

The Causes and Countermeasures of Difficulties in College Students' Employment

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Abstract

In recent years, the employment problem of college students has become more and more serious. The country, schools and society are exploring different ways to solve the employment problem of college students, but so far it has seen little effect. The employment problem of college students in China can be said to be the inevitable result of history, and the result of the three roles of society, school, and government. Therefore, solving the employment problem of college students cannot be explored and solved unilaterally, and the three parties need to work together. This article first elaborates the concepts and theories related to the employment of college students, and then combines the actual situation of the employment of Chinese college students, summarizes the existing problems, and then analyzes the causes of the problems and puts forward opinions and suggestions to solve the employment problems of college students.

Keywords

College students; employment difficulties; causes; countermeasure analysis.

1. Introduction

The employment problem of college students in China has become an important social problem and contradiction in China at this stage. All along, the university expansion policy adopted by China to meet the social needs of high-quality talents has indeed achieved a short-term improvement in the quality of Chinese employees. The purpose of high-quality talents is shortfall, but in the long run, this policy disguise increases the difficulty of employment for Chinese college students, and long-term implementation has led to changes in the supply and demand relationship between Chinese college students and social employment. The current employment situation of college students in China is not optimistic. If there is no corresponding solution, the employment problem of college students will directly affect China's social stability and economic growth, and lay a huge hidden danger for future development.

2. Employment Status of College Students

Judging from the current situation, the employment difficulties of Chinese college students have the following characteristics: First, the employment positions are saturated. Although the number of jobs in China has increased in recent years, the number of college students still seems to be quite low compared to the number of jobs. In the current situation, the proportion of university graduates who directly enter work after completing their studies is still very small. In the case of employment, there is a huge group of people waiting for employment, and China's regional economic development is extremely uneven. A considerable number of university graduates are not able to work but are unemployed because of the lack of local job gaps. Second, the gap of high-quality talents is still huge. There are not enough talents in many industries in China. Although there are college graduates with corresponding majors to participate in employment, the ability of graduates cannot meet the needs of enterprises. Although there are a large number of college graduates, But companies still face a difficult situation. The third

problem is the ability of students, which is also one of the reasons why university education is frequently criticized. Students have a low ability to apply professional knowledge learned in schools. A considerable number of university graduates do not have enough ability to carry out related work, and they are in actual work. It can be clearly found that the professional attitude of university graduates, the degree of hard work and the steadiness of work have varying degrees of lack, which also reduces the degree of recognition of companies for university graduates.

3. Causes of Employment Difficulties for College Students

3.1. Employment Issues

The number of jobs does not match the number of college graduates. Although China's emergency situation in recent years has been good, the impact of the economic crisis has gradually disappeared, but at this stage, China's employment can still not digest a large group of graduates. In 2014, the number of college graduates in China reached 7.27 million, an increase of 280,000 from last year. The number of university students participating in employment is estimated at 8.1 million, but the actual increase in employment in China is slightly higher than this number but limited, although it seems that it can be digesting the number of graduates, but considering the actual number of Chinese employees and other restrictions such as corporate needs, you can find that the actual number of jobs that can be used to digest graduates only accounts for about one-third of the total, that is, The remaining two-thirds of the jobs will be completed by college students and other employees, but just like the situation, college students are even slightly weaker when they compare their employment competitiveness with other employees.

3.2. Educational System Issues

The inability of college students can ultimately be attributed to the problems of the university education system. The university has responded to the national call for more than fifteen years of university expansion. China's university graduates are growing every year. In fact, this growth has played a strong role in China's economic growth and social technology development in recent years. However, as far as the present situation is concerned, the expansion of enrollment is outdated, and the difficulty of college students' employment has begun to affect the credibility and effectiveness of university education. The continuous expansion of university enrollment has resulted in dramatic changes in the supply and demand relationship between college students and jobs. College students have changed from being in short supply to the current lack of attention. Such a change is caused by the blind expansion of universities in China.

3.3. Competence Thinking

The long-term edification of the ivory tower has made Chinese college students have a certain prejudice against basic work, and there are serious deviations in employment ideas and employment goals. Quite a few college students have high-handedness and low-handedness, and they are rarely able to work steadily. Quite a lot of job-hopping and resignation cases. In many cases, students do not have the corresponding abilities but want to be treated accordingly. Many graduates have the idea of flexing their talents, and naturally they will not perform well in grassroots work.

3.4. Policy Environmental Impact

In the absence of employment, Chinese college students basically have two ways to continue their studies or study abroad. These two actually play a role in diverting certain employment groups and avoiding certain employment pressures. It is hard to play a better role in alleviating

employment pressure in this way. Because these two policies have certain difficulties for most college students, and involve not only time issues but also family conditions and grades, the operation method is more complicated. In recent years, China has made considerable efforts on the employment of college students. Many policies can indeed play a certain role, including encouraging students to start businesses, and providing economic or tax incentives to enterprises that divert college students' employment. However, these policies have not played a good role in the employment of college students, nor can they solve the problem. Encourage entrepreneurship, but it is very difficult for college students, especially university graduates. Encouraging companies to hire college students is very easy for most companies to affect their profits. Some companies directly hire one or two students during the employment season to earn full titles and benefits before expelling students. Therefore, the actual national policies to promote the employment of college students have not received the expected results.

4. Countermeasures for College Students' Employment Difficulties

4.1. Employment Guidance Education

The university has actually carried out the desired employment guidance education, but the curriculum and content of the employment guidance education are not targeted at the current employment situation of college students in China. The education direction of college graduate employment guidance should be shifted from basic employment theory teaching to more basic. The practical teaching of employment has changed students' employment concepts and work concepts. The current employment guidance courses in China include the concept of employment, the importance of employment, etc., but the courses and information that are important to the employment of college students are not involved in practical employment skills, employment methods, self-positioning, employment conditions, etc. The reform should be more thorough. The course arrangement should not teach employment guidance as a course, and it should be aligned with practice.

What must be included in the employment guidance course are important practical courses about the positioning of college students, their understanding of employment, the actual employment situation of college students and interview skills. Make employment guidance the first class of college students' employment, comprehensively increase the competitiveness of college students, and reverse the unhealthy employment concepts and employment ideas of college students from the ideological level.

4.2. Social Employment Environment

In terms of social employment environment, it is necessary to increase the number of jobs in China, and increase the demand for high-tech and high-quality talents in China through the adjustment of industrial structure, so that the enterprise can be transferred from the demand for general talents to high-quality talents. In terms of demand, it can also promote China's economic development.

What is more necessary for society to support is to implement the internship work of college students, and try to mobilize enterprises to provide relevant internship opportunities for students.

4.3. Government Policy Stimulus

The government's policy stimulus is of considerable importance in the reform. First of all, the government should do a good job in the diversion of college students, and on the basis of the postgraduate study and going abroad, explore new ways of diversion. To carry out entrepreneurship to the end, under the circumstances of the country's ability, it is necessary to encourage college students to start their own businesses. However, this kind of entrepreneurship cannot be based on college students, and the entrepreneurial diversion work

can be carried out in a mode of entrepreneurship alone. To put it simply, it is to establish a certain college student entrepreneurial encouragement mechanism. While encouraging loans, certain restrictions are added. Although college students participate in entrepreneurial work, the main body of entrepreneurship should be defined as a group of people with certain entrepreneurial capabilities. In the process of entrepreneurship, these people with entrepreneurial ability can give college students more entrepreneurial experience and practical work experience regardless of the results of entrepreneurship, and it also reduces the waste of the country's entrepreneurial funds.

4.4. College System Reform

The reform of the university system is arguably the most important link in solving the employment problem of college students. First of all, university education must have a huge change in the education of students, change the education model that emphasizes theory over practice, develop an education model that combines education and practice, and when conditions permit, a certain university can be opened for practical technical education. Theoretical education is relaxed. Although such reforms will inevitably reduce the number of theoretical research talents in China, such system reforms can provide students with more choices, and can also meet the society's demand for technical talents and reduce the current situation of college students' employment difficulties.

5. Conclusion

The main reasons for the employment problems of Chinese college students are that the number of jobs in society has decreased and the tendency of jobs has changed. The employment concepts of college students are not correct and their positioning is incompatible with their abilities. The state's policy formulation on the employment of college students is not clear and critical, the way to solve the employment problem of college students is too simple, and the path of diversion of employed students is too narrow. Therefore, in view of these four aspects, the use of industrial structure adjustment methods to promote society's demand for high-quality and high-tech talents was proposed; the use of better employment guidance courses to reverse the problem of students' incorrect employment concepts and their inconsistency with their ability. The university conducts more thorough education and reforms to reduce the imbalance between learning and employment, and reduces the possibility of college student unemployment from the university level. Finally, several national diversion schemes for employment are proposed for national policies. I hope it can provide some help for China to solve the employment problem of college students.

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