

The Dilemma and Outlets of Students in Private Undergraduate Colleges

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Abstract: the Paper Analyzed the Dilemma of Students in Private Undergraduate Colleges and Universities. It Based on Three Factors about the Students, Families and the School, and Had Gave Solutions Including Changing the Theory on School Management, Cultivating Students' Attitude Toward Employment and Improving Students' Ability of Innovation and Independent Thinking.

1. Introduction

Choosing employment for students is an important manifestation of self-development and self-worth. According to the job Requirements, they will intervene in social production and social services by their ability from 4 years studying. Students in society are the driving force for progress and civilization. By absorbing the fresh productivity, the society will continue to improving and optimizing the industry, and upgrading the level of human resources and capabilities to enhance the competitiveness of the entire society. Therefore, the employment education of college students will affect the development of students themselves and the whole society directly. Chinese higher education has been promoted continuously, and private higher education institutions have developed into an integral part of the Chinese university system. The students in private undergraduate colleges and universities also showed some characteristics and differences in career choices. Therefore, it is necessary to establish a form of career choice education that matches the students of private undergraduate colleges, to help them establishing a career choice concept that is compatible with social and economic development, and giving students a better guidance to achieve the unity of self-worth and social values.

2. The Main Problems in the Process of Job-Seeking Employment of Private College Undergraduate

1) Waiting for psychological and self-superiority. Graduates cannot understand themselves correctly in the context of the old concept that profession is hierarchical. They graded the post in different levels and building relationship between job and status. Graduates can not aware of their shortcomings as a professional without any practical experience and sufficient knowledge .They lost in the daydream of "decent" work, and shortening the career path or leading to narrow choices. Some obsessive notions like working in the big city or more stability and Intra-system work has caused an embarrassing situation in graduates. Some graduates are over-reliant on the family and put into work with passive psychology. It will burden the family, but reduce the enthusiasm of the graduates for their work in the future. So the talents for grassroots work and in remote areas are in short supply, but the "decent" work competition is fierce, which has caused the deformed situation of graduates' employment difficulties.

2) The weakness in comprehensive and innovative ability. It is easy for students to form a solid thinking model in a professional supporting system and difficult to break up. The teaching model has imprisoned students' innovative thinking and innovative ability. The integration of professional education and pioneering education has not been implemented in various majors, which has caused some professional students cannot associate professional learning with innovative thinking. Obviously it is not competitive under the background of "mass entrepreneurship and innovation". The differences of learning abilities exist in students during the process of learning. It reflected in

the ability of understanding and application of knowledge systems. There is a general lack of practical experience in students and professional ability cannot be guaranteed. Sometimes some students give up their majors directly. The unclear intentions and career planning caused the low success rate of job search.

3) The expectations and requirements of the family for the employment of students are unrealistic. Under the influence of traditional Chinese ideology, families often place high hopes on students and label their professions. Parents often only recognize the so-called stable “in-system” work or the working in the traditional industry. The recognition of emerging industries and occupations is not high. Parents’ guidance on student employment choices is often limited to these occupations. Unsupportive or negative attitude towards students participating in these new professions. Excessive expectations and limited career choices create invisible pressure on students. Graduates have a tendency to Unrealistic competition and over-vanity. It had caused students' career choices and employment trends are concentrated, and the psychology of career choice is impetuous. The students under strong pressure are easily lost their confidence when the independent psychology has not been fully established. Finally, they become passive and become a “fat house”.

4) Insufficient entrepreneurial motivation. In the new economic form, the continuous upgrading of the industrial structure and business model triggered by the Internet has led to the replacement of some jobs. The state has vigorously promoted college students' entrepreneurial activities, not only introduced relevant support policies, but infiltrated and cultivated colleges and universities, creating a good social atmosphere and support for college students' innovation and entrepreneurship. However, students' lack of innovative thinking and poorly theoretical basis and practical experience of innovative thinking, especially in profession, are often limited to passive learning and lack of active innovative thinking and inquiry, resulting in students lacking professional and innovative thinking. In the face of entrepreneurial problems, students lacked the basic knowledge of entrepreneurship and experience in combat, often lacked a clue, and did not know where to start, resulting in insufficient motivation for students to start a business or participate in entrepreneurship.

5) The content of college students' career choice guidance is too rough. Generally speaking, The plans for student careers and career planning in universities is broadly. Content is often lacking in relevance though full coverage is possible. At present, colleges and universities are also in the form of general-purpose employment guidance for students. They do not classify students. Students in different professional categories and different levels need different guidance. They do not fully consider the differences between students and the background of learning, gender differences, etc. In such an environment, students' career choices cannot be accurately established. There is often a lack of goals and opinions in the process of job hunting and the future cannot be estimated.

3. The Direction of Career Choice Education for Private College Students

1) Guide students to integrate into society by the theory of application. Traditional colleges and universities take research and teaching as the foundation, attach importance to the cultivation of academic talents, and have weak economic awareness and market awareness. Due to the constraints of its investors, private colleges are not suitable to invest the main cost in the construction of scientific research systems and the cultivation of talents. They should be guided by society and the market, adapt to the changes of the markets, cater to the needs of society, and train students to connect with society. Guided by the inflow of social and economic capital, we will adjust the disciplinary system and teaching content in a timely manner so that students not only have solid professional knowledge during their school days, but understand policy orientation in a timely manner, so as to indicate the direction of career choice for students, so that students can be targeted and avoid themselves. This will not only help students determine the direction of career choice, but also enhance students' motivation.

2) Cultivate students' sense of landing. Private undergraduate colleges and universities can not copy the model of public institutions, take a comprehensive disciplinary system, and the general starting point for professional setting and discipline construction is higher. In the case of limited

teacher resources and insufficient educational resources, private colleges and universities should focus on the establishment of majors that are in line with the development of the society. Let students understand the needs and work content of grassroots posts, broaden the scope of students' career choices, and improve the professional application of students. Cultivate students' work spirit at the grassroots level, so that students are no longer confined to the career-oriented thinking of "decent" work, actively participate in grassroots work, put the work into practice, and down-to-earth, and put the work into practice.

3) Focus on innovative thinking education and students' independent thinking ability. Innovative thinking education is receiving more and more attention. Innovative thinking not only plays an important role in the improvement of students' own innovation level, but also opens up ideas and provides foundation for students' future entrepreneurship. In the education of college students' innovative thinking, colleges and universities combine innovative thinking education with professional education and integrate it into the talent training plan. Cultivate students' innovative consciousness, thinking and spirit. Carrying out innovative thinking education throughout the whole process of talent cultivation . Families play an important part in students' growth process. Especially in the face of major problems such as career choices, family opinions often affect students' employment results to a large extent, and even some strong families directly deprive students of the opportunity to choose a career. This has led many students to choose to "go directly" when they are faced with career choices. However, as a result, students often do not feel at ease in their work, resulting in rejection or even rebellion. In this context, colleges and universities should pay attention to encourage and stimulate students' independent thinking ability when conducting student training, so that students have the purpose to selectively face career choices. Choosing an industry that you are good at and love will greatly promote the enthusiasm and motivation of students and improve the quality of employment.

4) Colleges and universities should establish a job selection and guidance service system. When college students choose jobs, they are not only pay-oriented, but also pay more attention to career development and social identity. The demand for personal value is stronger. Different students' levels and social environment, college graduates have different employment choices. The establishment of specialized service institutions in colleges and universities is not only the teaching of traditional career planning courses, but also the improvement and guidance of students' correct career choices and employment concepts. It is based on the actual situation of students and provides targeted guidance for students' employment and career choices. And planning, refining the work to the profession, to the individual, so that every student can get a career plan that suits them, helping students have goals, ideals and planning in the early stage of employment.

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