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厦门大学

博士学位论文

高校毕业生就业流动的社会分层研究

——基于 2012 届应届高校毕业生的调查

A Study of the Graduates' Social Stratification Caused by the Job Mobility

——Based on the Cruising Data of the Graduates of 2012

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摘要

近年来，在劳动力市场分割明显与就业难度日益加大的双重影响下，我国高校毕业生的择业意向已不仅限于传统的“体制内”就业，而是出现了向不同行业和区域流动的就业趋势。高校毕业生多样化的就业趋势对人力资源的初次配置（流动）结构产生了影响并形成了最初的社会分层，即：毕业生通过就业市场被配置到各个行业之中，进而分化为不同的社会阶层。本研究从多学科视角来考察不同层次、类型、科类的高校毕业生就业流动与社会分层的关系、差异及影响，以求实、客观的态度探索毕业生向上、向下流动的机理和原因，以期对我国高校毕业生就业流动与社会分层形成更加科学理性的认识，同时为社会、政府、高校和个人提供政策咨询和理论指导。

本研究选取 2012 届应届高校毕业生作为研究对象，从多学科的角度出发，采用问卷、访谈等研究方法，对我国不同层次、类型、科类的应届高校毕业生就业流动及社会分层现状展开调查。论文内容包括八章，第一章阐明本文的研究意义、研究思路，并对已有相关研究进行系统的梳理。第二章运用教育学、经济学、社会学的相关理论构建本文的分析框架。第三章是对样本抽样调查的说明及毕业生就业的整体性描述。第四章从教育学视角考察高校毕业生就业流动及分层的现状，探讨不同层次、类型、科类高校毕业生在行业与区域间的分流现状、问题及原因。第五章从经济学视角考察高校毕业生就业流动及分层的现状。一方面基于人力资本理论探讨高校毕业生工资收入及分层差异，另一方面基于劳动力市场划分理论探讨高校毕业生劳动力市场内的流动及分层现状、问题及原因。第六章从社会学视角考察高校毕业生就业流动及分层的现状，探讨先赋性因素和后致性因素特征影响下高校毕业生阶层流动及分层的现状、问题及原因。第七章通过建立个人职业地位获得模型，探讨高校毕业生就业流动形成社会分层的关系机理、影响机理和作用机理。第八章是研究的主要结论、建议、创新与展望。

本研究得出的主要结论如下：

一、高等教育的层次、类型、科类分化了高校毕业生群体，多数毕业生在就业区域流动上仍趋向发达地区，但在就业行业的流动上逐渐由体制内流向体制

外。二、我国高校毕业生在劳动力市场内的流动呈现出多重分割的态势，制度性分割所造成的区域、城乡等二元结构对高校毕业生就业区域和城市的选择偏好的影响依然明显。三、先赋性因素影响高校毕业生的阶层变化，家庭出身背景与毕业生的流动空间及流动意愿成反向递增。也就是说家庭出身较低的毕业生阶层流动的空间较大，流动的意愿较强烈。四、高等教育的社会分层功能依然显著，但并不是社会分层的唯一通道。根据高校毕业生职业地位获得的多元回归结果，以教育因素为代表的后致性因素仍然是影响应届高校毕业生职业地位获得的重要因素。此外，制度因素与家庭因素等先赋性因素也对应届高校毕业生职业地位获得产生一定的影响。五、社会分层系统内各要素的作用机理如下：教育因素通过文凭证书向就业市场发送教育信号，通过教育层次、类型和科类所代表的教育符号、教育资源、教育养成的差异来影响就业结果，进而作用于毕业生的职业地位；制度因素则通过毕业生所显示的身份特征进行岗位筛选和身份识别，影响高校毕业生的就业结果，进而作用于毕业生的职业地位；家庭因素主要是通过社会关系网络中的“强关系”和“弱关系”来影响面试机会或直接影响就业结果，进而作用于毕业生的职业地位。

基于上述研究结果，研究者对社会、政府、高校和个人提出若干建议：社会层面而言，应重构有关高等教育分层的知识谱系，形成尊重和正视高等职业教育的社会氛围。政府层面而言，应持续推进我国高等教育大众化进程，增加社会中间阶层比例，保证社会稳定发展；合理配置高等教育资源，切实保障高等教育区域公平；整治就业市场竞争环境，消除制度隔离，弱化社会关系网络在就业市场内的消极影响。高校层面而言，应深化人才培养模式改革，推动高等教育应用转向；重视毕业生就业工作，引导毕业生的就业观念；完善招生与资助政策，保障弱势群体的受教育机会。个人层面而言，高校毕业生应依据自身条件，理性选择高校和专业类型；提升并充实个人综合素质，丰富教育养成；注重个人社会网络的积累，发挥社会关系网络的积极作用。

关键词：高校毕业生；就业流动；社会分层；多学科

Abstract

In recent years, the dual effect of segmentation in the labor market and the employment difficulty are obviously increasing. College graduates' employment intention is not only limited to the traditional "system" in the employment, but also to the diversification of different industries and regional flow trend. The trend of employment of college graduates on diversification of human resource allocation (mobility) structure effect and the formation of social stratification, the first is: graduates employment through market is configured to various sectors, and then divided into different social strata. This research from a multidisciplinary perspective for the study of different levels, types, subjects of college graduates employment flow and social stratification, differences and influencing relationship, With the realistic, objective attitude to explore the mechanism and reason of graduates, the downward flow, and provide a theoretical basis and support for all types of college graduates employment mobility and social stratification, at the same time for the state, government, universities and individuals to provide policy advice and guidance.

Taking the universities and colleges graduates of 2012 as the object and the initial movements of these graduates as the content, this study employs the questionnaire and empirical interviews and other research methods to empirical investigation on the present situation of college graduates employment mobility and social stratification in China, types, different levels of class from the perspective of multi subjects. The content of this paper includes eight chapters. The first chapter is the significance of the research, the author's ideas, and the existing system combing related research. The second chapter uses the theory analysis framework of Education Science, economics, sociology, construct the. The third chapter is the overall explanation and the employment of graduates of sampling investigation description. In the fourth chapter from the educational perspective of stratified flow and the employment of college graduates, to explore different levels, types, Department of university graduates in the industry and regional distribution situation, problems and causes. The fifth chapter examines the status of flow and stratification employment of college graduates from the angle of economics. On one hand, the mainstream economics -- of college graduates of the human capital theory and based on the difference of wage income stratification, On the other hand, based on the non mainstream economic theory -- Discussion of college graduates in the labor market division theory of labor market flows and hierarchical status, problems and causes. The sixth chapter from the angle of sociology study flow and stratification of the employment of college graduates, to discuss the present situation, problems and causes of college graduates under mobility and stratification induced factors influence ascribed factors and after. The seventh chapter through the establishment of personal occupation status attainment model, mechanism, to explore the relationship between college graduates employment flow form of social stratification mechanism and influence mechanism. The eighth chapter is the main conclusion, research innovation

and prospect.

The main conclusions of this study are as follows:

1. Higher education level, type, class differentiation, the groups of college graduates, most graduates still tend to be developed area in the employment area flow, but in the employment flow gradually from inside to outside the system.

2. The mobility of China's college graduates in the labor market shows the situation of multiple segmentation. The influence the selection of regional, urban and rural preference of two element structure system caused by the division of college graduates in the region and the city is still obvious.

3. The inborn factors influence the hierarchy of the university graduates. The family background and the flowing space of the graduates go opposite with their willingness. That is to say, graduates with lower hierarchy possess larger flowing space and strong will.

4. The social stratification function of higher education is still significant, but not the only channel of social stratification. According to the regression results of college graduates occupation status, with education as the representative of the factor is still is an important influence factor to get fresh college graduates occupation status. In addition, the institutional factors and family factors ascribed factors also have a certain impact on the college graduates occupation status.

5. The following mechanisms of various elements of social stratification in the system: education factors to the employment market to send signals through the Diploma in education, the educational levels, types and categories of the education, education resources, symbol of education to develop difference to affect the employment, occupation status and role in the graduates. Institutional factors through the post screening and identification of the employment of college graduates, occupation status and role in the graduates. Family factors such as the "strong ties" and "weak ties" influence the chance for an interview or the employment results and affect occupation status of the graduates.

Based on the results above, the researchers gave out his thinking and suggestions to society, government, colleges and universities: from social level, the concept should be changed, the social stratification function view of high education under the background of popularization should be viewed seriously. From the government level, on the one hand, It should continue to promote the process of popularization of higher education in our country, increase social middle class share, and guarante the stability of social development; On the other hand, it is necessary to build the correct job market competition environment, eliminate system isolation, and weaken the negative influence of social relation network in the job market. From the college level, it should ensure the education opportunities underclass, the rational allocation of higher education resources, and pay attention to the great importance of the development of applied undergraduate construction. From the individual level, college graduates should pay attention to the accumulation of personal social network, and play the positive role in social relation network.

Key words: College graduates; Job mobility; Social Stratification; Multidisciplinary

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