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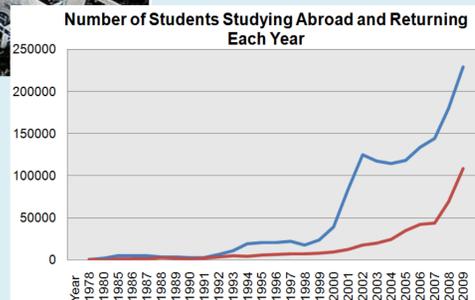
Working in Financial Services after Graduating: Chinese Returnees in State-Owned Enterprises (SOE) and Multi-National Corporations (MNC)

Why?

Background: A potential mismatch between higher education supply and the demands of the labour market.



inadequate quality and oversupply of quantity



Returnees in China's Labour Market:

- Potentially higher employability of overseas educated students as opposed to local graduates.
- Dramatic increase in number: from 248 in 1978 to 108300 in 2009 (0.44 million returnees in total / 39.2 million local grads).

Research Contribution:

- Improve the understanding of both overseas education (OE) and Chinese returnees in association with their organisational settings (in comparison with local graduates).
- Further develop the organisation theory of SOEs and MNCs in China.

Research Questions:

1. Compared to local graduates, what are the distinctive features of overseas educated employees?
2. How do managers utilise overseas educated graduates? And to what extent does their utilisation differ between SOE and MNC? Why does it?
3. Considering the features of 'returnee', as well as the needs of different forms of ownership, what are the perceived advantages and disadvantages for returnees working in SOE and MNC?



How?

- 2 case studies in SOE and MNC
- Documentary analysis (annual report, HR record)
- Online questionnaire with returnees & local graduates
- Interviews with returnees, local graduates and Employers/HR managers

'Life is a journey along a narrow road, yet overseas education makes it wider.' (SOE Returnee-10 years in Australia)

'When most people are returnees, lack of an overseas education becomes a disadvantage.' (MNC Returnee-6 years in the UK)

'It's not cost-effective. After all I haven't earned the money back after 3 years of hard work.' (SOE Returnee-2 years in the UK)

'I missed the time to build up a good social network, and it takes a long time to adapt to different values and ways of thinking.' (SOE returnee – 4 years in Canada)

'(Local) grads are like putty: easy to shape. Returnees – hard to say.' (SOE HR manager)

'Whether or not OE is an advantage in the labour market is highly dependent upon its usefulness for the employer.' (Assistant president in MNC)