

Research on the Employment Psychology of College Students in the Post-epidemic Era and Its Countermeasures

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Abstract

Due to the impact of the global epidemic of COVID-19 and control factors, the employment situation and employment competition in China are also more severe and intense. Some college students are under great psychological pressure and have a series of psychological problems. From a multi-dimensional and multi-level perspective, the generation of employment psychological problems among college students is the result of the intertwining of internal factors and external objective factors. In this regard, the article further extends the thinking and proposes countermeasures, such as exploring the construction of an integrated service system for college students' employment and actively practicing a healthy employment concept for students, in order to provide some reference for solving college students' employment psychological problems.

Keywords

Intro Post-epidemic era; Employment of college students; Psychological problems.

1. Duction

The "post-epidemic" era is not an era in which the epidemic disappears completely, but an era in which epidemics are frequent, with small-scale outbreaks possible at any time and far-reaching effects on all aspects. In such an era, China's economic and trade development will still face greater risks and challenges in the current and longer-term future[1].On the one hand, the real enterprises are under great pressure of supply and demand in the industrial supply chain system; especially the small and medium-sized enterprises, even have production and operation crisis, which induces the risk of large-scale unemployment. On the other hand, with the development of higher education in China, the education model has undergone profound and significant changes, from the initial "elitist" education to the "popularization" stage, so that the scale of college students in China has been expanding[2].According to the statistics released by the Ministry of Education, the total number of fresh graduates from ordinary colleges and universities in 2022 will exceed 10 million for the first time, setting a new record high[3].In a sense, as the size of college students expands, it intensifies the degree of competition for college employment.At the same time, based on employment, it is not simply a comparison of college students' learning ability or other unilateral, but more of a test of college students' all-round ability, especially the psychological quality ability.The survey shows that due to the severe employment situation and heavy employment pressure, some college students have different degrees of psychological barriers, specifically anxiety, tension, distress, fear, frustration, etc.Such negative emotions have become the main symptom of the employment psychological problems of college students at this stage.Therefore, under this complex social background, the employment of college students and their psychological changes have become a thorny issue and have aroused widespread concern from all walks of life.Based on the new changes in today's background and social environment, this paper objectively researches and analyzes the main psychological problems arising from the employment process of college students in the post-epidemic era and their formation factors, and then proposes targeted countermeasures in

order to provide certain reference and experience inspiration for solving the employment psychological problems of college students.

2. The New Manifestation of College Students' Employment Psychological Problems in the Post-epidemic era

In the post-epidemic era, college students present different psychological states and certain employment psychological problems in the face of "two-way choice" and "meeting between supply and demand", which constitute a complex employment mechanism within a certain time and space.

2.1. Lack of Self-awareness and Emotional Interference

Scientific and objective self-evaluation, prudent and rational self-analysis, accurate and effective self-positioning are the most important tasks of college students in addition to their studies, as well as the benchmark for the sound development of their personal qualities. And what's more, it is the important foundation for their career.

Firstly, college students have insufficient self-awareness and are prone to form wrong psychological expectations of employment. Objectively speaking, under the background of the epidemic, college students are in a relatively closed and safe "ivory tower", and their life experience, social experience and psychological ability are affected by various factors. As a result, some college students lack sufficient understanding of the social environment, and they are unable to judge the current employment situation and employment policy in time. At the same time, some college students also have some deviations in self-evaluation, and inferiority or conceit is the internal cause of their self-cognitive deviation. As a result, these individual college students often encounter difficulties in the employment process, and their employment pressure gradually increases. They are in a stressful environment for a long time, and employment psychological problems occur frequently, such as anxiety, anger, depression, etc[4].

Secondly, the innovation of employment channels has caused new changes in the employment psychology of college students. Due to the need for regular epidemic prevention and control, governments at all levels and related enterprises strictly enforce control measures on the movement of people in order to protect the safety of student groups, and actively change the traditional offline activities, relying mainly on the "cloud platform", "air propaganda" and other online models for recruitment. But inevitably, this kind of recruitment makes college graduates lose the opportunity to communicate deeply with employers on the spot, and make them make mismatched career choices. At the same time, due to the lack of experience in online interviews, graduates are prone to nervousness and anxiety in the process of applying for jobs, which leads to malfunctioning in interviews. These factors are the main reasons for the gap between the psychological expectations of college students and the reality of job hunting, which leads to frustration, loss of confidence in employment and other negative psychological emotions. If these emotional reactions are allowed to develop excessively without good guidance and effective treatment, they will not only destroy the psychological balance of college students, but also cause serious damage to their cognitive functions, and more seriously, they will lead to a series of other physical diseases, such as depression, suicide and other dangerous problems.

2.2. Abnormal Psychological Behavior

At the present stage, the resumption of work and production around China is going smoothly and the social economy is developing smoothly and orderly, but the psychological problems of college students' employment are more prominent than those in the past due to other social environment factors.

First, the avoidance mentality. In the new era, with the deep restructuring of the social economy and industry, the development space of the industry has changed profoundly. At the same time, due to the impact of the epidemic, the employment competition is also more intense, and there is a trend of "involution" in personal work and life. Therefore, in this process, some college students encounter different degrees of difficulties and frustrations, and they adopt the coping measures of escaping from reality, or even the psychology of "lying flat" in employment. Under the influence of this "Buddhist ideology", some college students have taken it as a "classic quote" and "action guide". They lost confidence and motivation early, and respond passively in their employment. Eventually, the wrong tendency of "everything can be laid down" and "responding to all changes with no change" arises.

Second, the mentality of conformity. In the face of the current severe employment situation, some college students lack calm understanding and objective judgment. In the process of choosing employment, they do not think enough about the subjective and objective conditions and do not know exactly, so they blindly follow the psychology and limit the "employment vision" to the popular positions such as national institutions and civil servants, and thus make a personal choice that is not suitable for the reality in the environment of following the crowd. In the process of job hunting, there is a pile-up of college graduates, which has intensified the employment competition to a certain extent and led to the phenomenon of "secondary employment" in the follow-up process.

Third, the psychology of keeping up with others. In the complex and diverse social environment, some college students lack objective, fair and comprehensive self-evaluation in the process of choosing a career. They often ignore the objective reality, regardless of personal specific circumstances, blindly compare with others. This not only makes their psychological mechanism out of balance, but also misses the realistic opportunity suitable for personal development in comparison.

Fourth, the psychology of dependence. As the employment situation in society becomes more and more severe, graduates are facing more and more competitive employment pressure. However, some graduates lack the awareness of active employment, their own inertia grows, and the idea of "waiting, relying and asking" is serious. They put their employment hope on others, and habitually rely on friends and relatives as well as school teachers and other social circles to help them, which leads to a passive situation of career selection.

3. Formation Factors of College Students' Employment Psychological Problems in The Post-epidemic era

Employment is a major reality that all groups of college students face in their life path, and it is also a key choice in their personal situation. At the same time, this reality can also pose certain challenges to the psychological quality of college students. Especially in the context of the normalization of epidemic prevention and control. Faced with a more severe employment situation and more fierce employment competition, some college students have developed great psychological pressure and a series of psychological problems. From a multi-dimensional and multi-level perspective, the generation of college students' employment psychological problems is the result of the intertwining and joint action of individual factors and external factors.

3.1. Individual Internal Factors

There is no doubt that among the inducing factors of college students' employment psychological problems, their personal factors are the most important.

First, the physical and mental development characteristics of college students. College students are at the stage of youth, which is also an important stage of individual ability improvement and

development, and they show distinctive transition characteristics from physical, psychological and professional skills, which makes them unable to judge and identify accurately and effectively in the complex and intertwined contradictory relationships at this stage, resulting in inadequate social role transformation. Therefore, in the stage of job hunting, under the influence of many factors, the psychological and behavioral basis of college students is not compatible with the corresponding ability of social job seekers. "I don't know what I'm going to do next, what I can do, and what I'm fit to do." [5] They have a lot of psychological problems in this process.

Second, the deviation of self-cognition and orientation. The maturity of college students has a certain numerical limit, and their experience level also restricts the individual's objective analysis and comprehensive understanding of self. At the same time, because college students have been living and studying in a simple and safe environment for a long time, they lack sufficient knowledge and understanding of the real social life and inevitably have inaccurate self-perception. This also causes the problem of insufficient psychological preparation for employment or contradiction between psychological expectation and actual situation of employment among college students.

Third, the problem of cognitive model. The current highly competitive social environment not only urges some students to have wrong cognition in the process of employment, but also makes them show some unreasonable psychological manifestations, such as absolutization, bad, over-generalization and so on. At the same time, coupled with the continuous enhancement of students' self-awareness, these students have a strong rejection of the support system of the outside world, and they are unwilling to seek help from the outside world. As a result, students can not effectively deal with related problems and events in the process of employment, and the psychological imbalance is also difficult to repair in a short time, which is another factor of depression, anxiety and other negative emotions or psychological disorders.

3.2. External Objective Factors

The generation of contemporary college students' employment psychological problems cannot be simply attributed to individual college students, but also originates from other factors in the social environment. It is the result of the combined effect of many factors.

First, the structural contradiction between employment supply and employment demand. At this stage, the structural contradiction of employment in China is more prominent in the current social context, mainly manifested by the imbalance and difference between employment regions and talent demand, as well as different disciplines and employment fields, resulting in a structural two-way imbalance between employment supply and employment demand. On the one hand, under the dual influence of the persistent COVID-19 epidemic and the "economic downturn", some enterprises have adjusted their recruitment strategies and adopted reduced recruitment or even layoffs in order to get through this "cold winter". This has led to a massive decline in employment. On the other hand, the enrollment of colleges and universities in China has been greatly expanded in recent years, and the number of students has been increasing. This has caused the phenomenon of "high stock" and "high expansion" of college graduates. These objective factors have contributed to the further intensification of the contradiction between supply and demand in the employment structure of our society. This also means that the employment situation is more severe and the competition for employment is more intense. This has led to the continuous growth of stress and psychological problems among college students in the process of employment.

Second, the deficiency of individual socialization model of college students. Due to the persistent epidemic situation of COVID-19, some universities are reducing or even eliminating necessary practical teaching sessions such as internships and training for college students in order to ensure the health and safety of their lives. Therefore, the distance between campus

and workplace has gradually become the biggest obstacle to the transformation of students' knowledge to work ability, resulting in the lack of students' vocational adaptability and their inability to meet the challenges posed by employment positions in the general environment of personal socialization. This has led to numerous psychological problems and behavioral hindrances among some college students.

Third, the excessive expectation of the external environment. The external environment will have a profound impact on students' values and the formation of the concept of employment. For example, at present, from the perspective of economic benefits, most parents give inappropriate career guidance to students in their daily life, which imperceptibly affects the formation of students' concept of career choice. This makes college students become utilitarian when making career decisions. They regard salary as the primary consideration of employment and have high expectations. All these not only excessively improve the psychological expectation of college students' employment, but also limit their career choice to some extent. At the same time, it makes them have some psychological problems.

4. The Coping Strategies of College students' Employment Psychological problems in the Post-epidemic era

In the face of the new situation that the employment psychological problems of college students are gradually increasing, it is an important issue that the society needs to consider to effectively strengthen the employment psychological guidance of college students and effectively improve the employment psychological situation of college students. Therefore, relevant stakeholders should be fully aware of the long-term and complex nature of the employment psychological problems of college students under the background of the normalization of epidemic prevention and control, and all parties should cooperate, multi-pronged, and turn crises into opportunities to prevent and alleviate the generation of college students' employment psychological problems to the greatest extent.

4.1. Multiple Social Entities Should Give Multifaceted Assistance and Explore The Construction of An Integrated College Student Employment Service System.

The psychological problems of college students' employment are the result of the intertwining of internal factors and external objective factors. This indicates that all social entities should be linked up. The psychological guidance, career planning, and innovation and entrepreneurship guidance of college students should be effectively combined, so as to better contribute to the prevention and solution of college students' employment psychological problems.

First, colleges should actively carry out special ideological and political education and psychological counseling. At present, the persistent epidemic situation of COVID-19 has brought about significant changes in the employment psychology of college students, especially college graduates are facing fierce employment competition and heavy employment pressure in the process of job-hunting. Personal tension, anxiety, pessimism and other negative psychological factors continue to accumulate. In this regard, colleges should pay attention to the collection of students' information in their normal work, and set up an Information group in time, use the Internet of Things big data and other technical means to carry out scientific analysis and effective screening, and constantly understand the physical and psychological conditions of students, so as to "target" and accurately do psychological counseling work, "help students wear a good 'psychological mask'" [6]. At the same time, colleges should be fully aware of the importance of ideological and political education, regularly organize "dialogue with role models", have a "ideological and political class" with students, and do a good job in ideological guidance on the basis of the spread of "empathy". To help students establish a positive and

healthy employment mentality. In addition, while doing a good job of students' safety and learning, we should also actively explore students' employment guidance and scientifically carry out the "four-in-one" (professional, scientific, whole-process, systematic) career guidance mechanism. in order to awaken students' career consciousness. To help students with correct self-evaluation, scientific and accurate positioning and the development of professional quality, and constantly reduce and eliminate many psychological conditions produced by students in the process of employment.

Second, employers should fully realize that college students are important human resources to promote their own development in the face of the dual pressure of the current social and economic decline and persistent epidemic situation. Therefore, it is necessary to strengthen communication and cooperation with the university authorities and rely on the joint organizations of colleges and universities to carry out scientific and effective online recruitment, such as "preaching in the air" and "live broadcast on the cloud", so as to constantly eliminate the negative employment psychology of college students' anxiety.

Third, in the face of the epidemic background of "internal rebound and external input". At present, the government's current response is to expand the employment scale of national grass-roots institutions; expand the enlistment scale of college students; expand the employment trainee scale; encourage small and medium-sized micro-enterprises to absorb the employment of college students. Therefore, on the basis of the existing measures, the party and the government should "actively adjust and balance the distribution of various interests and social resources"[7]. Accelerate the integration of college students' employment and entrepreneurship work with social and economic development strategies, further support college students' employment and entrepreneurship, open new ideas, new ways and new spaces for more college students, and stimulate new engines of social and economic vitality. In a sense, with the in-depth promotion of college students' employment and entrepreneurship, it will not only promote the development of economy and society, but also give rise to more new technologies. The rapid change of technology will also provide infinite possibilities and broader space for the emergence and development of new industries, which will give rise to a large number of new industries. In essence, as the new technologies, new industries and new business models grow from scratch, from small to large, from weak to strong, and flourish in the direction of personalization, flexibility and diversification, they will further broaden the ways and channels of employment and entrepreneurship for college graduates, provide more employment opportunities for them, and also promote the socialization process of students, improve their vocational adaptation, and free them from the real crisis of "unemployment upon graduation", thus maximizing the employment capacity of college students and eliminating the real root causes of their employment psychological problems.

In a word, the psychological problem of college students' employment in the post-epidemic era is not only a severe test, but also an opportunity for all social entities to transform and upgrade their employment work and improve quality and efficiency. Therefore, in this long-term "battle", each body should not only do its own job but also strengthen mutual cooperation, actively explore the construction of an integrated college employment service system, promote college students to realize high-quality and fuller employment, and prevent the generation of psychological problems from the root of reality.

4.2. Individual College Students Should Have an Objective Understanding of Themselves and Establish Correct Employment Values

In the post-epidemic era, the employment psychological problems of college students in China are caused by the superposition of many factors, but the main reason is from the college students themselves[8]. Based on this, the group of college students should learn to mobilize their subjective initiative to solve the psychological problems of employment. From the

following aspects to improve their own to overcome the adverse effects of negative social factors such as the COVID-19 epidemic, and successfully achieve employment.

First, focus on scientific knowledge learning, diligent practice, and constantly improve their overall quality. The comprehensive quality of college students is not only the concrete presentation of their own abilities, but also the objective basis for achieving high quality and full employment. At this stage, facing the more severe employment situation in the context of the epidemic, college students should bear in mind the earnest words of General Secretary Xi to young scholars. On the one hand, we should cherish our time, make good use of our time in the school park, focus on the study of scientific knowledge, and improve our overall personal quality, especially our professional ability, in stages, so as to do a good job in knowledge reserve and psychological construction for employment.

On the other hand, we should also seriously participate in the necessary teaching practice links such as school employment curriculum guidance, vocational skills training and on-the-job practice, devote ourselves to social practice in a down-to-earth manner, test what we have learned in practice, and combine theory with practice. Constantly improve their professional quality and professional skills, in order to better deal with the challenges brought by the job, so as to constantly enhance personal confidence and improve psychological quality and ability.

Second, we should correctly understand ourselves and make full preparations for employment. College students should have a correct attitude and look at the employment situation under the normal background of epidemic prevention rationally. Through self-examination, we can comprehensively evaluate ourselves from the aspects of "knowledge, emotion, intention and action", so as to cultivate a positive employment personality to overcome our own inertia. In addition, college students should not only improve their awareness of active employment, but also establish a sunny employment mentality and actively participate in social employment competition. Of course, it is inevitable to encounter failures in this process, but individual students should not blindly choose to escape, but learn to self-regulate, actively face difficulties and setbacks and sum up experiences and lessons in time, so as to be better prepared for the next job search. In addition, college students should correctly analyze the current employment situation, make clear the development direction, establish feasible career development goals, and formulate reasonable career planning according to the actual situation.

Make sure that you can make adjustments in time, so as to choose a job that suits you, and stand out in the fierce competition for employment.

5. Conclusion

In the post-epidemic era, the complex social environment has brought profound changes to the employment and psychological state of college graduates. Employers, universities, families and individual college students should always adhere to the leadership of the party and the government. We should not only actively respond to challenges and seize opportunities, but also timely change the concept of employment and innovate employment services for college students. Constantly enhance the employment psychological quality of college students in the process of mutual assistance and cooperation.

Acknowledgments

The key project of Anhui University of Technology's Marxist theory and related professional graduate students' special research project "Research on the generative logic and main body composition of Xi Jinping's party history" (21mlyjszx005).

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