Research on Job Burnout of graduates from the perspective of employment cognition

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Abstract: Along with the prosperity and development of China's market economy, the employment competition pressure is more and more college graduates, graduates of the fatigue behavior of lead to job growth rate also increased, in the university campus recruitment, “cold” cases occur frequently. This article takes employment from a cognitive perspective graduate job burnout behavior of the entry point as study topic analysis, some viewpoints in this thesis can be expected for the majority of graduate job seekers bring some new ideas for the job, and the employment status of college students in our country seriously improve and provide some suggestions.

Keywords: employment cognition; graduates; job burnout; job competition

Introduction

With the continuous growth of China's annual college entrance examination enrollment, university graduates each year is also gradually increased, leading to employment volatility is increasing. The campus recruitment system, will undoubtedly create more employment opportunities for the graduates, but in the process of the work carried out in the number of students to apply for it reduced year by year, more and more graduates have burnout behavior for employment. Therefore, the effective way to solve the problem of fatigue for the job is quite necessary to conduct in-depth analysis.

1 Employment cognition and related evaluation system

1.1 Employment cognition and job burnout

In the process of employment of college students is cognitive, independent thinking for individual students’ acceptance of the field of information and analyze the effective processing function of the tendency of the employment of college students and the employment behavior is decided by the cognitive concept, but in the employment behavior, but can reflect students choose the direction of employment so I want to conduct and attitude. The employment of college students cognitive analysis, it is necessary to explore the employment consciousness training and the professional skills of employment training. The concept of job burnout in the title, after the discussion of many scholars for many years, will eventually “in the field of occupation to people serving in an individual, emotional exhaustion, depersonalization and reduced personal accomplishment of the symptoms of this definition as the best way of interpretation, also called [1].
In the current stage of employment competition our country is so fierce, the job burnout behavior of graduates generally appear in the domestic university graduation season. For college graduates employment and a series of negative behavior, according to the above mentioned definition are studied in this paper.

1.2 Establish a comprehensive evaluation index system

The previous conditions as a series of comprehensive evaluation index system is established, the process can not be ignored. In order to present university graduates employment cognition degree of authenticity and comprehensive results reflected the awareness of employment training two research directions as statistical variable data support and employment skills, and at the same time the related the results of domestic research are combined, the current graduates employment cognitive indexes of the final evaluation system summary confirmed, and in this foundation, the employment of college students cognitive questionnaire completed.

2 In view of the current stage of College Students’ job hunting behavior evaluation

2.1 Data collection and summarization process

According to the research topic of this paper, the author adopts the way of questionnaire survey, the questionnaire for the 7 problems in the campus for graduates of questionnaire, a total of 200 copies, 200 valid questionnaires were recovered, the effective recovery rate reached 100%, among them, male 74, occupy 37% of the proportion in the total number of samples, 126 girls, occupy 63% in the proportion of the total number of samples (see Appendix questionnaire). After a series of data and summary statistics, classification and general analysis, to ensure data reliability of the survey questionnaire survey, consistent with the random phase Customs to carry out rules. The survey results of the questionnaire: to cultivate the graduates employment consciousness, the survey data are less than the average value, the result shows that college students in the current overall employment atmosphere reduced their employment expectations, only in the general direction of the formation of satisfaction data. In graduates employment skills the training direction, data value is greater than the average value, the results show that the students to study the current state of life is not very satisfactory, in preparation for employment and did not reach high self-satisfaction, which has become the main cause of job burnout of student behavior.

2.2 A study on the current job seeking behavior of graduating students

In the questionnaire data summary statistics classification work, although it can found that 68.21% college graduates find it quite necessary to start campus recruitment, 27.59% students will think out campus recruitment is very meaningful; on this basis, 53% of college graduates that college campus recruitment will help great for their employment, 46.44% of the students think that the recruitment will have a positive effect. Part of the data analysis clearly shows that, in the current stage in a college of hope in numerical campus recruitment or with a Fixed height, especially in the graduates, the campus recruitment will be carried out during their employment has played a certain role. But on the other hand, from the overall analysis of the data in 39%, the university graduates did not participate in any field of campus recruitment, 42.12% college students participated in the 1-2 campus recruitment, participated in more than 5 campus recruitment of college graduates only 5.26% of the proportion, the survey results show that college graduates in the campus recruitment participation is not expected so positive, this phenomenon, caused the campus recruit Hire will “freeze” status. In the survey data can be found, most college graduates thought and practice in the employment of serious discrepancies, even for graduate employment with expectation and longing, but in the course of
the employment of the actual, did not expect action and vision this kind of behavior leads to job burnout behavior of graduates.

2.3 Summarize and analyze the reason for job fatigue behavior

From the employment point of view, the market's current employment pressure is quite huge, some college graduates are just stepped into the society in job, views and concepts are relatively vague, once repeatedly rebuffed job will cause the low mood, the heart is very disappointed and even inferior, develop in the school period the sense of achievement swept away, eventually lead to job burnout of the employment behavior consciousness. Personal development in terms of analysis, some university graduates in the school will be lazy, speculative behavior during the four years of university to develop itself, for the employment ideas do not pay attention to, The college campus recruitment status also do not care, immersed in the network and other entertainment activities, whether in the world, the cultivation condition of employment competition consciousness as can be imagined [3]. Part of the university graduates employment expectations for their high value, thus recruiting on campus participate with disdain and psychology, part of the university graduates graduates cognition in their strength is weak, there is a sense of inferiority, excessive worry about the interview will not pass, and did not dare to deal with the interview, job, employment and so on

3 Relevant solutions to job burnout among graduates from the perspective of employment cognition

3.1 Strengthen the thought of employment

To college graduates job burnout behavior effectively eliminate, from its own ideological form to pay special attention to the problem of employment is essential, only the employment information seeking process of positive efforts to enlarge, the degree of attention to its amplification. Aiming at this problem, can make effective evaluation using the advanced occupation evaluation system the method and related employment competitive power of their own, is the ability to have their own strengths, interests, personality and culture in the daily life study of the comprehensive assessment, all-round understand their employment advantage and competitive disadvantage. In addition, needed by the body Master of social cognitive impression own external environment evaluation side, including the family, society, school, apply for business environment, convenient to have a more realistic position on their own. On the other hand, is more important on the one hand, college graduates will need to survive above self -cognition and grasp the effective combined with the analysis of his environment cognition, which will be suitable for their own development to find out the location of occupation, and on the basis of occupation career development planning, to grasp the progress of double learning and skills, to strive in the premise of occupation development target confirmation. In accordance with the plan. The subject of progress, is likely to change faster than planned, this needs to carry on the adjustment and correction of positive for the original plan, in order to adapt to the further development of the era of change.

3.2 Optimize all aspects of their competitive strength

The current stage of market competition, in essence, is the strength and the ability to have their own competition, only the comprehensive quality and competitive strength for promotion, can really is a cruel market competition situation to gain a foothold. College graduates will want its hard power and soft power of construction and to enhance the effect first of all, it will be necessary to optimize the ideological and moral cultivation degree, from the start to set up the correct views, then their sentiments towards the direction of noble culture, ideological consciousness and keep improving, the high ambition far, the courage to challenge as a motto in life have both ability and political integrity, to
uphold the [4] in the above their own heart Construction optimization is completed, the need for capacity building work started, during the period of school, we must learn their specialized courses for in-depth study in the field of control, but also need to be in the adjacent one, this is a job winner. To obtain the relevant certificate is finally more important, which requires students in the graduation before, to obtain occupation qualification certificate must pay attention to it, at the same time, to participate in more extracurricular activities, enrich their social experience and communication skills.

3.3 Apply positive attitude and set up correct employment idea

In the process of setting up the concept of employment, college graduates should actively adjust their job attitude, will “face reality, dare to challenge, without fear of setbacks, looking forward to the future” as the motto. Only the comprehensive quality of job seekers with their own strength to achieve qualified optimistic self-confidence; and based on the completed occupation career planning do, rational and firm. The current trend of the employment of college students, most of the graduates tend to employment in developed areas in the eastern China, expect to have a high salary and excellent benefits, work easy jobs, and many of their own ambitions with the association, seriously ignored practical conditions, Lead to job failure, job burnout behavior. Only the employment concept of re-creation, redefine their employment goals, can in time, place, condition of employment transfer, road expansion, so that it can effectively reduce the employment psychological gap, will reduce the incidence of burnout on behavior.

4 Play the leading role of government departments

During the employment of college students, the relevant government departments to formulate a series of incentives to support policy, provide assistance and support for the employment of college students. The incentive policy for each enterprise, especially its strength is not very strong in small and medium enterprises, the State Council on further notice > “do a good job in the employment of higher school graduates (Guo Fa 2011 No. 16) and other documents pointed out that by encouraging its independent recruitment of College Students’ employment, to give enterprises a certain degree of fiscal preferential policy support or compassionate business. For example: the enterprise in the normal recruitment work is completed, students officially recruited staff The proportion is higher than the normal recruitment source proportion, you can enjoy priority in government financial support. As for national college students to solve the employment problem with outstanding contributions to the enterprise can get the business loan amount higher, and at the same time enjoy the national finance T-shirt. In addition during the Congress conference, the general Office of the State Council in October approved the proposed. Guidance of human resources and social security department and other 11 departments jointly issued the “on the promotion of entrepreneurship employment work, support policies are mainly geared to the university graduate students launched the government through the employment of college students, entrepreneurship and other acts of support, just Newly graduated students offer job opportunities for job training and job placement. They believe that under the guidance of the government departments, they will stimulate their enthusiasm for employment and have the courage to “go out and apply for jobs”

Conclusion

This paper discusses comprehensive, through data collection and summary of the process, for the current graduates employment behavior, job fatigue behavior causes analysis of survey results, established by employment and job burnout of cognitive behavior as the evaluation object comprehensive evaluation index system, and puts forward the idea of strengthening the employment value, full range to optimize their competitive strength, with positive attitude to solve to establish a correct concept of employment of graduates employment burnout behavior way, hope the article
can bring new breakthrough for the current stage of the employment of college students.

Reference