The situation of employers' satisfaction with graduates specifying in physical education, University of Pedagogy-Thai Nguyen University

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Abstract
Using conventional scientific research methods, the study surveyed 80 employers in 6 northern provinces to assess the current status of employers' satisfaction with specialized graduates. In physical education at the University of Education-Thai Nguyen University, the research results help assess the satisfaction level of employers for graduates majoring in physical education. The school uses the results as a basis to continue to innovate the program and improve the quality of training for human resources specializing in physical education.

Keywords: Current situation, physical education, human resources, student, capacity

Introduction
The goal of higher education is to provide human resources with a certain level of training for society and to promote the country's socio-economic development. The quality of training can be assessed by the trainee's ability to meet the job needs after completing the training program. Evaluators are the only employers, and their satisfaction is the basic criterion for evaluating the quality of training products. Satisfaction assessment is one of the things that needs to be done regularly every year to have evaluations on the training work of the school. From the annual assessment, the school can make comparisons to take appropriate measures to improve the employer's satisfaction level with the human resources graduating from the university with a major in physical education pedagogy at Thai Nguyen University today.

Research Methodology
In the research process, we use the following research methods: Method of document analysis and synthesis; Method of interview by ballot; Statistical Mathematical Methods.

Research Results and Discussion
Status of employers' satisfaction with graduates majoring in physical education University of Education-Thai Nguyen University
- Level of satisfaction with professional skills
  Employers' satisfaction with occupational skills
The professional skills of physical education teachers are assessed by employers as very important. The level of satisfaction of employers with the professional skills of graduates majoring in physical education at Pedagogical University-TNU. We selected the 7 most important skills of teachers. The results are listed in Table 1:
Interview results show that employers are satisfied with the professional skills of physical education teachers, in which the satisfaction rate is from 57.5% to 85%. The rate of very satisfied is still low at 57.5% - 85%. 6.25%–26.25%, while still 12.5%–33.75% of employers rate the occupational skills of graduates of physical education as normal.

Interview results show that the percentage of employers who rate their satisfaction as satisfied is from 45% to 80%. However, the rate of very satisfied employers is still limited to 8.75%–26.25%, while the rate of assessment at a normal level is still high, accounting for 21.25%–43.75%, specifically two skills: organization of individual activities, group activities, and collective activities for students; and building a learning environment Online training for students has not been appreciated.

**Level of satisfaction of employers with teaching skills**
Teaching is a characteristic ability of a teacher. This capacity is a combination of many small skills. The level of satisfaction with the teaching skills of physical education teachers after being recruited is listed in Table 2:

| TT | Teaching skills                                                                                      | Satisfaction level |
|----|-------------------------------------------------------------------------------------------------------|--------------------|
| 1  | During the progression, create a learning environment for students.                                  | Not satisfied 0%   |
| 2  | Using teaching aids in physical education                                                            | Quite satisfied 30.0% |
| 3  | Problem-solving and problem-setting in physical education                                            | Satisfied 53.75% |
| 4  | Arrange for students to participate in individual, group, and collective activities                   | Very satisfied 16.25% |
| 5  | Creating a student-centered online learning environment                                               | Not satisfied 0%   |
| 6  | Skills in designing teaching aids for physical education                                              | Quite satisfied 42.5% |
| 7  | Capability to apply knowledge and motor skills learned in sports and physical education in real-life situations | Satisfied 47.5% |

**Employer satisfaction with personal qualities**
Besides professional skills and teaching skills, personal qualities are also factors that we consider very important. The evaluation of the management staff on the level of achievement of the personal qualities of the physical education teacher is presented in Table 3:

| TT | Personal qualities                                                                                       | Satisfaction level |
|----|---------------------------------------------------------------------------------------------------------|--------------------|
| 1  | Political qualities                                                                                      | Not satisfied 0%   |
| 2  | Professional ethics                                                                                    | Quite satisfied 0% |
| 3  | Cognitive capacity and professional thinking                                                           | Satisfied 88.75% |
| 4  | Ability to detect and solve problems in teaching and educating students                                 | Very satisfied 11.25% |
| 5  | Capability in public speaking                                                                           | Not satisfied 0%   |
| 6  | Emotional maturity                                                                                      | Quite satisfied 15.0% |
| 7  | Ability to self-study, self-study and professional development                                          | Satisfied 60.0% |
| 8  | Ability to apply information technology in research and teaching of physical education and student education | Not satisfied 0%   |
| 9  | Ability to use foreign languages in communication, research and teaching of physical education          | Quite satisfied 32.5% |

Assessing the personal qualities of graduates majoring in physical education at the University of Pedagogy—Thai Nguyen University, the majority of employers rated them at a rate of 61.25%–100% as satisfied or very satisfied. However, there are two personal qualities that employers rate at a normal level and still account for a high percentage: The ability to make public presentations (38.75%); the ability to use foreign languages in communication, research, and teaching of physical education (32.5%).

**Employers' satisfaction with skills that work in a school environment**
The task of a teacher in a high school is not only teaching experience but also student management and education, so
soft skills are very important. Employers’ ratings of the attainment of these skills for physical education teachers are listed in Table 4:

| TT | Skills for professional activities in the school environment | Satisfaction level |
|----|------------------------------------------------------------|--------------------|
|    |                                                            | Not satisfied | Quite satisfied | Satisfied | Very satisfied |
| 1  | Teamwork skills                                           | 0%            | 33.75%         | 53.75%    | 12.5%          |
| 2  | Communication abilities                                   | 0%            | 17.5%          | 47.5%     | 27.5%          |
| 3  | Colleague Interaction Skills                              | 0%            | 0%             | 57.5%     | 42.5%          |
| 4  | Student Interaction Skills                                 | 0%            | 11.25%         | 72.5%     | 16.25%         |
| 5  | Abilities in operations coordination                       | 0%            | 20.0%          | 60.0%     | 20.0%          |
| 6  | Skills to coordinate educational forces in schools to educate students. | 0% | 11.25%         | 72.5%     | 16.2%          |

The ability to function in the social environment of graduates majoring in physical education at the University of Pedagogy-Thai Nguyen University is highly appreciated by employers in communication skills, skills in dealing with colleagues and students, and coordination with educational forces in the school to teach students. In education, the employer's assessment rate from satisfied to very satisfied is over 70%. However, there is still a small percentage of employers who rate it as normal, accounting for anywhere from 11.25% to 33.75%.

Professional skills in a school environment are highly appreciated by employers in communication skills, skills in dealing with colleagues and students, and coordination with educational forces in the school to teach students. In education, the employer's assessment rate from satisfied to very satisfied is still lower from 5.0% to 20.0%, and the percentage of employers who rate it as normal, accounting for the percentage from 57.5% to 76.25%. However, the rate of very satisfied rating is still low from 5.0% to 20.0%, and the normal rate is still from 11.25% to 35.0%.

| TT | Professional performance skills in a social environment | Satisfaction level |
|----|--------------------------------------------------------|--------------------|
|    |                                                        | Not satisfied | Quite satisfied | Satisfied | Very satisfied |
| 1  | Ability for dealing with parents                        | 0%            | 0%             | 88.75%    | 11.25%         |
| 2  | Experience working with administrative organizations     | 0%            | 0%             | 85.0%     | 15.0%          |
| 3  | Skills to deal with social organizations                 | 0%            | 0%             | 85.0%     | 15.0%          |
| 4  | Skills to deal with organizations of other industries in the locality. | 0% | 0% | 93.75% | 6.25% |

The interview results show that the majority of employers are satisfied with the design capacity of graduates of the school's physical education major. The percentage of satisfied teachers accounts for 57.5% to 76.25%. However, the rate of very satisfied rating is still low from 5.0% to 20.0%, and the normal rate is still from 11.25% to 35.0%.

| TT | Design capacity | Satisfaction level |
|----|-----------------|--------------------|
|    |                 | Not satisfied | Quite satisfied | Satisfied | Very satisfied |
| 1  | Develop educational plans, teaching plans, lesson plans and topics of the school and professional groups. | 0% | 20.0% | 63.75% | 16.25% |
| 2  | Designing physical education learning projects for students | 0% | 30.0% | 60.0% | 10.0% |
| 3  | Design a system of exercises suitable for each student | 0% | 11.25% | 76.25% | 12.5% |
| 4  | Plan educational activities outside of class time | 0% | 13.75% | 73.75% | 12.5% |
| 5  | Design and organize extracurricular activities in sports | 0% | 15.0% | 65.0% | 20.0% |
| 6  | Design activities to learn the applications of sport in daily life for students | 0% | 17.5% | 70.0% | 12.5% |
| 7  | Develop a plan to evaluate the results of teaching physical education | 0% | 11.25% | 72.5% | 16.25% |
| 8  | Design and organize sports clubs for high school students | 0% | 35.0% | 57.5% | 7.5% |
| 9  | Organizing student competitions and refereeing sports. | 0% | 15.0% | 72.5% | 12.5% |

Level of satisfaction of employers with skills to operate in a social environment

Teachers have certain influences on society. The personality and capacity of teachers will have a great influence on society, so we also attach great importance to this capacity in teachers. The assessment of the management staff on the level of achievement of operational skills in the social environment for physical education teachers will be the result for us to adjust the training program for physical education teachers. The results of the interviews are listed in Table 5.

Level of satisfaction of employers with design capacity and capacity to organize extracurricular activities

Teachers are increasingly given more freedom and creativity in teaching and educational activities. Teachers can design their own teaching and educational activities as long as they are effective. Therefore, the ability to design and organize are important competencies for physical education teachers in modern society. The level of satisfaction of employers about the capacity to design and organize extracurricular activities of graduates majoring in physical education at the University of Education-Thai Nguyen University is presented in the table below:

| TT | Design capacity | Satisfaction level |
|----|-----------------|--------------------|
|    |                 | Not satisfied | Quite satisfied | Satisfied | Very satisfied |
| 1  | Develop educational plans, teaching plans, lesson plans and topics of the school and professional groups. | 0% | 20.0% | 63.75% | 16.25% |
| 2  | Designing physical education learning projects for students | 0% | 30.0% | 60.0% | 10.0% |
| 3  | Design a system of exercises suitable for each student | 0% | 11.25% | 76.25% | 12.5% |
| 4  | Plan educational activities outside of class time | 0% | 13.75% | 73.75% | 12.5% |
| 5  | Design and organize extracurricular activities in sports | 0% | 15.0% | 65.0% | 20.0% |
| 6  | Design activities to learn the applications of sport in daily life for students | 0% | 17.5% | 70.0% | 12.5% |
| 7  | Develop a plan to evaluate the results of teaching physical education | 0% | 11.25% | 72.5% | 16.25% |
| 8  | Design and organize sports clubs for high school students | 0% | 35.0% | 57.5% | 7.5% |
| 9  | Organizing student competitions and refereeing sports. | 0% | 15.0% | 72.5% | 12.5% |
Level of satisfaction of employers about the performance capacity and self-improvement capacity for the development of physical education teachers

Performance capacity is the ability to perform activities (tasks, jobs) in the profession according to set standards. Performance capability is considered as an integration of knowledge, skills, and attitudes that make up the ability to perform a productive job and is expressed in production practice. Not only are psychomotor skills or manual labor skills, but intellectual skills are also a component of the skills that make up performance. It is important for every teacher to have the ability to self-study and constantly learn to improve themselves. This life is constantly changing, so if you stop learning and stop improving, every teacher will fall behind. The results of the interviews are presented in Tables 7 and 8.

The interview results show that the employer's satisfaction with the performance capacity and self-improvement capacity of the graduates majoring in physical education at the University of Pedagogy-Thai Nguyen University is quite good. It accounted for 68.75% to 92.5%. No employer rated as dissatisfied. The normal rate was from 7.5% to 31.25%. Thus, it can be seen that graduates of the school's physical education major have good performance and self-improvement skills to meet the needs of employers. Thus, according to the actual survey results, the majority of employers are satisfied with the quality of graduates majoring in physical education from the University of Education—Thai Nguyen University, however. While the rate of very satisfied is still low, most employers consider the capacity to need to be further improved and improved, such as: communication capacity, ability to organize social activities, capacity to handle pedagogical situations, and capacity to consult on school psychology and career guidance.

Conclusion

The survey results show that graduates of the physical education major at the University of Pedagogy-Thai Nguyen University who are working in the right major have received good reviews from employers. However, besides the content that is satisfied by the employers, students still have limitations in using foreign languages and skills in applying IT in teaching physical education and skills in designing and organizing sentences sports clubs for students in high school.

The survey results are the basis for the school to refer to and adjust the training program for students majoring in physical education in order to further improve employer satisfaction.

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