



THE INFLUENCE OF KNOWLEDGE MANAGEMENT ON STUDENTS' FUTURE EMPLOYMENT DETERMINATION

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Abstract: The aim of this research was to examine the impact of knowledge management on students' future job choices. A questionnaire consisting of 11 questions was used as an instrument. A google table was created for statistical data processing, which was filled with data from the survey completed by students and provided the basis of the questionnaire for further statistical data processing. 80 students responded to the questionnaire, of which 65 filled out valid questionnaires. The results of the research were as follows: 32.3% of the students responded that they wanted to work in a foreign company. When asked what they expect from work, 50.8% of students said a high salary. When asked what is most important for motivation in your future work, the answers are: good working atmosphere 32.8%. This study examined the relationship between four components: vocation choice, job expectations, personal development, motivation for future work - academic satisfaction.

Keywords: job expectations; knowledge management; motivation for future work; personal development; vocation choice.

1. INTRODUCTION

How do students determine the right career path? When we are children, we usually have ready answers - a doctor, a university professor, an academic, an astronaut, a model, or maybe the next Novak Djokovic, Steven Jobs... It is not difficult to imagine the circumstances in which we will live, the great places we will travel to, the extraordinary car that we will drive. Unfortunately, life passes quickly and as the day of entering the labor market approaches, the beginning of real life, everything we wanted mostly no longer holds, our interests are different, and we look at life more seriously. We try to choose a profession that moves in relation to our desires and real employment opportunities. Finding a job that will be an intermediate solution between the desire and the reality of life is very complex, but not impossible. That's why it's best, if you can, to review your wishes and interests before enrolling in studies, and at the end of your studies, before you get into the situation of looking for a job, try to match your wishes and real conditions. The majority of students are not sure what they really like to do and what suits them, and this is mainly because they are either not aware of their potential or are not familiar with the possibilities. Some people again have "big" ideas, which, as they think, could easily launch them into the world of the successful, famous and rich. But is it reality or just a dream?

In any case, the choice of occupation, a choice so important, so fateful, is often pressed and made difficult by the feeling of a great burden of responsibility. But why not turn the whole thing at least 90 degrees to the left or right, why can't occupation and work be fun and pleasure. There is a lot of

evidence that points to the fact that some people experience great satisfaction at work while working, and that their productivity is significantly higher than the performance of those who perceive work as a burden and drudgery (workaholics).

Today's employers have a different mindset about work than young job seekers. It is very important that young people understand that they should look for a job, not wait for a job. Young people born in the early 2000s are changing the rules and attitude towards work. Older people call them Generation Y, Millennials, or the Internet generation. The generation of young people is with sophisticated technologies, computers and mobile phones. The life of young people is unimaginable without the Internet, they want to have information immediately and now. Young people want to achieve their careers as soon as possible, hoping for independence and success in business. The youth generation wants to achieve a balance between personal life goals and business goals. Future students do not base their approach to life on living to work, but want to work to enjoy life. The young generation tends to do what they love. In the nomenclature of occupations, new occupations appear that are fully adapted to their thinking and the needs of the economy. These new occupations allow for mobility, creativity and flexible working hours. More and more practical knowledge is appearing at the faculties. Employers are trying to adapt their requirements and the way of employment to the new age and the new generation. At faculties, there are competitions in solving case studies, in this way the economy suggests indicators of what kind of knowledge is needed and what is expected from schooling. Employers expect young people to bring usable knowledge of the profession, language, computers and possess

an adequate business culture to their first job. Students are aware of this fact, so they dedicate themselves to personal development and the development of skills that will be useful to them at work.

2. LITERATURE REVIEW

The authors state in their research that the career commitment of individuals to their career; in the field of vocational psychology, career commitment is considered a vital factor in promoting a sustainable career [1]. The authors documented in their study that career exploration was significantly related to CDSE [2]. A person looking for a job should take the initiative, that doesn't mean being a curmudgeon, being unpleasant and aggressive. This means taking responsibility for starting the event. This is called "solution selling" and is a key paradigm for business success. According to the authors, people generally wait for something to happen, or for someone to take care of them [3]. But people who get good jobs are pro-active - they are the solution to problems, not the problem themselves. The author states in her research that to date, no research has been done that examines individuals who work and go to school, and aims to examine the effects of this on their academic performance [4]. Little literature is available that examines the effects these dual roles can have on an organization. The authors state that students are a valuable human resource as future employees [5]. The authors state in their research that student employment is a vital aspect of development for many students during their careers [6]. The authors showed in their research that part-time student employees perform vital roles for the university while also gaining valuable work experience that leads to future employment opportunities [7].

The authors state that students registered in an undergraduate program study 12 courses for specialization and easier employment [8]. The authors found that some students work an average of 25 hours a week and have better success than students who do not work [9]. The authors in their study sought to develop and validate an instrument for measuring work will, defined as the perceived ability to choose an occupation in addition to limitations among students [10]. The authors conducted a study that examined the relationship between four components of career adaptability – concern, control, curiosity, and self-confidence [11]. The authors state in their research that career decision-making is a critical task for high school students, but little is known about how career interventions affect their decision-making skills [12]. The authors examined the moderating role of traditionalism beliefs in the indirect relationships between parental support, career decision-making, and career adaptability among college students [13]. The authors report in their study the results of an investigation of the reliability and validity of the short form of the Career Decision Scale (CDSES-SF) in high school students [14]. The authors report a study of the effect of proactive personality and

career decision-making on career adaptability under employment pressure among graduate students [15]. The authors conducted a study that examined the relationship between willingness to work and career decision-making (CDSE) and students' academic satisfaction [16]. The authors report in a study that examined the mediating effect of graduate students' career decisions [17]. The authors state in their research that staying satisfied and healthy in a complex and uncertain professional world is a priority for individuals when choosing a career [18]. The authors state that the transition from school to studies is one of the most critical steps in the career of graduates, as it can determine professional results and future career success [19]. The authors state that slow economic growth and cost cutting have caused an increase in job insecurity [20]. The authors state that school engagement plays a prominent role in promoting academic achievement [21].

3. METHODOLOGY

Hypothesis

H1: Students have a positive attitude towards working in a foreign company

H2: Students have a positive attitude towards salary

H3: Students have a positive attitude towards working on the working atmosphere

Sample

The research that dealt with students' future career choices was conducted during the 2021/2022 and 2022/2023 and 2023/2024 school years. The research that included the analysis included 65 students from different study programs. Data collection was carried out by surveying respondents, as well as personal interviews. The respondents filled out a methodologically creative questionnaire in advance, the answers to which formed the necessary database, the further processing of which led to the necessary conclusions and future directions in this research

3.1. Research Instrument

A questionnaire was used to measure future job choice on a 5-point Likert (1932) scale ranging from 1 - Strongly disagree to 5 - Strongly agree. The items are based on the questionnaire and the obtained results of the students' future determination for work.

3.2. Research goals

The aim of this study is to examine the impact of students' future determination for their career. On the basis of the research of students' future commitment to work, conclusions can be reached that will reveal their desires and the possibility of employment. It could even be said that future employment can mediate between the wishes of students and the needs of the economy. The goal of the research is to discover the approach and effects and needs of work that include future employment, and in this way, the needs for employees in the company are solved.

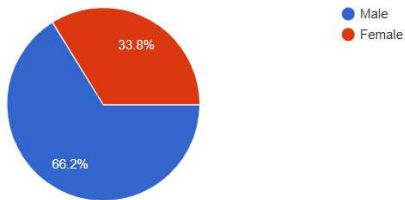
Sample: Students of all four years of study from all study programs. 65 students filled out the questionnaire.

4. RESULTS

The graph 1 shows the gender of respondents from the population of surveyed students. Based on the results of the tests conducted using the Google program, 66% are male students, while 34% are female students.

1. Data about the respondent

65 responses



The graph 2 shows the study average of the surveyed students. There are 1.5% of students with a grade of 6, 15.4% with a grade of 7, 32.3% with a grade of 8, 40% with a grade of 9, and 6.2% of students with a grade of 10

2. Grade average during studies

- a) 6
- b) 7
- c) 8
- d) 9
- e) 10

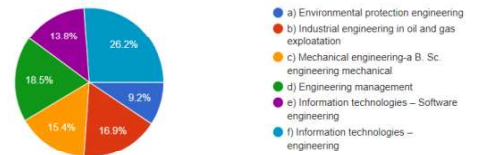
65 responses



The graph 3 shows the responses of students according to study programs: Environmental Engineering 9.2%, Industrial Engineering in Oil and Gas Exploitation 16.9%, Mechanical Engineering - B.Sc. Eng. Mechanical Engineering 15.4%, Engineering Management 18.5%, Information Technology - Software Engineering 13.8% and Information Technology - Engineering 26.2%.

3. Filed study
65 responses

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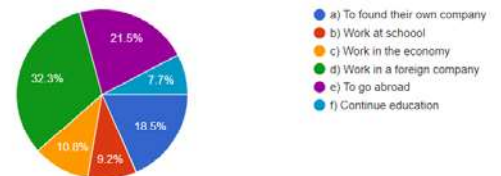


The graph 4 shows the students' answers to the question, after completing my studies, I would like to: start my own company 7.7%, work at school 9.2%, work in the economy 10.8%, work in a foreign company 32.3%, continue my education 21.5%. In this way, Hypothesis 1 was confirmed.

4. After finishing my studies, I would like to

65 responses

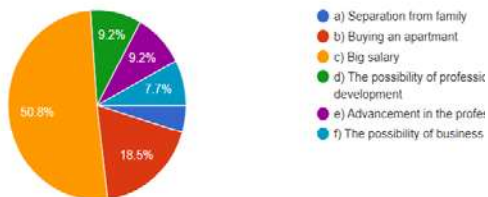
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The graph 5 shows the answers to the question of what you expect from work, the students said: separation from family 4.6%, buying an apartment 18.5%, big salary 50.8%, possibility of professional development 9.2%, advancement in the profession 9.2% and the possibility of business travel 7.7%. In this way, hypothesis 2 was confirmed.

5. What do you expect from work?

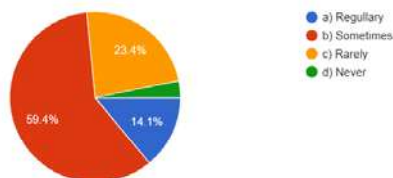
65 responses



The graph 6 shows students' responses to the question of how much you think about business opportunities, students answered: regularly 14.1%, sometimes 59.4%, rarely 23.4%, never 3%.

6. How often do you think about business opportunities?

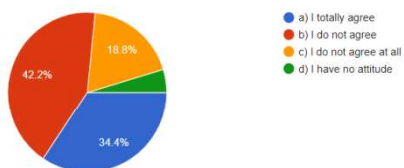
64 responses



The graph 7 shows the students' answers to the question, this job would allow me great professional and personal progress, the students answered: I somewhat agree 34.4%, I agree 42.2%, I completely agree 18.8% and we position 4.6%.

7. Select the extent to which you agree with the following attachment: This job would allow me great professional and personal growth:

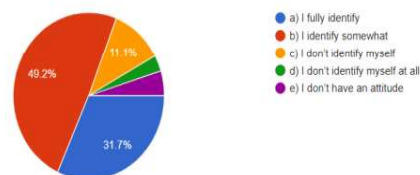
64 responses



The graph 8 shows students' responses to the question of how much you identify with your future job, goals and values: I identify completely 31.7%, I identify somewhat 49.2%, I do not identify 11.1%, I do not identify at all 3% and I have no opinion on 5%.

8. How much you identify with your future job, the goals and values it represents?

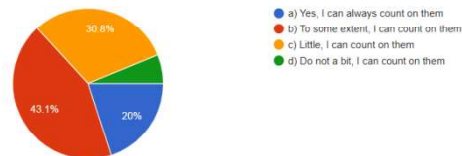
63 responses



The graph 9 shows the answers to the students' question, do you have full support at the faculty from your colleagues for this research, the answers are: yes I can always count on them 20%, to some extent I can count on them 43.1%, a little, I can count on 30.8 of them and I can't even count on 6% of them.

9. Do you have the full support of your colleagues at the faculty for this research?

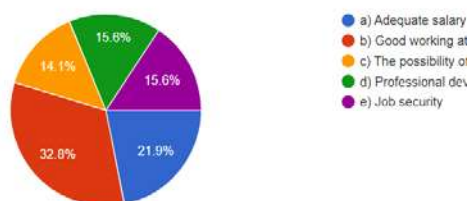
65 responses



5. DISCUSSION

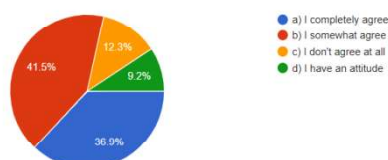
The graph 10 shows students' answers to the question of what is most important to you for motivation in your future work, the answers are: adequate salary 21.9%, good working atmosphere 32.8%, possibility of advancement 14.1%, professional development 15.6%, and job security 15.6%. In this way, hypothesis 3 was confirmed.

10. What is most important to you for motivation in your future work?
64 responses



On the graph 11, there are answers to the question to the students, this job will allow me great professional and personal progress in the future, the answers are: I completely agree 26.9%, I somewhat agree 41.5%, I do not agree at all 12.3% and we have a position of 9.2%

11. Choose to what extent you agree with the following statement: This job will allow me great professional and personal progress in the future.
65 responses



By processing the obtained data, graph 1 shows the gender of the respondents, based on the obtained results, 66% were male students, while 34% were female students. There are more male students than female students at the technical faculty, so it is logical that more of them are surveyed. The average grade of students during their studies is at most 40% with an average grade of 9. A comment could be made here, that the best students go to lectures all the time, so they can be surveyed. The majority of surveyed students are from the information technology - engineering study program, 26.2%. It's probably the same reason, more people come to lectures and exercises. In the answers of the students, most of them declared that they wanted to work in a foreign company, 32.3%. Unfortunately, the economic situation today is such that they want to go abroad after completing their studies. We hope that the situation will change by the time this generation graduates so that more of them will stay in Serbia. The students' answers for expectations after completing their studies mostly opted for a higher salary, 50.8%. In rich countries this is usually not the main motive. To the question of how much you think about business opportunities, students answered sometimes 59.4% at most.

When asked if this job would enable me to make great professional and personal progress, the students answered that they mostly disagree, 42.2%. Obviously, students do not prioritize great professional and personal progress. The students' answers to the question how much do you identify with your future job, goals and values, the most decided I identify to some extent 49.2%. To the question of whether you have complete support at the faculty from your male and female colleagues for this research, the most answers, I can somewhat count on them, are 43.1%. When asked what is most important to you for motivation in your future work, 32.8% gave the best working atmosphere. When asked by the students, this job will enable me to make great professional and personal progress in the future, the highest response was somewhat agree, 41.5%.

6. CONCLUSION

This study investigated students' future job orientation. On the basis of the obtained results, conclusions can be drawn about the significant connection of students' future commitment to work on several study programs in Serbia. Further research is needed in order to understand the obtained results of student commitment.

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