

A Comparative Study of American and Japanese University Students Job Hunting Experience

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Outline

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Significance of the Study

- While abroad, we noticed a lot of Japanese students would all start job hunting at the same time.
- We learned that during the last year of college for Japanese students, the course work is low so that they can focus more on job hunting.
- Seemed like they had an entire system for job hunting, while in the United States we tend to do job hunting by ourselves after our four years in university.
- We would like to know what kind of careers Japanese and American students want, if University services differ between the countries and how job hunting is different.

Research Questions

1. **What kind of careers do American and Japanese college students desire and why?**
2. **What resources do American and Japanese college students use when job hunting?**

Research Background

- Top Careers in America and Japan
- Top Majors in America and Japan
- University Career Services America and Japan
- Typical Job hunting America and Japan
- Concerns When Job Hunting
- Rate of job occupation after college America and Japan

Top Careers in America

2017 the top careers that require at least a Bachelor's degree

Female

Registered Nurses	2,092,489
Administrative Assistants	2,060,289
Elementary and Middle School Teachers	1,933,074
Nursing, Psychiatric, and Home Health Aides	1,071,789

Male

Managers	2,536,832
Software Developers	984,505
Chief Executives	831,158
Registered Nurses	303,978

(US Department of Labor, 2017)

Top Careers in Japan

2017 the top careers that require at least a Bachelor's degree

Female

Clerical	781,000
Professional and Engineering	525,000
Agricultural, Forestry and Fishery	77,000
Administrative and Managerial	19,000

Male

Professional and Engineering	586,000
Clerical	514,000
Agricultural, Forestry, and Fishery	140,00
Administrative and Managerial	125,000

Top Majors in America

The top majors in Universities are:

Female

Business	175,382
Health Professions & Related Fields	192,635
Psychology	91,161

Male

Business	196,312
Engineering Technologies & Related Fields	84,519
Social Science & History	81,300

Top Majors in Japan

The top majors in Universities are:

Female

Social Science	291,977
Humanities	231,822
Health	197,775

Male

Social Science	541,279
Engineering	328,749
Health	126,914

(Ministry of Education, Culture, Sports, Science, and Technology, 2015-2017)

University Career Services (America)

- University career services have transformed since their establishment in the 1970's to incorporate technological advances and connection of students and recruiters.
- There has been a recent demand of a “customized connection” that will bring specialized career development, employment and internship opportunities, and experiential learning.

Cal State Monterey Bay Career Services, Monterey, CA:

- Advisor career counseling (In Person, Online)
- Resume/Cover letter writing sessions (In Person)
- Matching major with career (In Person, Online)
- Help with researching careers (In Person, Online)
- Job fairs (In Person)

(Dey & Cruzvergara, 2014; Cal State Monterey Bay Career Center, 2020)

University Career Services Japan

- Japanese University career services are based on early 1900's US vocational guidance services.
- Senzaki believes the Japanese career education should place more emphasis on quality of career education, rather than the quantity of students employed.
(Senzaki, 1993)

Okayama University Career Services, Okayama, Japan:

- Career Advising (In person, online)
- Career Education Courses (In person)
- Internship Programs & Advising (In person)
- Job Hunting Skill Advising (In person,online)
- Alumni Networking (In person, Online)

(Senzaki, 1993; Okayama University, 2020)

Typical Job Hunting In America

- Most people start looking for a career during their **fourth year**
- Less than 20% seek out university career services
- Use close connections, such as family and friends to open their professional networks to help them obtain job
- Companies now look towards workforce development programs to provide training to potential employees
- According to the Pew Research Center 79% of Americans looking for a job use online resources as top a method to find a job.

(Fadulu, 2018; Smith, 2019)

Typical Job Hunting In Japan

- Students usually begin their **third year** of university.
- Participate in *setsumeikai*, information sessions
- Student applies for the job with entry sheet which are unique applications for each company
- Group interviews, tests, written exams, personal interviews
- Can consume a lot of time and money (e.g. transportation, clothes)
- Most of the information sessions are on weekdays
 - Students may have to skip classes to attend

(Molin, 2015)

Concerns During Job Hunting

America	Japan
<ul style="list-style-type: none">● In 2018 29% of graduates were concerned about their work and life balance.● Wanting more flexible hours	<ul style="list-style-type: none">● 2 top concerns in Japan were, whether they can do the job (66.9%), and “human relationships and relationships at the company.”(63.3%)
<ul style="list-style-type: none">● 33% of graduates are concerned they will not find a fulfilling job.<ul style="list-style-type: none">○ Finding their dream jobs (Kataria, 2018)	<p>(Employment Advance Research Center)</p>

Rate of Job Occupation After College:

America	Japan
2018	2018-2019
<ul style="list-style-type: none">American employment rate for new university with a bachelor's degree graduates is 86%<ul style="list-style-type: none">91% males83% females <p>(National Center for Education Statistics, 2018)</p>	<ul style="list-style-type: none">Japan's employment rate for new university graduates is 78%<ul style="list-style-type: none">572,640 graduated 2019, 446,887 have already secured employment430,964(75.3%) hired as permanent employees <p>(Kyodo, 2018; New Graduate Employment Rate Rises Again, 2019)</p>

Research Method

Research Participants

- Participants
 - 29 Japanese university students (14 male, 15 female)
 - 30 American university students (13 male, 17 female)

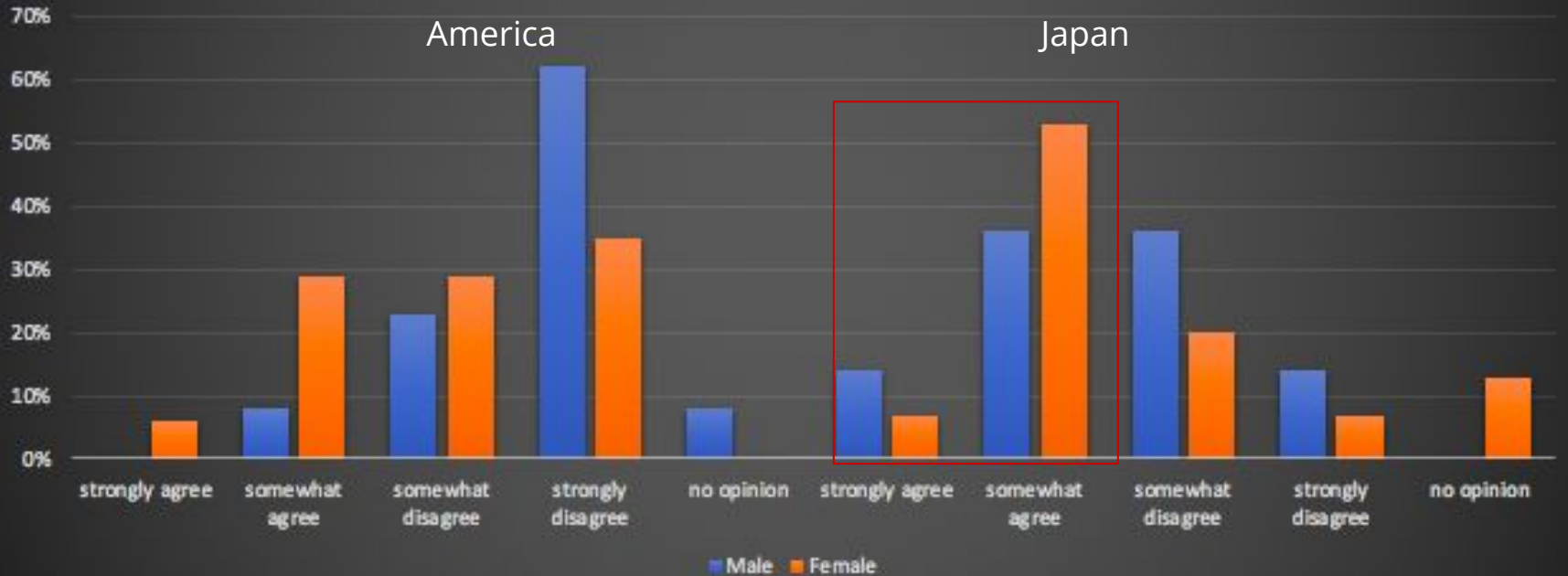
Research Instruments

- Online google forms
- [English Survey](#) and [Japanese Survey](#)

Research Question 1

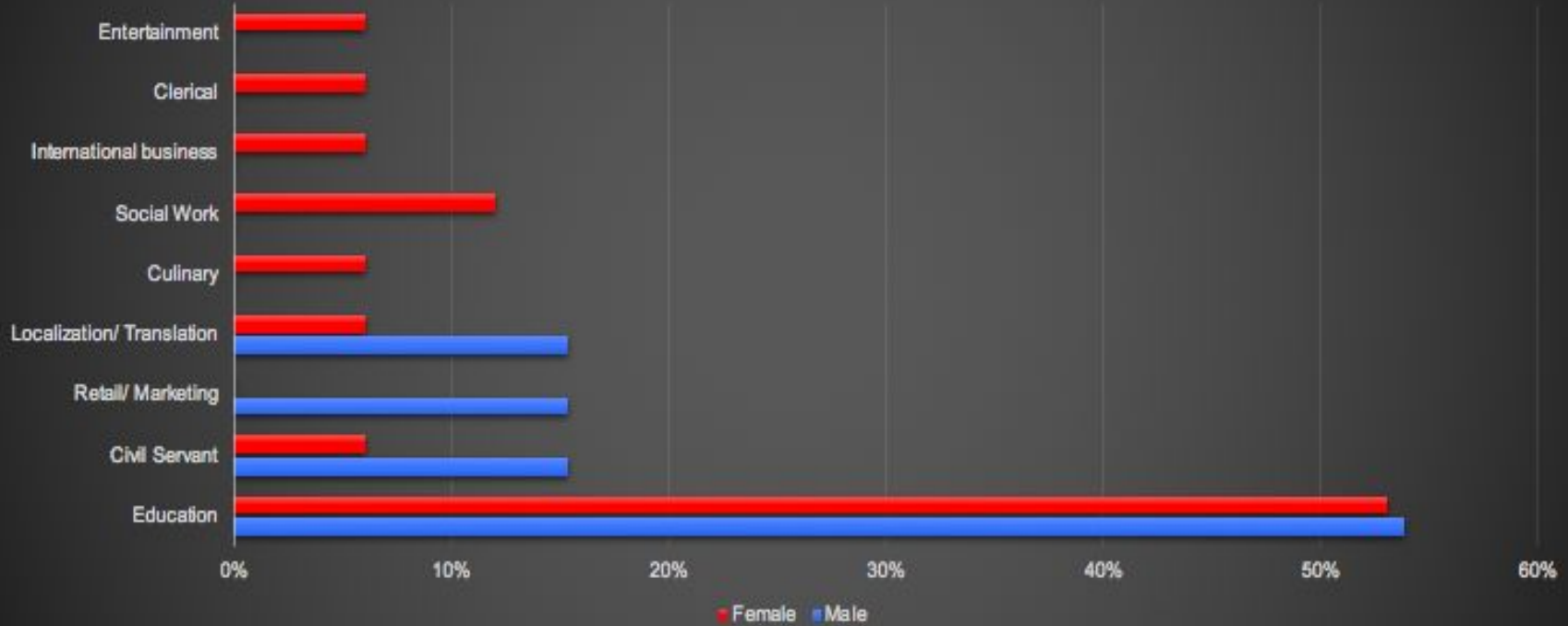
What kind of careers do American and Japanese college students desire and why?

While Job Hunting, Do you agree with the following statement, I prioritize job hunting over class



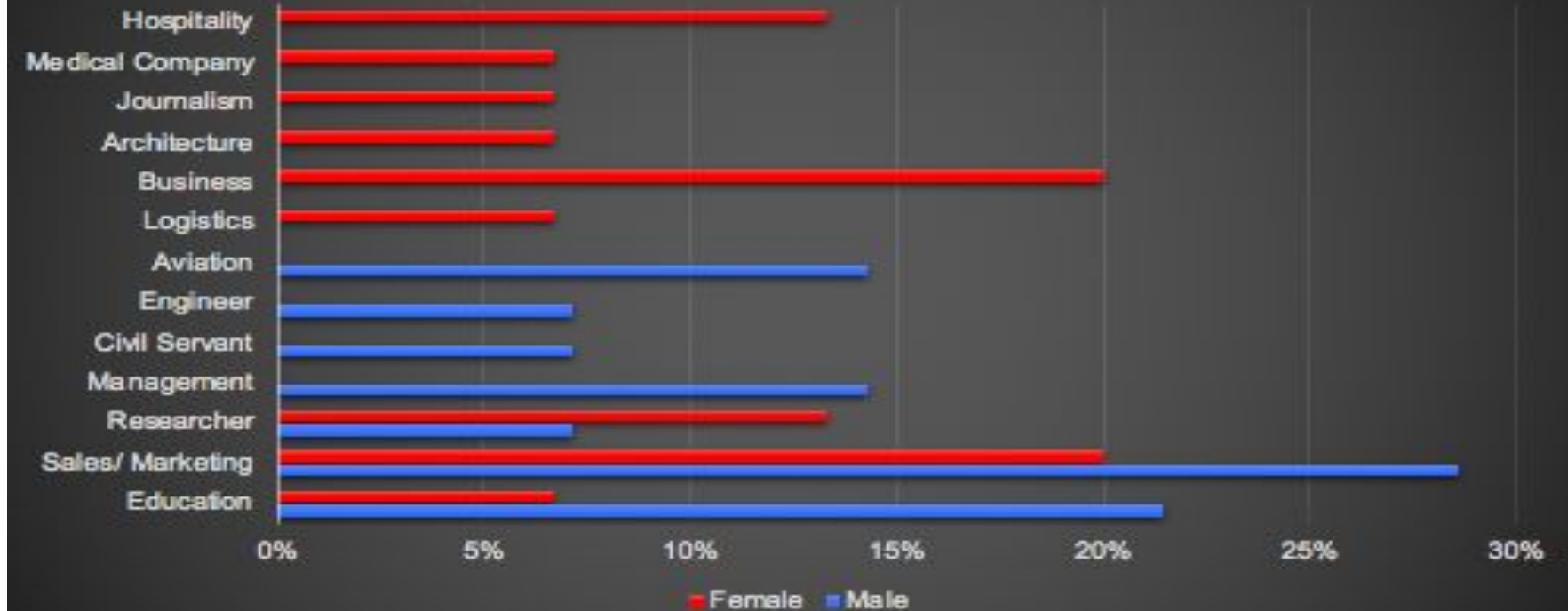
50% of Japanese male and 60% females tend to **agree** that they prioritize job hunting over classes, while 8% of American males and 35% females **agree**.

What type of career do you desire? (America)



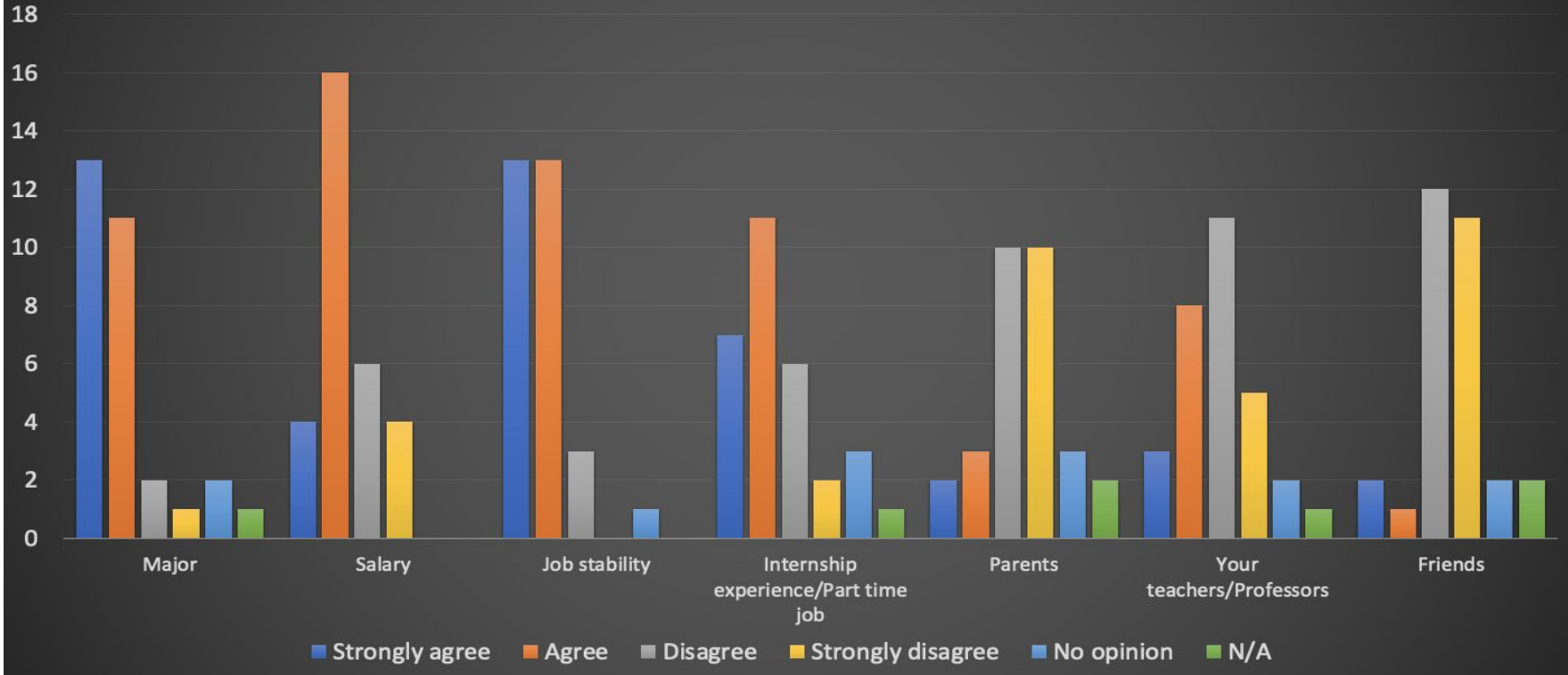
The majority, **53% of females** and **54% of males**, wish to pursue a career in **teaching** while the other choices are varied.

What type of career do you desire? (Japan)



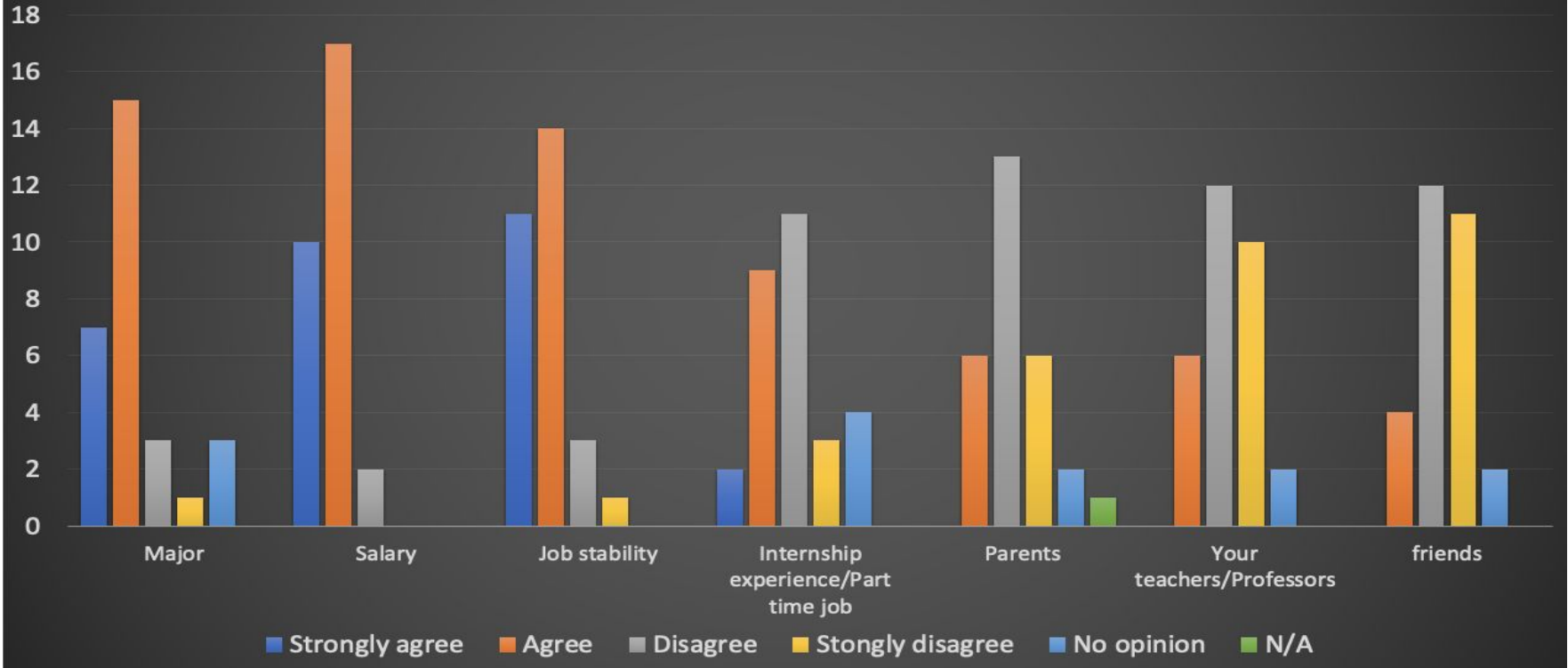
The Japanese **female** students' top choices are in **Business** and **Sales/Marketing** while **male** students' choices are **Sales/Marketing** and **Education**.

How strongly do you agree that the following factors influence your desired job? (America)



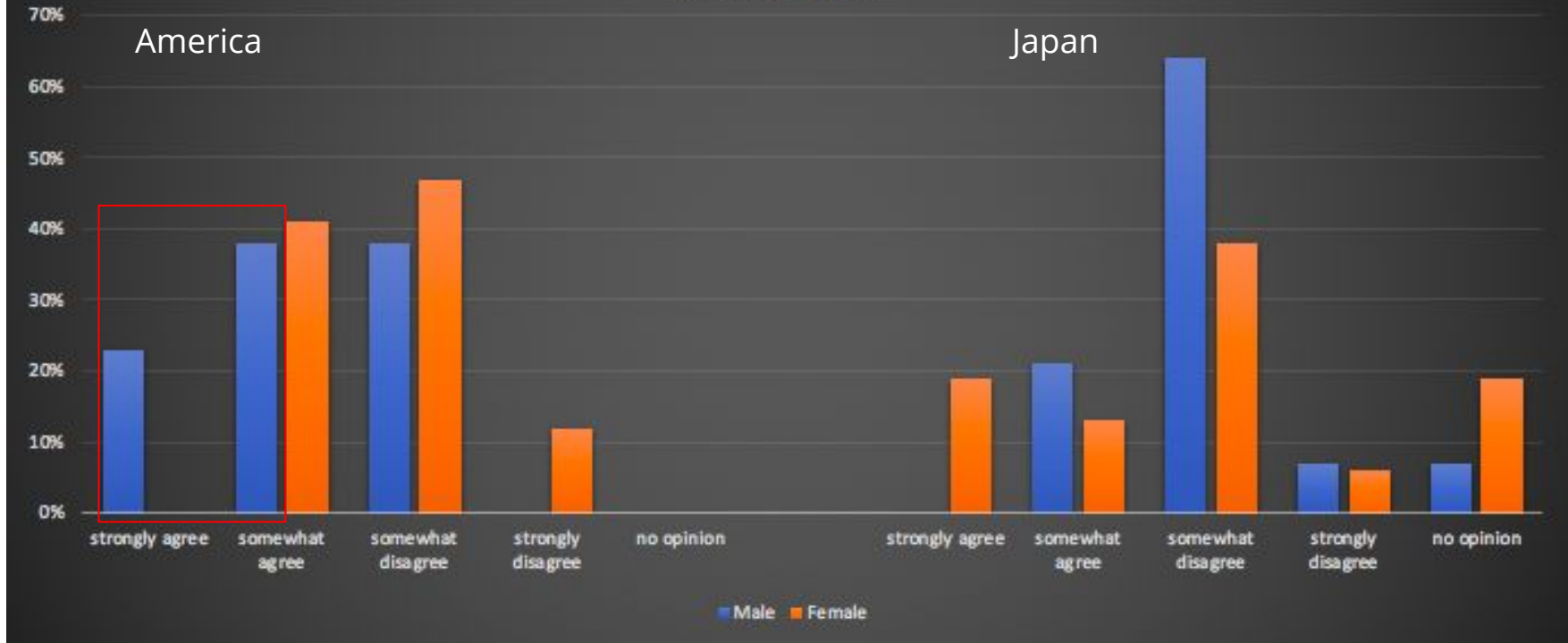
For **American** students, **job stability**, **major**, and **salary** influence their desired job, while parents, teachers, and friends have little to no influence.

How strongly do you agree that the following factors influence your desired job? (Japan)



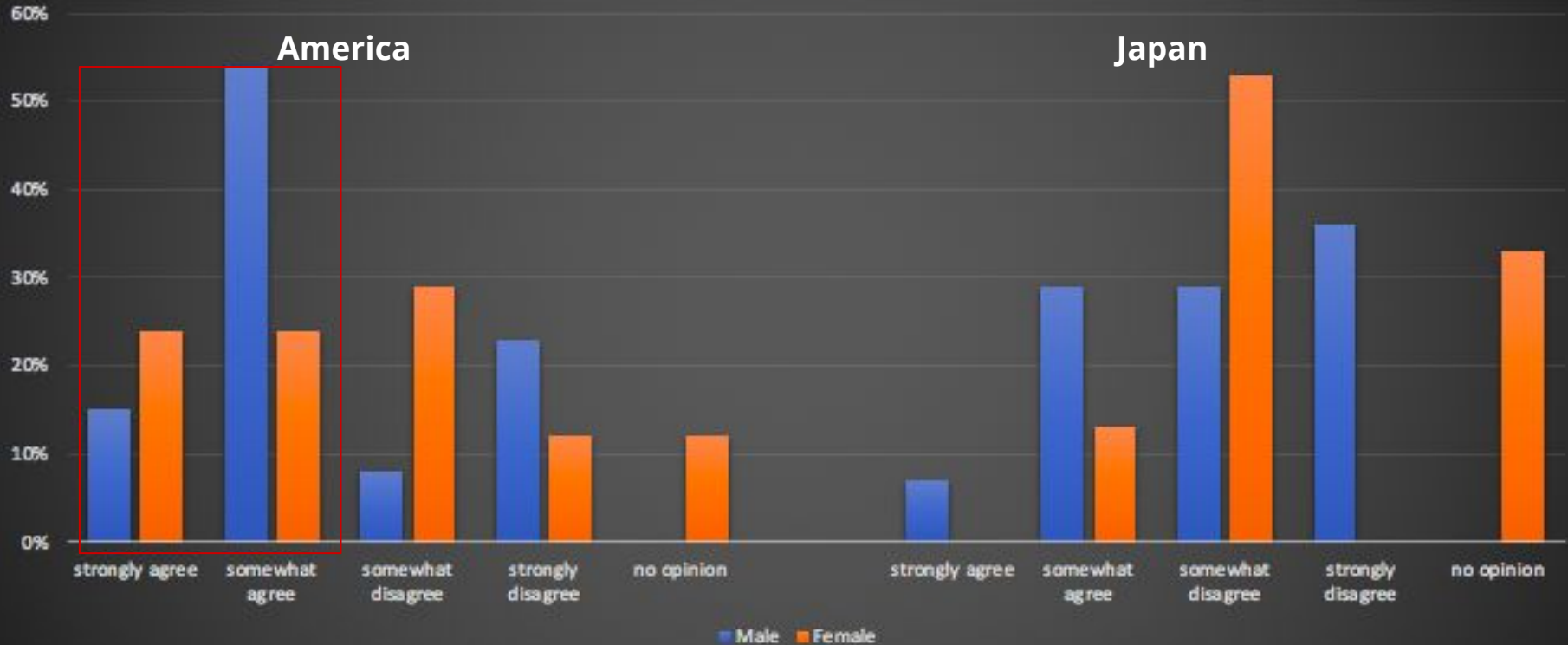
For **Japanese** students, **salary**, **job stability** and **major** influence their desired job, while parents, teachers, and friends have little to no influence.

I am confident I can obtain my desired job immediately after graduation



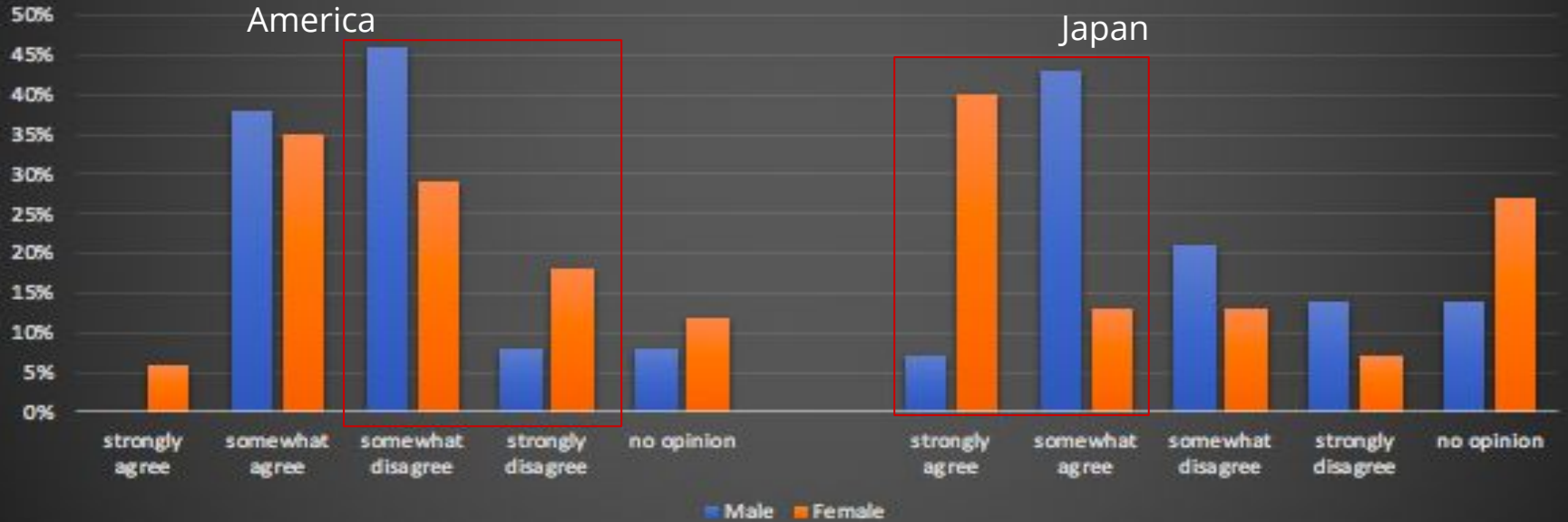
61% of American male students are **more confident** while over 71% of Japanese male said **not confident**. Both American and Japanese females are **less confident** compared to males.

My gender can have an effect on the type of job I can obtain



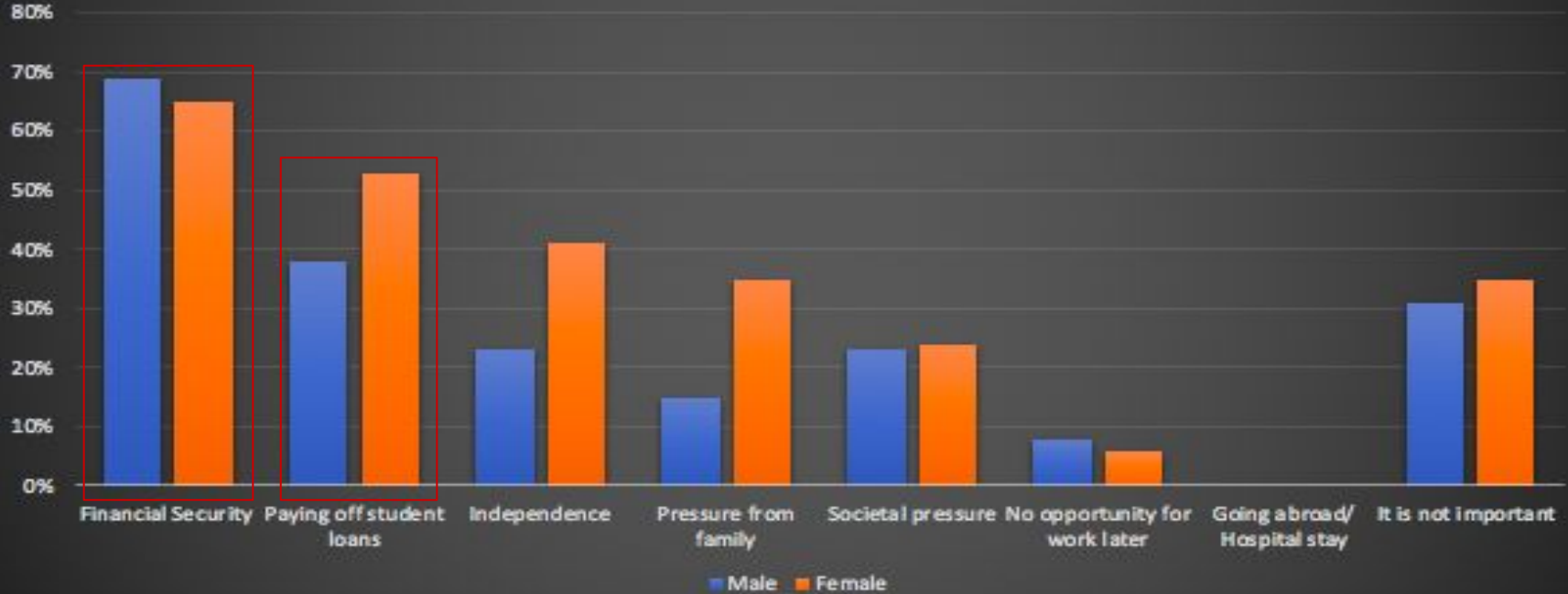
57% of Americans tend to believe their **gender can have an effect** on them while **only 24% of Japanese agree** with the statement.

It is important to obtain a permanent job immediately after graduating



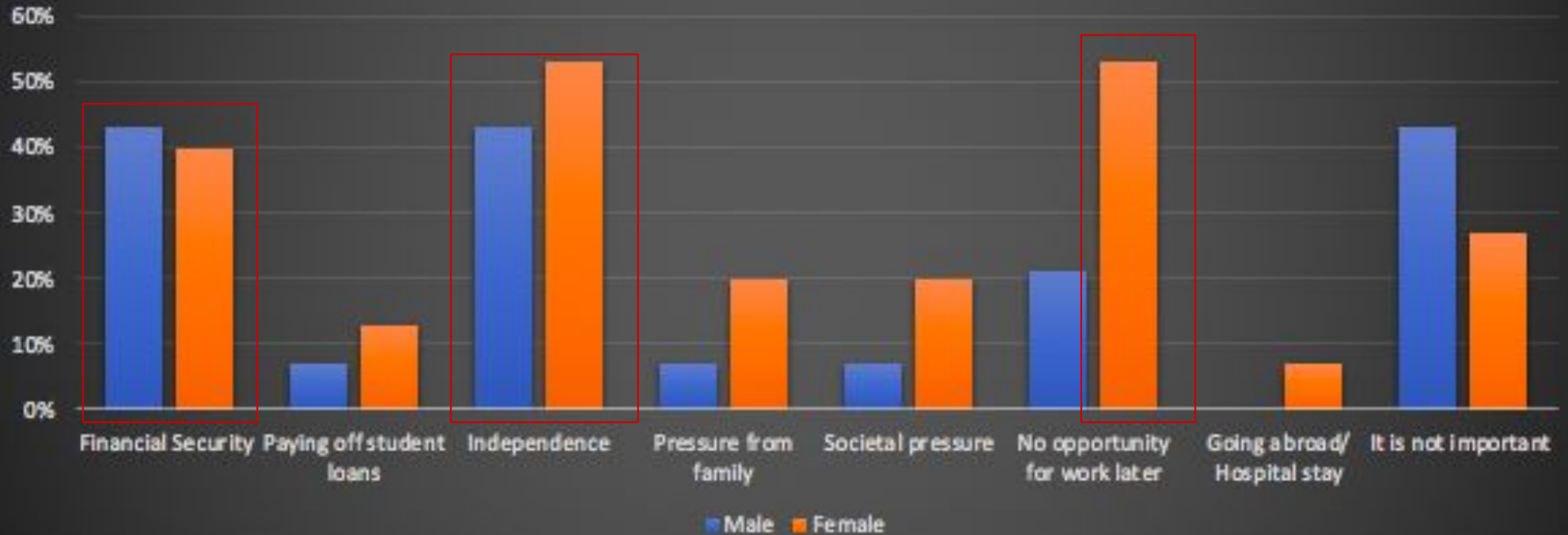
American students have a tendency to **disagree**, while majority of Japanese **agree** with getting a permanent job soon after graduating.

Why is obtaining a Permanent job immediately after graduating important? (America)



Financial security and **paying off loans** are an important factor for both male and female [American students](#).

Why is obtaining a Permanent job immediately after graduating important? (Japan)



Japanese students think **financial security** and **independence** are important. **53% of females** are worried about **missing the opportunity to work after graduation**.

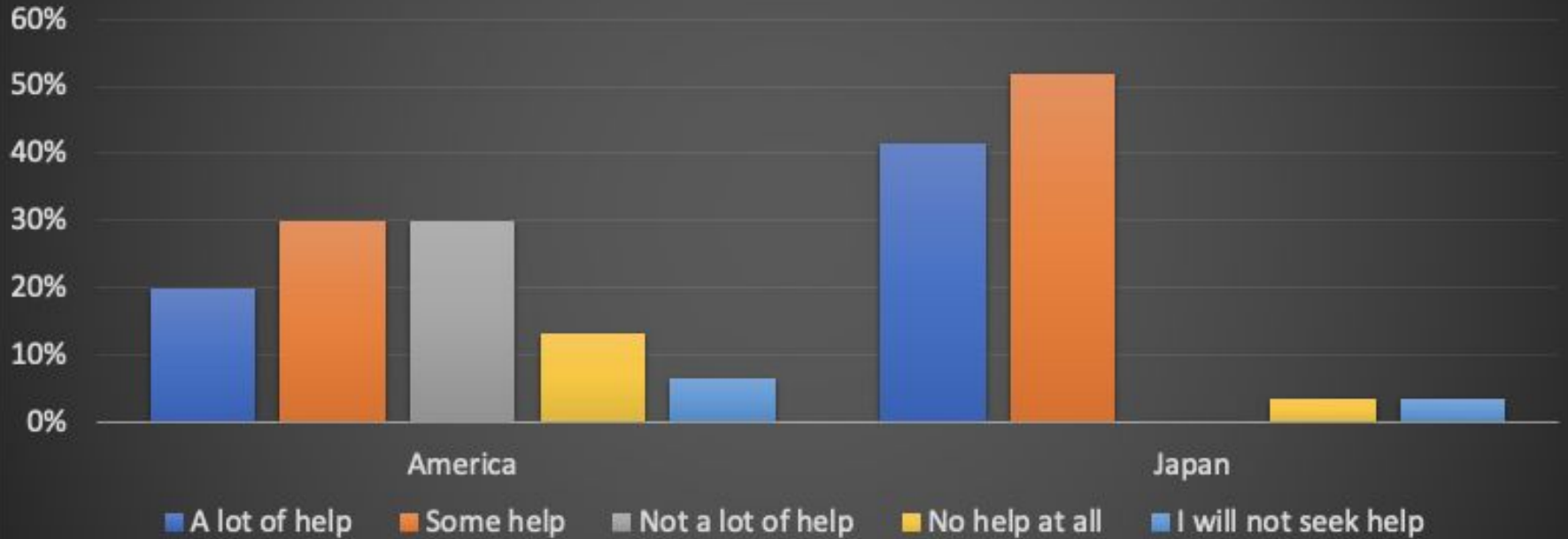
Research Question 1: Summary of Findings

- Majority of American students want to pursue a teaching career, while Japanese students' top choices were Sales/Marketing and Business.
- American and Japanese students' main reasons for wanting to obtain their career after graduation are job stability, and salary.
- Japanese students are concerned about opportunity for work later and having independence while American students are concerned with financial security and student loans.
- Junior and senior Japanese students think finding a job immediately after graduating is more important than American students, therefore they prioritize job hunting over classes more.

Research Question 2

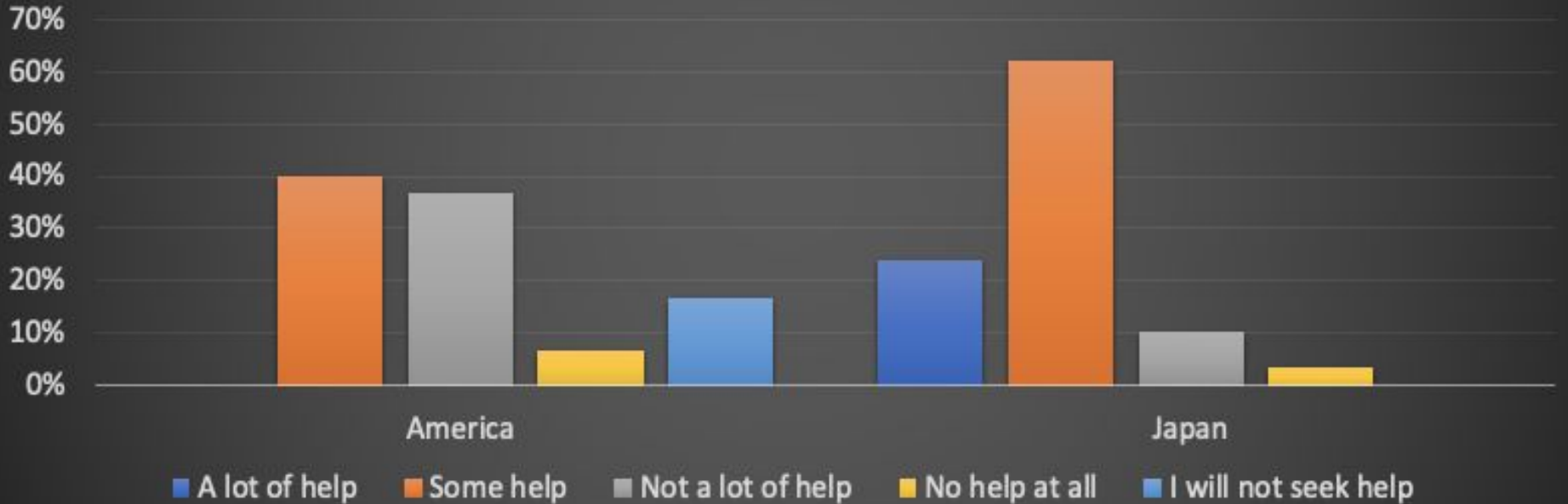
What resources do American and Japanese college students use when job hunting?

How much help do you expect to receive from the following people with job hunting? (Family)



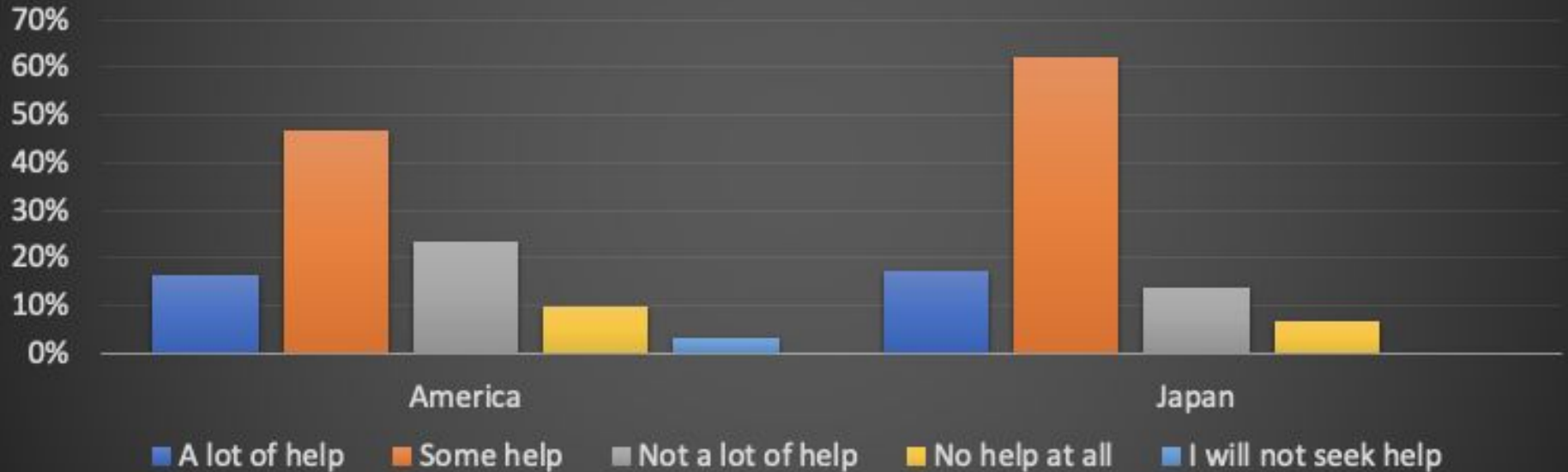
93% of Japanese and **50% of American** students expect to receive a **lot or some help** from their family while **42% of American** students **said not a lot of help or not at all.**

How much help do you expect to receive from the following people with job hunting? (Career center)



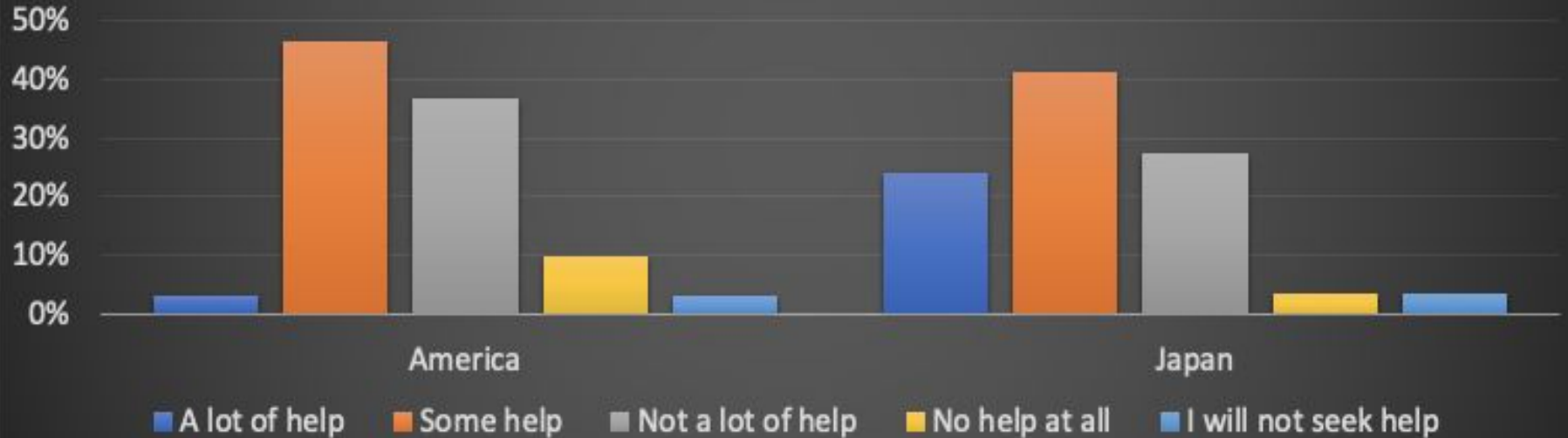
83% of Japanese students and **40% of American** students say they expect to **receive a lot of help** or **some help** from the career center. Also **37% of American** university students say **not a lot of help**.

How much help do you expect to receive from the following people with job hunting? (Professors)



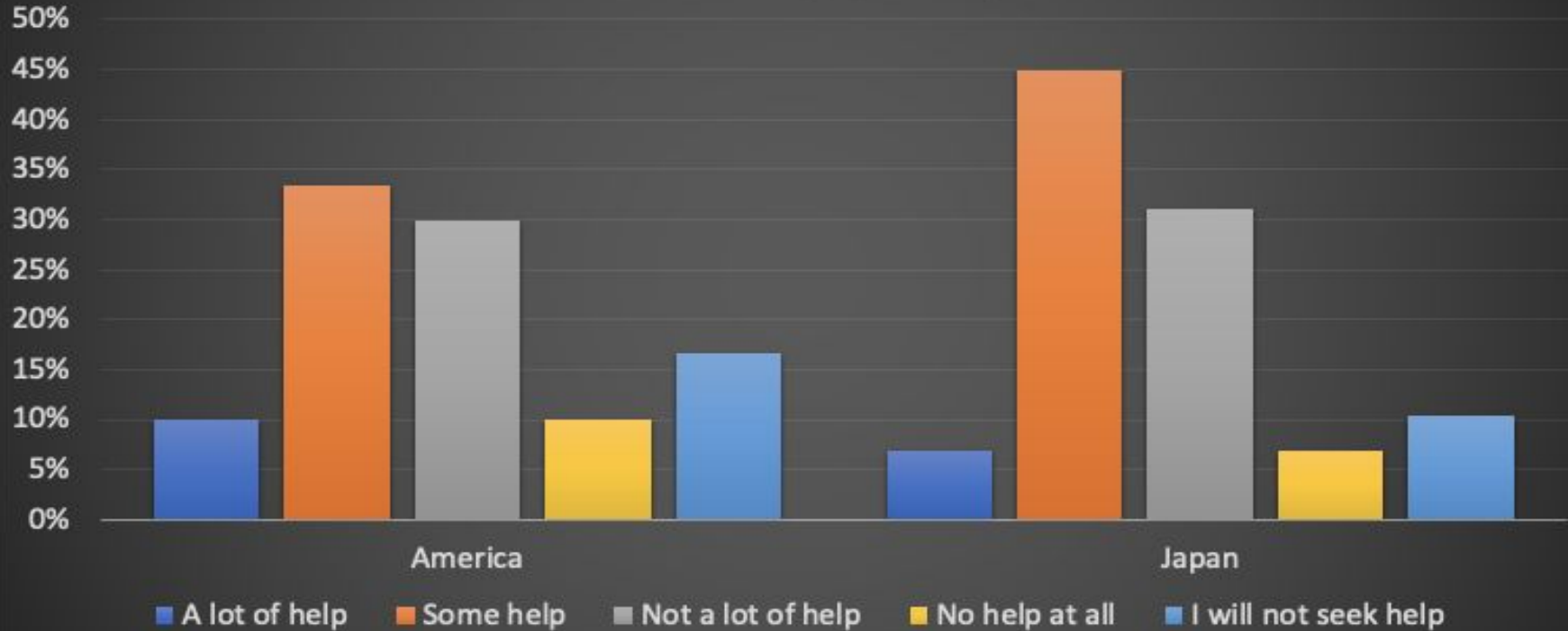
79% of Japanese university students and **64% of American** university students say they expect to receive **a lot of help** or **some help** from their professors.

How much help do you expect to receive from the following people with job hunting? (Alumni networking)



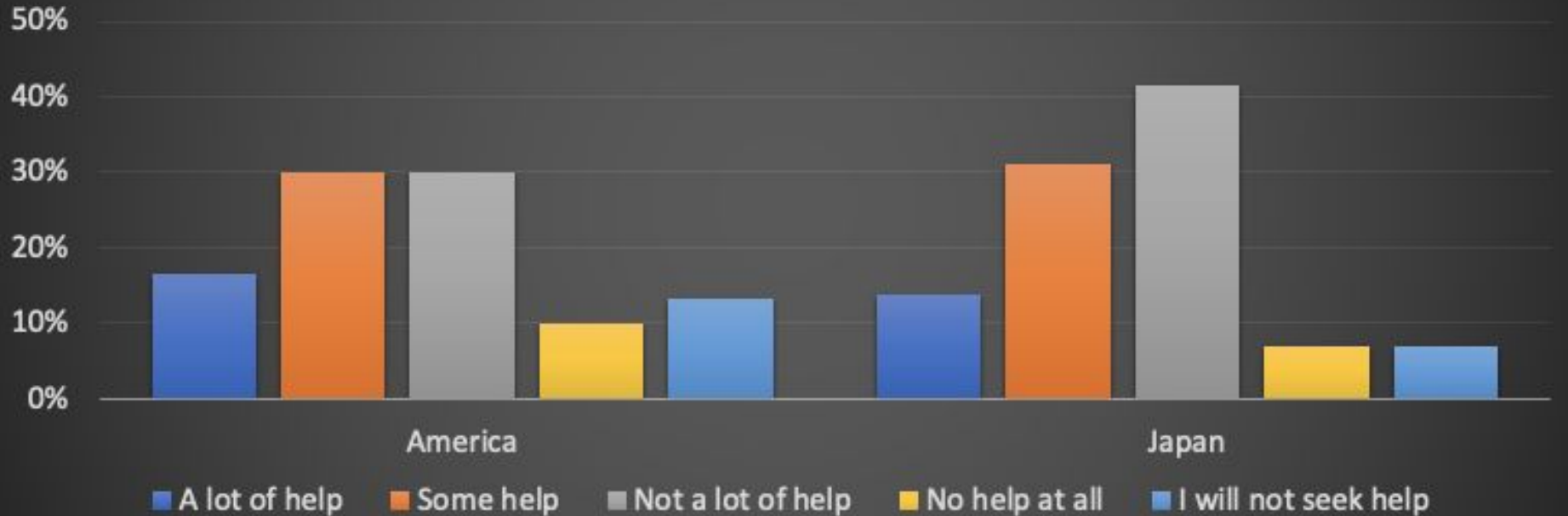
65% of Japanese and 50% of American university students expect to receive **a lot of help** or **some help** from alumni. 37% and 28% of American and Japanese university students said **not a lot of help**.

How much help do you expect to receive from the following people with job hunting? (Friends)



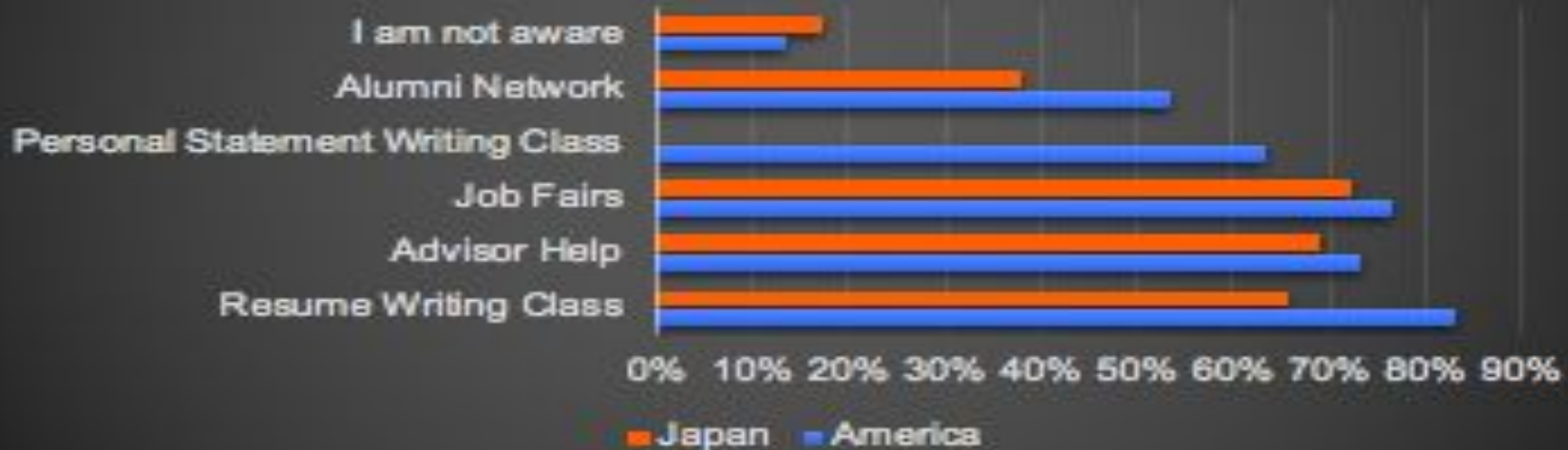
52% of Japanese university students and 43% of American university students expect to receive **some** or **a lot of help** from their friends with job hunting.

How much help do you expect to receive from the following people with job hunting? (Recruitment agency)



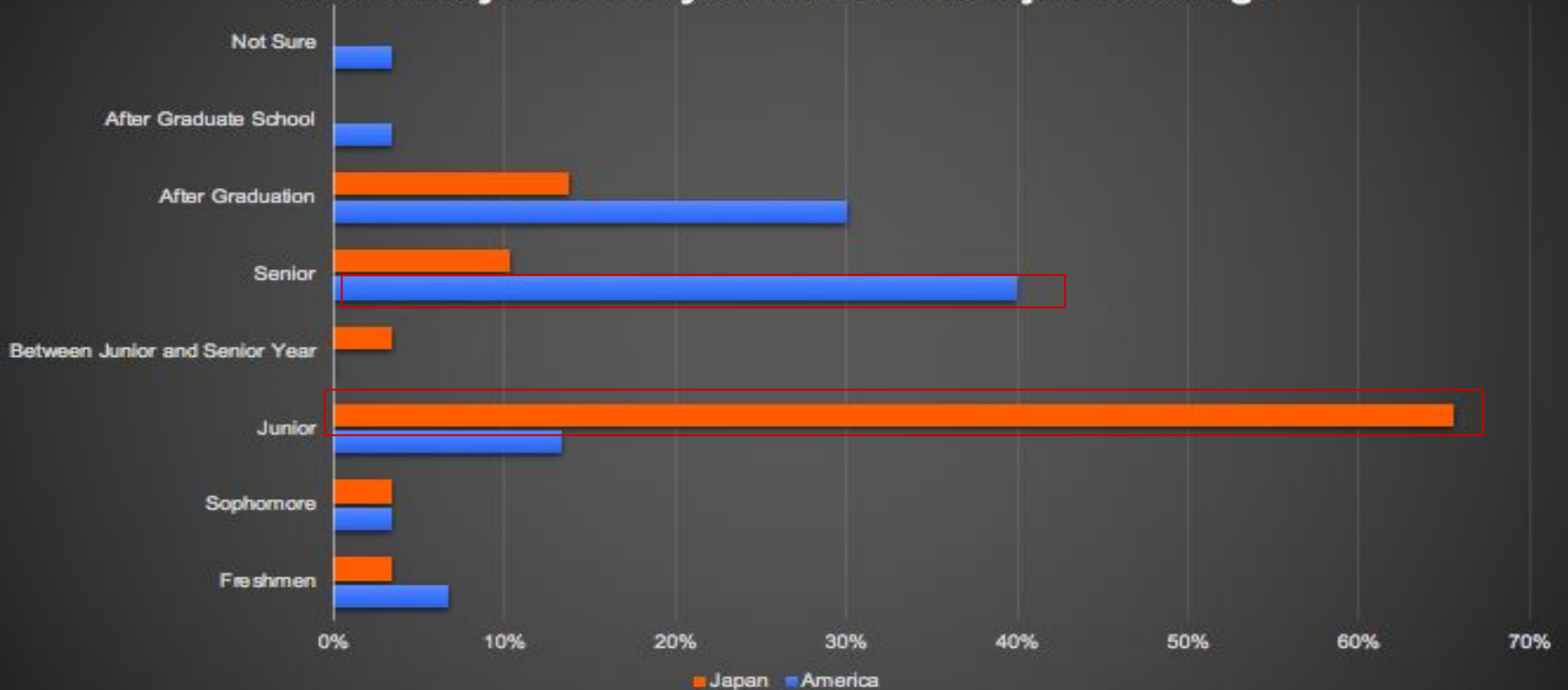
48% of Japanese university students expect to receive **not a lot of help or no help** from a job recruitment agency, while **30% of American** university students responded **some help or not a lot of help**.

What services does your university offer to help with job hunting?



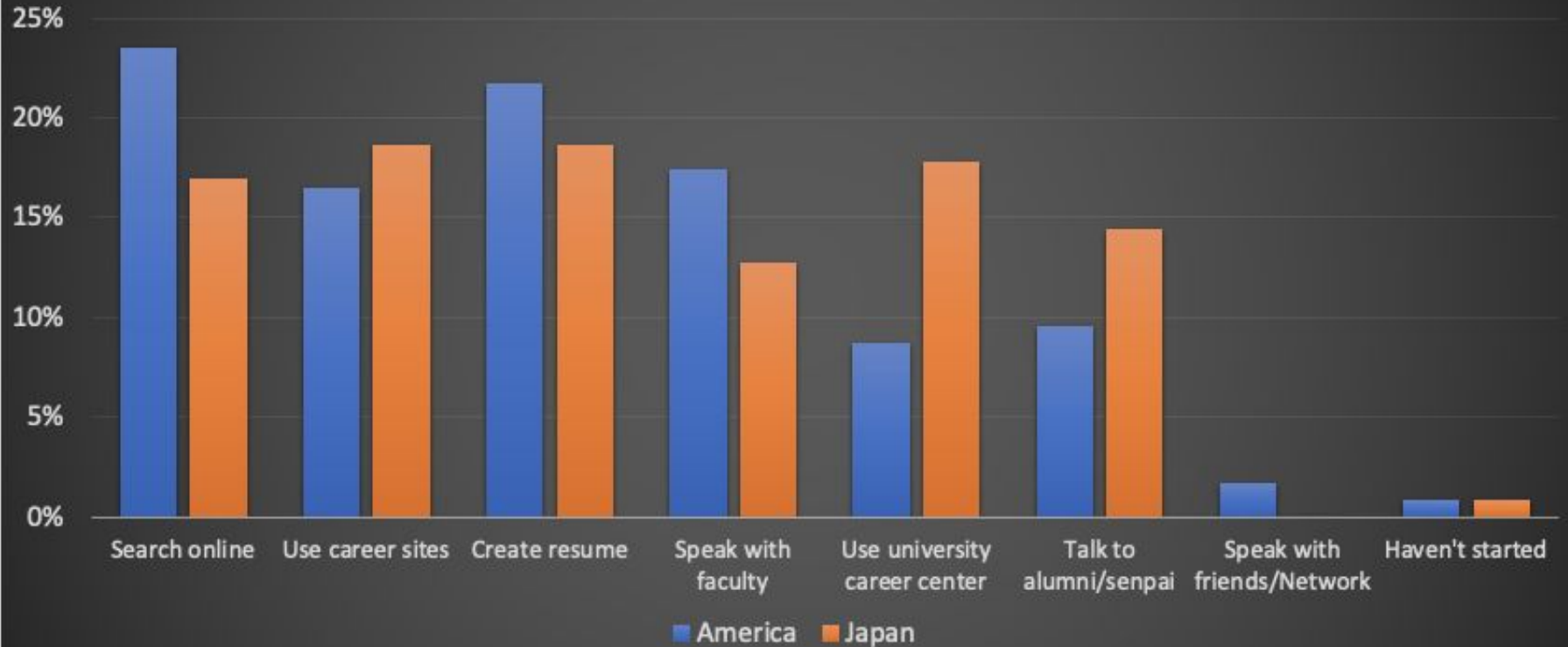
American and Japanese universities appear to have the same services for students, such as **job fairs, advisor help, and resume writing classes.**

When do you think you should start job hunting?



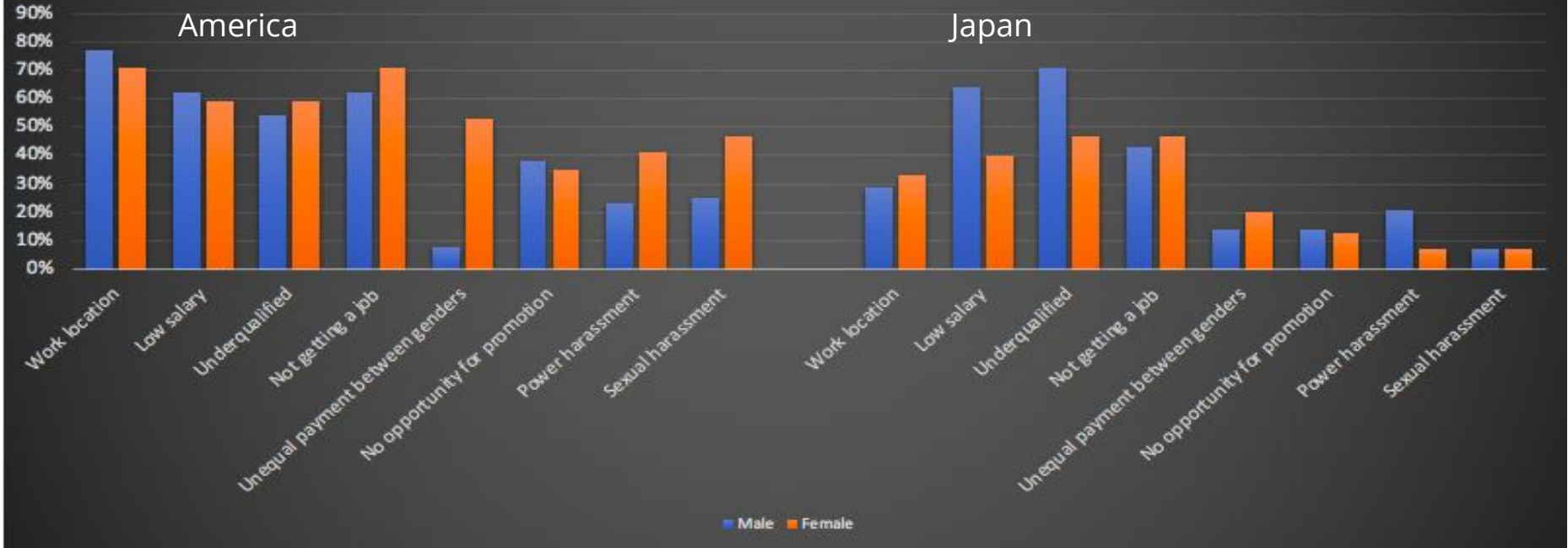
American students believe job hunting should **start senior year and after graduation**, while Japanese students believe it should **start junior year**.

What steps do you take in job hunting? If other please specify



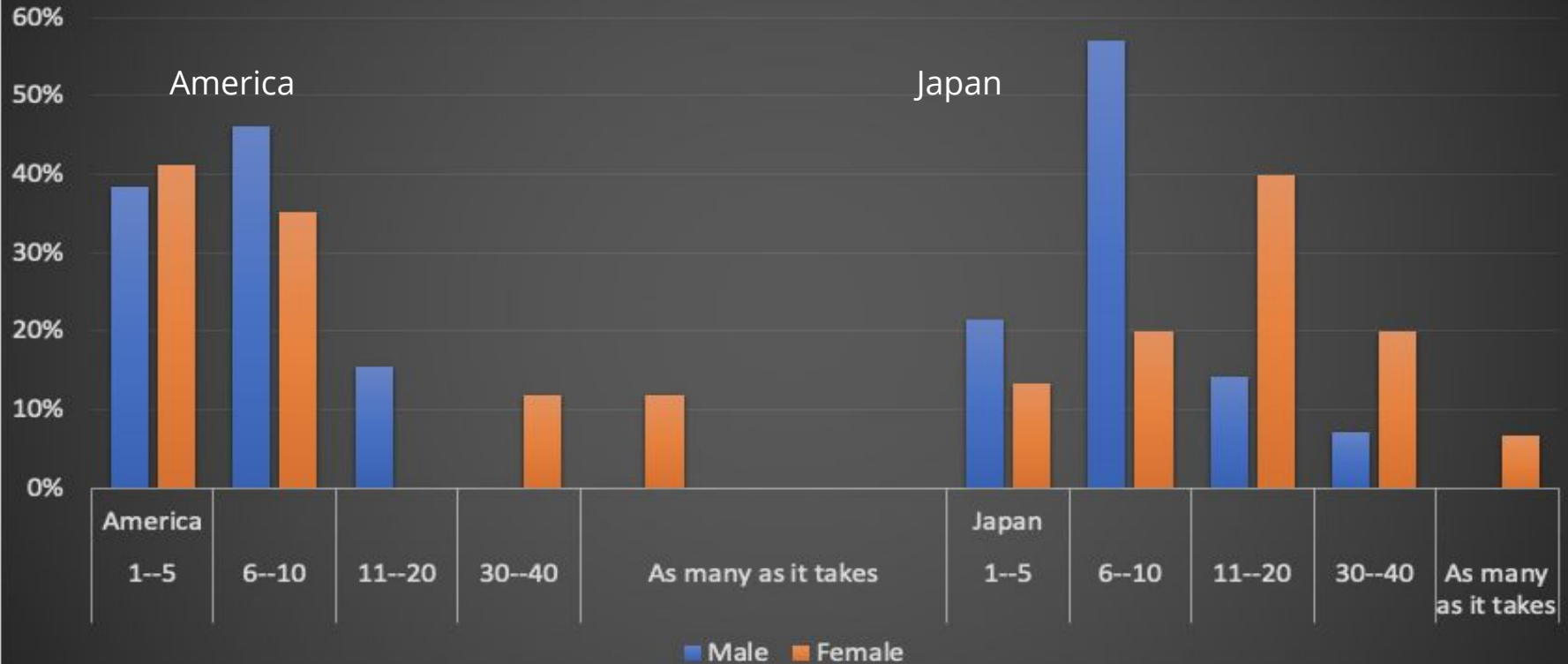
Most Japanese and American students will take all of these steps for job hunting except speaking with friends.

During the job hunting process what are things you are worried about?



Salary, being underqualified, and not getting a job appear to be **common worries** between **American** and **Japanese** University students. **Over 70% American students** chose **work location** and many chose **power harassment** and **sexual harassment** as another worry.

How many jobs do you wish to apply to?



Most American students and **male Japanese** students will apply for **no more than ten jobs** while **67% of Japanese females** said they will apply to **11 to 40 jobs or as many as it takes**.

Research Question 2: Summary of Findings

- Most Japanese students utilize the University career services much more than American students.
- Japanese students feel strongly that they should start job hunting their junior year, while Americans think that senior year or after graduation is appropriate.
- American and Japanese students worry about potential salary, being underqualified, and not getting a job.
 - American females tend to worry more about gender inequality in the workforce.
- Majority of Japanese females said they would apply to 11-40 jobs, which reflects their concern about not finding a job after graduation.

Conclusion

- Due to the difference of the job hunting systems in Japan and America, Japanese students usually begin job hunting significantly earlier than American students.
 - More emphasis is placed on job hunting in Japan, so they can secure their jobs while they are still University students.
- The jobs Japanese and American students want to obtain relate to **financial independence** and knowledge they gained while in university.
- We observed that the concerns **Americans** had during the job hunting process revolved around **financial security**, which may contribute to the desire of Americans needing work life balance. The **Japanese** students concern of **being under qualified** could also be connected to their desire to contribute to the company.
- There are **similar university services** in Japan and America, but there are differences in how often and how **Japanese** and **American** students use them.

Limitations of the Study / Future Studies

- Limitations of the Study
 - Gender imbalance for American students
 - Needed more respondents for sufficient data collection and analysis
 - Hard to find typical job hunting information in America
- Future Studies
 - Increase number of respondents
 - Survey people who are in the job force and compare
 - Look further into gender issues or other social issues

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