

## **Graduate First Destinations Survey - Impact of Working on Campus as a Student**

4954 respondents to the Graduate Destination Survey administered 6 months after graduation

- 1440 reported working on-campus as students
- 1555 did not report working on-campus as students

We will examine what impact, if any, working on-campus as a student has on employment outcomes, salary, and job satisfaction 6 months after graduation.

### **Salary – Not Significant**

Independent Samples T-Test to Compare Salaries for these two groups:

- Results indicate that there is no statistically significant difference between the starting salaries of graduates that worked on-campus as students and those that did not.  $p > .05$  (.226)
- Mean Salaries for both groups are around \$51000-52000.
  - Graduates that worked on-campus as students: \$51276.75
  - Graduates that did not work on-campus as students: \$51978.46

#### **T-Test**

[DataSet1]

Group Statistics										
	WorkedOnCampus	N	Mean	Std. Deviation	Std. Error Mean					
Salary	Worked	1440	51276.75	28011.838	738.177					
	Not	1555	51978.46	28801.802	730.389					

Independent Samples Test									
Levene's Test for Equality of Variances				t-test for Equality of Means					
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference Lower Upper
Salary	Equal variances assumed	1.466	.226	-.675	2993	.500	-701.714	1039.557	-2740.033 1336.605
	Equal variances not assumed			-.676	2985.812	.499	-701.714	1038.448	-2737.859 1334.432

### **Employment Status Outcomes - Significant**

First destination employment outcomes appear to be positively impacted if a student works on-campus. Chi-Square Test of Independence confirms that there is a statistically significant difference in the first destination employment outcomes of those that worked on-campus as students when compared to those that did not.

Graduates that worked on-campus as students appear to be slightly more likely to find full-time employment after graduation than those that did not work on-campus. The strength of the association between the on-campus work condition and first destination employment status is very weak with a Cramer's V of only .043 with df 3 (Table I). However, though the association is weak, it does appear to be statistically significant with a  $p < .05$  (.027) (Table II).

As shown in Table II below, students that worked on-campus were more likely to find full-time employment and less likely to be unemployed and seeking employment 6 months after graduation than those that did not work on-campus. 77.3% of students that worked on-campus were employed full-time within 6 months of graduation, compared to only 73.9% of those that did not work on-campus. Also, only 6.5% of students that worked on-campus were still unemployed and seeking employment 6 months after graduation, compared to 8.2% of unemployed seeking students that did no work on-campus. These results were found by using two conditions (worked or did not work on-campus) and four employment categories (employed full-time, employed not full-time, unemployed not seeking, and unemployed seeking). But even when the degrees of freedom are reduced by limiting the employment categories to employed and unemployed we still find a weak statistically significant association with a  $p < .05$  (.046) and Cramer's V of .028 (Table IV).

### **Employment Satisfaction – Not Significant**

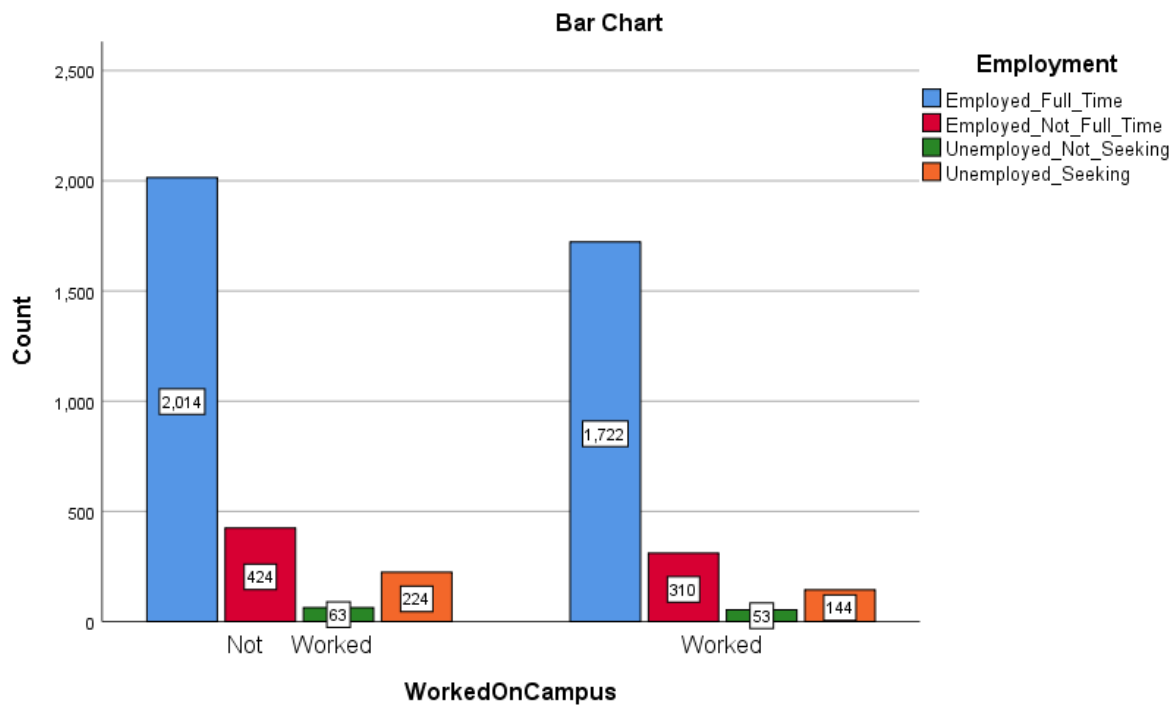
Job satisfaction ratings of graduates that worked on-campus were not statistically different from the satisfaction ratings of those that did not work on-campus,  $p > .05$  (.432) (Table VI). We originally hypothesized that students who worked on-campus might have higher job satisfaction ratings 6 months after graduation due to better networking opportunities during their on-campus employment as well as a more robust resume enhanced by their on-campus jobs. However, this does not appear to be the case as both groups of students had similar satisfaction ratings 6 months after graduation (Table V). The majority of graduates from both the working and non-working condition were highly satisfied with their jobs 6 months after graduation (56.2%). Close to 40% of students from each condition were moderately satisfied with their current positions, 38.9% of those that did not work on-campus and 39.7% of those that did. Less than 5% of students from each group were dissatisfied with their post-graduation jobs, 4.1% from the working condition and 4.9% from the non-working group (Table V).

## Appendix

Table I:

Symmetric Measures			
		Value	Approximate Significance
➔ Nominal by Nominal	Phi	.043	.027
	Cramer's V	.043	.027
	Contingency Coefficient	.043	.027
N of Valid Cases		4954	

Graph I:



**Table II:**

**Crosstabs**

Case Processing Summary						
	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
WorkedOnCampus * Employment	4954	100.0%	0	0.0%	4954	100.0%

**WorkedOnCampus \* Employment Crosstabulation**

			Employment				Total
			Employed_Full_Time	Employed_Not_Full_Time	Unemployed_Not_Seeking	Unemployed_Seeking	
WorkedOnCampus	Not	Count	2014 <sup>a</sup>	424 <sup>a, b</sup>	63 <sup>a, b</sup>	224 <sup>b</sup>	2725
		Expected Count	2055.0	403.7	63.8	202.4	2725.0
		% within WorkedOnCampus	73.9%	15.6%	2.3%	8.2%	100.0%
		% within Employment	53.9%	57.8%	54.3%	60.9%	55.0%
		% of Total	40.7%	8.6%	1.3%	4.5%	55.0%
	Worked	Count	1722 <sup>a</sup>	310 <sup>a, b</sup>	53 <sup>a, b</sup>	144 <sup>b</sup>	2229
		Expected Count	1681.0	330.3	52.2	165.6	2229.0
		% within WorkedOnCampus	77.3%	13.9%	2.4%	6.5%	100.0%
		% within Employment	46.1%	42.2%	45.7%	39.1%	45.0%
		% of Total	34.8%	6.3%	1.1%	2.9%	45.0%
Total	Count		3736	734	116	368	4954
	Expected Count		3736.0	734.0	116.0	368.0	4954.0
	% within WorkedOnCampus		75.4%	14.8%	2.3%	7.4%	100.0%
	% within Employment		100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total		75.4%	14.8%	2.3%	7.4%	100.0%

Each subscript letter denotes a subset of Employment categories whose column proportions do not differ significantly from each other at the .05 level.

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.214 <sup>a</sup>	3	.027
Likelihood Ratio	9.274	3	.026
N of Valid Cases	4954		

a. 0 cells (0.0%) have expected count less than 5. The

**Table III:**

**Case Processing Summary**

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
WorkedOnCampus * Employment_Status_2	4954	100.0%	0	0.0%	4954	100.0%

**WorkedOnCampus \* Employment\_Status\_2 Crosstabulation**

		Employment_Status_2		Total
		Employed	Unemployed	
WorkedOnCampus	Not	Count	2438 <sup>a</sup>	287 <sup>b</sup>
		Expected Count	2458.8	266.2
		% within WorkedOnCampus	89.5%	10.5%
		% within Employment_Status_2	54.5%	59.3%
		% of Total	49.2%	5.8%
	Worked	Count	2032 <sup>a</sup>	197 <sup>b</sup>
		Expected Count	2011.2	217.8
		% within WorkedOnCampus	91.2%	8.8%
		% within Employment_Status_2	45.5%	40.7%
		% of Total	41.0%	4.0%
Total		Count	4470	484
		Expected Count	4470.0	484.0
		% within WorkedOnCampus	90.2%	9.8%
		% within Employment_Status_2	100.0%	100.0%
		% of Total	90.2%	9.8%

Each subscript letter denotes a subset of Employment\_Status\_2 categories whose column proportions do not differ significantly from each other at the .05 level.

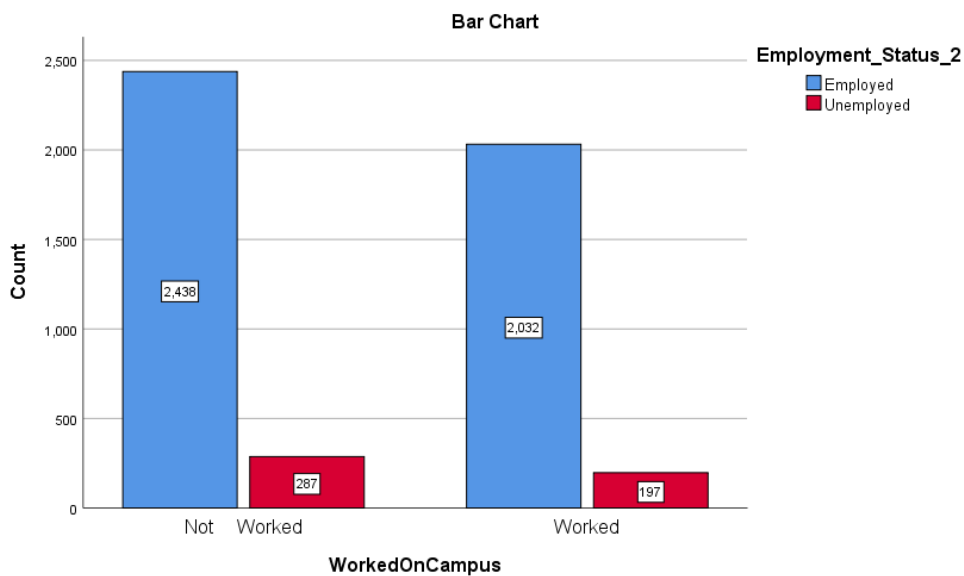
**Table IV:**

Chi-Square Tests					
	Value	df	Asymptotic Significance (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	3.992 <sup>a</sup>	1	.046		
Continuity Correction <sup>b</sup>	3.802	1	.051		
Likelihood Ratio	4.017	1	.045		
Fisher's Exact Test				.049	.025
N of Valid Cases	4954				

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 217.77.  
b. Computed only for a 2x2 table

Symmetric Measures			
		Value	Approximate Significance
Nominal by Nominal	Phi	-.028	.046
	Cramer's V	.028	.046
	Contingency Coefficient	.028	.046
N of Valid Cases		4954	

**Graph II:**



**Table V:**

**Case Processing Summary**

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
WorkedOnCampus * Job.Satisfaction.2	4555	100.0%	0	0.0%	4555	100.0%

**WorkedOnCampus \* Job.Satisfaction.2 Crosstabulation**

			Job.Satisfaction.2			Total
			Highly satisfied	Moderately Satisfied	Not at all satisfied	
WorkedOnCampus	Not	Count	1347	931	117	2395
		Expected Count	1346.0	940.6	108.3	2395.0
		% within WorkedOnCampus	56.2%	38.9%	4.9%	100.0%
		% within Job.Satisfaction.2	52.6%	52.0%	56.8%	52.6%
		% of Total	29.6%	20.4%	2.6%	52.6%
	Worked	Count	1213	858	89	2160
		Expected Count	1214.0	848.4	97.7	2160.0
		% within WorkedOnCampus	56.2%	39.7%	4.1%	100.0%
		% within Job.Satisfaction.2	47.4%	48.0%	43.2%	47.4%
		% of Total	26.6%	18.8%	2.0%	47.4%
Total	Count		2560	1789	206	4555
	Expected Count		2560.0	1789.0	206.0	4555.0
	% within WorkedOnCampus		56.2%	39.3%	4.5%	100.0%
	% within Job.Satisfaction.2		100.0%	100.0%	100.0%	100.0%
	% of Total		56.2%	39.3%	4.5%	100.0%

**Table VI:**

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.679 <sup>a</sup>	2	.432
Likelihood Ratio	1.685	2	.431
N of Valid Cases	4555		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 97.69.

**Symmetric Measures**

		Value	Approximate Significance
Nominal by Nominal	Phi	.019	.432
	Cramer's V	.019	.432
	Contingency Coefficient	.019	.432
N of Valid Cases		4555	

**Graph III:**

