Employment Mechanism of Overseas Returnees in Jiangsu Province

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ABSTRACT

With the development of economic globalization, global flows of talents have become a remarkable trend, while there are still many problems in domestic employment mechanism of overseas returnees. Based on the employment mechanism of returnees in Jiangsu Province, this work focuses on employment situation of returnees with analysis of their current employment. Meanwhile, development platforms and employment opportunities are proposed for returnees to promote local economic development with their abilities.

Keywords: Overseas returnees; current employment situation; employment mechanism.

INTRODUCTION

With economic development and improving life quality, more people prefer to study abroad. However, due to foreign depressed economy and severe employment situation, many overseas students prefer to return for employment and entrepreneurship. Employment of overseas returnees has become a serious social problem, which is also obvious in Jiangsu Province [1]. Therefore, in this work, countermeasures and suggestions of employment promotion are proposed for local overseas returnees based on analysis of current employment situation. It is aimed to help returnees realize their value with their talent in the economic development of Jiangsu Province.

Current Employment Situation of Overseas Returnees in Jiangsu Province

Excessive enrollment of domestic colleges has brought great challenges for employment of graduates. Meanwhile, due to global financial crisis, foreign economic depression leads to an increasing number of overseas returnees. Analyzed from total number of returnees, number growth has always been increasing from 2000 to 2013, making the employment situation worse. Recently, negative effect of global economic environment on economy development has made many enterprise units reduce the demand of talents in Jiangsu Province [2]. Without previous huge superiority, returnees also have to be strictly selected by enterprises nowadays. All these reasons finally caused current serious employment situation and problems of overseas returnees.

Reason Analysis of Employment Situation of Overseas Returnees in Jiangsu Province

Current employment situation of overseas returnees is mainly determined by objective reasons and subjective reasons as follows.

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(1) Objective reasons

With global economic depression, especially in western countries, overseas students of China are difficult to find suitable jobs in foreign countries after graduation. However, for domestic employment, lack of sufficient preparation makes these returnees hardly maximize own advantages and abilities in job hunting. In fact, aiming to improve corporate competitive edge and competitiveness, enterprises now always offer limited numbers of jobs but with higher requirements for employees. Besides, from the last century, the amount of overseas returnees has been increasing due to the population of study abroad [3]. These objective reasons have caused demand saturation of talents for enterprises, leading to a serious employment situation for local overseas returnees.

(2) Subjective reasons

Besides objective reasons, subjective reasons of overseas returnees also cause the current negative employment situation.

A. High salary expectations

Due to high expense and their superiority complex, study abroad is always regarded as an advantage in the job selection of overseas returnees. Most of returnees have high requirements for their future employment standards and salary. However, compared with returnees, domestic graduates with lower wage level are preferred for enterprises in order to realize business profit maximization and healthy development [4]. This finally leads to the underachievement of returnees in their current employment.

B. Narrow career choice

In career selection, overseas returnees prefer IT industry, financial industry and consumable industry [5]. However, excessive concentrative employment has brought intense competition in these three industries, causing greater difficulties and challenges for employment of returnees.

C. Limited professional employment

Without long-term and clear career planning, many overseas students simply choose the hottest majors. Immature choice of major study caused their single knowledge structure [6]. Thus, the lack of significant advantages leads to heavy competition pressure in their professional employment. Meanwhile, without enough employment investigation of their majors, a part of overseas returnees even hardly meet the demand of technical ability in enterprises.

D. Narrow targeted employment areas

In the selection of employment areas, most of overseas returnees in Jiangsu Province prefer developed cities (e.g. Kunming) as their first choice instead of small-medium cities or remote places. However, the large amount of talents in big cities also leads to intense competition in employment, which brings a huge barrier for overseas returnees to find ideal jobs.

E. Insufficient preparation for employment

Difficulties of employment in foreign countries force overseas students to return home for jobs. Like many domestic graduates, however, most overseas returnees with insufficient preparation of employment have never combined their theoretical knowledge with practice in internship. Addicted to own overseas experience, excessive superiority complex may lead to false autognosis and self-assessment of returnees. They always have impractical employment expectation, even disdaining grassroots work. This finally limits the achievements of overseas returnees in employment.
Countermeasures for Low Employment Rate of Domestic Overseas Returnees

Objective and subjective reasons above generally explain employment situation of overseas returnees in Jiangsu Province. Therefore, from macro and micro levels, our work proposed countermeasures as follows to solve employment problems of returnees as well as improve their employment situation.

(1) Macro level

Macro level refers to the efforts of government in employment environment and mechanism created for returnees. As investigations revealed, foreign employment situation and level of salary determine the return of overseas graduates. Therefore, increasing social focus on employment of returnees will attract more overseas students to realize their value in economic development of Jiangsu Province. If necessary, specific training programs have to be made for employment and entrepreneurship of returnees. Besides, with increasing wage level, returnees will gradually prefer domestic employment.

Secondly, perfect social security system is required for social activities of returnees. Meanwhile, government can increase local public infrastructure construction to provide more job demands for overseas graduates. These measures help to reduce psychological burden of returnees in their domestic employment.

Last but not least, entrepreneurship of returnees should be encouraged. With innovation and vitality, these new enterprises can greatly increase local social employment. Creative talent of returnees will constantly benefit provincial economic development. However, compared with developed countries, lack of entrepreneurial culture in China leads to low entrepreneurial enthusiasm and low success rate of graduates. Failure of entrepreneurship is mainly caused by aspects such as domestic simple financing channels, rigorous financial terms and negative financing agencies. Therefore, government has duty to make related policies for the improvement of current situation.

(2) Micro level

Micro level refers to self-improvement and rational self-assessment of overseas returnees in their career planning, career choice and employment area selection.

A. Self-improvement

Essentially, with overall economic growth, there is a large demand of talents in enterprises of Jiangsu Province. Short supply of senior talents with advanced technology and management abilities still exists in enterprises despite of current oversupply in local talent market. For overseas returnees, success is determined by many aspects such as professional accomplishment, social communicative competence and self-positioning. Therefore, rational self-assessment is required for their future recognition and achievement. Abandoning excessive superiority complex, returnees have to consciously accumulate work experience for further value realization. Additionally, in their study abroad, returnees need to grab every practice opportunities in order to make preparation for domestic development and employment situation.

B. Career planning

For individuals, overseas students need a complete career planning before study abroad. The selection of colleges has to focus on their industry contacts and employment opportunities. Meanwhile, selected colleges are better located in industrial central cities or areas with high-speed development of economy. In the selection of majors, personal interests and domestic professional demand should be considered instead of blindly selecting hot majors. Based on their own learning ability, timely adjustment of major subjects are required during study abroad of students. Besides, positive practice combined with knowledge theory will provide
these students much work experience. Finally, their improved practical abilities and professional skills can guarantee solid foundation for future employment.

C. Career choice
Early preparation of professional knowledge and psychology are required for the study abroad of overseas students. Broad vision and skills of multiple industries will improve their professional processing capacity and system application ability. Then, irreplaceability of these graduates will ensure their competitiveness in career. Meanwhile, flexible employment of overseas returnees provides them more choice of jobs.

D. Employment area
Without blind pursuit of first-tier cities, overseas returnees can choose small-medium cities with less competitive pressure and certain development potential. The rational choice of employment areas will provide more opportunities and possibility for the future of returnees.

CONCLUSIONS
In conclusion, increasing social emphasis has been laid on the group of returnees. On the one hand, overseas students have personal career planning and clear study goals. Rational selection of colleges and majors will guarantee opportunities for their self-improvement. On the other hand, appropriate self-assessment can help returnees accept current domestic employment situation with positive attitude. Advantages of language and professional knowledge provide them long-term career development space and potential. Finally, with various opportunities in career choice and employment areas, overseas returnees will realize their personal value.

REFERENCES


