Research on The Employment Path of Postgraduate Students in The New Era

Lei Yu*

College of Animal Science and Technology, Shihezi University, Shihezi 832000, Xinjiang, China. E-mail: 41048513@qq.com
Project: Shihezi University 2019 innovation and Development Project CXFZSK201902

Abstract: Postgraduate employment is not only related to the personal development of postgraduate students, but also to China’s social stability and economic construction. In the context of the new era, postgraduate employment is facing new opportunities and new challenges. Paying attention to and promoting postgraduate employment requires not only the efforts of universities, but also the joint efforts of the national government, social enterprises, and individual postgraduates. This article starts with the analysis of the current situation of postgraduate employment in the new era, and focuses on the path of postgraduate employment in the new era, hoping to further enhance the employability of postgraduate students in China and comprehensively promote postgraduate employment.

Keywords: New Era; Postgraduate Students; Employment Work; Path Research

“Postgraduate students” are one of the main forces in China’s economic construction and development. The smooth employment of postgraduate students will not only benefit the development of all walks of life in China, but also promote the harmony and stability of our society. In recent years, China has attached great importance to the cultivation and employment of postgraduate students, and has adopted a series of measures to effectively improve the employability of our postgraduate students. But in reality, there are still many postgraduates whose employment situation is not optimistic.

1. An analysis of the current situation of postgraduate employment in the new era

1.1 Some postgraduate students are not competitive in the employment

With the increasing number of postgraduate students in China, the competition faced by postgraduate students in the employment process is also increasing, and some postgraduate students are not competitive in employment, mainly reflected in these aspects: on the one hand, some postgraduate students did not pay attention to cultivating their own comprehensive capabilities during the study period, or actively participating in some social practices, and lack of understanding of the employment standards of enterprises in the new period, it is difficult to adapt to the actual employment needs of some enterprises, which is one of the important reasons for the difficulty of postgraduate employment; on the other hand, in the recruitment process of some employers, the concept of talent selection is much too traditional, and the requirements for postgraduate students are relatively high. They insist on giving priority to the admission of postgraduate students from key universities. For postgraduate students from non-key universities, they will be forced to miss many choices and opportunities.

1.2 Some postgraduate students do not understand the employment situation

Although postgraduate students have received higher education, they may not necessarily understand the current employment situation in China, which will also affect the smooth employment of postgraduate students. At this stage, some
postgraduate students in China do not understand the employment situation, mainly in the following aspects: Firstly, some postgraduate students only focus on learning theoretical knowledge during the learning phase and do not focus on cultivating their practical ability, and most of the work needs to apply theory to the practice. The reason why these postgraduate students ignore practical learning is often that they have not planned their career direction well and do not understand the current form of employment; Secondly, some postgraduate students do not have an appropriate assessment of their abilities when it’s not long after they leave campus. There is not a good understanding of the employment market, so they put forward relatively high requirements for employers, mainly reflected in salary, vacation, accommodation, etc. which is also an important reason for the difficulty in the employment of some postgraduate students in China; Thirdly, some postgraduate students are easily tempted by all aspects when they first enter the workplace. They think that finding a job is easy, and changing jobs can easily raise their wages, so they frequently change jobs. As a result, not only did wages not get higher and higher, but they were unable to gain the trust of employers because they frequently changed jobs, and eventually could not find suitable jobs.

1.3 Some colleges and universities have insufficient employment guidance

From “campus learning” to “social work”, most postgraduate students need to have an adaptation process. At present, some postgraduate students lack some professional guidance on the issue of employment, and it is difficult to adapt to this transitional stage. Specifically, on the one hand, although some colleges and universities have set up employment guidance courses, the content of the courses is relatively fixed, and they have not been reasonably supplemented with the current employment situation, and they cannot meet the actual employment needs of postgraduate students well; on the other hand, some postgraduates’ understanding of employment has certain limitations. They believe that only entering the government department is a good job. They only want to be civil servants and do not focus on seeking employment opportunities from multiple channels, which hinders their smooth employment.

2. Research on the employment path of postgraduate students in the new era

2.1 Cultivate the comprehensive ability of postgraduate students and improve the employment competitiveness of postgraduate students

To improve the employment competitiveness of the postgraduate group, efforts can be made from these aspects. On the one hand, during the study period of postgraduate students, colleges and universities should pay attention to cultivating the comprehensive ability of postgraduate students, and improve the practical ability and social adaptability of postgraduate students through school-enterprise cooperation and social practice activities, so that postgraduate students can have relatively strong competitiveness in future employment. On the other hand, from the country’s macro-control to the company’s employment requirements, we must open our minds, not just to use “key universities” as the sole basis for selecting talents, but also to comprehensively consider the personal capabilities of postgraduate students from many aspects to let postgraduate students from non-key universities can also have the opportunity to compete fairly and try their best to work for their favorite jobs.

2.2 Carry out postgraduate employment training to improve postgraduates’ understanding of the employment situation

In each year’s employment wave, there are not only postgraduate students, but also people with different characteristics. There are many people with rich work experience. They are very dominant in the job search market. From this perspective, postgraduate students must consider these complex factors in the process of finding a job. They must improve their understanding of the employment situation and quickly find their orientation. So, how to improve postgraduate students’ understanding of the current employment situation? First, in the postgraduate study stage, university leaders and faculties should consciously guide postgraduate students to plan their learning content and learning goals in advance from the perspective of “employment”, to regularly carry out some “job fairs” for school-enterprise cooperation, and open postgraduate students’ vision, make postgraduate students understand the actual needs of enterprise recruitment in the new era. Second, when postgraduate students are about to postgraduate, colleges and universities can carry out some necessary “employment training”, explain some precautions in the workplace, and let postgraduate students correct their own employment mentality,
objectively assess salary standards, so that postgraduate students can better find a suitable job; third, when postgraduate students first enter the workplace, the reason why they are easily tempted and frequently change jobs is the lack of “Professional literacy”, work can bring people not only salary and benefits, but also a sense of personal value and social responsibility. These important professional qualities, colleges and universities need to pass some special lectures and forums, such as “Happy Work”, “What is Meaningful Work”, “My Work Plan”, etc., to scientifically convey to postgraduate students, improve the professional quality of the postgraduate group, and lay a good psychological foundation for their future employment.

2.3 Encourage broad employment of postgraduate students and strengthen postgraduate employment guidance

To strengthen the employment guidance of postgraduate students, colleges and universities can improve from these aspects: On the one hand, college leaders and faculty should pay attention to postgraduate employment guidance courses, optimize the content of the curriculum, rationally add new connotations, so that postgraduate students can pass the employment guidance courses to understand the current employment situation, understand your career positioning, and learn how to quickly adapt to workplace life. In this process, colleges and universities should not only strengthen the employment guidance for postgraduate students through classroom explanations, but also build a school-enterprise communication platform, which can be an online communication platform or an offline communication platform to allow postgraduate students to pass the enterprise’s real feedback, understand your employment environment, and actively participate in the work of all walks of life; on the other hand, in order to encourage postgraduates to treat jobs in all walks of life with an “equality” mentality, colleges and universities should not only psychologically guide actively, but more postgraduate students should be led to the grassroots level to help them improve their ideological awareness. When conditions permit, colleges and universities should encourage postgraduates to find a wide range of employment. Under the national macro-policy call, postgraduates are encouraged to work and further study in places where the country needs them, which is not only a kind of personal training for postgraduates, but also a kind of support for the development of national undertakings.

3. Conclusion

With the development of the national economy and the improvement of people’s living standards, “education” is a matter of concern to the whole people, and more and more people are willing to receive higher education, which has prompted an increasing number of postgraduate students in China. But the increase in the number of postgraduate students does not necessarily mean that the quality of postgraduate students has increased. On the one hand, the number of postgraduate students in China is increasing, and the demand for employment is becoming more and more urgent; on the other hand, the development of all walks of life requires more high-quality talents, but there are no matching talents to meet the employment needs of enterprises. A large number of job vacancies and brain drain. Under the environment of the new era, such employment contradictions are becoming more and more prominent. Our government, universities, and society must attach great importance to actively support the employment of postgraduate students, so that the “employment needs” of postgraduate students and the “employment needs” of enterprises can be harmonized and unified, allowing more high Qualified talents can work smoothly, fully realize their value, and contribute to the national economic construction.

References