

Exploring the long-term impact of study abroad: A case study of Japanese

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Presentation Objective and Research Problems

Objective:

To present the comparative analysis of the Study Abroad Group and Non-Study Abroad Group on the **undergraduate and graduate levels.**

Research Problems:

- Are there differences in subsequent life experience of Japanese individuals **who did and did not study abroad?**
- Are there differences in the impact of study abroad among the three groups of study abroad participants: **1) UG degree abroad, 2) UG credit-bearing abroad, and 3) Graduate degree abroad?**

Large-scale retrospective online survey

Survey period and respondents

1. People **with** study abroad experience
Period: January-May, 2015
Number of respondents: 4,489
2. People **without** study abroad experience
Period: August-September, 2015
Number of respondents: 1,298

Selection Criteria

1. People **with** study abroad experience
 - At the least, lived primarily in Japan during elementary and junior high school; **studied abroad for three months or more after graduation from a Japanese senior high school.**
 - The aim of study abroad was **to learn a language, obtain a degree, or earn credits.**
2. People **without** study abroad experience
 - No experiences of studying or living abroad for longer than 3 months, did not live overseas as a child
 - Had not acquired foreign language proficiency, did not use a foreign language at home, had not studied at an international school in Japan prior to entering a Japanese university
 - **Graduated from a Japanese university**
 - Working for a company located in Japan, housewife or unemployed

Survey Questions

Categories	Questions	Scales	# of Items
Abilities	As a result of study abroad [graduation from a Japanese university], which of the following abilities do you consider improved?	(4) Strongly Agree – (1) Strongly disagree	1 8
	How do you define the level of the language(s) you currently use other than Japanese? How often do you use the language(s) other than Japanese in which you are competent [the foreign language in which you are most competent] in your current job?	Foreign Language Proficiency (1) Native Proficiency (2) Professional working proficiency (3) Limited working proficiency (4) Daily conversation proficiency Foreign Language Use (1) Often – (4) Never	2
Career	To what extent do you consider that study abroad [your experiences at Japanese university] influenced your career?	(4) Strongly Agree – (1) Strongly disagree	6
	To what extent do you consider that the following aspects of your study abroad [Japanese university] experiences were valued by recruiters?	(4) Strongly Agree – (1) Strongly disagree	4
	What differences do you perceive regarding career development and treatment, compared with coworkers of your age without study abroad experience ? <only for people with study abroad experience>	(5) Very high – (1) Very low	7
Perceptions/ Values	To what extent do you feel that your awareness of the following increased as a result of study abroad [graduation from a Japanese university]?	(4) Strongly Agree – (1) Strongly disagree	1 6
Behavior	To what degree do you consider that your involvement with the following types of activity has increased as a result of study abroad [graduation from a Japanese university]?	(4) Frequently participate – (1) Never participate	8
Attitudes	Please select one from the following choices (A or B) which apply to you regarding the following items.	(4) Close to A – (1) Close to B	8
Satisfaction with life and work	How satisfied are you with each of the following items?	(4) Strongly Agree – (1) Strongly disagree	6 4

Respondent Groups

	Academic Level and Type	Length of Study Abroad	Responses	
			Number	Percentage
People with study abroad experience (SA Group)	UG degree abroad	More than 3 years	416	27.3%
	UG credit-bearing/other study abroad	3-12 months	757	49.6%
	Sub-total		1,173	76.9%
	Masters / PhD abroad	More than 1 year	353	23.1%
Total			1,526	100.0%
People without study abroad experience (Non-SA Group)	UG degree in Japan		710	57.4%
	Masters / PhD in Japan		528	42.6%
	Total		1,238	100.0%

Respondent Profiles: Gender

SA Group

Categories	Male	Female	Total #
UG degree abroad	52.4%	47.6%	416
UG credit-bearing /other study abroad	50.3%	49.7%	757
Sub-Total	51.1%	48.9%	1,173
Masters / PhD abroad	58.9%	41.1%	353
Total	52.9%	47.1%	1,526

Non-SA Group

Categories	Male	Female	Total #
UG degree in Japan	47.0%	53.0%	710
Masters / PhD in Japan	54.5%	45.5%	528
Total	50.2%	49.8%	1,238

Respondent Profiles: Field of Study

SA Group:

Type	Science & Engineering	Humanities & Social Science	Health Science	Others	Total #
UG degree abroad	13.2%	72.6%	3.4%	10.8%	416
UG credit-bearing /other study abroad	8.2%	87.7%	0.8%	3.3%	757

Type	Science & Engineering	Humanities & Social Science	Total #
Masters / PhD abroad	15.6%	84.4%	353

Non-SA Group:

Type	Science & Engineering	Humanities & Social Science	Health Science	Others	Total #
UG degree in Japan	22.0%	60.7%	6.1%	11.3%	710

Type	Science & Engineering	Humanities & Social Science	Total #
Masters / PhD in Japan	60.6%	39.4%	528

Respondent Profiles: Age

SA Group		50's or older	40's	30's	20's or younger	Total #
UG degree abroad	Male	37	99	69	13	218
	Female	19	76	76	27	198
UG credit-bearing/other study abroad	Male	71	115	109	86	381
	Female	18	93	155	110	376
Total		12.4%	32.7%	34.9%	20.1%	1,173

Non-SA Group		50's or older	40's	30's	20's or younger	Total #
UG degree in Japan	Male	100	114	100	20	334
	Female	44	130	127	75	376
Total		17.0%	34.4%	34.2%	14.4%	710

Respondent Profiles: Age

SA Group	50's or older	40's	30's	20's or younger	Total #
Masters / PhD abroad	27.8%	37.7%	28.3%	6.2%	353

Non-SA Group	50's or older	40's	30's	20's or younger	Total #
Masters / PhD in Japan	12.5%	34.5%	37.3%	15.7%	528

Study Abroad Destinations

		U.S.A	UK & Ireland	EU countries (except UK & Ireland)	East Asia	Oceania	Canada	Other	Total
UG degree abroad	Male	83.9%	5.0%	2.8%	2.8%	2.3%	1.4%	1.9%	218
	Female	71.7%	7.1%	3.5%	5.1%	5.1%	7.1%	0.5%	198
UG credit-bearing /other study abroad	Male	55.4%	9.7%	10.5%	8.7%	6.0%	3.4%	6.3%	381
	Female	44.9%	10.4%	10.9%	15.2%	8.0%	7.2%	3.5%	376
Masters / PhD abroad	Science & Engineering	60.0%	10.9%	14.5%	0.0%	7.3%	1.8%	5.5%	55
	Humanities & Social Science	56.7%	23.5%	6.4%	3.0%	4.7%	2.7%	3.0%	298
Total		59.4%	11.6%	7.9%	7.5%	5.6%	4.3%	3.5%	1,526

Analysis

1) The weighted averages of responses were computed and shown in radar charts by the 6 categories:

(1) Abilities, (2) Perceptions, (3) Behaviors, (4) Career, (5) Hiring Process, and (6) Satisfaction with life and work

4 = strongly agree; I frequently participate

3 = tend to agree; I sometimes participate

2 = relatively disagree; I seldom participate

1 = strongly disagree; I never participate

2) Compared the results by five groups

- **UG level (3 segments):** UG degree abroad, UG credit-bearing/other study abroad, and UG degree in Japan
- **Graduate level (2 segments):** Graduate degree abroad, Graduate degree in Japan
- One way ANOVA (F-value: $p < .001$; Post-hoc test: $p < .05$) was conducted.
- The weighted averages of items are presented on radar charts

Improvement in Abilities

“As a result of your study abroad [graduation from a Japanese university], which of the following abilities do you consider improved?”

*Question in square brackets was those for respondents without study abroad experience.

Improvement in Abilities

UG level (3 segments)

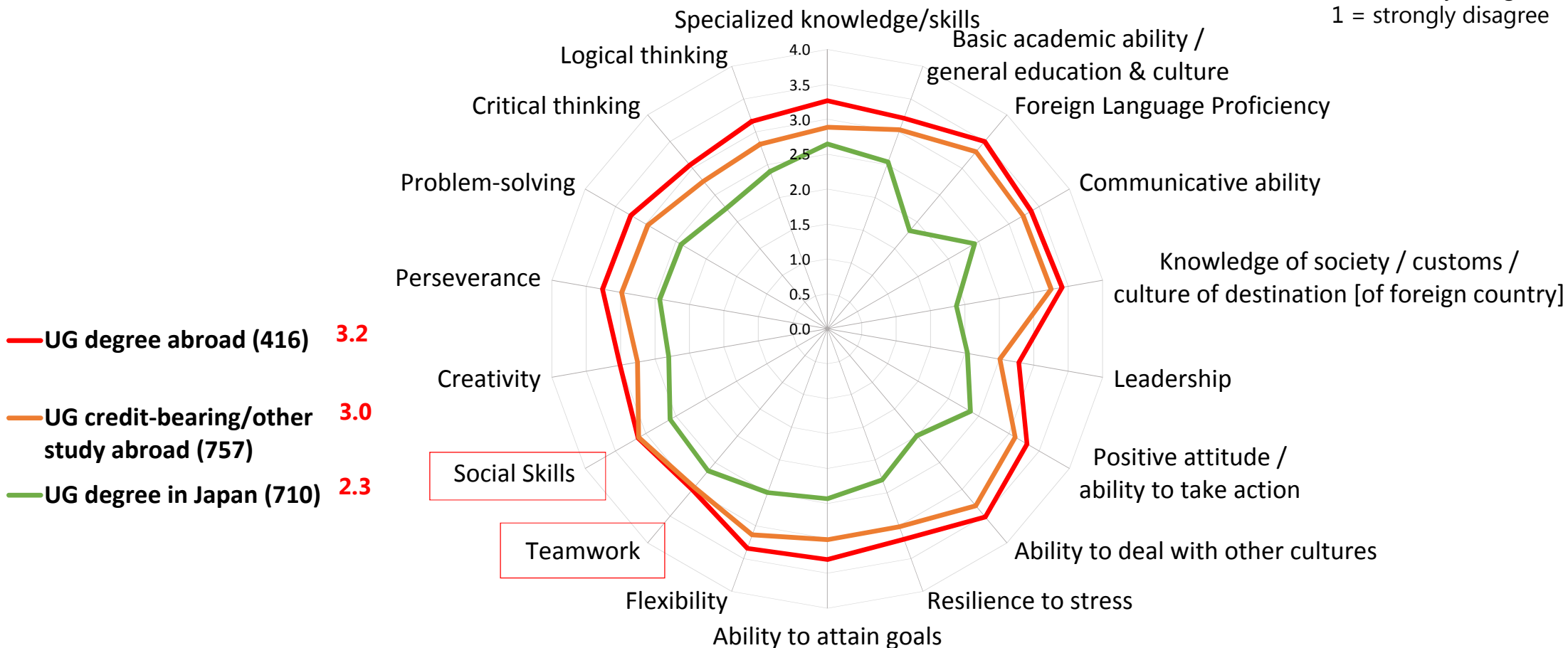
weighted averages

4 = strongly agree

3 = tend to agree

2 = relatively disagree

1 = strongly disagree



Improvement in Abilities

Graduate level (2 segments)

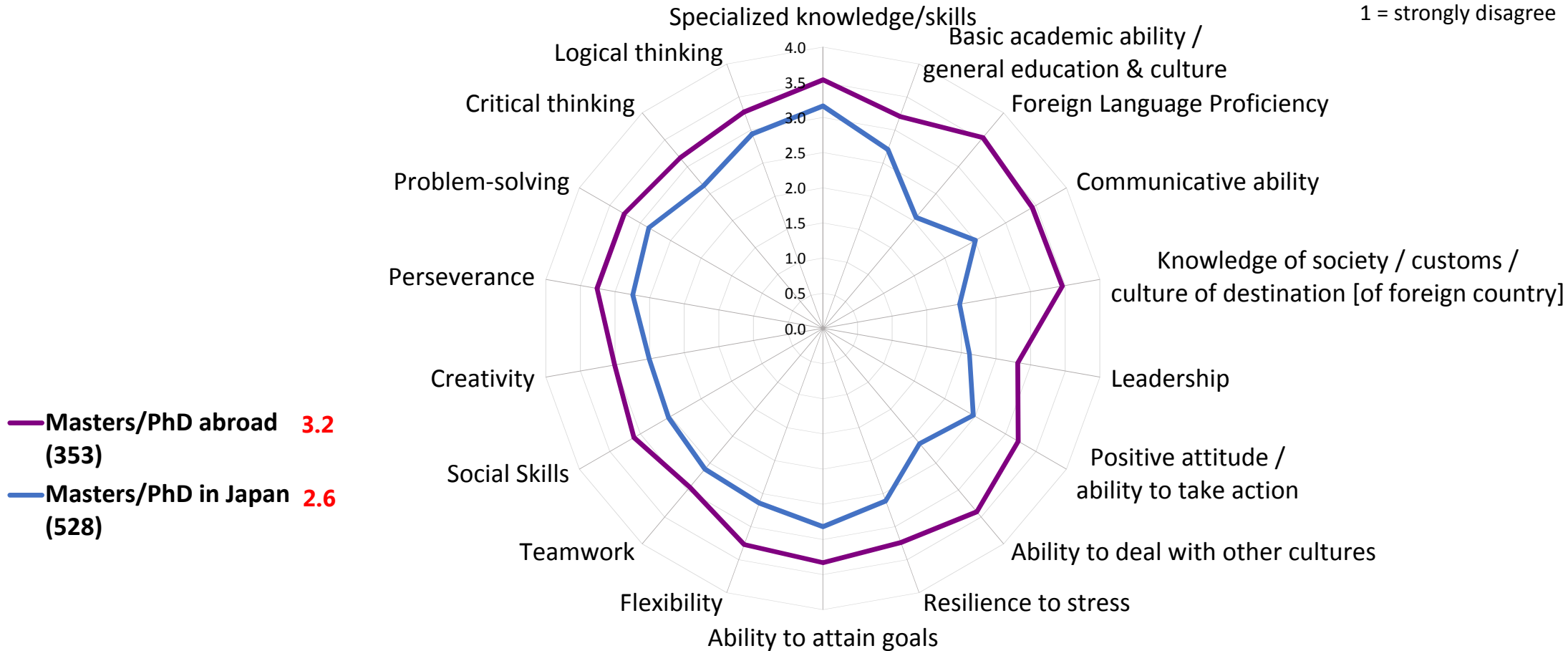
weighted averages

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2 = relatively disagree

1 = strongly disagree



Improvement in Abilities

5 segments

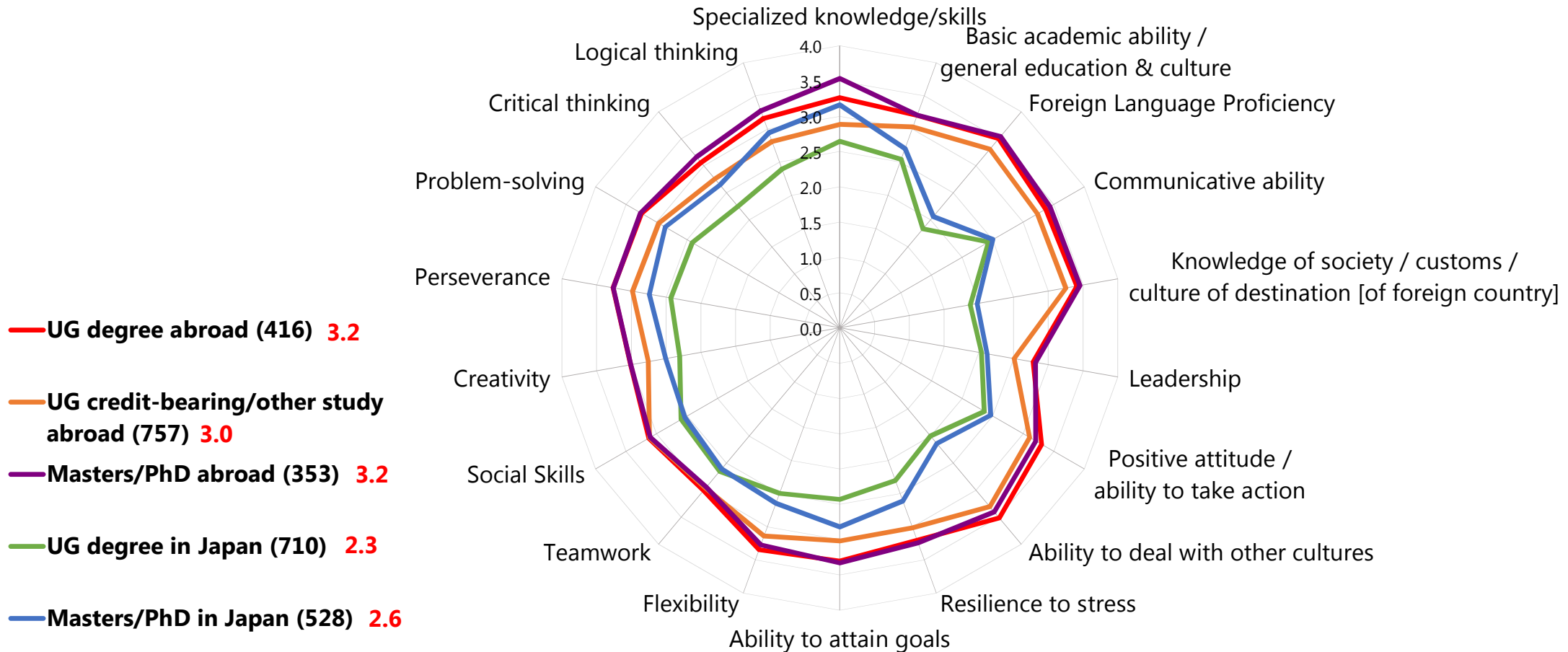
weighted averages

4 = strongly agree

3 = tend to agree

2 = relatively disagree

1 = strongly disagree

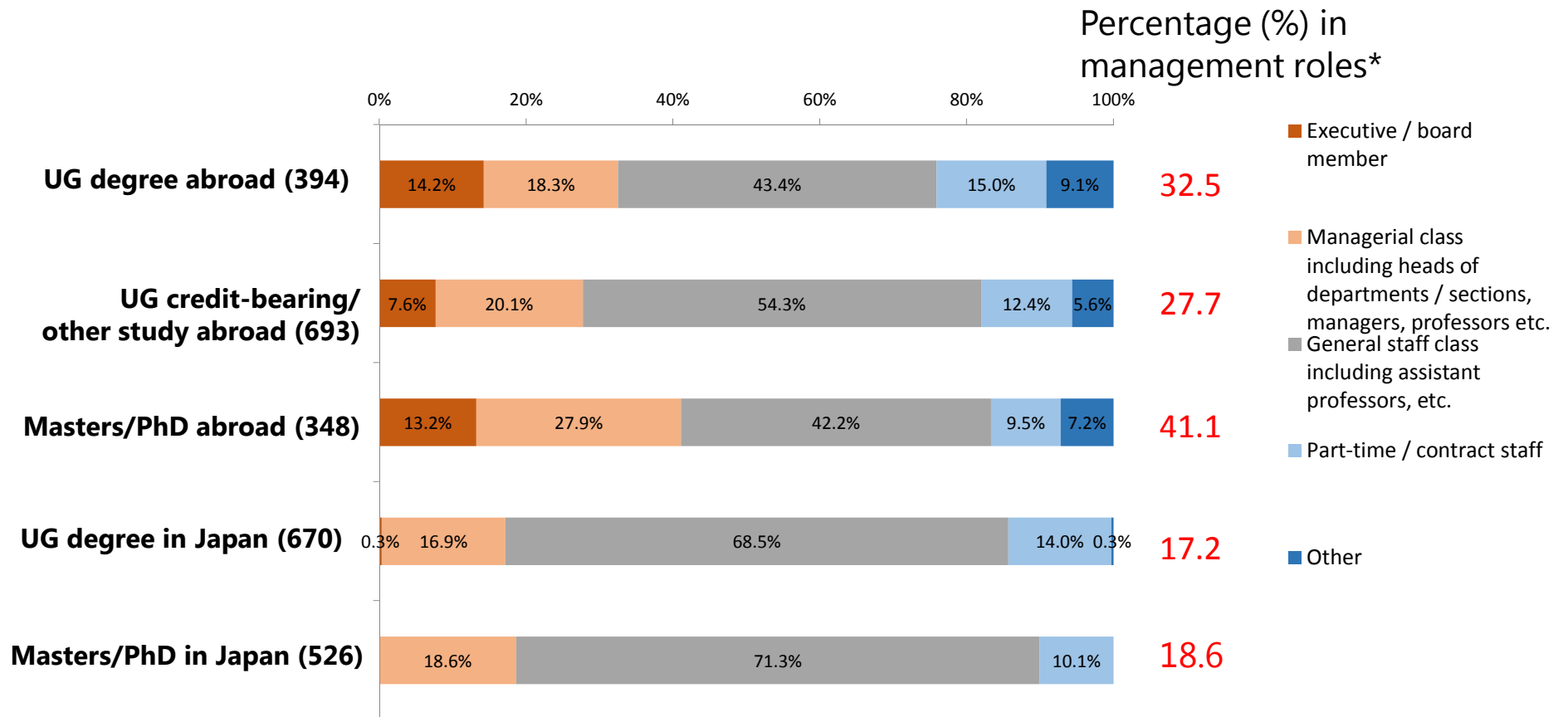


Career

To what extent do you consider that your study abroad [Japanese university] experiences influenced your career?

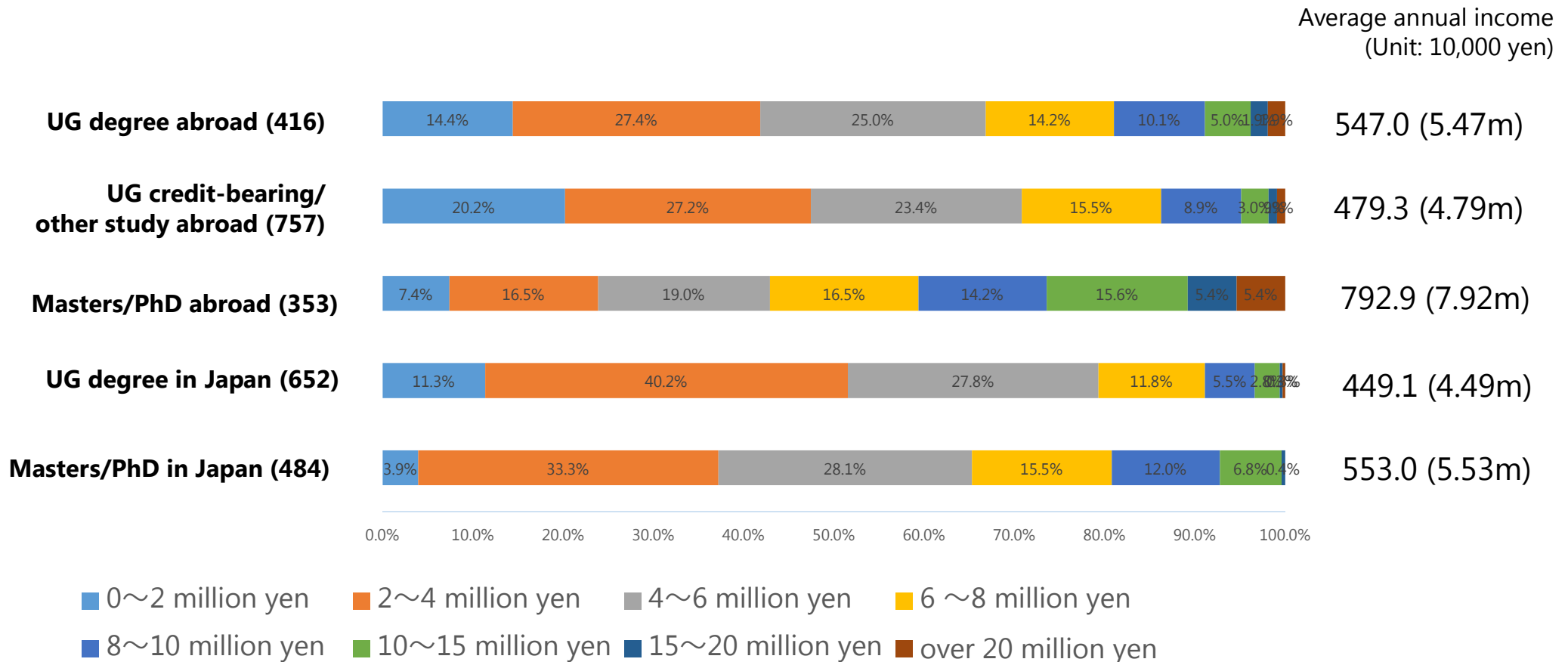
*Question in square brackets was those for respondents without study abroad experience.

Current Job Position



*The percentage in management roles is the total proportion of those in “the executive/board member class” and in the “managerial class.”

Current Annual Income



*PPP for GDP: US\$1 = JPY106 (OECD 2015)
 1 million yen = US\$9,433

Career

Undergraduate level (3 segments)

The weighted averages

4=strongly agree

3=relatively agree

2=relatively disagree

1=strongly disagree

I gained motivation to work with an NPO/in social action

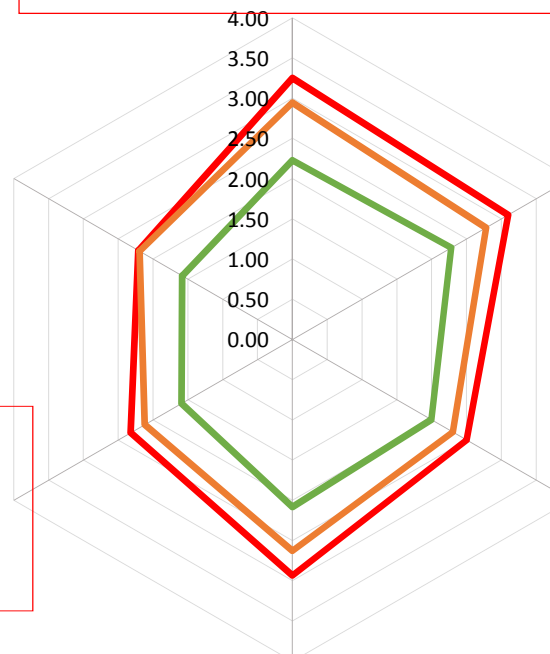
I gained motivation to start a venture (both for-profit and not-for-profit)

Helpful in planning my career

Helpful in gaining my current job

Helpful in obtaining a higher current salary

I use knowledge and skills gained while studying abroad [at Japanese universities] in my current job



— UG degree abroad (394) **2.72**

— UG credit-bearing/other study abroad (693) **2.49**

— UG degree in Japan (710) **1.96**

Career

Graduate level (2 segments)

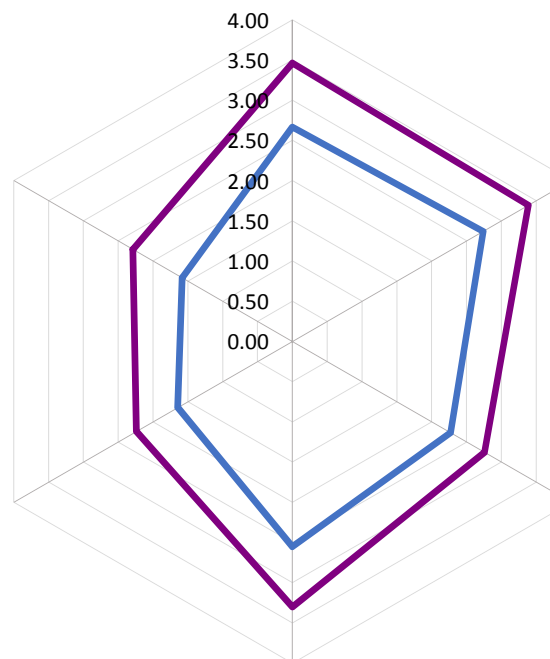
I gained motivation to work with an NPO/in social action

I gained motivation to start a venture (both for-profit and not-for-profit)

— Masters/PhD abroad (348) **2.91**

— Masters/PhD in Japan (528) **2.24**

Helpful in planning my career



The weighted averages

4=strongly agree

3=relatively agree

2=relatively disagree

1=strongly disagree

Helpful in gaining my current job

Helpful in obtaining a higher current salary

I use knowledge and skills gained while studying abroad [at Japanese universities] in my current job

Career

5 segments

I gained motivation to work with an NPO/in social action

I gained motivation to start a venture
(both for-profit and not-for-profit)

— UG degree abroad (394) **2.72**

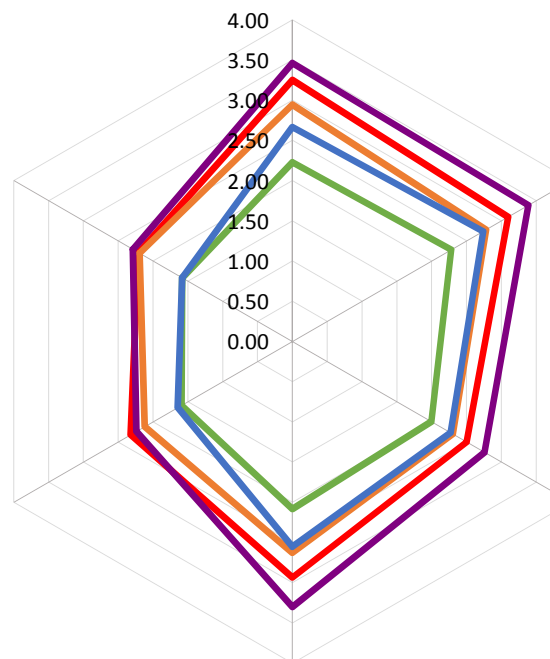
— UG credit-bearing/other study abroad (693) **2.49**

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— UG degree in Japan (710) **1.96**

— Masters/PhD in Japan (528) **2.24**

Helpful in planning my career



I use knowledge and skills gained while studying abroad [at Japanese universities] in my current job

The weighted averages

4=strongly agree

3=relatively agree

2=relatively disagree

1=strongly disagree

Helpful in gaining my current job

Helpful in obtaining a higher current salary

Hiring Process

To what extent do you consider that the following aspects of your study abroad [Japanese university] experiences were valued by recruiters?

*Question in square brackets was those for respondents without study abroad experience.

A survey of the hiring of those with study abroad experience and global skills (by total number of employees)

Q: How important is “possessing international experience” in your recruitment process?

unit: percentage (%)

	Overall	Fewer than 300 staff	300 - 999 staff	1000 staff or more
Very important	4.5	4.6	4.7	3.9
Quite important	23.2	23.2	23.5	22.4
Cannot say	28.9	27.3	27.5	35.5
Not very important	18.9	18.6	17.4	22.4
Hardly important at all	24.6	26.3	26.8	15.8
Total	100.0	100.0	100.0	100.0

Q: “Overseas study experience” (irrespective of type/field) needs to be of what length to be valued by your company?

unit: percentage (%)

	Overall	Fewer than 300 staff	300 - 999 staff	1000 staff or more
1 year or longer	37.9	38.5	36.3	39.5
6 months or longer	18.1	16.7	18.5	21.1
3 months or longer	3.6	2.1	4.8	5.3
1 month or longer	3.1	2.6	3.4	3.9
Even study for under 1 month is valued	5.1	5.7	5.5	2.6
Overseas study is not valued	32.1	34.4	31.5	27.6
Total	100.0	100.0	100.0	100.0

Survey period: March 17, 2014 – June 27, 2014

Survey respondents: 423 HR managers at companies in Japan which were clients of DISCO Inc.

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Summary Report

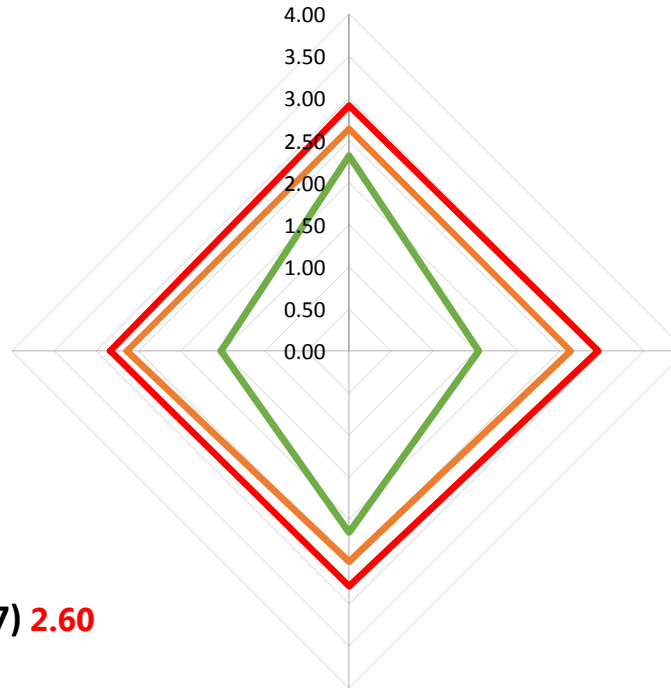
Hiring Process

UG level (3 segments)

My study abroad experience was valued
 [My undergraduate or graduate degree was valued per se]

weighted averages
 4 = strongly agree
 3 = tend to agree
 2 = relatively disagree
 1 = strongly disagree

My experience of communicating with foreigners was valued



The language skills I gained through study abroad were valued
 [My foreign language competencies were valued]

The specialized knowledge and skills I gained through study abroad were valued

— UG degree abroad (415) **2.87**

— UG credit-bearing/other study abroad (757) **2.60**

— UG degree in Japan (710) **1.88**

Hiring Process

Graduate level (2 segments)

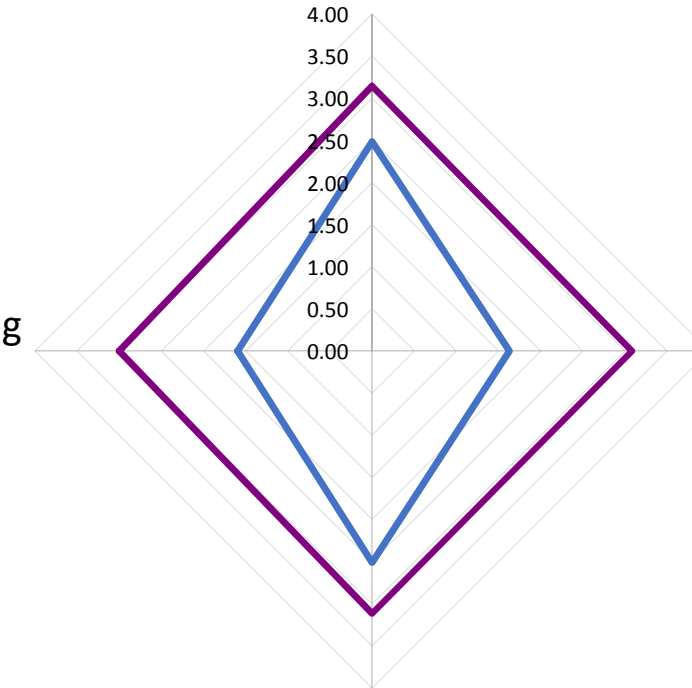
My study abroad experience was valued
 [My undergraduate or graduate degree was valued per se]

weighted averages
 4 = strongly agree
 3 = tend to agree
 2 = relatively disagree
 1 = strongly disagree

My experience of communicating with foreigners was valued

The language skills I gained through study abroad were valued
 [My foreign language competencies were valued]

- Masters/PhD abroad (353) **3.09**
- Masters/PhD in Japan (528) **2.05**



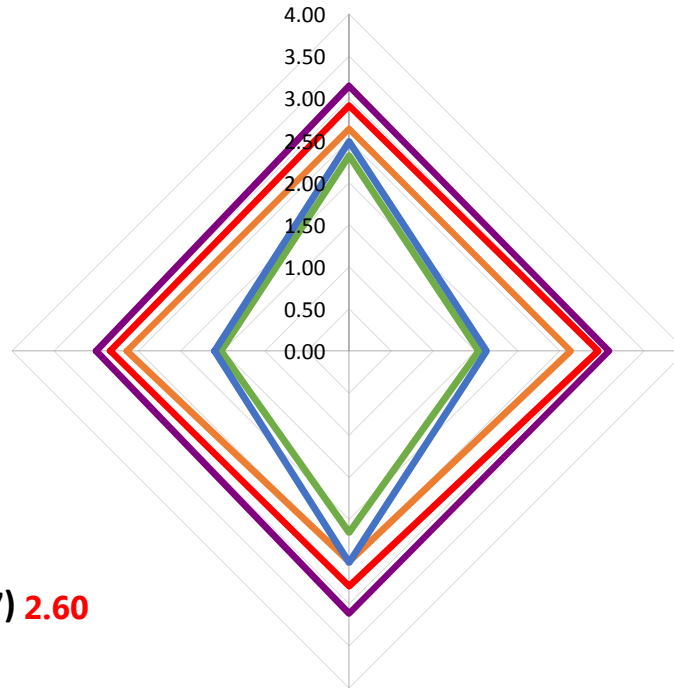
The specialized knowledge and skills I gained through study abroad were valued

Hiring Process

5 segments

My study abroad experience was valued
 [My undergraduate or graduate degree was valued per se]

weighted averages
 4 = strongly agree
 3 = tend to agree
 2 = relatively disagree
 1 = strongly disagree



My experience of communicating with foreigners was valued

The language skills I gained through study abroad were valued
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The specialized knowledge and skills I gained through study abroad were valued

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— Masters/PhD abroad (353) **3.09**

— UG degree in Japan (710) **1.88**

— Masters/PhD in Japan (528) **2.05**

Average of Weighted Averages 6 Categories

- UG degree abroad
- UG credit-bearing/other study abroad
- Masters/PhD abroad
- UG degree in Japan
- Masters/PhD in Japan

- **The means of study abroad groups were higher than non study abroad groups.**

- SA participants: impact on **improvement in abilities and changes in perceptions & values** were higher
- SA for a degree, esp. a graduate degree: impact on **career and hiring-process** were higher

Satisfaction with Life
and Work

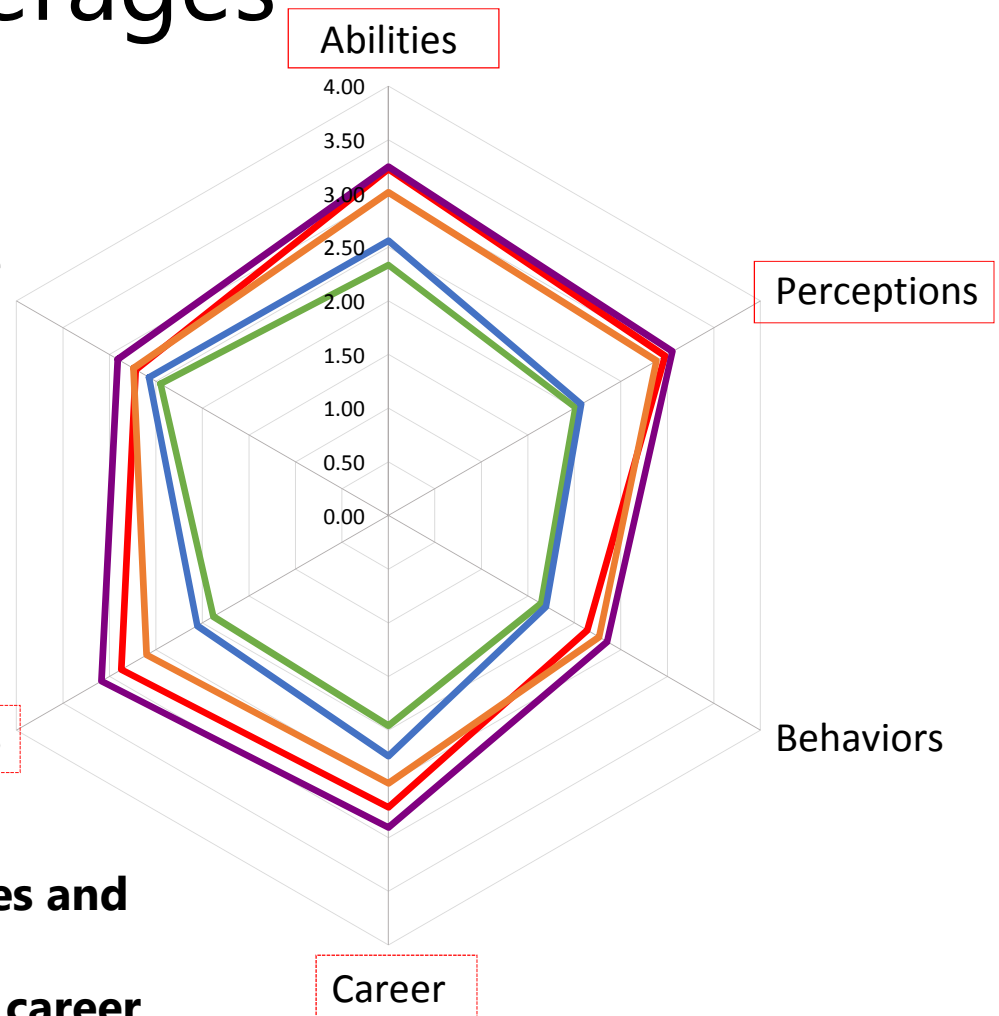
Hiring-process

Abilities

Perceptions

Behaviors

Career



Results of One-way ANOVA

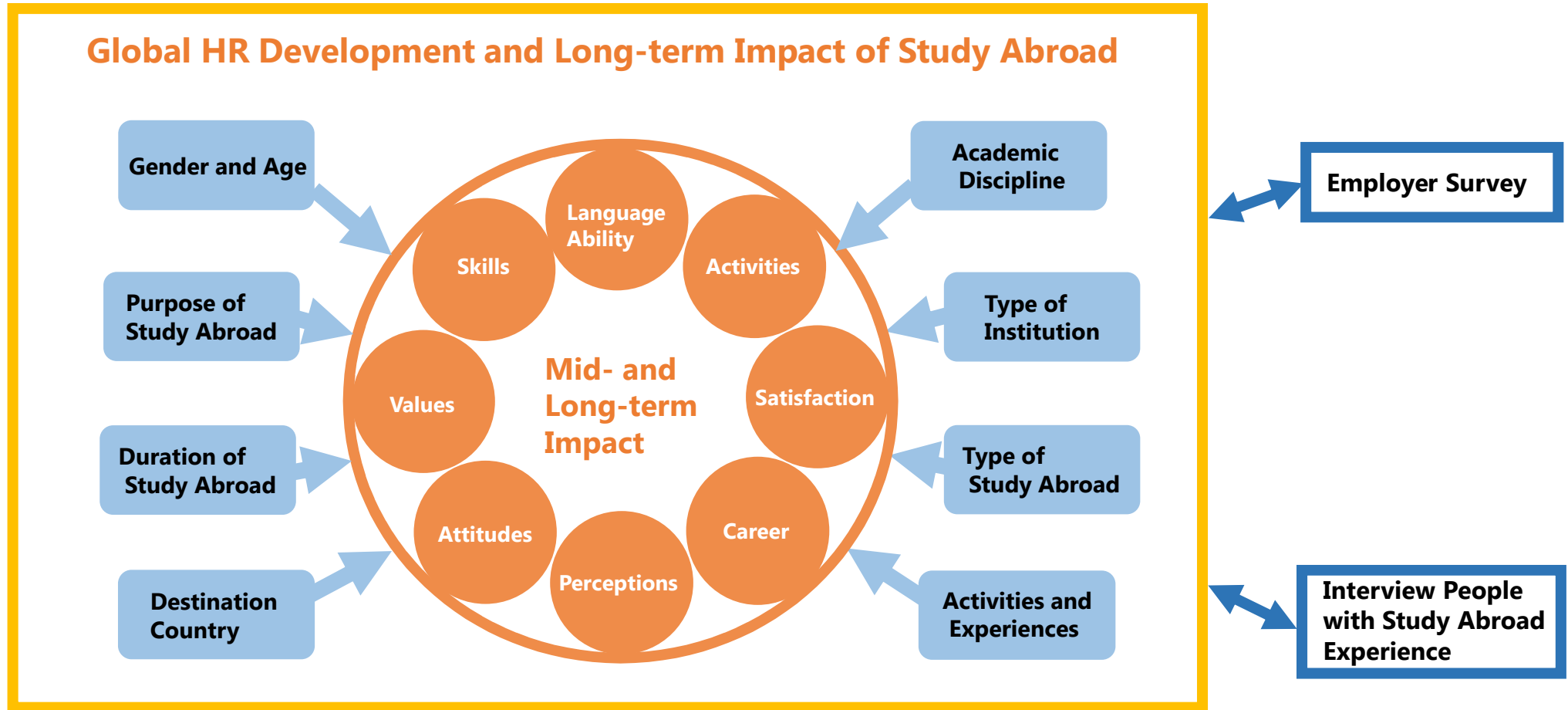
	(1) UG degree		(2) UG credit-bearing		(3) Master / PhD abroad		(4) UG in Japan		(5) Master / PhD in Japan		F-value	Post-hoc test
	M	SD	M	SD	M	SD	M	SD	M	SD		
Abilities	3.23	.46	3.01	.46	3.25	.47	2.33	.53	2.56	.54	371.28	3, 1 > 2 > 5 > 4
Perceptions	2.97	.57	2.88	.56	3.05	.55	2.01	.57	2.07	.64	428.20	3 > 2, 5, 4 1 > 5, 4 2 > 5, 4
Behaviors	2.14	.71	2.26	.73	2.35	.71	1.64	.58	1.69	.59	140.01	3, 2 > 1 > 5 > 4
Career	2.69	.70	2.46	.73	2.91	.61	1.95	.60	2.24	.64	160.83	3 > 1 > 2 > 5 > 4
Hiring-process	2.87	.86	2.60	.87	3.09	.77	1.88	.53	2.05	.58	255.94	3 > 1 > 2 > 5 > 4
Satisfaction with life and work	2.72	.64	2.74	.59	2.91	.61	2.45	.55	2.58	.59	45.48	3 > 2, 1 > 5 > 4

1) F-value: $p < .001$; Post-hoc test: $p < .05$

2) The type of Post Hoc Test was Games-Howell.

The means of the study abroad groups (3, 2, 1) were higher than the non-study abroad groups (5, 4). 28

Further Study



Website

<http://recsie.or.jp/project/gj5000/>

Download the summary of the survey results: <http://recsie.or.jp/gj5000en>



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Thank you for your attention!

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