

# Analysis of the Influencing Factors of Medical International Students' Employment Choice

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**Abstract:** At present, the employment of undergraduate medical international students in their specialties has seen leapfrog development, and senior medical students are facing serious problems and challenges in employment. In order to improve the employment willingness of senior medical students, the discussion of the influencing factors of the employment choice of undergraduate medical international students is proposed. Firstly, the undergraduate medical international students from several colleges and universities in a certain province were taken as the research object, and the demographic situation of graduates was analyzed to analyze the current situation of employment guidance. Then, we analyze the influence mechanism of different factors on the employment choice of international medical undergraduates from three aspects: students' intrinsic factors, policy factors, and employment guidance factors of colleges and universities. Finally, the above factors are combined to propose specific measures to improve the employment willingness of international medical undergraduates, including the government's broadening of employment channels for international students, the optimization of the focus of employment guidance in universities, and the need for graduates to improve their own job-seeking ability. The aim is to solve the contradiction between supply and demand in the employment of senior medical students and to improve the employment prospects of international medical undergraduates.

**Keywords:** medicine; international students; employment options; career guidance; influencing factors

## 1. Introduction

At present, for medical higher education, the employment situation is facing a serious challenge, and, due to the strong specialization of the profession, the problem of difficult employment is even more prominent. At present, the medical employment market supply and demand structural contradiction is still prominent, employers in the selection of talents continue to raise the employment standards, and even some ordinary positions should be given priority to hire highly educated people, there is a "high consumption of talent" phenomenon. So that ordinary medical graduates into the hospital difficulties, which also exacerbated the pressure of medical students employment, so that some students choose to continue to study, on the one hand, expect to learn into reuse, on the other hand, also happens to avoid the current employment of the helpless, in order to study to delay employment. As people's demand for the future quality of life is getting higher and higher, the medical institutions in the selection of talents in the employment standards and requirements are also rising, the academic qualifications are only considered master's degree or doctoral degree, and only select high-level talent, which makes undergraduates and graduates of specialized colleges and universities are in a very embarrassing situation<sup>[1]</sup>. At present, many hospitals above the second level only allow PhD graduates to enter. In fact, this in itself is a certain misunderstanding. This blind demand also makes some capable college graduates unable to find employment in high-level hospitals because of the restrictions on their academic qualifications, resulting in a waste of academic qualifications. In addition, due to the high cost of medical education, medical colleges and universities, which have a weak foundation of medical education, are more strict in adapting to the school in some key aspects, such as teaching room, teaching instruments and equipment, education team, practice base and so on. This situation also causes medical higher education institutions to be greatly limited in talent cultivation. The general objective of this study is to analyze and investigate the employment status and factors influencing the employment of medical undergraduates in colleges and universities, to study the employment trend of medical undergraduates under the new situation, to analyze the fundamental factors restricting the employment of medical undergraduates and to put forward specific measures to solve the employment difficulties of medical undergraduates at the current time, from the government departments, industries and

employers, institutions of higher education and the students themselves<sup>[2]</sup>. Through this study, more graduates can find satisfactory jobs for themselves, thus improving the employment satisfaction and quality of graduates, and at the same time, providing data support and theoretical guidance for medical schools to formulate talent cultivation objectives and carry out employment guidance planning.

## **2. Analysis of the basic situation of international medical undergraduate students**

### **2.1 Analysis of graduate demographics**

This paper takes the medical undergraduate international students of certain several colleges and universities as the research object, it can be clarified through the research data retrieval that the average age of the research object is  $23.77 \pm 1.29$ . among them, 820 (66.78%) are female as twice as male, which is the characteristic of the general medical schools. The academic system was mainly five-year majors 808 (65.80%) political affiliation was mainly non-party members 703 (57.25%). The reason for this is that medical students do not pay enough attention to current affairs compared with other colleges and universities, and their political awareness needs to be improved<sup>[3]</sup>. Graduates' families are mainly from rural areas, 657 of them (53.50%), and the highest education level of their parents is mainly from elementary and junior high schools, 630 of them (60.83%).

Graduates in the school mainly showed "better comprehensive assessment" (79.39%), participate in fewer clubs (93.81%), fewer awards and certificates (63.52%). Analyzing the reasons, first of all, the school where the research object is located is in the west, economically underdeveloped, with a large number of poor people, and the economic base determines the superstructure, so the parents' cultural level is correspondingly lower; secondly, the study task of medical students is relatively heavy compared with other colleges and universities, so there is less time for extracurricular activities, so there are fewer participants in the clubs, and the time for examining other qualification certificates is correspondingly fewer<sup>[4]</sup>.

### **2.2 Analysis of the employment situation of graduates and career guidance**

The employment rate of international undergraduate medical students in this study was 64.90%, which was higher than the national undergraduate graduates' employment rate of 35% in the same period. The employment status of the 2013 undergraduates of the study school was characterized as: optimistic about the employment prospect, started to pay attention to employment later, employed first, willing to be employed at the grassroots level, and unaware of the employment policy<sup>[5]</sup>. The positive rates of the survey results of these items are more than half of the survey respondents, which are 68.97%, 57.33%, 63.19%, 65.88%, 51.22% respectively. Analyzing the reasons, on the one hand, China is still in the stage of lack of medical talents, especially in Yunnan Province, which is located in the southwestern part of the country and is economically and socially backward, and the situation of lack of medical talents is even more serious<sup>[6]</sup>. There are still relatively few medical talents with bachelor's degree and above, and the market is generally in a state of supply less than demand, so the employment rate is relatively high, and graduates are optimistic about employment and pay attention to employment late. On the other hand, the graduates of the class of 2013 mainly came from rural areas, and their attachment and dependence on their homes prompted their willingness to seek employment at the grassroots level.

The most desired guidance for undergraduate medical graduates was, in order, explanation of employment policies" (81.19%), "analysis of the employment situation" (70.44%), and "mock interviews" (69.79%); entrepreneurial skills ranked Entrepreneurship skills ranked second to last. This is consistent with the interview result "interviews, random adaptability is not strong", but inconsistent with the national policy of encouraging entrepreneurship among college and university graduates<sup>[7]</sup>. The reasons for this are: firstly, medical students are heavily engaged in study and internship, so they do not pay enough attention to the employment policy and employment situation, and they rarely have the opportunity to contact interviews; secondly, most of the subjects in this study come from rural areas, and entrepreneurship requires a large investment, and the risk is very high.

### 3. Analysis of Influencing Factors on Employment Choice of International Medical Undergraduates

#### 3.1 Intrinsic Student Factors

Through the investigation of the overall situation of students, whether it is a province of colleges and universities or a province outside of colleges and universities, gender has a certain impact on the employment of college students<sup>[8]</sup>. For the phenomenon of gender discrimination, most employers will give a variety of reasons, such as: industry development needs more men than women; Some positions are difficult in the working environment, and girls with strong male abilities are not suitable; Female students have higher requirements for employment environment, workplace, job stability and job nature. In short, from the gender selection point of view, more and more employers are more inclined to boys, it is undeniable that some employers for gender discrimination to a certain extent. Gender and employment status are shown in Table 1.

Table 1: Gender and employment status

	Gender	
	Male	Female
Signed employment agreement	27.5	14.6
Have a clear intention of employment	32.4	26.5
Uncertain	24.5	36.8
No intention to	15.6	22.1
Total	100	100

The so-called place of origin refers to the permanent residential address or household registration of a graduate's family. According to the degree of development, it can be roughly divided into: first tier cities, small and medium-sized cities, ordinary cities and rural areas. From the perspective of the employment process, students from different sources and students from rural areas have stronger employment awareness than students from cities because of the general economic situation of their families. In the season of choosing jobs, they are more aware of the initiative of employment and often sign contracts in advance, Take advantage of various opportunities to participate in various types of recruitment activities<sup>[9]</sup>. In order to realize an early contract, they often take advantage of various opportunities to participate in various recruitment activities. In contrast, students from small and medium-sized cities and first-tier cities are often less eager to find employment and have higher requirements for employment choices than those from rural areas. Students from urban areas have less pressure from their families and have more options before they are employed, such as choosing to continue their education, going abroad or preparing for various examinations for public institutions and civil servants<sup>[10]</sup>. The phenomenon of "slow employment" that has emerged in recent years is often attributed to students of urban origin.

#### 3.2 Policy factors

The influence of policy factors on the employment choices of international medical undergraduates is a complex and multidimensional process. Under the background of globalization, exchanges and cooperation in the field of medicine are becoming more and more frequent, and international medical students, as an important carrier of such exchanges, are not only affected by factors such as personal interests and professional skills, but also constrained and guided by policy factors to a large extent<sup>[11]</sup>.

First, from the national level, the influence of policy factors on the employment choices of international medical students is mainly reflected in the orientation of national policies. For example, certain countries may attract medical international students to return to serve in their home countries by formulating preferential policies in order to alleviate the problem of strained domestic medical resources<sup>[12]</sup>. These policies may include providing employment positions, offering high salaries, providing research support, etc., thus encouraging medical international students to choose to return to their home countries. On the contrary, if national policies do not provide clear support or guidance for international students to return to their home countries for employment, then medical international students may prefer to choose to stay abroad for development.

Policy factors also influence the career choices of international students by influencing international accreditation and standardization of medical education. Many countries and regions have established their own medical education accreditation systems to ensure the quality and standards of medical

education<sup>[13]</sup>. These accreditation systems not only require international medical students to master solid medical knowledge, but also require them to have the ability of cross-cultural communication and international cooperation. Only international students who have passed these accreditation systems can gain wider employment opportunities in the international arena. Therefore, policy factors provide more employment options and opportunities for international medical students by promoting international accreditation and standardization of medical education<sup>[14]</sup>.

Policy factors also affect the career path and career planning of medical students. In some countries, the government may formulate a series of policies to support innovation and development in the medical field, such as setting up research programs, providing research funding, and establishing medical parks. These policies provide more career development opportunities and space for medical international students, enabling them to better realize their career plans.

### ***3.3 Factors of employment guidance in higher education***

Career guidance work in higher education plays a crucial role in the career choices of international medical undergraduate students<sup>[15]</sup>. This work not only provides international students with direction for career planning, but also helps them understand industry trends, the job market, and potential career opportunities. The following are a few key aspects of how college career guidance efforts influence the career choices of international medical undergraduate students.

First of all, the career guidance work of colleges and universities helps international medical undergraduates clarify their career goals and development directions by providing career planning courses. These courses usually include self-assessment, career interest exploration, career skill development, etc., which help international students to deeply understand their own strengths and interests, and then choose a suitable career field for themselves. Through the guidance of career planning courses, international students can be more clear about their career direction and avoid blindly following others or choosing careers at random.

Career guidance work of colleges and universities also provides international medical undergraduates with abundant employment information resources and channels. Colleges and universities usually establish cooperative relationships with various medical institutions, scientific research institutions and pharmaceutical companies to provide international students with internship and employment opportunities. At the same time, universities also regularly organize job fairs, employment seminars and other activities to provide international students with opportunities for direct communication with employers. Through these information resources and channels, international students are able to gain a more comprehensive understanding of the needs and trends of the job market and make more informed employment choices.

In addition, university career guidance also focuses on cultivating the professionalism and comprehensive ability of international students with medical undergraduate degrees. In addition to medical professional knowledge, international students also need to have good communication skills, teamwork spirit, innovation and other professional qualities. Colleges and universities help international students improve these abilities by providing training programs such as practice opportunities and mock interviews, so that they can be more competitive in the job market.

The University Career Guidance also provides personalized career counseling and guidance to international students with undergraduate medical degrees. Each international student's situation and needs are different, and the university career guidance centers provide personalized career counseling and guidance services according to the individual characteristics and needs of international students. These services may include resume building, interviewing skills, career planning advice, etc., to help international students better cope with various challenges in the job search process.

## **4. Employment-oriented Insights for International Students with Undergraduate Medical Degrees**

### ***4.1 Expanding employment channels for international medical students***

The government should first clarify the importance of employment for international medical students and guide their employment direction through policy orientation. For example, the government can introduce policies to encourage medical institutions, scientific research institutions and pharmaceutical companies to give priority to recruiting international medical students, or give certain

policy preferences in the recruitment process. Such policy orientation can encourage more employers to consider recruiting international medical students, thus increasing their employment opportunities.

At the same time, the government can also set up incentive mechanisms, such as providing tax breaks, financial support and other preferential measures, to encourage enterprises to recruit international medical students. Such incentives can reduce the employment cost of enterprises and increase their enthusiasm in recruiting international medical students. In the process of broadening the employment channels for international medical students, the government also needs to pay attention to the improvement of their training system. Specifically, the government can cooperate with colleges and universities, medical institutions, etc., to formulate and improve the training programs for international medical students to ensure that their knowledge matches the market demand. In addition, the government can set up special funds to support colleges and medical institutions to carry out practical teaching and internship programs for international medical students, so as to improve their practical skills and clinical experience. The government should actively promote medical exchanges and cooperation with other countries and regions to create more international employment opportunities for international medical students. For example, the government can establish cooperative relationships with medical institutions in other countries to carry out joint research projects and send international students to each other. Through such exchanges and cooperation, it can not only broaden the employment channels for international medical students, but also promote the international dissemination of medical knowledge and technical exchanges. The government can set up a specialized employment service platform for international medical students to provide them with one-stop employment services. The platform can release employment information in the medical field, provide career counseling and guidance, and organize job fairs. Through such a platform, medical international students can more easily understand the job market, obtain employment opportunities and communicate directly with employers. In the process of broadening the employment channels for international medical students, the government also needs to strengthen their employment guidance and training. Specifically, the government can organize a team of professional employment instructors to provide personalized career planning and employment guidance services for international medical students. At the same time, the government can also provide relevant training courses, such as interviewing skills and resume making, to help international medical students enhance their job-seeking competitiveness. The government also needs to pay attention to the employment environment for international medical students to ensure that they can enjoy fair and just employment treatment in China. For example, the government can introduce policies to protect the legitimate rights and interests of international medical students and combat employment discrimination and other phenomena. At the same time, the government can also increase the supervision of employers to ensure that they comply with relevant laws and regulations, and provide international medical students with a good working environment and space for development.

#### ***4.2 Optimizing the focus of career guidance in higher education institutions***

This survey found that among the four dimensions of employability, social adaptability had the lowest rate of availability. Undergraduate medical graduates' specialties, parents' literacy, number of awards and certificates received, time when they started to pay attention to employment, and knowledge of employment policies all affect social adaptability to varying degrees. Schools are important places to improve students' social adjustment. Schools can make up for these shortcomings of students through effective career guidance during college, and ultimately realize the overall improvement of employability and promote students' successful employment.

First of all, it is recommended that colleges and universities should provide guidance to students with employment difficulties in a targeted manner, rather than across-the-board. For students of different majors, the focus of employment guidance should be different. For non-clinical undergraduate graduates to improve their ability to combat pressure. Specifically, they should be helped to discover their own flashpoints, improve their own comprehensive quality, and build up their employment confidence. For students whose parents have a low level of education, they should be more open to them, give them spiritual support, encourage them to improve their own quality, and improve their social adaptability.

Secondly, it is recommended that schools increase the publicity of national employment policies. It is necessary to strengthen the responsibility of the leaders and teachers in charge of employment and establish an assessment mechanism to ensure that the employment policy is publicized in place. Make full use of employment network, bulletin board, SMS platform, full-time employment counselors, class committee and other channels to publicize relevant employment policies to graduates in an all-round

and multi-level way, so that students can fully understand the employment policies and improve their social adaptability in combination with their own characteristics.

Finally, it is suggested that the school should strengthen psychological guidance in respect of graduates, and analyze and explain in depth the current employment situation of medical graduates and the problems encountered in employment. For most of the students can take lectures, heart-to-heart talks and other ways, for students with employment difficulties to take one-on-one guidance. Encourage graduates to keep a sunny mind and be optimistic about employment.

#### **4.3 Graduates improve their job-seeking skills**

Internal factors are the root causes of development. In the process of "improving employability", graduates themselves are the root cause. First of all, the graduates themselves should face the employment with a positive attitude and not have too much psychological pressure. Perception is the precursor of action, and they should make rational judgments about the employment situation and their own job-seeking goals. Therefore, graduates should set up a correct view of career choice, find their own position, and correct the employment mentality, in order to be able to find a job that suits them and gives full play to their intelligence in the fierce job market.

The higher the number of awards and certificates of qualification obtained during the university period, the stronger the medical professional ability, general self-efficacy, interpersonal communication ability, social adaptability, and overall employability of medical undergraduates. Therefore, it is recommended that graduates first take advantage of the opportunity to participate in campus activities, internships and practices to continuously exercise their relevant abilities, and try to get as many certificates as possible, such as scholarships, awards for English and computers, and competitions, etc., during their university years. Although having a certificate does not mean that you have the ability, but the certificate is a concentrated expression of ability. Secondly, to improve their own quality also includes strengthening the excellent professional theoretical knowledge, skilled clinical practice skills, and the cultivation of high humanistic qualities. Finally, improve their own knowledge structure, strengthen psychology, sociology, medical ethics and other aspects of knowledge learning, master the basic skills and methods of interpersonal communication. In this way, they can have strong employability and stand out in the fierce competition. Good comprehensive quality is formed over a long period of time, so medical undergraduates should set goals for themselves from their freshman year, and take advantage of the courses and internships provided by the school to continuously develop their comprehensive quality. In addition, they should establish the concept of utilizing after-school time for learning and lifelong learning.

## **5. Conclusion**

After an in-depth discussion of the factors influencing the employment choice of international medical undergraduate students, we can clearly see that this choice is not a simple personal decision, but is jointly influenced by multiple factors. From policy factors to university career guidance to individual factors, each link is closely intertwined and jointly shapes the career path of international students. The government plays the key role of guidance and support in the process of policy formulation and implementation. The orientation of policies, incentives and international exchange and cooperation all provide international students with a wide range of employment space and opportunities. The career guidance of universities, on the other hand, helps international students to clarify their career direction and enhance their competitiveness in employment by providing specific services such as career planning, internship practice and career counseling. Personal factors, such as career interest, professional skills, practical experience, etc., are even more important internal driving forces for international students' employment choices.

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