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

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Hitotsubashi University

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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
   a. 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.
   b. The aim of study abroad was to learn a language, obtain a degree, or earn credits.

2. People without study abroad experience
   a. No experiences of studying or living abroad for longer than 3 months, did not live overseas as a child
   b. 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
   c. Graduated from a Japanese university
   d. Working for a company located in Japan, housewife or unemployed
<table>
<thead>
<tr>
<th>Categories</th>
<th>Questions</th>
<th>Scales</th>
<th># of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abilities</td>
<td>As a result of study abroad [graduation from a Japanese university], which of the following abilities do you consider improved? &lt;br&gt;How do you define the level of the language(s) you currently use other than Japanese? &lt;br&gt;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?</td>
<td>(4) Strongly Agree – (1) Strongly disagree  &lt;br&gt;&lt;b&gt;Foreign Language Proficiency&lt;/b&gt; &lt;br&gt;(1) Native Proficiency  &lt;br&gt;(2) Professional working proficiency  &lt;br&gt;(3) Limited working proficiency  &lt;br&gt;(4) Daily conversation proficiency &lt;br&gt;&lt;b&gt;Foreign Language Use&lt;/b&gt; &lt;br&gt;(1) Often – (4) Never</td>
<td>18</td>
</tr>
<tr>
<td>Career</td>
<td>To what extent do you consider that study abroad [your experiences at Japanese university] influenced your career? &lt;br&gt;To what extent do you consider that the following aspects of your study abroad [Japanese university] experiences were valued by recruiters? &lt;br&gt;What differences do you perceive regarding career development and treatment, compared with coworkers of your age without study abroad experience? &lt;br&gt;&lt;i&gt;&lt;small&gt;only for people with study abroad experience&lt;/small&gt;&lt;/i&gt;</td>
<td>(4) Strongly Agree – (1) Strongly disagree &lt;br&gt;(4) Strongly Agree – (1) Strongly disagree &lt;br&gt;(5) Very high – (1) Very low</td>
<td>6 4 7</td>
</tr>
<tr>
<td>Perceptions/Values</td>
<td>To what extent do you feel that your awareness of the following increased as a result of study abroad [graduation from a Japanese university]?</td>
<td>(4) Strongly Agree – (1) Strongly disagree</td>
<td>16</td>
</tr>
<tr>
<td>Behavior</td>
<td>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]?</td>
<td>(4) Frequently participate – (1) Never participate</td>
<td>8</td>
</tr>
<tr>
<td>Attitudes</td>
<td>Please select one from the following choices (A or B) which apply to you regarding the following items.</td>
<td>(4) Close to A – (1) Close to B</td>
<td>8</td>
</tr>
<tr>
<td>Satisfaction with life and work</td>
<td>How satisfied are you with each of the following items?</td>
<td>(4) Strongly Agree – (1) Strongly disagree</td>
<td>6</td>
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</table>
# Respondent Groups

<table>
<thead>
<tr>
<th>Academic Level and Type</th>
<th>Length of Study Abroad</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Number</td>
</tr>
<tr>
<td><strong>People with study abroad experience (SA Group)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UG degree abroad</td>
<td>More than 3 years</td>
<td>416</td>
</tr>
<tr>
<td>UG credit-bearing/other study abroad</td>
<td>3-12 months</td>
<td>757</td>
</tr>
<tr>
<td>Sub-total</td>
<td></td>
<td>1,173</td>
</tr>
<tr>
<td>Masters / PhD abroad</td>
<td>More than 1 year</td>
<td>353</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>1,526</td>
</tr>
<tr>
<td><strong>People without study abroad experience (Non-SA Group)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UG degree in Japan</td>
<td></td>
<td>710</td>
</tr>
<tr>
<td>Masters / PhD in Japan</td>
<td></td>
<td>528</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>1,238</td>
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</tbody>
</table>
### Respondent Profiles: Gender

#### SA Group

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

#### Non-SA Group

<table>
<thead>
<tr>
<th>Categories</th>
<th>Male</th>
<th>Female</th>
<th>Total #</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG degree in Japan</td>
<td>47.0%</td>
<td>53.0%</td>
<td>710</td>
</tr>
<tr>
<td>Masters / PhD in Japan</td>
<td>54.5%</td>
<td>45.5%</td>
<td>528</td>
</tr>
<tr>
<td>Total</td>
<td>50.2%</td>
<td>49.8%</td>
<td>1,238</td>
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## Respondent Profiles: Field of Study

### SA Group:

<table>
<thead>
<tr>
<th>Type</th>
<th>Science &amp; Engineering</th>
<th>Humanities &amp; Social Science</th>
<th>Health Science</th>
<th>Others</th>
<th>Total #</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG degree abroad</td>
<td>13.2%</td>
<td>72.6%</td>
<td>3.4%</td>
<td>10.8%</td>
<td>416</td>
</tr>
<tr>
<td>UG credit-bearing /other study abroad</td>
<td>8.2%</td>
<td>87.7%</td>
<td>0.8%</td>
<td>3.3%</td>
<td>757</td>
</tr>
</tbody>
</table>

### Non-SA Group:

<table>
<thead>
<tr>
<th>Type</th>
<th>Science &amp; Engineering</th>
<th>Humanities &amp; Social Science</th>
<th>Health Science</th>
<th>Others</th>
<th>Total #</th>
</tr>
</thead>
<tbody>
<tr>
<td>UG degree in Japan</td>
<td>22.0%</td>
<td>60.7%</td>
<td>6.1%</td>
<td>11.3%</td>
<td>710</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type</th>
<th>Science &amp; Engineering</th>
<th>Humanities &amp; Social Science</th>
<th>Total #</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters / PhD abroad</td>
<td>15.6%</td>
<td>84.4%</td>
<td>353</td>
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<table>
<thead>
<tr>
<th>Type</th>
<th>Science &amp; Engineering</th>
<th>Humanities &amp; Social Science</th>
<th>Total #</th>
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</thead>
<tbody>
<tr>
<td>Masters / PhD in Japan</td>
<td>60.6%</td>
<td>39.4%</td>
<td>528</td>
</tr>
</tbody>
</table>
## Respondent Profiles: Age

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

<table>
<thead>
<tr>
<th>Non-SA Group</th>
<th>50’s or older</th>
<th>40’s</th>
<th>30’s</th>
<th>20’s or younger</th>
<th>Total #</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UG degree in Japan</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>100</td>
<td>114</td>
<td>100</td>
<td>20</td>
<td>334</td>
</tr>
<tr>
<td>Female</td>
<td>44</td>
<td>130</td>
<td>127</td>
<td>75</td>
<td>376</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>17.0%</td>
<td>34.4%</td>
<td>34.2%</td>
<td>14.4%</td>
<td>710</td>
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</table>
## Respondent Profiles: Age

<table>
<thead>
<tr>
<th>SA Group</th>
<th>50’s or older</th>
<th>40’s</th>
<th>30’s</th>
<th>20’s or younger</th>
<th>Total #</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters / PhD abroad</td>
<td>27.8%</td>
<td>37.7%</td>
<td>28.3%</td>
<td>6.2%</td>
<td>353</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-SA Group</th>
<th>50’s or older</th>
<th>40’s</th>
<th>30’s</th>
<th>20’s or younger</th>
<th>Total #</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masters / PhD in Japan</td>
<td>12.5%</td>
<td>34.5%</td>
<td>37.3%</td>
<td>15.7%</td>
<td>528</td>
</tr>
</tbody>
</table>
## Study Abroad Destinations

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

- UG degree abroad (416) 3.2
- UG credit-bearing/other study abroad (757) 3.0
- UG degree in Japan (710) 2.3

weighted averages
4 = strongly agree
3 = tend to agree
2 = relatively disagree
1 = strongly disagree
Improvement in Abilities
Graduate level (2 segments)

- Masters/PhD abroad 3.2 (353)
- Masters/PhD in Japan 2.6 (528)

Weighted averages:
4 = strongly agree
3 = tend to agree
2 = relatively disagree
1 = strongly disagree
Improvement in Abilities
5 segments

- UG degree abroad (416) 3.2
- UG credit-bearing/other study abroad (757) 3.0
- Masters/PhD abroad (353) 3.2
- UG degree in Japan (710) 2.3
- Masters/PhD in Japan (528) 2.6

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

Average annual income (Unit: 10,000 yen)

- UG degree abroad (416)
  - 0~2 million yen: 14.4%
  - 2~4 million yen: 27.4%
  - 4~6 million yen: 25.0%
  - 6~8 million yen: 14.2%
  - 8~10 million yen: 10.1%
  - over 20 million yen: 5.0%
  - Total: 547.0 (5.47m)

- UG credit-bearing/other study abroad (757)
  - 0~2 million yen: 20.2%
  - 2~4 million yen: 27.2%
  - 4~6 million yen: 23.4%
  - 6~8 million yen: 15.5%
  - 8~10 million yen: 8.9%
  - over 20 million yen: 3.0%
  - Total: 479.3 (4.79m)

- Masters/PhD abroad (353)
  - 0~2 million yen: 7.4%
  - 2~4 million yen: 16.5%
  - 4~6 million yen: 19.0%
  - 6~8 million yen: 16.5%
  - 8~10 million yen: 14.2%
  - over 20 million yen: 15.6%
  - Total: 792.9 (7.92m)

- UG degree in Japan (652)
  - 0~2 million yen: 11.3%
  - 2~4 million yen: 40.2%
  - 4~6 million yen: 27.8%
  - 6~8 million yen: 11.8%
  - 8~10 million yen: 5.5%
  - over 20 million yen: 2.8%
  - Total: 449.1 (4.49m)

- Masters/PhD in Japan (484)
  - 0~2 million yen: 3.9%
  - 2~4 million yen: 33.3%
  - 4~6 million yen: 28.1%
  - 6~8 million yen: 15.5%
  - 8~10 million yen: 12.0%
  - 10~15 million yen: 6.8%
  - over 20 million yen: 0.4%
  - Total: 553.0 (5.53m)

*PPP for GDP: US$1 = JPY106 (OECD 2015)
1 million yen = US$9,433
Career
Undergraduate level (3 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)
- 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 planning my career 2.72
Helpful in gaining my current job 2.49
Helpful in obtaining a higher current salary 1.96

UG degree abroad (394)
UG credit-bearing/other study abroad (693)
UG degree in Japan (710)
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)

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

Helpful in planning my career

Helpful in gaining my current job

Helpful in obtaining a higher current salary

The weighted averages
4=strongly agree
3=relatively agree
2=relatively disagree
1=strongly disagree

The weighted averages

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

Masters/PhD abroad (348) 2.91
Masters/PhD in Japan (528) 2.24
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 planning my career
Helpful in gaining my current job
Helpful in obtaining a higher current salary

Career
5 segments

I gained motivation to start a venture (both for-profit and not-for-profit)
I gained motivation to work with an NPO/in social action

UG degree abroad (394) 2.72
UG credit-bearing/other study abroad (693) 2.49
Masters/PhD abroad (348) 2.91
UG degree in Japan (710) 1.96
Masters/PhD in Japan (528) 2.24
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?

<table>
<thead>
<tr>
<th></th>
<th>Overall</th>
<th>Fewer than 300 staff</th>
<th>300 - 999 staff</th>
<th>1000 staff or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very important</td>
<td>4.5%</td>
<td>4.6%</td>
<td>4.7%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Quite important</td>
<td>23.2%</td>
<td>23.2%</td>
<td>23.5%</td>
<td>22.4%</td>
</tr>
<tr>
<td>Cannot say</td>
<td>28.9%</td>
<td>27.3%</td>
<td>27.5%</td>
<td>35.5%</td>
</tr>
<tr>
<td>Not very important</td>
<td>18.9%</td>
<td>18.6%</td>
<td>17.4%</td>
<td>22.4%</td>
</tr>
<tr>
<td>Hardly important at all</td>
<td>24.6%</td>
<td>26.3%</td>
<td>26.8%</td>
<td>15.8%</td>
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</tbody>
</table>

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

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<th></th>
<th>Overall</th>
<th>Fewer than 300 staff</th>
<th>300 - 999 staff</th>
<th>1000 staff or more</th>
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<tr>
<td>1 year or longer</td>
<td>37.9%</td>
<td>38.5%</td>
<td>36.3%</td>
<td>39.5%</td>
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<tr>
<td>6 months or longer</td>
<td>18.1%</td>
<td>16.7%</td>
<td>18.5%</td>
<td>21.1%</td>
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<td>3 months or longer</td>
<td>3.6%</td>
<td>2.1%</td>
<td>4.8%</td>
<td>5.3%</td>
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<tr>
<td>1 month or longer</td>
<td>3.1%</td>
<td>2.6%</td>
<td>3.4%</td>
<td>3.9%</td>
</tr>
<tr>
<td>Even study for under 1 month is valued</td>
<td>5.1%</td>
<td>5.7%</td>
<td>5.5%</td>
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<tr>
<td>Overseas study is not valued</td>
<td>32.1%</td>
<td>34.4%</td>
<td>31.5%</td>
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<tr>
<td>Total</td>
<td>100.0%</td>
<td>100.0%</td>
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</tbody>
</table>
Hiring Process
UG level (3 segments)

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

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

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

UG level (3 segments):
- UG level (3 segments) 2.87
- UG level (3 segments) 2.60
- UG level (3 segments) 1.88

24
**Hiring Process**

**Graduate level (2 segments)**

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

- **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**

*Hiring Process*

Graduate level (2 segments)

- **My experience of communicating with foreigners was valued**

*Hiring Process*

Graduate level (2 segments)

- **My experience of communicating with foreigners was valued**

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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*Hiring Process*

Graduate level (2 segments)

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*Hiring Process*

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*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

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*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)

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

*Hiring Process*

Graduate level (2 segments)
Hiring Process

5 segments

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

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
- Masters/PhD abroad (353) 3.09
- UG degree in Japan (710) 1.88
- Masters/PhD in Japan (528) 2.05

Weighted averages
4 = strongly agree
3 = tend to agree
2 = relatively disagree
1 = strongly disagree
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**
### Results of One-way ANOVA

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<th>(1) UG degree</th>
<th>(2) UG credit-bearing</th>
<th>(3) Master / PhD abroad</th>
<th>(4) UG in Japan</th>
<th>(5) Master / PhD in Japan</th>
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<th>M</th>
<th>SD</th>
<th>M</th>
<th>SD</th>
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<th>SD</th>
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<th>Post-hoc test</th>
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<td><strong>Satisfaction with life and work</strong></td>
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</tbody>
</table>

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).
Further Study

**Global HR Development and Long-term Impact of Study Abroad**

- Gender and Age
- Purpose of Study Abroad
- Duration of Study Abroad
- Destination Country
- Academic Discipline
- Type of Institution
- Type of Study Abroad
- Activities and Experiences
- Values
- Attitudes
- Perceptions
- Career
- Skills
- Ability
- Activities
- Satisfaction
- Mid- and Long-term Impact

Website

http://recsie.or.jp/project/gj5000/
Download the summary of the survey results: http://recsie.or.jp/gj5000en
Thank you for your attention!

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Director, Hitotsubashi University Global Education Program
Hitotsubashi University
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