

The effects of self-consciousness on job prospect and employment confidence of Chinese college students: Moderated mediation effect of growth mindset

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Abstract: Background / OBJECTIVE: This study aimed to verify the moderating effect of growth mindset on the mediating effect of job prospect between self-consciousness and employment confidence of 300 Chinese college students.

Methods / statistical analysis: We used SPSS Win Ver. 25.0 and PROCESS macro Ver. 4.1 were used for all statistical analyses. Reliability analysis, descriptive statistics, correlation analysis, moderated mediation effect analysis and bootstrapping analysis for bias correction were performed.

Finding: The results are as follows. Firstly, there is a significant positive correlation among self-awareness, job prospect, growth mindset and employment confidence; Second, self-awareness has a significant positive effect on employment confidence. And growth mindset and job prospect have significantly employment confidence; Thirdly, we find that growth mindset moderates the effect of self-awareness on employment confidence through job prospect in Chinese college students.

Improvement / application: These results can be used as basic data to increase employment confidence of college students by using job prospect and growth mindset.

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Key words: self-awareness, employment confidence, job prospect, growth mindset

Preface

Employment pressure is the most serious type of pressure that college students face. There will be 9.094 million college graduates in China in 2021, and 10.76 million in 2021,2022. The employment situation of college graduates is extremely grim. In 2021, the turnover rate of new college graduates in half a year is 38%. In this case, the employment pressure experienced by college students is defined as the mental pressure, physical pressure or psychological pain caused by multiple employment failures or long-term unemployment. It is reported that it will have an adverse impact affects the suicide rate, and increases the overall despair. Therefore, the skills to enhance employment confidence are necessary.

Self-awareness: usually refers to the individual’s cognition, emotion and intention (about their various thoughts and behavior tendencies) of their own physical and mental state and interpersonal relationships. In other words, self-awareness three components: self cognition, Self emotion, Self-awareness. The three components of self-awareness are closely related and work together on individual thoughts and behaviors.

Employment confidence: refers to the degree of trust in the development and evolution of employment success and its corresponding things during the employment process. Employment confidence is manifested in external perception, emotional response and external consciousness of the success or failure of achieving employment task goals.

Self-awareness has a general impact on employment confidence. Through the close connection of self cognition, self emotion and self-control, we can objectively understand and evaluate ourselves, accept ourselves, and enhance our self-control ability, so as to enhance our employment confidence and achieve successful employment. On the contrary, if you don’t know yourself correctly, you will have arrogance, inferiority complex and poor self-control ability, which will lead to lack of confidence in employment and seriously affect employment.

Through career planning, job prospect analysis and guidance, they can establish a correct concept of employment, enhance their confidence in future employment and achieve employment success.

Job prospect refers to the future development trend and future development channel of a career or even an industry. Job prospect originated in the United States in 1908. Frank Parsons, known as the “father of career guidance”, and put forward the concept of “career counseling” for the first time. Since then, vocational guidance began to systematize. In the 1950s and 1960s, Shubo and others put forward the concept of “career”. Job prospect belong to a level of career planning. Career planning is a process of continuous and systematic planning for career and even life. A complete career planning includes three elements: career orientation, goal setting and channel design. Career background analysis is the most critical step to determine career success or failure, and it is also the starting point of career planning.

Growth mindset: Dweck of Stanford University proposed a growth mindset, which can predict enterprise success in the fields of academic and life interpersonal relationships, emotional and physical health. Mentality is a kind of belief in yourself and your temperament, which can be divided into growth mindset and fixed mentality. The definition of growth mindset is to believe in yourself. If a person studies and works hard, his intelligence will change. On the other hand, a fixed mindset is an opposite belief.

In previous studies, the theory of growth mindset has been proved to be effective in various fields. For example, with regard to the education of students' growth psychology, it is reported that research related to academic achievement can stimulate learning motivation and improve academic achievement.

When we test the relationship between the above variables, we can expect that college students' self-awareness will improve their employment confidence, and the job prospect and growth mindset will promote their employment confidence through the mediation process. In many studies the mediating role of job prospect has been verified, and the growth mindset also plays a regulatory role between self-awareness and job prospect.

Therefore, the purpose of this study is to emphasize the relationship between job prospect, growth mindset, and self-awareness and employment confidence. College students should find ways to increase employment confidence while maintaining growth mindset.

Methods

Research model: Based on previous studies and the assumptions suggested by the researcher, the research model was set as follows.

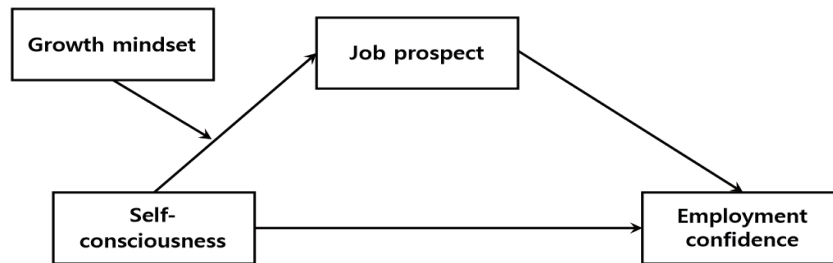


Figure 1: Conceptual research model

Participants: This study conducted a purposeful sampling of Chinese college students. A total of 300 students were selected from universities in three different cities and participated in the study in 2022.

Research tools

Self-awareness : in order to measure the Employment Stress Scale for college students, hwang is used based on Kang's revised University index developed by Connell medical. The self-awareness test consists of 14 subscales related to personality test. Self cognition, self emotion and self-control are related to employment. Each item is scored on a 5-point Likert scale. The higher the score, the higher the level of self-awareness. Cronbach of self-awareness reliability α The value is 0.889.

Growth mindset: the growth mindset scale was compiled by dweck, used by ayers, and translated by the researchers. The scale consists of 8 graded items, each of which is scored on a 5-point Likert scale. The higher the score, the stronger the growth mindset. Cronbach's growth mindset reliability α The value is 0.645.

Job prospects: reference of job prospect scale: Snyder, C.R., Owen, L.M., Anderson, J.R. (1991). Hope and health. Handbook of social and clinical psychology: a health perspective, 162285-305. The scale consists of 13 graded items, each of which is scored on a 5-point Likert scale. The higher the score, the stronger the career planning ability. Cronbach on the reliability of career planning α The value is 0.831.

Employment confidence: Employment confidence Scale quotation: Snyder, C.R., Owen, L.M., Anderson, J.R. (1991). Hope and health. Handbook of social and clinical psychology: a health perspective, 162285-305. The scale consists of 10 graded items, each of which is scored on a 5-point Likert scale. The higher the score, the stronger the employment confidence. Cronbach's reliability of Employment confidence α The value is 0.649.

Results and Discussion

1) Correlation between main variables

There is a significant positive correlation between self-awareness and job prospect. The relationship between self-awareness, growth mindset, job prospect and Employment confidence is very important, because self-awareness is related to these variables. By analyzing the relationship between these variables, we can improve employment confidence, and then successfully achieve ideal employment.

Table 1. Correlation analysis and descriptive statistics of major variables

	Self-awareness	Growth mindset	Job prospect	Employment confidence
Self-awareness	1			
Growth mindset	.482**	1		
Job prospect	.711**	.515**	1	
Employment confidence	.628**	.477**	.696**	1
M	3.4936	3.24	3.4128	3.525
SD	.58361	.50963	.52277	.45735
**p<.01				

2) Moderated mediation effect of growth mindset

In order to analyze the moderated mediation effect of growth mindset, the No. 7 model of SPSS PROCESS macro 4.1 proposed by Hayes (2017) was used for analysis.

The analysis results are given in [figure 2], table 1, table 2 and table 3. The adjustment effect and the medium effect of adjustment are verified by using the guide bar. The confidence level is set at 95%, the number of samples is set at 300, and the conditional effect is analyzed based on three conditions (m, m ± 1SD). When analyzing the regulation effect and the medium effect of regulation, the independent variable (x) and the regulation variable (W) are averaged and centralized. In the parametric model, self-awareness has a positive impact on job prospect (.5481,

P <.001). In the dependent variable model, job prospect have a static impact on Employment confidence (.4418, P <.001). Job prospect act as a medium in the relationship between self-awareness and employment confidence.

In the parametric model, the interaction between self-awareness and growth mindset has a static attention effect on job prospect (.1743, P <.001), and growth mindset regulates the From the conditional effect of self-awareness on job prospect brought by the value of growth mindset, the conditional effect is noticed when the growth mindset is m-sd, m and m+sd. When the growth thinking set is m-sd, the conditional effect is .4333 (.3370~.5295). When the growth mindset is m, the conditional effect is .5481 (.4708~.6254), the spell effect increases. When the growth mindset increases, the spell effect of self-awareness on job prospect increases. Therefore, growth mindset plays an important role in promoting the relationship between self-awareness and job prospect.

In order to master the attention field of the conditional effect of self-awareness brought by the set value of growth mindset of adjustment variables, the Johnson Neyman method of illumination analysis was used. Correlation analysis and descriptive analysis are carried out to investigate the correlation between variables and their overall trend, as shown in Table 1. Self-awareness is positively correlated with growth mindset, job prospect and Employment confidence, which is significant at the 5% confidence interval level.

Table 2. Moderating effect of grit in the moderated mediation model

Variables		model 1 DV :job prospect			model 2 DV :employment confidence		
		Coeffect(B)	SE	t value	Coeffect (B)	SE	t value
constant		3.3806	.0219	154.4030***	2.0174	.1715	11.7641***
independent variable	Self-consciousness	.5481	.0393	13.9461***	.2111	.0448	4.7176***
Mediator	Job prospect	-	-	-	.4418	.0500	8.8422***
Moderator	Growth mindset	.1743	.0476	3.6653***			
interaction term	Self-consciousness×growth mindset	.2254	.0619	3.6411***			
Highest order test	R ²	.0195					
	F	13.2572***					
Model	R ²	.5639			.5209		
Summary	F	127.5763***			161.4861***		

Conditional effect of self-awareness according to growth mindset:					
Growth mindset	Effect(B)	se	t value	LLCI	ULCI
-.5096(M-1SD)	.4333	.0489	8.8574***	.3370	.5295
.0000(M)	.5481	.0393	13.9461***	.4708	.6254
.5096(M+1SD)	.6630	.0518	12.7903***	.5609	.7650
Johnson-Neyman's conditional effect significance area					
Growth mindset	Effect(B)	se	t value	LLCI	ULCI
-1.2400	.2687	.0841	3.1934***	.1031	.4342
			.		
			.		
1.5100	.8884	.1035	8.5824***	.6847	1.0921

***p<.001

Under the influence of self-awareness on job prospect, chart the adjustment effect of growth mindset, as shown in Figure 2. The three conditions of growth mindset (m, m ± 1sd) all improve career planning ability with the enhancement of self-awareness.

According to the survey, the group with high growth mindset has a steeper inclination of job prospect with the increase of self-awareness, while the group with low growth mindset has a slower inclination of job prospect with the increase of self-awareness. In other words, if the ability of self-awareness is improved, the job prospect will be better. Even if the self-awareness is equally increased, the job

prospect of the objects with moderate low growth mindset will be lower than those with moderate high growth mindset.

The effect size of each path is shown in Table 3 and figure 3. College Students' self-awareness has a significant positive predictive effect on Employment confidence, job prospect and growth mindset. However, growth mindset positively and significantly predicts employment confidence. The total effect of self-awareness on employment confidence was 0.4924 ($p < 0.001$), and the direct effect of self-awareness on employment confidence was 0.2111 ($p < 0.001$). These results show that self-awareness directly affects college students' Employment confidence, and affects employment confidence through job prospect, growth mindset and other success related variables. Therefore, in order to alleviate the pressure of College Students' employment preparation, it is necessary to cultivate job prospect planning and growth mindset.

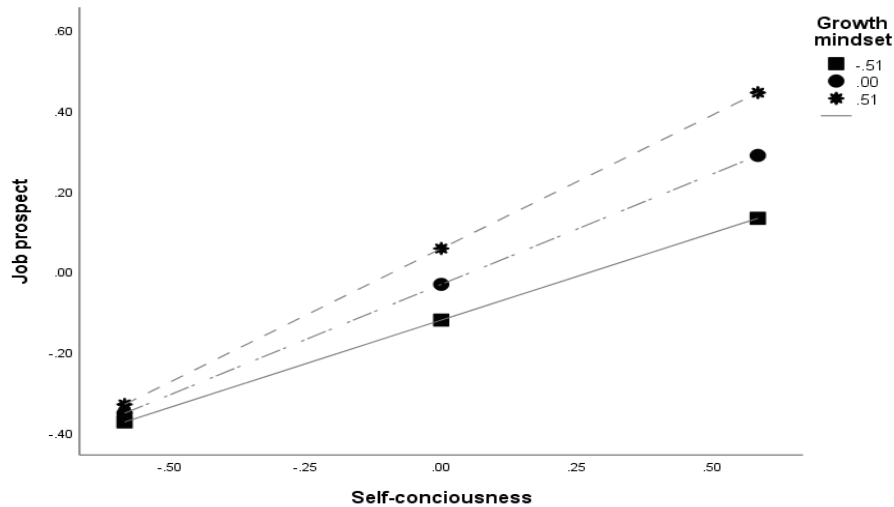


Figure 2. The simple gradient of growth mind's moderating effect

Table 3 analyzes the direct effect and conditional indirect effect from the way of self-awareness to employment confidence. The direct effect between self-awareness and Employment confidence is .2111 (.1230~.2992), within the 95% confidence interval, 0 is not included from the lower limit of the boot bar (bootllci) to the upper limit (bootulci), so it is worth noting. The conditional indirect effect is that when the growth mindset set is low (.4333,.3370~.5295) and the average time (.5481,.4708~.6254), there is no 0 between the lower limit of the boot bar (bootllci) and the upper limit (bootulci) within the 95% confidence interval, which is worth noting. In addition, the adjusted media effect index is also noted as .0996(.0388~.1535). From these results, in the way of self-awareness reaching employment confidence through job prospect, the media effect of growth mindset has been verified.

Table 3. Direct and conditional indirect effects of self-awareness on Employment confidence

Direct effect (Self-awareness → employment confidence)				
Effect(B)	se	t value	LLCI	ULCI
.2111	.0448	4.7176***	.1230	.2992
Conditional indirect effect (Self-awareness → job prospect → employment confidence)				
Growth mindset	Effect(B)	BootSE	BootLLCI	BootULCI
-.5096(M-1SD)	.1914	.0348	.1301	.2660
.0000(M)	.2421	.0369	.1725	.3181
.5096(M+1SD)	.2929	.0443	.2079	.3823
Moderated mediating index				
	Index	BootSE	BootLLCI	BootULCI
Growth mindset	.0996	.0294	.0388	.1535
*** $p < .001$				

Discussion and Conclusion

The purpose of this study is to explore the mediating role of job prospect between College Students' self-awareness and Employment confidence, as well as the conditioning role of growth mindset. The results show that self-awareness is positively correlated with well-being, while job prospect are statistically correlated with employment confidence, while growth mindset has a conditional indirect effect on the independent variable self-awareness and the dependent variable employment confidence. Path analysis shows that self-awareness has a significant impact on Employment confidence, and self-awareness also plays an important role in mediating variables' job prospect. Job prospect of intermediary variables also have a significant impact on employment confidence. Growth mindset has a significant regulatory

effect on self-awareness and job prospect of intermediary variables.

Finally, the analysis of mediation effect using guidance technology shows that job prospect and growth mindset play a certain role in mediation. This result shows that college students with a certain degree of employment pressure can achieve their employment confidence by making job prospect planning and employment preparation in advance and improving their growth mindset.

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