

INFLUENCE OF PERSONALITY TRAITS ON EMPLOYMENT QUALITY OF COLLEGE GRADUATES

Jing Sun¹, Lui Laibing²

^{1,2}Graduate School, Southeast Asia University, Bangkok, Thailand

E-mail: S6446B10012@live.sau.ac.th

Abstract

Employment is the basis for the stability of a person, a family and even the whole society. Employment is not only an economic problem, but also a crucial social problem. As the main force of first-time employment, college graduates are widely studied by all walks of life, but their focus is often on the employment rate and unemployment rate, ignoring the evaluation of employment quality. As the main force of employment, college graduates' employment quality directly reflects the quality and level of education in this university. Therefore, through the research and analysis of the employment quality of college graduates, we can understand the overall school running level of the university, so as to improve the employment quality and service. The university constantly updates the talent training program, dynamically adjusts the enrollment plan, and improves the employment service level, so as to achieve the quality upgrading of the talent training link in the whole process of enrollment, training, and employment.

With the large-scale enrollment expansion policy of colleges and universities in China, the number of graduates is increasing dramatically year by year, and the employment system of college graduates is also constantly adjusting, which makes it more difficult for college graduates to obtain employment, the market competition is becoming more intense, the employment difficulty, the low quality of employment and other issues follow, which indirectly led to a huge change in the employment concept, orientation, and way of graduates. The change of employment concept and orientation is not only affected by the social environment, but also closely related to the individual characteristics of students themselves. Whether graduates are employed and whether the final employment quality is high or low may be affected by their own psychological quality, professional skills, personality traits and other factors. Compared with the adjustment of social environment and national policies, the factors that affect the quality of employment are rarely studied on the personality traits and psychological capital construction of college graduates. Therefore, this paper will discuss the impact of personality traits on the quality of employment from the perspective of college graduates' personality traits.

Keywords: influence of personality, employment quality, college graduates

Statement of the problems

Two research questions:

1. This study will explore the impact of graduates' personality traits on employment quality?.

The quality of employment of college graduates is not only the result of the accumulation of professional knowledge and practical ability, but also may have a lot of psychological, personality, personality characteristics and other aspects. Many students with high IQ and

intelligent talents end up doing nothing.

2. Discuss the employment quality behind the employment rate of college graduates, and what are the influencing factors?

The employment quality problem behind the high employment rate of some colleges and universities. Since 2008, the overall employment rate of some colleges and universities has been more than 5%, and some even reached 100%, but many problems have been exposed behind the high employment rate. For example, colleges and universities blindly pursue high employment rate, and regard high employment rate as "political achievement project" and "image project".

Research Objective

In recent years, the employment of graduates has been concerned and valued by all parties, and there are also many studies on their employment quality and employment problems from multiple perspectives. Among them, students' personality traits and psychological capital are also a relatively new perspective and research focus.

This research takes the past graduates, fresh graduates and senior students of a comprehensive university in Shandong Province as the research object, and uses the methods of questionnaire, literature, mathematical analysis and statistics to understand the status of their personality traits, and discusses whether psychological capital, as an intermediary role, has an impact on the employment quality of graduates. It mainly discusses the differences of personality traits as variables and the correlation between personality traits and employment quality

Research Hypothesis

H1: Openness (openness) has a significant effect on the quality of employment.

H2: Conscientiousness has a significant effect on the quality of employment.

H3: Extraversion has a significant effect on the quality of employment.

H4: Agreeableness has a significant effect on the quality of employment.

H5: neuroticism has a negative effect on employment quality.

H6: There is a key mediating role for self-efficacy in psychological capital in relation to Big 5 personality and employment quality

Research Benefit and Significan

From the national level, the reasonable employment of college students will help the country manage and allocate high-end talents more reasonably, solve important livelihood problems, promote the stability and harmonious development of the whole society, and resolve social conflicts;

From the perspective of colleges and universities, studying the employment satisfaction of college students can optimize the employment structure of college students, improve the employment quality of college students and realize the transformation from "quantity" to "quality" on the basis of promoting the smooth employment of college students and stabilizing the employment rate of college students.

For students themselves, this study can help students understand how to use their social capital more reasonably, pay attention to the improvement of their psychology and personality,

and improve their employment quality and employment satisfaction on the premise of smooth employment.

Theory and Literature reviews

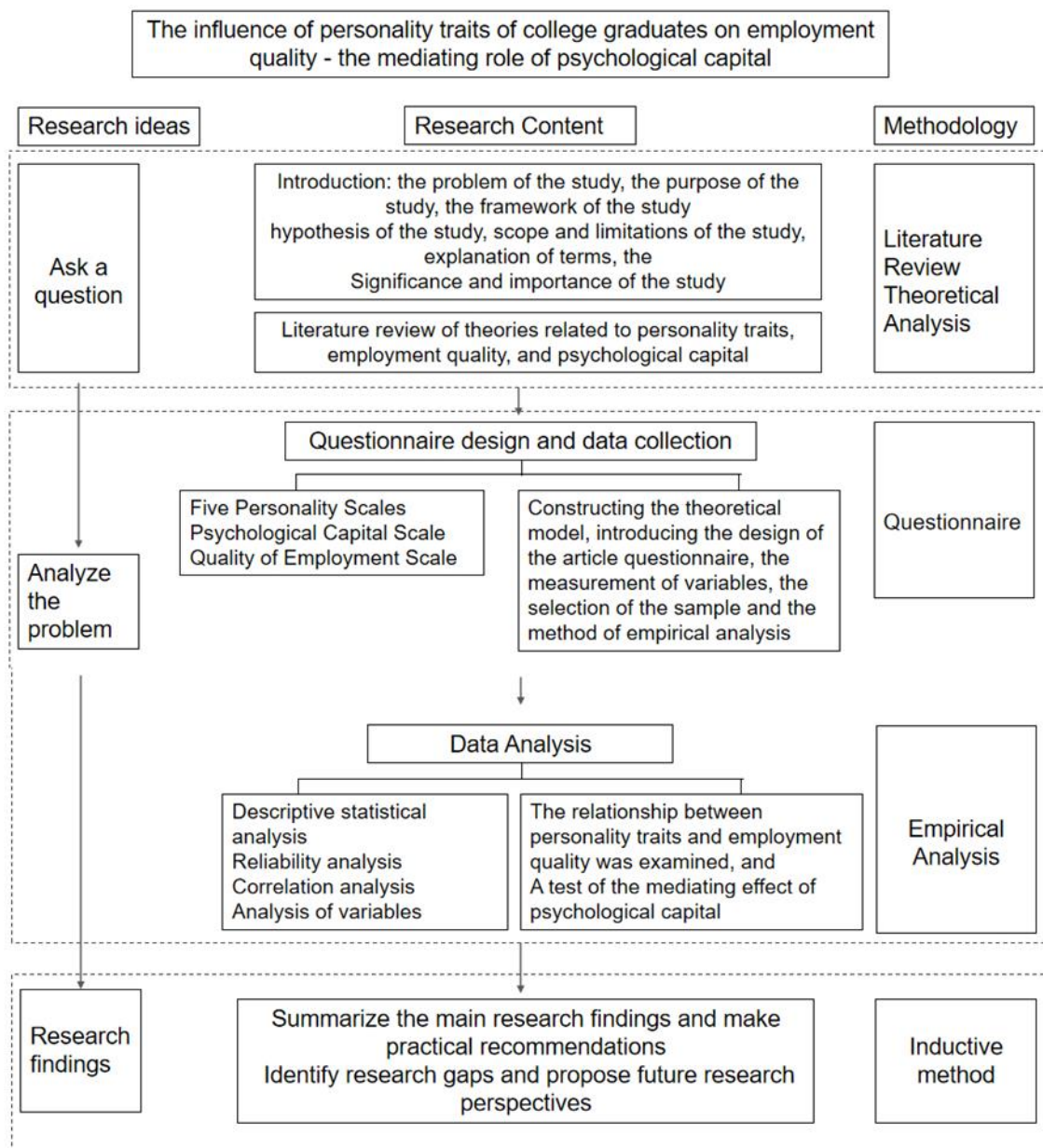
Big Five Personality Theory

"Psychological Capital Adoption" (PCA) originates from positive psychology

Based on the above review, we can see that the theory of personality traits originated in the United States in the 20th century, and has not yet formed a unified connotation, dimension and measurement method. Since Allport put forward the definition of personality trait, its development has gone through three factor model, five factor model and seven factor model, and has evolved into different measurement methods. In general, McCrae & Costa's Big Five personality model is widely used and discussed by scholars, so the personality trait theory in this paper will also adopt the Big Five personality factor model. At present, there are a lot of researches on personality traits at home and abroad, mainly including psychological measurement, employee selection, enterprise management, interpersonal communication, etc., and rich research results have been achieved in theory and practice.

Relevant research shows that there is no unified definition of employment quality Dimensions and measurement methods, but overall, employment satisfaction is the overall satisfaction of employees with their jobs. The division of dimensions and the selection of measurement methods can be determined according to research purposes and research subjects. At present, the research on job satisfaction or employment satisfaction mostly focuses on its influencing factors, and relevant research has definite guiding significance for enterprises to improve the job satisfaction of employees. Based on the current situation of difficult employment, some scholars have explored the influencing factors of college students' employment satisfaction, mostly from the aspects of individual human capital, career expectations, social capital, etc., and have made some achievements.

Conceptual Framework



Research result

Variables	Category	Frequency	Percentage	Total
Gender	Male	168	45.3%	371
	Female	203	54.7%	
Education level	College	75	20.2%	371
	Undergraduate	164	44.2%	
	Master and above	132	35.5%	
Only child or not	Only child	206	55.5%	371
	Non-only child	165	44.5%	
Is a student officer	Student Officers	164	44.2%	371

Variables	Category	Frequency	Percentage	Total
	Non- Student Officers	207	55.8%	

n terms of gender distribution, there were 168 males, accounting for 45.3%; 203 females, accounting for 54.7%, with more females than males, but the difference was not significant and the representation was good. The distribution of academic qualifications: the respondents were mainly undergraduates, but also included college and master's degree graduates and above, therefore, 44.2% of the total sample were undergraduates; 20.2% and 35.5% were college and master's degree graduates respectively. In terms of the distribution of whether or not they were only children, there were 206 only children (55.5%) and 165 non-only children (44.5%), a relatively balanced distribution. The distribution of student leaders or not: 164 student leaders, accounting for 44.2%; 207 non-student leaders, accounting for 55.8%, a relatively balanced distribution.

Independent variable	Dependent variable								
	Income levels			Employment satisfaction			Personal development prospects		
	Effect	SE	P Value	Effect	SE	P Value	Effect	SE	PValue
extraversion	0.179	0.063	***	0.246	0.069	***	0.211	0.063	***
conscientiousness	0.104	0.052	***	0.220	0.056	***	0.168	0.052	***
neuroticism	-0.203	0.051	0.003	-0.160	0.055	0.004	- 0.266	0.051	0.003
openness	0.211	0.043	***	0.106	0.046	0.018	0.206	0.043	0.039
agreeableness	0.168	0.047	0.002	0.100	0.050	0.022	0.109	0.047	0.037

	Effect	Boot SE	Boot LLCI	Boot UICI
Extraversion→Mental Capital→Quality of employment	0.2377	.0353	.1763	.3126
Agreeableness→Mental Capital→Quality of employment	-0.2118	0.0325	-0.2864	-0.1555
Neuroticism→Mental Capital→Quality of employment	0.2379	0.0418	0.1667	0.3308
Openness→Mental Capital→Quality of employment	0.2785	0.0395	0.2065	0.3655
Conscientiousness→Mental Capital→Quality of employment	0.2377	.0353	.1763	.3126

This study will use the procedure of Bootstrap method mediating effect test with bias-corrected nonparametric hundred quantile method for mediating effect test to verify the mediating role of psychological capital. This method was proposed by Chung-Lin Wen 1941 et al. In this study, a repeated random sample of 2,000 Bootstrap samples was drawn from the original data with a confidence interval set at 95%, and the mediation effects between the corresponding variables were analyzed using the PROCESS plug-in for SPSS. In the analysis

of the results, if the confidence interval does not include 0, then the mediating effect is significant. The results showed that H6 holds. There are mediating effects between psychological capital and employment satisfaction in terms of extraversion, neuroticism and employment satisfaction, openness to experience and employment satisfaction, and agreeableness and employment satisfaction.

Discussion and Conclusion

This study concluded 2 points:

(1) Extraversion, conscientiousness, openness, and agreeableness in Big Five personality have significant positive effects on psychological capital, while neuroticism has significant negative effects on psychological capital.

(2) Extraversion of Big Five personality would affect the level of intake to some extent, but psychological capital would completely mediate the predictive effect of personality on intake, and psychological capital had higher predictive power on intake. The Big Five personalities of agreeableness and conscientiousness significantly affect job satisfaction, but psychological capital also fully mediates the predictive role of personality on job satisfaction, and psychological, capital has higher predictive power for job satisfaction. In conclusion, psychological capital is an important factor affecting employment quality, and psychological capital status can be appropriately examined when recruiting students in schools and employees in companies.

References

- Wanberg, C. R., Glomb, T, Song Z, et al. (2005) Job search persistence during unemployment: A ten wave longitudinal study *Journal of Applied Psychology*. 2005, 90(3), 411-430.
- Wang, Y. R. (2006). On the relationship between college students' professional values, employability and employment performance [D] Zhejiang University Learning, 2006
- Wanberg, C. R., Hough, L., & Song, Z. (2002). Predictive validity of a multidisciplinary model of reemployment success. *Journal of Applied Psychology*, 87(6), 1100- 1133.
- Babakus, E., Yavas, U., & Ashill, N. J. (2009). The Role of customer orientation as a moderator of the job demand burnout performance relationship: A surface-level trait perspective. *Journal of Retailing*, 85(4), 480-492.
- Avey, J. B., Reichard, R. J., Luthns, F., & Mhatre, K. H. (2011) Meta-analysis of the impact of positive psychological capital on employee attitudes, behavior, and performance *Human Resource Development Quarterly*, 22(2), 127-152
- W, Y. Research (2006). On the relationship between college students' professional values, employability and employment performance [D] Zhejiang University Xue.