

Employment Analysis of College Graduates and Feasible Suggestions

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Abstract: In China, the population is constantly growing, and with it comes a large number of graduates pouring into society. However, the market cannot bear the influx of so many graduates, resulting in employment difficulties for many graduates. This research mainly analyzes the social phenomenon of difficult employment for college students. This article first analyzes the reasons for the employment difficulties of contemporary university students from three factors: individual college students, social enterprises, and the government. Afterwards, in responses to the problem of difficult employment for graduates, suggestions are proposed to students to have insight, plan for themselves, and adjust students' mindset. Regarding social enterprises, more tolerance and friendly suggestions should be given to college students, and it is also hoped that the government will provide more encouragement to college students. Research has found some problems, including some college students having some psychological and ideological problems, enterprises exploiting college students, and the school's lack in regulating of students' emotions. This indicates that the issue of better employment for graduates not only requires individual actions from college students, but also requires active action from all sectors of society to jointly overcome this difficulty and help graduates find better employment.

Keywords: employment, graduates, college students

1. Introduction

In people's perception, China is the most populous country in the world, and with the continuous development of society, the number of graduates is also increasing. According to the statistics of the Ministry of Education of the People's Republic of China, the number of graduates in 2023 reached 11.58 million, an increase of 820000 compared to 2022. Subsequently, some undergraduate students faced employment difficulties [1]. When a large number of graduates flood the market, but the number of positions is limited, the market cannot accommodate all graduates. Even many professions are facing the danger of being replaced by robots, so some college students have psychological problems of employment anxiety before graduation. Some college students blindly follow the masses, and some college students have a lack of clear understanding of the subject selection and lack awareness of career planning. For example, some undergraduate graduates blindly follow the trend, simply because business, finance, and other subjects are popular, without considering the difficulties of future employment, resulting in the problem of not finding a job. Many graduates also do not have the spirit of hard work and are prone to resigning when encountering a little setback, making it

difficult to integrate into society. Some graduates also experience frequent job hopping. In addition, many college students, due to the college students' own self-esteem and parental expectations, are unable to put down face and unwilling to seek "ugly" jobs. Therefore, in society, the issue of rare employment opportunities for graduates is becoming increasingly prominent. Graduates, as the main driving force of the new generation of productivity, are not only immeasurable wealth but also an important factor in maintaining normal social and economic development. The college students are also closely linked to the happiness, harmony, and long-term development of Chinese society. So, helping graduates find employment better is of great significance. At present, the issue of employment for Chinese graduates has attracted a lot of attention, and how to improve college students' employment has become a social concern. This paper mainly analyzes why it is difficult for graduates to find employment in China from three major factors: the contradiction between the college students' majors and social needs, the unfriendly attitude of social enterprises towards graduates, and the Personal Mentality of College Students. Subsequently, suggestions were put forward from two major aspects: graduates should have correct employment values, and the government should provide more inclusivity for graduates. These two major arguments were used as two small ones to provide expectations and suggestions for graduates, the government, the school, and enterprises. The main purpose of this paper is to help modern graduates alleviate employment pressure, establish correct employment values, and make it easier for graduates to find jobs in society. At the same time, it is also hoped that the government and enterprises can seriously implement actions and actively help graduates solve the problem of employment difficulties, rather than just doing superficial work, which will only waste time and energy. Let every graduate feel more relaxed and happier when entering social life.

2. The Contradiction between College Students' Majors and Social Needs

There is a contradiction between the demand for market positions and the choice of majors by college students. There has been a phenomenon in a society where many positions require a large number of people, but many college students are unable to work in these positions due to professional issues. College students are prone to drifting with the tide when choosing majors, without considering what these majors can bring, the students development prospects, or whether can better find jobs in the future. More often than not, it is because that these majors are believed leading to better graduation, or because this major is more popular and many people choose it [2]. In a society where technology is rapidly developing, the prospects for studying technology-related majors are very promising. However, many universities find this type of subject difficult to learn and are unwilling to pursue. Not only that, but the majors assigned to college students in universities are also becoming more and more detailed [3]. It is said that the purpose of doing so is to give students more choices, but some majors are only an extension of other mainstream subjects that are explained in depth. Whether it is for students' academic performance or future employment, there is not much help, which often harms students. Even some famous universities use these "new" majors as gimmicks, relying on students' own reputation to attract students to study, leading to some students who are not clear about the students' reasons and "going astray" due to this, causing future employment difficulties. In recent years, there has been an increasing number of talented students applying for the exam. For example, some art students, media students, sports students, and so on [4]. Due to China's own education system, many students have to choose these majors in order to attend university, except for some who truly love these specialties. Essentially, these talents add a talent to oneself, but in the long run, there are very few places in society where these majors can be used. In the art and sports industries, it may sound great to be a painter and an Olympic champion, but in fact, there are very few sports athletes who can become artists and win championships. So what should those who failed to become athletes and painters do? There are too few majors left for specialty students in the market.

3. The Unfriendliness of Social Enterprises Affects Employment

As more and more graduates pour into society, more and more companies are utilizing college student reports. Many companies use various methods to reduce the salaries and benefits of graduates, citing the students lack work experience. However, these companies often demand overtime under the pretext of training employees and providing graduates with more opportunities to showcase the students' abilities. In addition, in recent years, with the impact of the epidemic, employment has become increasingly difficult, and many companies and stores have had very low profits during this period. Therefore, it is necessary to lay off employees and reduce the number of recruitments to overcome this difficult challenge. Therefore, graduates have also become the group with the most layoffs [4]. Many companies are even playing "word games" on contracts, constantly exploiting employees. Many companies also do not like to recruit graduates. This is mainly because the company needs to spend a lot of effort and financial resources to cultivate these graduates, which is actually a very uneconomical transaction for the company. These companies are also concerned that employees who spend a lot of resources to cultivate may switch jobs after achieving success, so they are more willing to recruit some senior and experienced personnel. In China, a country with a large number of graduates, even some companies need to recruit young and capable talents. Faced with such a large population, not all graduates can be selected by these companies. The number of outstanding talents is very small, and there is great competition pressure in the industry. Everyone must work very hard to survive in this society, so graduates seem to have to bear everything upon entering society, and under the nagging of the students' parents, it is difficult to find jobs that can meet the needs of graduates.

4. The Unhealthy Psychological Impact of Graduates on Employment

China's industrial structure is also constantly upgrading. The government also strongly encourages college students to innovate and start businesses, but they rely too much on the syllabus in textbooks, only understanding theoretical knowledge without practical experience, and not knowing how to flexibly apply it. At the same time, this curriculum system also affects college students' employment to a certain extent. There are even some college students. College students may have overly ideal job requirements when seeking employment [5]. College students lack self-awareness. As new members of society, they blindly pursue a high salary and comfortable working environment, lacking humility, but without fully considering whether the students abilities match students work [5]. Another issue is that the employment mentality is influenced by the environment. Many college students lack a sense of planning and have a vague outlook on the students' future. They know they are about to face the cruelty of society, but they still muddle along and choose to "lie". This negative psychology seriously affects the employment mentality and environment of college students. In this era of advanced information, there is too much negative information about graduates' graduation on the internet, which has created a concept among graduates that graduation is unemployment. Invisibly, students develop a mentality of frustration, anxiety, and confusion on the way to employment. There is also pressure from peers, such as having friends who are too excellent and being able to find good jobs even though they are from the same school [6]. The various concerns of relatives and friends can also bring a lot of pressure to graduates. The expectations of family members are too high, but the fact is that they have not been able to find the ideal job among students' relatives. These pressures can have adverse effects on graduates' employment and may even lead to psychological illness.

5. Correct Employment Practices for Graduates

5.1. Necessities for Graduates to Have Long-Term Foresight

In this society where employment is difficult, college students should first look at the problem from a long-term perspective, not only considering the present, but also laying the groundwork for the students' future self in every step of the present, and carefully considering every choice. When choosing a major, the first thing to consider is the future development of oneself, such as which industries in society currently lack a large number of positions [7]. Secondly, there are hobbies or childhood dreams, which are also very important to people and affect whether they can persist. It is necessary to cleverly combine preferences with life. Then combined with the market demand, for example, when the COVID-19 epidemic just came, the medical industry urgently needed a large number of human talents, and many new technology products played a significant role. However, it is not wise to choose to follow the trend just because of the choices of the public. Youngsters should do everything with the students' own opinions. At the same time, it is necessary to plan for the future and plan each step well, in order to achieve more stable development. Enrich knowledge and education, choose to work part-time, pay more attention to new social policies, fully consider the opportunities and changes of the times, and seize every opportunity. Another thing is to have the courage to challenge, since China vigorously encourages graduates to start businesses. It is suggested to try and make mistakes early, try and make mistakes quickly, try multiple times, but don't be greedy, don't let small things go wrong. Even if they fail in the end, they still learn a lot of knowledge and experience and can have a profound understanding of a certain industry.

5.2. Necessities for Graduates to Have a Good Employment Mindset

Graduates should have a good employment mindset. In the process of finding a job, everything is not smooth sailing. At this time, one should adjust the students' mindset and face the setbacks in the job search process calmly. Faced with job setbacks, there should be no complaints or worries. More importantly, it is important to adjust one's mentality and improve one's psychological resilience to various unexpected events. At the same time, graduate should not feel overly inferior to others' achievements. Everyone is the most perfect, just put in effort. And one must have a humble and hardworking spirit. Working in a company can only earn better recognition through accumulated efforts over time. Avoid frequent job hopping and short work schedules. Professionals should have a mindset of doing things for themselves. In career development, dedication is necessary. Without dedication, there can be no progress. Continuously adding chips to oneself is the only way to have the opportunity to negotiate with the market. Another thing is to treat every job equally, labor is great, and never look down on any position at all times. Young people should always maintain a humble and progressive heart, avoiding putting too much pressure on employment and being in an atmosphere of high employment pressure in society.

If one's mentality is indeed affected, one should learn to actively adjust the students' mindset and not let emotions affect students work. The college students can also use some methods to relieve the students' boredom and relax students' mood.

6. Provision of Inclusiveness from Society and Enterprises

6.1. Society Treating Graduates Well

The school carries out relevant courses to help students alleviate the corresponding employment problems. Guide students to pursue and challenge difficult jobs. And early detection should help students better understand market demand. It is also worthwhile to promote social practice activities

such as corporate internships and workplace experiences, ensuring that young students have a preliminary understanding of the social situation, industry development, and workplace environment before entering the workplace. Some enterprises can actively cooperate with universities to let students "try out" in the company during the students' college years, and then judge whether they are competent for the job through the students' ability. To improve students' ability to cope with sudden changes in the environment, in the context of rapid changes in the employment situation, improve students' ability to develop thinking, forward-looking thinking, adaptability, and rapid adaptation. There are always some companies in society that are not friendly enough towards graduates, and these companies should give graduates more patience. At the same time, enterprises should prohibit the use of various interfaces to "exploit" graduates. During the school period, schools will improve the training of college students, raise the students' awareness of the employment crisis, and remind students not to settle for the current situation. Schools also need to constantly pay attention to students' psychological problems, avoid students from experiencing too much pressure and causing various anxieties, and actively help students with guidance. Schools can help students improve the students' psychological quality and ability to cope with setbacks through psychological lectures.

6.2. The Government Providing More Employment Policies for Graduates

The government should promote more cooperation between enterprises and universities in rural areas, help college students further connect, and support the employment of graduates in rural areas [8]. This can not only help improve the absorption capacity of these enterprises but may also be particularly helpful in stimulating employment between these enterprises and university graduates. Compared to the past decade, the wages of young people have increased by 60%, and income has increased by 100% [9]. However, the unemployment rate of graduates has been increasing year by year, indicating that there are problems in resource allocation, which is clearly detrimental to economic growth. The government should actively promulgate measures to address the high unemployment rate. The employment policies for graduates in various regions tend to be localized, with more preferential policies given to local college students [10]. Employment policies in various regions should be implemented across all graduates. It is also in need to rectify the employment anxiety created on the internet, which has caused many graduates to have negative psychology. Therefore, policies should also be introduced to create a clean, positive, and harmonious employment atmosphere for graduates.

7. Conclusion

Through this study, it was found that in this technologically advanced and challenging society, the employment of college students faces enormous challenges. The employment of college students is mainly influenced by the students' personal mentality, values, and insight, the unfriendly treatment of graduates by social enterprises, and government policies. Based on the above three points, it can be concluded that the difficulty in obtaining employment for graduates is mainly attributed to two major factors: personal psychological factors and external social influences. How graduates overcome the difficulties of finding employment is mainly related to the students' individual willpower. This requires students to learn to adjust the students' personal mindset and not be too influenced by the social atmosphere, but it also requires active help from teachers and schools. Always adjust personal emotions and become own master. At the same time, it also requires college students to have lofty ideals, have the courage to challenge the unknown, and have an innovative spirit. don't be afraid to endure hardships, constantly strive towards a better life, and cultivate the personal ability to endure hardships. With a distant heart and vision, young graduates should plan every step of life, have a clear understanding of the future, and know what to do at each time period. Society and the government

should pay more attention to college students, and the government should be more tolerant towards students. Some enterprises should not exploit graduates and should treat graduates more friendly and not underestimate the students' creativity. It is believed that college students can bring great surprises to society and the country at all times. This article provides some better employment suggestions for graduates, hoping to help students avoid taking some detours in the students' employment path. At the same time, this research also appeals to the government and social enterprises to provide more care to graduates, so that they no longer suffer from the pressure of negative employee attitudes. This study is committed to improving the employment of graduates, and it is hoped that the suggestions in this article can help graduates find the students desired positions in the future, so that they no longer worry about employment, and make employment and job hunting an easy task. Creating an ideal society where everyone has a job can accelerate socio-economic development and enable people to live a happier and better life.

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