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"K L A D" IS A STUDENT JOURNAL FIRST PUBLISHED AT M. NARIKBAYEV KAZGUU UNIVERSITY SCHOOL OF LIBERAL ARTS. THIS JOURNAL IS AIMED AT ENHANCING STUDENTS' INVOLVEMENT INTO SCIENCE AND RESEARCH.

"K L A D" JOURNAL ADMITS FOR PUBLICATION VARIOUS TYPES OF ARTICLES: ORIGINAL RESEARCH, REVIEW ARTICLES, SHORT REPORTS OR ESSAYS, REFLECTIONS, CASE STUDIES, METHODOLOGIES AND CASES IN ENGLISH; CONTAINING THE RESULTS OF FUNDAMENTAL AND APPLIED RESEARCH IN THE FIELD OF PHILOSOPHY AND IDENTITY, HISTORY OF KAZAKHSTAN, PEDAGOGY, LINGUISTICS AND METHODS OF TEACHING LANGUAGES, TRANSLATION, AND TOURISM.

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M. NARIKBAYEV KAZGUU UNIVERSITY
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TABLE OF CONTENTS

RESEARCH ARTICLES

“TERMINOLOGY SOLUTIONS FOR KAZAKH TRANSLATORS IN THE OIL AND GAS INDUSTRY” <i>V. Sidorenko</i>	4
“FEATURES OF HOUSEHOLD REALIA TRANSLATION IN LITERARY TEXTS” <i>Zh.A.Kunayeva</i>	11
“WHAT FACTORS THE RESEARCH METHODS I STUDENTS CONSIDERED WHILE CHOOSING THEIR FIELD OF STUDY?” <i>Russalina Akhmerova, Rakhat Eslyan, Aiarys Nursapa</i>	19
“WHAT DIFFICULTIES DID KAZGUU UNIVERSITY’S SECOND YEAR STUDENTS ENCOUNTER DURING ONLINE LEARNING?” <i>Kuatova K., Makartseva A., Uraztayeva A.</i>	27
DO BILINGUAL PEOPLE THINK IN TWO LANGUAGES? <i>Malika Zhandarbek</i>	34
“KAZGUU STUDENTS’ PERCEPTIONS OF BILINGUALISM IN THE PROBLEM- SOLVING EXPERIENCE” <i>Rakhmetova Aidana, Nagornyyak Natalya, Shakhmarova Tomiris</i>	38
WHAT IS THE IMPACT OF LANGUAGE ON PEOPLE’S IDENTITIES? <i>Russalina Akhmerova</i>	41
“FACTORS AFFECTING THE FINAL DECISION OF SPECIALTY CHOOSING: CASE OF KAZGUU UNIVERSITY” <i>Vesselskaya Kristina, Nikolayev Aziz, Saduakas Tursynzhan</i>	45
“THE IMPACT OF A FAILED ACADEMIC COURSE ON STUDENTS’ OVERALL WELL- BEING, FURTHER MOTIVATION, AND ACADEMIC PERFORMANCE” <i>Yergaliyev Akbar, Aubakirova Zhibek, Nuranova Ayazhan</i>	56
“KAZGUU UNDERGRADUATE STUDENTS’ EXPERIENCES OF GENDER STEREOTYPES” <i>Yermekkyzy Assem, Zhamantayeva Assiya, Khamzin Aslan</i>	67
“PECULIARITIES OF POLITICAL DISCOURSE IN THE ENGLISH LANGUAGE” <i>Beysembekov Yerzhan</i>	74
“FUNCTIONS OF INTERJECTIONS IN THE MODERN ENGLISH LANGUAGE” <i>Vesselskaya K. V.</i>	84
“THE IMPACT OF ACADEMIC-RELATED STRESS ON STUDENTS” <i>Dilyara Temirbulatova, Tomiris Lee, Bayan Rymkhan</i>	96
“ONLINE EDUCATION AND THE EFFECT ON STUDENTS’ STRESS LEVEL” <i>Bazarbekov Timur, Kabzhanova Karina, Ondassynova Gulnur</i>	106
“THE PROBLEM OF BRAIN DRAIN IN KAZAKHSTAN” <i>Kuldin D. Pavlovich, Abdilmanov Abilmansur, Akbarov Nursultan</i>	114
“THE NEED OF SEX EDUCATION IN KAZAKHSTAN” <i>Aruzhan A. Nurtaza, Gulsezim Zh. Nagi, Perizat A. Mazhitova</i>	119

LITERATURE REVIEWS

“WELL-BUILT CORPORATE ENVIRONMENT AS A SOLUTION FOR THE DIVERSITY OF CULTURES AMONG EMPLOYEES IN INTERNATIONAL ORGANIZATIONS” <i>Nazira Dauletova</i>	136
“RE-EDUCATION CAMPS IN CHINA: HUMAN RIGHTS VIOLATIONS” <i>Ayupov Dinmukhamed</i>	138
“BINGE-WATCHING: ADDICTION OR ENTERTAINMENT” <i>Mukhitova G. Mukhitkyzy</i>	141
“CAUSES OF MISMATCH BETWEEN JOB CHOICES IN KAZAKHSTAN” <i>Nagi Gulsezim</i>	144
“MENTAL EFFECTS OF DIVORCE ON CHILDREN” <i>Otesh Tomiris</i>	147

STUDENTS' ESSAYS

“SHOULD WE CONTINUE READING E-BOOKS INSTEAD OF PAPERBACKS?” <i>Karina Kabzhanova</i>	152
“WHAT ARE THE VARIOUS ADVANTAGES AND DISADVANTAGES OF GLOBALIZATION?” <i>Kazhgaliyev S. T.</i>	154
“SHOULD FAMOUS PEOPLE IN THE SOCIETY GET INVOLVED IN POLITICS?” <i>Manapova G.</i>	156
“WHAT ARE THE EFFECTS OF GROWING UP IN POVERTY?” <i>Perizat A. Mazhitova</i>	158
“WHAT ARE THE VARIOUS ADVANTAGES AND DISADVANTAGES OF GLOBALISATION?” <i>Ormantayeva A.</i>	160
WHO AM I? <i>Berikkara A.B.</i>	161



Literature review

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M. NARIKBAYEV KAZGUU UNIVERSITY

“CAUSES OF MISMATCH BETWEEN JOB CHOICES IN KAZAKHSTAN”*Nagi Gulsezim*

Today, the discrepancy between the education and market demand for labor is one of the most crucial problems in contemporary Kazakhstan. Many graduates, after finishing higher education, are required to find a job. However, every year tens of thousands of alumni graduate from universities and colleges, some of whom do not go to work according to their qualification, thereby it affects the increase in the number of unemployed people, which in the future can lead to such consequences as dissatisfaction with work or reduction in wages. According to the study of the Ministry of Education and Science of the Republic of Kazakhstan (2018), in 2017-2018 the total number of students in Kazakhstan was about 534,000 students (p. 11), however, 60% of graduates of educational institutions have a workplace that does not correspond to their education (Kazistaev, 2019). It means that the economy does not always require the qualified specialists that the university provides.

The purpose of this study is to identify the factors that affect the inconsistency between the field of education received and the choice of work of graduates of Kazakhstan and its consequences. Lack of work experience, corruption in educational institutions, problems with the employment of graduates, and combining work with study are the main reasons that will be discussed later.

Literature review

Surveys that were conducted by Montaev (2015) in some universities in Kazakhstan have demonstrated the reasons why students did not want to work according to their specialty (p. 63). A study among universities showed that the main reason was the lack of experience and practical knowledge (30%). Almost 24% of graduates responded due to employability challenges, followed by low-paid work and lack of interest in work.

Lack of practical knowledge.

Shortage of experience is a common reason why graduates cannot find a job that matches their education. Companies or organizations mostly give preference for such specialists who already have work experience. The lack of experience is triggered by the fact that the educational institution provides them with poor-quality education. Due to the insufficiency of qualified teachers, they have no choice but to hire low-skilled teachers as part of the workforce, which leads to a low level of education. According to the news portal Azattyq Ryhy (2020), the Ministry of Education and Science deprived 25 higher educational institutions of their licenses. These universities lack a high quality of education. Furthermore, these universities aim at issuing diplomas rather than providing an upstanding education.

Corruption in educational institutions also affects the acquired knowledge, both theoretical and practical. Polnikova (2015) argues that 1.5 thousand students of state universities and 5.3 thousand of private universities could not pass the required threshold score according to the certification result. (p. 121). These data indicate that Kazakhstan has a high level of corruption in educational institutions for admission. However, the bribe does not end with the receipt. Then students have to pay for receiving satisfactory grades on the exam and getting a diploma. The main reasons why students resort to bribes are insufficient training, irresponsible and negligent attitude to classes. Moreover, corruption leads to negative consequences. It can negate the knowledge, experience, and skills that students have gained. In the future, an uneducated graduate who has received a “diploma” in a corrupt way, when obtaining a job as a teacher, builder, or doctor can cripple more than one human soul due to lack of experience. Thus, the main reason why graduates are not hired is a lack of experience, which can be

explained by the poor quality of education and the inappropriate attitude of the student to study.

Graduates employability issues

A rather serious problem for many graduates who have received higher education is to find a job that corresponds to their education. Young people are the weakest group, it can be expounded with a lack of practical knowledge, since the market in most cases requires people with work experience. In most instances, universities, upon graduation, provide a place of work according to the specialty. Providing employment is one of the key factors that increase the interest in a particular university among applicants. However, Levin (2014) claimed: “only 30-40% of university graduates (of Kazakhstan) find a job in their specialty” (p. 505). It means that not all universities give this opportunity to their graduates. Notwithstanding this, alumni have to solve this problem on their own, engaging in an independent job search, turning to the employment center. Therefore, in some cases, the university is simply unable to provide graduates with jobs, which in the future triggers a high level of unemployment of young professionals.

Combining study and work.

Uniting students' work with their studies is becoming an actual trend today, and there is a growth in the number of such students. According to Kenzhebekova (2016), about 163000 students are under the stage of job search. There are several reasons why students need part-time work. First of all, higher education in Kazakhstan, given the average salary of Kazakhstan citizens, is quite expensive, and the financial assistance offered by the state is not distributed to everyone, therefore, some students have to earn extra money to finance their studies. Beerkens et al. (2011) argue: “Changes in the expected lifestyle and consumption preferences of students create a need for additional resources” (p. 680). It is hard not to agree because today it is common for young people to follow trends and new trends and their preferences are not cheap. For this reason, due to the need for money to

meet additional needs, students have to look for work mainly as a sales consultant, waiter, or bartender. After students receive a part-time job, they gain experience and begin to get used to the work, and after graduation, they remain at the previous job.

Effects of mismatch

The discrepancy has several negative consequences. First of all, this leads to a massive shortage of qualified employers and in the future, the demand for employees with education may decrease.

Velciu (2017) has pointed out that the disparity between work and education affects the effectiveness of the work performed (p. 396). After all, if a person has a high level of knowledge, but does not utilize it at work, then this knowledge will become meaningless and will soon be forgotten. Additionally, the budget that the parent or the state invested in training is not justified, and the money spent becomes useless. As Velciu stated, an employee with a higher education who works in a job with a low education requirement would not be satisfied with the job and receive a small salary.

The major objective of this study is to identify the reasons for the discrepancy between skill supply and skill demand in the labor market and analyze the reasons. The main motivations of graduates were the lack of experience and practical knowledge, which can be caused by the poor quality of education and corruption; problems with employment, when a higher education institution does not always provide a job after graduation; combining work with study, when a student works in the labor market without relevant education and remains there to work, even with a diploma. There are also several causes and solutions to this problem that have not been addressed in this study and more research is needed on this topic. This problem requires an early solution, as there will be consequences both at the individual level and at the economic level. However, little research has been done on how a mismatch between job choices will affect society, the economy, and the state.

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