



Employability of Chinese students in Germany



Prof. Dr. Dr. Fabian J. Froese

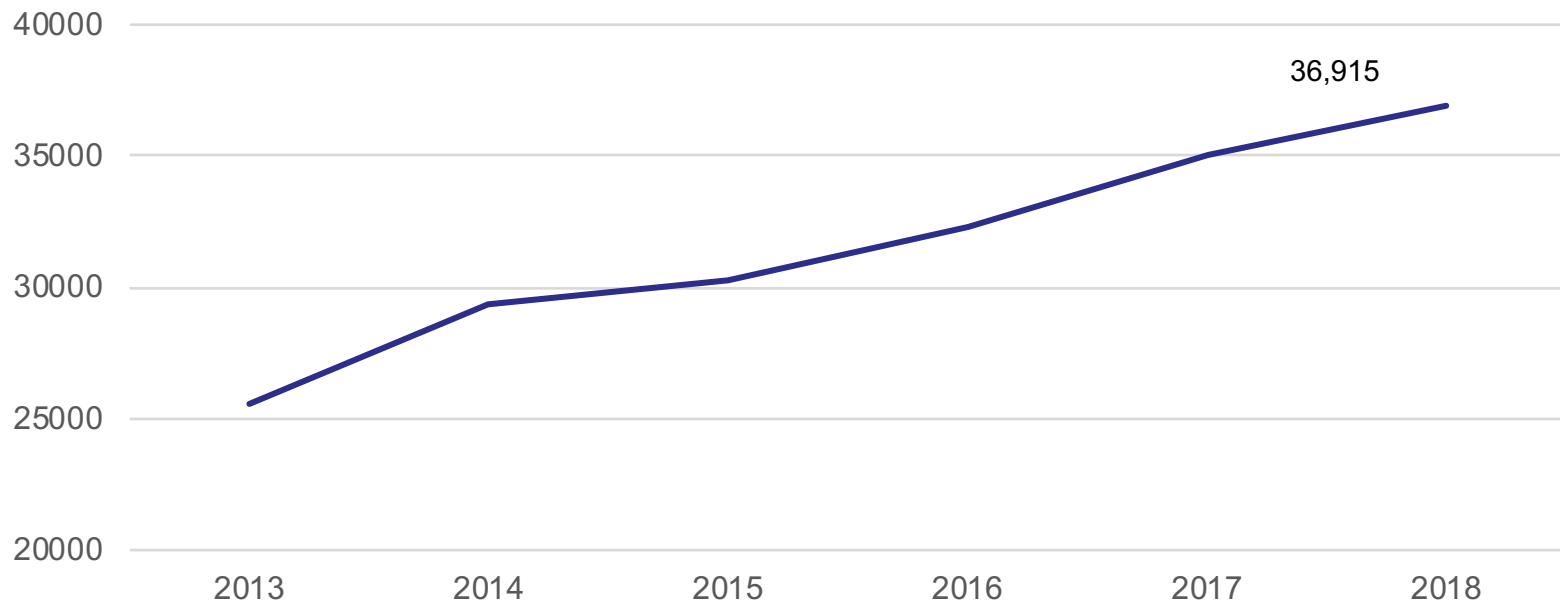


Georg-August-Universität
Göttingen
Public Law Foundation

Faculty of Business and Economics
Chair of Human Resource Management
and Asian Business
Prof. Dr. Dr. Fabian J. Froese

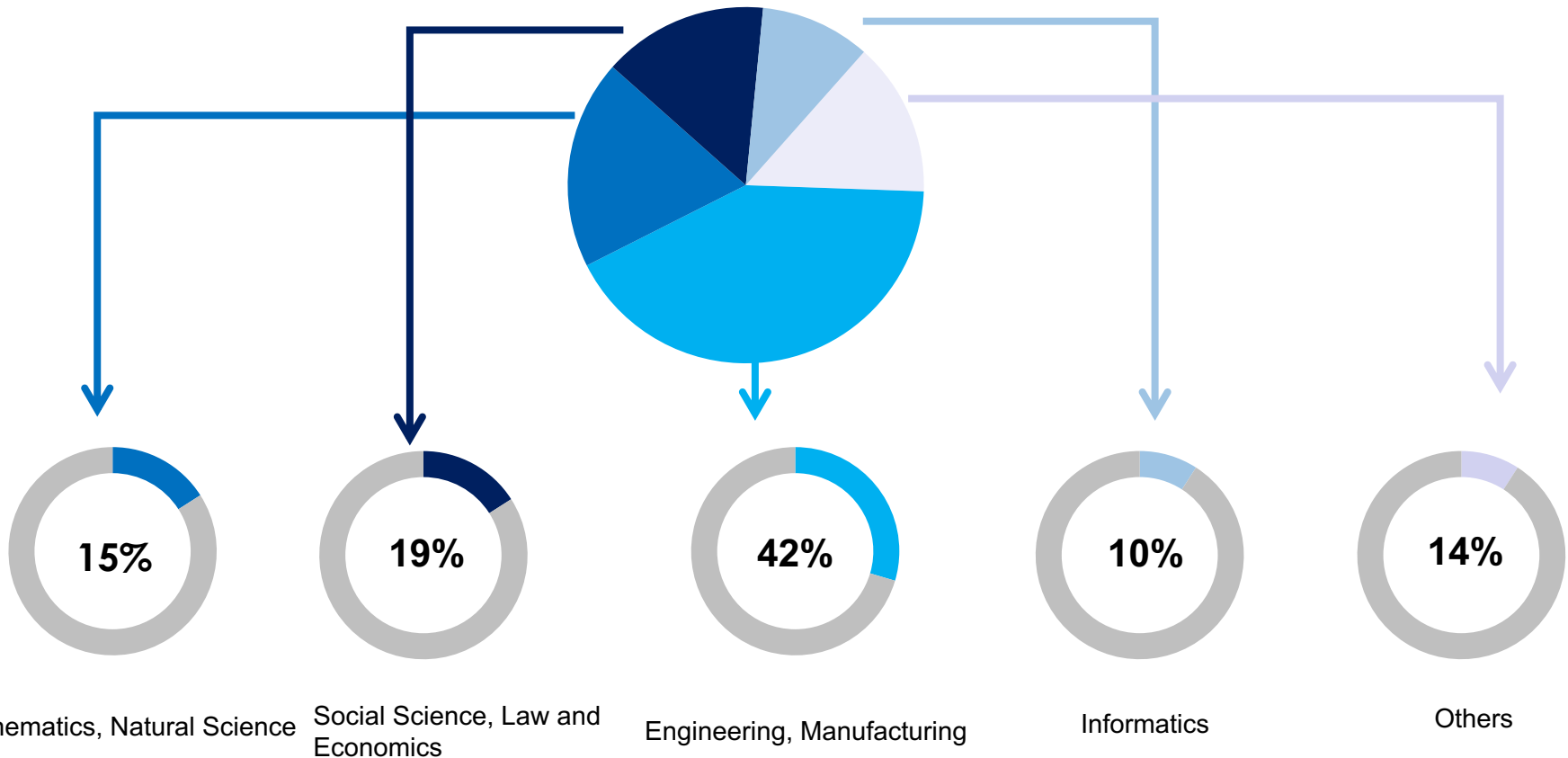
Chinese students in Germany

Number of Chinese students in Germany



Chinese students in Germany

Subjects of Chinese students in Germany



Survey on perceived employability

Target Group

- Chinese students
- Enrolled in German higher education institutions
- Graduate within one year



Major Questions

- Chinese students' employability?
- Intentions to stay in Germany?
- Employment success?

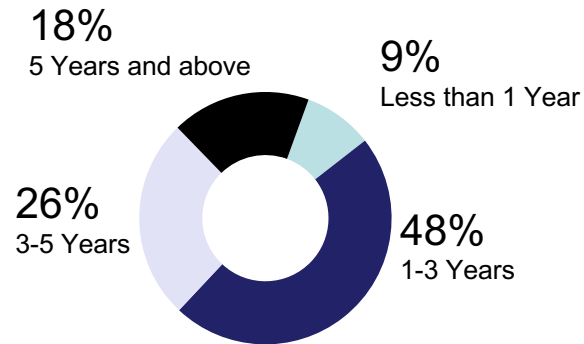
About survey respondents

Total Respondents
691

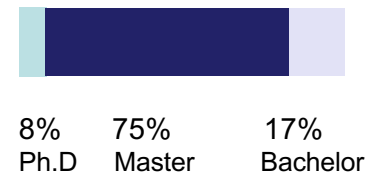
Gender



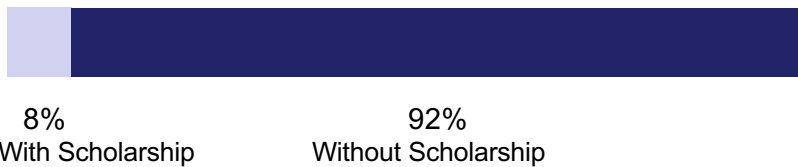
Years in Germany



Degree



Scholarship



Age

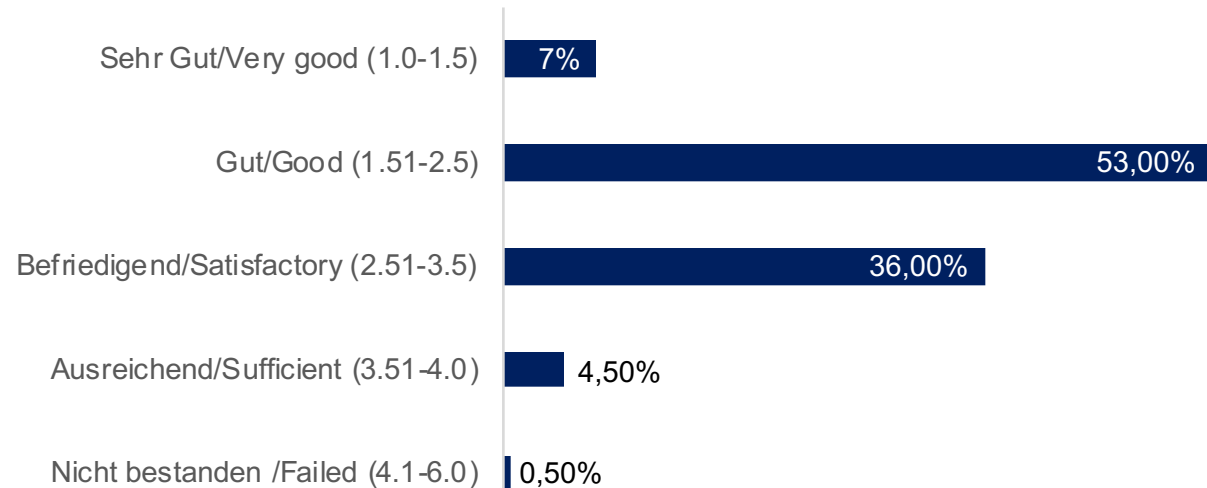


Grades

German Grading System

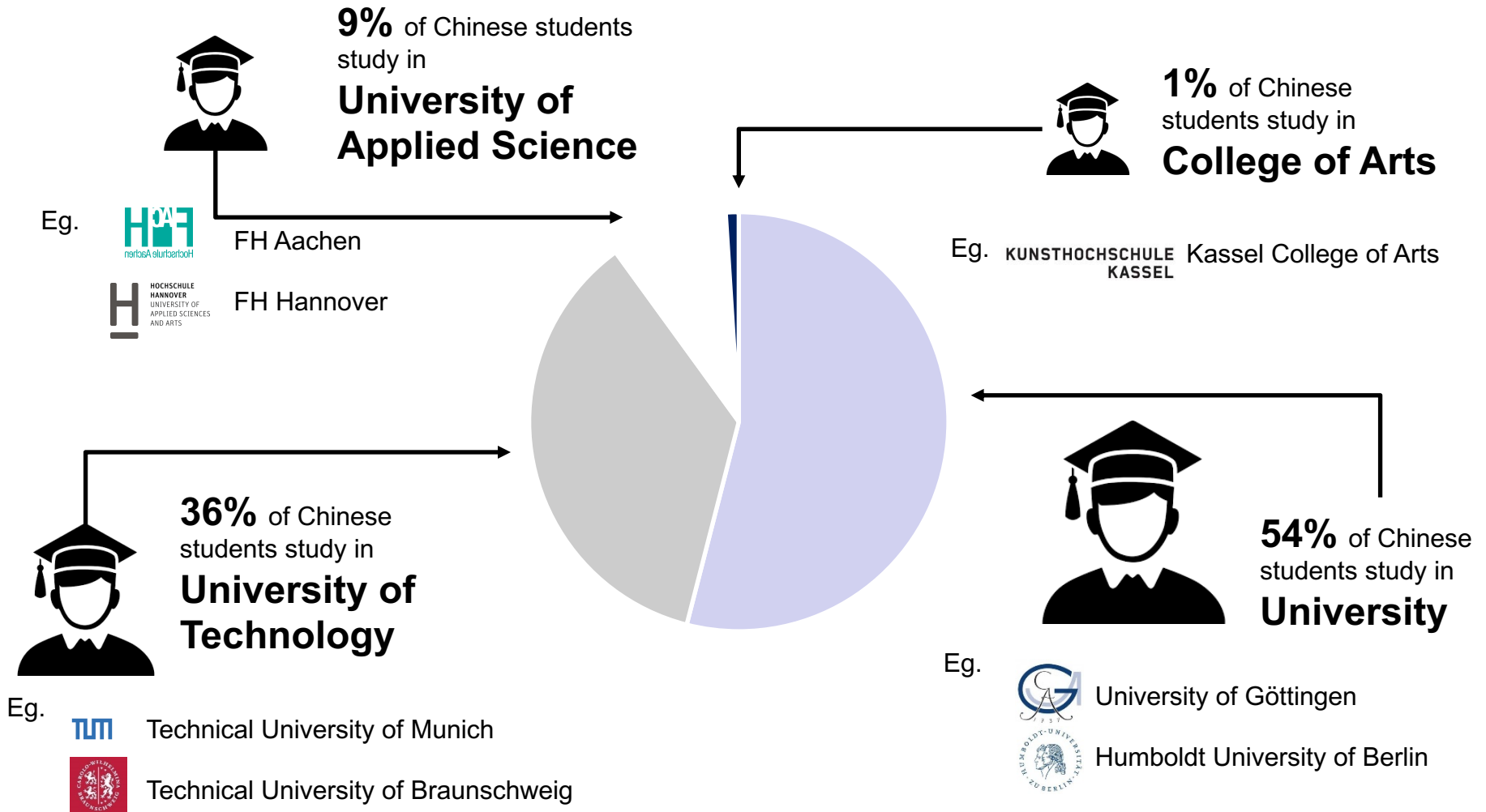
Germany uses a 5-point grading scale (GPA) to evaluate academic performance for students. Grades vary from 1 (excellent/sehr gut) to 5 (insufficient/ungenügend).

Chinese students's GPA in German universities



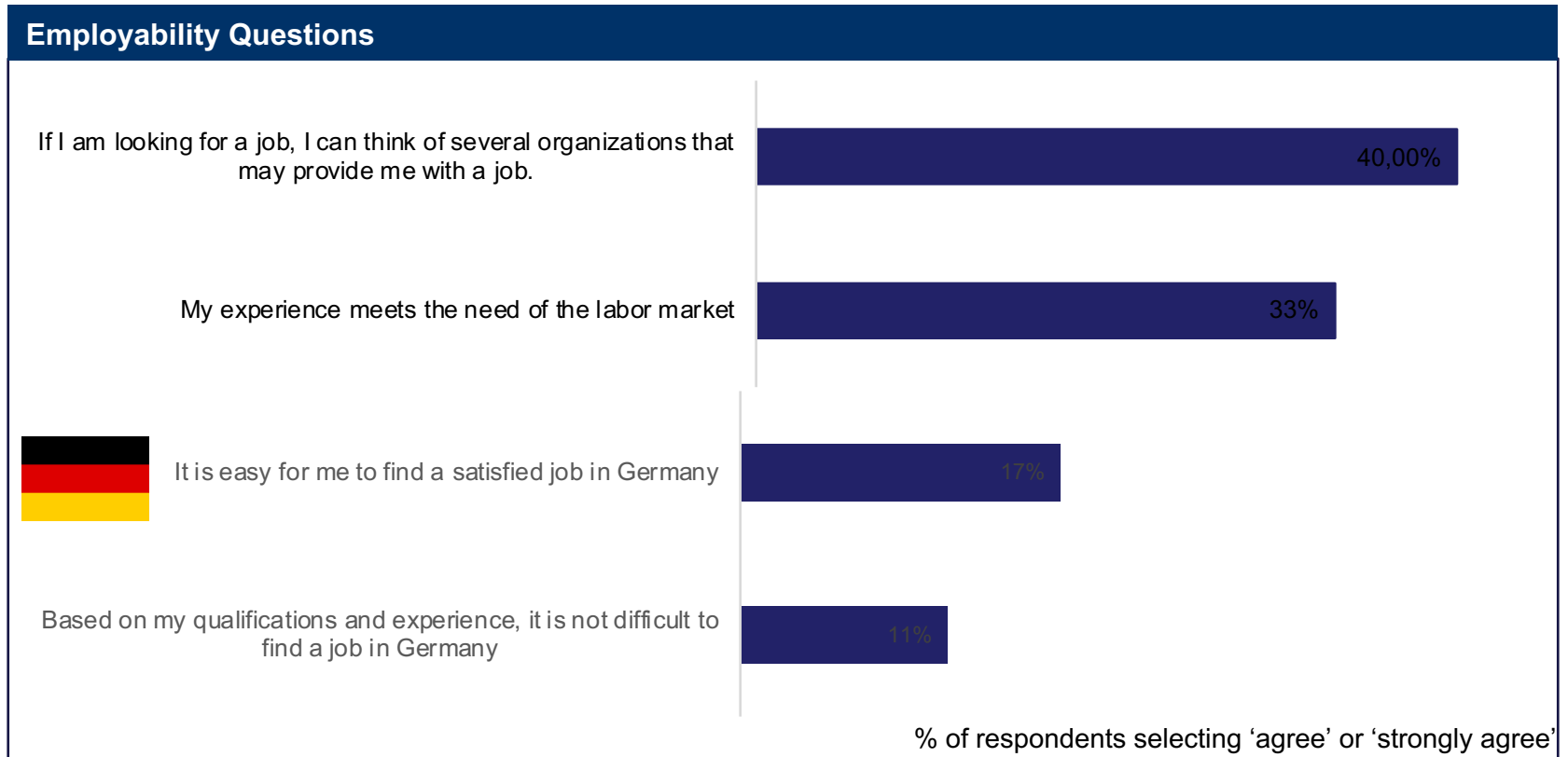
Where do Chinese students study?

In which universities are Chinese students studying?

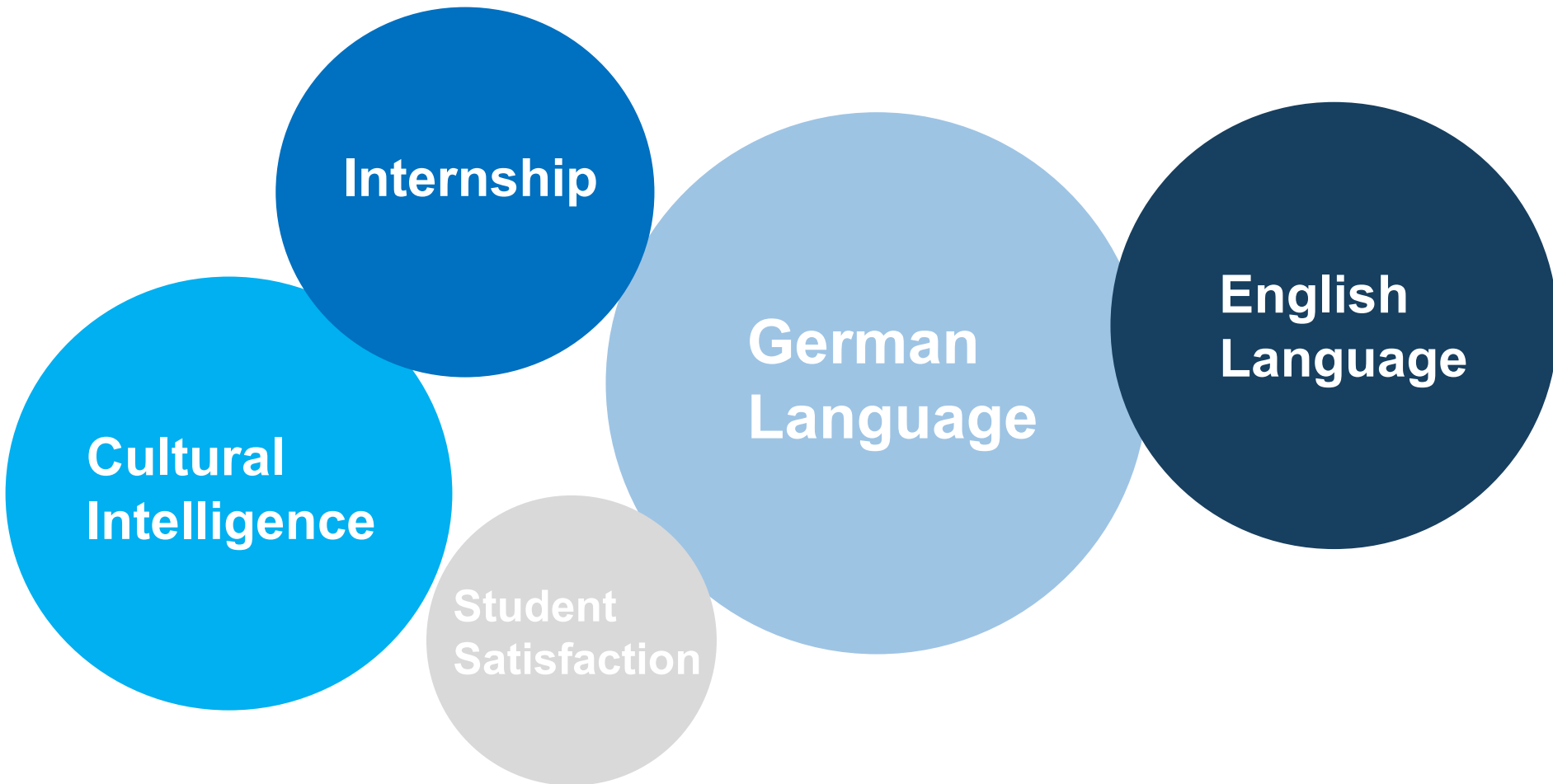


Chinese students see perceived employability skeptical

- more than 1/3 of Chinese students perceive themselves to have high chance of obtaining a job.
- Chinese students are less confident of finding a job in Germany



Regression analysis results: Important Predictors of Perceived Employability



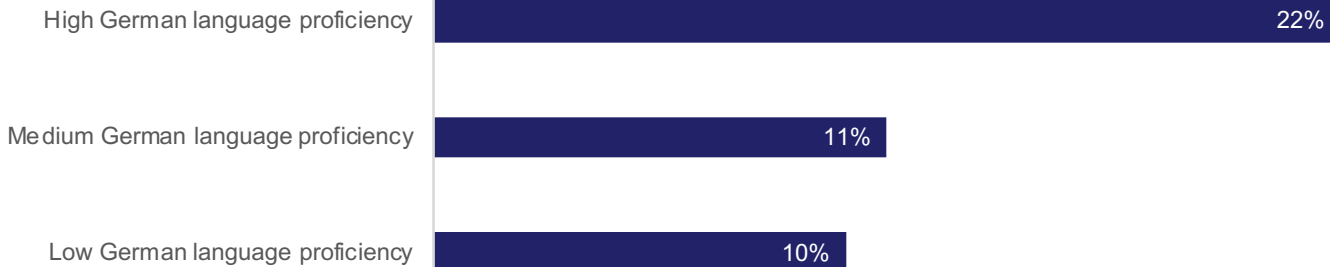
German language skills increase employability

Question: Please rate your German language proficiency.



Employability by language proficiency

% of respondents selecting 'agree' or 'strongly agree'



Internship experience increase employability

Question: Any internship experience?



Employability

% of respondents selecting 'agree' or 'strongly agree'



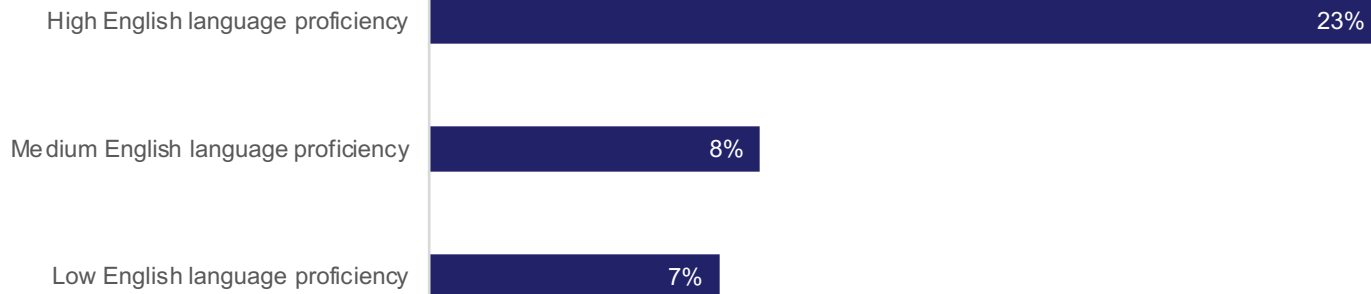
English language increase employability

Question: Please rate your English language proficiency.



Employability

% of respondents selecting 'agree' or 'strongly agree'



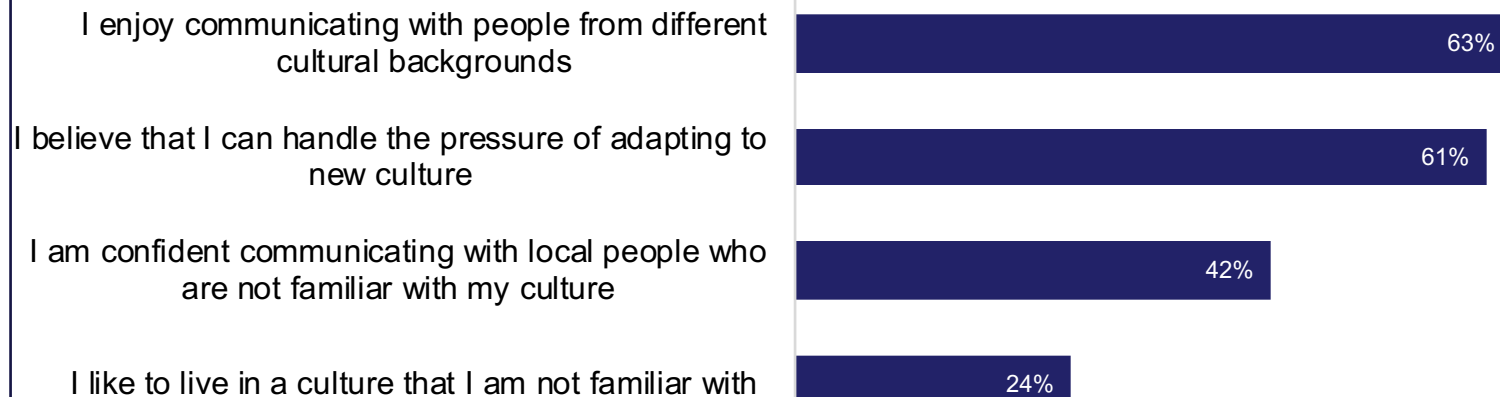
Culture

Cultural Intelligence (CQ)

Cultural Intelligence (CQ) is defined as the skill or capability of functioning effectively in a culturally diverse context.

CQ question

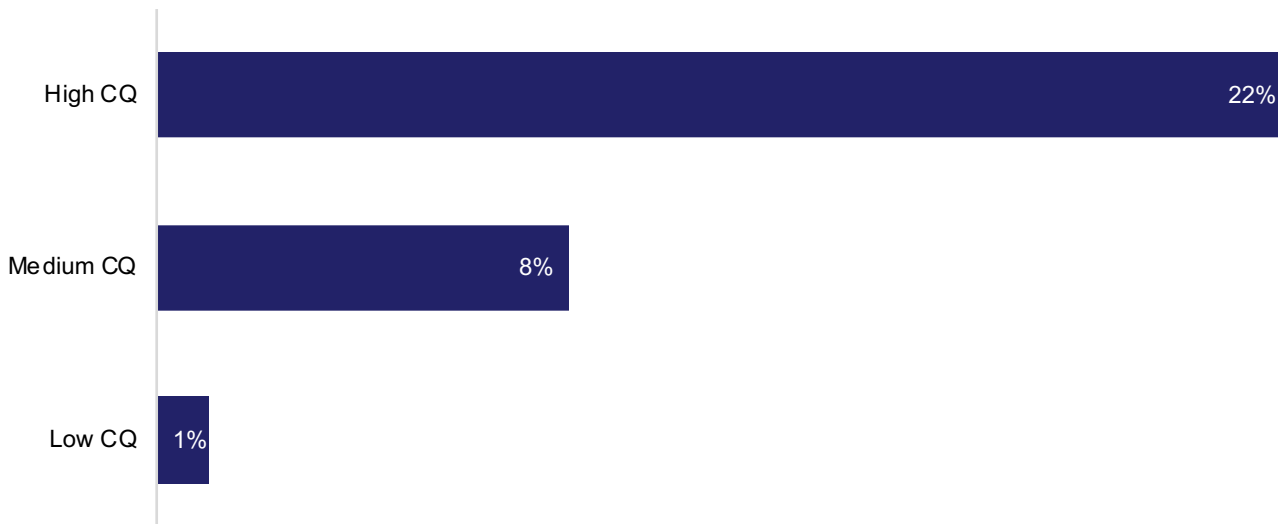
% of respondents selecting 'agree' or 'strongly agree'



Cultural intelligence increase employability

Employability

% of respondents selecting 'agree' or 'strongly agree'



Career opportunities in Germany and China

Attractive career opportunities in China/Germany



China

48%

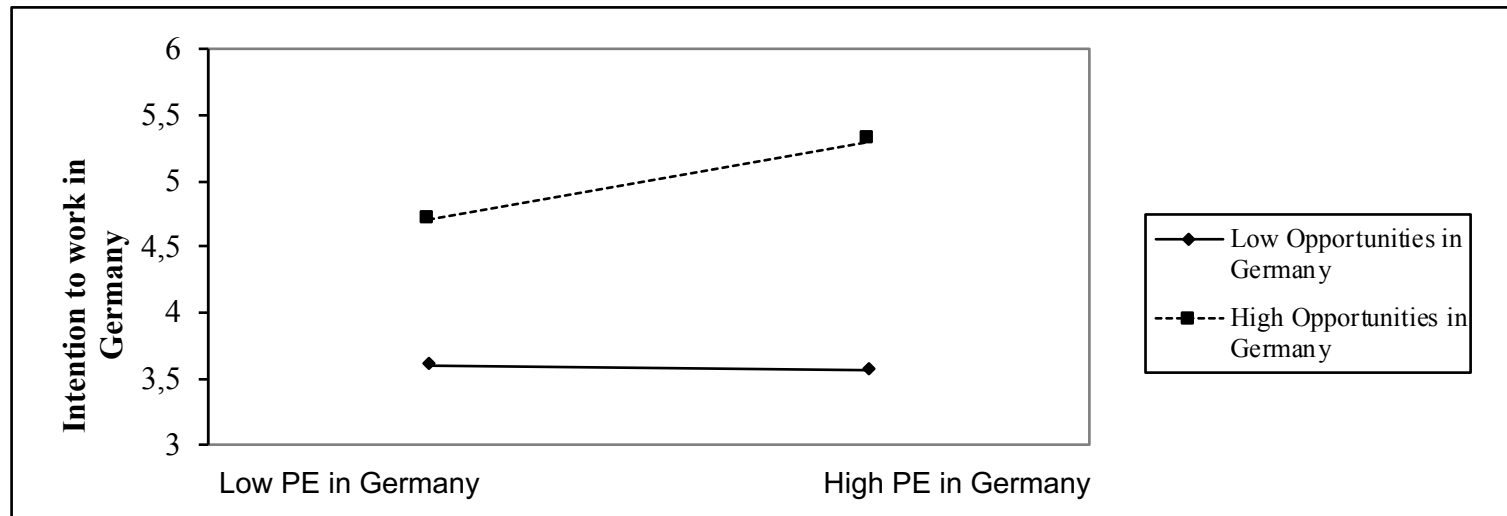


Germany

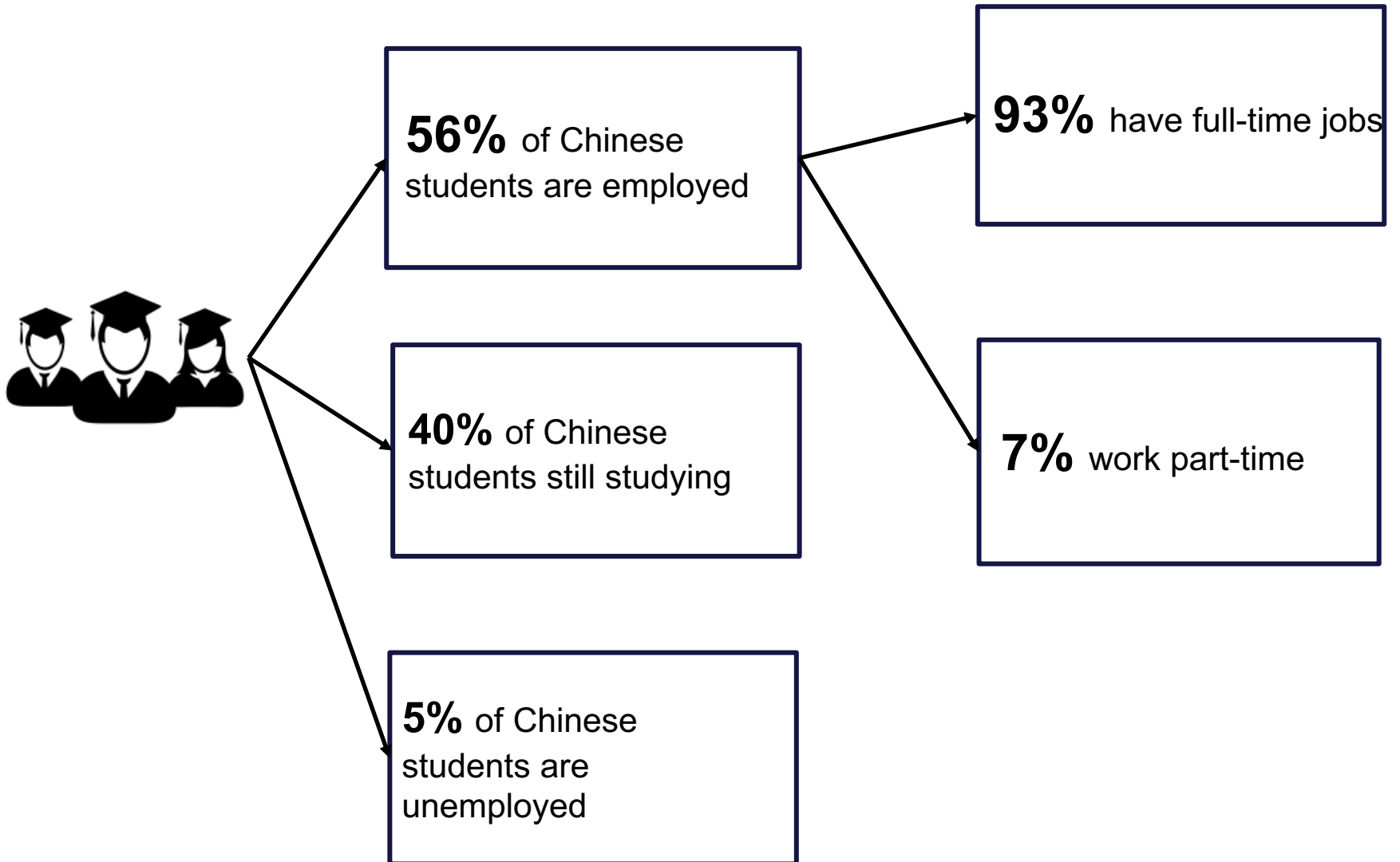
28%

% of respondents selecting 'agree' or 'strongly agree'

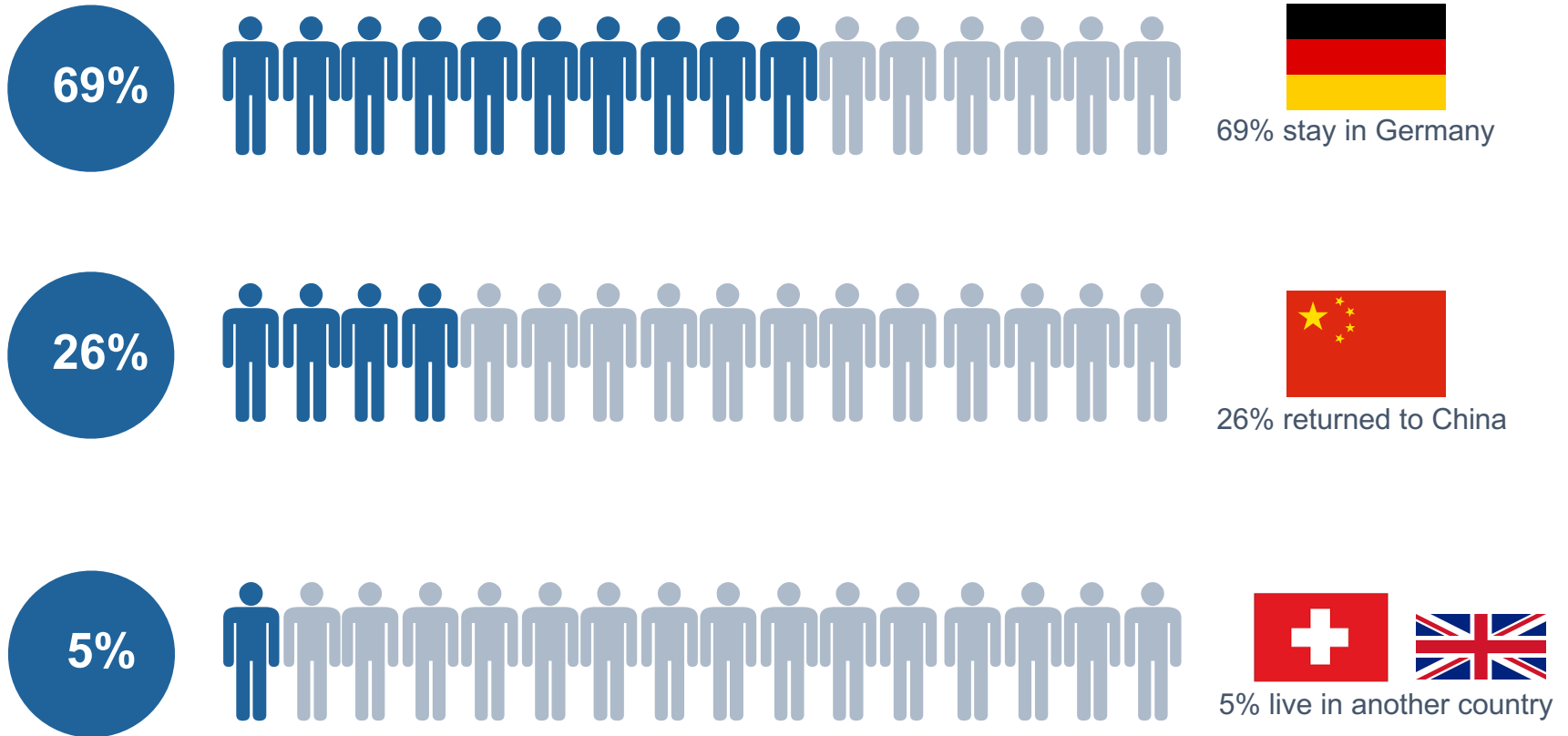
Employability strengthen intention to work in Germany



What are Chinese students doing now?



Where are Chinese students now ?



What are Chinese students doing in China/Germany?



Full-time Employment: 92%

Part-time Employment : 2%

Student: 2%

Unemployment: 4%

VS.



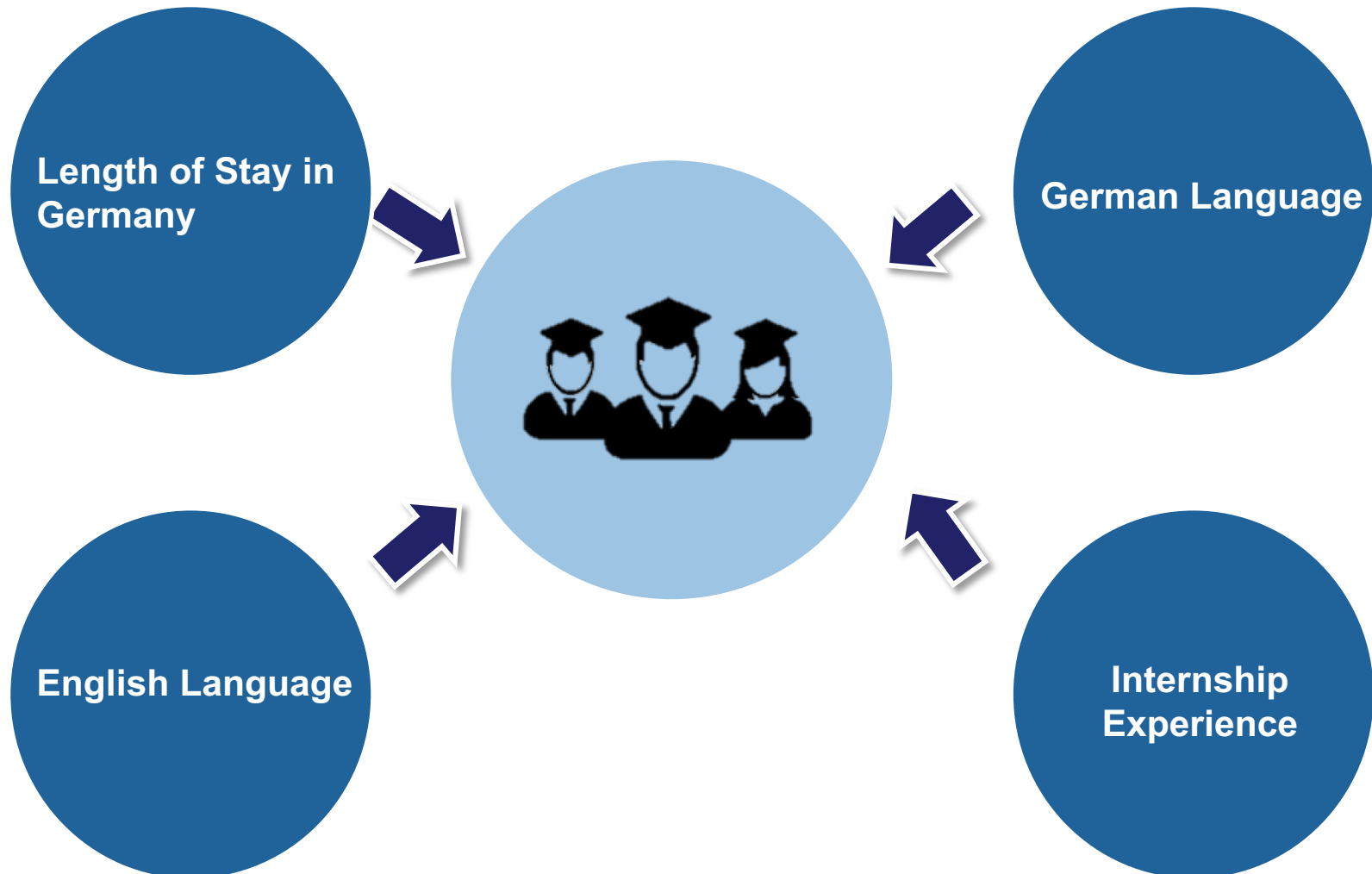
Full-time Employment: 39%

Part-time Employment : 4%

Student: 54%

Unemployment: 3%

What are the characteristics of successfully employed Chinese graduates in Germany?



How much do recent Chinese graduates earn?



44% of Chinese students
earn more than 3000 Euro
per month

39% of Chinese students
earn 1000-3000 Euro per
month

17% of Chinese students
earn less than 1000 Euro
per month

Conclusion

- Increasing number of Chinese students in Germany
- Many Chinese students stay in Germany
- Characteristics of successful Chinese graduates
 - German language proficiency
 - Internship experience
 - English language proficiency
 - Longer experience in Germany

Contact Information

联系方式



Professor: Prof. Dr.Dr. Fabian J. Froese
Phone: +49 (0)551 39-20490
Email: ffroese@uni-goettingen.de
Homepage: www.hrm.uni-goettingen.de
Address: Chair of HRM and Asian Business
Platz der Göttinger Sieben 5
MZG 1.109 (Blauer Turm)
37073 Göttingen, Germany



Res. Associate: Ni Liu
Phone: +49(0)551 39-20493
Email: ni.liu@uni-goettingen.de

Thank you for your attention!

