Research on Employment Law Guidance for Graduates Majoring in Geology in Higher Vocational Colleges—Taking Yunnan Land and Resources Vocational College as an Example

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Abstract. Through the investigation of geological graduates of Yunnan land and resources vocational college, this paper studies the necessity of legal guidance in the employment process of graduates. As far as the class of 2018 graduates are concerned, they have low job stability, high probability of changing jobs, and poor welfare benefits. They may encounter some legal disputes in the process of leaving the company. However, most graduates do not pay much attention to labor law and know the importance of law, and are not familiar with relevant laws and regulations.

Introduction

Under the current social environment, many college students in the process of choosing employment appear legal knowledge gap, weak legal awareness, lack of legal ability, lack of contractual ability and other phenomena, resulting in interviews, job selection, signing agreements, resignation and other links in a series of problems disputes, resulting in the company or personal economic losses. General Secretary Xi Jinping has pointed out that employment is the biggest project for people's livelihood, public support and foundation, and how college education can provide better protection for employment is of vital importance.

Because of the special nature of work, Higher vocational college of geology class graduates work in hard environment, high risk, uncertainty of the development of the industry, often because of the gap between students' expectations and the actual work, such as compensation, working environment, personal development and so on, how to improve the students' legal consciousness, legal knowledge, rich promote contract ability is the problem need to discuss.

Research Methods and Research Objects

A questionnaire survey was conducted to investigate the geology majors of Yunnan land and resources vocational college. On the basis of questionnaire design, through online research to Yunnan land and resources vocational college 2018 graduate major in regional geological survey and mineral survey, metallic ore mining technology, the hydrological and engineering geology, prevention and control technology for geological hazard, engineering geological exploration, to send the answer invitation email, invitation of graduates and unit of choose and employ persons completed questionnaire, recycling questionnaire by email. In addition, text messages, WeChat, APP and other means were added to inform graduates to answer questions by email or directly fill in questionnaires through public links. At the same time, the institute of resource exploration and the institute of environmental geology can timely and effectively track the progress of the investigation, and the implementation process of the investigation is clear, intuitive and objective.

Analysis of Research Results

University Employment Competitiveness Index

Employment competitiveness index is weighted and integrated with employment rate, salary,
professional relevance and employment satisfaction (including job content satisfaction, career
development prospect satisfaction and salary satisfaction). The calculation method is as follows:
The employment rate index of each major = (the employment rate of major/the highest
employment rate of school) \times 100\%. The same is true for each major salary index, major relevance
index and employment satisfaction index.

Employment competitiveness index of each major = (employment rate index + salary index +
professional relevance index + job content satisfaction index + career development prospect
satisfaction index + salary satisfaction index) / 6.

Compared with the national college graduates in 2018, the salary of Yunnan land and resources
vocational college graduates in 2018 is higher than that of the comparison group, while the survey
employment rate, job satisfaction, degree of professional relevance, job stability, degree of
coincidence of career expectation, degree of satisfaction of Alma mater and degree of
recommendation of Alma mater were all lower than the comparison group. Among them, the
difference of job stability is the biggest.

![Figure 1. Comprehensive Evaluation of the Training Results of 2018 Graduates of Yunnan Land and Resources Vocational College and Junior College Graduates of National Universities.](image)

**Employment Characteristics**

90.24% of 2018 graduates choose to work in Yunnan province to serve local economic
development. The employment occupation presents the diversification distribution; Employment
units are mainly "private enterprises/individuals," accounting for 54.81%.

| Major employment area     | The employment unit                      |
|---------------------------|-----------------------------------------|
| Yunnan province 90.24%    | Private enterprise/individual 54.81%    |
| Guangdong province 2.24%  | State-owned enterprises (soes) 17.86%   |
| Guizhou Province 0.80%    | Other institutions 11.30%               |

**Work Stability**

Job stability is a measure of how often graduates change employers; Demission rate = (number of
employees who have changed their job once or more/total number of employees who have changed
or not) \times 100.00\%, stability rate = 100.00\%- demission rate. The resignation rate of the graduates of
Yunnan land and resources vocational college in 2018 is 10.94 percentage points higher than that of national universities (46.07%) and 19.43 percentage points higher than that of Yunnan junior college graduates in 2018 (37.58%).

Table 2. Job Stability Distribution of Graduates Majoring in Geology in 2018.

| Major                        | stability rate | Demission rate | Major                        | stability rate | Demission rate |
|------------------------------|----------------|----------------|------------------------------|----------------|----------------|
| Engineering geological survey| 72.00%         | 28.00%         | Basic technique engineering  | 52.94%         | 47.06%         |
| Hydrology and engineering geology | 63.64%       | 36.36%         | Investigation and prevention of geological disasters | 46.67%         | 53.33%         |
| Regional geological survey and mineral survey | 50.00%       | 50.00%         | Metal mining technology      | 66.67%         | 33.33%         |

As can be seen from the results, the demission rate of the class of 2018 graduates is 57.01%, and the demission times are concentrated in 1-2 times. Among the geology majors, the demission rate was the highest in geological disaster and prevention technology, reaching 53.33%, and the lowest in metal mining technology. 1/3 of the students also left their jobs and changed jobs.

Reasons for job insecurity: "poor pay and benefits" and "limited prospects." But because the company closes down, by the unit downsizing or dismiss account for 2.02% only, visible great majority student demission is subjective reason, the dissatisfaction with current job.

The Current Situation of the Occupation Rights and Interests of the Graduates of Geological Vocational College

College students directly from the campus into society, the school learning time is the key to the concept formation period, In the process of employment selection shows the lack of legal knowledge, cause a lot of adverse effects, although the department of employment guidance of college employment guidance education has certain requirements, but pay attention to the employment education is to help students understand the employment situation, exercise the student's psychological quality, teach students interviewing skills, job search materials preparation, understand certain employment policies and regulations, but the current college students have the legal quality of legal consciousness, legal faith is not high, the legal system idea and behavior, and problem [1]. The lack of legal knowledge, weak legal consciousness, lack of legal belief and legal ability of college students' legal quality urgently need to be solved [2]. The legal quality of college students is obviously deficient in legal knowledge, lack of sense of identity and limited legal practice ability [3].

Results and Recommendations

Geology Graduates Lack Strong Legal Awareness and Knowledge

Based on the anonymous questionnaire survey of junior students (graduates) majoring in geology, among 237 samples, we know that 67% of the respondents are from rural areas and 19% are female students. When asked about the infringement of rights and interests, 89% of the students said that they had never tried to solve disputes through legal means, and they were likely to have the idea of "self-misfortune." 11% of the students said that they would solve disputes through legal means. Asked if they could tell the difference between Illegal and criminal ACTS, 65 percent said they could, 13 percent said they are not sure, and 22 percent said they couldn’t. Asked if they know the maximum time limit of probation stipulated in the labor law, 52% of the students thought it was 6 months, 27% thought it was 1 month and 21% thought it was one year. When asked about the importance of law in their lives, 32 percent of the students said it was very important, 37 percent said it was relatively important, and 31 percent said it was generally important and they would not
use legal approach until they had to. When asked about problems in legal knowledge learning, 12% of students said the main problem studied in legal is they know legal knowledge but have never applied it, 5% of the students said they will protect themselves with the weapons of the law, 83% of the students said they did not thoroughly study the legal knowledge, through the investigation, we can see the basic geological engineering students belong to the science and engineering students, most of the students are not active learning legal knowledge, however, legal knowledge in the "ideological and moral and legal basis" course occupy just 6 hours, does not let them learn too much knowledge of the law.

**When College Students Learn Legal Knowledge, They not only Do Illegal Criminal Activity, but also Use Legal Weapons to Protect Themselves**

In the legal social environment, it is very necessary for college students to have basic legal knowledge, to be able to restrain their own behavior, improve their legal consciousness, to be law-abiding citizens, and more importantly, when facing problems, they should first think of using legal weapons to protect their own interests from infringement. If we don't pay attention to the legal basic course, only strengthen the professional study, the probability of problems appeared during the period of school is small, but when students entering society, the hard to avoid in the process of choosing employment problem, and weak concept of the rule of law, they choose silence when rights infringement, rather than take the initiative to fight for, they maybe use inappropriate behavior for solve the problem, will be brought to personal and social problems.

**Geology Class Students’ Job Stability is not very High, Legal Issues Arising from Frequent Job Changes Need to be Properly Solved, Employment Law Guidance in the Relevant Provisions should be emphasized**

Students job-hopping during their internship, there will be liquidated damages in the labor contract signed with the company, part of the amount is larger, young people who have just entered the society can't afford this money, and geology graduates in the internship, may be involved in some projects of the company, also involves some confidential data such as the geological maps, test data and other confidential information, or the employer gave the students professional technical training for a certain time, these are the letter to be resolved to pay compensation for breach of contract.

The first year that special subject unripe graduates the job is probation period, archives cannot flow. They have to wait until the expiry of the apprentice (from the day of the report to the unit for a full year whole), passing the examination, and submit novitiate conclusion/summary, the form of positive grading, the specialized subject graduates to complete the obtainment of procedure, and some students don't understand the rules, in novitiate replacement company, do not deal with relevant formalities, or don't notice as specified in the labor law of the company, also can bring back some of the legal dispute.

**More than 90% of Students Choose Provincial Employment, Most of Whom are in Private Enterprises. They should Learn Local Policies and Regulations in Employment Law Guidance**

People's government of Yunnan province in December 1994 issued the Provisions on the implementation steps of the labor contract system in Yunnan province, which is established by combining the reality of Yunnan province, one of the labor contract signed, the implementation of the regulations, Labor contract of Yunnan province also has the corresponding instructions, this can emphasize special guidance in employment guidance to students. Geological graduates particularity due to work, they need to work overtime, or the field reconnaissance, agreements about working hours and breaks should be incorporated into the contract, there is a certain risk in the part of the field work, the relevant insurance purchases for the appointment, how was work involving the confidentiality agreement, students are likely to be sent to some remote areas to carry out the work after entering the company, decide in advance whether to set up a work area, a series of related problems are reflected.

In a word, through the students' research as you can see, the laws of the state of employment in
the job till work over the years is still very important and useful knowledge, in view of the geological class graduates work industry particularity, the work is not stable, and the lack of legal consciousness, with the purpose of law of employment guidance, will help the graduates employment in the process of properly handle disputes, avoid to cause unnecessary loss.

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