

## 若手理工農分野博士課程修了者の就業等状況の分析

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### 要旨

本研究では、理工系人材を取り巻く状況における博士人材の問題の重要性、理工系博士人材に対する産業界の期待及び博士課程への進学者の中で社会人経験者が増加している現状に鑑み、理工農分野の博士課程進学による就業等への影響について分析する。分析対象は、文部科学省科学技術・学術政策研究所第1調査研究グループが実施した「博士人材追跡調査」(JD-Pro)に回答した2015年度博士課程修了者のうち、理学・工学・農学の分野の博士課程を修了した若手の博士人材とした。このうち、調査時点で民間企業、公的研究機関、高等教育機関に就業していた博士人材の意識について、年齢と社会人経験の有無等を考慮しながら分析する。こうして、博士課程を経験した後のキャリアに関わる意識についての当事者の回答結果をとりまとめ、人材政策のEBPMの発展に貢献することを目的とする。

本分析から得た考察結果と知見をまとめると次のとおりである。

- 博士課程進学以前に民間企業に就業していた理工農分野の若手博士人材の中には、修了後に民間企業に戻ってから新しい仕事に就いたと回答していない人が多い。故に、彼らの高い専門性をより活かせるように活躍の場を整えることや、民間企業の業務を意識した大学院教育を開発すること等の重要性が従来よりも増していると考えられる。
- 理工農分野の若手博士人材の博士課程での教育に関わる様々な要素について、民間企業に就職した人の満足の水準が高等教育機関と公的研究機関に就業した人とは異なる傾向があると考えられる。故に、民間企業に就業する人のニーズに即した大学院教育の改革が求められるであろう。

## An Analysis on the Situations such as Employments of Young Graduates from Doctoral Courses of Science, Engineering and Agriculture

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### ABSTRACT

Considering the importance of the problems of workers who graduated from doctoral courses in the situations around the science and engineering professionals, the increasing desire of the people for the achievement of workers who graduated from doctoral courses, and the increasing number of people who have job experiences among the applicants for doctoral courses, this article investigates the effects from doctoral courses of science, engineering and agriculture to the career makings of workers who graduated from there. It investigate the minds of young workers who graduated from doctoral courses of science, engineering and agriculture who worked for private companies, public research organizations and higher educational institutes when this data was taken, with considering their age and whether they have job experiences or not, which data 1st Policy-Oriented Research Group of National Institute of Science and Technology Policy (NISTEP) in MEXT got through the research project called as Japan Doctoral

Human Resource Profile (JD-Pro). The very aim of this study is to contribute the development of the Evidence Based Policy Making (EBPM) in the human resource policy through summarizing answer results on the minds of the parties who had experiences in the doctoral courses.

Some of knowledges we got through this research are summarized as follow.

- There proved to be so many young workers, who had job experiences in private companies before their entrance to doctoral courses, who made NO answers that they engage in the new different jobs after they get back to their works from jobs which they did before their entrance to the doctoral courses. Therefor it may be more important to improve the environment where they can take advantage of their higher talents, and also to develop the educations in grand colleges which take the fact of jobs in private companies into considerations.
- Since young workers, who work for private companies after their graduation from doctoral courses, proved to tend to feel differently about satisfactions with some effects of educations in their doctoral courses from those who work for public research organizations and higher educational institutes, it may be needed that reformations of educations in grand colleges through taking into account what the young graduates, who work for private companies, want.