

CAPACITY OF MEETING JOB REQUIREMENTS BY PHYSICAL EDUCATION BACHELORS OF UNIVERSITY COUSE 46, 47, 48 AT BAC NINH SPORT UNIVERSITY IN HANOI FROM EMPLOYER'S VIEWPOINT

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Abstract:

By the common scientific research methods, especially the method of interviewing, we have conducted a study on the capacity of meeting job requirements by Physical Education Bachelors of university course 46, 47, 48 at Bac Ninh Sport University in Hanoi from the viewpoint of employers. On such basis, we have proposed solutions to improve the capacity of meeting job requirements by Physical Education Bachelors.

Key words: Capacity of meeting, bachelor, employer, Ha Noi...

INTRODUCTION

Bac Ninh Sport University is one of 5 universities of sports of the country to train high quality human resources. The number of students per year is about 1,500, providing human resources for the country, especially in the Northern region. However, according to the University's statistics on employed graduates, 81% of graduates in 2001 and 2002 have found employment after six months; More than 60% of graduates in 2010 and 2014 graduates have found jobs after 1 year. Thus, the rate of graduates who have found jobs tends to decrease and the time to find a job is longer and more difficult. Therefore, assessing the capacity of meeting job requirements by Physical Education Bachelors, especially the Physical Education branch accounted for more than 50% is necessary.

RESEARCH METHODS

To solve the research issues, we have used methods of document analysis and synthesis, interview and discussion and mathematical statistics.

We have conducted the study and

simultaneously understood the employment of Physical Education Bachelors of University Course 46, 47, 48 after 1 year of graduation.

The study subjects are 35 direct managers at recruitment units.

RESULTS AND DISCUSSION

By the documents related to the research topic and direct interview with the employers, we have developed 5 contents of interview about the capacity of meeting the requirements of general works and 21 criteria to assess the capacity of meeting job requirements by Physical Education Bachelors of university courses 46, 47 and 48 at Bac Ninh Sport University in Hanoi from the viewpoint of employers.

1. Capacity of meeting general work requirements by Physical Education Bachelors of university course 46, 47, 48 at Bac Ninh Sport University

To assess capacity of meeting general work requirements by employees from the viewpoint of employers, firstly we have investigated the satisfaction of the employment units on the recruitment as well as assessed the capacity of meeting job requirements by Physical Education

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Table 1. Capacity of meeting general work requirements by Physical Education Bachelors from the viewpoint of employers (n = 33)

No.	Contents		Results	
			m _i	%
1	Satisfaction with results of recruiting Physical Education graduates	Very satisfied	4	12.12
		Satisfied	17	51.52
		Relatively satisfied	12	36.36
		Unsatisfied	0	0
2	Probation period of Physical Education graduates	1 month	3	9.09
		3 months	8	24.24
		6 months	15	45.45
		12 months	7	21.21
3	After recruitment, unit must organize additional training courses for Physical Education graduates of university course 46, 47, 48	Yes	32	96.97
		No	1	3.03
4	Content of additional training courses	Practical professional skills	7	21.21
		Computer skills	11	33.33
		Communication skills	8	24.24
		Foreign language skills	7	21.21
5	Capacity of meeting job requirements by Physical Education graduates of university course 46, 47, 48	Meet the requirements of the job, work immediately	2	6.06
		Basically meet the requirements of the job but requires further training	23	69.7
		Must be retrained or additionally trained for at least 6 months	8	24.24

Bachelors. The total number of delivered questionnaires is 35 and the total number of received questionnaires is 33. The results are in Table 1.

Table 1 shows that: 51.52% of employers say that they are satisfied with the result of recruiting the Physical Education graduates. The probation period of graduates after recruitment is 6 months (45.45%). On the other hand, 96.97% of employers say that after recruitment, the unit must organize additional training courses for employees, which is also understandable for the first time workers participating in labor market. Especially, the most interested additional training course is the computer skills with 33.33%.

When asked about the capacity of meeting job requirements by employees, 69.70% of employers assess that Physical Education Bachelors of university course 46, 47, 48 have principally met the job requirements but requires further training.

2. Capacity of meeting job requirements by Physical Education Bachelors of university course 46, 47, 48 at Bac Ninh Sport University from the viewpoint of employers

After evaluating the general situation of the capacity of meeting job requirements by Physical Education Bachelors of university course 46, 47, 48 in Hanoi, we have conducted further interview with employers on the capacity of meeting job requirements through 21 criteria and measured in 5 classifications from poor to very good. We have required the employer to indicate the number of employees meeting the requirements at specific classifications. During the interview, the total number of delivered questionnaires is 35 and the total number of received questionnaires is 33, with the total 98 evaluated Physical Education Bachelors of university course 46, 47, 48. Results are in Table 2

Table 2. Capacity of meeting job requirements through assessment of employers (n=98)

No.	Criteria	Meeting capacity										% best meeting capacity	Classifi- cation
		Very good		Good		Average		Weak		Poor			
		m _i	%	m _i	%	m _i	%	m _i	%	m _i	%		
1	Professional knowledge	16	16.33	32	32.65	50	51.02	0	0	0	0	48.98	5
2	Skills of communicating and teaching the practice of sports	1	1.02	10	10.2	65	66.33	18	18.37	4	4.08	11.22	19
3	Capacity to update new knowledge	18	18.37	33	33.67	47	47.96	0	0	0	0	52.04	2
4	Computer skills	0	0	9	9.18	78	79.59	11	11.22	0	0	9.18	20
5	Foreign language skills	0	0	1	1.02	32	32.65	44	44.9	21	21.43	1.02	21
6	Capacity of research and creativity	1	1.02	16	16.33	61	62.24	20	20.41	0	0	17.35	16
7	Capacity of logical thinking	12	12.24	24	24.49	60	61.22	2	2.04	0	0	36.73	8
8	Capacity of organization and operation	0	0	12	12.24	57	58.16	23	23.47	6	6.12	12.24	18
9	Capacity of making decision	0	0	30	30.61	67	68.37	1	1.02	0	0	30.61	11
10	Capacity of analysis and criticism	0	0	16	16.33	54	55.1	28	28.57	0	0	16.33	17
11	Capacity of manage time	9	9.18	20	20.41	54	55.1	14	14.29	1	1.02	29.59	12
12	Capacity of being self-aware and active in study and research	13	13.27	17	17.35	44	44.9	20	20.41	4	4.08	30.61	10
13	Good understand of workplace	0	0	22	22.45	65	66.33	11	11.22	0	0	22.45	13
14	Skills of communication and behavior	13	13.27	28	28.57	57	58.16	0	0	0	0	41.84	6
15	Discipline in work	12	12.24	20	20.41	61	62.24	5	5.1	0	0	32.65	9
16	Teamwork skills	5	5.1	45	45.92	48	48.98	0	0	0	0	51.02	4
17	Skills of presentation	0	0	20	20.41	45	45.92	28	28.57	5	5.1	20.41	14
18	Capacity to respond to work pressure	0	0	18	18.37	59	60.2	21	21.43	0	0	18.37	15
19	Capacity to adapt to changes	19	19.39	32	32.65	47	47.96	0	0	0	0	52.04	3
20	Self-control capacity	10	10.2	28	28.57	56	57.14	3	3.06	1	1.02	38.78	7
21	Positive attitude contributing to the workplace	24	24.49	46	46.94	28	28.57	0	0	0	0	71.43	1
Average			7.43		23.28		55.15		12.1		2.04		



Bachelor of Physical Education, Bac Ninh Sport University, is not only equipped with the knowledge to meet the needs of work in the state but also the private sector

Table 2 shows that: The capacity of meeting job requirements by Physical Education Bachelors assessed by the employers is 55.15% at average level, 23.28% at good level, 12.10% at weak level and only 7.43% at very good level.

On the other hand, in Table 2, we have defined to include the percentage of employees at good and very good levels and rank the criteria of meeting the requirements from 1 to 21, the worst criteria would be criteria that have the lowest rate of employees well meeting the criteria. The results show that:

- Employers believe that the positive attitude contributing to the workplace is the criterion best satisfied by the Physical Education Bachelors of university course 46, 47, 48 (71.43%), followed by the capacity to update new knowledge and adapt to changes (52.04%). However, in the context of economic integration and competition today, the skills of foreign language and computer and skills of communicating and teaching the practice of sports are two most important criteria that affect the success but have worst results with 1.02% - 11.22%.

- The survey data also shows that the group of 5 criteria best satisfied by employees and group of 5 criteria worst satisfied by employees. Accordingly, the 5 criteria best satisfied by employees are as follows: 1/ The positive attitude contributing to the workplace; 2 / The capacity to update new knowledge; 3/ The

capacity to adapt to changes; 4/ Teamwork skills and 5/ Professional knowledge.

- The group of 5 criteria worst satisfied by employees includes: 1 / Foreign language skills; 2 / Computer skills; 3 / Skills of communicating and teaching the practice of sports; 4 / Capacity of organization and operation; 5 / Capacity of analysis and criticism.

CONCLUSION

- 69.70% of employers assessed that the Physical Education Bachelors of university course 46, 47, 48 have principally met the job requirements but requires further training.

- The capacity of meeting job requirements by Physical Education Bachelors assessed by the employers is at average level with 55.15%.

- Employers have evaluated that the group of 5 criteria best satisfied by Physical Education Bachelors of university course 46, 47, 48 at Bac Ninh Sport University in Hanoi includes 1/ The positive attitude contributing to the workplace; 2 / The capacity to update new knowledge; 3/ The capacity to adapt to changes; 4/ Teamwork skills and 5/ Professional knowledge. The group of 5 criteria worst satisfied by employees are 1 / Foreign language skills; 2 / Computer skills; 3 / Skills of communicating and teaching the practice of sports; 4 / Capacity of organization and operation; 5 / Capacity of analysis and criticism.

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(Received 06/11/2017, Reviewed 15/11/2017, Accepted 28/11/2017.

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