



**STUDY ON THE RELATIONSHIP BETWEEN FAMILY
BACKGROUND AND CAREER ADAPTABILITY OF FRESH
GRADUATES: A CASE OF QINGDAO URBAN DEVELOPMENT
GROUP**

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**AN INDEPENDENT STUDY SUBMITTED IN PARTIAL FULFILLMENT OF
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This Independent Study has been Approved as a Partial Fulfillment of the Requirement
of an International Master of Business Administration in International
Business Management

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Declaration

I, XUE YANDONG, hereby certify that the work embodied in this independent study entitled “STUDY ON THE RELATIONSHIP BETWEEN FAMILY BACKGROUND AND CAREER ADAPTABILITY OF FRESH GRADUATES: A CASE OF QINGDAO URBAN DEVELOPMENT GROUP” is result of original research and has not been submitted for a higher degree to any other university or institution.

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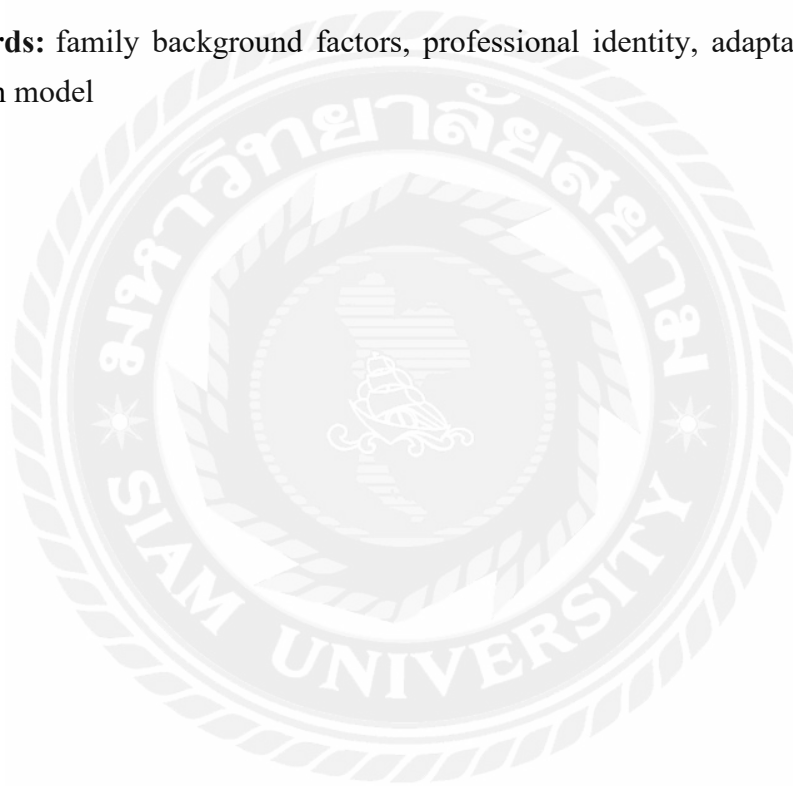
ABSTRACT

At present, the unfair employment behavior widely existed in society, which seriously hindered college graduates from realizing their career goals. At the same time, the current academic circles paid more attention to the influence of family background on educational opportunities, and mainly focused on the group of fresh graduates, and rarely cared about the group of college graduates who have entered the labor market. The purpose of this study is to explore the relationship between family background and occupational adaptability of fresh graduates. The objectives of this study were: 1. To verify whether there is a correlation between the family background and their career adaptability of fresh graduates. 2. To verify whether there is a positive correlation between the family background and the career adaptability of fresh graduates.

Based on social cognitive theory, this study adopted quantitative research method to deeply explore the relationship between family background and career adaptability of recent graduates. A total of 100 questionnaires were distributed in this survey, and 80 valid questionnaires were collected. By analyzing family background factors, such as family socio-economic status, parents' professional types, family education methods, family culture, etc., as well as career adaptability indicators, such as career interest, career ability, career attitude, etc. The conclusions of this study were: 1) There was a correlation between the family background and their career

adaptability of fresh graduates, specifically, fresh graduates from families with higher socioeconomic status performed better in vocational adaptability. 2) There was a positive correlation between the family background and their career adaptability of fresh graduates. Family education modes, especially parents' support and guidance for their children's career development, had a positive impact on the career adaptability of fresh graduates. The results of this study were helpful to deeply understand the influence of family background on occupational adaptability, and provide targeted suggestions for improving the occupational adaptability of fresh graduates.

Keywords: family background factors, professional identity, adaptability structural, equation model

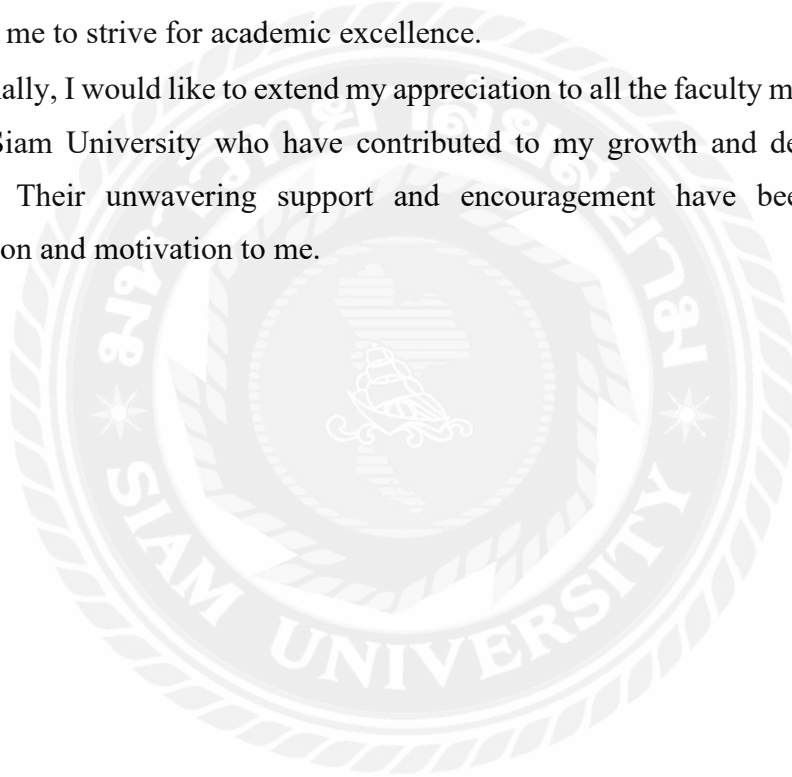


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Chapter 1 Introduction

1.1 Research Background

With the acceleration of globalization, the market economy system has gradually occupied a dominant position in various countries (Xu, 2018). In this context, career choice and development have become an important topic of concern. For individuals, occupation not only means a source of income but also an important way to realize self-worth and social identity (Smith, 2020). For enterprises, the occupational adaptability of employees directly affects the operational efficiency and competitiveness of enterprises, which is related to the survival of enterprises (Jones, 2019).

In the complicated and changeable social and economic environment, personal occupational adaptability is particularly important. Occupational adaptability refers to the ability of individuals to quickly adjust their knowledge and skills to adapt to the new working environment and task requirements when facing the changes of occupational environment and requirements (Tang, 2013). Having good occupational adaptability can help individuals cope with various challenges and opportunities in their career and achieve self-growth and development (Brown, 2017).

At the same time, occupational adaptability is also of great significance to enterprises. With the rapid development of science and technology and the constant change of the market, enterprises are facing an increasingly fierce competitive environment (Miller, 2021). To maintain a competitive advantage, enterprises need to adjust their strategies, optimize business processes, and improve work efficiency in time. This requires employees to have strong occupational adaptability, be able to quickly adapt to new work requirements and business processes, and contribute to the development of enterprises (Roberts, 2018).

As a state-owned enterprise in Qingdao, Qingdao Urban Development Group Co., Ltd. undertakes the important task of urban construction and operation. In recent years, with the expansion of business and the intensification of market competition, the company has put forward higher requirements for employees' professional adaptability. Therefore, this study takes Qingdao Urban Development Group Co., Ltd. as an example to explore the relationship between family background and career adaptability of recent graduates, aiming at providing a reference for human resource management of enterprises and career development of recent graduates (Smith, 2020).

Therefore, it is of great significance for enterprises and individuals to explore the relationship between family background and occupational adaptability. Understanding how family background affects personal occupational adaptability can help enterprises better select and train talents and improve employees' occupational adaptability and work efficiency (Brown, 2017). At the same time, for individuals, understanding the influence of family background on their career adaptability is helpful to better plan their career and improve their career adaptability and competitiveness (Jones, 2019).

1.2 Research Problems

At present, the research on occupational adaptability mainly focuses on the path research to enhance occupational adaptability, and the research on adaptability under different occupational classifications. However, overall, in the existing research field, there is a lack of research on the career adaptability of college students from a macro perspective, and there is a lack of research on the impact of family background on career adaptability from the perspective of family background.

The survey analysis in current research mainly comes from surveys of a certain industry, such as distributing questionnaires to practitioners in the teacher industry and to the police industry, without investigating a specific company. A broad survey will make the research results more universal, but the guidance provided for the research results will also lack specificity.

There is a gap in the research on the occupational adaptability of personnel in small and medium-sized enterprises. Previous studies have often focused on the organizational behavior and human resources of listed companies and other large enterprises. However, we cannot ignore small and medium-sized enterprises. There are millions of college graduates in China every year, and it is difficult to digest so many college students in positions in large companies. Especially, a large proportion of graduates from key universities choose to work in small and medium-sized enterprises. Therefore, conducting research on small and medium-sized enterprises is extremely important.

In existing research on occupational adaptability, guidance focuses on individual guidance, lacking guidance for enterprises. Enterprises are an important part of career adaptability, and if they do not make improvements, it is not conducive to the promotion of career adaptability.

1.3 Questions of the study

Taking Qingdao Urban Development Group Co., Ltd. as an example, this study discusses the relationship between the family background and career adaptability of fresh graduates, mainly discussing the following questions:

1. Is there a positive correlation between the family background and their career adaptability of fresh graduates?
2. What countermeasures should be taken by the government, schools and individual graduates accordingly?

1.4 Objective of the study

This study aims to explore the relationship between family background and career adaptability of recent graduates, and to provide reference for human resource management and career development of recent graduates of Qingdao Urban Development Group Co., Ltd., with the specific objectives as follows:

1. To verify whether there is a correlation between the family background and their career adaptability of fresh graduates.
2. To verify whether there is a positive correlation between the family background and the career adaptability of fresh graduates.

1.5 Scope of the study

This study delves into the intricate relationship between family background and the career adaptability of recent college graduates. It is specifically tailored to understand how different elements of family background, such as socio-economic status, parents' professions, family education methods, and overall family culture, influence the ability of fresh graduates to adapt in the professional world. The research is grounded in social cognitive theory and utilizes a quantitative method, involving the distribution and analysis of questionnaires to a targeted group of recent graduates. The aim is to uncover patterns and correlations between the varied dimensions of family background and key career adaptability indicators like career interest, capability, and attitude.

The scope of this study is carefully defined to focus on recent college graduates, offering a unique perspective on how early career experiences are shaped by familial influences. While the geographical scope isn't explicitly mentioned, the methodology suggests a focused demographic, possibly within a specific region or country. The

research aims to bridge a gap in existing academic discourse, which has primarily centered on the impact of family background on educational opportunities, while paying less attention to its influence on the career adaptability of graduates who have already entered the labor market.

1.5 Research Significance

The significance of this study lies in its dual contribution to both the theoretical framework of career development and the practical application in human resource management. Theoretically, it deepens the understanding of how family background affects career adaptability by analyzing new data from recent graduates, thus expanding upon, and verifying existing literature in the field. It aims to provide a comprehensive view of the nuances in how various family background factors such as socio-economic status, parental occupation, and family education strategies impact an individual's career journey.

Practically, the research provides actionable insights for businesses, particularly in the realm of human resource management, offering strategies for the selection, training, and development of talent that are informed by an awareness of the role of family background. By facilitating a better understanding among employers about the influences of family background on career adaptability, the study encourages the adoption of measures that foster employee growth and improve workplace efficiency. Moreover, it advocates for the promotion of social equity and inclusivity by highlighting the disparities in career adaptability among fresh graduates from diverse family backgrounds, thereby guiding enterprises and governments to address and mitigate career development challenges across different social strata. The combined theoretical and practical insights of this study serve to enhance academic discourse while simultaneously informing policy and corporate practices that aspire to create a more equitable and productive society.

Chapter 2 Literatures Review

This chapter mainly discusses the theory of the relationship between family background and occupational adaptability of fresh graduates, mainly involving the concept of social cognitive theory, as well as the related concepts of family background and occupational adaptability and the main influencing factors, and then puts forward the conceptual framework of this study.

2.1 Social Cognitive Theory

As one of the important theories of social psychology, social cognitive theory is an American psychologist in the late 1970s. Bandura's educational theory developed rapidly in 1990s (Bandura, 1989). It is a theory used to explain the social learning process, which mainly focuses on cognitive factors such as people's beliefs, memories, expectations, motivations, and self-reinforcement. According to social cognitive theory, human behavior is not only stimulated by external environment, but also influenced by individual internal cognitive factors. Through the perception, understanding and explanation of the environment, individuals form cognitive representations of behaviors and guide their own behaviors. At the same time, individual behavior is also influenced by cognitive factors such as their own beliefs, expectations, and values. Social cognitive theory emphasizes the interaction between individuals and social environment, and holds that individuals' cognition and behavior are constantly developing and changing in social environment. Social cognitive theory is widely used in social psychology, educational psychology, organizational behavior, and other fields, which is of great significance for understanding individual social behavior and psychological development. A central tenet of Bandura's (1977b, 1986, 1997, 2001) social cognitive theory is that human behavior operates within a framework of triadic reciprocity involving reciprocal interactions among three sets of influences: personal (e.g., cognitions, beliefs, skills, affect); behavioral; and social/environmental factors. This reciprocal network is illustrated in figure 2.1.

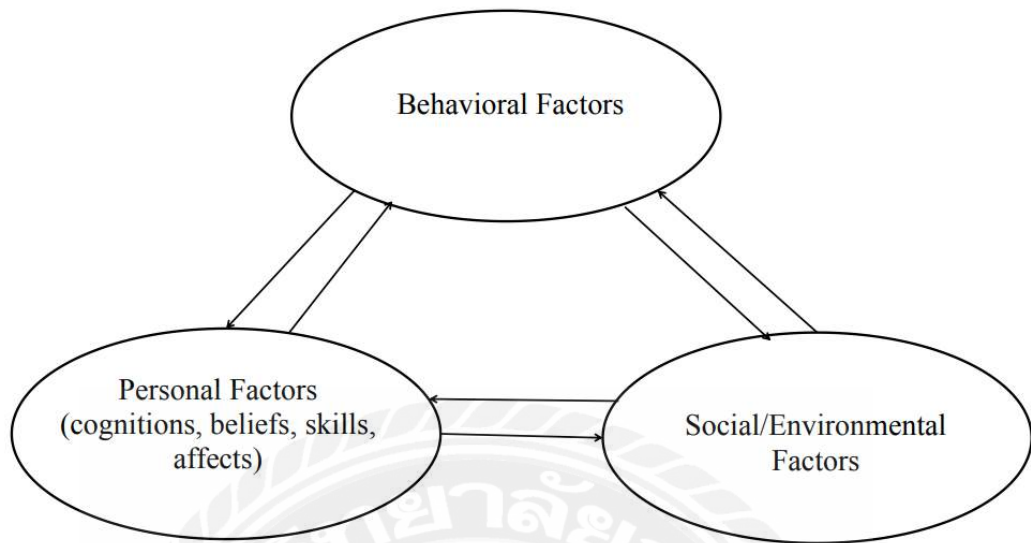


Figure 2.1 Reciprocal Interactions in Social Cognitive Theory

(1) Self-efficacy Self-efficacy refers to the confidence and self-confidence of individuals in their ability to complete a task. Bandura (1977a) believed that self-efficacy was an important factor affecting individual behavior. People with high self-efficacy are more likely to undertake challenging tasks, while people with low self-efficacy are more likely to give up. Self-efficacy can be improved through successful experience, imitating others' successful experience, social support and situational factors.

(2) Imitation Learning Bandura (1977b) emphasized the importance of imitation learning in social cognitive theory. He believes that people can learn and imitate by observing other people's behaviors and achievements. Imitation learning involves not only learning skills and behaviors, but also learning values and beliefs. Bandura's "Bourbon doll experiment" is a famous case. He proved the existence of imitation learning by letting children observe the violence of adults against Bourbon dolls.

(3) Situational Factors Bandura (1986) believed that individual behavior is influenced not only by internal factors, but also by external situational factors. Situational factors include social and cultural background, family environment, education and work environment. These situational factors can affect individual's cognition, emotion and behavior. For example, the education and values a person receives in a family environment will affect his behavior and decision-making

Based on social cognitive theory, this study puts forward the analysis of relationship between family background and occupational adaptability of fresh graduates: Social cognitive theory points out that individual's occupational adaptability is influenced by individual's cognition and evaluation of their own abilities and environment. According to this theory, it can be inferred that family background factors, such as parents' occupation and family culture, will affect individuals' self-cognition and evaluation, thus affecting their occupational adaptability. Specifically, parents' occupation may have an impact on individual's professional cognition and values. For example, if both parents are successful entrepreneurs or senior intellectuals, individuals may be more inclined to start a business or engage in professional work, and have higher expectations and confidence in their career development. On the contrary, if parents are engaged in jobs with low social status, individuals may feel worried and uneasy about their career development prospects. In addition, family culture may also have an impact on individual occupational adaptability. For example, if family culture emphasizes responsibility, diligence and self-discipline, individuals may pay more attention to the cultivation of work attitude and communication skills, so as to better adapt to the working environment and task requirements. On the contrary, if the family culture emphasizes the qualities of comfort, enjoyment and laissez-faire, individuals may feel uncomfortable and contradictory to the requirements and challenges of work(Hu,2022). To sum up, according to social cognitive theory, family background factors, such as parents' occupation and family culture, will affect individuals' self-cognition and evaluation, thus affecting their occupational adaptability. In this study, we will discuss these influences deeply through empirical analysis, and provide reference for the human resource management of enterprises and the career development of fresh graduates.

2.2 Family Background of Fresh Graduate

1. The Concept of Family Background

Family background refers to the family environment in the process of individual growth and development, including family economic status, social status, cultural atmosphere, composition and relationship of family members and other aspects. These factors can have an important impact on the growth and development of individuals, including the influence of individual personality traits, values, interests, hobbies, career choices and other aspects(Liu,2021). Family background is a comprehensive concept,

which not only involves the economic and social status of the family, but also includes the relationship and interaction between family members. For example, differences in the level of education, type of occupation and social status of family members may affect the way family members interact and the family atmosphere (Pei, 2012). In addition, the cultural atmosphere of the family is also an important aspect of the family background, which can affect the formation of family members' values and interests. Family background has an important influence on the growth and development of individuals, but it is not a decisive factor. Individual growth and development are also influenced by other factors, such as individual talents, interests, and personality traits. At the same time, the acquired efforts and opportunities of individuals are also the key factors that determine the growth and development of individuals. Therefore, even in the case of unfavorable family background, individuals can achieve their own growth and development through their own efforts and opportunities. In short, family background is a very important factor in the growth and development of individuals, it will affect the individual's personality traits, values, interests, hobbies, career choices and other aspects. However, individuals should not be bound by family background, but should achieve their own growth and development through their own efforts

2. Factors Related to Family Background

When exploring the relationship between the family background and the career adaptability of fresh graduates, the relevant literature mainly focuses on the following aspects:

(1) The relationship between family socio-economic status and career adaptability

Wang & Chen (2009) put forward that social cognitive career theory holds that in the process of individual career choice, individual, background, environmental factors and three basic concepts, self-efficacy, result expectation and career goal are mutually causal and mutually influential, among which family socio-economic status as a background factor and other factors under the framework of social cognitive career theory jointly affect individual career choice. The research of Chen et al (2021) shows that individuals with higher socioeconomic status in their families perform better in occupational adaptability, and are more likely to obtain high-quality education and training resources, thus having broader career development prospects. On the contrary, individuals with low social and economic status may face more challenges of occupational adaptability. Duan et al (2020) based on the cognitive theory of social

class, studied and discussed the influence of family social class on the career choice of self-concern and others' concern, as well as its mechanism and boundary conditions. Independent self-construction plays an intermediary role between family social class and self-concerned occupation, while dependent self-construction plays an intermediary role between family social class and other people's concerned occupation; Individual and collectivism values regulate family social class by self-construction to predict the indirect effect of career choice.

(2) The relationship between parents' occupation and occupational adaptability

Parents' occupation may have an impact on individual's occupational cognition and values, thus affecting individual's occupational adaptability. Some studies show that individuals whose parents are engaged in specific occupations (such as entrepreneurs, senior intellectuals, etc.) are more likely to choose similar or related occupations, and have higher expectations and confidence in their career development. Wang(2021) explored the career adaptability of graduate students who graduated from five universities in Shanxi Province, and analyzed the influence of three different types of graduate students' parents' professional behaviors on their career adaptability, which can guide parents to create a good family atmosphere for their children's career development and make them Promote the quality of career education in colleges and universities, and make graduates better adapt to work; Reduce the turnover rate of employers' employees, thereby reducing labor costs. Zhang & Zhou(2009) discussed the relationship between occupational types and occupational adaptability of college students' parents. Through the questionnaire survey of college students, it is found that the types of parents' occupations have certain influence on college students' occupational adaptability. Specifically, the adaptability of college students whose parents are engaged in professional technology and management occupations is relatively good in terms of career interests, professional abilities, and career attitudes, while those whose parents are engaged in service and sales occupations are relatively poor. In addition, the study also found that the gender and grade of college students will also have an impact on career adaptability.

(3) The relationship between family education mode and occupational adaptability

Family education mode may have an impact on individual occupational adaptability. Some studies show that the democratic, open, and self-developed family education is helpful to cultivate individual's communication ability, teamwork ability

and self-management ability, so as to improve individual's occupational adaptability. Zhao (2013) found that different parenting styles of college students will lead to different attachment styles in adulthood, and different attachment styles have obvious differences in career decision-making self-efficacy. The first "society" that college students enter as adults is the university. Adapting well to the university environment will also affect college students' self-efficacy in career decision-making. Ye&Wang(2010) studied the relationship between college students' parental rearing patterns and career tendency, explored the factors affecting college students' career tendency, and investigated the situation of parental rearing patterns and career tendency in college and their relationship. The results showed that there were significant differences in gender and discipline between college students' parental rearing patterns and career tendency. Parental rearing patterns are an important factor affecting career orientation. L Lei (2012) believes that parental rearing patterns, career orientation and personal values play an important role in people's professional activities. If the personal values formed under specific parental rearing patterns match with the types of occupations and professional environment, it can promote the development of personal abilities and enhance personal professional adaptability, stability, and job satisfaction. It is beneficial for higher Career college students to understand and inspect the status quo of career orientation, parental rearing patterns and personal values.

(4) The relationship between family culture and occupational adaptability

The quality and values emphasized by family culture may have an impact on individual occupational adaptability. Some studies show that family culture that emphasizes the qualities of responsibility, diligence and self-discipline is helpful to cultivate individual's professional quality and ethics, thus improving individual's professional adaptability. Zhang(2023) proposed that college students' employment intention is influenced by many factors, and family factors have a great influence on college students' employment intention. It is beneficial to carry out the employment guidance for college students more effectively to analyze and study the influencing factors and effects of family on college students' employment intention. This paper analyzes the main factors that affect college students' employment in family environment, and then puts forward the relationship between family factors and college students' employment intention based on the concept of "capital". Huang(2023) thinks that family links individuals and society, and its influence on children's employment is

more and more widely known. Family's economic, political and cultural capital plays an important role in individual employment. According to the data results, this study found that family political capital is the biggest help to children's employment within the system. At the same time, the family's political and economic capital is more influential than the individual's educational human capital. However, with the increase of age, the priority of children's employment outside the system will also increase, and age plays a positive regulatory role in family cultural capital and children's employment within the system. Yang (2021) thinks that family of origin has a lifelong influence on students, as well as on the choice of majors. Family factors that affect college students' major choice are coupled by many complex factors, such as family cultural background, family economic situation and family decision-making atmosphere. Students with more advantages in family cultural background and better economic conditions have more freedom in major selection, and they can choose their major according to their personal interests and professional development prospects. On the contrary, students with poor family cultural background and poor economic conditions should consider more realistic factors such as admission, tuition, scholarships and employment. In addition, there are also gender differences in the personal level of major choice, and boys are more independent than girls. Most families have a democratic attitude towards students' professional choice, and their children's personal opinions will also play an important role.

To sum up, the relevant literature mainly discusses the relationship between family background and occupational adaptability from the aspects of family socio-economic status, parents' occupation, family education methods and family culture. These studies provide a reference for us to deeply understand the influence of family background on occupational adaptability.

2.3 Career Adaptability of Fresh Graduate

1. Definition of the Career

Career adaptability is the ability of an individual to successfully perform tasks or duties within a chosen profession or occupation. It encompasses the cognitive, emotional, physical, and behavioral components that enable individuals to adapt to various work-related demands and situations (Brown & Bimrose, 2016).

Career adaptability is critical for achieving career success as it involves the ability to identify and use relevant job skills effectively, manage workloads and time, and adjust behavior to meet the demands of a given situation. It also involves the ability to work well with others, handle criticism, and solve problems creatively (Brizzi, 1990).

This ability is gained through a combination of factors, including personality traits, previous work experience, training and development programs, and other sources of learning. The development of career adaptability is supported by the individual's work environment, including coworkers, leadership, resources, and job security. Career adaptability can be improved through various strategies such as self-reflection, mindfulness, emotional intelligence training, and development opportunities. Employees can also benefit from external support, such as career counseling services provided by their Human Resource department or external consultants (Johnston, 2018).

The career adaptability of fresh graduates is an important research topic, which is related to whether graduates can adapt to the working environment smoothly and realize their personal and social values. Occupational adaptability refers to the process that individuals gradually adapt to and become competent for their jobs through continuous learning and adjustment in the occupational environment. It includes career ability, career interest, career attitude and other aspects, and is an important indicator of individual career development. In conclusion, career adaptability is a critical component of career success as it allows individuals to adapt to the changing work environment and thrive within their chosen profession or occupation.

2. Factors Related to Career

(1) Career Interests

Holland divided human Career interest and the Career surrounding mode respectively into six types: realistic type, investigative type, artistic type, social type, enterprising type, and conventional type. Based on this division, he also constructed The Career Preference Inventory (VPI) and The Self-Directed Search (SDS). Chinese scholars introduced and revised Holland's theories and his inventories. They also constructed Chinese Career Interest Inventory of Holland's type and made great success in practice (Tang, 2009). Holland believed that a person's choice of a job is a person's expression so that the higher the compatibility between a person's personality and the job one chooses, the higher the level of job satisfaction and stability. But the current reality is that there are individuals who are not given the opportunity to choose and consider experience in their careers, so it is important to introduce Holland's theory

to individuals who will prepare to enter the world of work by providing guidance to individuals to understand their personality, the work environment they will be they face and how the two things are related, So that individual career choices are more focused (Adlya & Zola, 2022). Li & Zhao (2021) found that the employment groups of graduates majoring in finance and economics are widely distributed, and the distribution of employment positions at different stages is quite different. Nearly half of the graduates' employment fields are in a relatively stable state. There are significant differences in the characteristics of graduates' expected employment positions of different genders and majors. Social, entrepreneurial, and transactional types are the main occupational interest characteristics of graduates' employment groups of finance and economics majors. Among the first employment and current employment positions, trade, sales and business account for the largest proportion; Among the expected jobs, business management accounts for the largest proportion. Yang (2012) discussed the coincidence of career orientation and career interest of college graduates. Methods A sample survey was conducted on career orientation and career interest of 501 college graduates in Hunan university of science and engineering in 2010 in China. The results showed that there were significant differences in career orientation of college graduates due to social factors, and they were mainly enterprise-oriented and social-oriented. There is a big difference between career orientation and career interest, and the coincidence between them is low

(2) Career Ability

Tang (2013) pointed human resources major has been favored by the society and employers in recent years, and has developed rapidly. To meet the needs of social development, colleges and universities have trained many human resources professionals, but these graduates have shown their professional inadaptability to varying degrees in the process of employment, which has affected their career development. After investigation and analysis, the main factors that affect the occupational adaptability of graduates majoring in human resources are: whether they have made a career plan, the solid level of professional knowledge, the level of foreign language mastery, and work experience and work ability. Wang(2021) took college graduates as the research object, and used questionnaire survey methods to investigate the occupational adaptability from four aspects: career motivation, ability, behavior and emotional control. The study found that there were significant differences in the occupational adaptability of graduates in the initial stage of employment, including gender, education, working years and working years. Personality is the most important

factor affecting occupational adaptability, followed by family factors and enterprise factors.

(3) Career Attitud

The Career attitude of fresh graduates is an important factor reflecting their work behavior, work efficiency and work quality, which is of great significance to the career development of graduates. career attitude refers to the individual's views, feelings and behavioral tendencies towards the profession, including professionalism, sense of responsibility, teamwork and so on. It is an important factor that affects individual professional behavior and job performance (Baartman & De,2011). Ye(2006) thought that the basis of employability was professional quality, and college students generally lack this ability at present. Experts' analysis seems to be biased. The main reason for college students' employment difficulties is not their poor professional quality, but their "career attitude" is not correct enough. It is their unattainable and low "employment attitude" that leads to their low employability and frequent job-hopping. Wang & Wu(2016) discussed that college students should have a good career attitude before entering their career, and at least eight kinds of mentality should be established: correct employment mentality, dedication mentality, rational pursuit of fairness and respect mentality, cherish opportunity mentality, responsibility mentality, dedication mentality, professional loyalty mentality and lifelong learning mentality. Liu (2022) believed that the educational purpose of higher Career colleges is to cultivate skilled talents. Employment units pay more and more attention to the "soft skills" of graduates. Unskilled professional skills can be cultivated, but they can't adapt to the job requirements because of their incorrect working attitude and weak work execution. From the perspectives of service education, management education and environmental education, everyone in higher Career colleges is a quality generator. Even in the national project examination, students should be guided to develop a professional working attitude and help them get on the job smoothly.

2.4 Company Introduction

Qingdao Urban Development Group Co., Ltd. (formerly Qingdao Real Estate Group Co., Ltd., <https://www.qdcfjt.com/home/about.html>) is an enterprise group directly under the municipal government in 2002, with a registered capital of 3 billion yuan and seven first-class subsidiary enterprises and institutions, covering business fields such as development and construction, real estate management, cultural security building renovation, affordable housing, and real estate education

Since its establishment, Qingdao Urban Development Group Co., Ltd. has always been based on the main business of "management and operation of public real estate resources, investment, construction and operation of urban housing and municipal infrastructure", taking "devoting itself to urban construction and serving social development" as its own responsibility and insisting on steady and steady progress. Over the past 20 years, we have successively developed and completed key livelihood projects and major infrastructure projects such as National Marine Equipment Quality Supervision and Inspection Center, Jimo Chengzhi Wealth Center, and Jimo International Health Station. Actively participate in and successfully complete the project construction and work guarantee tasks during Qingdao World Horticultural Exposition. Give full play to professional advantages and lead the compilation of the only industry standard for the protection and repair of modern historical buildings in the province-"Qingdao Modern "Renovation of historic buildings Construction guidelines", effectively laid a leading position in the city's cultural protection building repair field. Over the past 20 years, Qingdao Urban Development Group Co., Ltd. has always been full of "Qingdao feelings" and has made positive contributions to the display of urban features and the improvement of urban quality. It has successively won many honorary titles such as "China model enterprise that stresses honesty, abides by contracts and attaches importance to quality", "Shanghai Summit Service Guarantee Work Advanced Collective", "Shandong Province Safety Production Advanced Unit", "Qingdao Top Ten Property Management Service Enterprises" and "Qingdao Civilized Unit"

During the "Tenth Five-Year Plan" period, Qingdao Urban Development Group Co., Ltd. will closely focus on the vision of building a smart city development operator that serves the society, achieves employees and the government is at ease. Based on focusing on the main business, it will strengthen urban renewal, talent housing and affordable housing, and urban infrastructure construction. Housing management property 、 Renovation of historic buildings and other aspects of the backbone role, for Qingdao to build an international metropolis to contribute to the city

2.5 Research Framework

According to the research content and related literature research, the main conceptual framework of this paper is as follow:

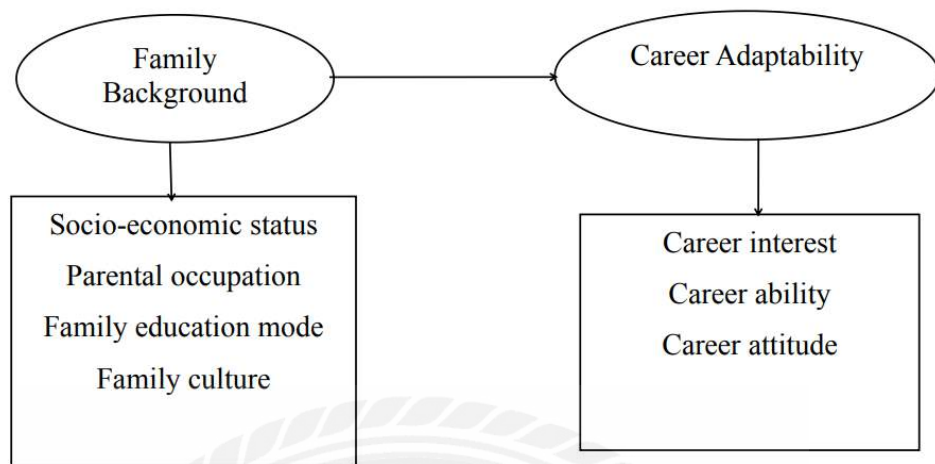


Figure 2.2 Research Framework

2.6 Hypothesis

According to the contents of the above research questions and objectives, family background, as an important environmental factor for the growth of fresh graduates, may have an impact on their later career adaptability. Therefore, this study further puts forward the research hypothesis, which mainly includes the following points. This study will verify and discuss these hypotheses through empirical analysis.

H: There is a positive correlation between the family background and their career adaptability of fresh graduates.

Chapter 3 Research Methodology

3.1 Introduction

This study carries out research through quantitative research method, collects data through questionnaire survey, and analyzes related reliability and validity, determines relevant survey population and sample, as well as relevant research variables, and makes statistical analysis of the collected data to provide effective data support for the subsequent discussion on the relationship between family background and career adaptability of fresh graduates

3.2 Research design

The research predominantly employs a questionnaire survey, an established quantitative method, to gather pertinent data regarding the graduates' family backgrounds and their vocational adaptability. The questionnaire is meticulously crafted, integrating both Likert scales and open-ended questions, to elicit subjective evaluations of personal family background and professional adaptability from the respondents. The clarity and simplicity of the questionnaire are emphasized to ensure comprehensive understanding and accurate responses.

In the realm of data analysis, the research incorporates both descriptive and inferential statistical methods. Descriptive statistics are applied to outline the basic characteristics of the collected data, such as averages and variability. Correlation analysis is utilized to discern the degree of association between family background elements and vocational adaptability metrics. Additionally, regression analysis is conducted to ascertain the impact of various family background facets on career adaptability and identify which specific elements hold significant sway.

The research further extends into case analysis and empirical research methods. Case analysis allows for an intensive examination of individual cases or groups to gain a profound comprehension of their unique family backgrounds and subsequent career adaptability. This approach grants nuanced insights into how different family backgrounds manifest in occupational adaptability among distinct groups. Empirical research fortifies the study's foundation, as it relies on direct observation and data collection from real-life scenarios, enhancing the research's authenticity and practical applicability.

Overall, the research design is comprehensive, strategically combining diverse methods to explore and illuminate the complex interplay between family background and career adaptability among fresh graduates.

3.3 Population and Sample Size

In the study on the relationship between family background and career adaptability of fresh graduates at Qingdao Urban Development Group Co., Ltd., the research design meticulously targeted the 2022 college graduate employees. To ensure a representative cross-section of the company's population, the study incorporated a diversity of participants from various departments, positions, and educational backgrounds. A stratified sampling method was employed to select a sample size of 100 individuals, reflecting a deliberate effort to capture a wide spectrum of experiences and perspectives within the corporate structure.

Prior to the main survey, a pilot test with 20 questionnaires was conducted to assess and enhance the reliability of the survey instrument. Based on the pilot results, modifications were made to improve clarity and comprehension, ensuring that the main survey would yield more accurate and meaningful data. In the primary phase, the research achieved an 80% response rate, collecting 80 valid questionnaires, which attests to the efficacy of the sampling strategy and the representativeness of the sample.

The methodological approach was robust, including both questionnaires and interviews to gather data, which was then subjected to rigorous statistical analysis. The study uncovered that family background factors—ranging from socio-economic status to parents' occupations, and family education methods—exerted a notable influence on the career adaptability of the graduates. It also identified that career adaptability indicators themselves were significant. These findings are expected to offer practical guidance for human resource management within enterprises and contribute to the theoretical body of knowledge on career development, indicating a well-rounded and comprehensive research design.

3.4 Data Collection

This paper collects data by issuing questionnaires. A trial investigation was conducted before the formal investigation. In the trial investigation stage, a total of 20 questionnaires were distributed. According to the results of the trial investigation, the reliability of the questionnaires was analyzed, the problems with poor discrimination

were deleted and revised, and the expression of the questionnaires was more popular. In the formal investigation stage, the fresh graduates of Qingdao Urban Development Group Co., Ltd. were sampled and investigated. A total of 100 questionnaires were distributed in this survey, and 80 valid questionnaires were collected, with a questionnaire recovery rate of 80%. This recovery rate ensures the representativeness of the sample. By sorting out and analyzing these effective questionnaires, we can extract the data about graduates' family background and occupational adaptability, which will provide strong support for further research.

Data were collected by questionnaire and interview, and the collected data were analyzed by statistical analysis. It is found that family background has a significant impact on vocational adaptability, and different family backgrounds have different effects on vocational adaptability of fresh graduates. Some factors in family background, such as family socio-economic status, parents' occupation, family education methods, etc., have a significant impact on the vocational adaptability of fresh graduates. At the same time, occupational adaptability indicators also have an important impact on occupational adaptability. This study provides targeted suggestions for the human resource management of enterprises and the career development of recent graduates, and also enriches the theoretical research in the field of career

3.5 Data Analysis

This study mainly collects and analyzes the data of 2022 college graduates working in Qingdao Urban Development Group Co., Ltd. through questionnaire survey, and then classifies the collected data through EXCEL tools. Therefore, the specific investigation contents designed for this study are shown in Table 3.1. According to the specific results of the questionnaire survey, this paper further discusses the relationship between the family background of the company's recent graduates and their professional adaptability.

Table 3.1 Questionnaire Scale

Classify	Items
Basic information	1. Gender 2. Age 3. Education 4. Position
Family background	5. Family socio-economic status 6. Parental occupation type 7. Family education methods 8. Family culture
Professional adaptability	9. Career interest (degree of interest in current major; type of career desired to pursue; factors influencing career choice) 10. Career ability (professional working ability, teamwork ability, communication ability) 11. Career attitude (work attitude; career development attitude; career challenges and difficulties; teamwork and collaboration attitude; interpersonal and communication)

3.6 Reliability and Validity Analysis of the Scale

3.6.1 Reliability Analysis of the Questionnaire

Reliability refers to the consistency and stability of measurement results, that is, the consistency of multiple measurement results. For the analysis of the relationship between family background and occupational adaptability of fresh graduates, we can use methods such as clonal Bach coefficient to analyze the reliability and evaluate the internal consistency of questionnaires or scales to ensure the reliability and stability of the measurement results. The specific questionnaire reliability analysis results are shown in Table 3.2:

Table 3.2 Reliability Test Results of the Overall Questionnaire

Cronbach's α	N of Items
0.823	11

From Table 3.2, it can be concluded that Cronbach's α coefficient of this questionnaire is 0.823, which is higher than 0.70, indicating that this questionnaire has high internal consistency, that is, there is a high correlation between the questions in the questionnaire, and the measurement results have good stability and reliability. This shows that this questionnaire can accurately reflect the family background and occupational adaptability of recent graduates, which provides strong support for the research results.

3.6.2 Questionnaire Validity

Validity refers to the validity and accuracy of the measurement results, that is, the measurement results can reflect the truth of the measured things. For the analysis of the relationship between family background and occupational adaptability of fresh graduates, we can use content validity and structural validity to analyze the validity, and evaluate whether the content of the questionnaire or scale is reasonable and the structure is clear, so as to ensure the validity and accuracy of the measurement results. The specific questionnaire reliability analysis results are shown in Table 3.3:

Table 3.3 Validity Test Results of the Overall Questionnaire

The KMO Values and the Bartlett Spheroid Test		
Number of KMO sampling suitability quantities		0.836
The sphericity test of the Bartlett	Approximate chi-square	416.428
	df	29
	Sig.	0.000

As can be seen from Table 3.3, the KMO value of the overall questionnaire is 0.836, which is greater than 0.7, indicating that the sample data is suitable for factor analysis. At the same time, the spherical Bartlett value is 0.000, less than 0.01, which shows that the correlation matrix is not identity matrix, that is, there is a certain correlation between variables, which further shows that the sample data is suitable for factor analysis. Therefore, it can be concluded that the content validity of the overall questionnaire meets the requirements, that is, each question of the questionnaire can better reflect the measured content, with high effectiveness and accuracy. This provides strong support for further analysis of the relationship between the family background and occupational adaptability of recent graduates.

Chapter 4 Finding

4.1 Introduction

On the basis of the above research design and data collection, this chapter mainly analyzes and summarizes the corresponding data, identifies specific problems, conducts descriptive analysis of the questionnaire and regression analysis, further explores the relationship between the family background of fresh graduates and their occupational adaptability, and finally verifies the validity of the above assumptions.

4.2 Descriptive Statistical Analysis of

The basic information of the sample mainly includes gender, age, education, position, etc. Table 4.1 below shows the following:

Table 4.1 Sample Basic Information Table (N=80)

Statistical Variables	Option	Frequency	Percentage (%)
Gender	Male	45	56.25
	Female	35	43.75
Age	Under 20 years old	15	18.75
	21~25 years old	34	42.50
	24~26 years old	26	32.50
	26 years old and above	5	6.25
Education	Master	38	47.50
	Undergraduate	23	28.75
	College	19	23.75
	Supervision and inspection department	8	10.00
Working department	Operation management department	16	20.00
	Financial audit department	8	10.00
	Human resources department	12	15.00
	Engineering management department	36	45.00

As can be seen from Table 4.1, the total number of samples in this survey is 80. In terms of gender, there are 45 men among the respondents, accounting for 56.25% of the total number. There are 35 women, accounting for 43.75% of the total number. The proportion of men is slightly higher than that of women. In terms of age distribution of

the respondents is relatively uniform. Among them, there are 15 respondents under the age of 20, accounting for 18.75%; The number of respondents aged 21-25 is the largest, with 34 people, accounting for 42.50%; There are 26 respondents aged 24-26, accounting for 32.50%; There are 5 respondents over the age of 26, accounting for 6.25%. In terms of education level, there are 38 respondents with master's degrees, accounting for 47.50%; Followed by undergraduates, there are 23 people, accounting for 28.75%; There are 19 respondents with college education, accounting for 23.75%. In terms of working departments, the number of engineering management departments is the largest, with 36 people, accounting for 45.00%; Followed by the operation management department, there are 16 people, accounting for 20.00%; There are 12 people in the human resources department, accounting for 15.00%; The number of people in the financial audit department and the supervision and inspection department is relatively small, with 8 people each, each accounting for 10.00%. The above data provide the distribution of respondents in gender, age, education level and work department, which provides basic information for further data analysis and decision-making.

This study further makes a descriptive analysis of the two variables, family background and occupational adaptability, and related factors. The results are shown in Table 4.2:

Table 4.2 Descriptive analysis of the Scales

Scale	Dimension	Sample	Minimum	Maximum	Mean	Standard deviation
Family Background	Family socioeconomic status	80	1.50	5.00	4.00	0.56
	Parental occupation type	80	2.25	5.00	3.95	0.53
	Family education mode	80	1.15	5.00	4.11	0.64
	Family culture	80	2.25	5.00	3.97	0.45
Professional Adaptability	Career interest	80	1.50	5.00	4.09	0.49
	Career ability	80	1.15	5.00	3.86	0.45
	Career attitude	80	1.10	5.00	3.80	0.37

As can be seen from Table 4.2, in terms of family background, in the four dimensions of family background, the minimum values of family socio-economic status, parents' professional types, family education methods and family culture are 1.50, 2.25, 1.15 and 2.25 respectively, and the maximum values are 5.00. This shows

that there are great differences in the performance of these dimensions in different family backgrounds. At the same time, the average values of these dimensions are relatively high, indicating that most families perform well in these aspects. The value of standard deviation is relatively small, indicating that the degree of data dispersion is low, that is, most families have similar scores in these dimensions.

In terms of occupational adaptability, among the three dimensions of occupational adaptability, the minimum values of occupational interest, occupational ability and occupational attitude are 1.50, 1.15 and 1.10 respectively, and the maximum values are 5.00. This shows that different graduates have great differences in Career adaptability. At the same time, the average value of these dimensions is relatively low, which shows that there is still room for improvement in the Career adaptability of graduates. The value of standard deviation is also relatively small, indicating that the degree of data dispersion is low, that is, most graduates have similar scores in

Based on the above data, this study can draw the following conclusions: in terms of family background, there are great differences in the performance of different families, but the overall performance is better; In terms of occupational adaptability, there are also great differences in the performance of different graduates, and there is still room for improvement in the overall performance.

4.3 Relevance Analysis

This section uses the method of correlation analysis to study the correlation between family background (family socio-economic status, parents' professional type, family education mode, family culture, etc.) and occupational adaptability (career interest, career ability, career attitude) respectively, as shown in Table 4.3:

Table 4.3 Correlation Analysis Results of Family Background and Occupational Adaptability

	Career interest	Career ability	Career attitude
Family socioeconomic status	.527**	.446**	.520**
Parental occupation type	.466**	.634**	.581**
Family education mode	.470**	.508**	.548**
Family culture	.527**	.436**	.517**

* p0.05 ** p0.01

These data reflect the relationship between different family background dimensions and occupational adaptability dimensions. From the data, there is a certain correlation between family socio-economic status, parents' professional types, family education methods and family culture and career interests, professional abilities and career attitudes. Specifically:

The correlation coefficients between family socio-economic status and career interest, career ability and career attitude are 0.527, 0.446 and 0.520, respectively, and there are correlations. Graduates with higher social and economic status in their families tend to perform better in terms of career interest, career ability and career attitude. This may be because graduates with higher social and economic status have more resources and opportunities to explore and develop their career interests, and at the same time, they can receive better education and training, thus having higher career ability and better career attitude.

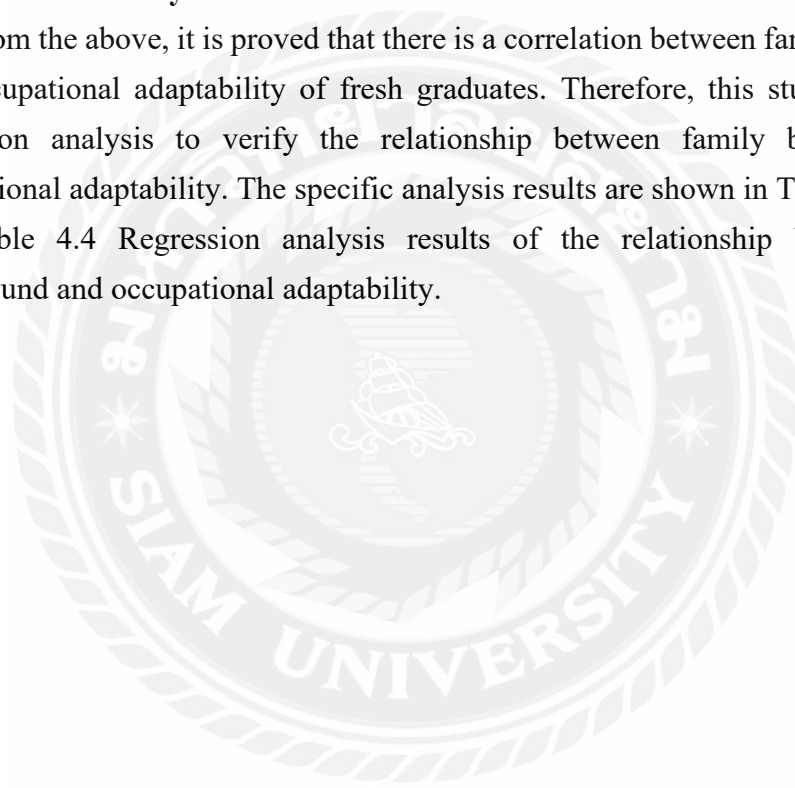
The correlation coefficients between parents' occupational types and their occupational interests, abilities and attitudes are 0.466, 0.634 and 0.581, respectively, which shows that parents' occupational types have certain influence on graduates' occupational adaptability. This influence may come from family culture, educational methods, social circles, and other factors brought about by parents' professional types, which may shape graduates' career interests, improve their professional abilities, or affect their career attitudes. Therefore, the type of parents' occupation may be an important factor affecting graduates' occupational adaptability. The correlation coefficients of family education mode with career interest, career ability and career attitude are 0.470, 0.508 and 0.548 respectively, which shows that family education mode has certain influence on graduates' career adaptability. Family education may affect graduates' values, behavior habits and problem-solving ability, and these factors will have an impact on graduates' occupational adaptability. Therefore, family education is an important factor affecting graduates' occupational adaptability, which needs to be paid enough attention and attention. The correlation coefficients between family culture and career interest, career ability and career attitude are 0.527, 0.436 and 0.517 respectively, which shows that family culture has certain influence on graduates' professional adaptability. Family culture may affect graduates' values, hobbies, interpersonal communication and other aspects, and these factors will have an impact on graduates' occupational adaptability. Therefore, family culture is also an important factor affecting graduates' occupational adaptability, which needs to be paid enough attention and attention. At the same time, it also suggests that the family and cultural

background of graduates should be considered in the career planning and guidance of graduates to provide more personalized and targeted services. To sum up, these data show that there is a certain correlation between different family background dimensions and occupational adaptability dimensions, and family background has a certain influence on graduates' occupational adaptability, thus "Hypothesis1: There is a correlation between family background and occupational adaptability of fresh graduates" is established.

4.4 Regression Analys

From the above, it is proved that there is a correlation between family background and occupational adaptability of fresh graduates. Therefore, this study further uses regression analysis to verify the relationship between family background and occupational adaptability. The specific analysis results are shown in Table 4.4

Table 4.4 Regression analysis results of the relationship between family background and occupational adaptability.



Independent Variable	Dependent Variable	Coefficient Of Regression	Standard Error	T Value	P Value
	Career interest	0.452	0.096	4.708	<0.001
Family socio-economic status	Career ability	0.321	0.102	3.147	0.002
	Career attitude	0.368	0.089	4.134	<0.001
	Career interest	0.284	0.112	2.536	0.012
Parental occupation type	Career ability	0.456	0.121	3.768	<0.001
	Career attitude	0.321	0.098	3.275	0.001
	Career interest	0.243	0.087	2.793	0.006
Family education model	Career ability	0.296	0.103	2.874	0.004
	Career attitude	0.219	0.083	2.639	0.009
Family culture	Career interest	0.398	0.115	3.461	<0.001
	Career ability	0.289	0.123	2.346	0.019
	Career attitude	0.352	0.101	3.485	<0.001

The regression coefficient in the above table indicates the degree of influence of independent variables on dependent variables, the standard error indicates the standard error of regression coefficient, the t value indicates the t test value of regression

coefficient, and the p value indicates the significance level of regression coefficient. As can be seen from the table, there are different degrees of correlation between different family background factors and occupational adaptability factors, and most of the regression coefficients are statistically significant.

The results of regression analysis show that family background factors (family socio-economic status, parents' occupation type, family education model and family culture) have significant influence on occupational adaptability factors (Career interest, Career ability, Career attitude). Specifically:

The regression coefficients of family socio-economic status to career interest, career ability and career attitude are 0.452, 0.321 and 0.368, respectively, which are significantly positively correlated. This shows that the higher the socioeconomic status of graduates, the stronger their Career interest, and the better their Career ability and attitude.

The regression coefficients of parents' occupation types on occupation interest, occupation ability and occupation attitude are 0.284, 0.456 and 0.321, respectively, which are also significantly positively correlated. This shows that parents' occupational types have a certain influence on graduates' occupational adaptability, which may be related to their family culture, education methods and other factors.

The regression coefficients of family education model to Career interest, Career ability and Career attitude are 0.243, 0.296 and 0.219, respectively, which are also significantly positively correlated.

This shows that family education also has a certain influence on graduates' occupational adaptability, which may be related to the values and behavior habits they have cultivated. The regression coefficients of family culture to career interest, career ability and career attitude are 0.398, 0.289 and 0.352, respectively, which are also significantly positively correlated. This shows that family culture also has a certain influence on graduates' occupational adaptability, which may be related to their family atmosphere, social circle, and other factors.

To sum up, the results of regression analysis show that family background factors have a significant positive correlation with occupational adaptability factors. Therefore, "Hypothesis 2: There is a positive correlation between family background and occupational adaptability of fresh graduates." is valid. This also provides strong evidence for further exploring the relationship between family background and occupational adaptability.

Chapter 5 Conclusion and Recommendation

This chapter summarizes and discusses the above analysis results, further elaborate the positive correlation between family background and career adaptability, and provide relevant effective suggestions, which will provide reference for the related research of graduates' career development.

5.1 Conclusion

5.1.1 There is a Correlation Between the Family Background and Their Career Adaptability of Fresh Graduates

From the above analysis results, the correlation coefficients of family socio-economic status and career interest, career ability and career attitude are 0.527, 0.446 and 0.520, respectively, and there are correlations; The correlation coefficients between parents' occupational types and their career interests, abilities and attitudes are 0.466, 0.634 and 0.581, respectively. The correlation coefficients between family education style and career interest, career ability and career attitude are 0.470, 0.508 and 0.548, respectively, and there are correlations. The correlation coefficients between family culture and career interest, career ability and career attitude are 0.527, 0.436 and 0.517 respectively, which shows that family culture has certain influence on graduates' professional adaptability. Therefore, it is verified that there is a certain correlation between the family background and professional adaptability of fresh graduates.

The influence of family background on college graduates' occupational adaptability is objective and reasonable. Different family education methods and family cultural atmosphere lead to differences in individual personality characteristics, which will also have an impact on graduates' occupational adaptability. Therefore, in order to help college graduates better adapt to their professional life, we need to take corresponding measures from the perspective of family background.

First of all, family education should focus on cultivating children's independence and autonomy, so that they can learn self-management and self-decision in the family, which is helpful to cultivate graduates' independent consciousness and career ability. This is because in the workplace, graduates need to have the ability to think and solve problems independently, as well as the ability of self-management and self-driving, in order to better adapt to and cope with various work challenges. Give children enough freedom and space to learn self-management and self-decision in practice (Yu, 2013). Parents can make some family rules and goals, let their children participate in them, and

let them learn how to plan and arrange their time, tasks and resources; Encourage children to think and express their views and ideas independently, and cultivate their critical thinking and innovative ability. Parents can discuss some social problems or family problems with their children, guide them to think about problems from different angles, and put forward their own opinions and solutions; Cultivate children's sense of responsibility and independence, and let them learn to assume their own responsibilities and obligations. Parents can let their children undertake some family tasks or participate in some social activities, so that they can learn how to complete tasks and deal with problems independently.

Secondly, the family cultural atmosphere has a very important influence on the growth and development of children. A diversified and open family cultural atmosphere can expose children to different cultures and ideas and cultivate their cross-cultural communication ability and innovative thinking. The cultivation of this ability will not only help graduates to better adapt and integrate in the workplace, but also enhance their comprehensive quality and competitiveness (Shen,2010). Therefore, parents should pay attention to creating an open, inclusive and diverse family cultural atmosphere, so that their children can learn nutrition from different cultures and ideas, broaden their horizons and improve their comprehensive quality.

Finally, the communication and interaction between parents and children is also one of the important factors affecting graduates' career adaptability. Parents should establish good communication and interaction with their children, understand their Career interests and development needs, and provide them with necessary support and help. This will help to enhance graduates' professional confidence and adaptability, and make them more confident and calmly face various challenges in the workplace. At the same time, parents can understand their career planning and development direction through communication with their children, and provide them with more targeted suggestions and help.

In a word, family education should focus on cultivating children's independence and autonomy, and let them learn self-management and self-decision-making, which will help to cultivate graduates' independent consciousness and career ability and lay a solid foundation for their professional development.

5.1.2 There is a Positive Correlation between the Family Background and Their Career Adaptability of fresh Graduates

According to the above data analysis results, the regression coefficients of family socio-economic status to career interest, career ability and career attitude are 0.452,

0.321 and 0.368, respectively, all of which are significantly positively correlated. The regression coefficients of parents' occupation types on occupation interest, occupation ability and occupation attitude are 0.284, 0.456 and 0.321, respectively, which are also significantly positively correlated. The regression coefficients of family education model to Career interest, Career ability and Career attitude are 0.243, 0.296 and 0.219, respectively, which are also positively correlated. The regression coefficients of family culture to career interest, career ability and career attitude are 0.398, 0.289 and 0.352, respectively, which are also positively correlated. Therefore, there is a positive correlation between the family background of recent graduates and their occupational adaptability.

Although family background is an important factor, it is not a decisive factor for everyone. There are many factors influencing college students' career choice, and family, as the carrier of social life, has an influence on children from birth to the end of their lives. The scope of radiation covers children's career choices. Family, whether it is parents' expectation or family's socio-economic status, these factors will leave traces in the process of children's career choice. This influence will gradually decrease with the rich professional knowledge, clear professional consciousness, and mature psychology of college students' children, but fundamentally, the influence of the family as the backing force will not disappear, especially when children hesitate and seek help in career choice, the role of parents' will will will be amplified, which will have an important impact on their children's career choice. For families, the most important thing in the process of children's job selection and employment is to give correct guidance, not to interfere forcibly, and to support students' correct and independent choice, to reduce the influence of traditional "paternalism" and "arranged system" on students' independent job selection. In the process of college students' career choice, it is best to communicate with their parents as early as possible and reach a conceptual consensus (Lv,2016). For students themselves, they should clearly understand the situation, strive to adapt to social competition, accumulate knowledge, improve their ability, establish a correct outlook on life and values, combine their own strengths and weaknesses, scientifically locate, and rationally choose jobs, and lay a solid foundation for achieving their careers.

5.2 Recommendation

The situation that "family background affects children's employment" is a social reality, which is difficult to reverse in the short term. The government, schools and individual graduates should take corresponding countermeasure.

5.2.1 The government has Implemented the Popularization of Employment Policy

For the government, in recent years, in order to solve the employment problem of college students, the state has issued a series of policies to promote the employment of college students, and has done a lot of work in opening up the employment market, expanding employment space, increasing employment opportunities, optimizing employment policies, employment guidance, employment services and so on. However, there are still some problems in the enforcement of employment laws and regulations, and some recruitment scandals appear frequently, which affect the fairness of the employment market. Therefore, the government should improve the implementation and supervision of employment policies, avoid the abnormal phenomena such as employment discrimination, unsmooth employment information, job creation for different people, internal recruitment, and establish a fairer, more just and transparent employment system.

5.2.2 Colleges and Universities Strengthen Employment Guidance

From the point of view of colleges and universities, we should first strengthen the practical education in colleges and universities and improve the quality of experiments, internships and graduation projects (theses). The Measures for Dealing with False Dissertations, which came into effect on January 1, 2013, is a good reform measure. Actively encourage and support students to participate in research-based learning, social practice and various competitions to improve their comprehensive quality. Reform the way of performance assessment to enhance students' understanding and mastery of the course. Secondly, we should conscientiously implement the role of tutorial system in students' employment. Tutors are generally rich in social resources and can provide practical and effective assistance in employment skills and employment information, which can make up for the lack of students with weak family background resources in this respect. Thirdly, we should strengthen the employment guidance and service for students with financial difficulties, earnestly implement the employment support policy for graduates with financial difficulties, take one-on-one

assistance measures, do a good job in employment guidance for students with financial difficulties in depth and in detail, and run through the concept of full-time career guidance. In the four years of college, we should consciously carry out career planning, entrepreneurship and career ability expansion training for students with financial difficulties to improve the comprehensive quality and employability of students with financial difficulties.

5.2.3 College Students Should Establish a Correct View of Employment

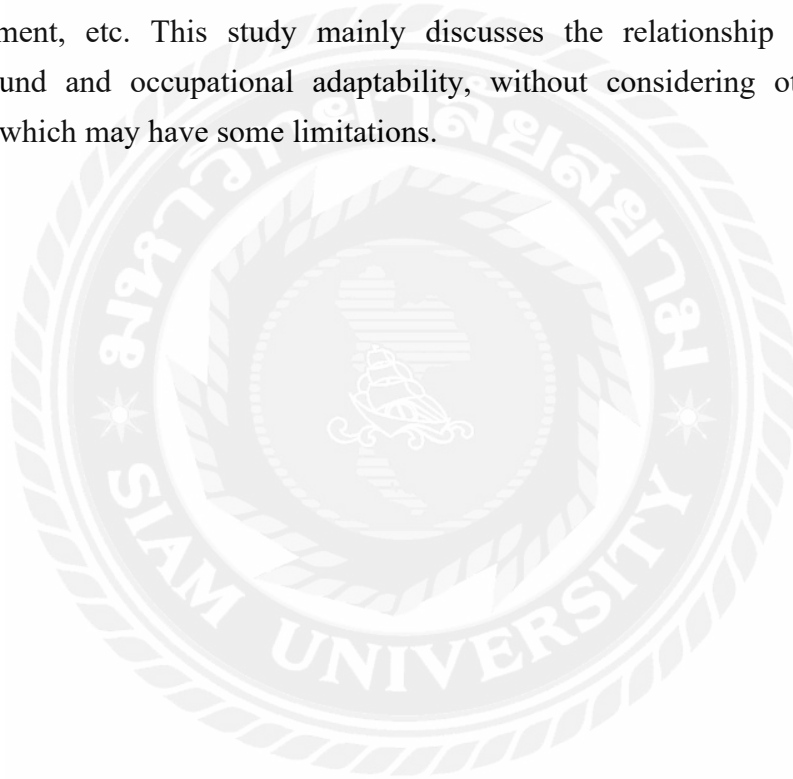
From the individual point of view of college students, we should first face the reality, broaden our horizons, establish diversified and multi-form employment views, grasp employment opportunities, adjust employment mentality in time, and maintain a peaceful mentality in an impetuous society. Secondly, we should make a good career plan as soon as possible, recognize our own strengths and weaknesses, accurately position our employment, study pertinently in university for four years, understand the professional social needs through various channels, make full use of colleges and schools and various social platforms to exercise ourselves, actively participate in social practice and social services, improve our personal communication and coordination skills, expression skills, management skills and organizational skills, and enhance our comprehensive quality and employment competitiveness. Thirdly, students with weak family background should realize that while improving individual capital, they should also learn to make use of social resources, master the government's preferential policies on employment, such as entrepreneurship support policies, grasp the employment resources of schools and teachers, make full use of network resources, and carefully collect and study recruitment information to protect their better employment.

5.3 Limitations of the study

Through this study, the overall investigation of the occupational adaptability of recent graduates from different family backgrounds in Qingdao Urban Development Group Co., Ltd. finds that there are the following shortcomings. Sample limitations: This study takes the fresh graduates of Qingdao Urban Development Group Co., Ltd. as samples, which may have sample limitations and cannot fully reflect the situation of all fresh graduates. This is because every company and industry has its own characteristics and requirements, and the vocational adaptability of fresh graduates will also be affected by these factors. In addition, fresh graduates from different regions and different cultural backgrounds may have different performances of occupational adaptability. Variable measurement error: This study collects data by questionnaire and

interview, and there may be variable measurement error, which has a certain impact on the research results. But it can provide a preliminary understanding and reference for the relationship between family background and occupational adaptability. Future research can adopt a wider range of samples and a variety of research methods to understand the relationship between family background and occupational adaptability more comprehensively, and provide more accurate suggestions and guidance for human resource management of enterprises and career development of fresh graduates.

Other influencing factors are not considered: occupational adaptability is influenced by many factors, such as personal ability, personality traits, working environment, etc. This study mainly discusses the relationship between family background and occupational adaptability, without considering other influencing factors, which may have some limitations.



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Appendix

Questionnaire Survey

Hello! I am a graduate student of the SIAM University. Thank you for answering the following questions to cooperate with my research! This questionnaire surveys family and career-related questions. There are no right or wrong answers, and the information will be kept strictly confidential and used for academic research only. For the questions, you don't need to think carefully, choose the option you think is the most appropriate according to your own situation:

A. Basic Information

1. Gender: Male Female
2. Household Registration: rural household registration Non-agricultural household registration
3. Age: 25 and below 26-35 36-45 46-55 55 and above
4. Degree of Education: Junior high school and below senior high school junior college Bachelor Master and above
5. Years of working: 1 year and below 1-5years 6-10 years 11-15 years 16 years and above
6. Nature of Unit: enterprise units public institution civil servant individual business others
7. Job Title: senior manager Middle Manager
junior managers worker at the production line Others
8. The number of times you changed companies : 0 1 2 3 4 and above

B. family capital (Please choose the better of your parents and choose according to them)

1. Your father's (mother's) education level: Junior high school and below senior high school junior college Bachelor Master and above

2. Your parents' total annual income is: Less than 60,00 60,00-120,000
130,000-180,000 190,000-240,000 250,000 and above

3. Your father's (mother's) Nature of Uni: enterprise units public institution
civil servant individual business others

4. Your father's (mother's) Job Title: senior manager Middle Manager
junior managers worker at the production line Others

C. Career Identity (1.Completely out of line 2.Relatively inconsistent
 3.Indeterminacy 4. Relatively match 5. Exact Match)

	1	2	3	4	5
1.I'm happy to tell people what I do					
2.Engaging in this profession can realize my value					
3.I think I am suitable for my current career					
4.I can finish my work seriously and on time					

D. Career Adaptability (1.Completely out of line 2.Relatively inconsistent
 3.Indeterminacy 4. Relatively match 5. Exact Match)

	1	2	3	4	5
1. I'm qualified for this job					
2. I like my working environment					
3. I was able to get the job done in my own way					

This is the end of the questionnaire. Thank you for your support