A Study on the Mixed Quality of Police School Students' Choice of Graduation Destinations

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Abstract: The employment problem of college students has always been one of the important problems faced by China's higher education. In order to explore the influencing factors of the police school graduates' choice of destination, on the basis of literature analysis, through interviews and questionnaires to understand the graduates' employment intention, four influencing factors, including the realization of personal ideals and values, development opportunities, work environment and interpersonal relationships, were summarized, including a total of 21 specific indicators, such as compliance with personal interests and hobbies, the sense of achievement brought by work, the possibility of independent planning work, and personal personality. These factors make graduates have different choices in terms of employment area, employment position, employment mode, etc.

1. Introduction

The employment of college students has always been one of the important issues facing China's higher education. The graduation choice of college students determines their personal development in the next 5 to 10 years, and also affects the orientation of national employment policy and talent training programs. Especially in recent years, the "post 95" has become a new force in the workplace. Its employment value orientation shows new characteristics such as more emphasis on growth and interest, more pursuit of diversity and self, more objective and pragmatic behavior. As a special group of college students, the employment choices of police students are mostly affected by policy factors. However, some existing studies show that most police students no longer follow the traditional distribution pattern when facing the graduation direction, but have more selectivity and uncertainty. What are their choices when they graduate? How to determine the value judgment of its action choice? Through the research, we hope to understand the employment intention of police school students and explore the mechanism behind behavior choice. To guide the employment of police students in a targeted way, help them maximize their own value, fill the vacancy in the employment research of police students, and provide reference data for the training program of police students and the guidance of national employment policy.

2. The research status of this problem

Foreign research on the employment of college students has an early origin and has formed a relatively complete employment theoretical system. From the 18th century to the present, there are many economic schools and employment theory systems, such as the population balanced development thought of the classical economic school, the employment theory of the neoclassical economic school, the employment theory of Keynes, the employment theory of development economics, the human capital and employment theory, the neoclassical comprehensive school employment theory, the neo-Keynesian employment theory, the liberal anti-classical economic school employment theory, and so on. As far as the factors that affect the employment intention of college graduates are concerned, most of the research conclusions reached tend to be consistent, mainly from the perspective of the professional position, such as the salary of the position, the degree of matching with the major, etc. However, this kind of research belongs to the general description and can only see the surface phenomenon, which is difficult to analyze from the perspective of graduates. Therefore, some scholars have explored the background of graduates through empirical research, such as family, social capital, etc., and carried out comparative analysis on them. They found that the higher the level of social capital, the greater the possibility of college graduates delaying employment, and they are more willing to choose enterprises for employment. The higher the expected starting point of monthly salary, the stronger the confidence in job hunting[1]. In addition to the original background of graduates, the internal factors of graduates (that is, college students' own factors) are also important factors that affect college students' employment choices. Finally, school factors will also affect graduates' employment choices. The social status and influence of high-level schools determine that their students can have a higher starting point for employment. Because the "985 Project" colleges and universities provide more education, teaching and support for college students, these students will pay more for themselves, and their comprehensive ability will be higher[2]. Schools should provide professional employment guidance services for graduates, and improve their employability through professional guidance and social practice[3].

The existing research shows that the factors that affect college students' graduation choices can be roughly divided into four aspects: personal factors, family factors, professional position factors and school factors. However, at present, there is no specific research on the special group of college students, police school students. Will the special training programs and special planning policies of the police school make the influencing factors of the employment choice of police school students different from the previous research results? The research adopts a combination of qualitative and quantitative research methods to explore the factors that affect the choice of the police college students' graduation destination, and carries out targeted research on the employment intention of the police college students.

3. Research method

In order to answer the above questions, the research takes "the choice of the graduation destination of the police school students" as the theme, and adopts the mixed method of qualitative research and quantitative research, so that the interview text data in qualitative research and the questionnaire data in quantitative research can complement each other, making the research results more comprehensive and reliable. The qualitative research will be carried out with the method of grounded theory. Qualitative research is an activity that uses a variety of data collection methods in natural situations to form conclusions and theories from the original data, and obtains interpretive understanding of its behavior and meaning construction through interaction with the research object. The core of grounded theoretical research method is the process of data collection and analysis,

which includes both theoretical deduction and theoretical induction. The analysis of data based on the theory is called decoding, which is the operational process of decomposing the collected or translated text data, identifying the phenomenon, conceptualizing the phenomenon, and then re-abstracting, upgrading and synthesizing the concept into categories and core categories in an appropriate way [4]. The research adopts semi-structured interview method, and analyzes the collected data step by step through open coding and spindle coding until the concept reaches saturation, so as to get the theory. Qualitative research uses words to describe phenomena, not numbers and measures [5]. Quantitative research is described by numbers and measures rather than words. The quantitative research determines the structure of the questionnaire through the preparation of the questionnaire survey and factor analysis. At the same time, on the premise of determining the reliability and validity of the questionnaire, it issues and collects relevant data.

4. A Qualitative Study on the Influence of Police School Students' Choice of Graduation Destinations

4.1. Determine interviewees and data collection

The interview uses a typical sampling method to investigate the graduates' willingness to graduate in advance, and selects 9 senior students and 2 graduates from the police academy to be interviewed, including 7 boys and 4 girls. According to the research objectives, the interview outline subdivides the main questions into the following four sub-questions with internal logic: (1) How to understand a good graduation destination? (2) What psychological activities do you have when choosing your graduation destination? (3) What are the factors that influence this choice? (4) What are the consequences of this choice? According to the outline designed in advance, the researcher conducted face-to-face interviews with 9 senior students in a police academy and online interviews with 2 graduating students, each lasting about 30-60 minutes. With the consent of the interviewees, each interview was recorded. After the interview, the audio data was converted into text, and the content was sorted and analyzed.

4.2. Data analysis

4.2.1. Open coding

Open coding is to continuously narrow the scope of sample data, summarize and generalize, and conceptualize and categorize the content. After sorting out the interview text, it can be determined 21 categories, such as A1 conforms to personal interests and hobbies, A2 management system differences, A3 high degree of freedom, A4 sense of achievement, A5 differences in the level of urban development, A6 independent planning work, A7 family expectations, A8 exercises interpersonal skills, A9 refuses more formal work, A10 no language barrier, A11 work is separated from private life, A12 a proper salary level, A13 close to home, A14 a low intensity of work, A15 way of getting along with leaders, A16 personal character, A17 requirements for oneself, A18 career pursuit, A19 family background, A20 career development space, A21 matrimonial relationship and so on. From their own perspective and feelings, the interviewees put forward the factors that affect their choice of graduation destination. It can be seen from the interview text that A1 has been mentioned four times, with the highest frequency. It can be seen that this is the factor with the highest attention of the interviewees. In addition, A12 has been mentioned three times, and A3, A4 and A5 have been mentioned twice, which is a factor of much concern.

4.2.2. Spindle coding

Spindle coding is to conduct more clustering analysis on the basis of the categories formed by open coding, so as to form a larger category, and then explore the relationship between various categories. The 21 categories formed by the above open coding can be further summarized into 4 categories. Among them, A1, A4, A6, A8, A16 and A17 can be summarized as realizing personal ideals and values, A5, A18 and A20 can be summarized as development opportunities, A2, A3 and A9-A15 can be summarized as working environment, and A7, A19 and A21 can be summarized as interpersonal relationships. From the interview text, we can see that the connotation of the work environment is the most abundant, including 9 aspects. It can be seen that the work environment has a very important impact on the employment choice of graduates. Secondly, the realization of personal ideals and values includes six aspects, which also have a great impact on graduates' employment choices. Therefore, it can be said that through qualitative research, the realization of personal ideals and values, development opportunities, work environment and interpersonal relationships are the four main factors that affect the employment choice of police school graduates.

5. A Quantitative Study on the Influence of Police School Students' Choice of Graduation Destinations

5.1. Design, distribution and recovery of questionnaires

In order to further verify the current situation of graduates' graduation destination selection, a questionnaire was prepared on the basis of qualitative research results and distributed to senior students in a police academy. The questionnaire design adopts qualitative analysis results, and sets four factors, including 23 items. In addition to the basic information items of the respondents, each item adopts the five-point scoring method. Each indicator is divided into five options, namely, "very small", "small", "general", "large" and "large", according to the degree of influence on graduation choice, with a value of 1 to 5 respectively. The questionnaire requires respondents to choose between 1 and 5 for self-evaluation according to the degree of influence of each project on their choice of graduation destination. According to statistics, 84 valid questionnaires were collected this time. The total number of male students in the questionnaire is 72, accounting for 85.71% of the total number of samples, and the total number of female students is 12, accounting for 14.29% of the total number of samples. Since the total proportion of male and female students in the police college is about 6:1, it can be considered that the basic structure of the sample is relatively reasonable and the distribution of gender is relatively balanced.

5.2. Analysis of questionnaire results

The data of 84 valid questionnaires are all entered into the data analysis software, and through the statistical analysis of the overall description of SPSSAU, it can be found that the average value of each variable of personal ideal and value, development opportunity, work environment, and interpersonal relationship is greater than the average of the grade. This shows that the four variables in the questionnaire are related to the choice of graduation destination of police school students. Cross-analysis was used to study the difference between gender and 21 factors. It was found that there was no significant difference between gender and each factor, and there was no gender difference in the importance of each factor. Although gender segregation has long existed in education[6], the results of data analysis are not reflected. Finally, the four variables in the questionnaire are analyzed descriptively one by one, so as to further understand the factors that affect the graduation destination choice of police school students.

5.2.1. Statistical analysis on the realization of personal ideals and value variables

The results of statistical analysis show that the mean values of A1, A4, A6, A8, A16 and A17 all exceed the median of 3. In the single-sample t-test, the test value is set to 3, and the p value is less than the significance level of 0.01. Therefore, the difference between the average of the above variables and the average of the grade is very significant, indicating that the variable of realizing personal ideal value has a very significant impact on the choice of police school graduates.

(1) About A1

1.19% of the students thought that conforming to their personal interests and hobbies had a "big" impact on the choice of graduation destination, while 28.57% of the students thought that the impact was "big".

(2) About A4

53.57% of the students thought that the sense of achievement brought by work had a "big" impact on the choice of graduation destination, 22.62% of the students thought that the impact was "big", and the average of the two analysis items A1 and A4 reached 4.000 and 3.976 respectively, which exceeded all other analysis items, so it can be seen that these two factors are the most important factors for graduates.

(3) About A6

48.81% of the students thought that the independent planning work had a "big" impact on the choice of graduation destination, and 9.52% of the students thought that the impact was "big". In fact, contemporary college students pay more attention to their own interests and personal development. They pay more attention to their personal interests and hobbies under the guidance of the value orientation of realizing their own needs and personal interests.

(4) About A8

45.24% of the students thought that the exercise of interpersonal skills had a "big" impact on the choice of graduation destination, and 14.29% of the students thought that the impact was "big". As a profession that often deals with people, the way of interpersonal communication of police is more complex and the scope of communication is broader. Whether we can establish a good image, establish a harmonious interpersonal relationship, and eliminate the psychological resistance has an important impact on the police work. However, the ability of contemporary college students to make friends in real life has gradually degenerated. They can chat freely in virtual space online. Once they turn into real world communication, they often say nothing and are embarrassed. I feel uncomfortable with this kind of face-to-face communication in the real world and lose my enthusiasm for communication[7].

(5) About A17

45.24% of the students thought that the requirement of their own ability had a "big" impact on the choice of graduation destination, and 51.19% of the students thought that the impact was "big". Education and training are the most important investment of human capital[8]. Contemporary college students have realized the importance of learning in an increasingly competitive society, and internal causes are the decisive factors to enhance employment competitiveness[9]. The current widespread research fever is a clear example, as is the case with police students. However, due to their admiration or laziness, they did not carry out their own academic career planning based on their own reality, copying the goals of their classmates, reflecting their conformity and blindness in personal development. Graduates are actually contradictory about this. On the one hand, they follow the trend of textual research and try to make themselves better, on the other hand, they are worried about gains and losses, and lack confidence in their professional skills.

5.2.2. Statistical analysis of development opportunity variables

The statistical analysis results show that the mean values of A5, A18 and A20 are above the median. In the single-sample t-test, the test value is set to 3, and the p value is less than the significant level of 0.01. Therefore, the difference between the average of the above variables and the average of the grade is very significant, indicating that the variable of development opportunity has a very significant impact on the choice of the graduation destination of police students.

(1) About A5

57.14% of the students thought that the level of urban development had a "great" impact on the choice of graduation destination, and 8.33% of the students thought that the impact was "great". The interviewees attach great importance to the level of urban development. They either prefer to develop in developed cities or stay in the registered residence area when they are satisfied with the development level of the registered residence area, excluding various practical obstacles. According to the 2022 Employment Report of College Students released by Zhaopin Recruitment, from the perspective of expected employment cities, first-tier cities, new first-tier cities and some provincial capital cities are still the first choice for graduates. In addition, some second-tier cities have developed rapidly in recent years, and have gradually become the preferred places for graduates to look forward to employment. At the same time, research shows that the choice tendency of towns and villages is still quite low.

(2) About A18 and A20

58.33% of the students thought that career pursuit had a "big" impact on the choice of graduation destination, and 7.14% of the students thought that the impact was "big"; 57.14% of students thought that the influence of career development space on the choice of graduation destination was "great", and 8.33% of students thought that the influence was "great". According to the interview, most of the career pursuit and development space here are for jobs. Most of the interviewees resist the work of the grass-roots police station, for example, the work of the police station is trivial, the work intensity is high, and the work has no sense of achievement. Although they had to accept graduation to work at the grass-roots level due to practical reasons, most of the interviewees had plans outside the police station, that is, they hoped for job transfer.

5.2.3. Statistical analysis of work environment variables

The statistical analysis results show that the average values of A2, A3 and A9-A15 are more than the median of 3. In the single-sample t-test, the test value is set to 3, and the p value is less than the significant level of 0.01. Therefore, the difference between the average of the above variables and the average of the grade is very significant, indicating that the variable of work environment has a very significant impact on the choice of the graduation destination of police students.

(1) About A3 and A11

44.05% of the students thought that the degree of freedom had a "great" impact on the choice of graduation destination, and 20.24% of the students thought that the impact was "great"; 40.48% of the students thought that the separation of work and private life had a "big" impact on the choice of graduation destination, and 11.90% of the students thought that the impact was "big". Four years of policing management make graduates eager for free time. Their understanding of freedom is mainly reflected in the fact that they can make their own arrangements for rest time. However, from the perspective of the professional particularity of the police, "freedom" is difficult to achieve. It is almost impossible to want to work without interfering in their personal life. Therefore, some interviewees also put forward plans that they cannot adapt to their resignation.

(2) About A2, A9, A14 and A15

45.24% of the students thought that the difference of management system had a "big" impact on

the choice of graduation destination, and 17.86% of the students thought that the impact was "big"; 47.62% of the students thought that formal work had a "great" impact on the choice of graduation destination, and 13.10% of the students thought that the impact was "great"; 41.67% of the students thought that work intensity had a "big" impact on the choice of graduation destination, and 11.90% of the students thought that the impact was "big"; 41.67% of the students thought that the way of getting along with leaders had a "big" impact on the choice of graduation destination, and 14.29% of the students thought that the impact was "big". It is generally believed that organizational stressors have a greater impact on the police than task-related stressors[10]. In the interview, everyone affirmed the fact that the police work under great pressure, and the heavy work intensity and too much superficial work were repeatedly mentioned. The interview with the graduated students also confirmed this concern.

(3) About A10

47.62% of the students think that language communication has a "great" impact on the choice of graduation destination, and 9.52% of the students think that the impact is "great". Here, language communication refers to dialect communication barriers. Some interviewees mentioned their internship experience, completely unable to understand the local dialect, unable to communicate, difficult to receive and deal with the police, and there will be obstacles in dealing with the police situation. It can be seen that dialect communication difficulties have a negative impact on public security work.

(4) About A12

45.24% of the students thought that the wage level had a "big" impact on the choice of graduation destination, and 10.71% of the students thought that the impact was "big". As for the definition of the salary level, most respondents said that it was enough, which was their answer after they had some knowledge of the salary level of the local police. Some students also said that even though other cities have higher income, they still choose to stay in registered residence for some reasons.

(5) About A13

44.05% of the students thought that the distance from home had a "big" impact on the choice of graduation destination, and 8.33% of the students thought that the impact was "big". When asked about the direction of graduation, the frequency of returning to the place of origin for employment is very high. It is very important to consider the region for the police to transfer such a difficult job, which determines a person's development in the next five to ten years or even longer, so "going home" without accident becomes the most popular choice. The students who made this choice showed their expectation of staying in the comfort circle. At present, social competition has a high demand for time and attention. When faced with too much pressure, the comfort circle is actually a safe haven within reach, which is conducive to clear thinking[11]. Even though one interviewee mentioned that he wanted to keep a certain distance from his family and reduce their interference in his life, he still said that he wanted to keep a certain distance, but did not want to be too far away.

5.2.4. Statistical analysis of interpersonal relationship variables

The statistical analysis results show that the average values of A7, A19 and A21 all exceed the median of 3. In the single-sample t-test, the test value is set to 3, and the p value is less than the significant level of 0.01. Therefore, the difference between the average of the above variables and the average of the grade is very significant, indicating that the variable of interpersonal relationship has a very significant impact on the choice of police school graduates.

(1) About A7 and A19

38.10% of the students think that family expectations have a "big" impact on the choice of graduation destination, and 9.52% of the students think that the impact is "big"; 41.67% of the

students thought that family background had a "big" impact on the choice of graduation destination, and 7.14% of the students thought that the impact was "big"; 46.43% of the students thought that marriage and love had a "big" impact on the choice of graduation destination, and 3.57% of the students thought that the impact was "big". Family factors have a significant impact on the whereabouts of graduates. The assets, relationships and social background of the family affect the employment of children through different channels. The resources accumulated by a family in the local area for many years are hard to give up for a graduate who has just entered the society without any achievements, which is also a factor that leads to the return of graduates to the source of employment. If you choose to work in other places, it will inevitably involve the problem of migration. There are two types of migration costs, one is monetary costs, such as transportation costs and rent, and the other is non-monetary costs, that is, psychological costs, such as leaving relatives and friends, and the pressure to adapt to the new environment. With the rapid development of cities and the convenient transportation between cities, the monetary cost is not the most important part of the migration cost for graduates. On the contrary, psychological cost is an important factor that affects college students' choice of employment areas. [12]

(2) About A21

In addition to family relationships, marriage and love relationships are also factors that affect the graduation destination. One of the respondents said that the reason why they chose to work in the police school was love relationships. In addition, some students in the school said that they could accommodate their spouses to change their employment areas.

6. Conclusion

As far as the police school students are concerned, the establishment of a correct view of employment can start from the following aspects: First of all, we should face up to the regional problems. Many students choose to "go home" without thinking when facing regional problems. In fact, "go home" is not necessarily the only choice. They can view the region from a variety of perspectives without prejudice. Secondly, we should face up to work pressure. With the training of police management in the police academy for four years, we should have realized that the police work is full of pressure and the work intensity is inevitable. A good job has other more important evaluation criteria, rather than seeking comfort. Finally, we should pay attention to career development. Each job position has its unique significance. Choosing a job should strive to improve yourself and do better.

As far as police school students are concerned, career planning can be carried out from the following aspects: First of all, improve their personal ability. Make clear your position, advantages and disadvantages, and study pertinently. Secondly, we should have a reasonable self - orientation. Only by living in the broad life of the whole society can the meaning of life be revealed. Therefore, when choosing a job, we can consider the actual conditions comprehensively, and can't make a blind choice just based on personal preferences. Finally, we should handle the interpersonal relationship between all parties. Family and friends, marriage and love relationships all affect the choice of graduates. Properly handling relationships and listening to various opinions can help graduates make appropriate choices.

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