

Analysis on the Psychological Problems of College Students' Employment and the Countermeasures

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Abstract: This article mainly analyzes the psychological problems of college students' employment at the current stage and their causes, to explore effective measures to solve the psychological problems of college students' employment, to strengthen the attention and care of college students, and to understand the psychological status of college students in real time. Certain employment guidance for college students can help them eliminate negative psychology, deal with employment problems calmly, improve the employability of college students, enable them to find suitable jobs after graduation, and quickly adapt to the working environment, thereby increasing the employment rate of college students.

Keywords: College Students; Employment Psychological Problems; Effective Measures; Psychological Status

1. Psychological problems of college students' employment at this stage

At this stage, the employment psychological problems of college students are mainly manifested in the following aspects: First, the psychology of utilitarian comparison. When choosing a career, college students hope to give full play to their own advantages and work in ideal positions. They have extremely high requirements for work conditions, working environment, etc., but their personal strength has not met the requirements of the expected position. Comparing psychology appears, and the utilitarian is so strong that it can't understand oneself correctly; the second is anxiety. As fresh students will enter society from school, the unknown nature of the new environment makes them feel uneasy, and they have all kinds of worries, excessive tension, fear of being unable to adapt and not finding a job; third, fear of inferiority complex. Some college students lack self-confidence and fail to objectively recognize their own abilities. They have aggravated inferiority complex when they are employed and are prone to play abnormally. The fourth is to avoid mentality. Some college students don't want to face the employment problem, they want to avoid employment in their hearts, and they are more slack in choosing a career^[1].

2. Reasons for employment psychological problems of college students

The main reasons for the psychological problems of college students in a few pages are as follows: First, subjective reasons. On the one hand, some college students have relatively poor personal psychological qualities. When they are about to graduate, they will feel confused about their future life and even fear the society. These unknown and bad emotions have brought them a great psychological level. The pressure made him feel extremely anxious and at a loss before he started looking for a job. During the interview, the job opportunities were also lost due to tension and poor state, and eventually a vicious circle and psychological problems occurred. There are also some college students who only consider working in highly competitive government agencies and large state-owned enterprises, and are unwilling to work in small companies or remote areas. They have more inner thoughts and greater competition pressure^[2]; on the other hand, some college students themselves Capacity needs to be improved. Some students want to get the job they want in the fierce employment competition, but their personal abilities have not reached their expectations, but they are unwilling to lower their expectations. As a result, there is a situation of high failures and low failures, which affects students Employment psychology; the second is objective reasons. There is irrationality in the setting of courses in colleges and universities, and they are not set according

to the needs of the students' professional positions, so that the students' professional skills are relatively weak and their practical ability is not strong. Some colleges and universities have not formulated a complete employment guidance service system and failed to provide students with good employment guidance, so that students feel anxious and full of fear.

3. Effective measures to solve the psychological problems of college

students

3.1 Give full play to the role of the government and improve employment

policies

As the current employment situation of college students is relatively severe and the employment pressure of students is relatively high, in order to alleviate this situation, the role of the government should be given full play to control from a macro perspective to eliminate students' negative psychology, and appropriate relevant guidelines can be formulated. To increase the employment capacity of students, set up a scientific service mechanism of several pages for college students to help students find jobs smoothly and reduce the employment pressure of students. The government should formulate a sound employment policy based on the current actual employment situation, create a good employment environment for students, change the employment concept of college students, and enable them to maintain a good employment mentality. The government can introduce optimization policies, expand the employment space of college students, and implement encouraging policies^[3]. For example, it is possible to set up a selection and recruitment policy for college graduates, such as college student village officials, and provide certain financial support to increase the salary level in remote and difficult areas to encourage more college students to go to these areas for employment. This will not only solve the employment of students. The problem is also conducive to sending outstanding talents to remote areas and driving the development of remote areas. At the same time, students working in remote and difficult areas can receive corresponding policy guarantees through social recruitment and other forms of recruitment after reaching a certain number of years. On the other hand, the government should also pay attention to the management of non-public enterprises, improve the social security system for such enterprises, encourage university students to work in non-public enterprises, and formulate preferential policies to encourage university students to start their own businesses and provide employment policies for them. And financial support. It can provide entrepreneurial projects for college students, carry out entrepreneurship training activities, and use entrepreneurship to increase the employment rate of college students. At present, our country has not yet established a mature employment market for college students, and it is necessary to formulate a complete employment service mechanism for college students. The hardware construction of the employment service system can be strengthened, and special personnel can carry out employment service activities. The government can guide the development of employment agencies and other institutions, and jointly formulate a comprehensive job market service system with them, and can set up special college students' career planning counseling agencies and psychological counseling agencies to help college students understand the current actual employment situation and eliminate college students' psychology Burden and relieve employment pressure .

3.2 Highlight the role of universities and strengthen ideological and political

education

In order to effectively solve the employment psychological problems of college students, the role of colleges and universities should be given full play to the following aspects: First, colleges and universities should respond to the call for quality education reform, while teaching students professional knowledge, but also based on the needs of the social talent market , To rationally plan the talent training plan to enhance the employability of college students. Universities themselves are talent cultivation bases, and the talents they cultivate must meet the needs of the society. Based on this, when designing professional courses and formulating talent cultivation plans, they must not be divorced from social reality. It is necessary to

pay attention to the cultivation of students' comprehensive ability, but also to pay attention to the psychological condition of the students to improve the psychological quality of the students. Market demand for talents can be used as a guide to carry out efficient professional teaching activities to improve the level of professional teaching in colleges and universities; the second is to strengthen ideological and political education in colleges and universities, and guide college students to establish a correct outlook on employment. In the process of employment of college students, the psychology of some students has been seriously affected, so that their outlook on employment is disturbed, and the employment behavior of college students cannot bring good employment results for them. Under such circumstances, it is necessary to give full play to the role of ideological and political education in colleges and universities, guide students to establish the correct three views, maintain an optimistic and positive attitude towards employment, and eliminate all kinds of negative psychology of college students in the employment process, such as comparison psychology and utilitarian psychology. Efficient ideological and political education can help students correctly understand the current employment environment, fully understand their own advantages and disadvantages, treat employment correctly, establish good employment values, change traditional employment concepts, improve students' ideological and moral quality, and help students Successful employment. Can give full play to the role of modern science and technology, combine traditional ideological education and cultural propaganda with modern Internet platforms, increase ideological and political education and propaganda work, pay attention to the cultivation of students' professional ethics, strengthen students' sense of faith, and understand students' needs Under the premise of this, the content of employment education for students should be continuously enriched to effectively solve the psychological problems of students' employment; thirdly, colleges and universities should provide scientific employment guidance. In order to reduce the employment pressure of students and eliminate their unhealthy employment psychology, colleges and universities should formulate a complete student employment system, continuously reform, give full play to the role of colleges and universities in employment guidance, and help students prepare for career choices. On the one hand, students should be introduced to the employment-related policies of our country, so that students should follow the requirements of relevant rules and regulations, restrain their own behavior, and avoid illegal operations; on the other hand, colleges and universities can also use big data technology to find employment for students of different majors. Situation analysis helps students adjust their mental state. At the same time, colleges and universities should also provide students with professional psychological counseling services to help them in a timely manner. The training of students' vocational skills can be strengthened, and students' job search skills can be taught, so as to enhance students' employment competitiveness.

Concluding remarks

All in all, in order to solve the employment psychological problems of college students, we should give them good psychological counseling, provide scientific employment guidance, and help students truly recognize themselves and establish correct employment values.

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