

THE EVIDENCE OF THE GRADUATES PROFESSIONAL INSERTION – A PERFORMANCE INDICATOR OF THE EDUCATIONAL PROCESS QUALITY

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Abstract: *The university graduates' professional insertion represents an important concern for the beneficiaries of the educational process in the contemporary society. The actuality of the problem increases once with the advantages that the university obtains them by applying mechanisms of evidence of the former students' employability. We have proposed an experimental-practical research, which addresses the problem of the relationship between the educational offer of the university and the labour market, aiming to improve the quality of the educational process by connecting it to social requirements.*

Key words: *employability, labour market, quality of studies, career.*

1. Introduction

The professional employment rate of the graduates is one of the main criteria, after which a university can be evaluated and appreciated. It is practically a criterion just as important as the international or local accreditation of the institution [1], [4]. It is important the university to be aware of the development of the professional career of its graduates

through the active involvement of both parties in this process. The State University of Physical Education and Sport (SUPES) applies a system of mechanisms through which it monitors the professional career of its former students and receives a feedback on the quality of the training required for the labor market. Thus, by maintaining a collaborative relationship with the university and after studies, the

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graduate student becomes an active partner in ensuring the quality of the university's educational process [2], [6].

1.1. The Purpose

The purpose of research aims to use data on the professional employability of the graduates of the State University of Physical Education and Sport, to identify problems in the relationship between the university's educational offer and the labor market.

2. Research objectives:

- Monitoring the employment rate of SUPES graduates, the class 2018 and establishing the dynamics of professional employability in comparison with other promotions;
- Identifying the level of graduate program usefulness for employment and career development;
- Formulating suggestions for improving the quality of the educational process by connecting it to the demands of the labor market.

2.1. The research methods were:

- sociological survey,
- mathematical-statistical method,
- comparative analysis and graph.

The questionnaire (the professional insertion and evaluation program of the study program) was applied to a sample of 240 SUPES graduates, the class 2018.

3. Results and Discussions

Annually, the university faculties apply *the professional insertion form and evaluation of the study program*, but the achieved data analysis reflects several important aspects for the university, such as: the usefulness of the program for employment and career development, the gratification of the graduates with their work place, the evolution of the professional career of the university graduates, the need for the market regarding the qualified specialists in the field of training, continuing studies and the degree of former students gratification regarding the quality of the university educational process.

Further, we will present the data regarding the graduates' employability on study programs according to the achieved qualification or in related fields, as well as its comparative dynamics for the graduates' classes 2016, 2017 and 2018.

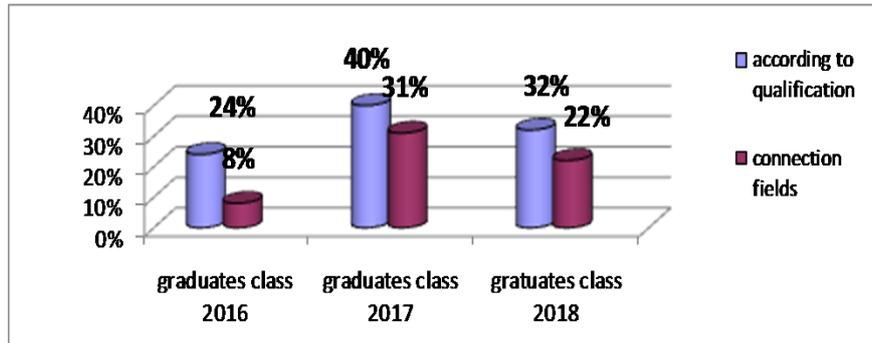


Fig. 1. Degree of graduates' employability in the program *Physical education / Psycho-pedagogy*

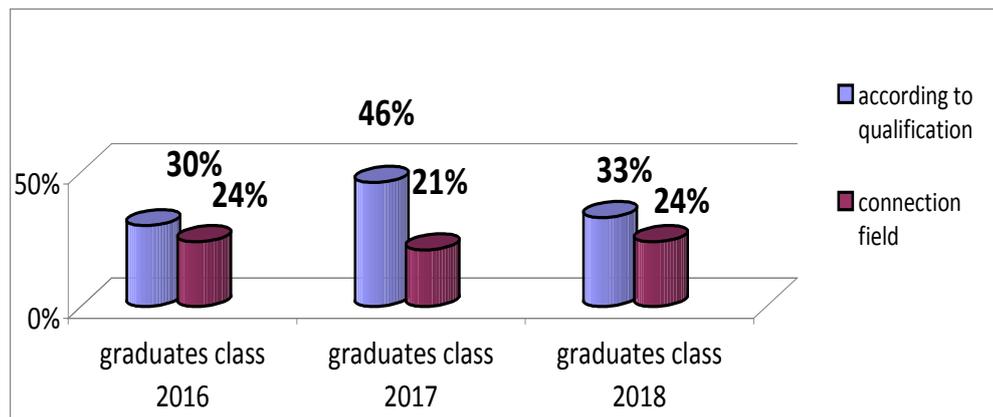


Fig. 2. Degree of graduates' employability in the program *"Physical education and sports"*

The decrease of the professional insertion rate according to the qualification obtained at the Bachelor programs *Physical education / Psycho-pedagogy* and *Physical education and sports* constitutes a response to the way of specialists work

remuneration in these fields. The main cause, mentioned by graduates who have not been hired as physical education teachers in pre-university education institutions and as coaches in sports schools, is the insufficient pay for their work.

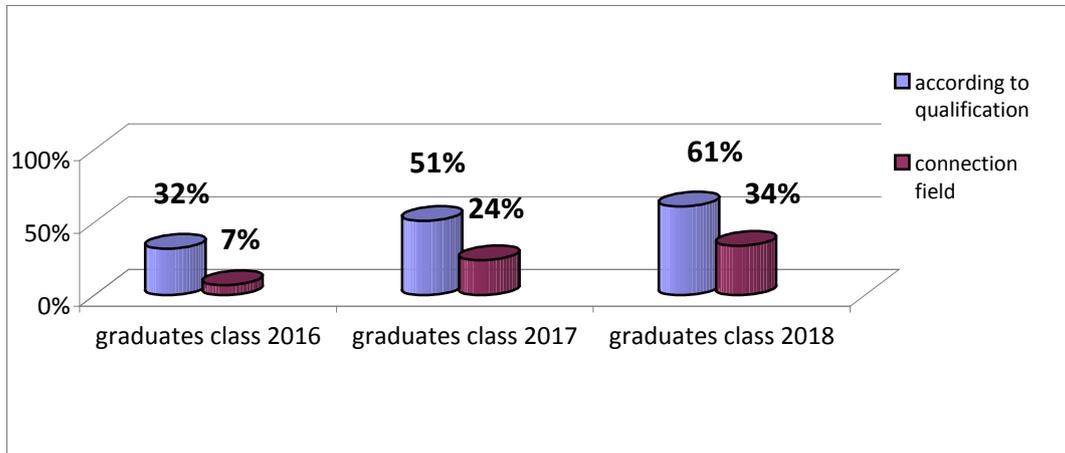


Fig. 3. Degree of graduates' employability in the program "Physical culture for recovery"

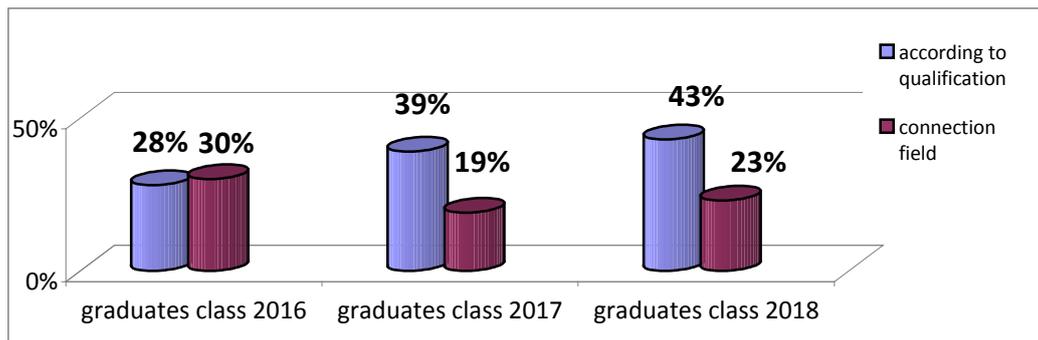


Fig. 4. Degree of graduates' employability in the program "Recreational physical culture"

The increase in the number of candidates for studies, as well as the employability in the fields of recreation and recovery is a sign of the increasing prestige of these professions in contemporary society. A healthy lifestyle has become a priority for modern man, and fitness specialists, as a tool to improve the quality of life, have

become popular on the labour market. At the same time, the health problems of the population, caused by the sedentary way of life, made necessary and requested the specialty of kinetotherapist. This study program, in recent years, has become increasingly requested by Bachelor candidates.

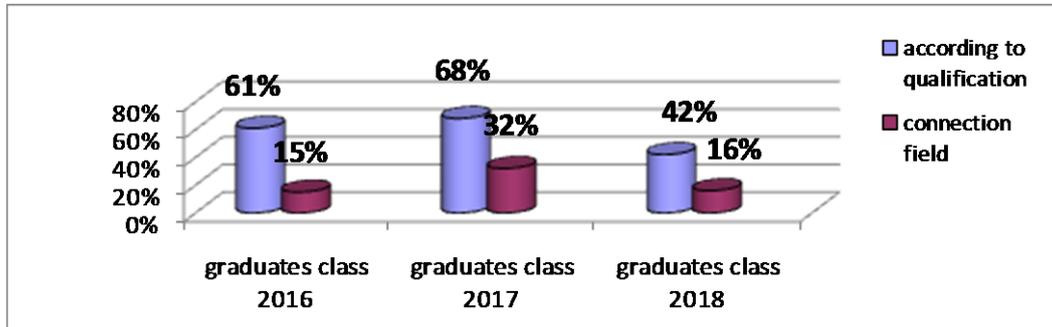


Fig. 5. Degree of the graduates' employability in the program "Civil security and public order"

The decrease in the employability of the Civil security and public order study program graduates is explained by the increase in the number of higher education institutions, which train specialists in this

field. Thus, the competition for employment in the field of civil security and public order has increased significantly in recent years.

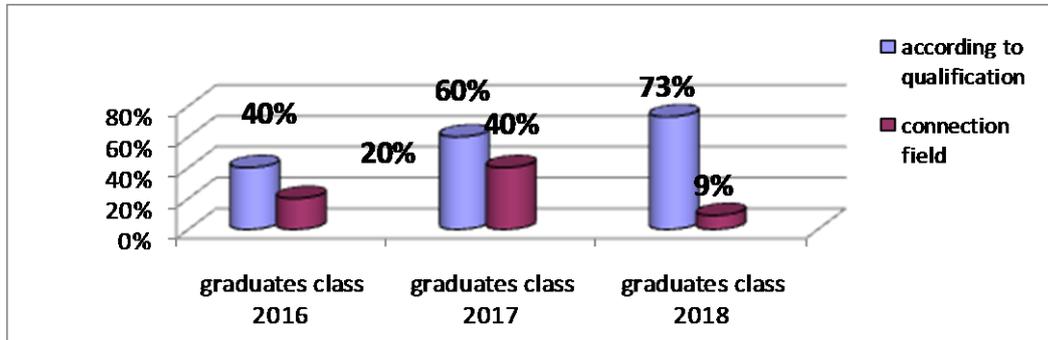


Fig. 6. Degree of graduates employability in the program "Fire services"

The high employment rate of graduates in the field of fire protection services according to the qualification obtained is explained by the fact that this study program is selected by young people, who are either already employed in this field or are determined to work as firefighters.

The data achieved regarding the professional graduates insertion, class 2018 reflects an employment rate of

63.7%, which is 12.6% less compared to the class 2017. At the same time, it can be mentioned a slight increase in the number of graduates employed according to the qualification achieved as well in the areas related to the programs *Physical culture for recovery and Recreational physical culture*, a fact that denotes the necessity of the labor market regarding the specialists in the field of kinetotherapy

and recreation (Fitness and Tourism). In this context, the graduates of these study programs have noticed a high degree of job gratification, about 80% - are satisfied with their job and the working conditions.

The rate decrease of the graduates'

employment in the study programs *Physical education / Psycho-pedagogy and Physical education and sports* is explained by the dissatisfaction of the graduates of these programs of study due to the conditions of work and remuneration.

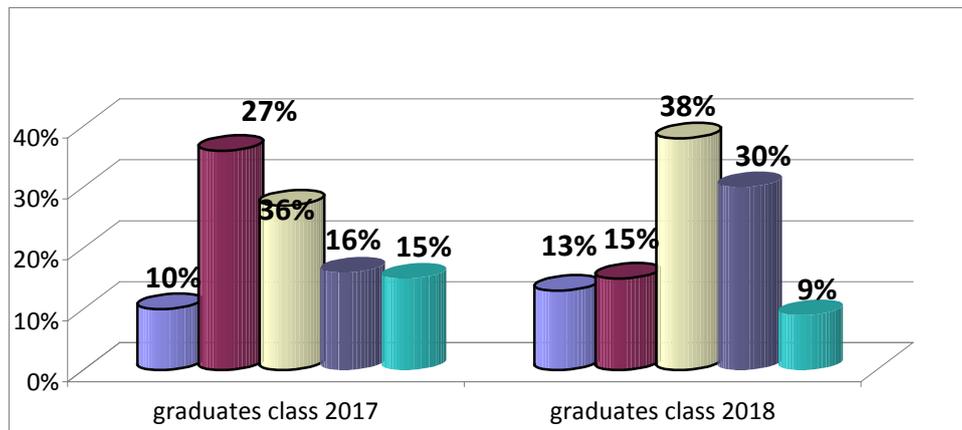


Fig. 7. Data on continuing studies of SUPES graduates in cycle II, master's degree (graduates of bachelor's degree programs: *Physical education / psycho-pedagogy; Physical education and sports; Recreational physical culture; Physical culture for recovery; Fire Services*)

The data on continuing the studies in cycle II, master's degree by SUPES higher education graduates, show the increase of their number in some study programs, such as: *Physical education / Psycho-pedagogy, Recreational physical culture and Physical culture for recovery*, this fact reflects the requirement of the employers in these fields towards the employees on achieving the professional studies in cycle II, master's degree and the improvement of the competences and knowledge formed in cycle I, license.

The analysis of the results achieved in the survey applied to the graduates from class 2018 has allowed us to reflect other important aspects, such as the usefulness of the knowledge and competences formed within SUPES. Thus, from the answers to the question "How do you assess the degree of the graduate program usefulness for your professional insertion?", it can be observed that most graduates have appreciated highly and satisfactorily its usefulness, data reflected in Figure 8.

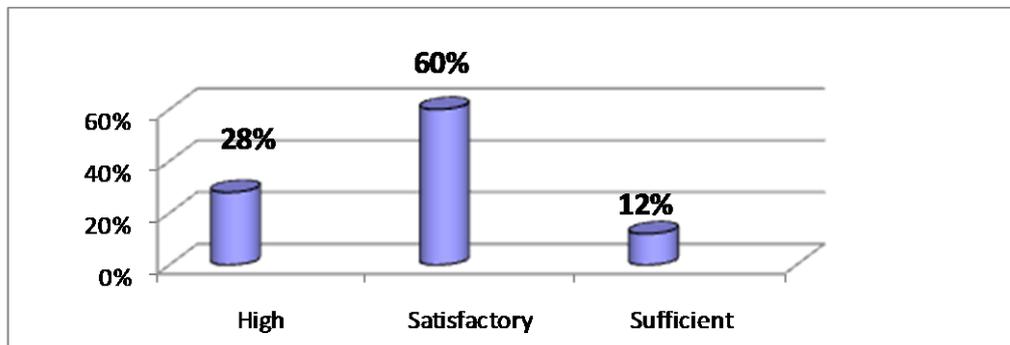


Fig. 8. *Answers on the usefulness degree of the Graduate Study Program for professional insertion*

Another important aspect, reflected in the survey results, concerns the suggestions of the former students regarding the improvement of the vocational training process within the university. In this context, the graduates made a series of recommendations, including:

- increasing the number of practical hours in the study disciplines (the syllabus / course units being considered too theoretical);
- providing support for internship;
- involvement of employers and other stakeholders in the teaching-learning-evaluation process and other activities of the university (graduates, economic agents, other educational institutions);
- organization of joint activities (conferences / seminars / round tables, workshops, sports activities, involvement of beneficiaries in the process of continuous improvement of study programs).
- continuous promotion of the university image (participation on TV

shows, radio, press; organizing / participating in job fairs; organizing promotional events of the university's educational offer).

4. Conclusion

We can mention that, based on socio-economic changes, the modernization of higher education has the task to implement in an optimal connection the bio-psycho-socio-cultural potential of young people with social demand and offer, achievable through educational programs and offers, focused on career orientation. In this context, the relationship between the university and the economic environment represent a strategic element for the future mission of all higher education institutions, through a reformulation of the beneficial partnership policies [3], [5].

The present research is only a step in the direction of carrying out future steps, which will identify the ways of developing an advantageous partnership between the university and the labor market in order to

ensure a harmony between these beneficiaries of the educational process. We note the importance of the university's initiative in this dialogue, which, as a result, will contribute to the development of a competitive economy in a knowledge-based society.

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