



¹ Department of Teachers' Affairs, The Capital University of Economics and Business, Beijing 100070, China

² School of Labour Economics, The Capital University of Economics and Business, Beijing 100070, China

³ Student Affairs Office, The Capital University of Economics and Business, Beijing 100070, China

Introduction and Purpose

In 2019, the number of recent graduates in China had reached 8.6 million. The employment situation of college graduates not only affects their personal lives, but is also related to the stability and sustainable long-term development of the country and society. Therefore, the employment of college students has always been highly concerned by the society. In recent years, the state has shifted from focusing solely on the employment rate to paying equal attention to both the employment rate and the quality of employment, and is committed to improving the employment quality of graduates. However, at the same time, there are phenomena such as the so-called slow employment in the society. The specific manifestation is that the interval between graduation and employment of graduates is lengthened, and graduates are not very active in obtaining employment. In fact, part of the reason is that graduates have higher expectations for the quality of employment, and try to choose ways to obtain better employment quality by increasing investment in education.

However, this article hopes to explore the diversification of employment, and hopes to explore whether the quality of employment can be improved by enhancing individual initiative in addition to increasing the accumulation of human capital through further studies. This can reduce the blindness of further studies to a certain extent, and at the same time, it can provide a certain reference for the employment decision-making of college graduates.

Research Hypotheses

H1: Learning initiative has a positive effect on employment quality.

H1a: Learning initiative has a positive effect on job matching.

H1b: Learning initiative has a positive effect on employment satisfaction.

H1c: Learning initiative has a positive effect on post quality.

H2: Practical initiative has a positive effect on employment quality.

H2a: Practical initiative has a positive effect on job matching.

H2b: Practical initiative has a positive effect on employment satisfaction.

H2c: Practical initiative has a positive effect on post quality.

H3: Job-seeking initiative has a positive impact on employment quality.

H3a: Job-seeking initiative has a positive effect on job matching.

H3b: Job-seeking initiative has a positive effect on employment satisfaction.

H3c: Job-seeking initiative has a positive impact on post quality.

Results and Analysis

• *Employment initiative and job matching*

This study uses linear regression methods and takes the three dimensions of employment initiative (learning initiative, practice initiative and job search initiative) as explanatory variables, job matching as explained variable, and gender, educational background, political outlook, etc. as control variables. Learning initiative and practical initiative have a positive impact on job matching. Job hunting initiative has a negative impact on job matching. When the three variables are put in the same model for regression, the effect of learning initiative on job matching has changed from significant to insignificant, which may be caused by the mutual influence between the variables. Therefore, it is assumed that H2a holds.

• *Employment initiative and employment satisfaction*

The three dimensions of employment initiative are used as explanatory variables, and employment satisfaction is used as explained variable to perform regression analysis. Learning initiative and practical initiative have a positive effect on employment satisfaction, while job hunting initiative has no significant effect on employment satisfaction. The effect of learning initiative on employment satisfaction has changed from significant to insignificant, which may be the result of the influence between variables. Therefore, it is assumed that H2b holds.

• *Employment initiative and post quality*

The three dimensions of employment initiative are used as explanatory variables, and post quality is used as explained variable to perform regression analysis. Practical initiative has a positive influence on post quality, and job hunting initiative has a negative influence on post quality. The impact of the three dimensions of employment initiative on post quality is no different than that of independent regression. Therefore, it is assumed that H2c holds.

• *Employment initiative and employment quality*

The three dimensions of employment initiative are used as explanatory variables, and the quality of employment is used as the explained variable to perform regression analysis. Learning initiative and practice initiative have a positive impact on employment quality, while job hunting initiative has a negative impact on employment quality. The impact of learning initiative, practice initiative and job search initiative on employment quality is no different than that of independent regression. Therefore, it is assumed that H1d and H2d are established.

• *Job-seeking initiative and employment quality*

This study uses linear regression methods and uses the square terms of learning initiative, practice initiative and job hunting initiative as explanatory variables, job matching, job quality, and employment quality as explained variables, and gender, educational background, political outlook, etc. as control variable. There is a significant negative correlation between the quadratic term of job search initiative and the respective variables. This result shows that the relationship between employment initiative and job matching, job quality and employment quality is non-linear. There is a possibility that the dependent variable first increases to a certain inflection point and then decreases, rather than the more active the job search, the worse the quality of employment.

Conclusion

Learning initiative and practice initiative have positive effects on employment quality. Job-seeking initiative is negatively related to employment quality.