

博士の入職経路の特徴と賃金・仕事満足度で見たマッチング効率の検証
—「博士人材追跡調査」の個票データを用いて—

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要旨

本研究では、まず科学技術・学術政策研究所(NISTEP)による『博士人材追跡調査』と、公式統計である『雇用動向調査』を比較し、博士の入職経路の特徴を議論している。次に、各入職経路を取る者の属性を、入職経路選択確率のプロビット分析により明らかにしている。また入職経路によるマッチング効率を測るために、賃金率、及び仕事に関する意識(学位と仕事の関連度、仕事満足度、処遇満足度)を指標として用い、これらを被説明変数とした OLS 分析と順序ロジット分析により、どの入職経路でマッチング効率が高いのかを明らかにした。博士の入職経路で最も多いのは「指導教員、先輩からの紹介」で、約 4 割を占める。また「指導教員、先輩からの紹介」による入職では、賃金、及び仕事に関する意識すべての指標において、マッチング効率が総じて高いことが明らかになった。今後、入職ルート拡大に向けて期待されるのが、「大学のキャリアセンター等」と「就職サイトや新聞メディア」の活用である。キャリアセンターの活用は 3.9%と意外なほど少なく、「指導教員、先輩からの紹介」と比べると、学位と仕事の関連度、処遇満足度で有意にマイナスの係数が推計されている。また「就職サイトや新聞メディア」による入職は、指導教授等とのつながりが薄いと考えられる留学生の入職や、民間企業へ入職する際にも多く活用されているが、すべての指標についてマッチング効率は低い。今後、博士のキャリアパス拡大を図るためには、多様な入職経路においてマッチング効率を高めていくことが必要であろう。

Characteristics of the Doctorates' Entry Path and Examination of the Matching Efficiency by the Wage and Satisfaction Level of Job—Using the Individual Data of "Japan Doctoral Human Resource Profiling, JD-Pro"

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ABSTRACT

At first, we compared "Japan Doctoral Human Resource Profiling, JD - Pro 2012" with official statistics "Survey on Employment Trends" for characterizing of doctorates' entry path. Then we clarified the attribute of the person who took each job entry path by descriptive statistics and probit analysis of job entry path ratio. In addition, we used the wage rate and consciousness about work (relevance between academic degree and work, satisfaction level with content of work, satisfaction level with work treatment) as indicators to estimate the matching efficiency by entry path. Then we assumed these as explanatory variables and examined the entry paths where the matching efficiency is high by OLS analysis and ordered logit analysis. The most frequent pathway for doctor's job entry is "introduction from supervisor or seniors", which is about 40%. In addition, it was revealed that the matching efficiency was significantly higher in "introduction from supervisor and seniors" in all indicators of wages and consciousness concerning work. The use of "university career center etc." and "web site for job-seeking and newspaper media" is expected to expand the entry paths in the future. The utilization of the career center was found to be surprisingly small as 3.9%, and in comparison with "introduction from supervisor or seniors", a significant negative coefficient was estimated for degree of association between academic degree and work, and of satisfaction level with work treatment. In addition, entering through "web site for job-seeking and newspaper media" was often used as an entry path by foreign students who were considered to have less linkage with supervising professors, etc., and this entry path was also often used when entering into private companies, but job matching efficiency for this route was founded to be low on all indicators. In order to expand the career paths for doctorates, it would be necessary to enhance the matching efficiency in various entry paths.