

Examining Factors Influencing Generation Z Career Readiness in Xi'an, Shaanxi, China: A Systematic Literature Review

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ABSTRACT

This study conducted a systematic literature review to examine the factors that affect the occupational readiness of Generation Z in China. The key themes identified include educational background, technical proficiency, workplace expectations, and social impact. The research findings emphasize the need to integrate education with industry demands and address cultural differences in career aspirations. This study provides insights for educators and policy makers to support Generation Z in achieving better career development goals.

KEYWORDS

Generation Z; Career Preparation; Influencing Factors; China

1 Current research status abroad

Career management research has been conducted earlier in foreign countries. The United States first proposed the concept of career planning in the early 20th century. Professor Frank Parsons of Boston University is the founder of career management theory. He proposed the concept of "career guidance" in response to the phenomenon of a large number of young people losing their jobs, helping more "Generation Z" groups understand themselves and their careers, and promoting the systematic development of career guidance.

(1) Research on Career Planning Abroad

BeigiM et al. (2018) believe that in the process of career management planning, employees should continuously improve their comprehensive qualities as the goal, not limited to their own positions, try to break through themselves, constantly face new challenges and seize opportunities, so as to obtain greater opportunities for platform work. Behera (2018) mentioned that career planning can serve as a strategic measure for deploying talent in enterprises, and is an important and effective policy tool that can provide employees with reliable career planning for the continuation of fresh blood policies in enterprise development, which is of great benefit to enterprise management. In addition, the author briefly introduced SAP-ERP software, believing that it can effectively achieve enterprise efficiency management. The study by AlarayedhNM and DoblasPM (2019) suggests that employees' perceived performance is influenced by career management, and the achievement of organizational goals also relies on the implementation of career management. Bagdadli S, GianecchiniM (2019) found that organizational career management has a certain impact on the success or failure of employees' career development, and it plays an important role in an individual's career. Towers et al. (2020) emphasized the issue of cultivating entrepreneurs with entrepreneurial skills, advantageous thinking paths, and innovative enterprises within a strategic framework, indirectly demonstrating that career planning can effectively improve the survival probability of individuals and enterprises. Xu (2020) studied the modern enterprise management model of human resource outsourcing, provided detailed explanations on the key points of employees' career planning, and proposed clear and specific implementation ideas. Nata š aR and Mariiama GJ (2021) believe that employee motivation is an important aspect of career management, and learning ability is a crucial skill for long-term employee development.

(2) Research on Career Choices of Generation Z Abroad

psychologist Jean Twenge described them as "superficially mature but essentially immature". They behave obediently and obediently, immersing themselves in the online world in order to avoid the real world. They believe that virtual social networking is more stable, so their willingness to transform the real world is even lower. Newsweek referred to the "Z generation" as "cautious observers" who experience a world magnified several times by technology. They have been accompanied by electronic products such as television, computers, and mobile phones since childhood, and are more inclined to learn and work online, no longer relying on direct contact with people. In the complex economic environment, the career choices of the "Z generation" are also complex and varied. An article in The Economist, "What Gen-Z graduates want from their employers," introduced McKinsey&Company's research on 31 countries and found that the "Z generation" is willing to choose remote and more flexible work types, but Generation "The enthusiasm for technology companies seems to be gradually fading, for example, Dan Hawes, co-founder of the UK Graduate Recruitment Agency, said that

since the outbreak of the pandemic, nearly one-third of graduates have set their sights on the public sector, and the "Z generation" has increased their emphasis on job security, preferring job stability and flexibility. Therefore, the coexistence of real-life social fear and online social activity in Generation Z's social interactions is gradually influencing their career choices.

(3) Research on Management of Generation Z Employees Abroad

Robak (2019) studied the special characteristics of these young employees in the labor market, analyzed their abilities, and showed that organizational managers can improve the work quality of Generation Z employees through management activities. Faizama, SedenD (2023) found that a good basic salary, training and development, and work environment have a positive impact on Generation Z employees, but they are not satisfied with monetary incentives. Their attention has shifted from money to improving their own abilities. The research results of BalramB (2023) indicate that generation employees have higher skills to obtain more job opportunities, and they will meet job demands through training. At the same time, the job fit between individuals and positions is also a factor affecting the quality and efficiency of work for Generation Z.

2 Current research status in China

Compared with Western countries, China started relatively late in career planning and management research. Since the reform and opening up, with the increasing development of China's opening-up to the outside world, research on career planning has gradually increased. In addition, with the continuous evolution and development of society, the "Z generation" group has begun to enter the workplace one after another. Reasonable career planning has important guiding significance for the career development of the "Z generation" group.

(1) Research on Career Planning and Management in China

Yan Fang's (2018) research dimension is relatively macro, which generally explains the connotation of employee career planning, points out the value of this work, analyzes the key problems with universal value in most enterprises, and based on this, considers effective strategies to solve the problems. Xi Yingzhao et al. (2017) conducted a training management analysis of enterprise career planning for interns, focusing on key issues such as the content boundaries, main values, and how to help college interns develop preliminary career planning abilities in training management. Chen Hongji's (2017) research focuses on the specific situation of employee career planning in domestic enterprises, and proposes optimization ideas based on the analyzed or exposed problems. Li Weijun (2020) studied the exploration of career planning and refined management for enterprise employees. Firstly, the meaning of career planning and refined management was analyzed, and then some career planning and refined management strategies for enterprise employees were proposed. It is hoped that these strategies can serve as a reference for relevant staff to analyze this issue in the future. Hu Leilei (2021) studied the career planning and management of enterprise employees based on career development theory, and explored the career management of enterprise employees in combination with career development theory. Dai Tianli (2021) found through the collection and analysis of a large amount of raw data that there is a negative correlation between organizational career management and employee turnover intention. Yang Jing (2021) believes that scientifically designing employee career development paths around organizational goals is an innovative concept and method that strengthens goal identification, matches people with their roles, and maximizes the use of talents. Chen Jun and Luo Shumin (2021) believe that in order to achieve the expected career goals of organizations and employees, employees need to continuously gain clear self-awareness and enhance their career self-management concepts. Sui Lijun (2022) believes that organizational career management runs through a series of human resource activities such as recruitment, training, performance evaluation, and compensation management.

(2) Research on Generation Z in China

In domestic research on the Z generation, Liu Zhenchun (2024) pointed out that in the United Nations 2021 population survey, the number of Z generation in 2020 has exceeded that of the millennial generation, accounting for about 32% of the global population. The seventh national census data in China also shows that the total population of Generation Z is about 266 million, accounting for about 19%. The population of Generation Z is in a stage of rapid growth. According to relevant data, it is predicted that by 2027, the population of Generation Z will account for 30% of the total global population. Therefore, research on Generation Z is becoming increasingly important. The values, personality traits, and even political positions of Generation Z in various countries around the world will have a huge impact on the future global landscape, and various competitions in the future are also considered to be the competition of Generation B. Chai Yibo (2020) also believes that Generation Z is enthusiastic about sharing their culture on various social platforms to express their emotions and life details, in order to achieve self satisfaction. Luo Lou (2018) also proposed that Generation Z tends to adopt a direct approach when socializing or consuming, and therefore hopes that companies can maintain sincerity and respect. Ao Chengbing (2021) pointed out that due to the diversified resources and information acquisition channels of Generation Z, they can obtain a broader perspective and platform, have a clearer cognitive logic towards

things, and make more pragmatic judgments about the value of money. Therefore, the thinking of Generation Z is more positive, more inclusive, and pays more attention to spiritual needs and value recognition.

(3) Research on Management of Generation Z Employees in China

In the research on the management of Generation Z employees in China, He Yi (2020) found through the development of a college student work value scale that post-95s college students place more emphasis on career development and planning. During the job search process, post-95s employees are more inclined to enter companies with sound promotion mechanisms and pursue a harmonious and pleasant working atmosphere. Tang Yirui (2021) believes that there is a gap between Generation Z employees and the inherent management methods of enterprises, and that full cycle management optimization should be carried out for employees in all aspects of "selection, education, utilization, and retention". Shen Guoliang (2019) believes that interest is the primary motivation for Generation Z to engage in social behavior. Generation Z has a strong sense of belonging and participation in their respective circles, so companies should strengthen team relationship building centered on employee interests in management. Zhao Hao's (2022) research shows that Generation Z employees place greater emphasis on the work abilities of their superiors, guidance from subordinates, the existence of seniority based management in the company, and mutual tolerance among colleagues, which can be directly perceived as humanistic care. Li Jiangtao (2022) believes that comprehensive management of Generation Z employees should be based on work agreements and a sense of care, which has a positive effect on the quality and efficiency of their work. Tao Nan and Wu Wenjing (2022) believe that simple material rewards are no longer effective in motivating Generation Z employees. Enterprise managers should change their mindset and develop new effective incentive mechanisms based on the characteristics of Generation Z employees and their needs.

3 Suggestions and inspirations

For the career development and career planning of China's "Generation Z" group, there are certain similarities with the career planning of the "Generation Z" group at home and abroad, which can provide certain reference significance for the future career development of China's "Generation Z" group. In addition, influenced by regional factors, the "Z generation" in China has unique regional and cultural ideological characteristics. In the process of career planning and construction for the "Generation Z" group, various factors such as region, ethnicity, and culture should be considered to plan and manage the career development of the "Generation Z" group in a targeted manner.

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