

The Problems and Countermeasures of College Students' Employment Psychology

Wenshu Zhou*

School of Food Science and Engineering, Nanjing University of Finances and Economics, Nanjing 210023, Jiangsu, China

* Corresponding author: Zhou Wenshu (Email: 9120221082@nufe.edu.cn)

Abstract: With the continuous enrollment expansion of higher education, the number of graduating college graduates entering the society is increasing every year, and the supply of social talents market exceeds demand, which makes the employment situation more and more serious. The severe employment situation and heavy employment pressure have brought a series of negative Psychological problems to college students, such as anxiety, inferiority and dependence. These negative Psychological problems affect college students' study, life, job hunting and so on. This article carries on the analysis based on the survey on the employment Psychology of college students and countermeasures from the national employment policy, employment guidance in Colleges and universities to carry out the work of College Students' Psychological quality and improve the three aspects, in order to effectively solve the formation of College Students' Psychological problems of employment scheme.

Keywords: College students, employment psychology, countermeasures.

1. Background

With the high popularity of higher education, the number of college graduates is increasing day by day, resulting in the social talent market supply is greater than demand, and employment pressure in the group of college graduates is getting bigger and bigger. On the network, some people even jokingly called "graduation is unemployment", which shows the severity of the employment situation of college students in China at this stage. With the rapid development of China's socialist market economy, the employment of college graduates has also changed completely. Under the planned economic system, the employment situation of China's college students is mainly "turnkey", but now it is transformed into independent choice of employment, forming a two-way choice of employment mechanism between students and employers [1]. The employment mechanism of two-way choice is prone to cause the gap between reality and college students' ideals to be too large, which leads to college students' anxiety, inferiority complex and other undesirable employment psychological problems. These undesirable employment psychological problems not only affect the study, life and job search of college students, but also cause college students to harm themselves or others, endangering the stability of society.

2. Analysis

2.1. Problems in the Employment Psychology of College Students

First, anxiety psychology. The survey shows that 78% of the college students said they had anxiety psychology in the process of job hunting. They said that they had just entered the society without experience, and the employment situation was quite severe, always worrying that they could not find a job, or could not find a job they were satisfied with, and this long-term worry led to anxiety. Second, inferiority complex. College students in the job search process often cannot correctly evaluate themselves, that they are physically, intellectually or ability to be inferior to others, cannot see

their own personal advantages, do not dare to compete with others, and even feel that the employer's requirements are too high and they cannot reach. In the delivery of resumes often show hesitation, excessive tension, vague expression during the interview, speech stuttering, no logic, etc., and ultimately with their own want to get the job lost. Third, conceited mentality. Contrary to the inferiority complex, 13% of the college students showed serious conceit in the process of job hunting. They are not accurate enough in their own positioning, and they pursue good units, overly emphasize fame, fortune and treatment, and show a kind of give-and-take mentality in the interview. This kind of psychology is especially obvious in those students who have performed well in school. Fourth, the psychology of comparison. Contemporary university graduates are almost all "90", and "90" most of the college students are only child, in the process of growing up has been in the center of the family, which has developed them too much ego, feel superior to the psychological [2]. In the process of job hunting, it is easy to form the psychology of comparison and generate high psychological expectations. Therefore, in the process of employment, they seldom consider their own conditions and the actual situation of the labor market, but only want to find a better unit than the surrounding students. Fifth, the psychology of dependence. Nowadays, most of the university graduates are the only son of their families who are loved by thousands of people, and their experiences from elementary school to university are relatively smooth, and they have almost never experienced any major setbacks, and they seldom have the opportunity to deal with things independently by themselves. Therefore, when they face the social environment which is far more complicated than the campus life and the increasingly fierce competition for employment at the time of graduation, they seldom take the initiative to participate in the competition in the market, and they seldom sell themselves to the employers alone. They seldom take the initiative to participate in the market competition and seldom "sell" themselves to the employers alone, hoping to get a position for themselves through their parents or relatives or friends. Not a few of them go to job

fairs accompanied by their parents, or even let their parents apply for jobs instead of them.

2.2. Factors Inducing Psychological Problems in the Employment of University Students

2.2.1. The Social Factor

At this stage, China's college students employment policy or employment guidance institutions and other systems are still not perfect, although there is an employment policy but no effective implementation mechanism or education system, cannot give practical and effective help to college students when they are looking for a job, mainly reflected in the following aspects: first of all, do not pay enough attention to college students' employment psychological problems. At present, to a large extent, it only stays on the publicity of the employment policy. Secondly, the policy on psychological guidance for college students' employment is not sound. At present, China has begun to introduce the corresponding employment psychology service policy one after another, but the official article is mostly, there are few useful measures that can be practically operated in reality. Relevant departments for the employment of college graduates of psychological problems of concern for many only in form, but no practical operation. Again, there is no effective supervision of the implementation of the policy of psychological services for college students' employment. Although a series of policies and systems have been formulated to solve the psychological problems of college students' employment, there is no corresponding supervision and assessment mechanism in the process of policy implementation, which leads to the psychological guidance of employment only as a formality and fails to really bring practical effects to solve the psychological problems of college graduates' employment.

2.2.2. The Higher Education Factor

In recent years, students' mental health education has gained great development in China's major universities, but there are still some problems. For example, in some colleges and universities, there is no perfect mental health education organization and lack of professional mental health education team, which can't meet the needs of students^[3]. In addition, the degree of matching between the specialty setting and talent training program of colleges and universities and the demand of the social talent market is not high. At present, the opening of college majors in China is decided by the Ministry of Education by the universities to discuss the necessity of opening the specialty, and did not take into account the actual needs of the social talent market, so that the college students trained, very often do not meet the needs of social talents. In addition, the current domestic education has always been to teach knowledge-based, little attention to the overall ability of college students to enhance the education of college student's lack of practical problems, the ability to deal with innovation and so on.

2.2.3. College Students' Own Factors

Among the several factors inducing psychological problems in college students' employment, the college students' own factors are the most important. If college students themselves can set up a correct concept of employment and have a full understanding of their actual situation, they will be able to correctly face the failures encountered in the process of job hunting. However, the reality is that many college students do not have a reasonable outlook on employment. In the process of job search, many

college students hope to be able to work in economically developed places, hope that they get higher salaries, employment psychology is too utilitarian; there are also some college students are not able to correctly recognize themselves, accurate positioning of their own, in the process of their job search process is easy to blindly follow the crowd, resulting in the "follow the crowd" behavior, ignoring their own interests, strengths and personality. Their own interests, specialties and the relationship between personality and career. There is also a part of college students in the graduation, do not make adequate preparation for employment, did not carefully consider their future career planning. I found in the survey, although many college students have received "career planning for college students" such as education, but for their own career is not planned, not clear about what they want to do next, what they can do, and what is suitable for doing^[4]. When they first enter the society, many college students have encountered setbacks and difficulties in the face of the unsmooth road of job-seeking, so the college students with poorer mental ability cannot adjust their mentality well, which leads to psychological problems.

3. The Solutions

3.1. Utilizing the Government's Leading Role in Student Employment Management

First of all, the government's macro-control of the employment market and the formulation of relevant policies should play a leading role in solving the psychological problems of college students' employment. The government can increase the employment capacity of college students through macro-control and alleviate the employment pressure of college students. Secondly, it should continuously improve the employment policy and formulate policies that are favorable to the employment of college students. For example, new policies should be formulated to encourage graduates to work at the grass-roots level below the county level and in urban streets and communities. Strong support should be given to university graduates who go to the grassroots, the west and key national construction units for employment. Furthermore, the government should speed up the creation of a fair employment environment and a favorable employment atmosphere. According to the existing Labor Law and other relevant regulations, it should formulate perfect laws and regulations on the employment market for college students as soon as possible, and build an open, fair and equitable employment platform. Reduce gender discrimination and geographical discrimination that often occur in the employment process. Strengthen the supervision of employers' recruitment behavior and college students' job-seeking behavior to optimize the employment environment for college students. Finally, help colleges and universities set up employment psychology guidance organizations and strengthen the supervision and management of the implementation of employment psychology policies in colleges and universities. Relevant policies are formulated for colleges and universities and a corresponding assessment system is put in place to carry out the necessary supervision of the employment guidance work of colleges and universities and to conduct regular assessments.

3.2. Establishing the Main Position of Universities in Solving the Psychological Problems of University Students' Employment

First, according to the needs of the social talent market, cultivate qualified talents. Colleges and universities, as a base for cultivating excellent talents for the motherland, should set up specialties and develop talent training programs according to the needs of the social talent market, focusing on the cultivation of students' comprehensive ability and improving students' psychological quality. The author found in the survey that half of the college students said what they learned in school is not enough to cope with the interviewer's various tests. Therefore, colleges and universities should pay attention to the changes in the job market, set up specialties as well as discipline construction oriented to the needs of the social talent market, and improve their teaching quality as soon as possible.

Second, the ideological and political education of college students should be strengthened to guide them to establish a correct outlook on employment. College career is an important period for college students to form their worldview, values and outlook on life. During this period, colleges and universities should pay attention to the cultivation of their moral qualities, help college students to correctly recognize themselves, accurately position themselves, and overcome the bad ideas of impatience, quick success, egotism and so on. Cultivate college students' qualities of hard-working, diligent and practical, solid and frustration-resistant, and educate them to form an optimistic and positive employment concept that starts from the actual situation.

Third, the guidance for college students' employment has been strengthened to reduce the occurrence of psychological problems in employment. The employment guidance class for college students was created to meet the needs of the development of China's socialist market economic system and the reform of the employment system for college graduates. Student employment guidance refers to the preparation of students for choosing a career, the psychological adjustment of choosing a career, and the training of choosing a career skills through the effective working methods and ways of colleges and universities, so that students are able to make career choices with a clear intention of choosing a career and a stronger ability to choose a career, so as to achieve the success of choosing a career. The following are some of the measures taken by the government: Firstly, they should explain to college students the relevant employment policies of the country, such as the basic procedures of employment and the handling of breach of contract, etc., so that college students can regulate their own behavior in the process of job-seeking and maintain the stability of the employment order. Colleges and universities should also analyze the employment situation for students according to the latest employment data combined with different disciplines, specialties and industries, so that students can adjust their employment psychology in time to avoid the employment pressure brought by inaccurate employment information. Secondly, it attaches importance to carrying out psychological counseling for college students' employment. Employment psychological counseling has a great role in solving the psychological problems of employment, such as providing students with a special line for psychological counseling, when students have psychological problems, they can "ask for help", and quickly

solve the psychological problems. Thirdly, students are provided with job-seeking skills training to help them master some job-seeking skills, such as the collection of market information, resume production, self-presentation methods, interview skills, etc. Fourthly, the employment guidance system is constantly improved. Fourthly, the functions of employment guidance organizations should be constantly improved, for example, employment guidance should not be carried out only for graduates, but should start with new students entering colleges and universities, and provide guidance for every part of their college career.

3.3. Mobilization of University Students to Address the Psychological Subjectivity of Self-employment

College students themselves play a decisive role in solving the psychological problems of employment, college students themselves should learn to mobilize their own subjective initiative to solve the psychological problems of employment. First of all, they should set up a correct concept of employment, recognize themselves objectively and position themselves accurately. Secondly, they should study hard during the school period to ensure that they have a good grasp of professional knowledge, and participate in social practice as much as possible to accumulate experience. Secondly, college students should make career planning for their own specialties and hobbies, constantly review themselves, grasp the direction of their own lives, and do a good job of professional knowledge reserves and psychological aspects of the construction for their future job search. Furthermore, they should enhance their frustration power. College students may have many failures in their job search process, and each failure will have a greater or lesser impact on their psychology. In the face of these failures, can not choose to escape, we must promptly correct the mentality, positively face, from the setbacks to find out what they should learn, for the next job search to get ready, with a positive and healthy mentality to face the setbacks, learn to self-regulation, and enhance the power of frustration.

4. Conclusion

As university students end their student days and enter the society, the first turning point in their lives they face is employment. Employment is also an important stage for college students to change from students to social people. In our country, the employment situation is getting more and more serious, the number of fresh college graduates is increasing year by year, and this year is a new record high, so the employment pressure of college students is getting bigger and bigger, and the psychological problems of employment will be more and more prominent. If these psychological problems are not solved in a timely and effective manner, they will not only affect the employment of college students, but also their physical and mental health, family life, etc., which is not conducive to the construction of a harmonious society. Therefore, the whole society should pay attention to the psychological problems of college students' employment, and through the efforts of all walks of life, helping college students set up a good concept of employment, correctly treat all kinds of difficulties in the process of employment, overcome their own psychological barriers to employment, and successfully complete the employment goal.

References

- [1] W. L. Bai, Psychological analysis of college students' employment and countermeasures[J]. China Higher Education Research, 2003 (5): 60-61.
- [2] L. Yi, Analysis of Employment Psychological Problems of College Students and Countermeasures [J]. Journal of Shenyang College of Education, 2017 (1): 72-75.
- [3] Y. Long, Problems and Countermeasures of College Students' Career Planning [J]. Science of Social Psychology, 2005 (21): 217-219.
- [4] Z. Xu, Psychological analysis of college students' employment and countermeasures [J]. Journal of Xingtai Polytechnic College, 2011 (3): 49-50.