

Research on the Problem of Over-Education in Higher Education

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Abstract: In recent years, China's higher education to the direction of popularization, from the objective point of view, the quality and quantity of human capital have been improved. In this case, the matching problem between the education and training of talents and the demand for social talents is gradually highlighted, and the supply of human capital does not match the demand for work skills, which dilutes the value of the degree. After graduation, some undergraduate students choose to study for a master's degree or a doctor's degree, but whether it is a higher degree will match the needs of China's economic and social talents, which requires profound thinking from the staff of relevant departments and staff. The development of this paper analyzes the problem of excessive education from the perspective of higher education, hoping to provide reference ideas for the future work of university education personnel.

Keywords: Higher education; Over-education; Value orientation

Mr. Freeman proposed the concept of over-education. Excessive education means that the supply of education is greater than the social demand for education^[1]. When judging excessive education, there is a direct relationship with the actual length of education and the length of education required for work. Based on the education level and the vocational position matching degree, the education matching status can be divided into the following types: excessive education, educational matching and insufficient education. From a micro perspective, the standard of over-education is as follows: when the actual number of years of education exceeds the number of years required by the occupation, it is regarded as the state of over-education.^[2]

1. Analysis of the value orientation of educational investment

1.1 Technical function theory

The theory of technology function can well explain the role of educational investment and the phenomenon of diploma society in China at the present stage^[3]. The school provides technical and related training services for students, and the work organization needs technical support as the support. Collins proposed that in social organizations, labor can be divided into political labor and productive labor. There are very obvious differences in their functions and characteristics. There are obvious differences with productive labor, and political labor can easily enable people to gain control by cultural distribution in the organization, through which individuals are willing to work hard. In this social stratification, education can be accurately positioned. Therefore, in order to make their lack of professional skills be made up, individuals voluntarily carry out excessive education.

1.2 Theory of educational signal function

In the context of credentialism, the educational signal function of highly educated workers is more easy to distinguish. Normally, employers consider education as a screening mechanism as an opportunity to select highly skilled employees. Due to the increasing operating costs of enterprises, education as a screening signal is in line with the choice of employers. Even in the environment of scarce labor force, employers will still not downgrade the requirements of employees. In addition, the "ratchet effect" is based on the analysis that this requirement will gradually increase. For example, elite Wall Street law firms have a demanding staff education background, hiring only Ivy League law students and conducting high-level screening to select students at elite preparatory universities. Because of occupational barriers, skilled workers in the United States are largely not promoted to management unless they can provide degree qualifications. In this way, it needs to extend the time and years of study.

2. Change the concept of excessive education

2.1 Excessive education can not match the employment satisfaction

It is highly likely that productive behavior will occur when employees reduce job satisfaction. For this reason, the relevant departments and personnel have deeply studied the impact of employees' perceived self-seniority on anti-productive behavior. The research results show that employees self-perceive themselves as too seniority, and are highly likely to feel that they are not the best matching member of the organization, and will be irritable and angry about the work status in practical activities. In the occupation structure is not fully matched, the wage income is damaged, the efforts of the staff will not match the maximum labor ability, resulting in their own skills can not be fully played, resulting in the reduction of employment quality. The scale of over-education varies according to the measurement methods, and there are no direct selection criteria. What is certain is that over-education will have an impact on the staff's career satisfaction. For the fully educated group, the career satisfaction of the group with higher education is low. It is known that excessive education is less rewarding than the required education returns.

2.2 Excessive education cannot match the occupational structure

In the United States and other developed countries, professional development is focused in engineering, law and medicine. The medical profession is the most prestigious and has developed into a postgraduate education. And hospital training is delayed after students get a medical degree. In this way, the status and professionalism of the medical field can be enhanced. Comparatively speaking, in China, excessive education is an explicit phenomenon. The illusion of prosperity in the scale of higher education leads to more groups inclined to accept higher education to improve their educational level, resulting in the imbalance in the distribution of social resources and forming a vicious circle. If individual education does not match the job demand proposed by the labor market, it will develop into a long-term phenomenon of individual career.

3. Over-education regression methods

3.1 Cultivate students' labor skills and enable graduates to master the employment environment

Based on the development requirements of the target jobs and the industry, individuals should make job skills needs and human resources investment decisions to ensure that they match their own ability, adjust their choice of college admission and employment choices, so as to avoid excessive education. In addition, graduates with good academic performance should adjust their employment expectations and realize that their academic performance is not directly related to job satisfaction. In school, we should fully explore our own interests, take this as a guide, participate in social practice activities, enrich their own professional experience and skills, lay a foundation for the future employment, and establish a correct concept of employment.

3.2 Improve the talent training mode,

In research and academic universities, especially in 211 universities, we should adhere to the principle of elite education and reasonably control the enrollment scale. In teaching and professional colleges and universities, especially local undergraduate colleges, courses should be set up based on the needs of different positions and industries, cultivate diversified applied talents, meet the needs of social development, and provide talent support for the national economic transformation.

4. Conclusion

On the one hand, the development of higher education in China has the problem of excessive education. On the other hand, there are still the imbalance between regions and inadequacy in some fields, the imbalance between the quantity and quality of higher education, the supply and demand of higher education, and the mismatch between the input and output, expectation and income of higher education. Therefore, the research on the problem of excessive education should not only require us to continue to learn from foreign research methods, ideas and contents, but also base itself on the reality of the development of Chinese society and higher education, so that this research can make greater progress in theory and achieve greater results in practice.

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