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The Study on the Improvement of College Students' Employability under the Background of Boundaryless Career

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Abstract:

In the boundaryless career, personal employability is not only the premise of the self success, but also the guarantee of the job. The premise of boundaryless career is not the career goal, but in the process of continuous improvement of the employability and finally career success will come true. The main difference between traditional career and boundaryless career is discussed. In the era of boundaryless career, college students must be to develop this concept, to upgrade selves in accordance with the requirements of boundaryless career.

Keywords: *Graduates, improvement, boundaryless, career, employability*

1. Introduction

With the post 95s college students stepping into the workplace, big changes have taken place in the enterprise human resources and many challenges emerge. There are two changes for graduates and the trend becomes clearly. First, college graduates are engaged in uncertain industries. Graduates choose jobs not only by their major, but also by their interest because they work not just for life. Second, the change of jobs will be the normal. In other words, many graduates will often change jobs in the following years (fang, 2013). According to the <China Colleges Students's Employment Report> edited and published by Mycos 2014, nearly 50% of graduates, including higher vocational college students will change their jobs within six months, the rate of professional counterparts data also decreased year by year (Niu shuang, 2009). These two new normal changes have caused a great impact in the traditional career. The key concept of traditional career theory is stability. In this trend, boundaryless career was born to adapt these changes. Boundaryless career is a significant feature of the career development at the present stage, the problem of uncertainty in the traditional career will become easy to solve under the background of boundaryless career.

2. Boundaryless Career and Traditional Career

The premise of boundaryless career is the improvement of employability. It focuses on transferable skills rather than career goals. The traditional career focuses on planning and adjustment when career goal was determined within one corporation. Boundaryless career goals were not traditional job promotion or salary raise, but to improve the transferable skills in different occupations (Huang xinmin, 2012). In boundaryless career, we seldom consider the working stability on the premise of improvement of employability, which can only make work stable. The key point of traditional career is employment competency that is employability for a certain job. In this condition, good stability sometimes equals good competency, and the stability will be enhanced when the Internal-External career becomes harmonious between individual and the corporation. The main difference between boundaryless career and traditional career is shown in table 1 and figure 1.

	Traditional Career	Boundaryless Career
Employment stability	loyalty	Flexible employability
boundary	One or two corporations	More than two corporations
skill	Special skill for one job	Transferable skill
The standard of success	Salary, promotion, position	Identification of psychological and do meaningful things
Responsibility	Corportation	Individual
Stage of development	Age related	Learning related
Critical Attitude	Corportation Permitted	Personal satisfactory

Table 1: Boundaryless Career and Traditional Career

The theoretical basis of the traditional career is Frank Parsons' Trait-Factor theory, which focuses on the matching between the individual and job according to their own traits (ronghua, Gaoying, 2009). This theory is perfect but not suitable for new graduates, because few graduates can find suitable job according to this theory. Even for the higher vocational college graduates who have high integration with enterprises, most new graduates can't work completely independent. From the perspective of enterprise human resources, they don't just consider the requirements of the job when they recruit new graduates. Enterprise human resources actually mainly consider the following aspects: first, the graduate can whether or not become a qualified staff with the help of the corporation within a certain period of time called internship period. Second, they wonder whether the graduate identifies the corporate culture. The foundation of boundaryless career theory is the Minnesota theory of work adjustment, i.e. TWA. TWA emphasize the initiative that the graduates take to adapt to the requirements of job and this process is also the improvement of employability. In the boundaryless career, new graduates don't have to look for a job completely according to their traits. They can find currently incompetent job and try to meet the requirements of the job in the internship period according to the own characteristics.

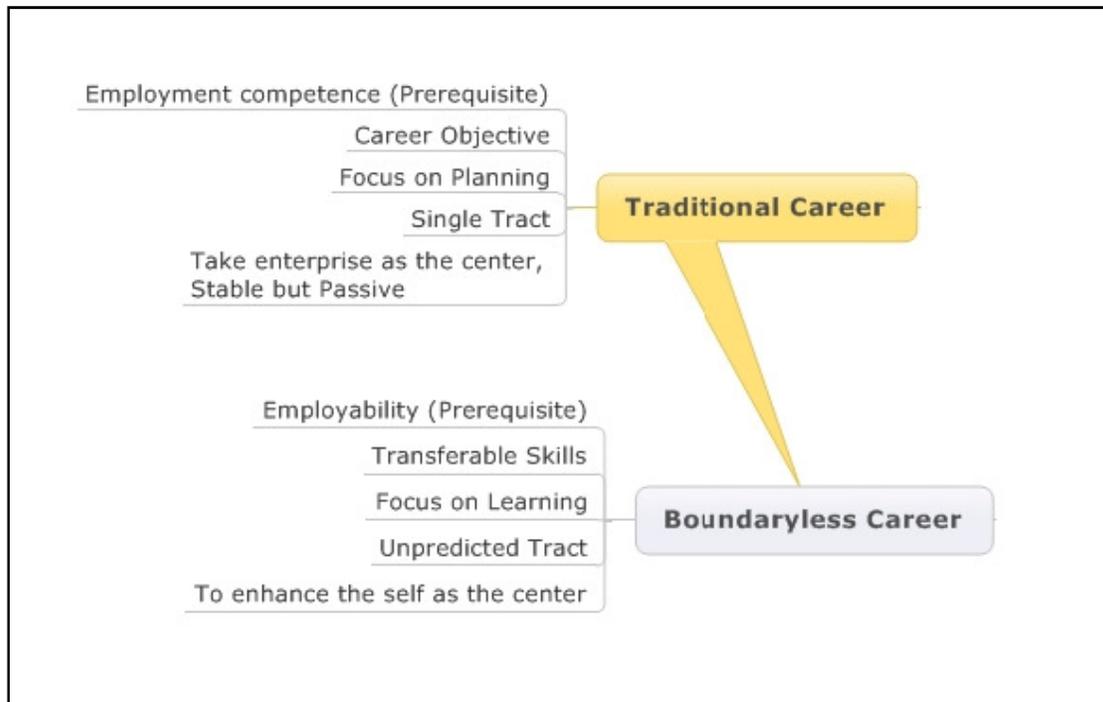


Figure 1: Traditional Career and Boundaryless Career

3. New Psychological Contract Relationship

In the boundaryless career, the relationship has changed between the individual and the organization. This change fundamentally is the inevitable product of the economic development. The competition of the organizations is getting better and better and the competition in human resources is more intense. The various forms of employment have emerged. The enterprise burden becomes heavier when fixed staffs become more and this change is disruptive for the individual (Benson, 2006). The traditional text of contract will also change, the psychological contract will emerge. In the new psychological contract, organization will not be responsible for personal stability, and individuals will not completely depend on the certain organization. The organization focuses on personal employability while the individual focus on the platform organization provided to improve transferable skills. This kind of psychological contract is not very obvious in the contract, but it is the relationship in the psychological contract.

It is very cruel for the individual in boundaryless career. There are three changes for individuals. First, is the less probability to find stable job and changes has become inevitable for most graduates. Secondly, new graduates don't consider the salary too much at the beginning of finding work but the promotion of employability. The key point is that whether or not the job can bring the promotion of employability. Finally, graduates change their jobs only for the reason of no promotion of employability. Anybody who is able to adapt to these three changes in the current workplace can get development and make career become mature.

The stability in boundaryless career is relatively stable, which means that graduates could find suitable jobs by their employability. If you leave the present job and can't successfully find another job, although your performance in the previous job is satisfied, the overall employability is in decline. It is a great risk for the individual once the enterprise can't provide stable job. From this point of view, the vocational goal of individual in boundaryless career is to improve the employability.

4. The Promotion Path of Employability

At present, the society is concerned with the initial employment rate and the employment quality. The nation needs high quality employment to guarantee development. High quality employment can't be simply understood as to find a good job because for new

graduates, colleges, professional brand and residence and so on will become very important factors in employment. In the first few years of working, the main task is to adapt to the workplace and gradually form their own core competency in employment. In my opinion, high quality employment shouldn't just consider the new graduates, but also the graduates within 3 years. At that time, the university they graduated will not determine the quality of employment too much. The graduates' learning ability and psychological capital and good values have gradually begun to play important roles. At this time, we can talk about the so-called high quality employment. The impetus of boundaryless career come from continuous learning and this kind of learning ability is focused on training during the university.

Generally speaking, the employability can only be enhanced in the workplace. In this paper, we discuss the just necessary conditions and only with these conditions new graduates can get employability in workplace. College students' employability mainly includes three aspects shown in figure 2.

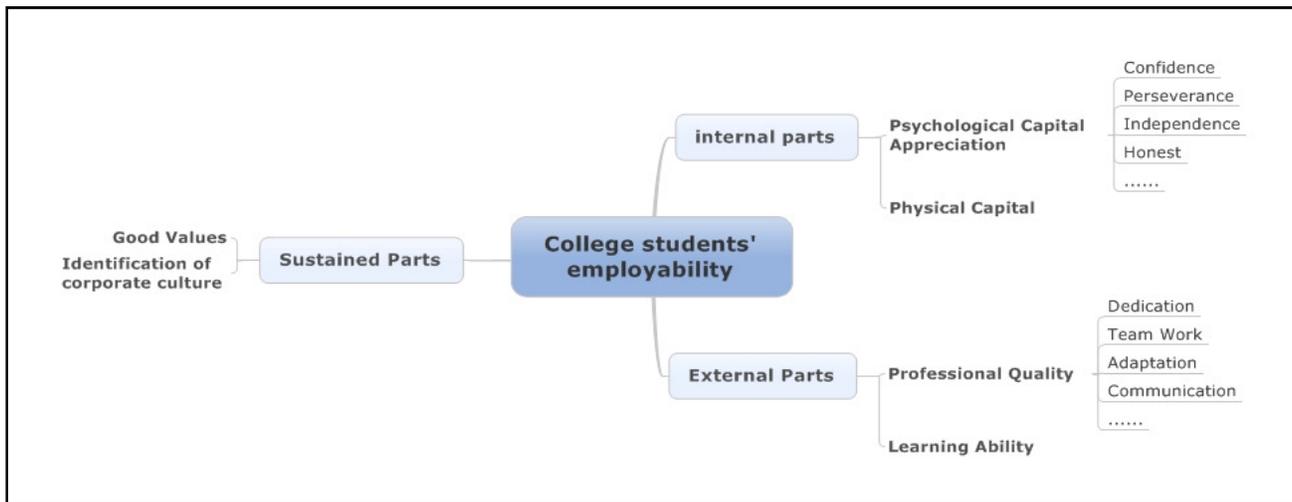


Figure 2: College Students' Employability

First of all, strengthen the education of boundaryless career to guide college students to enhance employment crisis consciousness. In the process of finding a job, new graduates don't just consider their own professional knowledge or competency for the certain position. New graduates should consider their own long-term development and find the position to enhance their employability. Secondly, strengthen the education of personal value view, especially the employment values education. Finally, we must fully understand the importance of psychological capital and pay attention to the cultivation of psychological capital. The connotation of psychological capital is wide and it is difficult to change, but college students must try to improve during the period of university through actively participating in and organizing various activities. Colleges also need to build flexible platforms for students to choose.

5. Conclusion

The whole society should pay attention to college students' employment. It can't only depend on the university, the government and the market should play important roles in solving the difficulty. The boundaryless career is currently very suitable for college students' career planning theory. The boundaryless career provides many opportunities for college students and its vitality lies in the promotion of employability. Contemporary college students should dare to accept the challenge and prepare selves from the learning ability, psychological capital and good vale. Boundaryless career theory research is still in its infancy and it isn't as mature as traditional career theory. The influence of college students' employability is complex under boundaryless career, more theoretical construction and practical exploration is our next research direction.

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