

Synthesis of Some Previous Studies on Professional Integration: Topics Addressed and Methodologies Adopted

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Abstract: In this paper we develop a literature review on the relationship between human capital and professional integration. Our purpose is to synthesize the topics and methods adopted by 52 previous empirical studies dealing with the issue of the professional integration of graduates by closely analyzing their research design, and their employed methodology. Therefore, we have selected studies using micro-economic data; developed in various territorial contexts; and published in indexed journals. Using the NVIVO software, our synthesis allowed us to note four research topics approached by the literature consulted: Determinants of access to employment; Quality of the job held; Professional integration trajectories and mobility; and Perception of Actors. Also, we have found that the diversity of the methodologies adopted in the treatment of each topic according to the types of data collected. The objective of this literature review is to provide a theoretical support for the analysis of the professional integration of graduates.

Key Words: Human Capital - professional integration – Literature review

JEL Classification: A2; 20; 22; 23

1. Introduction

Becker's model is favored for explaining the distribution of occupations on the labor market as well as wage differences between individuals. Thus, defenders of the human capital theory established a positive and growing relationship between educational level and probability of having better jobs with higher salaries (BECKER, 1993; MINCER, 1958). [1]. Alternative theories consider that, in addition to education, the distribution of occupations and wages depends on the characteristics of the jobseeker (Filter Theory); the characteristics of jobs available on the job market (Competition for employment Theory); and the structure of the labor market (Theory of the Segmentation of Employment).

Drawing on these theories, several studies relating to the professional integration of young people into working life have been carried out by researchers from various fields of expertise in the social sciences. Our paper aims to consult some previous works, to examine their methodologies. Thus, a synthesis of 52 empirical studies conducted in various contexts will be used to consult the sources of information and data used by this works, the topics addressed, the models applied, as well as the methodology applied. The objective is to propose a theoretical basis and methodological support for any research that aims analyzing the professional integration of graduates.

2. Methodology

The methodology for this literature review was initially based on a review of the existing contributions to synthesize their finding and conclusions. Furthermore, the works we have selected do not include “grey literature” in order to preserve the quality of the results obtained. Therefore, a proper methodology has been employed to search the literature to ensure a thorough coverage and to minimize the risks of selecting poor quality works. A number of key academic databases have been targeted followed by searching indexed international journals in economics sciences. This traditional literature produced a selection of 52 papers (See Appendix).

We have limited our literature review to studies using microeconomic data which provides information on the human capital accumulated by individuals as well as their socio-economic characteristics and their impact on the Professional integration of graduates. Then, we conducted a reading of some works having been realized in various countries (America, Europe, Africa, Maghreb and Morocco) in order to position the problematic of the professional insertion of the young graduates in an adequate theoretical and empirical framework.

3. Results

We will start by presenting the topics addressed by the empirical works - pre-selected, and then we will highlight the controversy of their methodologies.

3.1. Identification of the topics addressed

Our synthesis "N'VIVO" allowed us to note four research topics approached by the literature consulted:

3.1.1: Determinants of access to employment

These studies assessed the role of human capital and other potential factors on access to employment. They studied the probability of finding a job after leaving the education system (C. BAUDELOT & M. GLAUDE, 1989; M. BOUGROUM. & P. WERQUIN. 1995; MONTMARQUETTE.C & al, 1996 ; F. DOCQUIER & al, 1999; R. FINNIE 2000/2001; BOUABDELA HK & al, 2002; J.M PLASSAED & W. SASSI, 2002; M. BOUGROUM & al, 2002 ; BOUGROUM.M & IBOURK.A, 2003 ; L. BONNAL & S. MENDES, 2003 ; T.COUPPIE & M. MANSUY, 2004; D. MARGOLIS & V. SIMONNET, 2004; IBOURK.A & BOUGROUM.M, 2004; B.MATTHIEU, 2004 ; PATERNO.A & al, 2006; MOURJIF & GOURCH.A, 2008 ; M. KARAMESSINI, 2010; M. DOUMBOUY & al, 2011; I.CAMARA, 2011 ; M. LASSASSI & N.E. HAMMOUDA, 2012; LASSASSI & N-E. HAMMOUDA, 2014 ; A. CONTRERS CUEVA & al, 2014 ; GOMEZ N & al, 2014 ; MAALEJ A ; 2014 ; B.L. RHUN & O.MONSO, 2015 ; A.C. PALOS & al, 2015 ; ADINYANG S.D, 2015). These studies relate to both general and specific training according to the specification of G. BECKER (1964). Similarly, a group of individual variables was taken into account by these researchers, namely age, sex, region of residence, networks, etc. to understand the employment situation of graduates.

3.1.2: Quality of the job held

Many studies have studied the characteristics of the job held (C. BAUDELOT & M. GLAUDE, 1989; BENHAYOUN. G & BAZEN.S, 1995; BOUGROUM.M & WERQUIN.P, 1995 ; MONTMARQUETTE.C & al, 1996 ; C. NORDMAN, 1999; F. DOCQUIER & al, 1999 ; V. SIMONNET & V. ULRICH ; 2000 ; A. DUPRAY & S. HANCHANE, 2000 ; R. FINNIE 2000/2001; E. NAUZE FICHET & M. TOMASINI, 2002 ; BOUGROUM & al, 2002 ; BOUABDELA HK & al, 2002 ; J.M PLASSAED & W. SASSI, 2002 ; G. FOURNIER 2002/2003 ; T.COUPPIE & M. MANSUY, 2004 ; IBOURK.A & BOUGROUM.M, 2004 ; D. MARGOLIS & V. SIMONNET, 2004 ; B.MATTHIEU, 2004 ; C. BEDUWE & al, 2009 ; MOURJIF & GOURCH.A, 2008; M. MOLGAT & M. VULTUR. 2009 ; PC-KAMANZI & al, 2010 ; M. KARAMESSINI, 2010 ; M.A. BEN HALIMA & al, 2010 ; N. RIDINGER & M.ZAIEM, 2011 ; I.CAMARA, 2011 ; M. DOUMBOUY & al, 2011 ; N. MONCEL, 2012 ; IMEOKPARIA P.O, 2012 ; M. LASSASSI & N.E. HAMMOUDA, 2012 ; N.E. HAMMOUDA & A. SAOUAG ; 2012 ; H. WAPOH, 2013 ; M. LASSASSI & N-E HAMMOUDA, 2014 ; B.L. RHUN & O.MONSO, 2015 ; A.C. PALOS & al, 2015 ;). We must mention that the stability of the job held was measured by several indicators such as the rates of being in part-time, full-time, temporary or permanent jobs (V. SIMONNET & V. ULRICH; 2000R. FINNIE 2000/2001 ; PC-KAMANZI & al, 2010 ; ; M. KARAMESSINI, 2010 ; M. DOUMBOUY & al, 2011); the occupied functions (T.COUPPIE & M. MANSUY, 2004 ; M. MOLGAT & M. VULTUR. 2009 ; M. DOUMBOUY & al, 2011 ; M. LASSASSI & N.E. HAMMOUDA, 2012 ; M. LASSASSI & N-E HAMMOUDA, 2014), the employment contract (BOUABDELA HK & al, 2002 ; M. DOUMBOUY & al, 2011 ; H. WAPOH, 2013), the sector of employment or the size of the company (MONTMARQUETTE.C & al, 1996; M.A. BEN HALIMA & al, 2010; N.E. HAMMOUDA & A. SAOUAG ; 2012; A.C. PALOS & al, 2015). The quality of employment obtained was also measured by the concordance between training and employment (R. FINNIE 2000/2001; M. KARAMESSINI, 2010, N. RIDINGER & M.ZAIEM, 2011 ; IMEOKPARIA P.O, 2012; B.L. RHUN & O.MONSO, 2015) by maintaining employment (A. DUPRAY & S. HANCHANE, 2000) and by the remuneration (C. BAUDELOT & M. GLAUDE, 1989; F. DOCQUIER & al, 1999 ; C. NORDMAN, 1999; BENHAYOUN. G & BAZEN.S, 1995; E. NAUZE FICHET & M. TOMASINI, 2002 ; J.M PLASSAED & W. SASSI, 2002 ; D. MARGOLIS & V. SIMONNET, 2004 ; B.MATTHIEU, 2004; C. BEDUWE & al, 2009; M. KARAMESSINI, 2010 ; I.CAMARA, 2011). In addition, the quality of the job held was measured by salary, working time, access to training, and the duration of the occurrence in the integration trajectories (N. MONCEL, 2012). This teaches us about the techniques that can be used by researchers to evaluate the quality of jobs. Several other more subjective dimensions can also be mobilized such as the satisfaction of graduates with their jobs and remuneration (B.L. RHUN & O.MONSO, 2015).

3.1.3: Professional integration trajectories and mobility

This category includes studies that have longitudinal type data. These studies analyzed the duration of unemployment / duration of access to employment, the risks of leaving the company, and those who tried to analyze the mobility between different states of professional integration (M. BOUGROUM & P. WERQUIN, 1995 ; C. MONTMARQUETTE. & al, 1996; DUPRAY & S. HANCHANE, 2000; R. FINNIE. 2000,2001 ; M. BOUGROUM, 2002; G. FOURNIER & al. 2002/2003 ; BOUABDELA HK & al, 2002 ; J.M PLASSAED & W. SASSI, 2002 ; L. BONNAL & al, 2003 ; D. MARGOLIS & V. SIMONNET, 2004 ; MOURJIF & GOURCH.A,

2008 ; C. BEDUWE & al, 2009 ; A.LAUZADYTE, 2010 ; M.A. BEN HALIMA & al, 2010 ; A.C. PALOS, 2015 ;). Their purpose is to chronologically identify the different states of professional integration experienced by graduates, to describe their backgrounds and experiences, and to evaluate their professional integration process.

3.1.4. Perception of Actors

These are studies that aim to consult the points of view of students and even recruiters on professional integration. Some have looked at graduates' perceptions of their disciplines, their own job satisfaction, and the concordance of their professional skills (R. FINNIE, 2000, 2001; MOURJIF & GOURCH.A, 2008; M. MOLGAT & M. VULTUR, 2009; IMEOKPARIA. P.O, 2012; O. PETIZ, 2013; A. DIEM, 2015) others highlighted the different difficulties encountered by the interviewees during their professional integration, their strategies for finding a place in the labor market, as well as their recommendations to facilitate the integration of young graduates (G. FOURNIER & al, 2002/2003 ; A. DODESCU & I. POPCOHUT, 2013 ; ALUKO & A. YETUNDE, 2014). In addition to the perception of graduates on the job market, some studies have consulted opinions of employers, and other actors (M. DOUMBOUYA & al, 2011; P. JONCK & R. MINNAAR, 2015; OUHEJJOU.O & BOUJNOUNI.S, 2014). Other studies have explored the judgments of graduates on the reputation of the university and on their belief in themselves (A. MAJALE & S. SOUDABBOU. 2011).

3.2. Identification of research methods adopted

From a methodological point of view, we have noted the diversity of the methodologies adopted in the treatment of each problem according to the types of data collected, and according to the approach pursued. Thus, the studies consulted in this work are part of a quantitative approach or a qualitative approach.

3.3 Quantitative method

Almost all the studies consulted have worked on methods that are part of the quantitative approach. These studies have focused more on the construction of statistical models to explain what is observed. We observe the deployment of a wide range of econometric models specified according to the type of data collected (longitudinal / transversal). Thus, we noticed a wide use of models of nature PROBIT or LOGIT (logistic regressions); binary or multinomial type (C. BAUDELLOT & M. GLAUDE, 1989; V. SIMONNET & V. ULRICH, 2002 ; BOUGROUM M & al. 2002 ; E. NAUZE & M. TOMASINI, 2002 ; T.COUPPIE & M. MANSUY, 2004 ; B. MATTHIEU & L. MAGALI, 2004 ; PATERNO.A & al. 2006 ; MOURJIF & GOURCH.A, 2008 ; C. BEDUWE & al. 2009 ; M. KARAMESSINI, 2010 ; M.A. BEN HALIMA, & al. , 2010 ; CAMARA & B.M ZANOU, 2011 ; M.LASSASSI & N.E. HAMMOUDA, 2012 ; N. MONCEL, 2012 ; A. C. CUEVA & al. 2014 ; A. MAÂLEJ, 2014 ; B.L RHUN & O. MONSO ; 2015). We have also found the use of specific models to process panel data (longitudinal). It is precisely about the econometrics of the duration models with a representation of the law through the survival function and the function of chance. Thus, the duration models are largely shared by the authors who are interested in career paths and mobility (M. BOUGROUM & WERQUIN, 1995; MONTMARQUETTE.C & al. 1996; A.DUPRAY & S. HANCHANE, 2002; BOUABDELAH K. & al. 2002; J. M. PLASSAED & W. SASSI, 2002; MOURJIF & GOURCH.A, 2008). So, it seems obvious to us that the choice of a model depends intimately on the types of answers obtained. Many of the studies that measure the impact of human capital on wages have referred to the gain equation (C. BAUDELLOT & M. GLAUDE, 1989; BENHAYOUN. G & BAZEN.S, 1995 ; C. NORDMAN, 1999; A.DUPRAY & S. HANCHANE, 2002; E. NAUZE et M. TOMASINI, 2002 ; C. BEDUWE & al., 2009). In addition to this vast econometric background, we have also found extensive use of the HECKMAN (1979) and MADDALA (1983) methods to correct some bias in relation to selection and ENDOGENEITY.

3.4 Qualitative method

Some studies have relied on the administration of open questions. Thus, the authors who mobilized this method emphasized the collection of mainly verbal data (data that is difficult to quantify) rather than data that can be measured. Their objective is to provide a complete and detailed description of the experiences of the graduates, their point of view, suggestions as well as their perception on the studied phenomenon. For this, they mobilized several instruments of collection of the data (Individual Appreciation Interviews, Semi-Directive Interviews, and Group Meetings). Their objectives are to capture the perceptions of the various actors (graduates, employers, parents, opinion leaders, etc.) on the factors facilitating the employment and their recommendations for the improvement of employability graduates (G. FOURNIER & al. 2002, 2003; M. MOLGAT & M. VULTUR, 2009, A. DODESCU & I.P COHUT, 2013, OUHEJJOU.O & EI BOUJNOUNI.S, 2014).

4. Summary and conclusion

Following our proposed synthesis, we note that these studies are distinguished by the topic studied and the chosen methodological approach. For example, a large number of studies focus on career paths for graduates using longitudinal type data. In this case, it is often a question of looking at mobility and various professional events that punctuate entry into the labor market. Other studies are more interested in the links between several socio-economic factors and the different states of occupational integration by referring to cross-sectional data. Overall, these different studies are based on survey data and propose appropriate methodologies for attempting to measure the effects observed. Another category of works that is based on qualitative data can be distinguished (G. FOURNIER, & al., 2003, M. MOLGAT & M. VULTUR, 2009). These studies rather consult the perceptions of several actors (graduates, employers, teachers, parents, public decision-makers, etc.) on the professional integration of graduates, the difficulties that hinder successful integration, the strategies adopted to find a place on the market job, as well as other opinions on elements related to the professional integration of graduates.

Other remarks were noted during our reading. Firstly, it has been found that a large proportion of researchers interviewed graduates after a significant period of time, at least three years after graduation. In addition to that, we have found that almost all of the studies - taken into account in our synthesis - use secondary databases from national resources. They have large databases, with a representative structure. The availability of data allows them to have a range of interesting variables, which gives them the opportunity to conduct interesting and versatile studies and produce early results.

We have also noted the various indicators used by the authors to operationalize the concepts of human capital and employability. Thus, the different components of human capital (general or specific), have been brought closer sometimes by the level of education, or degree level; sometimes by the sector or field of study; sometimes by both. Similarly, and concerning the concept of professional insertion, some authors have treated it by adopting a narrow conception by considering the simple fact of being in employment; others have adopted a broader definition by considering other characteristics related to the quality of the employment held.

We also looked at the recommendations suggested by the different writings consulted. As an example, BENHAYOUN.G & BAZEN.S (1995) recommend in their empirical study measuring the relationship between wages and education in Morocco that it would be useful to question the influence of studies on the probability of finding a job, given the high unemployment of graduates. Therefore, beyond the analysis of the salary-education relationship, it is the whole issue of the integration of graduates into the labor market that should be studied further (see M. BOUGROUM and P. WERQUIN (1996)). These recommendations can inspire researchers working on the themes of human capital and employability.

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APPENDIX

Table 1: Table of scientific journals

Selected journals	Article number
ECONOMIE ET STATISTIQUE	5
REVUE REGION & DEVELOPPEMENT	5
REGIONAL AND SECTORAL ECONOMIC STUDIES	3
FORMATION EMPLOI	3
CANADIAN PUBLIC POLICY	1
THE CANADIAN JOURNAL OF HIGHER EDUCATION	2
CANADIAN JOURNAL OF COUNSELLING	1
RECHERCHES SOCIOGRAPHIQUES	1
MCGILL JOURNAL OF EDUCATION	1
BRUSSELS ECONOMIC REVIEW	1
REVUE D'ECONOMIE POLITIQUE	1
ANNALES D'ÉCONOMIE ET DE STATISTIQUE	1
ECONOMIE ET PREVISION	1
EKONOMIKA	1
TRÉSOR-ÉCO	1
ECOFORUM	1
JOURNAL OF ECONOMIC & FINANCIAL STUDIES	1
EURASIAN JOURNAL OF SOCIAL SCIENCES	1
EDUCATIONAL RESEARCH	1
ECONOMIES ET SOCIETES	1
JOURNAL OF EDUCATIONAL REVIEW	1
MEDITERRANEAN JOURNAL OF SOCIAL SCIENCES	1
GLOBAL JOURNAL OF HUMAN RESOURCE MANAGEMENT	1
REVUE CONGOLAISE D'ECONOMIE	1
ECONOMIC RESEARCH FORUM	1
REVUE DE MANAGEMENT ET DE STRATEGIE	1
CHINA-USA BUSINESS REVIEW	1
REVUE & DEVELOPPEMENT	1
CRITIQUE ECONOMIQUE	1
Other resources	
Texte d'appui aux séminaires et congrès	7
Documents de travail	3
TOTAL	52

Table 2: Countries in which the studies were selected

Country	Number of works
Canada	6
Mexico	1
France	12
Belgium	1
12 European countries	1
Denmark	1
Greece	1
Romania	1
Portugal	2
Spain	1
Swiss	1
Ivory Coast	2
Guinea	1
Benign	1
Nigeria	2
Free state	1
Tunisia	3
Algeria	3
Morocco	11
TOTAL	52