



Does More Education Lead to More Success in the Workplace?



ABSTRACT

We examined studies used as input to published meta-analysis in I-O Psychology. Findings indicate a negative relation ($r=-0.006$) between level of education achieved and the success one attains in their career. Success can be measured in many different ways but in this case success is achievement.

INTRODUCTION

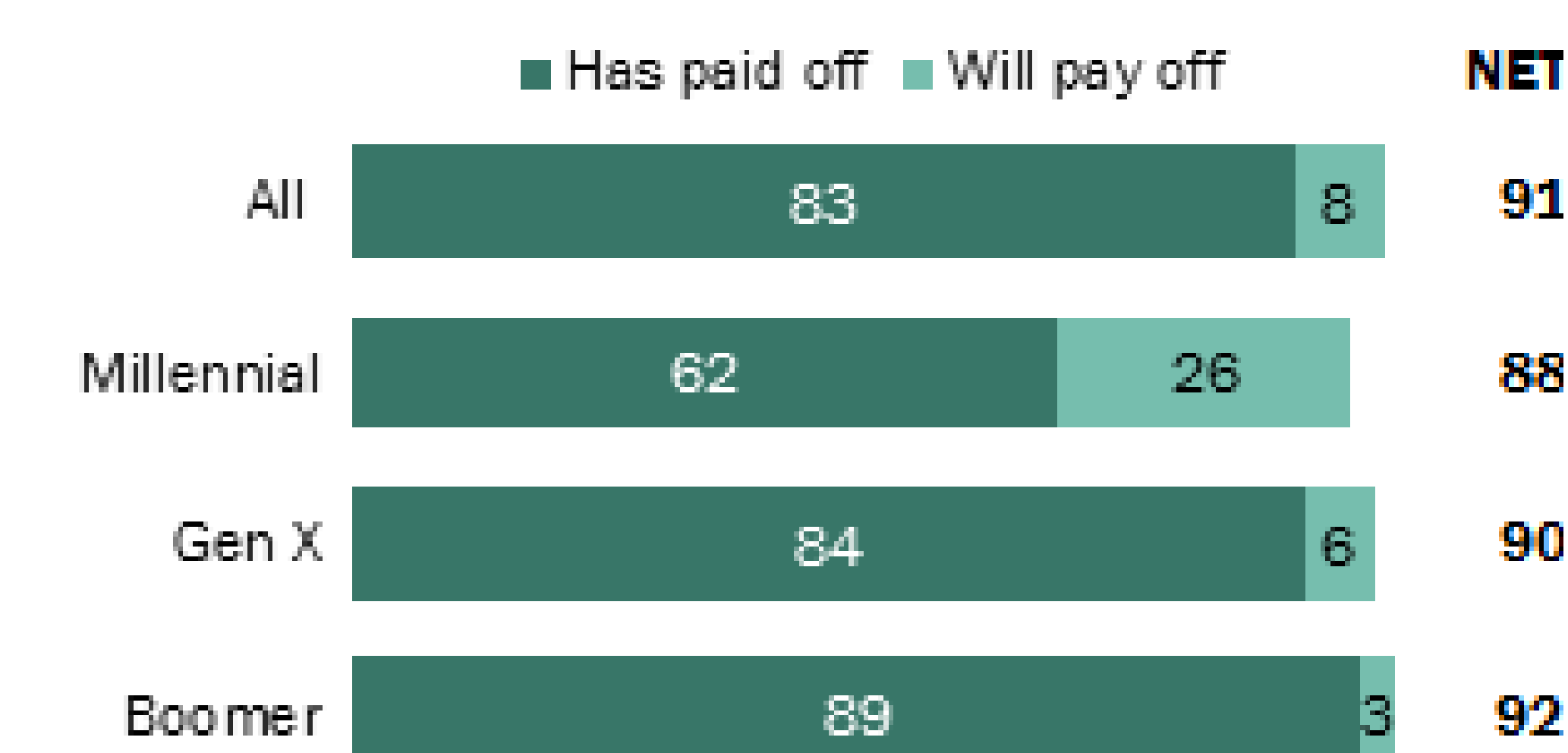
College is believed by many to be the most direct route to a good job and career. The higher their level of education, the more likely an individual is to say that his or her current job is a career or a step toward a career.

HYPOTHESES

The level of ones' education has a direct impact on how successful they may become within an organization

Generations Agree: College Is Worth It

% of college graduates in each generation who say that considering what they and their family paid for their undergraduate education, it ...



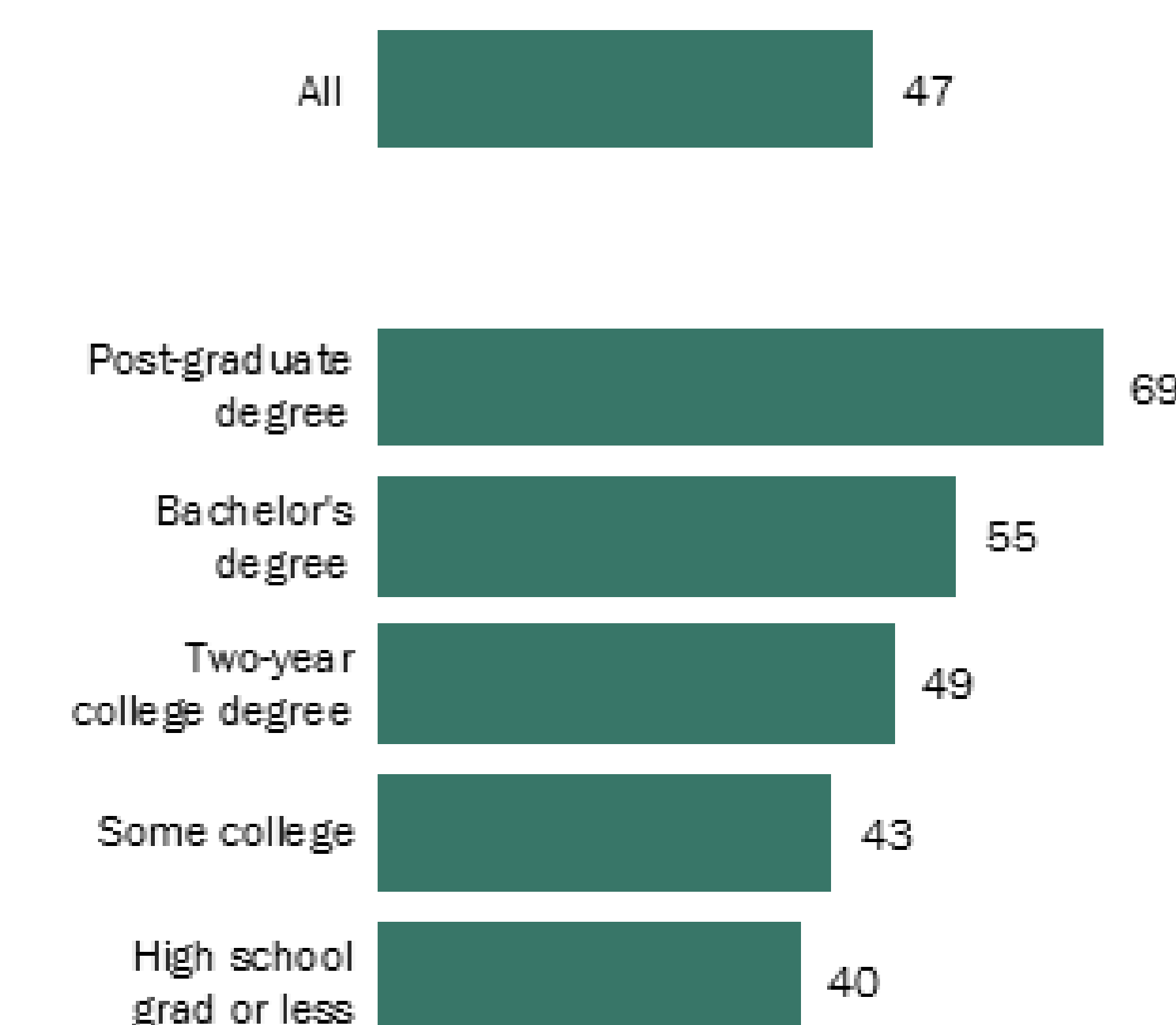
Notes: Based on college graduates (n=790). "College graduates" are those with a bachelor's degree or more. "All" includes adults in the Silent and older generations. Millennials are ages 18 to 32. Those who said college has not and will not pay off and voluntary responses of "Not sure/Don't know/Refused" not shown.

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College Graduates More Likely to Say Education Prepared Them for Work

% of each group who say education was "very useful" in preparing them for a job or career



Notes: Based on full sample (N=2,002). "Post-graduate degree" includes professional degrees.

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METHOD

metaBUS was used to determine the correlation between the two variables, higher education and better performance in the workplace.

Final sample:

- 39 studies
- $k = 23$
- $N = 23619$

RESULTS

After running the meta-analysis, it was determined that there is no strong correlation between one's level education and the level of success they achieve in the workplace. The large number of jobs that do not require a college degree (i.e. trade positions) may contribute to my findings. As valuable as an education is, on the job training is just as valuable.

While it is stressed that people continue their education, it all depends on what career field they choose to go into. Most fields emphasize a college degree, but not all.

BERS Group #26