



ACTUAL SITUATION OF HUMAN RESOURCES WITH BACHELOR'S DEGREE OF SPORTS MAJORING IN BASKETBALL AT BAC NINH SPORT UNIVERSITY OF VIETNAM

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Abstract:

The study investigated the assessing the actual situation of human resources with bachelor's degree in Basketball major, Bac Ninh Sport University of Viet Nam in the period of 2015-2019 through the following criteria: characteristics of the major graduates and job searching results of the bachelors after graduation. The result showed that the percentage of enrolled and graduated students majoring in Basketball accounts for a high percentage of the total students in the university. However, the number of students majoring in Basketball does the right job after leaving university is still low. The level of meeting the social requirements of Bachelors of Sports majoring in Basketball is mainly at the average level.

Keywords: human resources, bachelor, Basketball major, Bac Ninh Sport University of Vietnam

1. Introduction

University graduates are the product of university training. Students graduating and being able to find jobs that are suitable for their training majors are the most valuable and

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convincing social certifications about the training quality of a university in general and a type of training as well as major in particular. The study of the actual situation of human resources with bachelor's degree in sports majoring in Basketball is an important and decisive issue to train students to meet social requirements.

2. Research methods

The research process includes the following methods: document analysis and synthesis methodology; pedagogical observation; interviewing; sociological investigation; professional solution; SWOT analysis, and statistical mathematical method.

The research was carried out at Bac Ninh Sport University of Viet Nam.

Objects of the study: Graduates majoring in Basketball at Bac Ninh Sport University of Viet Nam.

Number of research samples: 93 graduates majoring in Basketball in the period of 2015-2019 (corresponding with Course 47 to 51).

3. Research results and Discussion

3.1 Characteristics of graduates majoring in Basketball in the period of 2015-2019

In order to assess the actual situation of human resources with bachelor's degree of sports majoring in Basketball at Bac Ninh Sport University of Viet Nam, first of all, we conducted an investigation of student characteristics of Bac Ninh Sport University of Viet Nam in general, and students majoring in Basketball in particular by each field of study in 04 courses, from 47 to 51 (corresponding from 2015 to 2019).

Based on summarizing data of the Faculty of Physical Education, Faculty of Sports Training, Department of Training, Scientific Management and International Cooperation; Education Quality Assurance and Testing Department, Basketball Department of Bac Ninh Sport University of Viet Nam, we conducted an investigation of characteristics of the 1st graduation of students majoring in Basketball from the courses 47 to 51 at Bac Ninh Sport University of Viet Nam based on the following characteristics: enrollment rate, graduation rate, gender rate, and graduation rankings of these students as well as employment status of the bachelors

The statistical results of enrolled and graduated student percentages are summarized in Table 1.

Table 1: Summary of the percentage of the enrolled and graduated students majoring in Basketball entering and graduating at Bac Ninh Sport University of Viet Nam (Courses 47-51)

Content	All fields of study			Basketball major											
	Enrollment	Graduation	Graduation / Enrollment (%)	Enrollment				Graduation				Comparison			
				Quantity		Total		Quantity		Total		Percentage of graduation / Enrollment			
				Physical Education	Sport training	m:	%	Physical Education	Sport training	m:	%	Physical Education	Sport training	General	
Course 47	805	450	55.9	24	12	36	4.47	24	12	36	8.00	100	100	100.	
Course 48	758	512	67.55	26	0	26	3.43	25	0	25	4.88	96.15	0	96.15	
Course 49	516	433	83.91	22	1	23	4.55	21	1	22	5.08	95.45	100	95.6	
Course 50	766	480	62.66	10	0	10	1.95	10	0	10	2.08	100	0	100	
Course 51	512	311	60.74	0	0	0	0.00	0	0	0	0.00	0	0	0	
Total:	3357	2186	66.15	82	13	95	2.82	80	13	93	4.2	97.56	100	97.89	

On the basis of summarizing data of the Faculty of Physical Education, Faculty of Sports Training, Department of Training, Scientific Management and International Cooperation; Department of Examination and Education Quality Assurance, Basketball Department of Bac Ninh Sport University of Viet Nam. Regarding the total number of students in the period from 2015 to the end of 2019, the whole university has 3357 candidates enrolled in all fields of study; among them, there are 2186 graduates. The percentage of graduates/enrolled students of the whole course reached 66.15%. In which, the enrollment rate of Basketball majors reached 2.82% compared to the total of the whole school students graduates. The graduation rate reached 4.2% compared to the whole university graduates. The percentage of graduates/enrolled students majoring in Basketball is 97.89%, higher than that of the whole university of 31.74%.

The statistical results of gender characteristics and graduation classification of bachelors majoring in Basketball at Bac Ninh Sport University of Viet Nam are presented in Table 2.

Table 2: Gender characteristics and graduation classification of the Bachelors majoring in Basketball at Bac Ninh Sport University of Viet Nam in the period of 2015-2019

Course	Total graduates	Gender				Graduation classification							
		Male		Female		Excellent		Very Good		Good		Fairly Good	
		m _i	%	m _i	%	m _i	%	m _i	%	m _i	%	m _i	%
Course 47	36	29	80.05	7	19.44	0	0	6	16.66	27	75.0	3	8.3
Course 48	25	21	84	4	16	0	0	3	12.0	20	80.0	2	8.0
Course 49	22	17	77.27	5	22.72	0	0	2	9.09	15	77.27	3	13.63
Course 50	10	9	90.0	1	10.0	0	0	1	10	9	90.0	0	0
Course 51	0	0	0	0	0	0	0	0	0	0	0	0	0
Compare	x ²	7,541				7,853							
	P	>0.05				<0.05							

Through the table, it can be concluded that:

In terms of gender characteristics: in the Basketball major, the proportion of male students tends to be much higher than that of female students in all courses. In particular, in course 47, the percentage of male students is 80.05%, compared with 19.44% of the female students; in course 48, the percentage of male students is 84.00%, and that of female students is 16.0%; in course 49 the percentage of male students is 77.27%, and the percentage of the female students is 22.72%. Particularly in course 50, the percentage of male students is 90.0%, whereas the percentage of female students is 10.0%. The comparative result between male students and female student stands at the threshold of $P > 0.05$.

In terms of graduation classification: most of the students majoring in Basketball have Good and Very Good graduation rankings, of which, very good graduation classification accounts for from 9.09% to 16.66% depending on the courses. In the period of 2015-2019, for course 50, 100% of students graduated with a good and excellent degree. Thus, in terms of qualification, students majoring in Basketball have more advantages in job applications after graduation.

3.2 Result of job searching for bachelors majoring in Basketball in the period of 2015-2019

On the basis of data synthesis of the Faculty of Physical Education; Faculty of Sports Training; Department of Training, Scientific Management and International Cooperation; Department of Examination and Education Quality Assurance; Basketball Department of

Bac Ninh Sport University of Viet Nam. The results of the survey on the employment status of the bachelors majoring in Basketball at Bac Ninh Sport University of Viet Nam one year after graduation through directly investigating students together with the statistics of the Examination and Quality Assurance Department, specifically:

A. The summary survey results on bachelor's job searching results of bachelors are summarized in Table 3.

Table 3: Summary of job searching results of bachelors majoring in Basketball at Bac Ninh Sport University of Viet Nam in the period of 2015-2019, one year after graduation (n=93)

Course	Total graduates	Response of students		Working status								Number of graduates employed	Percentage of graduates employed / Total feedback	Number of graduates employed / Total graduates
		m _i	%	Employed						Unemployed				
				Right major		Related to training major		Not related to training major						
				m _i	%	m _i	%	m _i	%	m _i	%			
Course 47	36	33	91.66	10	5.55	5	15.15	15	58.33	3	16.67	30	90.09	83.33
Course 48	25	21	84.00	6	0.00	7	33.33	6	54.54	2	4.54	19	90.47	86.36
Course 49	22	19	86.36	5	0.00	5	26.31	6	55.00	3	33.33	16	84.21	72/72
Course 50	10	8	80.00	2	0.00	2	25.00	3	57.14	1	14.28	7	87.5	80.00
Course 51	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0
In total:	93	81	87.09	23	28.39	19	23.45	30	37.03	9	11.11	72	87.65	77.41

From Table 3, it can be concluded that:

For the percentage of students responding to the survey: Students majoring in Basketball answered the survey results with a high percentage, the total percentage of response / graduates was 87.09%, meeting the survey requirements according to regulations of the Ministry of Education and Training which is 80% or more. The results of the investigation ensure representativeness.

In terms of the total percentage of students employed one year after graduation: The overall rate for the whole period of 2015-2019 achieved in the Basketball major is 87.65% of students finding jobs at the time of one year after graduation compared to the percentage of candidates responded to the survey results and the percentage of the total graduates ranging from 84.41% to 90.09%.

For the percentage of students working in the right profession: The percentage of students working in the right profession (including the right major and related to the training major) of students majoring in Basketball reached from 15.15% to 33.33%. Especially, the percentage of students working in their right professions according to the survey accounts for 28.39%. The percentage of students who do not work properly in their major is 37.03%. The percentage of unemployed graduates is 11.11%. Thus, it can be seen that the number of Basketball major students graduating from school and working in the right profession is still low. So, what industry do you work in?

B. The survey results on the type of working agencies of the Basketball majoring Bachelor in the period 2015-2019 are presented in Table 4.

Table 4: Survey results of the type of working agencies of bachelors majoring in Basketball at Bac Ninh Sport University of Viet Nam in the period 2015-2019, at the time of one year after graduation (n=72)

Course	Total of employed students	Working area							
		State		Private enterprise		Enterprises with foreign elements		Self employed	
		m_i	%	m_i	%	m_i	%	m_i	%
Course 47	30	10	33.33	5	16.66	1	3.33	14	46.66
Course 48	19	6	31.5	7	36.85	1	5.25	5	26.31
Course 49	16	5	31.25	5	31.25	1	6.25	5	31.25
Course 50	7	2	28.57	2	28.57	0	0.00	3	42.85
Course 51	0	0	0.00	0	0.00	0	0.00	0	0.00
In total:	72	23	31.9	19	26.38	3	4.1	27	37.5

Table 4 shows that in terms of the working area, students majoring in Basketball graduating and working in the public sector account for 31.9%, the number of students working for private establishments is 26.38%, whereas there are 4.1% of students majoring in Basketball working in an area with foreign elements and up to 37.5% of students create jobs for themselves. Thus, it can be seen that the number of students majoring in Basketball and working in state agencies and private enterprises is comparatively low. They are very active and can take the initiative in creating work for themselves.

C. For students who have not had a job at the time of one year after graduation, we conducted an investigation to find the reasons why the bachelors cannot find their jobs

The core reasons causing the lack of employment for students majoring in Basketball at Bac Ninh Sport University of Viet Nam at the time of one year after graduation include lack of working experience, shortage of contacts with employers; inactively grasping recruitment information; lack of financial conditions. Besides, their foreign language skills and information technology cannot meet the requirements of the vacancies. From course 48 onwards, Bac Ninh Sport University of Viet Nam has been very active in instructing professional careers and support for students. The reasons why students majoring in Basketball have not acquired a job mainly come from students. They are not positive and active in job searching and lack financial conditions, or the recruitment agencies have no need for recruitment. Thus, in order to find a suitable job, students need to make more effort and be more proactive in searching for work as well as constantly striving to improve their standards.

D. The survey results on job-seeking information channels of the students majoring in Basketball at Bac Ninh Sport University of Viet Nam after graduation show that:

The main information channels for students majoring in Basketball to find a job after graduation mainly come from the introduction of their friends and acquaintances, the advertising of labor recruitment units; from the University through job fairs and Self-Employment Festivals. The current major national job information channels such as Job Centers or Job Fairs didn't gain much attention from students majoring in basketball. Using a variety of job searching channels will create more working opportunities. The introduction of job-searching information channels is one of the issues that need attention in the process of training students majoring in Basketball at Bac Ninh Sport University of Viet Nam.

E. The survey results on the average monthly income (under VND currency) of the students majoring in Basketball at Bac Ninh Sport University of Viet Nam after graduation show that:

The majority of students majoring Basketball at Bac Ninh Sport University of Viet Nam after graduating, to work, they got a salary of 5-10 million VND/month. This is the common level of salary of sports service businesses as well as non-state agencies (state agencies usually have starting salary level of 2.34 x basic salary together with bonus. The total amount is still lower than 5 million VND/month.

There are 26.08% of the students whose salary of 10 million VND/month or more are self-employed individuals or individuals working in state agencies but having part-time jobs at sport and sports facilities, etc. Thus, the salary of the students majoring in Basketball reaches an average level of from 5 to 10 million VND/month.

4. Conclusion

- 1) In the period of 2015-2019, the percentage of students enrolled and related to the Basketball major accounted for a high percentage of the total students of the school. The percentage of students having jobs at the time of one year after graduation is high. However, the percentage of students graduating from school and working in the right profession is not high, instead; they mainly worked in the private sector.
- 2) The leading job searching channels for bachelors of sports majoring in Basketball come from different sources including the introduction of their friends and acquaintances, from the labor recruitment advertisement of units or at school through job fairs. The salary for bachelors of sports majoring in basketball is mainly from 5-10 million VND /month. The level of meeting the social requirement of bachelors of sports majoring in Basketball is at the medium level.

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Conflict of Interest Statement

The author declares no conflicts of interests.

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