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Research on the Relationship between Little Village Official's Career Choice and Human Capital, Social Capital

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Abstract The career planning plays an important role in little village official's development. The study uses stataSE12 statistical software based on the sample survey of little village official in China. And it studies the relationships of human capital, social capital and career planning of little village official. It shows that: (i) After the village work, to be civil servant is the preferred way for little village official, and the female and unmarried choosing this are more than others. The probability of taking the civil service exam diminishes with age, but increases with the increasing human capital and social capital. (ii) Working in institution is the second choice of little village official. The female, married and older have greater proportion than the others. The trend is diminishing with increased human capital and social capital. (iii) The male, married, older, or little village officials employed by provincial government or working in the central and western regions of China choosing to be selected as township deputies are more than others. (iv) The married and older would like to remain in office, but this probability diminishes with the increased human capital and social capital. (v) The male, older, or the little village official working in the central region, employed by municipal government and employed by county government would like to start up their own businesses. (vi) Few of them choose their jobs by themselves, continue further education, or choose enterprise work and social work. There are more little village officials graduating from "985 project" or "211 project" universities choosing to work in enterprises.

Key words Little village official, Individual characteristics, Human capital, Social capital

1 Introduction

The little village official plan is a major strategic plan made by the Chinese Party Central Committee, with a clear aim to train the backbone of the new rural construction, further strengthen rural grass-roots organizations and consolidate the Party's base. In May 2010, the Organization Department of the CPC Central Committee and 12 other departments jointly issued the *Opinions on Further Strengthening the Orderly Flow of Little Village Official*, and proposed five career choices for the little village officials after the expiration of service term (holding a post in the village; taking the civil service exam to be recruited as civil servant; starting up their own businesses; choosing other careers; continuing to take an advanced study)^[1]. It depicts a clear roadmap for the career development of little village officials. In December 2012, the Organization Department of the CPC Central Committee and 12 other departments jointly issued the *Opinions on Further Strengthening the Work of Little Village Official*, and proposed strengthening the career planning guidance for little village official, establishing and improving the work mechanism two-way selection, and guiding the diversified development of little village official to achieve orderly flow. The first is to establish a merit-based promotion system, and guide the little village officials to select a job for themselves by the human resources market after the expiration of service term. The second is to widely publicize the advantages and potentials of little village official, and guide the state-owned enterprises, financial

institutions, non-public enterprises and social organizations to recruit staff from little village officials. The third is to recruit the employable and qualified little village officials as street or community workers, non-public enterprises' party building instructors and public service work staff after the expiration of service term through the recommendation of the organization and personnel departments. The fourth is to encourage little village officials to take an advanced study. For those qualified little village officials who take part in the entrance exams for postgraduate schools after the expiration of service term, they can get 10 more points in the preliminary test and get priority of admission under the same conditions; for those who take part in the entrance exams for postgraduates majoring in humanities and social sciences, they can get 15 more points in the preliminary test^[2]. This shows that the CPC Central Committee attaches great importance to the career choice issue of little village officials. The development of little village official is a dynamic process, and we need to pay close attention to their career choice after the expiration of term of office, which is a precondition for the government to develop reasonable and effective policies for little village officials. For the little village officials, the career choice is not only affected by individual characteristics, but also affected by "human capital" and "social capital". In view of this, we study how these two resources affect the little village official's career choice, which is of important theoretical and practical significance.

2 Literature review

(i) Human capital and social capital have an impact on career choices. Some scholars believe that the most popular view in current research on the career choices is to analyze role of individual

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achievement and personal resources in people's occupational status attainment from human capital and social capital^[3]. Li Liming and Zhang Guoshun perform the studies on the factors affecting college students' career choices, and the results indicate that social capital and human capital have a significant influence on college students' career choices, and they prefer the resource-rich employment units and economically developed regions, with higher salary expectations^[4]. Liu Aiyu et al. study the relationship between human capital and administrative cadres status attainment and the results show that the family background still has a significant influence on the attainment of higher administrative cadres status^[5]. Wan Tianyi and Chen Chengwen study the factors influencing the college students' career choices, and find that appearance, profession, work experience, working capability and other factors have a great influence on the college students' career choices^[6-7]. The scholars Shi Qinghua and Xu Cuiping think the age and level of education have an important influence on rural household members' career choice and industry selection^[8]. (ii) The values have an influence on career choices. Marx believes that the main pointer in the choice of career is the well-being of human being and the improvement of people^[9]. The scholar Zhu Wenbin mentions in the study of college students' career choice that the career selection process is the process of a variety of psychological factors interacting with social factors, which is closely related to the formation of their values and development^[10]. (iii) Other factors also have an influence on career choices. Gao Shanchuan and Zhang Wenxian study the factors affecting the career choice of business managers, and the study indicates that the vocational outcome expectations have a significant impact on career interests^[11]. The existing researches are mainly focused on college students, business managers and administrative cadres, but there are few in-depth studies on the factors influencing little village officials' career choices after expiration of term of office. Although Fu Xuechun is concerned about the occupational flow of little village officials and uses trichotomy method for study^[12], he does not explore the factors influencing little village officials' career choices after expiration of term of office. Therefore, based on the existing research, we make an in-depth analysis of the influence of human capital and social capital on little village officials' career choices after expiration of term of office. From a microscopic point of view, Becker thinks human capital can have many forms, including arts, ability, personality, appearance, prestige, proper credit and so on^[13]. In a nutshell, human capital refers to the person's knowledge, skills and abilities^[14]. Learning from these scholars' definition of human capital, based on individual interviews and questionnaires, we try to summarize the main content of the little village officials' human capital in the following three aspects: major; whether the universities are "985 project" or "211 project" universities; level of education^[14]. Social capital usually involves a series of guidelines, networks and organizations^[15]. In sociology, social capital is the expected collective or economic benefits derived from the preferential treatment and cooperation between individuals and groups. Al-

though different social sciences emphasize different aspects of social capital, they tend to share the core idea "that social networks have value". Just as a screwdriver (physical capital) or a university education (cultural capital or human capital) can increase productivity (both individual and collective), so do social contacts affect the productivity of individuals and groups. Learning from these definitions, the social capital related to little village officials in this study mainly include the support of the two committees of the village, selection channels and working place. In addition, individual characteristics also affect the career choices. Individual characteristics include gender, age and marital status; human capital includes major, level of education and whether graduating from "985 project" or "211 project" universities; social capital includes the support of the two committees of the village, selection channels and working place. As a result, the hypotheses of relationship between them and the variables being explained are as follows:

H₁: The little village officials with different individual characteristics have different career choices after expiration of term of office.

H₂: Human capital has different effects on little village officials' career choices after expiration of term of office.

H₃: Social capital has different effects on little village officials' career choices after expiration of term of office.

In this paper, the research framework is shown in Fig. 1.

3 Data and model

3.1 Data sources and sample characteristics This study uses the random sampling method to send out a total of 4252 questionnaires nationwide, with 3966 valid questionnaires and response rate of 93.27%. Among the respondents, (i) gender: male 47.6%, female 52.4%; (ii) age: <21 years 0.5%, 21–25 years 44%, 26–30 years 48.9%, ≥31 years 6.28%, default value 0.35%; (iii) recruitment year: 2005–2006 0.91%, 2007 3.6%, 2008 12.8%, 2009 9.6%, 2010 11.9%, 2011 25.5%, 2012 35.5%; (iv) level of education: junior college 12.72%, regular college 78.98%, postgraduate 8.3%; (v) selection channels: employed by provincial government 41%, employed by municipal government 32.5%, employed by county government 25.7%, employed by the village 0.8%; (vi) marital status: married 35.21%, unmarried 64.79%; (vii) awards: "excellent village official", "Party representative" and "NPC member" 22.1%.

3.2 Model setting and variable selection

3.2.1 Model setting. In this paper, we study the influence of human capital and social capital on little village official's career choice, and assume that little village official's career choice is the result of utility maximization. The little village official's career planning after expiration of term of office falls within the category of choice problem, so this paper chooses Multinomial Logit Model as the analytical tool. This paper uses StataSE12 software to estimate the model, and the basic model expression is as follows:

$$P_{ij} = \text{prob}(U_{ij} > U_{ik}, k \neq j) = \frac{e^{x'_{ij}\beta_j}}{\sum_{k=0}^J e^{x'_{ik}\beta_k}}, j=0,1,\dots,J \quad (1)$$

where i is the little village official i ; j and k are the occupational categories chosen by the little village official; x'_i is the influencing factor; β_j is the parameter to be estimated.

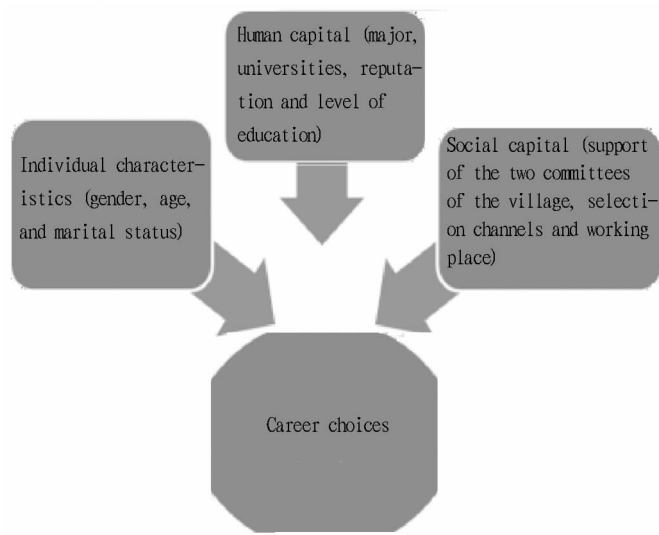


Fig. 1 Research framework of little village officials' career choices after expiration of term of office

3.2.2 Variable selection. (i) Processing of the dependent variables. For the dependent variable "little village officials' short-term career planning after the expiration of term of office", we put passing the civil service exam as a reference. (ii) Processing of the independent variables. (a) Processing of the independent variables concerning individual characteristics. "Male" and "female" (gender) are set as the (0, 1) dummy variables, of which "male" is assigned 0 and "female" 1. "Married" and "unmarried" (marital status) are set as the (0, 1) dummy variables, of which "married" is assigned 0 and "unmarried" 1. Age in the individual characteristics is an interval variable, and is directly put in the mode for use. (b) Processing of the independent variables to measure the human capital. As to the majors of economy, management, literature, education, philosophy and military science, the answer is set as "Yes / No", and they are set as the (0, 1) dummy variables, of which "No" is assigned 0 and "Yes" 1. Similar processing is performed on the majors of engineering, agriculture and medicine. As to "985 or 211 project colleges and universities", the answer is set as "Yes / No", and they are set as the (0, 1) dummy variables, of which "No" is assigned 0 and "Yes" 1. As to the level of education, the answer is set as "junior college", "regular college" and "postgraduate", of which "junior college" is assigned 0, "regular college" 1 and "postgraduate" 2. With "junior college" as a reference in the model, the dummy variables are set. (c) Processing of the independent variables to measure social capital. We use Likert scale to measure the "support of the two committees of the village". As to the working place, the answer is set as "eastern region", "central region" and "western region", of which "eastern region" is assigned 0, "central region" 1 and "western region" 2. With "eastern region" as a reference in the regression model, the dummy variables are set.

As to the selection channels, the answer is set as "employed by provincial government", "employed by municipal government", "employed by county government" and "recruited by the village", of which "employed by provincial government" is assigned 0, "employed by municipal government" 1, "employed by county government" 2, and "recruited by the village" 3. With "employed by provincial government" as a reference in the regression model, the dummy variables are set.

4 Model fitting results and findings

4.1 Model fitting results As can be seen from the model, the log-likelihood value is -5297.5743 , and the corresponding P value is 0.000, indicating that the model is highly significant and the model built can well explain the little village officials' career choice after the expiration of term of office.

4.2 Findings

4.2.1 The influence of individual characteristics on the little village officials' career choice after the expiration of term of office. (i) Gender. As can be seen from Table 1, there are differences in the career choice between male and female little village officials when other conditions remain unchanged. However, there are no significant differences in some career choices such as remaining in office after the expiration of term, selecting a job for themselves and working in enterprises. Specifically, the probability of women selecting public institutions rather than taking the civil service exam is 1.22 times that of men; meanwhile, the probability of women choosing social work and abandoning taking the civil service exam is 4.96 times that of men. However, women choosing to start up their own businesses and be directly promoted to township deputies while abandoning taking the civil service exam, are 58.8% and 57.5% less than male little village officials, respectively. This is probably because most women prefer stability and enthusiastic service while their counterparts like adventurous and challenging life. (ii) Age. As can be seen from Table 1, age has no significant influence on little village officials' career choice of working in enterprises and social work, but it has a significant positive impact on choosing public institutions, remaining in office after the expiration of term, starting up their own businesses, selecting a job for themselves, directly being promoted to township deputies, and has a negative impact on continuing to take an advanced study. When all other conditions remain unchanged, compared with the reference group of taking the civil service exam, the little village officials have greater willingness to remain in office after the expiration of term, start up their own businesses and be directly promoted to township deputies with age. With age, the little village officials will select those careers that can be expected in the short term. (iii) Marital status. When other conditions remain unchanged, the unmarried status has a significant negative impact on three career choices: entering the public institutions, remaining in office after the expiration of term, and directly being promoted to township deputies. Specifically, the unmarried little village officials are more likely to take the civil service exam. This

may be because the married little village officials need to take care of the family, and they prefer stability and less challenging careers such as entering the public institutions, remaining in office after the expiration of term, and directly being promoted to township deputies. For the unmarried little village officials, they are young and prefer the challenge.

4.2.2 The influence of human capital on the little village officials' career choice after the expiration of term of office. (i) Majors. (a) When other conditions remain unchanged, the majors of economy, management, literature, education, philosophy and military science have a significant impact on the little village officials' career choices of entering public institutions and directly being promoted to township deputies. Specifically, the little village officials of these majors prefer to take the civil service exam rather than enter public institutions. This may be because the public institutions need more professional talents, and liberal arts bring more inter-disciplinary talents, so they prefer to be directly promoted to township deputies and take the civil service exam. (b) When other conditions remain unchanged, the majors of engineering, agriculture and medicine have a significant impact on the little village officials' career choice of remaining in office after the expiration of term. The little village officials of these majors prefer to remain in office after the expiration of term rather than take the civil service exam. This may be because the rural areas need such talents who can provide professional guidance to farmers, and it also provides a platform for their professional practice. (ii) Reputation of universities. "985 project" or "211 project" universities have a significant negative impact on little village officials' choice of public institutions, but have a significant positive impact on continuing to take an advanced study and working in enterprises. The little village officials graduating from "985 project" or "211 project" universities are very eager to work in enterprises. This may be because these little village officials have abundant human capital accumulation, and they do not want to pursue advanced studies. At the same time, they believe that working in companies can better achieve their ambitions. (iii) Level of education. When other conditions remain unchanged, with civil servant as a reference, the graduate diploma has a significant negative impact on entering public institutions, remaining in office after the expiration of term, and starting up their own businesses. The probability of little village officials with junior college educational background choosing to enter public institutions, remain in office after the expiration of term and start up their own businesses, is 4.76, 7.93 and 1.36 times that of little village officials with postgraduate educational level, respectively. This suggests that the higher the level of education, the greater the desire to become civil servants. This may be because the civil servants have higher occupational prestige than other careers, and those who have more abundant human capital are more desirous of career high prestige.

4.2.3 The influence of social capital on the little village officials' career choice after the expiration of term of office. (i) The support of the two committees of the village to little village

officials' work. It has a significant negative impact on little village officials' career choice of starting up their own businesses, selecting a job for themselves, taking an advanced study and working in enterprises after the expiration of term of office. For each additional unit of support of the two committees of the village to little village officials' work, the probability of starting up their own businesses decreases by 14.96%; the probability of selecting a job for themselves decreases by 27.2%; the probability of continuing to pursue advanced studies decreases by 90.07%; the probability of choosing to work in enterprises decreases by 37.4% when compared with taking the civil service exam. If the little village officials obtain richer authoritative resources of village-level organizations, they will be more likely to choose to take the civil service exam. (ii) Working place. The probability of little village officials in the central region choosing to take the civil service exam rather than pursuing advanced studies is 3.16 times that of little village officials in the eastern region. However, the probability of little village officials in the central region giving up civil service exam but choosing to remain in office after the expiration of term, start up their own businesses and be directly promoted to township deputies is 1.392, 2.345 and 1.459 times that of little village officials in the eastern region, respectively. This shows that the little village officials in the central region are more unwilling to enter public institutions, take an advanced study and become social workers, and they prefer to remain in office after the expiration of term, start up their own businesses and be directly promoted to township deputies. Compared to the eastern region, the little village officials in the western region are less likely to select a job for themselves, take an advanced study and work in enterprises. Taking the civil service exam is the first choice for the little village officials in the western region. (iii) Selection channels. According to Table 1, being employed by municipal government has a significant impact on little village officials' career choice of entering public institutions, starting up their own businesses, selecting a job for themselves, directly being promoted to township deputies, and working in enterprises. The probability of little village officials employed by municipal government choosing to enter public institutions and giving up taking the civil service exam is 1.28 times that of little village officials employed by provincial government. Similarly, the probability of starting up their own businesses, selecting a job for themselves and choosing to work in enterprises is 1.491, 1.579 and 1.875 times that of little village officials employed by provincial government. However, the probability of directly being promoted to township deputies decreases by 54.8% when compared with the little village officials employed by provincial government. The little village officials employed by village committee and provincial government are more willing to enter public institutions and remain in office after the expiration of term, and the little village officials employed by provincial government are more willing to be directly promoted to township deputies. This may be because the provincial organization department has richer authoritative resources than other organizations, making the little

village officials employed by the provincial government have higher success rate of being directly promoted to township deputies.

Table 1 The Mlogit regression model results of the little village officials' career choice after the expiration of term of office

Entering public institutions/ taking the civil service exam	Coefficient (Odds)	Remaining in office after the expiration of term/taking the civil service exam	Starting up one's own busi- nesses/taking the civil serv- ice exam	Selecting a job for oneself/tak- ing the civil service exam	Taking an ad- vanced study/ taking the civil service exam	Directly being promoted to township depu- ties/taking the civil service exam	Working in en- terprises/tak- ing the civil service exam	Social work/ taking the civil service exam
Gender: Female	0.202 ** (1.22)	0.104 (1.11)	-0.885 *** (0.412)	0.0372 (1.038)	0.128 (1.136)	-0.857 *** (0.425)	-0.275 (0.760)	1.601 ** (4.956)
Age	1.17 *** (0.0217)	0.209 *** (1.23)	0.0729 ** (1.076)	0.0836 ** (0.929)	-0.104 * (0.902)	0.204 *** (1.226)	-0.0506 (0.951)	0.0776 (1.080)
Marital status: Unmarried	-0.287 ** (0.750)	-0.560 *** (0.57)	-0.237 (0.789)	-0.0735 (0.749)	0.150 (0.302)	-0.385 ** (0.680)	0.255 (1.290)	-0.666 (0.514)
Majors of economy, manage- ment, literature, education, philosophy and military science	-0.392 ** (0.675)	0.267 (1.31)	-0.121 (0.886)	-0.289 (0.612)	-0.424 (0.407)	0.375 ** (1.456)	0.124 (1.132)	0.516 (1.675)
Majors of engineering, agricul- ture and medicine	-0.225 (0.798)	0.419 ** (1.51)	0.0936 (1.098)	-0.491 (1.182)	-0.466 (0.449)	0.244 (1.277)	0.420 (1.522)	0.988 (2.685)
University type: "985 project" or "211 pro- ject" universities	-0.503 *** (0.604)	-0.253 (0.78)	0.0643 (1.067)	0.167 (0.414)	0.506 * * (0.252)	-0.203 (0.816)	1.022 *** (2.778)	-0.116 (0.890)
Level of education: Bachelor degree	-0.724 *** (0.485)	-0.639 *** (0.53)	-0.343 (0.710)	-0.881 *** (0.338)	-0.0161 (0.370)	0.000472 (1.000)	0.383 (1.466)	-1.013 * (0.363)
Master degree	-1.584 *** (0.210)	-2.073 *** (0.126)	-0.992 ** (0.371)	-1.086 *** (0.737)	-0.634 (0.549)	-0.644 (0.525)	0.0852 (1.089)	-16.08 (1.039e)
Level of support of the two committees of the village	0.0488 (1.050)	0.0764 (1.080)	-0.162 ** (0.861)	-0.305 *** (0.728)	-0.169 * (0.0993)	-0.0579 (0.944)	-0.468 *** (0.626)	-0.138 (0.871)
Working place: Central region	-0.341 *** (0.710)	0.331 * (1.392)	0.890 *** (2.435)	-0.318 (0.341)	-0.566 ** (0.286)	0.377 ** (1.459)	-0.123 (0.884)	-1.713 ** (0.180)
Western region	-0.240 (0.787)	-0.135 (0.873)	-0.0648 (0.937)	-1.077 *** (0.316)	-0.597 * (0.318)	0.255 (1.290)	-0.887 * (0.412)	0.0102 (1.010)
Selection channels: Employed by municipal gov- ernment	0.248 * (1.28)	0.0585 (1.060)	0.400 ** (1.491)	0.457 ** (1.579)	-0.379 (0.269)	-0.795 *** (0.452)	0.629 * (1.875)	1.079 (2.941)
Employed by county govern- ment	0.798 *** (2.22)	0.302 (1.352)	0.723 *** (2.060)	0.739 *** (2.094)	0.0325 (0.272)	-0.602 *** (0.848)	0.683 * (1.980)	1.683 ** (5.382)
Employed by village committee	1.233 * * (3.43)	1.192 * (3.294)	0.888 (2.430)	0.0942 (1.099)	0.0796 (1.075)	-0.477 (0.620)	-13.51 (1.361e)	-13.05 (2.15e)
Constant	-4.592 *** (0.685)	-7.550 *** (0.851)	-3.473 *** (1.069)	-2.498 ** (1.172)	0.849 (1.711)	-6.822 *** (0.875)	-1.740 (2.193)	-7.293 ** (3.533)
Sample size	3,966	3,966	3,966	3,966	3,966	3,966	3,966	3,966
Log likelihood =	-5297.5743							
LR chi2(136) =	1015.59							
Prob > chi2 =	0.000							

Note: The reference groups in the model include male, married, non-"985 or 211 project" universities, junior college, eastern region, and employed by provincial government; what in the brackets is standard error; *, ** and *** indicate that it is significant at the 10%, 5% and 1% levels, respectively.

5 The predicted probability of little village officials' short-term career planning after the expiration of term of office

(i) From the overall mean, 56.1% of little village officials will choose to take the civil service exam; 15.4% of them will choose to enter public institutions; 7.26% of them will choose to remain in office after the expiration of term; 4.82% of them will choose to start up their own businesses; 4.39% of them will choose to select a job for themselves; 2.67% of them will choose to take an advanced study; 7.49% of them will choose to be directly promoted to township deputies; 1.44% of them will choose to work in enterprises; 0.479% of them will choose to become social workers. (ii) From the gender, there are more male little village officials than their counterparts choosing to be directly promoted to

township deputies and start up their own businesses. 11.3% of male little village officials choose to be directly promoted to township deputies while only 4.04% of female little village officials choose the same career; as to the career choice of starting up their own businesses, men are 4% more than women. On the contrary, women are more likely to choose to become civil servants and enter public institutions. (iii) From the marital status, there are more unmarried little village officials than married little village officials choosing to take the civil service exam. More unmarried little village officials choose to take an advanced study. In contrast, more married little village officials choose to enter public institutions, remain in office after the expiration of term and be directly promoted to township deputies. (iv) From the explanatory variables of human capital, the little village officials graduating from "985 pro-

ject" or "211 project" universities are 9.6% more than those who are not from "985 project" or "211 project" universities in choosing to take the civil service exam. From the level of education, the higher the level of education, the greater the probability of choosing to take the civil service exam. Accordingly, the higher the level of education, the smaller the probability of choosing to enter public institutions, remain in office after the expiration of term and start up their own businesses. The little village officials with junior college educational background are 11.9% and 16.83% more than those with bachelor and master degrees in choosing to enter public institutions, respectively; the little village officials with junior college educational background are 5.77% and 10.59% more than those with bachelor and master degrees in choosing to remain in office after the expiration of term, respectively; the little village officials with junior college educational background are 1.53% and 2.42% more than those with bachelor

and master degrees in choosing to start up their own businesses. (v) From the social capital and working place, the little village officials in the western region has the greatest probability of choosing to take the civil service exam, 2% and 12.2% higher than in the eastern region and central region, respectively; as to the career choice of directly being promoted to township deputies, the probability is also 8.2% and 2.17% higher than in the eastern region and central region, respectively. The probability of choosing to start up their own businesses in the central region is 5% higher than in the eastern region and western region, respectively. From the selection channels, the little village officials employed by provincial government have the greatest probability of choosing to take the civil service exam and be directly promoted to township deputies. Meanwhile, the little village officials employed by village committee also have the greatest probability of choosing to remain in office after the expiration of term.

Table 2 The predicted probability of little village officials' short-term career planning after the expiration of term of office

Variables		Taking the civil service exam	Entering public institutions	Remaining in office after the expiration of term	Starting up one's own businesses	Selecting a job for oneself	Taking an advanced study	Directly being promoted to township deputies	Working in enterprises	Social work
Gender	Male	0.530	0.137	0.0737	0.0690	0.0382	0.0228	0.113	0.0149	0.00159
	Female	0.588	0.170	0.0716	0.0293	0.0490	0.0303	0.0404	0.0139	0.00769
Marital status	Married	0.444	0.191	0.125	0.0618	0.0410	0.0129	0.112	0.00719	0.00503
	Unmarried	0.623	0.134	0.0443	0.0408	0.0454	0.0342	0.0548	0.0183	0.00466
"985 project" or "211 project" universities	No	0.546	0.165	0.0787	0.0494	0.0414	0.0234	0.0802	0.0101	0.00503
	Yes	0.642	0.0887	0.0375	0.0410	0.0580	0.0461	0.0444	0.0393	0.00341
Level of education	Junior college educational background	0.383	0.262	0.127	0.0635	0.0714	0.0179	0.0595	0.00595	0.00992
	Bachelor degree	0.573	0.143	0.0693	0.0482	0.0374	0.0284	0.0818	0.0147	0.00447
	Master degree	0.716	0.0937	0.0211	0.0242	0.0634	0.0242	0.0332	0.0242	3.76e-09
Regions	Eastern region	0.590	0.168	0.0471	0.0320	0.0595	0.0382	0.0370	0.0213	0.00730
	Central region	0.488	0.149	0.117	0.0806	0.0403	0.0152	0.0973	0.0106	0.00152
	Western region	0.610	0.133	0.0575	0.0322	0.0173	0.0207	0.119	0.00575	0.00460
Selection channels	Employed by provincial government	0.601	0.113	0.0646	0.0406	0.0246	0.0264	0.120	0.00861	0.00185
	Employed by municipal government	0.564	0.149	0.0826	0.0550	0.0543	0.0222	0.0482	0.0199	0.00459
	Employed by county government	0.495	0.224	0.0708	0.0508	0.0618	0.0329	0.0379	0.0169	0.00997
	Employed by village committee	0.414	0.276	0.138	0.0690	0.0345	0.0345	0.0345	1.55e-08	3.81e-09
The overall mean		0.561	0.154	0.0726	0.0482	0.0439	0.0267	0.0749	0.0144	0.00479

6 Conclusions and policy recommendations

6.1 Conclusions (i) Becoming the civil servant is the primary career choice for the little village officials after the expiration of term of office, but due to the differences in the individual structure characteristics, human capital structure, social capital structure and overall structure, there are differences in the probability of choosing to become civil servants between little village officials. There are more women than men in choosing to take the civil service exam; there are more unmarried little village officials choosing to take the civil service exam; with age, the probability of choosing to take the civil service exam declines. The richer the human capital and social capital, the greater the probability of choosing to take the civil service exam. (ii) Entering the public institutions is the second career choice for the little village officials after the ex-

piration of term of office. Women are more likely to choose to take public institution exam; the married little village officials are more likely to choose to take public institution exam; with age, there will be greater likelihood of choosing to take public institution exam. The probability of choosing to take public institution exam increases with diminishing human capital and social capital. (iii) Choosing to be directly promoted to township deputies is the third career choice for the little village officials after the expiration of term of office. The male, married and older little village officials are more likely to choose this career. Selection channels and working place have the greatest impact on the little village officials' choice of this career. There is great probability of the little village officials employed by provincial government in the central and western regions choosing this career. (iv) Choosing to remain in office after the expiration of term is the fourth choice for the little

village officials after the expiration of term of office. There is greater probability of the married and older little village officials choosing this career, but there are no significant gender differences. At the same time, the probability of choosing this career increases with the decreasing human capital and social capital. (v) Choosing to start up their own businesses is the fifth choice for little village officials. The male and older little village officials are more likely to choose this career, but there is no significant impact of the marital status on the career choice. There is great probability of the little village officials employed by municipal government or county government in the central region choosing this career. (vi) Few little village officials choose to find a job for themselves, take an advanced study, work in enterprises or become social workers. There is great probability of little village officials graduating from "985 project" or "211 project" universities choosing to work in enterprises.

6.2 Policy recommendations (i) Under the principles of upholding fairness and justice, it is necessary to use appropriate preferential policies based on individual characteristics and occupational characteristics of various career choices to help the little village officials to choose career faster and better after the expiration of term of office. The employers can appropriately adjust the job requirements to make the little village officials' individual characteristics efficiently match job, so that the little village officials work at ease. (ii) It is necessary to correctly handle the relationship between human capital characteristics and job requirements of the employers. The employers should set the job requirements based on different major advantages and little village officials' choice willingness. The public institutions and township organizations should appropriately consider the majors of economy, management, literature, education, philosophy and military science while the village-level organizations should give more consideration to the majors of engineering, agriculture and medicine. (iii) It is necessary to correctly handle the relationship between social capital characteristics and job requirements of the employers. Since the little village officials in the central region are more willing to start up their own businesses, the government should give moderate fund support for the little village officials in the cen-

tral region, or explore new ways to make little village officials cooperate with private enterprises during the entrepreneurship. Since taking the civil service exam is the first choice for the little village officials in the western region, it is necessary to appropriately increase selection proportion of little village officials in this region.

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