

BACHELOR THESIS REVIEW

Type of review: *thesis opponent*

Author: Chang Liu

Title: A study on the discrepancy between employment expectations and actual employment of Chinese graduates”

Supervisor: Mirna Jusić, M.A., Ph.D.

Reviewer: Mgr. Ing. Olga Angelovská, Ph.D.

Please explain the reasons for your evaluation (especially reservations and criticisms) according to the criteria listed below.

1. Is the aim of the thesis (research question) clearly stated and do the conclusions correspond to it? Is the thesis appropriately structured?

Comments:

The main aim of the thesis is to identify the factors influencing the employment expectations and actual employment. Nevertheless, we did not find a clear definition of this goal in the thesis. I deduce this from a few sentences in different parts of the thesis (e.g. on page 2 “This thesis provides a new perspective on the study of graduates' employment quality and enriches the study of the matching between graduates' employment expectations and actual employment.”, page 7 “This thesis will investigate what are the reasons that influence the factors arising from graduates' employment.”, page 29 “this paper explores only graduates' views on the relationship between employment expectation and actual employment”) and from the elaboration of the thesis itself. The topic is relevant for the social sciences field.

I would criticize the author's formulation of two of the three research questions (page 29) because they are dichotomously posed. Anyway, the author answers the questions in her work.

Concerning structure, the thesis chapters are logically related and further elaborate on the topic.

2. Is the thesis based on relevant research and literature and does it accurately summarize and integrate the information?

Comments:

Within the two first chapters (Background pages 4-16), Theoretical Framework pages 17-24) author proved her ability to cope with relevant literature and further, she linked up the theory to her research theme and findings. I would appreciate a justification of the choice of theoretical frameworks used in the thesis (page 17).

3. What is the quality of the data or the other sources? Are the sample method, data collection and data analysis appropriate?

Comments:

Regarding the topic, the author appropriately chose a mixed approach. The core methods are ten semi-structured interviews with working MA graduates completed by secondary data analysis. I consider author's choice of respondents as valuable, anyway I would appreciate little bit more information on their concrete choice and more information (anonymised) for example how long they looked for job, how long they stayed at their first position etc. Although I consider ten interviews to be sufficient for the purposes of the bachelor's thesis, I am not so sure about their sufficiency for the grounded theory.

Generally, the chapter on methods and data is very well elaborated. The author described the whole process in detail. She also explained the limits of the study and mentioned ethical considerations.

The analysis is carried out with great care. Despite my reservations about the number of interviews for grounded theory, I appreciate that the author has dared to use this approach. I consider her analysis to be well done. At the same time, the author did not use the outputs to propose or modify a theory but related them to selected theories (Career choice theory and Herzberg's two-factor theory). Thus, the use of grounded theory misses the point. The author would have achieved the same result by conducting and thematically analysing the interviews, which she manages very well, as she proves in the fourth chapter.

4. Are the findings relevant to the research question? Are the conclusions of the thesis based on strong arguments?

Comments:

The findings are relevant to the research questions and the author answered them in the Discussion part (pages 55-56). I would recommend to differentiate more in the discussion, which conclusions the author based on her own research and which on other researches that has already been carried out.

5. Are the author's thoughts distinguished unambiguously from the borrowed ideas?

Comments:

There is no problem in the first four chapters in the thesis. I would welcome greater differentiation of the conclusions resulting from my own research and those based on the findings of other authors in chapter 4, 4 and 5. Especially in the case of recommendations (chapter 5), it is not clear from which conclusions they follow.

6. What is the quality of style and other formal requirements?

Comments:

The style of the thesis fulfils academic criteria and it also fulfil the formal requirements. I have just minor comments like missing title for Figure on page 22 or authorship of the Figure 4.1 (page 48) – did author herself proposed it or is I based on some of the other sources n career choice theory?

7. Are there any other strengths and weaknesses of the thesis, which are not included in the previous

questions? Please list them if any.

In general, I consider the work to be well done.

8. What topic do you suggest for the discussion in the thesis defence?

What do you see as the main benefit of using grounded theory for your research?

What practical impact your thesis may have for the Chinese social policy? Imagine your research to be a report for the minister of education or minister of social affairs.

9. I declare that I have checked the result of the originality check of the thesis:

Theses Turnitin Ouriginal (Urkund)

Comment on the result of the check:

No reservations.

Overall evaluation of the thesis:

(Please, state clearly whether the thesis is or is not recommended for a defence and write the main reasons for the recommendation).

I recommend the thesis for defence because I consider it a well-elaborated bachelor's thesis that answers the research questions. The thesis proved that the author worked carefully and is oriented in the topic.

Proposed grade: *(A - F)*

B

Date: 16.6.2023

Signature: