

## Research on the Psychological Barriers and Adjustment Countermeasures of College Students' Employment

Bao Bin

Xi'an Siyuan University, Xi'an, Shaanxi, China

**Keywords:** College students, Psychological barriers to employment, Adjustment countermeasures

**Abstract:** In recent years, the rapid economic development has promoted social progress. At the same time, the social market competition is becoming more and more intense, "difficult employment" has long been a common social problem. The fierce market competition, coupled with the fact that some colleges and universities have not yet conducted teaching based on employment, makes it difficult to improve students' employability and market competitiveness. For students, graduation employment is an important turning point and the only way in their life course. Under the influence of various factors, some college students have psychological barriers to employment, and there are bad emotions such as blind obedience, fear of hardship, anxiety, inferiority complex, which affect their physical and mental health and future development to a certain extent. In view of this situation, we should analyze the main manifestations and causes of College Students' employment psychological barriers, and study strategies to adjust college students' employment psychological barriers, so as to alleviate college students' employment psychological pressure and effectively solve the problem of College Students' employment psychological barriers.

### 1. Introduction

At present, China's higher education is gradually becoming popular and industrialized, which makes the number of college graduates increase year by year, and the employment of college students has entered a new historical stage. Under the new situation, college students are faced with the employment system of independent job selection, two-way selection and competition for posts, which will comprehensively enhance college students' enthusiasm for learning, ensure that they give full play to their corresponding abilities and expertise in employment positions, and achieve the goal of giving full play to their talents. However, in fact, at this stage, many college students are affected by various factors, do not have good employment competitiveness, and are difficult to adapt to the requirements of the employment market. They will have fear, inferiority complex, conformity and anxiety, resulting in their loss of confidence in finding a job and serious psychological difficulties in employment. For many employment psychological problems of college students, if they are not dealt with in time, college students will have extreme behavior under great pressure, which will seriously affect social development and progress.

### 2. An Overview of College Students' Employment Psychology

College students' employment psychology mainly refers to a kind of psychological phenomenon and emotional tendency that students are affected by personal factors, social factors and employment positions in the process of facing employment choices and employment. Employment means a turning point in the life course of students, from student identity to social identity, which affects the life development of students to a certain extent, and employment is also the most concerned problem of students and their parents. Based on this, college students will have positive and negative performance in the process of facing employment, which will also affect students' psychological performance. Negative psychology will have a serious impact on students' physical and mental health. It is necessary to strengthen employment psychological counseling and solve students' psychological barriers to employment.

### **3. The Main Manifestations and Factors of College Students' Psychological Barriers to Employment**

#### **3.1. Main Manifestations of Students' Psychological Barriers to Employment**

##### **3.1.1. Insufficient Cognition**

At present, some college students' psychological barriers to employment are mainly manifested in many aspects. First of all, some students have insufficient self-awareness, that is, they do not correctly position themselves, and do not understand their strengths and weaknesses. Some students even overestimate themselves or underestimate themselves, making it difficult to be clearly aware of their strengths and weaknesses. Because college students have insufficient self-awareness, it is difficult to choose and determine jobs according to market positioning. In this process, they are vulnerable to the influence of other external factors, blindly follow the crowd, give up their employment concept, and choose jobs similar to others or good jobs in the eyes of others. It is precisely because of such psychological barriers that students are more likely to have problems in employment, such as dissatisfaction with work content, frequent job changes, etc., which are not conducive to the subsequent development of students.

##### **3.1.2. High Expectation**

Because college students lack certain social experience, they do not understand the actual situation of the market in the process of choosing employment, and have high expectations for employment. At present, the vast majority of college students are more inclined to work in large cities and companies. At the same time, they also need to ensure salary, working environment, development prospects and distance from home. In short, students generally expect to find jobs with high salary, comfort and promotion space. Students have high expectations for work and are also demanding in choosing jobs. When their abilities fail to meet the requirements of expected jobs, they are easy to fall into self denial and anxiety.

##### **3.1.3. Inferiority and Anxiety**

In recent years, the employment situation has become more and more serious, which has brought some pressure to students' employment. Under the special heavy pressure environment, coupled with the unfamiliar with the market and employment positions, it is easy to have inferiority complex and fear. In the process of choosing jobs, it is easy to be nervous and afraid. For example, in the project of communicating with employers, you dare not look directly at each other, and even you are too nervous and discouraged in the process of interview, which will lead to missed employment opportunities. In addition, students who are close to graduation are likely to have Employment anxiety, imagine the workplace too terrifying, and despise their own ability, thinking that they are incompetent for the job, anxiety, impatience, and these psychological manifestations are more common bad emotions among contemporary college students.

#### **3.2. Factors Causing Psychological Barriers to College Students' Employment**

##### **3.2.1. Fierce Market Competition**

There are many factors that lead to college students' psychological barriers to employment, mainly including social factors, school factors and personal factors. Specifically, economy promotes social development and market system reform. The domestic employment situation is becoming more and more serious. College students lack certain social and work experience and are lack of competitiveness in the highly competitive market. In recent years, the number of college graduates has increased year by year (see Figure 1), while social employment has rarely increased, and even jobs have been reduced due to the market downturn. Based on the more severe and stressful social environment, students' employment psychology will inevitably encounter obstacles. The pressure is too high, and the expectation of the job is constantly reduced, resulting in the employment position can not meet the expectation.

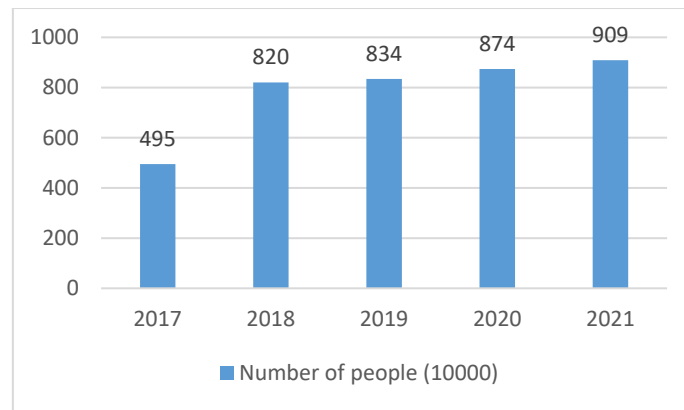


Figure 1 Number of college graduates from 2017 to 2021

In addition, under the influence of traditional ideas, students' parents pay more attention to some stable jobs, such as government agencies, civil servants, teachers and state-owned enterprises, and form a climate that will directly affect students. When facing graduation and employment, students focus more on trying to apply for the exam and enter these stable work units, which are also under great competitive pressure, and it is easy to breed some negative emotions in the process of preparation.

### 3.2.2. Disadvantages of Talent Training Mode

College Students' psychological barriers to employment also exist in school factors. Although the current higher education has been paid more and more attention by the state and society, colleges and universities have also carried out reform and innovation on teaching modes and teaching means, and take employment as the guidance to cultivate high-quality innovative composite talents required by the society. However, on the whole, the talent training mode of some colleges and universities has not changed, and they still focus on theoretical knowledge and ignore practical application. Such a talent training mode has some disadvantages, students' knowledge structure is divorced from social reality, and there is no employment oriented guidance to guide students to plan for employment, which is difficult to enhance students' market competitiveness, resulting in students' lack of competitive advantage in the employment market. In addition, in recent years, college students' psychological barriers to employment have been paid more and more attention, and colleges and universities have also organized and carried out student psychological counseling, but psychological counseling is lack of pertinence, which is difficult to play a role effectively.

### 3.2.3. Low Personal Psychological Quality

College Students' psychological barriers to employment also include personal factors. There are individual differences between students, and their employment psychology is reflected in different forms due to factors such as education background, environment and personality, but there is a common problem that college students' psychological quality is not high. Few contemporary college students have experienced setbacks and difficulties, and their psychological tolerance is poor, making it difficult to actively respond to challenges. Moreover, due to the lack of social experience and insufficient cognition of social experience, it is difficult to apply the knowledge learned to work in employment, which intensifies negative emotions. In the long run, there will be inferiority complex, anxiety and other psychological barriers to employment.

## 4. Countermeasures for College Students' Psychological Barriers to Employment

### 4.1. From the School Level

Firstly, colleges and universities generally set up courses related to college students' career planning and employment guidance, but it is difficult to achieve good results. Therefore, when the school opens this course, it needs to fully consider the actual situation of students and adjust the

relevant programs. In addition, the length of class hours should be set in combination with the survey results of previous students, and the course content should be set in combination with the needs of enterprises to ensure the rationality of the course and give full play to its role. Secondly, colleges and universities need to conduct psychological counseling for students with psychological difficulties in employment, so that they can accurately understand themselves, reasonably set goals, and obtain employment with a positive attitude. Colleges and universities can set up employment consulting departments. Students can consult in combination with their own situation. Teachers of various majors form a “help group” to provide them with employment ideas and psychological counseling, and carry out publicity of various employment channels. Thirdly, colleges and universities provide students with internship opportunities to participate in relevant campus work and improve their ability and professional level. Colleges and universities should strengthen cooperation with enterprises and create a good practice and training environment. In this way, students can understand the direction of professional employment, solve relevant problems in practical operation through internship and training combined with knowledge and practice, improve their own ability, enrich knowledge reserves, and feed back practical problems to the school, which is conducive to the optimization of teaching programs by the school. In addition, the school can not only invite entrepreneurs to give lectures, so that college students can receive fresh enterprise information and constantly broaden students’ horizons, but also invite outstanding alumni to give lectures, so that students have a deeper understanding of professional employment.

#### **4.2. From the Social Level**

Firstly, the government needs to implement its responsibilities in the employment of college students, improve the construction of College Students’ employment security system, reduce their psychological burden of employment, and give full play to the leading role of the government. Improve the construction of public employment service institutions and systems, improve the construction of College Students’ internship and employment process, and the service system related to career planning, career choice and consultation, employment guidance and training. Secondly, because college students are not rich in life experience and work experience, they are in a vulnerable group in employment. This requires the society to accept college students, eliminate employment discrimination, provide a tolerant environment for them, and make them grow into useful talents in the society. Thirdly, in the process of job hunting, employers will think that people with high diplomas will have stronger abilities. However, with the current increase in the number of college students, it is difficult to judge a person’s ability with diplomas. Therefore, employers should set up corresponding assessment and recruitment mechanisms to assess students’ academic qualifications, and pay attention to students’ practical operation ability and practical experience.

#### **4.3. From the Personal Level**

Firstly, college students need to correctly establish the concept of employment. They can pursue salary treatment in job hunting, but they should pay more attention to whether the enterprise organizational culture is consistent with the requirements of the socialist society, whether the enterprise values are consistent with their own values, and whether they can realize value in the enterprise. Secondly, job hunting is college students’ own business. They should not rely too much on others. They need to change their employment concepts and actively look for jobs. Do a good job in career planning before graduation, enhance the ability through learning, and adjust the employment planning in combination with the actual situation to make themselves more confident when applying for a job. Thirdly, college students need to objectively evaluate themselves, recognize their strengths, improve self-confidence, and be more brave to apply for a job.

### **5. Conclusion**

To sum up, the psychological dilemma of College Students’ employment is a common social phenomenon at present, mainly due to the problems existing in schools, students’ individuals, society and families, which deepens the employment pressure and causes college students to have

psychological problems to varying degrees. In order to deal with these problems, all sectors of society need to make efforts from society, schools and individual students to accurately understand the essence of employment, so that college students can establish confidence and get rid of psychological barriers to employment.

## **References**

- [1] Gaoyun. Research on College Students' employment psychological problems and Countermeasures under the background of employment pressure[J]. Volkswagen standardization, 2021 (08): 93-95.
- [2] Litao, Liwei. Analysis of psychological barriers to employment and coping of "post-95" college students in Independent Colleges[J]. Employment and security, 2020 (09): 55-56.
- [3] Liandong. Analysis of college graduates' employment psychology[J]. Science and education guide (mid October issue), 2019 (08): 169-170.