

Psychological Analysis and Countermeasure Research of College Students' Employment under the New Situation

Mengqi Kuang

Shandong Jiaotong University, Jinan, Shandong, China

Abstract: With the expansion of the scale of college students, the number of graduates continues to increase, the employment situation is grim, the employment pressure of college students is widespread, and the psychological problem of employment has become a problem that colleges and universities pay close attention to. College graduates may have different degrees of psychological and behavioral problems in the process of employment, which directly affect their employment choice and career development. This paper explores the psychological problems existing in the employment link of college students under the new situation, analyzes the reasons. On this basis, the paper puts forward some countermeasures, such as setting up correct employment concept, constructing employment service system, adjusting the professional setting and matching the market demand, improving the core competitiveness of college students, and paying attention to the mental health education of college students in employment, so as to effectively guide college students to relieve psychological pressure and help them find jobs smoothly.

Keywords: New Situation; College Students; Employment Psychology; Countermeasure Research

1. Introduction

Employment is the key stage of college work, the employment situation is grim, the psychological pressure of college students is also increasing, leading to confusion, anxiety and other problems. The health of employment psychology not only directly affects individual career development, but also relates to social harmony and stability. This article analyzes the common psychological performance in the process of employment, and probes into the causes of bad psychological. Aiming at these

psychological problems, this paper puts forward a series of countermeasures to help college students improve their mental health and enhance their employment competitiveness.

2. Psychological Performance of College Students in Employment

2.1 Confusion Psychology

In employment, college students are confused about their professional cognition and lack of self-cognition, so they cannot match their knowledge and actual positions well, and they are not sure about their interests and advantages and disadvantages, so they will be confused with unclear goals. When choosing the direction of employment, some students are wandering between taking the public entrance examination, taking the postgraduate entrance examination and finding employment, not knowing which is more suitable for them.[1]

2.2 Anxiety and Worry

Anxiety and worry are common psychological states of college students when they are employed. In the face of fierce competition in the job market, in the job fair to see a sea of excellent competitors, anxiety arises. The uncertainty about the future and the lack of thorough knowledge about the company and the job are causing worries.[2]

2.3 Dependence Psychology

Some college students do not have the initiative to find jobs, waiting for the school to be able to inform the students of employment information and employment channels, and some college students rely excessively on their parents to solve the employment problem, and try to escape employment through the back door and find relationships in such a bad way, lacking the motivation to find jobs independently.

2.4 Blind Conformity

Seeing that classmates around them tend to choose a certain position, they follow the trend of choice, did not comb their own career planning, did not consider whether they are really suitable for this career from their own actual situation.[3]

3. Analysis of the Reasons of College Students' Employment Psychology

3.1 School Level

Colleges and universities are the bases for cultivating talents. At present, there are mainly the following problems in students' employment education.

First of all, the professional curriculum does not match the social needs. Colleges and universities still pay attention to the teaching of theoretical knowledge, but neglect the cultivation of college students' social practice ability. Schools blindly carry out some courses that are not of practical help to students, and professional internships are mere formalities, without really learning the operation mode of enterprises. And the coherence between different disciplines is not strong, and the system level is not clear enough.

Secondly, the employment guidance is not professional enough, there is no special employment guidance department. In most colleges and universities, counselors and class teachers are mainly responsible for students' employment guidance, but they only explain theoretical knowledge, and the skills in the employment process and the application process cannot be well applied by students in practice.

Finally, the curriculum construction of employment mental health education is insufficient. During graduation season, many college students suffer from depression and anxiety due to increasing employment pressure. Many colleges and universities pay more attention to the employment rate in order to complete the task of the country, ignoring the importance of mental health. The real career planning and mental health education should start from the first year, and formulate a reasonable career plan for each person's different personality characteristics and occupational requirements. Instead of psychological problems in college students to carry out psychological counseling and

employment guidance.[4]

3.2 Personal Level

The psychological activities of college students in actual employment are more complicated, which are mainly reflected in the following aspects.

First of all, the employment competitiveness of college students is insufficient. During the freshman year to the senior year, some college students have very good academic performance, only focusing on the final credit scores, not realizing the importance of employability, ignoring the improvement of self-expression ability and practical ability.

Second, employment expectations are too high. Many students think that graduation will be in the big city, the salary level should be higher, the work welfare benefits are better. Does not take into account the reality of the situation, the current employment situation is not enough to understand the specific requirements of the job is not enough, so that it is not practical in the job search stage.

Finally, the psychological ability is weak. Contemporary college students generally lack social experience, their ability to withstand pressure is relatively weak, and their social cognition is not sufficient. In the face of employment difficulties, there will often be a situation to escape employment, cannot regulate their emotions well.[5,6]

3.3 Family Level

In today's society, many families have very high expectations for their children, which virtually increases the psychological pressure on children. They often carry the expectations and hopes of their families, and the weight is sometimes too much for them to bear. In addition, the family's investment in education is also huge, so when their children are faced with employment choices, they often need to consider how to effectively recover these education investments, which makes them particularly careful in their career choices. Family's economic condition is also an important factor affecting college students' employment view. For families with poor economic conditions, students pay more attention to economic income, hoping to share more financial pressure for their families. For students with better family economic status, they pay more attention to the ease of work

and pursue a higher quality of life. Parents' education level also has an impact on their children's employment choices. Parents with a lower level of education are likely to be more concerned about their children's financial income, while parents with a higher level of education are likely to be more concerned about their children's career development and personal interests. At the same time, parents' occupation also has an impact on their children's career choice. Some students may choose a field similar to their parents', hoping to continue the family tradition. Some students may choose a career far from their parents, hoping to forge their own path. In general, family factors play an important role in the employment concept of college students. However, each person's situation and choices are unique, and college students should make the best choice for themselves according to their interests, abilities and market needs.[7]

4. Research on Countermeasures of College Students' Employment Psychology

4.1 School Level

In order to better adapt to the changes of market demand and employment market, colleges and universities must make corresponding adjustments in education and teaching. First of all, colleges and universities should flexibly adjust their major offerings according to market demand and the orientation of the job market. In this way, students can not only master the latest knowledge and skills, but also improve their competitiveness in the job market. In the process of talent training, colleges and universities should fully consider the characteristics of students' quality and ability, and formulate personalized teaching programs. This can not only meet the differentiated needs of students, but also cultivate students' basic knowledge while focusing on stimulating their innovative spirit and ability. Secondly, in terms of employment guidance and service, colleges and universities need to build a sound employment guidance and service system. By helping students understand their own abilities and interests, they are guided to develop their own career goals and development paths. At the same time, colleges and universities should also provide services such as personal resume optimization and job-hunting skills training to

help students find jobs smoothly. Finally, colleges and universities should pay enough attention to college students' mental health education in employment and integrate it into the whole education process. It is not just about providing students with one or two psychological counseling sessions, but to help them build a healthy employment mindset, master self-regulation and stress relief methods. To this end, colleges and universities can set up professional psychological consultation rooms and hire experienced psychological consultants to provide personalized psychological support for students. At the same time, colleges and universities can also improve students' psychological literacy by holding mental health lectures and mental health knowledge competitions, so that they can take the initiative to participate in mental health education and fully realize the importance of psychological education.

4.2 Personal Level

First of all, college students should establish a correct view of employment. In the current job market is not ideal, the psychology of college students should have an expectation, in the process of job hunting, it is inevitable to encounter failure. This requires college students to prepare for work before employment, actively face possible problems, maintain a good attitude, and analyze the employment situation and career advantages. Combined with their own advantages and characteristics, make a suitable career plan, and do their best to improve professional ability. At the same time, college students should strengthen the improvement of their own quality, have the belief of lifelong learning, and pay attention to the accumulation of employment process and interview skills in the usual learning process to prepare for employment.

The second is to reduce job expectations. College students should face up to their strengths and weaknesses, independently reduce their expectations for jobs, and minimize the psychological problems caused by the gap between ideal and reality. When choosing a career, we should do a good job of mental preparation, reduce anxiety and confusion, and always maintain self-confidence and a good mental state to face employment competition and employment

environment. In the specific work process, we should control our thinking independently, do not give up when facing setbacks and challenges, actively summarize failure experience, and carry out work with a fuller spirit.

The last is to improve students' emotional regulation ability scientifically. First, in the face of employment failure, we should calm down first, so that we do not immerse ourselves in the pain of failure. Analyze your strengths and weaknesses and look at the job interview objectively. To treat their shortcomings, we should mobilize enthusiasm and strive to improve themselves. Second, we should learn to talk properly with family, friends, teachers, psychological problems are mostly their own a person to bear, so that their more and more uncomfortable, and then lead to anxiety and depression and other bad emotions, harm physical health. Therefore, when you feel unhappy at the beginning, you should be brave to share with those close to you, so that the repressed emotions will be released, and you will gradually restore your normal heart. The third is to learn self-therapy, the current employment situation is severe, not a person's thing, most people are not employed, so see the employment situation, in order to improve the professional quality and employment competitiveness of college students. Students should participate in more internship research, fully understand their major and the professional knowledge and skills they need to have, and constantly improve their practical ability, so as to face employment with a positive attitude in the later stage.[8]

4.3 Family Level

On the way to their children's employment choice, parents must conduct an in-depth analysis of the current job market and situation, and understand the mystery and changes with a rational and correct vision. More importantly, it is necessary to combine the child's personality, talent and potential to carry out targeted career counseling. This is more than simple guidance, it is based on equal communication, listening to children and understanding their aspirations and ideals, rather than imposing one's will on them. The real wisdom lies in laying diversified employment paths for children, so that they

have more space to choose from, rather than just being limited to the framework set by their parents. Only in this way can they gradually develop the ability to think independently and the endurance to face difficulties in practice, so as to adapt to the changing needs of the workplace. On the road of children's growth, parents should also be the guide of their hearts. Through daily communication and communication, we can deeply understand their inner world, find out the confusion and frustration they may encounter in the process of employment, and provide timely support and help. This emotional investment and care will build a strong psychological defense line for them, so that they will be more calm and confident in the future career. In addition, a harmonious and warm family atmosphere is crucial to the growth of children. The harmonious relationship between parents and their children will become fertile ground for their spiritual growth. In such an environment, children can not only feel love and care, but also learn how to communicate with others, how to understand and respect others. As parents, we must always keep the enthusiasm of learning and keep up with the pace of The Times. Only in this way can we keep our hearts in sync with our children and have in-depth communication and dialogue with them. This is not only the best support for their growth, but also the most affectionate companionship for us as parents.[9]

5. Conclusion

In the new employment situation, the psychological problems of college students in employment are constantly prominent, they must strengthen their ability to resist pressure and psychological quality. Based on this, college students should constantly improve their ideological cognition, establish correct employment concepts, reduce job expectations, and respond to setbacks and challenges in work with a positive and optimistic attitude. Colleges and universities should also pay more attention to the mental health education of college students in employment, establish a sound employment security system, do a good job in psychological counseling and regulation of college students, help students master professional knowledge and skills, and stimulate students' self-confidence. At the same time, the society should also strengthen

the concern for the employment of college students, and relevant enterprises should implement the employment policy in order to alleviate the employment pressure of college students and help them achieve employment.

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