

CHINESE STUDENTS IN FINLAND: A QUALI- TATIVE STUDY OF EMPLOYMENT AND FUR- THER STUDIES AFTER GRADUATION

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Abstract

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| Title of the thesis Chinese students in Finland: A qualitative study of employment and further studies after graduation. | | |
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| Abstract <p>This thesis aims to analyse the study and career planning of Chinese students facing graduation in Finland, such as their concerned issues, expectations for future development, and so on.</p> <p>The theory is based on Super's career development theory and is divided into two main parts: in-depth study and work. First and foremost, Chinese undergraduate students are checked to see if they have any plans to continue their studies in Finland. If not, students must decide whether they wish to continue their education in another nation or work in Finland. To see if tuition fees and family support have an impact on Chinese undergraduate students' plans to study in Finland. There's also the issue of work to consider. This section focuses on whether they intend to work in Finland and what attracts them to the country. Furthermore, because Chinese students stay in Finland for a long time, the writers explore the cultural life component.</p> <p>The authors conducted a questionnaire survey on some Chinese students working in Finland to understand the distribution of Chinese students' majors, job preferences, and evaluation of career development. The authors also conducted in-depth inter-</p> | | |
| Keywords job competition, employment pressure, career preference, career prospects | | |

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1 INTRODUCTION

1.1 Background

The flow of communications between people with diverse culture background is increasing which means there is a trend that people are more willing to study abroad instead of study within home countries recent years. A German socialist Ulrich Beck named the phenomenon of experience of people in all dimensions of the social sphere as de-bound (In short, globalization) (Beck, 1997; Beck, 2008). As people moving through different countries and regions, different values become intertwined and symbiotic in the same country and region. Critical issues involving study, work, and life of foreigners have attracted social attention.

On October 1st, 2019, authors joined in a seminar held in Hämeenlinna on the issue of low birth rates of Finland and employment difficulties of foreign employees. In this seminar, employees and employers expressed their concerns about employment situations of foreign employees in Finland, which is not optimistic. Finnish employers present said that even in cross-cultural companies, foreign employees are not given equal treatment when applying for jobs. A company owner with about 30 employees said that most Finnish companies do not treat all candidates equally, even if it is explicitly stipulated in Finnish law. She said local Finns would be the first choice, followed by candidates from EU countries, and non-EU candidates would be the last choice. It is hard to accept, but it is true. Most of participants said that this kind of discrimination will not play a positive role in Finland's economic development and talent attraction, but there is no way to fundamentally change this thinking at present. This seminar was an opportunity for us to write this paper. Problems encountered by Chinese students in their job hunting in Finland are systematically studied.

In some social media, there are also statements that Finland is losing its attraction for Chinese students. For example, in ScandAsia's forum described those Chinese students looking to Finland for education have declined by 24% since 2011. Meanwhile, the ratio of Asian students among all foreign students have risen by 30% during the same period .(Neergaard, S. 2019)

To identify whether the data quoted by ScandAsia is correct or not, two authors find out the impact of the floating number of Chinese students on employment by investigating the number of Chinese students applying in Finland.

In addition, considerable attention has recently been placed on Coronavirus. Due to Coronavirus, employment has become a big issue: job opportunities have reduced, it's a huge challenge for entrepreneurs, and many people lost their jobs. Therefore, job-seeking issues become urgent and important especially for foreigners who live in Finland. Employment rate is an essential figure in the development of economy and the stability of society. All kinds of conflicts and problems, such as robbery and fraud, will be induced by high unemployment rate, and it will directly affect any country. Moreover, if people search Chinese international students/Chinese graduates, most existing research is about in America or Britain. There is extraordinarily little research on Chinese students in Finland. Therefore, this thesis will investigate career situations of Chinese students in Finland. Based on analysis of data from students, universities, the Finnish immigration office, and the Chinese embassy in Finland, causes of Chinese students' situations will be discovered. Then, target suggestions can be made to Chinese international students in Finland.

The meaning of this thesis has following aspects.

- The career and employment issues are Chinese students in Finland care most about. The purpose is to supply some references for Chinese students who are studying and want to work in Finland and who will come to Finland to study and work.
- By doing this thesis, two authors hope to provide references with Finnish policies in foreigners' working, studying, and starting a business.
- Chinese is one of main key concepts of this thesis. To a certain extent, it can enrich literatures on Chinese studies in Finland.

1.2 Thesis Objectives and Delimitations

The thesis objectives can be divided into 3 main points:

The first objective is to identify the trend of Chinese students for applying to study in Finland is it increasing, decreasing, or not changing, by discussing the trend of international students in Finland, the change of the attraction of Finland to Chinese students can be detected. Especially after Finland made the decision to charge tuition fees to non-EU International Students in 2018, authors want to know whether Finland has lost its attraction to Chinese students. From the source, the decrease of international students applying for Finnish schools will directly affect job-hunting situations of Finnish graduates, because the decrease of the number of competitors will reduce the competitive pressure on Chinese students in Finland who have job-hunting or job-hopping needs in Finland.

The second objective is to understand the situation of employment problems encountered by Chinese students after graduation, such as difficulties in job hunting, cultural differences in the workplace, and so on.

The third objective is to identify whether the upsurge of Chinese students returning home because Finland is less attractive to foreign students. Around us, more and more foreign students choose to return home for development, perhaps for two key reasons. The prosperity and development of China's economy in recent years have created more employment opportunities. Chinese students can find suitable jobs faster in China, which is more conducive to their career development planning. Perhaps there is another reason. Finland's employment rate is becoming more and more severe this year. More and more residents apply for Kela subsidies, and Kela is tightening as much as possible.

The delimitations consist of participants (Chinese bachelor students in Finland) and action (get employed, self-employed, or continue studying).

1.3 Research Questions

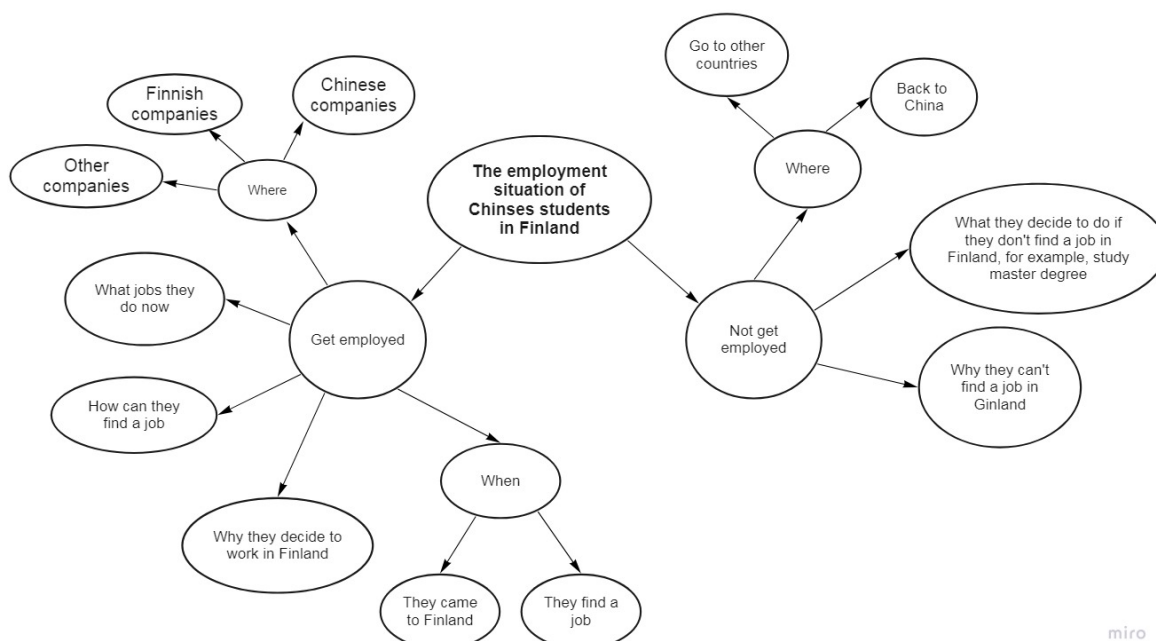


Figure 1 Mind map about research questions. Created by the authors.

After themes of the thesis were set, authors were brainstorming, and a mind map of the topic was made. Among those questions, a main question and a sub-question were proposed.

Main question: What are Chinese bachelor students planning to do after graduation?

Sub-question:

What Chinese students think about the employment situation in Finland?

1.4 Theoretical Framework

Donald E. Super is an American career management scientist and renowned career planner. In the 1950s, he proposed career development theory, as known as the lifespan view of career development. The theory emphasizes a life-span approach to professional choice and adaptation, recognizing the changes that people go through as they grow older. (Super, D. E, 1980)

The significance of Super's career development theory lies in the fact that he points out the differences between the psychology of occupation and the psychology of career and how they can be integrated. It can be said that it is a symbol of the shift from occupation counselling to career counselling. He foresaw the importance of life development and decided the question of the possibility of careers development.

Super's career psychology is largely based on the psychology of difference, with the theoretical assumption that once individuals are effectively matched with occupations, then they will be very satisfied with their lives. He proposed that any individual possesses the potential for success and satisfaction in a diverse occupational environment. He then further elaborates on the trait factor theory: people engage in different occupations due to differences in interests and abilities. If the interests and abilities required for a particular occupation are closer to the individual's traits, then the individual will have more satisfaction in that occupation.

Super's career psychology is mostly founded on developmental psychology, with the core theoretical assumption that career growth is guided by general human development principles that are essentially evolutionary in origin. In his concept of the career model, he argues that there are different career tasks at different stages of life. Personal career development should not be a one-dimensional and diversified overall development process, but rather a three-dimensional and diverse overall development process encompassing career, psychology, life, cognition, morality, learning, humanistic literacy, and other aspects of comprehensive development.

Super also emphasized that the environment and heredity play different roles in vocational maturity and that environmental elements that promote occupational maturation should be prioritized. The growth of a person's life, the effect of the surrounding environment, and

differences in a person's natural intellectual and personality qualities will all have a significant impact on the individual's long-term development. In general, natural intelligence and personality traits are difficult to modify, and can only be enhanced via subsequent efforts. The challenge in career development is determining if someone can effectively overcome the potential influence of environmental influences on his/her choice and choose a practicable path that best balances personal development and environmental limits.

Super's occupational psychology field of study is a fusion of these two ideas. It is, after all, primarily a matter of survival and development. This is a scientific development concept theme, which suggests that people should have a sustainable development vision. Because only through expanding the development space will the state of human existence continue to improve. When the matter of survival is always in mind, the vision narrows and the room and possibility for natural development become quite limited.

Self-concept theories were also significant effects on Super's thesis. The development of a vocational self-concept is founded on children's observation of and identification with adults at work, according to Super. He expressly asserts that career activities can be used to improve one's self-concept. Career decision-makers regard their choices as a means of achieving their self-concept. A variety of distinct professional development tasks are encountered during one's life, each of which refines the precise professional options that must be made. These job decisions made at different points in one's life might have a significant impact on one's future life growth.

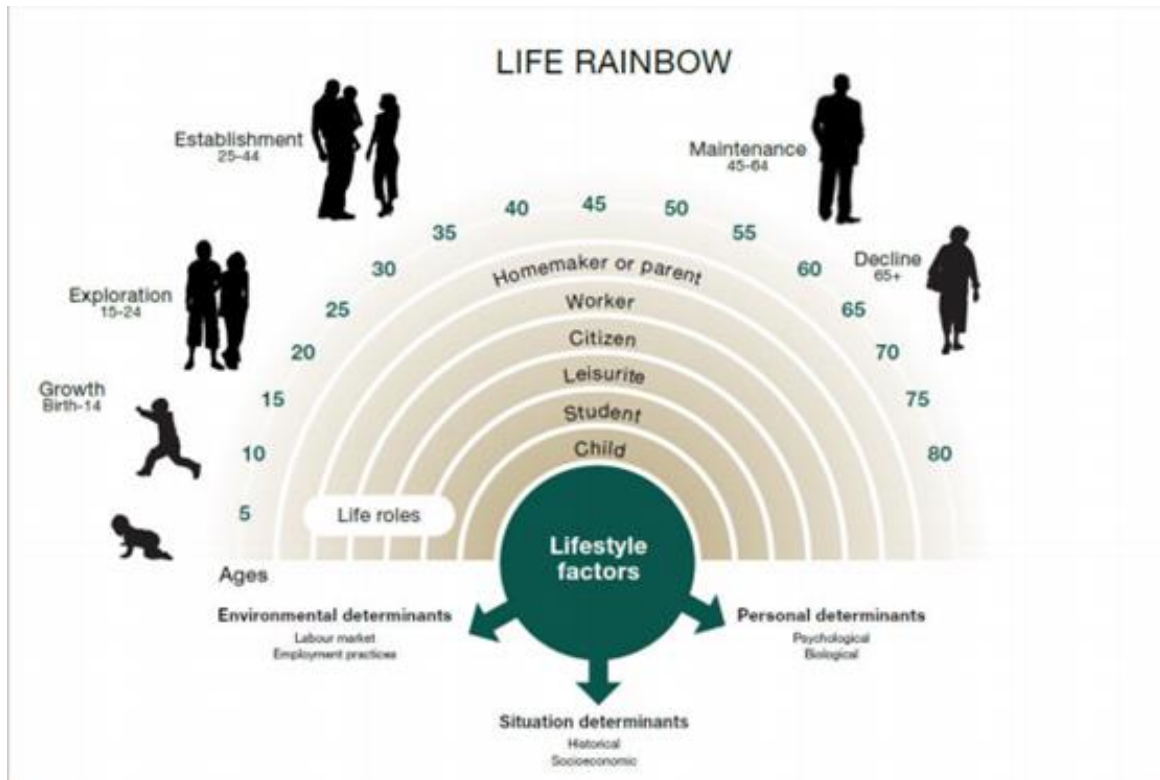


Figure 2 Super's career development. Original from Life span, 1980.

1.5 Research Method

The research onion model was presented by Saunders, Lewis, and Thornhill (2019) in their book <Research Methods for Business Students>, which aims to explain different stages of writing a dissertation to create a better-organized methodology.

According to the research onion model, the thesis was organized by the following structure.

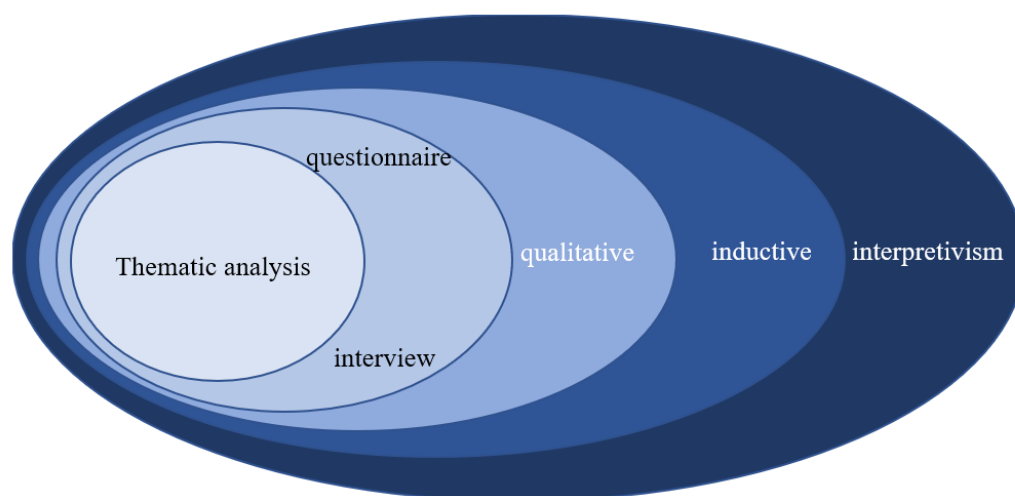


Figure 3 Research onion model. Created by the authors, original from Research onion, 2019.

Interpretivism argues that truth and knowledge are subjective, culturally, and historically situated based on lived experiences and understanding of them. Interpretivism takes a relativist ontological perspective. Relativists suggest that reality is only knowable through socially constructed meanings, that there is no single shared reality (Ritchie & Lewis, 2003).

Primary data generated in interpretive studies cannot be generalized since data is heavily impacted by personal viewpoints and values, the reliability and representativeness of data are undermined to a certain extent as well. On the other side, the Interpretivism studies are associated with a high level of validity therefore data in such studies tend to be trustworthy and honest.

Starting from the structure of words, Mr. Gold (2018) concluded that induction was an inference that began with one or more details and led to a conclusion about one or more details. The inductive approach is fact-to-knowledge. The inductive approach was applied in this way. First of all, authors discovered a phenomenon – most Chinese students in Finland feel optimistic about their job opportunities and prospects in Finland. Why do people feel so negative about the employment situation in Finland? What are options for Chinese bachelor students after graduation? To answer these questions, authors used interviews, questionnaires, literature to find out others' points of view and then drew new findings.

Qualitative method was chosen as the main research strategy. The first explanation is that qualitative analysis requires the pursuit of research goals and data forms. The aim of the research was to better understand research questions as well as to identify and clarify the phenomenon: Chinese students are worried about their future in Finland. It is primarily used to gain a better understanding of the target audience (Chinese bachelor students in Finland)'s attitudes, values, motivations, behaviours, and other related issues. Textual data, not numerical data, is what the paper is looking for. Secondly, in comparison to other nations (e.g., US, UK, etc.), Finland has a relatively small number of Chinese bachelor students. As a result, it is unable to fund quantitative analysis that necessitates a large amount of data. Qualitative study emerges as the most viable choice. The third point is the dissertation's main research methods are interviews, a text-based questionnaire, and related literature reviews. They are compliant with qualitative method.

Thematic analysis was used as the data analysis method. It's a systematic method of breaking down and organizing rich data from qualitative research by tagging individual observations and quotations with appropriate codes, to facilitate the discovery of significant themes. A theme is a description of a belief, practice, need, or another phenomenon that is discovered from the data and emerges when related findings appear multiple times across participants or data sources. The best tool or method for this process is determined based on the data, context, and constraints of the data-analysis phase, and the researcher's style of work. To conduct analysing research results, authors using the online software CAQDAS (Computer-Aided Qualitative-Data-Analysis software) known as a popular qualitative analysis in research. Researchers upload transcripts and field notes into a software program and then analyse the text systematically through formal coding. The software helps with the discovery of themes by offering various visualization tools, such as word trees or word clouds, that allow the coded data to be manipulated in many ways.

Codes usually appear as words or phrases that act as a label in a thesis. These phrases are usually very representative and can condense some complex meanings into a keyword. Coding requires authors to name all codes and illustrate all meanings and giving samples in a thesis. Those codes concentrate and connect all similar parts and answers in research which makes it visible and analysable. Through those codes, authors list all the information following certain aspects such as similarities, differences, and relationships among segments. People definite codes in 2 ways, descriptive and interpretive. Descriptive code is describing what the idea is. Interpretive code is endowed with authors' understanding and

interpretation of the information.

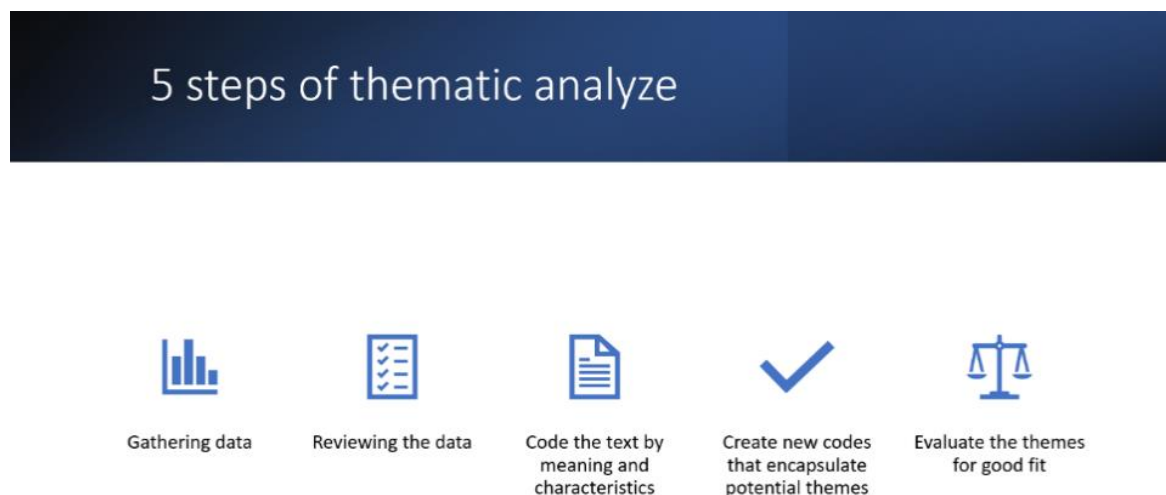


Figure 4 Steps to Conduct a Thematic Analysis. Created by the authors, original form Thematic analyse, 2019.

Primary data will be collected through a survey using a textual questionnaire. In addition, some pieces of literature, such as foreign and local institution reports, are also used to collect data as secondary data. Most data that will be used belongs to the primary data. Participants are Chinese students in Finland. A questionnaire will be answered online, and it consists of single-choice, multiple-choice, and short answers. Expected samples are 50. At the same time, authors will ask some Finnish universities' accounts in China for help to investigate approximate admissions rate of Chinese students in Finland. The whole re-searching process will last about 1 month. Then, authors will also interview several friends, who have graduated in Finland and have worked, to collect more data.

To collect more data, following things need to be done. Firstly, contact the Finnish immigration office and the China Embassy to collect information about the number of Chinese students in Finland. Especially for the Finnish immigration office, questions like the number of Chinese students' visas they have approved will be asked. Then, how many Chinese students' study visas have become working visa, and how many permanent residence Chinese students have gotten. Secondly, to investigate the number of Chinese students in their universities and the number of Chinese students who have graduated, Finnish universities will receive a survey form via emails. This survey form includes 3 degrees (Bachelor, Master, and Doctor) and the number of students of graduation and admission in each degree.

The work opportunities and entrepreneur situations of Chinese students in Finland and in China will be compared. Some policies about foreigners' work or start-up in Finland, Chinese policies for Chinese students in Finland who study abroad will be looked up. And according to these materials, some differences of Chinese students in Finland work or start-up in Finland and in China will be discussed.

1.6 Challenges and Expected Outcomes

The first challenge is that Finnish literature is not enough to use. The references concerning this topic are quite rare in Finland. Also, the number of the thesis's reference group (Chinese students in Finland) is quite small, compared with other countries, such as UK, US. Thus, when doing this survey, samples are not a lot. The second one is the workload is a lot. The last one is the accuracy of the database.

According to this investigation and research, authors hope to achieve these results, specifically, in these aspects. The first one is supplying Chinese students in Finland with references when they want to work in Finland. Then, providing the target audience references about cultural adaptations. Moreover, giving references and suggestions to universities.

1.7 Structure

About thesis's structure, the content is divided into two major sections around the main research question: work and study. Under work and study sections, there is a further breakdown by country. Since the reference group under study section is Chinese bachelor students in Finland, country's classification focuses on Finland and China. After that, work

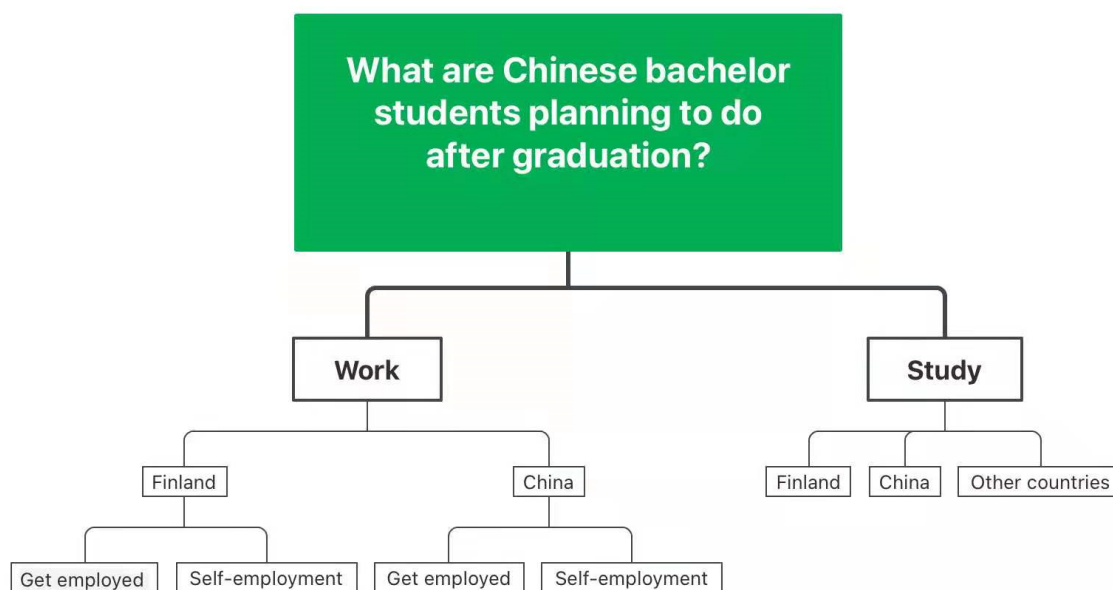


Figure 5 Basic structure of the thesis. Created by the authors.

section is subdivided into getting employed and self-employment. Policies, society, labour market will be discussed in the work section.

1.8 Ethical consideration

The main goal of the thesis is to conduct ethical research that complies with methods and principles endorsed by the scientific community. The main question of the topic is to analyse the plan of the Chinese students in Finland after graduation. Authors discussed and confirmed the rationality and feasibility of the research with the thesis supervisor, and there is no possibility of malicious use of information for illegal dissemination.

Information requested in the thesis strictly obeys the Ethical review in human sciences research which principles are described in guidelines for ethical principles of research with human participants and ethical review in human sciences in Finland by the Finnish National Board on Research Integrity (TENK, 2021). As mentioned in the guideline, the Ethical review in research serves two purposes: it protects research subjects and endures the researcher's legal protection. It is an important part of maintaining the public's trust in scientific research and researchers. According to this guideline of the Finnish National Board on Research Integrity (TENK, 2021), all interviewees in this paper are informed in advance of the purpose of the survey, the method of data collection, and the scope of use which is indicated in the Ethics application form. The interview was conducted after obtaining a clear permission response. And to ensure that all these data are strictly in accordance with rules and

are published in the undergraduate thesis database after all interviewees/institutions, authors, and thesis supervisors are approved. This survey does not involve any personal or commercial purposes. All information of interviewees is protected.

In all research, the dignity, privacy, self-determination, and other rights of the research subjects are respected. This limits what kind of scientific research can be conducted. The Finnish National Board on Research Integrity (TENK, 2021) has compiled guidelines for responsible conduct of research which gives a clear account of principles of research ethics.

There may request information about the research approach method for students in the research. Research methods used in the thesis are a questionnaire and interview. For different types of target sampling groups, the survey has adopted different methods. For example, student interviewees are mainly recruited through online recruitment, student recommendation, school events, etc. These methods are voluntary and free and do not involve any sensitive personal information. All information is strictly protected according to the ethics application form.

The collection of information for schools or institutions follows specific requirements of different groups. For example, some schools put forward clear research rights and requirements on the homepage of the website to let researchers know research rights detail after authors submit the research permit according to specific regulations, and then conduct data collection after authorization.

Data collection process is voluntary and public with an ethical statement at the top of the research form and questionnaires. All students and institutions who participated in the sampling were informed of the purpose of the questionnaire, the method of information collection, personal information protection measures, and information retention time.

2 PRIMARY DATA COLLECTION AND ANALYSIS

Interviews and an online questionnaire were used to gather primary data. This section will provide and debate the outcomes of primary data.

2.1 Questionnaire Results

Single choice, multiple-choice, and short answers were included in the questionnaire. The questionnaire was labelled as non-profit and voluntary. There was a total of 22 questions. Question 1 to 7 was about participants' personal information, such as age, time arriving in Finland, diploma or occupation in Finland, etc. Other 15 questions were set with the purpose of exploring employment situations of Chinese students in Finland and their cultural integration. The survey aims to conduct an extensive survey of Chinese students who have/had worked or studied in Finland. In the middle of March, designing and making the draft of the questionnaire were started. Then, authors finished the discussion and completed the final vision of the questionnaire before the end of March. Next, authors have sent the link of the questionnaire to Chinese students in Finland since 26th March via several platforms, for example, WeChat groups of Chinese students in Finland.

A textual questionnaire was planned with a sample size of 50 responses. The criteria for selecting participants were Chinese students who have/had work experience in Finland and Chinese students who intend to work a full-time job in Finland. Participants were given contact details for two writers so that they could contact them if they had any questions. The questionnaire was completed on 26th March, and participants were able to respond online until 25th April. The response rate was 94 percent (47 people responded) on 25th April.

In this thesis, questionnaire and interview are the main methods. The questionnaire survey focuses on the impact of external environment on people, and the interview focuses on the judgment of personal situation on future career planning which means internal aspect. The author is committed to studying the future career planning of Chinese students from both internal and external aspects, to be as comprehensive and real as possible.

In the survey, the questionnaire occupies a very large proportion, it is through the people who want to work in Finland or have had work experience in Finland for the job requirements, job environment, corporate culture, and other aspects of judgment, to make an overview of the overall Finnish environment. Among the respondents, in addition to the fact that the largest number of Chinese come from Finland to study for undergraduate or graduate students and then work in Finland, there are also some special circumstances

that need to be included in the discussion. In order to make the survey results more intuitive, most of the data are presented in the form of charts, which makes it easier to know the trends and changes over a period of time.

To analyse the working conditions of Chinese people in Finland, we adopt the form of a questionnaire for content collection. The subject of our questionnaire is the survey on the employment conditions of Chinese students in Finland. The subjects of the survey are mainly students or staff who have studied or working in Finland. In order not to cause too much trouble to the target sampling group, it is better no more than 20 questions in the questionnaire, so that the respondents may use 5 to 10 minutes to answer the questionnaire, and it will not take too long for the time. Our questionnaire focuses on the type of work, working experience, labour intensity, and prospects of respondents in Finland. The first five questions are about basic questions such as sex ratio, age group, and the number of years staying in Finland. The purpose is to obtain the collective characteristics of the respondents, to ensure that the types of respondents are more extensive, and the questionnaire is more targetable.

Gender and age groupings account for two pie charts among the 47 questionnaire participants. Furthermore, based on this survey, two authors find that 17 respondents are students from universities or the UAS (University of Applied Sciences), 22 respondents are working. 5 respondents belong to jobseekers. 2 respondents choose working before graduating. 1 respondent is currently at home, indicating that he or she has graduated but has yet to find work. The questionnaire also investigated the participants' opportunities to come to Finland. The results reveal that 12 participants were recommended by their peers, friends, or relatives. 11 people sought information on the Internet and made the decision by themselves. 8 people came to Finland because of collaboration between Finnish and Chinese schools. 7 people came as a result of study abroad institutions' recommendations, and another 7 people came as a result of their parent's decision. 3 people came to Finland as a result of a collaboration between their school (high school or university) and a third party, such as an agency which helps students apply for studying abroad. 2 others came for non-study reasons. Other atypical cases (only 2% of each category means only one person in each case) include those who came to study in Finland because of their previous exchange experience, those who came to study in Finland because their boyfriend/girlfriend is in Finland, those who came to study because their family members are in Finland, and those whose family members immigrated because they couldn't find a job that suited them and therefore

chose to go to school.

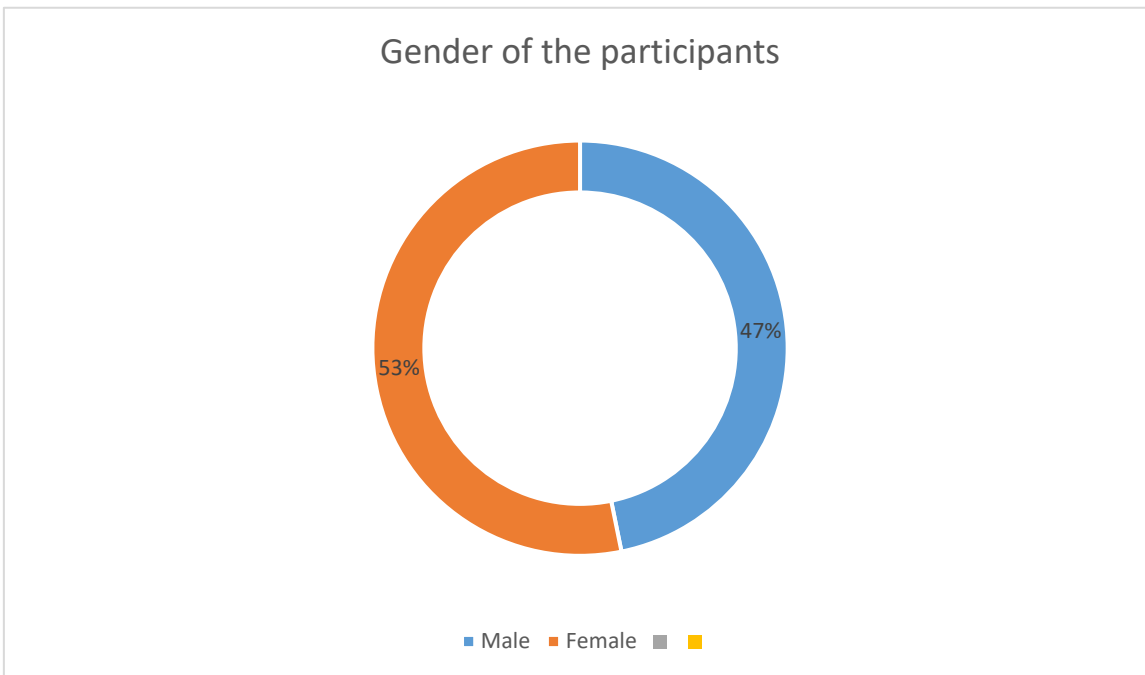


Figure 6 Gender of the participants. Created by the authors.

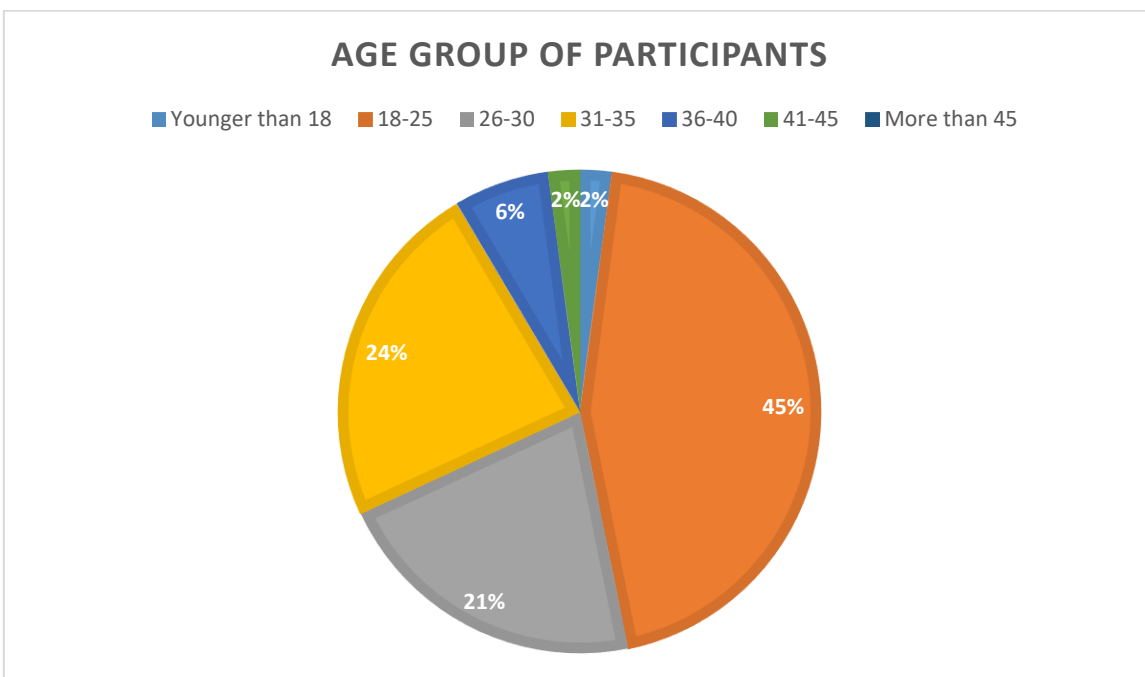


Figure 7 Age group of participants. Created by the authors.

In addition, a line graph depicts the arrival time in Finland. By looking at the line graph, there is a peak of people coming to Finland in the last five years (2015-2020). The number of incomings in the recent five years is 30, which means nearly 64% of participants came to Finland in the recent five years.



Figure 8 Incoming Chinese student number in 2001-2020. Created by the authors.

Then, two writers also investigated the education, profession, and occupation of the participants of the questionnaire. Half of the 47 people who responded to the survey were studying at a UAS (University of Applied Sciences), 34% of respondents had a master's degree, only one was studying at university, and another one was at the doctoral level (Ph.D.). Four of the participants lacked a university diploma in Finland, and 11 people lacked a Finnish degree qualification.

The most popular professions among the respondents, according to the results of the questionnaire study, were Business Management and Information Technology (19 percent of the total number of respondents each). Following that, 7 students studied Economics and Finance, while 5 students studied Chemical Analysis. Marketing, Materials Science, and Education each had three representatives. Other majors studied by two persons each were Medical (doctors, nurses, veterinarians, etc.), Agriculture and Forestry (agricultural engineering, forest resources management, environmental engineering, etc.), Biology (applied chemistry and microbiology, etc.), Tourism Management, Art and Architecture. The following majors have only one student enrolled: Sociology (social sciences, anthropology, philosophy, social relations, and so on), Linguistics (small language translation and language development studies), Food Science, Information and Media, Automation, Architectural design, and Biological and Food Industry.

16 of the 47 respondents work in or have worked in the restaurant business (restaurant owner, chef, waiter, etc.). Thirteen people chose retail, wholesale, and import/export commerce. Tourism was chosen by nine people (tour guides, agents, etc.). The occupations of six people were related to IT. Five of them were translators. Each of the four departments (logistics, sales and cashier, and sales) accounted for 4 people. Following that, three persons selected three professions: medicine (doctors, nurses, dentists, veterinarians, and so on) and education (teachers, caregivers, etc.). Two cleaners, two accountants or auditors, two housekeeping personnel, and two trade clerks were also among the respondents. Other occupations contained only one each: service industry (nail care, eyelashes, massage, acupuncture, etc.), warehouse management, training institutes, software engineers, consultancy, designers, overseas power plant EPC businesses, architects and media, public relations. One person without a job (freelancer) and one person with specific experience: working as a sales assistant and administrator in a multinational company in China. While attending school in Finland, he/she worked in a food factory during the summer.

In addition, participants assessed their professional and vocational fit in Finland. The results are depicted in the pie chart below.

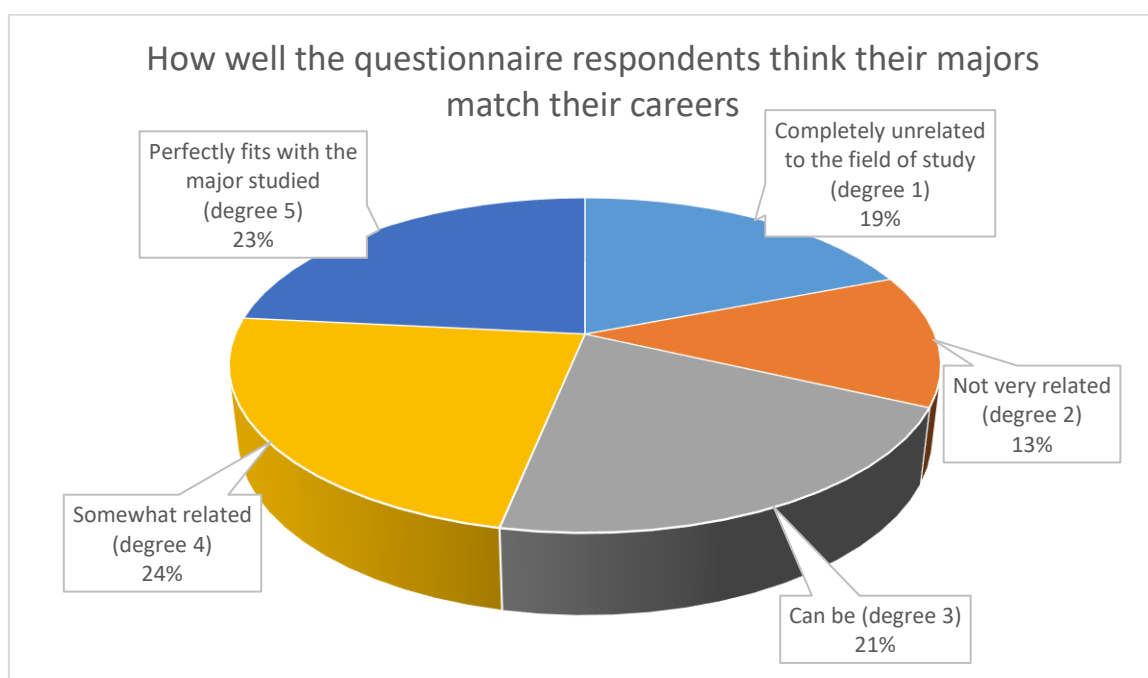


Figure 9 How well the questionnaire respondents think their majors match their careers. Created by the authors.

The questionnaire also asks respondents: Do you think the experience of studying in Finland will help you in your future employment/career choice? The outcomes are displayed below.

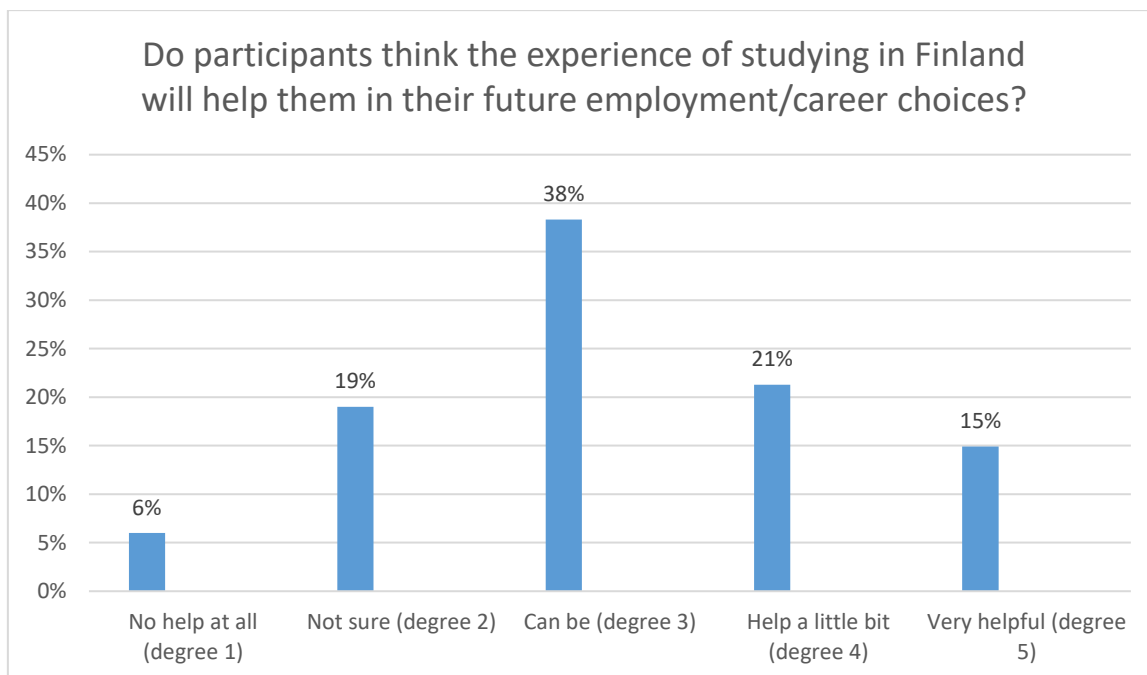


Figure 10 Do participants think the experience of studying in Finland will help them in their future employment/career choices? Created by the authors.

The next part is a poll of Chinese people's opinions and actions on locating and working in Finland, as well as returning to China to work.

Of the 47 respondents, the questionnaire sponsors surveyed the respondents on their monthly pre-tax salary and salary satisfaction, and the results are shown in the following two pie charts.

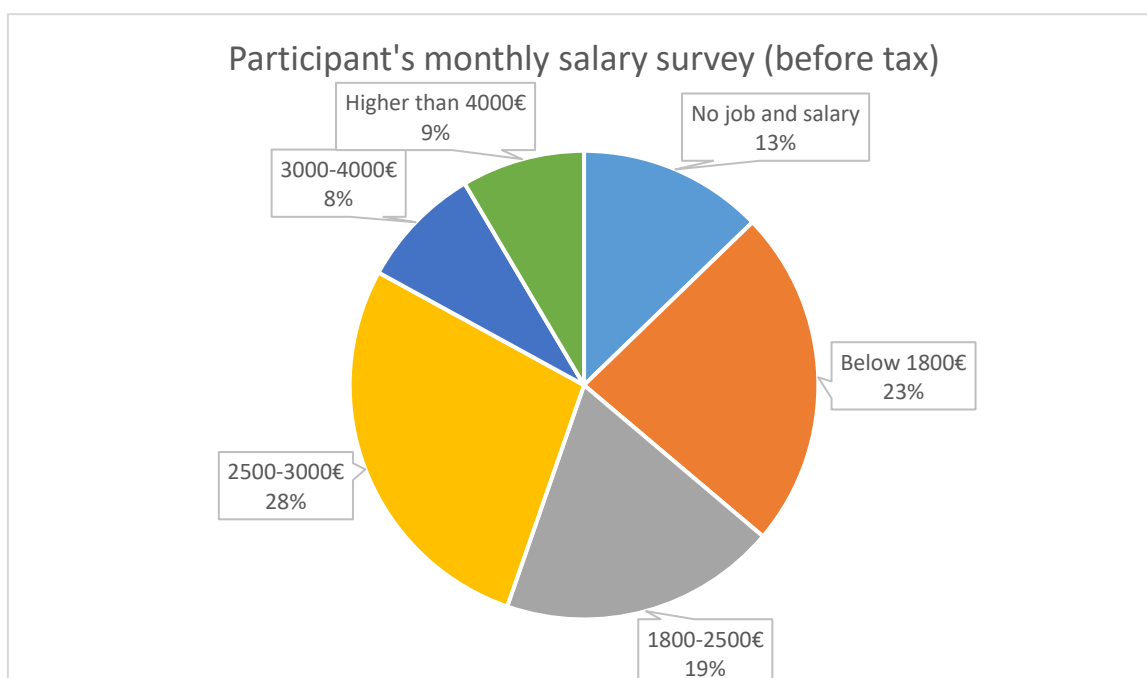


Figure 11 Participant's monthly salary survey (before tax). Created by the authors.

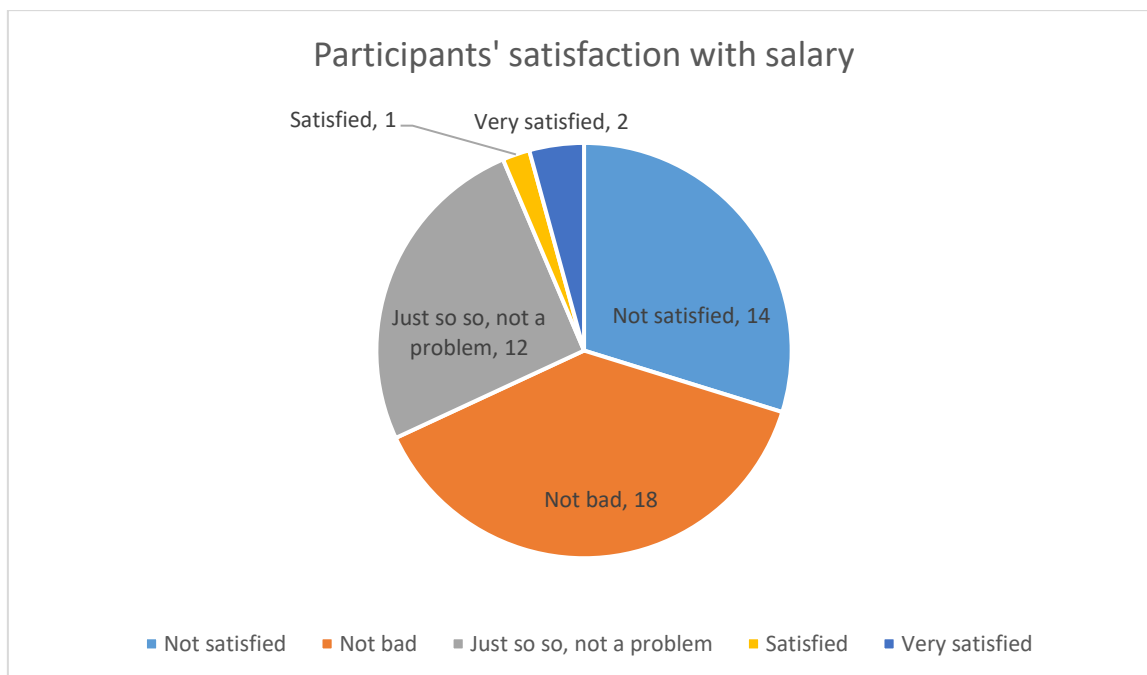


Figure 12 Participants' satisfaction with salary. Created by the authors.

No one found it easy to get work in Finland, according to the 47 participants. Five people responded that finding work in Finland was still possible. 11 participants stated that finding a job in Finland was neither simple nor challenging for them. It was challenging for 16 people, and very difficult for 15 others.

The largest barrier to getting a job/work in Finland was made into a multiple-choice question by the questionnaire's creators. The findings revealed that nearly half of the replies suggested cultural and customary differences. Eighteen responses believed that Finland's bad economy and low employment rate were impediments to employment or job. The difficulty to converse in Finnish was cited by 20 replies as the reason. The lack of or insufficient work experience was cited by 15 replies as a hindrance to finding a job. 11 replies said their mentality, such as a lack of confidence or self-doubt, was a barrier to finding work in Finland. The COVID-19 pandemic, for example, was a barrier to job-seeking for 8 responses. Language barriers and a lack of fluency in languages other than their mother tongue were mentioned in eight responses as making job-seeking more difficult. Academic hurdles were mentioned in six responses, with one individual stating that Chinese degrees were not recognized in Finland. They were discriminated against in Finland, according to three responses. There was only one response that stated that there were no obstacles.

The respondents were then asked where they go for help when they encounter difficulties in their job hunt or at work. It is also a multiple-choice question. 28 responses said they would seek help from relatives, friends, seniors, etc. who are in Finland. 14 responses said

they would seek help from Chinese Wechat groups in Finland. 12 replies stated they would go to their school, tutor, or professor for support. Eleven replies said they would approach the Finnish Chinese Students Group for assistance. Another eleven responses indicated that they would seek assistance from Finnish labour unions. Three responses said they would like to contact the Chinese Embassy for assistance. The other three responses stated that they would address the problem on their own and that they would not seek assistance. One of them did not beg for assistance but suggested contacting the unemployment office or actively looking for work by sending a resume or making a phone call. Two people said that they would seek assistance from the Finnish Immigration Service. The other two responses stated that they had not yet run into any problems. One person chose to contact Finnish Employment and Economic Development Office (TE-Palvelut).

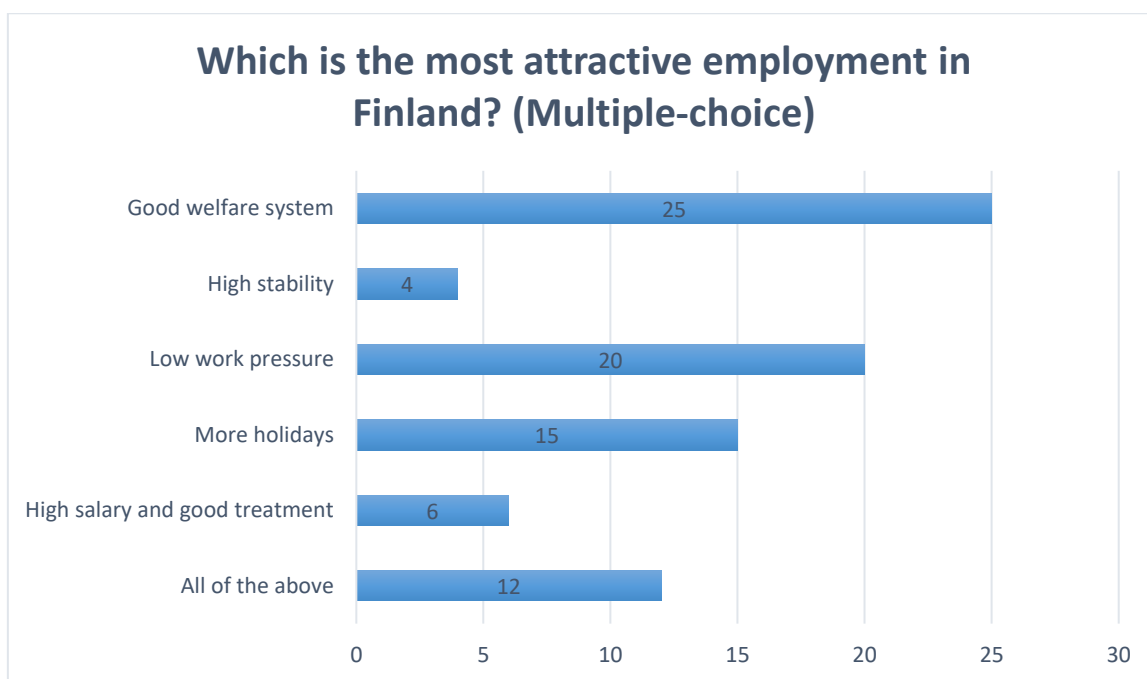


Figure 13 Which is the most attractive employment in Finland? (Multiple-choice). Created by the authors.

The bar chart above investigates the factors that attract Chinese people to stay and work in Finland.

The question of Chinese people's perceptions on their future work prospects in Finland during the special period, COVID-19, was also conducted. 13 percent of the participants stated they did not see any hope. 23 percent said they were not sure and would take things slowly. 53 percent stated they were ok and would get better, and 1% of the participants expressed optimism for the future.

The authors also polled the participants about their desire to return to China, according to the paper's content structure chart. The findings of the survey on this goal are depicted in the graph below.

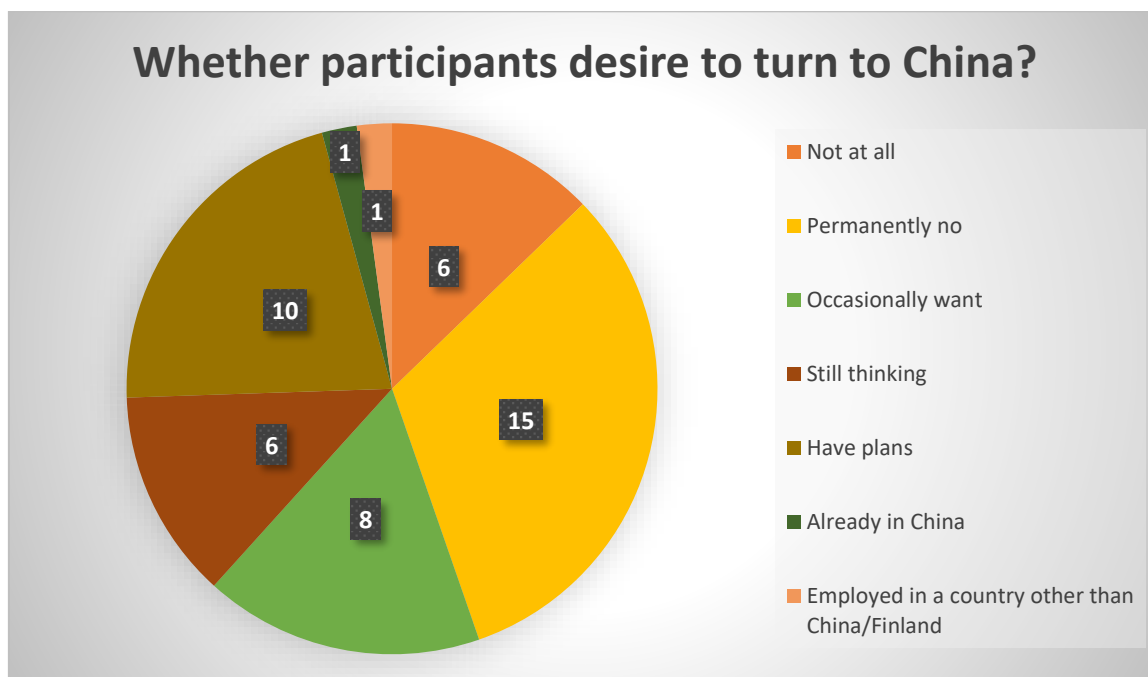


Figure 14 Whether participants desire to turn to China. Created by the authors.

The questionnaire sponsor investigated the reasons that motivated the participants to leave Finland and return to China for employment and set it as an optional question. 16 replies of the 31 respondents said it was due to family obligations. 10 responses thought there were better prospects within China and therefore intended to return to China. Because they could not find a suitable job in Finland, 8 participants returned to China for work. 4 responses indicated that they returned to China for employment due to visa reasons. 3 replies thought China had a more familiar and preferable corporate culture. Another person expressed his/her dissatisfaction with living in Finland, stating that he/she did not enjoy it. Another participant did not want to go back to China and questioned why this question was asked.

Participants were also asked to rate their level of integration into Finnish life, with the following findings.

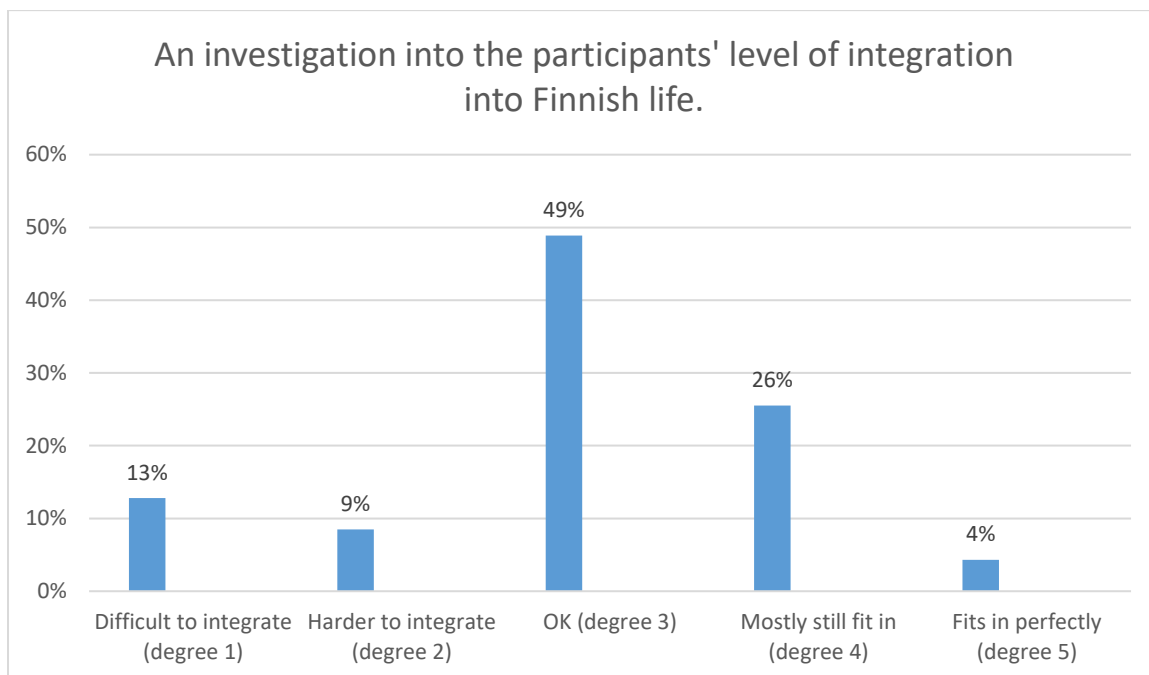


Figure 15 An investigation into the participants' level of integration into Finnish life. Created by the authors.

The challenges of living in Finland were mentioned as a multiple-choice question in the survey. The language barrier was blamed by 59.6 percent of the participants. One of them stated that he attended university in Finland and studied in Finnish, but that the language barrier still exists. 51 percent believe it is a barrier to future advancement in their careers. 40 percent of those polled were concerned about the difficulty of finding work. 13 people felt lonely and had no friends. 11 people thought that the cost of living and high prices bothered them. 10 people thought it was cultural differences and 7 people thought it was racial discrimination. One person was bothered by food. Only one person felt no difficulty.

According to the survey, the majority of the participants came to Finland as a result of recommendations from family and friends. As a result, the participants were asked to answer the following question: Would you suggest Finland to your family and friends? The outcomes are displayed below.

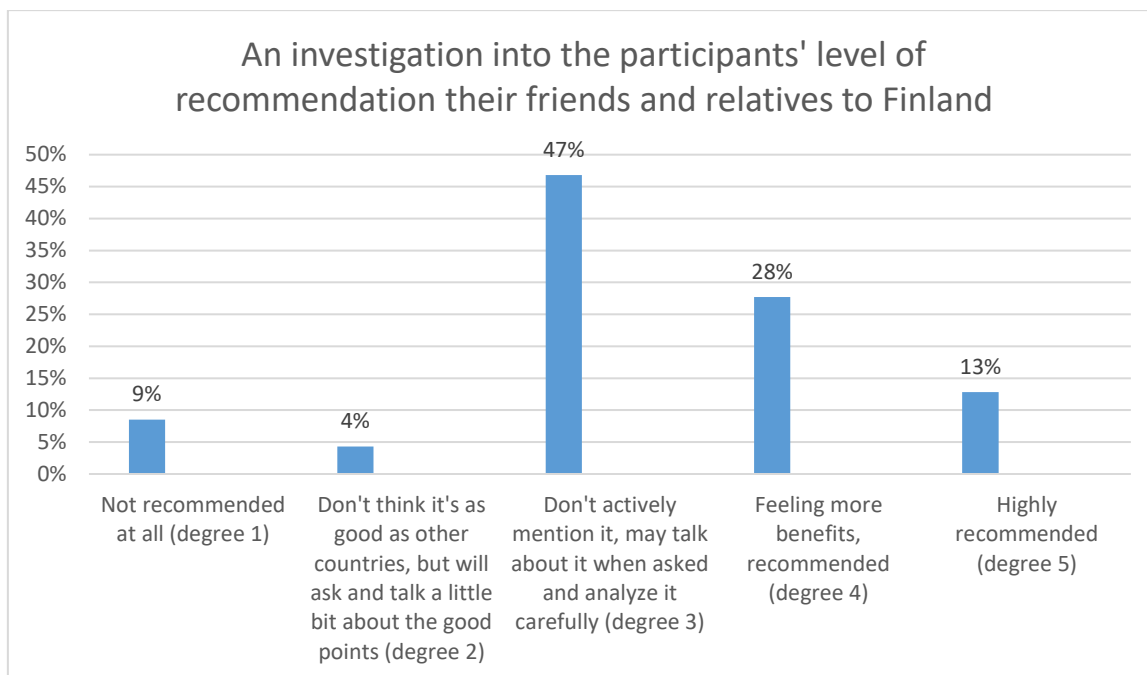


Figure 16 An investigation into the participants' level of recommendation their friends and relatives to Finland. Created by the authors.

The last question of the questionnaire was a free-form inquiry. That is if there were any pieces of advice participants would like to give to recent Chinese graduates in their job search. A total of 24 people responded to this question. Learning Finnish was recommended by one-third of the people. They believe that being able to communicate in Finnish is a must for working in Finland. 6 responses underlined the value of internships. They suggested that students look for internships through their schools or through websites, or that they conduct an internship in China before deciding whether to stay in Finland or return home. Three replies stated unequivocally that visiting Finland is not recommended. Two more people advised returning to China. Another two people suggested that they learn new skills, such as programming.

2.2 Interview Findings

Interviews were conducted in a variety of formats, including both online and offline. Beginning at the end of April, authors targeted Chinese students who had/have studied in Finland as bachelor students and started the process of interviewing them. Voice calls, video calls, and appointments for time and location for interviews were used to perform interviews. Interviews consisted of 17 questions, the primary goal of which was to address the thesis's main question: What are Chinese bachelor students planning to do after graduation? Participants come from different universities or universities of applied sciences (UAS) in Finland, with a variety of majors, and some of them no longer reside in Finland. Facilitating

smooth and relaxed communication between interviewers and interviewees during the whole interview process was tried make. The process of Interviews ended on 9th May, and then all data of interviews were collected and analysed.

Interviews were conducted with a group of ten Chinese bachelor students in Finland by using convenience sampling. Participants were chosen based on several requirements, the first of which was that they must be Chinese students who are currently or have previously studied in Finland as bachelor students. 100 percent sample response rate was achieved on 9th May (10 interviews completed).

The interviewer asked the interviewee to use an alias, first name, or English name at the start of the interview for privacy reasons. The first and second questions were concerning their personal information, such as what type of university they were attending, whether it was the University or the UAS, and their majors. The interviewee's future study goals were the focus of the next three questions. The sixteenth question asks about the attitude of their parents towards their stay in Finland. The reason for this question is that most Chinese undergraduate students in Finland are financially supported by their parents. As a result, the parents' attitudes have a significant impact on their children's future plans. If parents want their children to return to China, for example, they will not advise them to continue their education in Finland. The interviewees' perspectives on working in Finland are then explored in questions seven through fourteen (except for the eleventh question). The eleventh and fifteenth questions inquire about what draws them to Finland and whether they would suggest it to others. The findings of each interviewee's interview are listed below.

2.2.1 Yuhan

The first interview was with Yuhan, 22 years old, a third-year international business student at a UAS. At the moment, she has no plans to study further (master's degree), whether in Finland, China, or another country. One of the topics discussed in the interview was whether tuition fees will influence the interviewee's decision to continue her education. Yuhan responded that tuition costs had a significant impact on her decision to pursue a master's degree. Because she expects to stay in Finland for a long time, she will choose to study for a master's degree in Finland as well. But, as far as she knows, since she is currently enrolled at a UAS, she only has two options if she wishes to continue her studies. The initial step is to apply to the university for a master's degree. However, she finds this quite difficult, and the tuition fee is too exorbitant. The other option is to work for two years before enrolling in a UAS. She can gain permanent residence after working for two more years and will not have to pay tuition for her master's degree. However, because

she intends to stay in Finland for a long time, she claims she does not want to and it's unnecessary to continue her studies. The major was the subject of the next question. If she chose to proceed to study for a master's degree, the interviewers inquired if she would like to pursue the same major or a different major. Yuhan's answer was a different one. Because when she applied to universities in Finland, the Chinese agency informed her that her program of a bachelor's degree only offered two English-taught majors: International Business and Information Technology, and she chose International Business. She would rather study design if she pursues a master's degree in Finland. Yuhan says her parents were supportive of her plans to either continue her studies or work directly. Her parents say they hope their daughter is always happy.

After discussing the study aspect, the interviewers talked to Yuhan about her work plans. Yuhan says she plans to start a business in Finland because she thinks it will be difficult to find a job in Finland that suits her. Yuhan understands the so-called "hiring discrimination" that favors national employees and feels that it is normal. The interviewer then talked to Yuhan about this particular period: the COVID-19 pandemic. Yuhan believes it did have a dampening effect on her internship (working in marketing at a Chinese restaurant in Finland) and her plans to start a business. The natural environment is one of the things that Yuhan finds most appealing about Finland. Finland's clean air and gorgeous forests enticed her to stay for an extended time. Yuhan's deepest impression of Finland is that it is not rich, and the people do not have much purchasing power. She does not recommend her friends and relatives to come to Finland. To begin with, Finland's economic status is not very good in comparison to that of other European countries. Secondly, finding a job is quite tough, and the Finnish language is extremely limiting. Then, if her relatives or friends come to Finland to study and intend to return to China afterward, coming to Finland is pointless. In comparison to other countries, Finnish qualifications are not well acknowledged in China.

2.2.2 Daisy

The next interviewee is Daisy. She is 21 years old and has been in Finland for two years. She is studying international business and logistics at a UAS. Now, she is doing an internship in China. About her intention to study further in Finland, she said: "Yes, I would like to continue my studies in Finland because of the strong learning environment and the ability to interact well with students from all over the world." Then, the interviewers asked about her target school for a master's degree after graduation. She stated that she wants to try to go to the University of Helsinki. Daisy thinks the cost of the tuition fee for a master's degree will be considered, and she wants to study a different major for a master's degree. Her parents support her further study plans of staying in Finland.

Daisy hopes to get a job after graduation in Finland. Her attitude towards working in Finland is positive, and her target company in Finland is the Fazer chocolate factory. She usually uses LinkedIn as the platform for job-seeking. She claims that, as a jobseeker, her advantages are generous and enthusiastic, kind, treating a thing will be a very serious focus. Her disadvantage contains occasional procrastination. Talking about the COVID-19 pandemic, she said this pandemic may affect her idea of job hunting because, for her, everything is still safe first. She never worked in a Finland's company as an internship or part-time job. Concerning her ideas on the differences between Chinese company culture and Finland company culture, she mentioned: "Chinese company culture is very hierarchical, like leadership. But I don't think Finland is, so there is no strong sense of hierarchy." Then, the interviewers talked about recruitment discrimination in Finland. Daisy said she thinks there is no recruitment discrimination in Finland's company between Finnish and Chinese job seekers.

The experiences in Finland attract her the most to stay or study in Finland. Daisy, unlike others, appreciates the clash of cultures and is eager to move outside of her comfort zone to immerse herself in a new environment. Her strongest impression of Finland is that there are so many cloudy days, and the wintertime is so long. She would recommend her friends to come if she thought they could handle the loneliness and organize their lives properly on their own.

2.2.3 Audrey

Audrey, a 22-year-old female student at a UAS, is pursuing a bachelor's degree in international business. She has spent three years in Finland. She said she wanted to continue her studies in Finland or other European countries because she wanted to experience the customs of different countries and their way of life. However, the epidemic, the COVID-19, abroad is not yet fully under control, so this plan may be postponed, or she may study for a master's degree in China, although it is difficult, and the competition is quite fierce. If she continues studying in Finland, she would like to apply to some famous universities, such as the University of Helsinki. If she decides to study for a master's degree in China, she would like to study at the Ocean University of China, both of which are in good cities with good environments and relatively more job opportunities. Later, regarding the tuition fees for further studies, she said that it does affect her study plan especially when she does not earn, or her parents cannot provide the number of tuition fees. Audrey would prefer to pursue a different major in a master's degree because she is not very interested in her major of her bachelor's degree. As a result, she wants to choose a major for her master's degree in psychology that she is interested in and plans to work in in the future. Regarding her parents' attitude, they want Audrey to continue her studies, not only to improve her knowledge but

also to broaden her relationships. Her parents are very happy with Finland and would encourage her to continue her studies in Finland if there was no COVID-19, but now they are worried about her health in Finland.

Audrey would like to work in Finland if she has this opportunity, so she can experience the Finnish working style, which should be a bit different from the Chinese 996 (work from 9 am to 9 pm, and six days per week). Working abroad also allows her to practice her language skills, but she is not very good at Finnish, and she is worried about that, so her attitude towards working in Finland is somewhere between positive and negative. So far, she hasn't had a target company/position yet. She will use some recruitment app in China, such as boss direct employment, 58 Same City, or through some interpersonal relationship to introduce jobs. As a job seeker, she is good at learning and communication. Then, she started her disadvantages are relatively little internship experience, and the university is not very famous abroad. Audrey thinks that the labour market in Finland is not easy for foreigners who do not speak Finnish or have relatively specialized professions to find jobs. For example, a foreign student who speaks not fluent Finnish and studied business is difficult to find a preferable job in Finland. The epidemic has a great impact on her job search. She will not go to countries where the epidemic is serious and prefers to work remotely or with fewer people. She has not done any internship or job in Finland yet. On the comparison of working conditions in Chinese and Finnish companies, she thinks that most Chinese companies are impersonal, and some do not comply with labour laws, such as not signing employment contracts when employees join. Finland should be more aware of the law. In China, women are discriminated against at work, and HR is hesitant to hire pregnant women or women who have recently given birth and are looking for work. Men and women in Finland are still relatively equal, and employment discrimination against women should be avoided.

The most appealing aspect of Finland is that the environment is beautiful, the people are friendly, and the country is well-known for its education: Allow children to have pleasure in the educational process. The Finnish landscape is nice, with a very different architectural style from China, and it is great to study in a school with great facilities and some really cool designs. She would recommend her friends and relatives to come to Finland because the experience is good, and the tuition fees are not very high, and daily life is not too expensive. They can also experience the different customs, taste the Finnish specialties, and most importantly, experience the Finnish education and educational environment.

2.2.4 Lin

Lin, a 20-year-old newcomer to Finland who is studying Early childhood education at a UAS. Lin wants to continue her studies in Finland because Finnish education is a place where

she learns a lot through entertainment, without a lot of after-school assignments, and where she has a platform to think independently and showcase herself. She intends to pursue a master's degree in education in Finland after graduation to learn more about educational approaches and gain a better understanding of the subject. She does not think that the tuition fees will affect her application for a master's degree because she thinks that knowledge is priceless, so she would like to continue her studies if she can. She wants to continue her studies in education because she likes working with children and enjoys the pride she feels when she teaches them what she has learned. Her parents are supportive of her studying in Finland and encourage her to stay here.

Lin stated that if she is able, she would like to work in Finland. She believes that finding a job in Finland after passing the language would be a good alternative. Because she has only recently begun her first year and knows little about the country, she does not yet have a target company or position. She has only recently arrived in Finland and is unfamiliar with the country. She is still figuring things out and hopes to find a career that suits her as she gains experience. Her strength is that she enjoys playing games with kids and that she has the patience to learn and explore with them. She did not talk about her weaknesses as a jobseeker. She believes that her job search will be unaffected if she has sufficient theoretical and practical knowledge of the mobile market. She currently has no work experience in Finland, either part-time, internship, or full-time. She believes that there is no racial prejudice, and that the employing business evaluates the applicant's abilities, not a race.

The most appealing aspect of Finland is its educational independence, which allows youngsters to learn more by being outside or conversing with other youngsters rather than being taught in a classroom. The clean air and free educational atmosphere are two aspects of Finland that she admires. She recommends that those in big cities come here to enjoy the environment and relax from the hustle and bustle of work.

2.2.5 Crystal

Crystal is 22 years old and has been in Finland for 3 years. She studied at a foreign language high school in China and was offered the opportunity to come to Finland by her school in cooperation with an agency when she graduated from high school. She came to Finland with her classmates to study international business at a UAS. She had not planned to study in Finland before because she wanted to stay in the country and was planning to work straight away. The main reason for this is that she heard from other Chinese people here that the employment opportunities for Chinese people who are not very good at Finnish are about the same for bachelor's and master's students unless they finish their Ph.D. She has no plans to study in other European nations because she likes the lifestyle in Finland.

and does not want it to alter too much. She participated in an exchange program to Austria, and she concluded that Finland would be a better fit for her in Europe. Regardless matter whether she wanted to stay in Finland or return to China, her parents were always supportive of her decision. Her parents, on the other hand, urged her to study for her master's degree and then contemplate returning to China. As a result, she pondered going to study for a master's degree after that. If she did, she would apply to one of China's top universities, such as the University of Helsinki, Tampere University, or Aalto University, or seek a master's study in the UK. Tuition will have a significant impact on her decision to study further. She claims that if she wants to stay in Finland, she will not pursue a master's degree, at least not for the next five years. If she intends to return to China, she will work for three years in order to obtain permanent residency before enrolling in a master's degree. In this case, she would pay less or no tuition fees. Crystal would like to study marketing in depth or pursue a completely different major, such as a language or a pet-related field if she decides to go further study.

Crystal was eager to work in Finland and learn about the Finnish work culture. However, she is disappointed to learn that, as far as she knows, only a few Chinese people can find suitable jobs in Finland, with the majority of them working in catering or nursing. Her attitude towards working in Finland is both positive and negative. Being positive is because it's not hard to find a job in Finland. Being negative is due to it's hard to find a job she wants, and the tax is so high. Her target company in Finland is Lumene, Valio, etc. who is willing to enter the Chinese market, and her target position is an employee of the marketing department. Or she wants to work in an international kindergarten or primary school in Finland. She will use LinkedIn, the company's official website, or through her Chinese inter-personal relationship here to find a job. As a job seeker, she demonstrates her strengths contain easy to accept new things, often put forward new ideas, more careful, dare to communicate, the idea will be implemented into practice. Of course, she also discussed her weaknesses with the interviewers, such as a little pessimism, a reluctance to step out-side of her comfort zone, and so on. Crystal believes that the Chinese are not very recognized and accepted in the Finnish job market. Finding a job and starting a business has become more difficult as a result of the COVID-19 epidemic. She has only had part-time experience working in Chinese restaurants in Finland. She believes that Finnish companies provide greater treatments, such as paid vacations and shorter work hours. She also believes that relationships its Finnish companies will be much simpler compared with Chinese companies. She agrees with the statement that there is recruitment discrimination in Finnish companies between Finnish and Chinese job seekers. She thinks it's normal. However, the companies should try to correct this, because the general economic situation in Finland is now worrying.

One thing that attracts Crystal most to stay/study in Finland is the peaceful life. In Finland, people do not need to concern a lot and, the work pressure here is quite low. Being an employee is much better to be a boss in Finland: the gap between their salaries is not so large and being an employee has less pressure. Her deepest impression of Finland is that Finns are poor consumers, which means they do not have a lot of purchasing power. She does not advise her relatives and friends who want to return to China in the future to come to Finland. She advises the US, the UK, and other nations that are more well-known in China if they wish to study abroad. If relatives or friends want to come to Finland to work or live, she will carefully analyse the pros and cons and then tell them objectively and let them think about it themselves.

2.2.6 Bai

Bai is a 28-year-old lady. She has been in Finland for 2 years and studied Nursing as her bachelor's major. Since she plans to find a job after graduation, she insists that she will not have any plans for further study. Then, the interview jumped to the work section.

She has the experience of doing part-time job in Finland sometimes about 5 months. She found this job opportunity through Kuntarekry. fi. Her job responsibilities as a nurse practitioner include basic care, patient instruction, and diet management (Lähihoitaja: Perushoittoa, Potilaan ohjaus. Ruokavalion hallinta). She has ever been working in a Finnish company for an internship, and her occupation is related to her major. Talking about her opinions on Finnish company culture and working phenomenon, she said: "First of all, you must have the ability to work independently. At the same time team assistance is also very important. The working atmosphere is equal and relaxed. The ability of the Finnish language is very important." Her educational background has an impact on her employment in Finland. She thinks relevant academic qualifications and work experience are very helpful for working in Finland. Regarding the expectation of her study and career before came to Finland, she hopes to experience different teaching methods and concepts and change to a new working environment. Her attitude towards her occupation prospect is positive. She stated that's because this is her favourite profession. But because of the limitations of the Finnish language, it may affect her job in finding the ideal hospital and department. Bai's plan of her career path in 5 years is to get a job as a nurse to improve my Finnish language skills and work experience in Finland. Thinking about the current employment situation of Chinese people in Finland, she announced that it's not optimistic. The Finnish language is the first requirement, but it is difficult to achieve the ideal state. In her opinion, the biggest difficulty for Chinese students to find a job in Finland is the Finnish language. Finnish occupations are not very tolerant to a foreigner, and many positions require fluent Finnish language

skills. In the end, she gave her suggestions to the Chinese students who want to find a job in Finland after graduation: Work hard to learn Finnish and professional skills.

2.2.7 Bate

Bate is a twenty-one-year-old guy. He was in Finland for a year and a half, having arrived in the middle of 2018 and leaving at the end of 2019. He previously attended a UAS and majored in International Business. He then dropped out of school in Finland and came back to China at the end of 2019. He was chosen as an interviewee because he still intends to return to Finland and is applying to the Lappeenranta University of Technology. After returning to China, he opened a language training and study abroad agency with a friend. Then, he works as an IELTS instructor at this institution. After the company stabilized, he wanted to go to Australia to study Education as his bachelor's major. However, due to the COVID-19 and the unfriendly attitudes to Chinese people, he is still in China. Since the end of 2020, he expressed an interest in returning to Finland to study for his bachelor's degree. However, rather than a UAS, he wishes to apply to a university in Finland. It's not easy to apply to universities like the University of Helsinki or the University of Tampere. Then, he chose to apply to the Lappeenranta University of Technology.

For his next studies, he would like to attend Finland, because he believes Finland is an excellent place for people to live, and he enjoys peace. He also believes that Finland is the best country for education all over the world and that he would like to study there. Furthermore, he intends to work and live in Finland in the future. So, if he can continue his studies in Finland, he will gain an early understanding of the social situation and living conditions in Finland and will be able to adapt or lay the groundwork for whether he will choose to stay in Finland in the future. He does not yet have a clear choice of universities to go to for a master's degree study but is more inclined to go to Aalto University. First and foremost, it is in Helsinki's capital city. And then, Aalto University's environment, facilities, faculty, and teaching level are all excellent, as is its business program. Tuition fees had no bearing on his application to universities because he believed that the tuition fee of a master's degree student in Finland was not prohibitively expensive. Finland is very cost-effective and inexpensive in comparison to other European and American countries, so he believes it will be unaffected. He believes that if he pursues a master's degree, he will be able to continue his bachelor's degree studies. Because, first and foremost, he has already acquired a substantial amount of theoretical knowledge because of his bachelor's degree, a master's degree will be relatively easier for him to pursue. So, if he chooses to change to another major, he may not learn as well as those who have been studying this major since undergrad. In addition, he may spend more time and energy on his studies, but he hopes he can do

something meaningful in addition to his studies when he attends his master's degree. His parents encourage him to continue his studies and support him in his decision to stay in Finland. They also hope that after graduation, Bate will be able to find a good job. His parents may prefer to respect his wishes regardless of whether he returns to Finland or stays in Finland. They won't force him to choose to return to China or stay in Finland, but they will offer some guidance. However, in the end, he is the one who can make decisions. He has the impression that his parents still want him to live and work in Finland for a long time, and that they can also come to Finland.

He hopes to find a job in Finland after graduation. He has lived and studied in Finland before and thinks that the overall state of Finland is quite good. He has a very positive attitude. He hasn't thought about the target company yet, but he probably wants to work in a management position in the future and then in a business-related or trade-related company. He does not know much about finding a job via platforms. He thinks he may want to go through friends, and then go to understand the work situation, and some companies to see which company is short of people, and then will also go to the local to ask, there is no such website, to throw some resumes. About advantages as a job seeker, he thinks he has engaged in some trade-related work. So relatively speaking, he will be more experienced. And his bachelor's major is also in trade, so there is a theoretical foundation of knowledge, and then there is some work experience. The disadvantage is that, as a foreigner in Finland, which is a foreign country, trying to find a job, there may be some problems with the language, culture. Above all, it may not be a big problem, but he may take some time to adapt. He thinks that the labour market in Finland needs more skilled people because the number of Finnish nationals is not very large, so he thinks that the employment opportunities are relatively abundant. That's why he is willing to try to find a job in Finland. Other influencing factors he thinks are fine, and he still has expectations for it. He didn't have work experience in a Finnish company, but he did work part-time in a Chinese restaurant in Finland. He felt good, and then also the boss would give insurance and pay him as usual. In terms of corporate culture, Chinese companies may be more likely to work extra, then maximize the use of time, then complete more work, which is already a little exhausting. But in Finland, it may be more to defend workers' rights to work and life. He thinks there is no recruitment discrimination. Finland itself is a very good social system of a country, and the Finnish people are more friendly, more harmonious. He has experienced the local living environment, so he feels okay. Instead of saying that it is discrimination, he thinks it is more appropriate to say culture shock. Because it may be due to the cultural differences, and the way of life of people in different countries is different, and the work status is also different, so in the work may inevitably encounter some contradictions, or things that do not understand each

other, he felt the need to communicate more, but if it is discrimination, he felt that there should not exist.

The most attractive thing for him is the working mechanism in Finland. If people live in Finland, it is very regular that they don't need to go to some extra work. People can go to work on time and leave work on time. And then for the staff, the company, and the society, the government, the protection of workers is also very good, including a lot of social welfare. Therefore, he thinks it is very good for work. In terms of life, Finland is a very harmonious country, so he thinks it is very safe to live in Finland. Moreover, the environment is also very good, so he prefers to stay in Finland. In addition, Finland's visa belongs to the Schengen visa, he can also go to other countries to play, and there is no need to do the visa again. His deepest impression of Finland is that the gap between rich and poor is small, and the pace of life is relatively slow. But the living environment is very good, and social welfare is also very good. He will recommend his relatives and friends to come here to study or work, because it is suitable for people to live, and then he likes this place. The only thing is there are too long in winter, it always snows, and the darkness is also very long, which will make people feel a little bad, but most of the situation is still very good.

2.2.8 Zara

She is 21 years old and studied international business as her bachelor's degree in a UAS. She has been in Finland from 2018 to 2021, but from 2020 to 2021, she was in other countries. She went to the United Kingdom as an exchange student in the first half of 2020. Because of the COVID-19, she returned to China in the second half of 2020 and began her internship there. She intends to return to Finland in September to finish her bachelor's degree. She plans to continue her further study in Finland or other European countries because she loves the environment and education mode here. So far, she hasn't had a target school for a master's degree after graduation. The tuition fee does influence her choice on applying for a master's degree. If she continues her study, she prefers choosing a different major from international business. Her parents encourage her to decide things on her own and stay in Finland.

Regarding if she wants to get a job after graduation in Finland, her answer is "Maybe", filling with uncertainty. Her attitude towards working in Finland is more negative. She doesn't have any target position/company right now. She often uses LinkedIn as a platform to look for a job. Her capacity to work independently, her feeling of teamwork, her openness to learn new things and her feeling of responsibility are her strengths as a job seeker. Weaknesses include a poor sense of time and, on occasion, a lack of patience. She believes that the Finnish labour market is increasingly xenophobic, and that the majority of occupations need

the use of the local language, making it inhospitable to international job seekers. She worked in a restaurant as a part-time job in Finland. She believes that the most significant difference between Chinese and Finnish companies is their views toward working hours. In China, it primarily manifests itself in the seriousness of overtime work, intense work pressure, and fierce competition among colleagues; Finland, on the other hand, is generally simple and does not require relaxation time outside of working hours. She agrees with the idea that there is recruitment discrimination in Finland's company between Finnish and Chinese job seekers.

Finnish good environment attracts her to stay here. Her deepest impression about Finland is cold. Whether she will recommend her relatives or friends to study in Finland depends on the individual's personality and wishes are suitable with life in Finland or not. If the person is a shopper, a lover of fun and recreational activities, then Finland is not for him or her, because Finland is a "quiet" country.

2.2.9 Bill

Bill is a 21-year-old bachelor student at a UAS. His major is International Business, and he is studying accounting and market economy as well as some basic theoretical knowledge. He will probably pursue a master's degree, but most likely not in Finland because of the epidemic. Also, if he wants to cross majors, Finland might not be the best place for him. He currently does not have a preferred choice for a school to study for his master's degree. He indicated that the tuition fee is a consideration in his decision to choose a university, but only a minor one. He may also choose this school if it is really good, that is if the ranking is relatively high. If he decides to go further study, he will change his major. Because he thinks his current profession is not particularly practical, and he also does not like it very much. He does not have any target universities. His parents were unconcerned. They said: "If you want to study, you can study. If you do not want to study, you can work." They will still encourage and support him even he chooses to stay in Finland. They think everything is up to Bill.

If he is looking for a job, he will usually go to some websites recommended by the school, as well as from the market, including the larger Finnish companies' websites. Of course, sometimes he may also ask for a job in a group of Chinese people, where others recommend jobs. If he applies for a job in Finland, knowing two languages, Chinese and English, maybe an advantage. Then there is some basic economic understanding, such as digital marketing, bookkeeping, and so on. However, these can be taught again afterward. The drawback is that, because he works in Finland, he should be fluent in Finnish. His Finnish, on the other hand, has so far been lacking. Another disadvantage is that he may not have

relevant work experience. He feels satisfied with the Finnish labour market mainly because of the trade union, which helps people justify. The second thing is that the government is more supportive of people's work. Some of his friends who work in Finland told him that even during the COVID-19, there are a lot of benefits available. He has worked in Finland, but it's quite short, not for a long time. He considers the Finnish firm to be more humane. The boss does not like to use his or her position to squeeze his or her staff, therefore employees can also put forward their requests or opinions, and then the boss will also listen to them carefully. At the end of the workday, they just clock in and clock out at the end of the day. The Chinese culture of the company may be a bit more this squeeze labour, and then the boss will not have time to listen to some suggestions and sometimes may also work overtime. He doesn't believe there is any form of prejudice in the recruiting process, anywhere. It's only that there are certain disparities in recruiting practices, such as the fact that in Finland, personal aptitude may be valued more than schooling. People will be chosen if they possess the necessary qualifications. Then, in addition to talent, Chinese enterprises may look at other personal attributes, such as character. Because it is to the firm, generally after learning is in vain, to start developing their capacity, the character ah is more necessary, and the Chinese company is also more vital to this point.

Choosing to stay in Finland, is less crowded, quieter, less stressful work, and less competition. The education level and facilities are quite advanced, so it feels good and carefree. Then if people want to go to another country to work and live, such as back to China, it is relatively compared to Finland, it is livelier than Finland, there will be a sense of belonging. Finland, he thought, was the most impressive to him because of its friendliness. Then he was content; nothing had happened to upset him. In comparison to other countries, there is substantially less discrimination. If asked whether he would recommend Finland to his relatives or friends to come to Finland, he believes he would, but not for studying. If they're coming for working or traveling, he highly recommends it. They are also encouraged to come here to study if they are accepted into a good Finnish university.

2.2.10 Cassie

This is a Chinese interviewee who is now studying international business management at a UAS in Finland. She received a bachelor's degree in Japanese literature from a university in China in 2016 and has two years of working experience in China. In 2017, she came up with the idea of studying abroad and was admitted to major in International Business by UAS in 2018. The interviewee said that she came to Finland because she was interested in the study of cultural differences. After working in a company in Shanghai, China for two years, she decided to study abroad to seek personal career development. After consulting

relevant materials online, she chose Finland, which has a relatively free educational environment and good international evaluation of education level in the world. And she maintained that tuition fees and living costs are also very important selection options for applying for a school. It is essential thing that she can support her life independently after came here. As a person who has 2-year working experience in the company, she gave a lot of information about the differences between Finnish corporate culture and Chinese corporate culture. She mentioned that in Chinese companies, the sense of substitution and collective honour play a very important role in the corporate culture. The first thing a new employee needs to do when they entered the company was to find their positions and learn to maintain a good relationship with experienced employees. In Chinese companies, quite several employees leave their jobs not because of their workability, but because they are unable to strike a balance with their leaders or colleagues.

In China's corporate culture, the sense of subordination and collective sense training is a pre-job training for every new employee. New employees are required to maintain loyalty to the company, must enhance the sense of belonging and responsibility, but the company's collective responsibility in front of personal responsibility, and emphasize 'wolf team' cooperation, which means aggressive competition within team members and the also-ran will be excluded from the team. This is not common in Finnish corporate culture. The working atmosphere in Finland is relatively relaxed and free. Most people are more likely to complete their work independently and hold an equal attitude between leaders and bosses. In China's corporate culture, it is very important to keep a power distance from the boss and leaders, which means that new employees can adapt to society and make achievements in a peaceful working connection. As a part of a company, she has been required to join 2 times team-building events for 2 years even though she thought those methods are unnecessary for improving working efficiency at all. On the contrary, it will cause an unnecessary psychological burden to the employees who are not good at communication. She said she was attracted by the free working style in Finland and most people do not have to do workplace socializing in a company, that the most important thing.

About future career planning, she is not eager to continue master education before she found interesting industries, so the best choice is to get a job in Finland after graduation.

2.3 Discussion

It can be seen from the chart that the sex ratio in China in Finland is roughly the same, the number of women is generally more than men. In the survey results, women accounted for 54%, men accounted for 47%, and women accounted for 6% more than men.

It can be seen from the chart that the number of Chinese people in Finland has been on the rise in the past five years. On the one hand, due to the change of Chinese people's concept of studying abroad, students take studying abroad as an important consideration in their future study planning. China has developed The Belt and Road Initiative project in 2013 which promotes the connection between China and the world, actively exchanges and cooperates with neighbouring countries in recent years.

From 1978 to 2019, a total of 6.5606 million people has been studying abroad. In 2019, the total number of Chinese students studying abroad is 703500, an increase of 6% than the number in 2018. 608,400 Chinese students left the country to pursue advanced studies overseas in 2017, tipping the number over the 600,000 marks for the first time, in an 11% increase in 2016 and cementing China's position as the world's largest source country for international students. (Ministry of education, 2018)

There is another reason for the increasing trend of Chinese students studying in Finland. Finland started to set up AMK (ammattikorkeakoulu) in 1991 which means the University of applied sciences in English, it provides more students with educational opportunities and greatly improves the opportunities for Chinese students to be admitted by Finnish universities. In Finland, there are 10 comprehensive universities, 4 professional universities, and 30 universities of applied sciences, which account for more than 68% of all universities. In the results of the survey, more than half of the 47 respondents graduated from the University of applied sciences. It can be seen that the university of applied sciences has played an important role in the study of Chinese students in Finland.

The cost of studying abroad is also an important reason for the growth of Chinese students in Finland. Compared with other popular countries, such as Australia, the United States, the United Kingdom, Finland owns the best education in the world and the lowest tuition fees before 2017. From 2018, Finnish schools began to charge tuition fees to non-EU students, but even so, compared with other countries, studying costs are still cheaper than in other countries. For example, in the United States, a popular country for Chinese students, in the academic year of 2019-2020, the average tuition fees of private universities in the United States have reached \$36801 (€30072), the average tuition fees of out-of-State students in public universities have reached \$22577 (€18449), and the average tuition fees of in-State Students in public universities have reached \$10116(€8266), a small increase compared with last year.

Average Tuition & Fees

2019-2020



Figure 17 The average tuition fees of top 10 universities in the US. Data from the U.S. News.

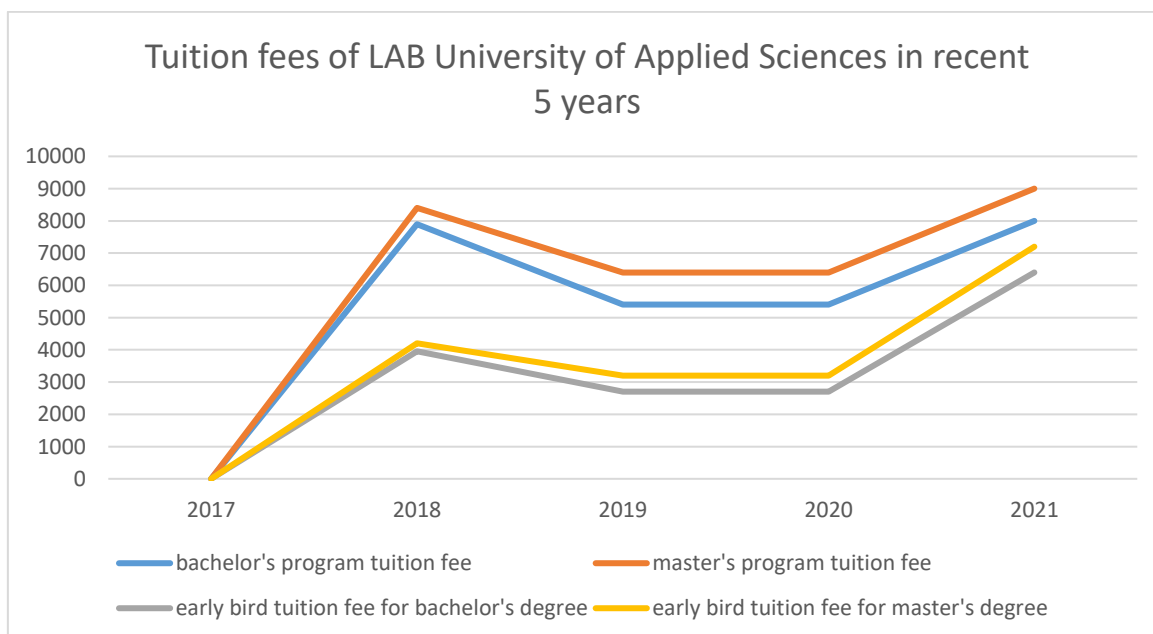


Figure 18 Tuition fees of LAB University of Applied Sciences in recent 5 years. Created by the authors.

In 2019, the average of top 10 of the lowest tuition fees universities in the United States is \$23250(18999€) nearly 2.5 times those of LAB University of Applied sciences in Finland, even though they charge the lowest tuition fees in the United States. According to the world

bank, China's GDP/capita in 2019 is \$8242(6735€), so compared with other countries, Finland's tuition fee and low living costs are a good choice for Chinese students with a limited budget.

Most Chinese major in business management, IT and nursing, and more than half of the respondents graduated from these majors. Among them, IT and business management are the most popular, accounting for about 20% respectively.

According to the characteristics of the data, the information stored in universities and school libraries is semi-public, with students, teachers, and scientific researchers as the audience. There is a total of 44 public universities that accept Chinese students contain bachelor's, master's, and Ph.D. programs. Authors contacted 4 Finnish public universities to obtain admission and graduation number of Chinese students in each university within 5 years which help to find a representative sampling group through specific analysis. A sample survey on the number of students in four universities in Finland shows that IT and international business majors have the largest number of undergraduate students.

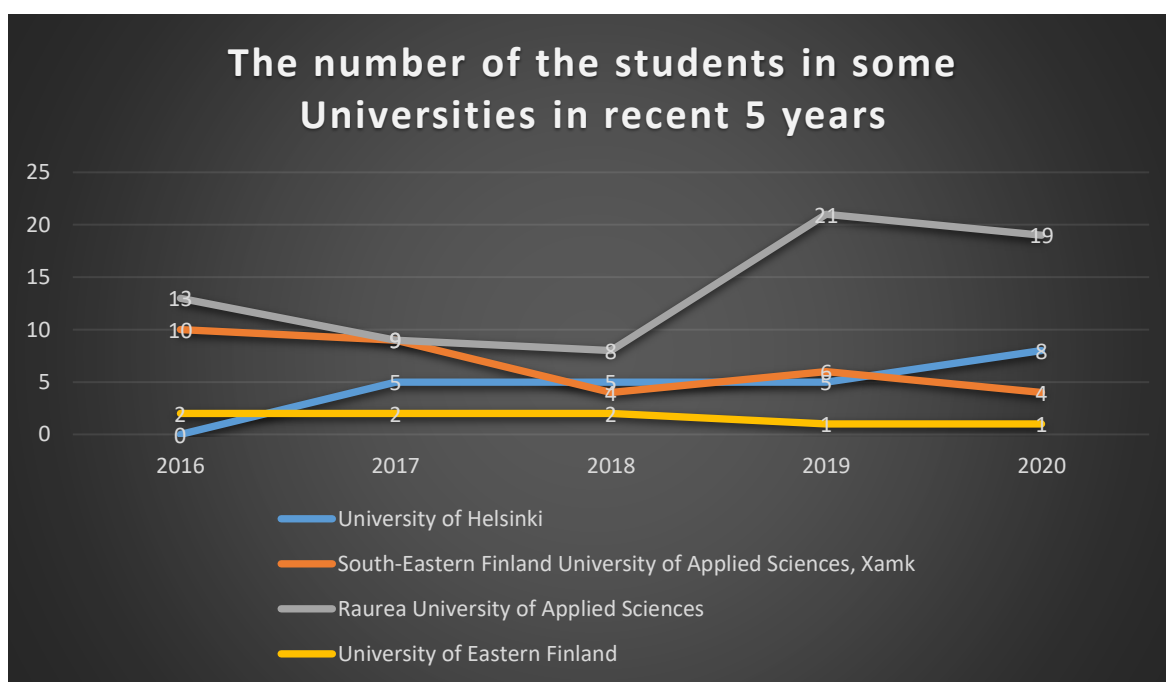


Figure 19 The number of students in some universities in Finland. Created by the authors.

There is also a phenomenon that the number of bachelor students enrolled in most Finnish universities is less than that of master and doctoral students. In the 4 Finnish universities sampled, the number of bachelor students enrolled is less than one-third of the number of master students and doctoral students. There are two possible reasons for this situation. One is that most schools have strict requirements for Chinese students to apply for bachelor courses directly from China, which leads to the fact that most Chinese students cannot meet

the admission requirements of the school, resulting in a small number of bachelor students. However, it is easier to apply for a master's or doctoral degree in Finland after graduation from a Chinese University. Most universities tend to use English as a teaching language for master's and doctoral students, which largely eliminates the language barrier. Most of the undergraduate majors in Finnish universities are Finnish teaching, which also leads to many Chinese students focusing on English teaching majors such as nursing and international business. It can be seen from the survey results that over half of the respondents graduated from such majors.

From the questionnaire results, most of the respondents' salaries range from 1800- 2500 euro before tax and most of them give a middle score of their salary satisfaction which means most people feel that they can mostly satisfied with the salary, but they still expect a better salary in the future. Compared with the average wages of Finnish in 2021, most Finnish earn 2201- 3601 euro monthly. It can be seen from figure10 that the salary level of most respondents is between 1800 Euro and 2500 Euro, which is slightly lower than the average salary of Finns. In the same position, foreign employees were required to work harder than Finns to get the same treatment.

Among the 47 respondents, 99% were employed or studying in school, and only one respondent was unemployed. Most of Chinese people in Finland are employed or self-employed, and do not rely much on unemployment benefits for survival. Another noteworthy phenomenon is that most Chinese people are concentrated in the catering industry, and 34% of the respondents have worked in the catering industry. In Finland, many graduates who cannot find a suitable job immediately after graduation will choose to work in a restaurant or open a restaurant by themselves.

According to one interviewee, after he graduated from Tampere University in 2008, because he could not find a suitable job, he decided to open a Chinese restaurant with a friend after inspection. He mentioned that 10 years ago, Chinese restaurants were not as common as they are now. There are only 4 Chinese restaurants in Tampere, and the competition is not as fierce as it is now. There are now more than a dozen Chinese restaurants in downtown Tampere, and some Chinese restaurants had to go bankrupt during the epidemic because they did not have enough customers.

Tourism and catering are the two most common choices for Chinese people when they choose to start a business in Finland. Tourism is most common in Helsinki and Lapland. Most of these travel companies come from Chinese tourists. These travel companies provide sufficient jobs for China. International students, many students will work as part-time tour guides in their spare time. However, these travel companies are largely restricted by

geographical areas. In some remote cities, opening a restaurant is a more appropriate choice than travel agency company. Since 2015, sushi buffet restaurants have developed rapidly and have achieved good results in the catering industry. With the development of Chinese restaurants, Chinese people are not satisfied with small-scale Chinese restaurants and gradually aim to medium-scale chain sushi brands such as Itsudemo and Konnichiwa have appeared. These brands cooperate with major Finnish companies to carry out restaurant franchise and shopping malls business, which promotes the rapid development of sushi buffet restaurants. It has largely affected the employment choices of Chinese people. Because of the professional team and mature cases, many Chinese people choose to join the sushi buffet brand when they choose to start their own businesses. This has also prompted more people to join the sushi buffet restaurant industry.

Opening a Chinese restaurant is easier and less risky than other types of companies. This has led to the fact that Chinese people are too concentrated in the catering industry in Finland. Many Chinese students in Finland have part-time experience in Chinese restaurants, which, to a certain extent, encourages Chinese students to devote themselves to the catering industry after graduation. There are also a reason why Chinese people gather in large numbers in the catering industry. The Chinese have grown rapidly in recent years. By 2020, the Chinese have become the fifth largest immigrant group in Finland.

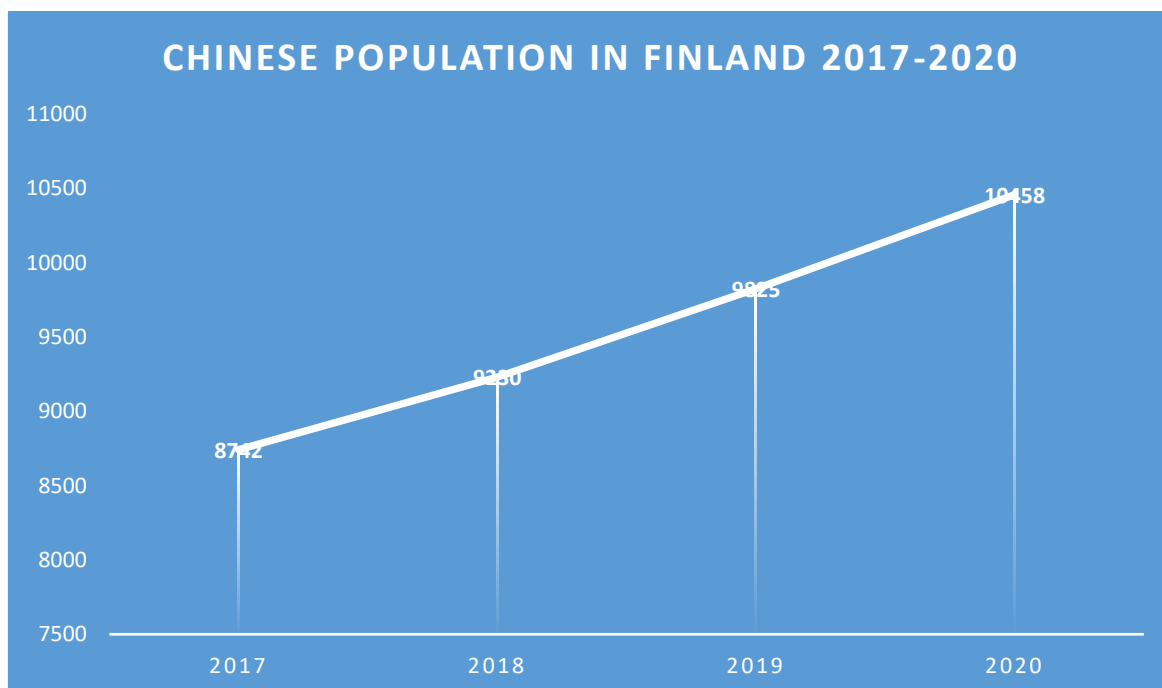


Figure 20 Data original form Statistic Finland. Created by the authors.

From 2017 to 2020, the Chinese population has grown rapidly, becoming the fifth largest immigrant group in Finland. The number of Chinese in 2020 has increased by 6.4% compared to 2019, which is the fastest growth among all immigrant groups. The rapid growth of Chinese immigrants has brought severe employment pressure. The number of Chinese students graduating each year is growing rapidly, and the jobs cannot meet the employment needs of these graduates. This has caused Chinese students not only to face the employment competition with Finns and other immigrant groups, but also face the internal challenges of the Chinese competition between resources. Now that the catering industry has been saturated, the Chinese must make changes and find new opportunities and jobs for themselves.

In this case, some people choose to return to their country for development. In the results of the questionnaire, about half of the people expressed their willingness to return to their country. Some of them are hesitating, and some have returned to China for development. Not only Chinese students in Finland, many Chinese students from other countries also return to China for employment after completing their studies. According to the "2015 China Returnee Development Report" released by the Centre for China and Globalization CCG, the total number of Chinese students studying abroad in 2014 reached 459,800. From 1978 to 2014, the total number of Chinese students studying abroad reached 3,518,400, and the total number of people returning to China after graduation was 189,600, accounting for 51.4% of the total number of people going abroad. It is estimated that the number of returnees in 2015 will exceed 500,000.

The report pointed out that among those students who studying abroad, those who had returned from studying in the UK took the first place, and those who had studied in Canada were the least. After analysis, the reason is that the UK's employment policy for international students is relatively strict, and most of them must leave after graduation. On the contrary, Canada welcomes international students to stay and apply for immigration, so most of the international students stay in the local work and live after completing their studies. The reason for the trend of Chinese returning to China is that the severe employment in Finland and China's economic development in recent years have driven the demand for talents, which belongs to the mobility of regional talents.

Among the most profitable jobs in Finland, IT director ranked sixth, sales director and logistics director ranked 7th and 8th respectively. In general, IT and international business graduates have very good development prospects after graduation. Salary also has a lot of room for improvement within these industries. But not all graduates can find jobs related to their majors after graduation.

According to the survey results, the biggest obstacles for Chinese people to find jobs in Finland are economic recession, cultural variation, and language barriers. This shows that most people are not satisfied with the current situation of Finland's economic development and are pessimistic about the future economic development prospects.

According to the GDP growth index of European countries in 2020, Finland ranks 47th among the 50 European countries, with weak economic growth, especially the low birth rate and aging society problems. Especially during the questionnaire period, some people lost their jobs due to the epidemic and had to work part-time or unpaid leave. The pressure of survival led to some people's pessimistic attitude about the future. Culture variation is generally divided into 5 parts, power distance, uncertainty avoidance index, individualism versus collectivism, masculinity versus femininity, and long-term orientation versus short-term orientation.

Because of these reasons, some people cannot integrate into the local culture and can only stay in their own comfort zone. Another obstacle that many people have mentioned is the language barrier. As we all know, Finnish and Swedish are the official languages in Finland. In Finnish enterprises, most employees are used to communicating in Finnish, which leads to the fact that in a meeting or activity dominated by Finns, most of them will default to communicate in their mother tongue, leading to the possibility that foreigners will be isolated and excluded.

More than half of the respondents tend to turn to relatives and friends for help when they encounter difficulties that cannot be solved. Others will go to Chinese online groups such as Facebook or Twitter for help. For example, in the 'Kiina-Suomi info palvelukeskus' Facebook group, which is the most influential group on Facebook, there are 1590 participants, and many job search and help-seeking information are updated in the group every day, which has become an important platform for Chinese people to release information.

A quarter of the respondents mentioned that they would turn to the trade union for help when they encountered problems that could not be solved. In Finland, the trade union is the most important organization for workers in case of disputes. Finland has about 80 trade unions, all of which belong to the three major trade union federations. They are the Finnish Federation of trade unions (SAK), the Finnish Federation of professional workers (STTK), and the Finnish Federation of professionals and managers (Akava). When people join a union, they can also join the unemployment insurance foundation. It is voluntary to join a guild. Different professional groups have their own trade unions. Trade union dues are usually 1% - 2% of the salary, and the dues can be reduced or remitted.

The trade union will provide protection for its members. For example, when members encounter disputes, the trade union will provide advisory services and receive unemployment benefits during the period of unemployment. In Finland, most employees are unionized. Especially during the epidemic period, some smaller trade unions went bankrupt because too many members applied for unemployment benefits.

According to the latest "good country index", Finland is ranked the second "best" country in the world. The index "measures the contribution of each country to mankind and the earth.". The "good country index" comprehensively evaluates 35 categories of data from the United Nations, the world bank, the Basel Convention, the global footprint network, other international institutions, and non-governmental organizations. Finland is well ahead of its Nordic neighbours Sweden (6th), Norway (8th), Denmark (9th), and Iceland (17th). Finland's welfare system mainly includes new-born welfare, medical welfare, education welfare, unemployment benefit, child welfare, and old people's security. Take medical welfare as an example, the state subsidizes drugs, and the patients are free of charge when they buy drugs more than 672.70 euro every year. The seriously ill and long-term patients only need to pay 25% or enjoy the full subsidy. Practitioners can also receive sick leave subsidies during their illness (this is also suitable for private owners, and the Finnish social security department will subsidize them in the form of tax refund or cash return). If the one-way cost exceeds 9.25 euro, or the total cost exceeds 157.25 euro, the government will pay the extra amount. Because of the improvement of various welfare systems, Finland is listed as the happiest country in the world every year.

There are some rules that influence employees' flow by several aspects mentioned in UNU-WIDER's research.

- Economic power. Economic development has a great impact on employment status. The flow of employees generally follows a rule that employees generally move from less developed areas to developed areas.
- Survival power. Survival motivation includes the difference in living standards and welfare treatment. People tend to work in areas with high welfare and high quality of life.
- Self-development power. When people find out fields, they are engaged in can no longer meet the needs of their career development, they will move to somewhere more helpful to their career development.

From the questionnaire and interviews, the first two are the main factors that attract Chinese people to work in Finland. The economic power, wages in Finland are higher than paid in China for same number of hours. For example, the salary per hour for a waitress is

10 yuan (about 1.25 euro) in China. But if working as a waitress in Finland, the basic hourly wage is 8 euro. Then, participants of the questionnaire and interviewees claimed that the following things attract them to work in Finland: high salary and good treatment, more holidays, low work pressure, high stability, and a good welfare system. These items are pertinent with the second point – survival power.

Then, the authors discovered that many respondents in Finland cited employment discrimination as a barrier to their job search in the results of the survey. To understand better about employment discrimination, Becker's 'employer taste' model will be applied. Gary S. Becker is famous as an American economist and a professor at the University of Chicago. In 1992, he received Nobel Prize in economics. He published a book on the economics of discrimination which indicated a model called 'employer taste'. This employer taste model is used to show the existing discrimination in employment. (Becker, G. 1971)

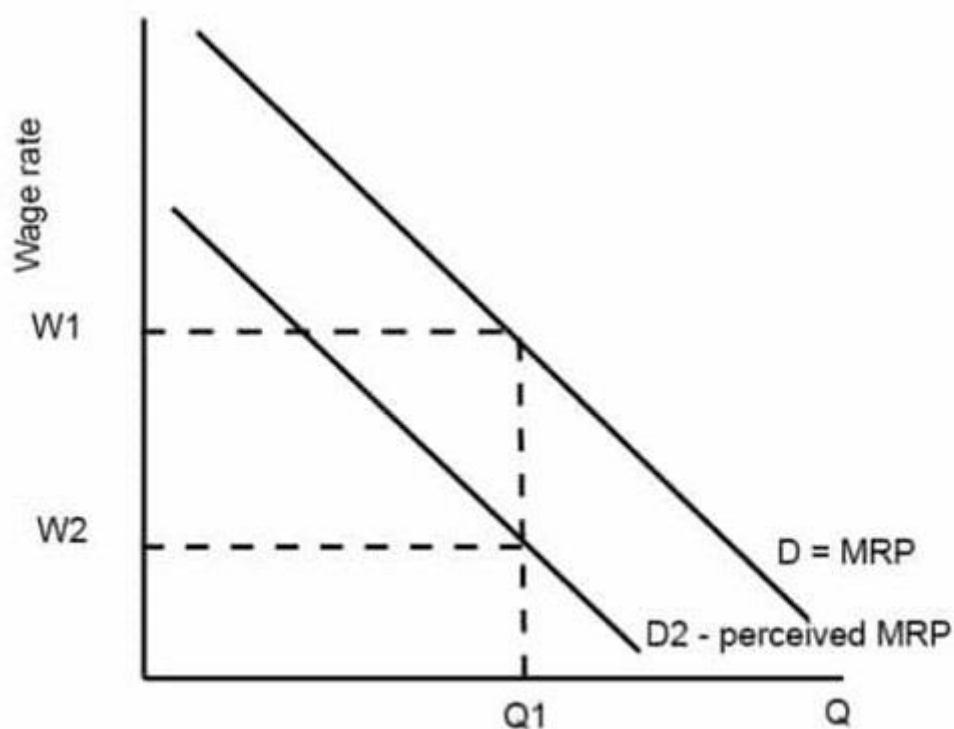


Figure 21 Becker's 'employer taste' model. Original from Becker, 1971.

In this figure, the Q-coordinate indicates the labour, and the W-coordinate refers to the wage rate. These 2 curves are the firm's demand curve for labour. One curve named D (MRP) stands for non-discriminating firms, and the other (D2) means discriminating firms. The premise is all workers are at the same level of productivity. Let's take the foreign worker as an example. Q1 is foreigner workers. In the non-discriminating firm (Curve D),

Q1 can get a salary W_1 . However, if Q1 works in the discriminating firm, he/she can only get W_2 , which is much lower than W_1 .

However, during the interviews, many interviewees indicated that they don't feel there is any recruitment discrimination in Finland or it's normal for recruitment discrimination. The results astonished the two authors, so they carefully discussed the attendants of the questionnaire and the interview. They discovered that the majority of the questionnaire respondents were employed or had part-time work experience in Finland. The bulk of interviewees, on the other hand, were undergraduate students with little or no part-time or employment experience in Finland, or in Finnish companies to be precise.

Therefore, the two authors believe that it is more scientific to draw relevant conclusions about recruitment discrimination through the questionnaire. Moreover, Chinese students who are still studying in Finland for a bachelor's degree have more optimistic thoughts and attitudes about working in Finland than Chinese people who are already employed in Finland.

There are phenomena of many Finnish companies prefer admitting employees who are natives or have lots of cultural similarities with Finns. This phenomenon is based on the seminar held in Hämeenlinna and experience of people around authors. They analyzed the advantages and disadvantages of the recruitment discrimination that a company that only hires natives or people who have similar cultural backgrounds. The advantages contain firstly the same or similar cultural backgrounds reduce cultural conflicts and make it easier for colleagues to communicate with each other. Secondly, it can ensure that there are no major changes in staffing, which could lead to resignations to other countries if hired from abroad. Thirdly, due to most companies pay more attention to their national market, national employees and employees with similar cultural backgrounds have a better understanding of the country and its market. In contrast, the disadvantage of this type of company is its team composition is relatively single, and sometimes the ideas are not fresh enough. Hiring employees with different cultural backgrounds can provide useful input for opening foreign markets.

Hofstede Insights (Hofstede's cultural dimensions theory) is used to do a country comparison of Finland and China. There are 6 indices: power distance, individualism, masculinity, uncertainty avoidance, long-term orientation, and indulgence.

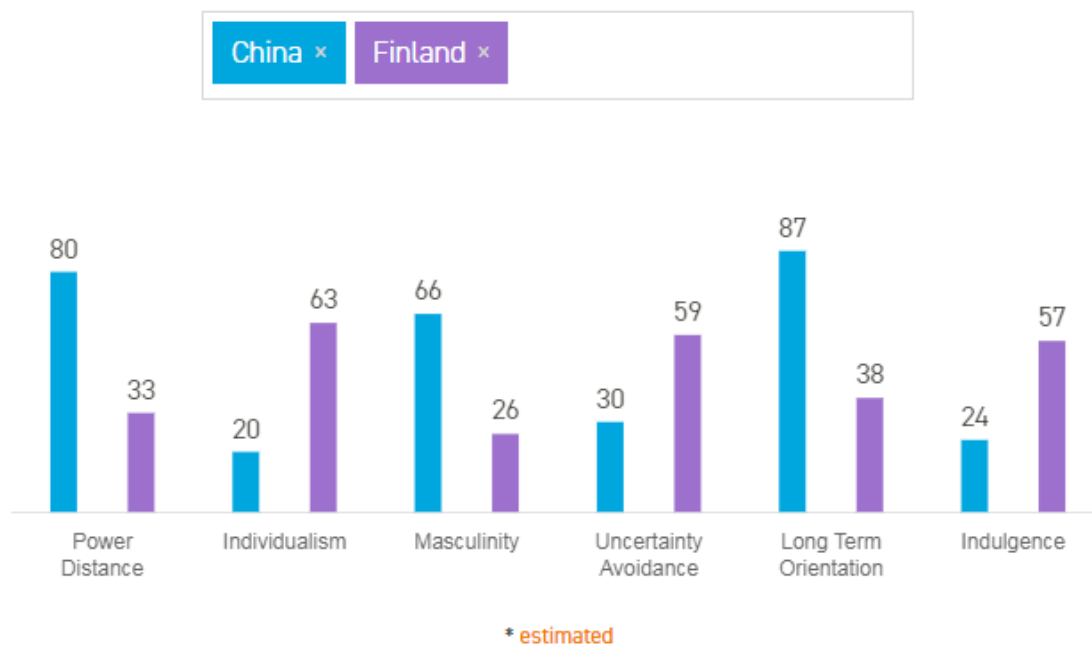


Figure 22 Hofstede insights. From the official website.

The difference between Finland and China is tremendous. Power distance indicates the degree of acceptance of unequal distribution of power in society or organization by people of low status in a given society is it authoritarian or democratic. Based on the comparison of 2 numerical values, China is typically authoritarian, and Finland is democratic. The second index is individualism. People in an individualistic culture will be more focused on individual feelings, while a collectivist country is more focused on family and team feelings. In this point, China belongs to collectivism, and Finland is individualistic. Masculinity is whether a given society represents more male qualities such as competitiveness and assertiveness, or female qualities such as modesty and caring for others. China is highly masculine, and Finland has low masculinity values. When society is challenged by uncertain events or unusual environmental conditions, uncertainty avoidance refers to whether uncertainty is avoided and handled through formal channels. Weaker uncertainty avoidance, China, has the following characteristics: risk-taking, flexibility to adapt, and tolerance of different opinions and behaviors. Long-term orientation, the extent to which members of a certain society are willing to put off satisfying their monetary, emotional, and social demands. Or whether these people have a proclivity to judge their actions in the future. By looking at the scores, Finland is normative: people have high regard for tradition, a low proclivity to invest for the future, and a strong desire to get immediate results. Chinese culture is a more pragmatic culture with a score of 87. They demonstrate an ability to easily adapt traditions to changing circumstances, a strong proclivity to save and invest,

thriftiness, and tenacity in reaching goals. The last index is an indulgence, the extent to which a given society allows for the basic needs of people and their desire to enjoy life's pleasures. China is a restraint society, while Finland is the opposite – indulgent.

By understanding these data, the authors find the culture between China and Finland is different, even opposite. Companies that operate across cultures can be adversely affected by cultural differences. Cultural differences can pose issues at work, in communication, and a variety of other areas. Then business leaders and HR will consider this, and recruit employees based on Hofstede's theory of these six cultural dimensions. Therefore, it's reasonable to explain why Chinese people find it hard to find jobs in Finland or the problems they often encounter at work. Also, by studying Hofstede's theory, problems can be analyzed from different perspectives and the necessary steps can be taken to solve them.

3 SECONDARY DATA DISCUSSION

To ensure the accuracy of the research, authors expand the data source as much as possible, which means that the primary data is not enough to support the analysis, so secondary data is required to make up for completeness. As compared to primary data that is collected first-hand, secondary data is qualitative that already exists and was previously collected by another person, organization, institution, etc., for a different purpose, such as reporting or research.

Common sources of secondary data for social science include censuses, information collected by government departments, organizational records, and data that was originally collected for other research purposes.

Secondary sources broaden research by providing background information, analyses, and unique perspectives on various elements for a specific campaign. Bibliographies of these sources can lead to the discovery of further resources to enhance research for organizations. There are two common types of secondary data: Internal data and External data. Internal data is the information that has been stored or organized by the organization itself. External data is the data organized or collected by someone else. Finnish National Agency for Education is used to understand the situation of Chinese students studying in Finland in 2017. Statistics Finland is important database in this section for analysing the current population of Chinese people in Finland.

3.1 Life aspects

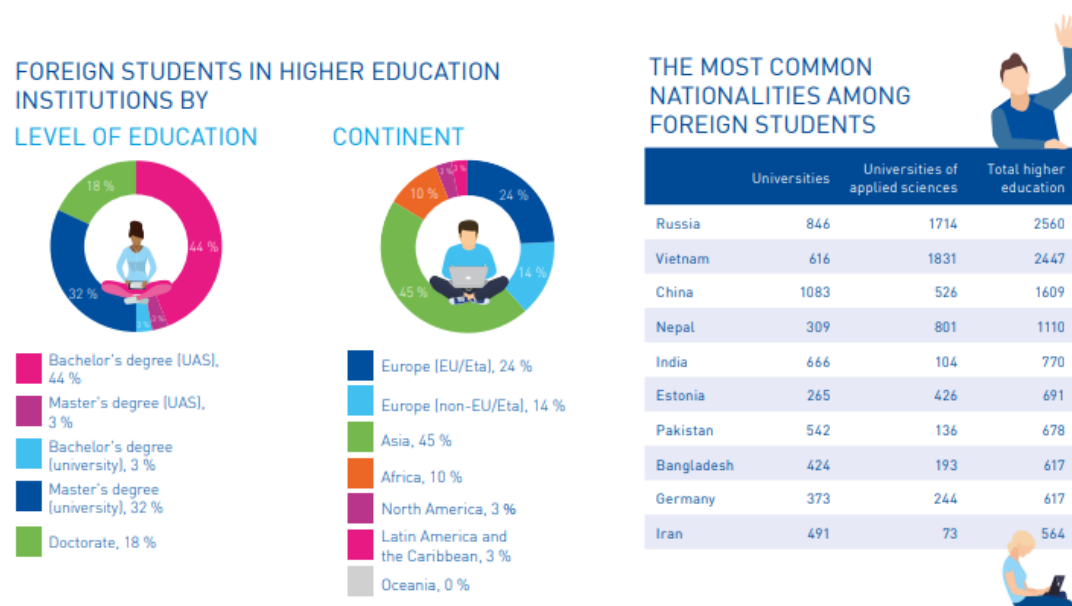


Figure 23 Finnish national agency for education statistics in 2017. Data original from Finnish national agency for education, 2021.

This statistic was uploaded by the Finnish national agency for education in 2017. In 2017, twice as many Chinese students came to Finland to study at university than at UAS. Then, according to the WeChat groups, authors find that most Chinese students who study at university are pursuing a master's degree or Ph.D. program. Most Chinese bachelor students decide to study at a UAS.

Based on the population structure of Statistics Finland (2021), from 2017 to 2020, the population who speak Chinese is 11 825 in 2017, 12 407 in 2018, 13 064 in 2019, and 13 778 in 2020, which means more and more Chinese people are willing to live in Finland.

After checking these data, the authors discuss the integration of Chinese people in Finland. In the questionnaire, most people said that they were OK (50%-80% integration) with integrating in Finland. By comparing articles discussing Chinese students in other countries, two authors find out Chinese students in Finland face the same problems as students in other countries, such as employment pressure, language and cultural barriers, and lack of belonging. However, the Chinese student population also has characteristics that are different from students in other countries, such as not being good at talking, not good at expressing their feelings, and staying in the comfort zone. Then, a master thesis on Chinese immigrants to Finland (Cao, 2011) discussed four key aspects of life in the settlement process: housing, employment, access to health care, and childcare.

His or her thesis is based on an interview of 15 interviewees. Chinese immigrants are satisfied with their current housing in Finland. Students from China who come to Finland frequently look for student housing via websites recommended by their university, such as HOAS. The rent is cheaper than other types of rentals, and it includes all utilities, such as water and electricity bills. If they don't find a suitable student apartment or are unable to book a student apartment because they are too fully booked. Then, usually Chinese students will take the following measures. Firstly, they can find out about shared apartments or rentals through Chinese language channels, such as the Chinese WeChat groups in Finland, social media such as Facebook, and friends. Second, Chinese people can use prominent Finnish websites like Oikotie (<http://www.oikotie.fi/>) and Etuovi (<http://kuluttaja.etuovi.com/>) to find an apartment. These two websites, on the other hand, are entirely in Finnish, with no English pages. This is a big challenge for Chinese who do not speak Finnish fluently. Usually, this is the time when most Chinese people choose to ask for help from Chinese people who speak Finnish well, rather than their Finnish friends. Based on results from 15 interviewees, Cao found that 15 Chinese interviewees chose to change their first accommodation when they found a better and affordable apartment. An interviewee who has lived in Finland for over 20 years stated in the master's thesis that Finns only gave flats to Finns around the 1990s. Finns were adamant about not renting their apartments to foreigners. However, private rentals in Finland are now more widely available, and Chinese people are satisfied with their housing.

Regarding employment, Cao mentioned that all interviewees reported difficulties in establishing personal friendships with their Finnish colleagues after work. Chinese immigrants are unable to obtain more valuable information on work due to their lack of social relationships with local Finns. According to one interviewee, many Finns are fascinated about how wealthy the Chinese have become in such a short time when it comes to establishing their enterprises. They may have the stereotype that Chinese entrepreneurs don't pay taxes. However, he or she believes that one reason the Chinese become wealthy is that they work while the Finns vacation. The second is that when Finns spend money in bars, they don't have much extra to spend other than the necessities of life. In addition, in the master's thesis, the author, Cao, mentioned that the best way to earn a living in Finland is to be employed, and that manual labour is an easy way for Chinese people to be employed. Many of my Chinese respondents believe that their current employment in Finland will not suit their future personal development needs. Chinese immigrants in Finland experience a subjective sense of alienation in the job market, which hinders them from feeling fully integrated into Finnish society.

In terms of healthcare, the master's thesis states that for low-income Chinese, the public municipal healthcare system is their only alternative. Because of their limited financial resources, the Chinese in Finland are at a disadvantage when it comes to accessing better private healthcare. Furthermore, Chinese people rarely seek medical help in Finland. Three reasons are outlined in the paper: first and foremost, their unfamiliarity with the Finnish public health system. When they first arrived in Finland, they were unaware that they needed to see a general practice nurse in a Finnish public hospital before making an appointment with the appropriate doctor. Chinese individuals rarely use the Finnish public health system since they are unaware of this. The language barrier is the second issue. Most Chinese people feel they are not confident in reporting their health status in Finnish or English unless they are Chinese students specializing in medicine. Because of the enormous amount of specialized Finnish or English terms used in the process, they are unable to converse smoothly with doctors or nurses. Similarly, many Finnish doctors and nurses are unable to communicate so fluently in English. The third point is that Chinese people are accustomed to bringing over-the-counter medications from their home country. Unless they are seriously ill, they usually take their own medicine when they feel uncomfortable. One of the authors had an experience that made her not very trusting of the Finnish health system. Because she planned to travel to China in early 2021, she had to go to a hospital in Finland for a nucleic acid test and an IgM antibody test, both of which came back negative, before she could board an aircraft. She decided to take the examination at Terveystalo after receiving some information and guidance from Chinese people around her. However, she had a really bad experience due to the nurse was very unprofessional during the blood draw. The blood did not come out after 4 or 5 draws. Later, with the help of her colleague, the blood draw was completed, which makes her feel not so satisfied with the Finnish health care. But she thinks it's very good that people go to the hospital, get a prescription, and then they can get reimbursed with Kela when buying the medicine.

Since some Chinese bachelor students in Finland are married and also bring their children here, childcare is also discussed. According to Cao's interview data, Chinese mothers are more responsible for their children's upbringing than Chinese fathers. Chinese mothers who marry Finns also take on more responsibility for their children's upbringing. When both parents have obligations, such as school or job, they can choose to send their children to a Finnish child day-care centre. When they need assistance, such as working the night shift, they prefer to seek assistance from their Chinese community in Finland rather than from their Finnish acquaintances. One of the authors' friends stated that she felt tremendous pressure to survive as well as guilt for her children in Finland. Her husband and two children, one in kindergarten and the other in third grade accompanied her to Finland on a student

visa. Due to linguistic barriers, her spouse is forced to work at a Chinese restaurant, while she studies and looks for work in Finland. However, she frequently receives no response after sending her resume. She and her spouse are under a lot of strain to survive in this circumstance. As a result, she is now putting forth extra effort to earn credits and graduate early to pursue additional career prospects. And her guilt over her children stems from the fact that she frequently relies on her elder son to look after her younger kid. Second, when both children first arrived, they did not speak Finnish and had to study hard to converse with the other students at school and it's not so easy for him to integrate into Finland.

3.2 Super's theory

Because most of the questionnaire respondents and interviewers were between the ages of 18 and 30, According to Super's career development stage hypothesis, 14-25 years old falls into the category of youth, whereas 25-45 years old falls into the category of adulthood. In the formative years, youth should develop a positive self-concept, learn from a variety of opportunities in the exploratory period, begin working in the chosen field in the establishment period, assess the choices made thus far in the maintenance period, and finally reduce a time for leisure activities in the withdrawal period. Adulthood should be spent learning to relate to others during the formative years, from locating a preferred job during the exploration phase to committing to the chosen job during the establishment phase, attempting to maintain job stability during the maintenance phase, and finally reducing physical activity time during the withdrawal phase.

The authors discovered via their interviews that most Chinese students are content with their circumstances and have little motivation to carry out their own plans. Most of the interviewees had issues throughout the establishment phase, as well as during the maintenance and withdrawal phases. To begin with, most of them were dissatisfied with their bachelor's majors and had no clear concept of how to get started, nor where they ensure their current selections. Furthermore, many Chinese students come to Finland for the Finnish environment, making it difficult for them to limit their leisure activities, such as tourism.

When people reach adulthood, new issues are coming. For starters, Chinese bachelor students prefer to create ties with people from their home countries or with people from similar cultural backgrounds, such as Asians, throughout their formative years. Finding a job of their choosing is still a huge challenge for most Chinese bachelor students, especially those who are not fluent in Finnish and lack work experience, even if they have a lot of Finnish friends. As a result, the authors believe that the challenges for Chinese undergraduate students entering adulthood reside in the formative and exploratory phases: how to grow their

social circle in Finland and how to locate the job of their choosing during the economic slump.

Furthermore, Super stated that the environment and heredity play diverse roles in the process of occupational maturation and those environmental elements that encourage occupational maturation should be given special attention. The growth of a person's life, the effect of the surrounding environment, and variances in a person's intrinsic intelligence and personality elements will undeniably have a significant impact on the individual's long-term growth. In general, natural intelligence and personality characteristics are difficult to modify, and can only be improved via later life activities. Career development can help people better later through subjective learning; therefore, this type of self-planning might mostly reflect an individual's willingness to actively change themselves and the direction of their ongoing efforts. The Chinese idiom "A slow sparrow should make an early start " is a classic example of this. It is used to express how, if a person has some innate issues, such as not being smart enough, they must make a significant effort to improve themselves to progress.

Students in China work very hard and in a very stressful environment: in junior high and high school, classes run from 7 a.m. to 9 or 10 p.m., with a 1.5-hour lunch break in between. Most students get overly relaxed when they arrive in Finland, which is a leisure-friendly environment. This causes issues with studying, such as students not devoting enough time to their academics. This validates the notion that the difficulty in career development lies in whether one can effectively overcome the potential influence of environmental factors on one's choices and find a viable path that best balances the compromise between personal development and environmental constraints.

However, this is not very realistic for many Chinese bachelor students. Some young Chinese undergraduates come to Finland with financial support from their parents. Until they find a full-time stable job, their parents are responsible for most of their living expenses and tuition fees. Therefore, they can look for a job of their choice or a job with a high level of development. But there are also some Chinese students who are married or even have children coming to Finland for their bachelor studies. Their wives or husbands may speak not Finnish, or English very well or even cannot speak Finnish or English, and in this case, they must focus on survival. Therefore, they choose the restaurant industry as their first choice for work or business.

Self-concept theories were also significant effects on Super's theory. The development of a vocational self-concept is founded on children's observation of and identification with adults at work, according to Super. He expressly asserts that career activities can be used to improve people's self-concept. Career decision-makers regard their choices as a means of

achieving their own self-concept. A variety of distinct professional development tasks are encountered during one's life, each of which refines the precise professional options that must be made. And these job decisions made at various stages in one's life might have a significant impact on one's future life growth. The authors also emphasize the relevance of such a self-concept theory, which, in the authors' opinion, is established not only throughout childhood but also throughout life. This self-concept exists in a sometimes unclear, sometimes clear form at each stage of career and life development, and it is via this continuous discovery process that people complete a new understanding of self and a new integration of self. If this process of self-discovery comes to a halt, the development of this self-concept will come to a halt as well.

So, there is an old Chinese saying: Learning is like rowing upstream, not to advance is to drop back. The knowledge of the self is a never-ending exploration, and the meaning and value of life are also discovered in this never-ending self-exploration. Therefore, it is not surprising that some foreign researchers have focused on the relationship between self-concept and career choice. In conclusion, very authoritative studies have found that self-concept plays a very important role in career preference.

The first interviewee, Yuhan, is taken as an example. She has a strong sense of self-awareness and understands exactly what she wants. She wants to stay in Finland because she likes the less hectic and slower pace of life and work. That is why she wishes to work and live in Finland. However, the job she has landed may not be her first choice. As a result, she intends to establish her own business and do what she wants to do after she gets her permanent residence. Her plans contain nail salons, pet cafes, etc. She believes that these are the occupations that she enjoys the most and that there is plenty of possibility for advancement after that. What many Chinese bachelor students lack is the knowledge of self-concept, always thinking of taking one step at a time.

4 CONCLUSION

This thesis mainly discusses the future study and career planning of Chinese students studying in Finland, which includes the intentions of study courses in Finland, the field planning of future work, and the expectation of personal development prospects. Because the number of Chinese students studying in Finland has grown rapidly in recent years, and the old perceptions of Chinese students can no longer adapt to the actual situation of current changes, it is of great significance to investigate the changes in Chinese students' plans for future development from the actual situation. Because the current COVID-19 pandemic has made Chinese students worried about their study and job-seeking in Finland. Meanwhile, this thesis is also very useful by investigating the attitudes of Chinese students towards their employment conditions in Finland. Moreover, after the findings and discussion, the thesis shows that what people said in ScandAsia's forum is totally unreliable: Finland's appeal to Chinese students has not waned. The theoretical basis of this thesis is derived from Super's career development theory, which is also presented and discussed in the thesis. The investigation is mainly based on specific cases by qualitative analysis. In an effort to go beyond a master's thesis named Chinese immigrants to Finland: A qualitative study of housing, employment, access to health care and childcare as sociological dimensions in their settlement process (2011), this thesis explores the situation and future plans of Chinese students in Finland by applying a 47-responded questionnaire and an interview participated by 10 Chinese bachelor students in Finland. The authors describe the actual situation of the research object to the greatest extent based on the principle of objectiveness. And by using pseudonyms, etc., two authors tried their best to protect the privacy of all participants.

4.1 Answers to the research questions

- **What are Chinese bachelor students planning to do after graduation?**

The data generated using the questionnaire, interview and a master's thesis. Thematic analysis is used to analyse the following findings. Firstly, in the last five years (2015-2020), there has been an increasing trend of Chinese students coming to Finland to study and there are more female students than male students. Secondly, most of them have a strong desire to stay in Finland. Some of the younger Chinese undergraduates choose to stay in Finland and study for their master's degree in Finland, but there are also those who intend to continue their studies in other countries. Chinese students who choose to study in other countries say they want to develop in China or other countries in the future. If they return to China, their study experience in Finland will not become a competitive advantage compared

to those who study in the US and UK. This is because Finnish universities are not ranked very high in the world and Finnish universities are not very well known in China. The rest of the Chinese undergraduates said they would choose to work in Finland because of the good working conditions and the desire to stay in Finland for a long time. Chinese students who want to work or are already working in Finland find it very difficult to find a job of their choice in Finland. Most of them came to Finland mainly in English and only started learning Finnish at university. The Finnish language is very difficult to master. Fluency in Finnish is an important prerequisite for being able to find a job in Finland.

- **What Chinese students think about the employment situation in Finland?**

In addition, some Chinese people feel that they have been discriminated against in their job search or at work. During the data collection, the authors found that some problems in life, such as not being integrated into Finnish culture, also make it difficult for them to find a job in Finland. For example, Chinese students are influenced by Confucian culture and express their opinions in a more euphemistic way. This is not straightforward in the eyes of students in other Western countries. Because of the different growth environments, it is difficult for people in other countries to quickly understand the meaning behind the language, which sometimes causes misunderstandings. Because of cultural differences, Chinese students have a longer time to integrate into Finnish culture than Western students.

Incorporate culture, Chinese people are relatively passive and don't like to actively express their feelings, which gives people a relatively dull impression. Most of the Chinese undergraduates who want to stay in Finland after graduation say they prefer the free and independent working atmosphere in Finland and don't spend too much energy on interpersonal communication. This is the point that everyone appreciates the Finnish corporate culture most. In the way of dealing with problems, Chinese people like teamwork and sharing pressure, while Finns prefer to work independently. Many companies require employees to have the ability to work independently and to deal with emergencies in emergencies. Chinese group learning and workplace performance are quite different from those of students from other countries, and it needs to be analysed in combination with specific situations.

Due to the epidemic and other reasons, some companies must take measures such as suspension of pay and leave to save costs. This has caused some interviewees to have a pessimistic attitude towards the future because of the loss of financial support, which makes the interview results more subjective.

4.2 Limitations of critical thinking

This research has importance, however there are certain limitations to be aware of. The first is that the number of participants in the questionnaire was small. During the study, the authors were aware of this problem and therefore tried to attract Chinese people to answer the questionnaire by various means. Secondly, the interview sample selection method was convenience sampling as mentioned in the previous section, which has the disadvantage that the sample was not very diverse: all interviewees were from UAS. The authors tried very hard to find undergraduate students studying in Finland, but unfortunately, they did not find any who could be interviewed. Moreover, during the investigation process, due to the impact of the epidemic, most interviews and questionnaires were conducted remotely and online, which led to a longer time for collecting information. As mentioned in the introduction, the reference materials on the future development plan of Chinese undergraduates in Finland are very limited, because the group of Chinese students in Finland was very small and many the number of admissions in the school each year in single digits, so there are few researchers who use Chinese students as research objects to conduct related research. Therefore, the authors cannot find enough related research to use.

This study has mostly focused on difficulties concerning Chinese students in Finland. The scope of this study did not include people from other countries related issues. However, it is acknowledged that foreigners in Finland are a critical component. As a result, it is critical to building on these findings in the future. In scientific study, especially qualitative research, the subjectivity of the researcher's stance is a challenging obstacle to overcome. Two authors noticed that and tried to conquer it: they often exchange their opinions, which is less subjective than a thesis done by only one person.

4.3 Suggestions for future research

After discussion, two authors give suggestions for future research. First, there is no doubt that the authors believe that more and more Chinese students will come to Finland in the future. The qualitative research method is used in this paper because there are not many Chinese, especially international students, in Finland now. Therefore, if there is a desire to do future research on the current situation and future plans of international students in Finland, a combination of qualitative and quantitative research methods can be considered. For example, a quantitative study using a big data questionnaire to investigate the views, attitudes, and current situation of international students. Or seek help from embassies, immigration offices, universities, etc. to obtain data on the number of international students. In this way, the results will be more scientific and rigorous. Then, qualitative research can

be conducted by using interviews or focus groups to understand the inner thoughts of the subjects. However, these methods require a lot of time, so it is recommended to pay attention to the time schedule if you write such papers: leave time for data collection methods, such as interviews or questionnaires, and allow more time for big data analysis.

The implications of this for the research include the value of the research in terms of future trends and prospects for actual work practice activities. For international students, reading such articles can be a reference for whether to come to Finland to study and live in Finland. For universities, it provides information on how to attract international students and how to help them with their internships. Secondly, there is a need to study the value of the actual practical activities of working now. It provides information and reference for current international students to further their study or work. Finally, there is a need for research to improve the actual practical activities of current work. How international students can improve themselves and find a job, expand their social circle, and integrate into Finnish life are all things that we would like to see in future research.

5 SUMMARY

In general, this paper gives new perspectives based on previous research. Some Chinese students in Finland have less desire to stay in Finland. Especially during the epidemic, the catering industry, where the Chinese are most concentrated, has been hit hard. Some people even have the idea of going back to China. The authors also found that Chinese students have a low degree of occupational matching after graduation. Some majors such as IT and international business must engage in jobs unrelated to their majors after graduation, such as restaurant waiters, cleaners, and chefs. Through interviews with bachelor students, many students have plans to continue higher education, but because of tuition fees, most people shelve the plan and choose to work for a period and wait for them to obtain a permanent residence visa before continuing their studies.

With the growth of China's economy, the economy is no longer a restriction for Chinese students. More and more Chinese students have greater autonomy in choosing schools. Finland has attracted many students from all over the world due to its free academic atmosphere. Finnish schools have become a popular country for Chinese students to study in Europe. The number of Chinese students studying in Finland has grown rapidly in recent years. Some schools have set up test centres in China to attract Chinese students. In the future, more and more Chinese students will come to Finland. There will be more and more Chinese students coming to Finland to study in the future. It is hoped that this survey can give Chinese students studying in Finland who are facing graduation some suggestions on personal career development plans and quicker integration into Finnish life.

With the increase in cultural exchange opportunities between Chinese and foreign countries, Chinese people are more willing to experience the culture of other countries and give students from other countries the opportunity to learn about Chinese culture. It is hoped that Chinese students can understand the cultures of other countries while retaining their own national specialties so that they can truly integrate cultural diversity.

How Chinese people in Finland think about life in Finland and how to assimilate into Finnish society is a crucial subject that has gone unaddressed. As a result, one suggestion for further investigation is a study of how Chinese people from different professions view life in Finland, what they think has changed in Finland in the last few years, whether for the better or the worse, what efforts they have made to integrate into Finland and how they have changed since they came to Finland.

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APPENDICES

Appendix 1. Questionnaire

Questionnaire on the employment situation of Chinese students in Finland

This questionnaire is initiated by students from LAB University of Applied Sciences. It is mainly about the survey of employment situation of Chinese students in Finland after graduation. The aim is to answer employment issues that Chinese students care most about, and to provide reference for students who are willing to come to study in Finland. Answering the questionnaire is voluntary. It's non-profit. Thank you for your valuable comments and suggestions. If you have any questions, please contact yingying.liu@student.lab.fi or yiping.hou@student.lab.fi.

* 1. Your email address is

* 2. What's your gender?

- Male
 Female

* 3. Which one belongs to your age range?

- Younger than 18
 18~25
 26~30
 31~35
 36~40
 41~45
 More than 45

* 4. When did you come to Finland?

Year/Month/Day

* 5. What's your diploma acquired in Finland? 【多选题】

Multiple choice

- Primary school
- Middle school
- Vocational school
- High school
- Bachelor of University of Applied Sciences
- Bachelor of University
- Master's degree (Postgraduate)
- Doctor's degree (PhD student)

* 6. What's your major in Finland? 【多选题】

Multiple choice

- Medical category
- Economic and Financial category
- Marketing
- IT
- Material science
- Chemical analysis
- Sociology (Social sciences, anthropology, philosophy, social relations, etc.)
- Agriculture and Forestry (Agricultural engineering, forest resource management, environmental management, etc.)
- Biology (Applied Chemistry, microbiology, etc.)
- Education
- Language studies (Minor language translation and language development research)
- Tourism and hospitality management
- Art
- Food science
- Businesses management
- History
- Information and Media
- Psychology
- Automation
- Mathematics
- Physical
- Other _____

*** 7. What' your current and previous occupations/ industry? 【多选题】**

Multiple choice

- Doctors, nurses, dentists veterinarians, etc.
- Catering (Restaurant owners, chefs, waiters, etc.)
- Import and export trade, retail and wholesalers
- Tourism (Tourist guides, intermediaries, etc.)
- Clener
- Service industry, such as Beauty salon, massage, acupuncture, etc.
- Accountants, auditors
- Translators
- Lawyers, judges, member of Parliament, etc.
- Actors, singers, etc.
- Logistics
- Transportation industry, such as drivers of taxis, buses, or tains, etc.
- Education industry (Teachers, nurserymen, etc.)
- Shop assistants, cashiers
- Back office staffs
- Traders
- Warehouse managers
- Training institution
- Designers (clothing, jewelry, architect, game, etc.)
- Other _____

*** 8. Which content you belong to about the suitability of your major and your job?**

- 1 Totally irrelevant
- 2
- 3
- 4
- 5 Perfectly fit

*** 9. What opportunities drive you to study in Finland? 【多选题】**

Multiple choice

- Searching information online by myself
- Recommended by friends, relatives and classmates
- Recommended by agencies
- Advertisement on TV, websites or flyers
- Other _____

*** 10. Which content you belong to about integrating into Finnish society?**

- 1 Very hard
- 2
- 3
- 4
- 5 Perfect integration

*** 11. Which content you belong to about finding a job in Finland?**

- 1 Very easy
- 2
- 3
- 4
- 5 Very hard

*** 12. What do you think are the obstacles to find a job/work in Finland? 【多选题】**

- The economy is not good and the employment rate is low
- Restricted by diploma
- Working experiences
- Differences of culture and habits
- Mentality problems, such as not confident, self-doubt, etc.
- Other _____

* 13. When you have troubles during job hunting or working, normally you ask help for 【多选题】
]

Multiple choice

- Finish trade union
- Finish immigration office
- Chinese mutual aid group in Finland
- Chinese embassy
- Chinese wechat groups in Finland
- Chinese students groups in Finland
- School, tutor, or teacher
- Other _____

* 14. Which content you belong to about if your experiences of studying in Finland are helpful for your future employment or not?

- 1 Help nothing
- 2
- 3
- 4
- 5 Help a lot

* 15. What troubles do you have in Finland? 【多选题】

- Living cost is high
- Feel lonely, no friends
- Hard to find a job
- Racial discrimination
- Cultural differences
- Language
- Limitations of future career development
- Other _____

* 16. Which items attract you to work in Finland? 【多选题】

Multiple choice

- Good welfare system
- High salary
- Many holidays
- Low working pressure
- High stability
- All of above

* 17. How do you feel about your future employment situation?

- Feel hopeless
- So-so
- It's okay, and will be better
- Feel hopeful and very positive for the future
- Other _____

* 18. Do you have any plans to go back to China?

- Not at all
- Currently, no
- Sometimes have that thought
- Still thinking about it
- Yes, I determine

* 19. What's your monthly salary approximately? (Pre-tax)

- Below 1800€
- 1800€~2500€
- 2500€~3000€
- 3000€~4000€
- More than 4000€
- Other _____

* 20. Are you satisfied with your current salary?

- Dissatisfied
- Just so so
- It's okay, not a big problem
- Satisfied
- Highly satisfied

* 21. Which content you belong to about if you recommend your friends, relatives coming to Finland and to study?

- 1 Not recommend at all
- 2
- 3
- 4
- 5 Highly recommend

* 22. Do you have any suggestions to recent graduates in Finland for job hunting?

Appendix 2. Interview questions

1. Which university are you studying right now?
2. What is your major?
3. Do you want to continue your further study in Finland or other country? Why?
4. Do you have target school for master's degree after graduation?
5. Does the tuition fee influence your choice about applying master's degree university?
6. If you want to continue master's degree, do you prefer same subject or different subject?
7. Do you want to get a job after graduation in Finland? What are your attitudes towards working in Finland? Positive or negative? Do you have target position/company right now?
8. What kind of platforms are you searching-for jobs?
9. What are your advantages and disadvantages as a job seeker?
10. How do you think about Finland's labor market? Does the pandemic influenced your attitude for job seeking?
11. What attract you most to stay/study in Finland or other countries?
12. Have you ever worked in a Finland's company as internship or part-time job?
13. What are the differences between Chinese company culture and Finland company culture?
14. Do you think there are recruitment discrimination in Finland's company between Finnish and Chinese job seekers?
15. What is your deepest impression about Finland? Will you recommend relatives or friends studying in Finland? Why or why not?
16. What is your parents' attitude to your further study, do they encourage you stay in Finland?