

Investigation on employment intention and influencing factors of clinical and nursing students in Tibet University

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Abstract

Objective: To analyze the employment intention and influencing factors of clinical and nursing students majoring in Tibet University, and to provide scientific guidance and suggestions for students' employment. **Methods:** Selecting the clinical and nursing college students of a university in Tibet as the survey objects, using a combination of online and offline methods to conduct a questionnaire survey, and selecting some students from different grades to conduct offline interviews according to the method of stratified sampling. **Results:** Data collection and analysis were carried out for the sample, and finally three types of employment intentions were concluded: vague employment prospects, passive employment intentions, and conservative employment intentions. **Conclusion:** According to different types, reasonable suggestions are put forward, optimization policies are adopted, and students are encouraged to recognize the reality through counseling; pressure is reduced, and passive is truly active; dare to challenge, and improve psychological quality and professional ability, to further enhance the employment enthusiasm of clinical and nursing students in Tibet University, and help them choose a more suitable employment path.

Keywords

Clinical, nursing, employment intent.

1. Research background and significance

With the continuous expansion of the enrollment scale of colleges and universities and the slowdown of economic growth, the employment situation of college students across the country has become increasingly severe. Tibet University, as one of the universities with the largest enrollment in the autonomous region, the employment of its students has also received extensive attention from all walks of life. The medical profession has a higher employment rate than other professions, but there are still students who are desperate for the future. With the frequent occurrence of doctor-patient relationship and doctor-injuring behaviors, the employment of medical students is also affected by subjective and objective factors, resulting in serious problems in the form of employment. Therefore, this study aims to understand the employment intention of clinical and nursing students of Tibet University School of Medicine and their influencing factors, and to provide theoretical guidance for adopting targeted coping strategies.

2. Research method, content and implementation

2.1. Research objects and methods

2.1.1 Research objects:

From August 1 to December 30, 2021, a stratified sampling method was used to distribute questionnaires and electronic questionnaires, and 524 valid questionnaires were recovered. The effective recovery rate was? . Inclusion criteria: full-time undergraduate students

(including interns) of Tibet University School of Medicine who volunteered to participate in this researcher; exclusion criteria: suspension of study during the investigation period.

2.1.2 Research methods:

This research adopts the questionnaire survey method and sets up the questionnaire, including the general information part and the main body part. The general information part includes gender, ethnicity, grade, subject, parents' income and education; the subject part of the questionnaire includes the individual's employment intention and the family's employment requirements for the individual.

2.1.3 Data collection method:

The researchers who have received unified training explain the purpose and significance of the survey to the research subjects, inform the confidentiality principle, achieve informed consent, and issue questionnaires on the spot or collect data by filling in the questionnaires on the questionnaire star online.

2.1.4 Statistical methods:

SPSS 26.0 statistical software was used to input and analyze data, descriptive analysis: frequency, percentage, mean and standard deviation, etc.; univariate analysis: independent sample t test, variance analysis, rank sum test, etc. Logistic regression was used for multivariate analysis, and $P < 0.05$ was considered statistically significant.

2.2. Result

2.2.1 normal information

A total of 450 paper questionnaires were distributed in this study, 415 valid questionnaires and 109 electronic questionnaires were recovered, with a total of 524 valid questionnaires, and the effective recovery rate was 93.7%.

There are 188 valid samples for boys, accounting for 35.9%; there are 336 valid samples for girls, accounting for 64.1%. According to the ethnic proportion analysis, there are 182 valid samples for Han nationality, accounting for 34.7%; 325 valid samples for Tibetan nationality, accounting for 62%, and 15 valid samples for other ethnic minorities, accounting for 3.2%. In terms of grades, freshmen and sophomores account for the largest proportion, followed by juniors and seniors, and juniors and seniors less. Among them, the sample size of the clinical and nursing professional surveys is roughly equal.

Table 1 Analysis of Normal Information

		Amount	Composition ratio (%)
Gender	Male	188	35.9
	Female	336	64.1
Nationality	Tibetan	325	62.0
	Han nationality	182	34.7
	Hui nationality	2	0.4
Grade	Others	15	2.9
	Freshman	142	27.1
	Sophomore	135	25.8
	Junior	98	18.7
	Senior	95	18.1

	Fifth grade university	54	10.3
Specialty	Clinical	274	52.3
	Nursing	250	47.7
Ordinary student	Student leaders	114	21.8
	Ordinary student	410	78.2

3. Classification of employment intentions

Through a survey on the employment intentions of the medical students of Tibet University, it is found that the current employment intentions of the students can be divided into the following types:

Ambiguity of employment prospects: This type of students is mainly manifested in that they are not clear about their employment intentions, do not have a clear position for themselves, do not even know what kind of work they can do after graduation, and do not have any plans and ideas;

Passive type of employment intention: This type of students has no subjective ideas. They mainly define their employment intentions based on the intentions of their parents, teachers or classmates around them. They do not choose a job that suits them according to their own characteristics, which may lead to the job that you choose is not suitable for you, so this type of students will have big problems in future employment;

Employment intention conservative: this kind of students generally limit their intention to national institutions or civil servants "iron rice bowl", the pursuit of stability, lack of innovation, lack of courage to challenge new things, not the maximum extent to stimulate their own potential, which will lead to lose a lot more suitable for themselves, have greater development space opportunities.

Geographical type of employment intention: These students yearn for the first-tier cities such as Beijing, Shanghai and Guangzhou. If there is a more suitable employment opportunity for them, but they refuse to choose if they are not in such a city, they will miss the opportunity; There are still some students who want to go back to their hometown after graduation. Other cities do not consider it at all. If there is no suitable opportunity in their hometown, they can take other positions. They do not have a correct plan for their future.

4. Analysis of research results

Table 2 An Analysis of the Concept of Employment

		Career choice						
			Choose the job of your choice	Find a similar job first, then consider other jobs later	Further studies	Self-employment	Others	Total
Gender	Male	Amount	60	57	54	11	6	188
		Composition ratio (%)	31.91%	30.32%	28.72%	5.85%	3.19%	
	Female	Amount	152	73	103	3	5	336
		Composition ratio (%)	45.24%	21.73%	30.65%	0.89%	1.49%	
Specialty	Clinical	Amount	112	54	93	6	9	274
		Composition ratio (%)	40.88%	19.71%	33.94%	2.19%	3.28%	
	Nursing	Amount	100	76	64	8	2	250
		Composition ratio (%)						

		Composition ratio (%)	40.00%	30.40%	25.60%	3.20%	0.80%	
Grade	Freshman	Amount	64	22	54	2	0	142
		Composition ratio (%)	45.07%	15.49%	38.03%	1.41%	0.00%	
	Sophomore	Amount	49	46	34	3	3	135
		Composition ratio (%)	36.30%	34.07%	25.19%	2.22%	2.22%	
	Junior	Amount	48	26	20	2	2	98
		Composition ratio (%)	48.98%	26.53%	20.41%	2.04%	2.04%	
	Senior	Amount	30	30	25	6	4	95
		Composition ratio (%)	31.58%	31.58%	26.32%	6.32%	4.21%	
	Fifth grade university	Amount	21	6	24	1	2	54
		Composition ratio (%)	38.89%	11.11%	44.44%	1.85%	3.70%	
Nationality	Han nationality	Amount	29	33	110	8	2	182
		Composition ratio (%)	15.93%	18.13%	60.44%	4.40%	1.10%	
	Tibetan	Amount	178	95	38	5	9	325
		Composition ratio (%)	1	1	1	1	1	
	Hui nationality	Amount	0	0	2	0	0	2
		Composition ratio (%)	0.00%	0.00%	100.00%	0.00%	0.00%	
	Others	Amount	5	2	7	1	0	15
		Composition ratio (%)	33.33%	13.33%	46.67%	6.67%	0.00%	
Student leaders	Yes	Amount	38	26	47	3	0	114
		Composition ratio (%)	33.33%	22.81%	41.23%	2.63%	0.00%	
	No	Amount	174	104	110	11	11	410
		Composition ratio (%)	42.44%	25.37%	26.83%	2.68%	2.68%	
Total			40.50%	24.80%	30.00%	2.70%	2.10%	100%

It can be seen from the table that there is not a big difference in the concept of career choice between different genders, but among different majors, the proportion of students who choose to further study in clinical majors is higher than that of students in nursing majors; Secondly, comparing different ethnic groups, the vast majority of Han students choose to continue their studies, while local students are more inclined to direct employment.

Table 3 Analysis of future employment directions

			Employment direction						
			Government civil servant	Schools and research institutes	Medical and health institutions	Enterprise	Self-employment	Others	Total
Gender	Male	Amount	21	12	142	6	5	2	188
		Composition ratio (%)	11.17%	6.38%	75.53%	3.19%	2.66%	1.06%	
Gender	Female	Amount	24	21	286	3	2	0	336
		Composition ratio (%)	7.14%	6.25%	85.12%	0.89%	0.60%	0.00%	
Specialty	Clinical	Amount	17	8	240	5	2	2	274
		Composition ratio (%)	6.20%	2.92%	87.59%	1.82%	0.73%	0.73%	
Specialty	Nursing	Amount	28	25	188	4	5	0	250
		Composition ratio (%)	11.20%	10.00%	75.20%	1.60%	2.00%	0.00%	
Grade	Freshman	Amount	16	12	111	1	0	2	142
		Composition ratio (%)	11.27%	8.45%	78.17%	0.70%	0.00%	1.41%	
	Sophomore	Amount	11	10	109	3	2	0	135

		Composition ratio (%)	8.15%	7.41%	80.74%	2.22%	1.48%	0.00%	
		Amount	10	2	86	0	0	0	98
Junior		Composition ratio (%)	10.20%	2.04%	87.76%	0.00%	0.00%	0.00%	
		Amount	4	8	75	5	3	0	95
Senior		Composition ratio (%)	4.21%	8.42%	78.95%	5.26%	3.16%	0.00%	
		Amount	4	1	47	0	2	0	54
Fifth grade university		Composition ratio (%)	7.41%	1.85%	87.04%	0.00%	3.70%	0.00%	
		Amount	11	19	145	1	4	2	182
Nationality	Han nationality	Composition ratio (%)	6.04%	10.44%	79.67%	0.55%	2.20%	1.10%	
		Amount	34	13	269	8	1	0	325
Tibetan		Composition ratio (%)	10.46%	4.00%	82.77%	2.46%	0.31%	0.00%	
		Amount	0	1	14	0	2	0	17
Others		Composition ratio (%)	0.00%	5.88%	82.35%	0.00%	11.76%	0.00%	
		Amount	12	9	86	5	1	1	114
Student leaders	Yes	Composition ratio (%)	10.53%	7.89%	75.44%	4.39%	0.88%	0.88%	
		Amount	33	24	342	4	6	1	410
No		Composition ratio (%)	8.05%	5.85%	83.41%	0.98%	1.46%	0.24%	
		Composition ratio (%)	8.60%	6.30%	81.70%	1.70%	1.30%	0.40%	100%

From the table 3, we can see that there are no obvious differences between different genders, different majors, different nationalities, and even different grades. It can be seen that most students want to find a job that matches their major.

Table 4 Stress score between different factors

		Group Statistics						
			Number of cases	Average	Standard deviation	Standard error mean		
Stress score	Gender	Male	188	20.41	7.448	0.543		
		Female	336	20.40	6.764	0.369		
	Specialty	Clinical	274	20.53	7.273	0.439		
		Nursing	250	20.27	6.721	0.425		
		Describe						
		95% confidence interval for the mean						
Stress score	Number of cases	Average	Standard deviation	Standard error	Lower limit	Upper limit	Minimum	Max
Freshman	142	17.24	5.962	.500	16.25	18.23	10	36
Sophomore	135	21.69	7.030	.605	20.49	22.89	10	50
Junior	98	19.86	7.078	.715	18.44	21.28	10	45
Senior	95	22.17	6.513	.668	20.84	23.50	10	45
Fifth grade university	54	23.43	7.207	.981	21.46	25.39	10	43
Total	524	20.41	7.010	.306	19.80	21.01	10	50

From Table 4, we can see that the mean stress scores of different majors and different genders are basically the same, and there is no difference; but in different grades, with the increasing age, the stress scores show a gradual upward trend, and the stress score of students facing

employment is the highest, which also reflects that the current situation of employment and further education is so severe.

5. Discussion

5.1. Optimize the policy and promote students to recognize the reality through tutoring

Up to now, the employment situation of medical graduates is difficult. With the continuous improvement of the competition requirements for medical positions and the standardization of doctor positions, many students who plan to find employment after graduation have to join the large camp of postgraduate entrance examination, resulting in the number of postgraduate entrance examinations. On the other hand, many public hospitals above the top three are constantly saturated, and the demand for talents is constantly shrinking, while some second-level public hospitals and some medical institutions below have sufficient positions, but graduates are not reluctant to apply. Therefore, in the face of these practical problems, on the one hand, the national government needs to continuously optimize policies, introduce relevant preferential policies, encourage contemporary college students to go to places where the country needs them, and actively respond to the country's call. Medical students will not be disappointed or lose confidence in their majors. Only in this way can students' enthusiasm for employment be improved; at the same time, colleges and universities need to carry out various employment trainings for college students on a regular basis to guide students' correct employment psychology and gain a correct understanding. In the current employment situation, rationally analyze the advantages of career selection occupied by your major and your own situation, so as to make better employment judgments and choose your own employment path objectively and scientifically.

5.2. Reduce stress and truly turn passive into active

According to the results of this survey, it can be seen that students majoring in nursing are more inclined to get employment directly after graduation, and now the nursing major has been listed as a major in national shortage, and the employment prospects are also bright. Because of this, nursing students are more optimistic about the prospect of employment, and they are more active in choosing careers, while clinical students have higher requirements for professional knowledge, and the current employment positions are in short supply, and the academic requirements are getting higher and higher. However, their employment intentions are concentrated in one region, which greatly increases the employment pressure in relevant regions and makes students more passive in employment. Therefore, on the one hand, the country needs to be more scientific in even majors, and use employment guidance to recruit students instead of recruiting students to drive employment. Letting students go out of school means employment, not career; in addition, schools need to offer relevant employment guidance courses, Alleviate the employment pressure of graduates, establish correct employment outlook and values, put forward guiding suggestions on the employment direction of graduates, strengthen education and publicity, make career planning in advance, and truly turn passive into active.

5.3. Dare to challenge, improve psychological quality and professional ability

Combined with the results of this survey, it is shown that family factors still have a great influence on graduates' employment intentions. A relatively superior family environment can make a person's horizons wider, take into account more comprehensive factors, and be able to work earlier. He will have a complete plan for his future, and he will know better than others how to seize employment opportunities. At the same time, for this part of the students who intend to find employment, parents have a very important influence on the choice of

employment location and employer level, and play a key role in guiding students. Therefore, in order to truly get out of the predicament of the old-fashioned way, on the one hand, parents need to support students. In the process of students' employment, parents should not take over and replace them too much. They should be encouraged to be independent and have a correct view of the difficulties in the job-hunting process. On the other hand, career planning instructors in colleges and universities are required to pay attention to students' mental health problems. When indecision or loss of confidence occurs during the career selection period, they should actively join hands with parents to help students improve their psychological resistance. Pressure capacity, with a good attitude to deal with job competition.

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