.58 million, an increase of 820000 compared to the same period last year. The scale and quantity will reach a historic high, and the employment pressure will increase. The competition for employment is fierce, and the employment situation is not optimistic. At the same time, while it is difficult and risky for college graduates to find employment, there is a shortage of talent in the southern Xinjiang region. In addition, the mobility of teachers in southern Xinjiang is relatively high, and the education industry has a more urgent demand for teachers. Exploring the employment willingness of normal students in southern Xinjiang is of great importance in alleviating the shortage of teacher resources, developing the teaching profession in southern Xinjiang, and promoting high-quality development in southern Xinjiang. Due to the relatively small proportion of universities in southern Xinjiang, most universities are concentrated in northern Xinjiang. Compared with northern Xinjiang, the employment space in the education industry in southern Xinjiang is relatively large, and the demand for teacher education professionals is also more obvious. In order to alleviate the employment pressure on graduates, this paper explores the employment willingness and influencing factors of teacher education students in southern Xinjiang. This study is based on the theory of human capital and constructs a theoretical model that influences the employment choices of normal university students in southern Xinjiang. Conduct empirical testing based on theoretical models and draw research conclusions through interviews.[1]

## 2. Model construction and indicator selection

This study hypothesizes to construct a model of the influencing factors of employment for teacher education majors in southern Xinjiang based on social theory, human capital theory, and social support theory, and proposes relevant research hypotheses on this basis.

### 2.1 Model construction

Through literature review and analysis, combined with the three theoretical foundations mentioned above, this research mainly selects individual systems such as the professional knowledge level, teacher skills level, professional comprehensive ability, and personal physical health level of normal university students; In the family system, the main selection is the economic status and relationship network of the family; In the social system, peer support,[2] school support, and social support are mainly selected to construct a model of the influencing factors of the employment willingness of normal university students in southern Xinjiang from the above nine variables.

## 2.2 Indicator selection

This study mainly includes scales measuring human capital, family social capital, social support, and employment willingness in southern Xinjiang, all of which are measured using the Likert 5-point scoring method. Among them, (1) in the measurement of human capital, there are four dimensions: the professional knowledge level, skill level, comprehensive ability, and health level of normal students; The level of professional knowledge includes the self-learning ability, foreign language proficiency, and computer proficiency of normal university students; the level of professional skills of normal university students includes professional skill training, mastery of professional knowledge, and the acquisition of professional qualification certificates; the comprehensive ability includes the participation of normal university students in scientific research projects, serving as college and school cadres, internship work experience, and political literacy; the health status includes the physical exercise, physical condition, and sports competition of normal university students. (2) The measurement indicators of family social capital mainly include: the socio-economic status of the family (parents' education level, occupational situation, family's economic income), the social network of the family (the size of the family's social network, social network differences, and the strength of social network relationships) (3) the measurement of social support mainly includes peer support, school support, and policy support for teacher trainees; (4) Measurement of grassroots employment willingness.

## 3. Data analysis results

### 3.1 Descriptive statistical analysis of data

The overall average score for the employment intention of students majoring in teacher education in southern Xinjiang is 2.9961, with a standard deviation of 1.14663. The employment intention of students majoring in teacher education in southern Xinjiang is below the average level. Survey research analysis shows that the degree of employment intention of teacher education students in southern Xinjiang is not high. In terms of personal capital ability, the employment willingness of typical college students in southern Xinjiang is as follows: the score of professional knowledge level is 3.5142, the professional skill level is 2.9199, the physical health level is 3.1283, the professional comprehensive level is 3.2726, and the average score is around 3 points, indicating that normal students have a more objective understanding of their own human capital stock. However, the data shows that the score of professional knowledge ability level of normal students is higher than that of professional skill level. It can be objectively concluded that normal students have a relatively good grasp of professional knowledge ability, but lack the cultivation and exercise of professional skills. In the family system, the average score of the family economic level of normal university students is 2.3146, and the average score in the family relationship network is 3.3200, indicating that the family economic status of normal university students is mostly below average. However, the family and social relationships of most normal university students are still relatively extensive. In the social system, the average scores for peer support [3], school support, and policy support are 3.1059, 3.4632, and 3.5375. The average scores are all above 3 points. Compared to the other two aspects, the peer support score is lower, which means that the support of peer support for the employment of normal university students in southern Xinjiang is not enough. However, the scores of the other two aspects are both above 3.5, indicating that the school and policies have a more significant guiding effect on the employment of college students in southern Xinjiang.

### 3.2 Regression analysis of human capital and employment willingness in southern Xinjiang

Based on the above regression analysis results, linear regression analysis was conducted with professional knowledge level, teacher training student professional skill level, professional comprehensive level, and physical health level as independent variables, and employment willingness in southern Xinjiang as the dependent variable. The regression coefficient of professional knowledge level is -0.034 ( $t=-0.335$ ,  $p=0.738>0.05$ ). The knowledge level of normal university students can have a negative impact on their employment willingness in southern Xinjiang. This can be explained by the fact that students with abundant professional knowledge reserves have higher expectations for future employment.[4] However, with the increasing pressure of employment, the education industry is becoming more and more competitive. Normal university students' professional knowledge reserves are for further education, so the impact of professional knowledge on employment in southern Xinjiang is negative. Through interviews and further research, the author found that in order to enter a good employment environment market, improve their professional knowledge reserves, and strive for further education has become a major direction at present. The regression coefficient value of teacher training skill level is 0.367 ( $t=3.566$ ,  $p=0.000<0.01$ ), indicating that skill level can have a significant positive impact on employment willingness in southern Xinjiang. Through a survey of students who are willing to engage in education work in southern Xinjiang, it was found that students who are willing to engage in employment in southern Xinjiang have obvious distribution characteristics in their place of origin. Most

students from southern Xinjiang are willing to work in southern Xinjiang and continuously improve their professional skills in order to enter their favorite education industry after graduating from undergraduate studies. The regression coefficient value of professional comprehensive level is  $-0.004$  ( $t=-0.038$ ,  $p=0.969>0.05$ ). Professional comprehensive knowledge level can have a negative impact on employment willingness in southern Xinjiang. Interview analysis of the professional comprehensive literacy of normal university students found that those with higher comprehensive professional literacy levels tend to stay in northern Xinjiang or developed coastal areas in the central and eastern regions after graduation.[5] Considering their competitive advantages, their willingness to work in southern Xinjiang is relatively weak. The regression coefficient of physical health level is  $0.293$  ( $t=3.918.335$ ,  $p=0.000<0.05$ ), indicating that physical health level can have a significant positive impact on employment willingness in southern Xinjiang. The employment environment in southern Xinjiang is relatively worse than that in northern Xinjiang, and students who are willing to engage in education in southern Xinjiang attach more importance to their physical health.

### **3.3 Regression analysis of family social capital and employment willingness in southern Xinjiang**

Based on the above regression analysis results, a linear regression analysis was conducted with family economic level and family relationship network as independent variables, and employment willingness in southern Xinjiang as the dependent variable. Among them, the regression coefficient value of the economic level of specialized families is  $-0.380$  ( $t=-4.380$ ,  $p=0.000<0.01$ ). The family economic level of normal university students can have a negative impact on their employment willingness in southern Xinjiang.[6] This can be explained by the fact that normal university students with higher family economic levels have lower willingness to engage in employment in southern Xinjiang. Through interviews, it was found that some students with higher family economic levels have weaker willingness to engage in normal university employment after graduation and are more willing to start their own businesses through family economic support. The regression coefficient of family network relationships among normal university students is  $0.328$  ( $t=4.432$ ,  $p=0.000<0.01$ ). Family network relationships have a significant positive impact on employment willingness in southern Xinjiang. Through interviews with students who are willing to engage in education work in southern Xinjiang, it was found that the majority of students who are willing to engage in employment in southern Xinjiang are mainly employed in the region because their families have relevant employees who can provide them with more opportunities and employment information.

### **3.4 Regression analysis of social capital and employment willingness in southern Xinjiang**

Based on the regression analysis results above, with peer support, school support, and social support as independent variables and normal students' willingness to seek employment in southern Xinjiang as the dependent variable, a linear regression analysis was conducted. The regression coefficient value of peer support was  $0.757$  ( $t=14.144.335$ ,  $p=0.000<0.01$ ), indicating that the level of peer support among normal students can have a significant positive impact on their willingness to seek employment in southern Xinjiang.[7] This can be explained by the fact that peer support has a greater impact on their willingness to seek employment in southern Xinjiang. Through further research, it was found that in influencing the employment willingness of normal university students in southern Xinjiang, the majority of students mainly consider the wishes of family and friends when deciding whether to go to southern Xinjiang for employment. Peer support even plays a decisive role in the employment of normal university students in southern Xinjiang. The regression coefficient of the support level of the normal school is  $-0.153$  ( $t=-1.861$ ,  $p=0.063>0.05$ ), indicating that the school support of normal students has a negative impact on their employment willingness in southern Xinjiang. Through further interviews with the author, it was found that schools will comply with national policies to support college students in finding employment in southern Xinjiang and realizing their own value in the widest possible world. The regression coefficient of social support is  $0.218$  ( $t=2.631$ ,  $p=0.009<0.01$ ), indicating that the social support of normal university students can have a significant positive impact on their employment willingness in southern Xinjiang. The social support, especially the policy-oriented promotion of employment policies in southern Xinjiang, has a significant impact on whether students majoring in teacher education consider employment in southern Xinjiang.

## **4. Research Conclusion and Countermeasures Suggestions**

### **4.1 Normal school students transform their employment concepts in southern Xinjiang and sort out the correct career outlook**

Currently, the overall employment environment market is relatively fierce. College students still have high employment expectations and lack clear and scientifically reasonable employment orientation, which often leads to their employment ideals not being in line with their actual situation. Contemporary normal university students should also have a good spirit

of dedication and a high level of educational sentiment in the process of employment. In the job market, it is necessary to timely transform employment thinking and employment methods, and also to master the ability to think independently and withstand employment pressure.[8] In choosing a career, we should establish the concept of not being afraid of hardship and being willing to engage in employment in southern Xinjiang. In addition, for most normal university students, in addition to recognizing the current employment situation, they should abandon some traditional employment concepts and reverse their bias towards employment in southern Xinjiang. We should actively engage in employment opportunities in southern Xinjiang, apply the knowledge we have learned to the development of education in southern Xinjiang, and continuously exert our own light, enthusiasm, and personal value. Therefore, in the process of employment, current teacher trainees must not only understand the employment environment, but also choose a reasonable career/positioning based on their own actual situation and interests.

#### **4.2 Normal students should continuously improve their employability during their school years**

As college students, teacher trainees should actively mobilize their enthusiasm, abide by laws and regulations, be down-to-earth, and have firm willpower in their work. Of course, for teacher trainees, they should fully utilize the knowledge learned in the classroom and continuously improve their teaching abilities. In addition, they should constantly update their educational philosophy, enrich and expand their professional knowledge, and devote themselves to the education cause in southern Xinjiang with a more outstanding attitude.

#### **4.3 Update employment concepts at the peer level and provide rational employment counseling guidance**

With the increasingly severe employment situation in the overall environment, there may be another world for teachers to work in southern Xinjiang before their death. The overall employment space in the education industry in southern Xinjiang is relatively large, but many parents express their disagreement with their children's employment in southern Xinjiang. As parents, we should actively respond to national policies, provide consultation and guidance on our children's employment, understand and help them make employment choices, and contribute our own strategies to help them achieve their goal of going to southern Xinjiang. In helping normal students establish good employment choices, parents and peers can also communicate with the school to achieve "home school coeducation".

### **5. Conclusion**

For normal university students, employment in southern Xinjiang is the most effective way to cultivate their patriotism and achieve their educational ideals. It is also an important window for honing their willpower and helping them grow faster. Colleges and universities should integrate typical cases of employment in southern Xinjiang at any time during the enrollment education of normal students and the employment season after graduation, play a leading role as a good example, and guide normal students to establish a good employment concept. Therefore, at the university level, it is necessary to fully utilize the educational functions of each link, commend and reward outstanding representatives of employment in southern Xinjiang, and encourage graduates to actively engage in educational work in southern Xinjiang and take on new educational missions.

### **Acknowledgments**

This article is a preliminary achievement of the 2023 open project of the Institute of Education Science at Yili Normal University, titled "Coupling and Coordination Effects of Local Normal Universities in Supporting Rural Revitalization under the Background of Rural Revitalization" (Project No. JKS202303).

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## **Author Introduction**

Liu Aoyun (1993-), male, from Shangqiu, Henan Province, is a lecturer at the School of Education Science, Yili Normal University. His research interests include education and economics, as well as education management research.