

Research on the Relationship between Social Support, Self-efficacy and Employment Anxiety of Vocational College Graduates

Yufeng Wen

Huizhou Health Sciences Polytechnic, Huizhou 516000, China

Abstract

Objective: To explore the role of self-efficacy in the relationship between employment anxiety and social support of vocational college graduates. **Methods:** 450 vocational graduates from 3 vocational colleges in Huizhou were selected as the research objects by using social support rating scale, Self-efficacy Scale (GSES) and employment anxiety Questionnaire (EAQ). 443 valid questionnaires were collected and analyzed. **Conclusion:** There is a negative correlation between social support and employment anxiety, and a significant negative correlation between self-efficacy and employment anxiety. Self-efficacy plays a partial mediating role between social support and employment anxiety. To alleviate the employment anxiety of vocational college graduates, it is necessary to constantly build a perfect social support system and enhance their self-efficacy.

Keywords

Self-efficacy; Vocational college graduates; Employment anxiety; Social support.

1. Introduction

In recent years, with the increase of the number of college graduates year by year, the employment competition is becoming more and more fierce, taking 2023 as an example, the number of college graduates reached 11.58 million, a new record high, in view of the grim employment situation in the new era, college graduates employment psychological problems, such as employment anxiety, has become the focus of attention from all walks of life. Employment anxiety refers to the negative emotional experience of college students who may fail to achieve the original employment goal when they face the problem of job hunting after graduation. Long-term anxiety will harm their physical and mental health. [1] According to the others research findings, employment anxiety is universal among college students, and the suicide phenomenon of "employment anxiety type" is obvious, and gradually affects the groups with high degrees such as master's and doctor's degrees [2]. Based on this, this paper takes vocational college graduates as the object, through the distribution of questionnaires, to understand and analyze the current situation and influencing factors of employment anxiety of vocational college graduates, aiming at seeking intervention measures and certain reference value.

Social support [3] refers to the material and spiritual help and support given by others when individuals encounter difficulties or emergencies. With the help of others through good feelings, thoughts and behaviors with others, experience the help by others. Self-efficacy is the belief or perception that a person has when he or she successfully completes a certain task or performs a certain behavior. This belief is similar to psychological motivation that influences the outcome of people's actions to a certain extent [4]. The higher the sense of self-efficacy, the higher the belief that an individual can accomplish a certain behavior.

At present, many scholars in the academic circle have studied the relationship between college students' social support, employment anxiety and self-efficacy. Yong Ting junl [5] found that significant positive correlation between college students' social support and their sense of self-

efficacy. The higher the level of social support an individual feels, the higher the sense of self-efficacy. Through the research on social support and employment anxiety of vocational college students, Wu Jia [6] found that there is a significant negative correlation between social support and employment anxiety in each dimension and total score, that is to say, the higher the level of social support, the lower the degree of employment anxiety. Zhang Bin [7] found that students with high self-efficacy tend to make reasonable choices based on different environments, while graduates with low self-efficacy worry that their grades are not good enough, their family conditions are not favorable enough, they lack confidence and competitiveness, and are prone to anxiety. On the basis of summarizing the research of different scholars, this paper takes vocational college graduates as the object, and probes into the degree of employment anxiety of vocational college graduates in the job market under the current severe employment situation, and the influence of social support and self-efficacy on employment anxiety.

2. Research Methods

2.1. Survey subjects

A total of 450 fresh graduates from 3 vocational colleges in Huizhou were selected by cluster random sampling method, and 443 valid questionnaires were collected. Among them, 223 were female and 220 were male.

2.2. Methods

A total of social support Scale, employment anxiety Scale and general self-efficacy scale were used in this study. SPSS23.0 software was used for statistical testing of the survey data.

2.2.1 The Social support Scale (SSRS) compiled by Xiao Shui yuan was adopted, including 4 items of subjective support, 3 items of objective support and 3 items of utilization of support. The sum of the three dimensions equals the total score of social support.

2.2.2 The employment anxiety Questionnaire compiled by Zhang Yu zhu and Chen Zhong yong was used for the employment anxiety scale, which included four dimensions, namely pressure of employment competition, lack of employment support, lack of self-confidence and worry about employment prospects, with a total of 26 items. A score of 4 points was adopted, with 1= none and 4= very obvious.

2.2.3 The general self-efficacy scale adopts the Chinese version of the scale compiled by Wang Cai kang and Schwarzer, which has 10 items and is a one-dimensional scale with 4 points, 1= completely incorrect, 4= completely correct, and the total score is the scale score. The higher the score, the stronger the degree of individual self-efficacy.

2.3. Statistical processing

SPSS23.0 software was used for statistical testing of the survey data.

3. Research Results

According to the results of the questionnaire data analysis, the degree of employment anxiety of vocational college graduates is relatively high, among which, the degree of employment anxiety of female students is significantly higher than that of male students, and the level of social support is also significantly higher.

3.1. Correlation analysis among social support, employment anxiety and self-efficacy

The data show that the higher the level of social support, the lower the degree of employment anxiety. The lower the level of social support, the higher the degree of employment anxiety, and

social support was significantly negatively correlated with employment anxiety ($r=-0.373$, $P<0.02$). In addition, social support was significantly positively correlated with self-efficacy ($r=0.310$, $P<0.01$), self-efficacy was significantly negatively correlated with employment anxiety ($r=-0.307$, $P<0.01$), and the three variables were pound-wise significantly correlated, providing conditions for mediation analysis.

3.2. The mediating role of self-efficacy between employment anxiety and social support

In order to test the mediating effect of self-efficacy, first of all, the support of vocational college graduates is taken as the independent variable and employment anxiety is taken as the dependent variable. Model 1 is obtained, and the regression coefficient c is tested. Then the social support as the independent variable, self-efficacy as the dependent variable for regression, to get model 2, test the regression coefficient a ; Then, social support and self-efficacy were taken as independent variables and employment anxiety was taken as dependent variable for regression to obtain model 3 and test regression coefficient c' , as shown in Table 1.

Table 1. Tests the mediating effect of self-efficacy

Steps	Standardize regression equations	β	F	t	Adjustm ents
Model 1 (Path c)	$Y = 0.373 X$	-0.373	71.151***	-8.433	0.133
Model 2 (Path a)	$M = 0.311 X$	0.311	48.450***	6.963	0.094
Model 1 (Path c、) (Path b)	$Y = 0.306 X$ $- 0.212M$	-0.306 -0.212	48.443***	-6.721 -4.723	0.173

Note: Y refers to employment anxiety, X refers to social support, and M refers to self-efficacy

As can be seen from the table, after introducing the mediating effect of self-efficacy, the negative predictive effect of social support on employment anxiety is significantly reduced, but it is still significant. The adjusted R value becomes larger, indicating that self-efficacy plays a partial mediating role between social support and employment anxiety, and the mediating effect accounts for 17.9% of the total effect.

4. Discussion

The data from this study can show that in recent years, under the influence of the increasingly severe employment situation, college students including vocational college students have a high sense of employment pressure, and vocational college graduates have a high level of employment anxiety. In the face of employment anxiety, the results show that the level of social support has a significant impact on employment anxiety. The more social support vocational college graduates receive, the less employment anxiety their employment anxiety will be relieved. Therefore, when vocational college graduates encounter difficulties in the job-hunting process, such as not knowing whether they are qualified for the job, or lack of confidence, or worry that they can not find a job, they are prone to worry about the future prospects, depression and anxiety, if they get support from family, society and other aspects, then their level of employment anxiety will be greatly reduced.

It can be found from the research that social support has a significant impact on employment anxiety. Among them, social support includes a partial mediating effect of self-efficacy. Social support affects self-efficacy. The more social support vocational college graduates feel, such as help from family, care from friends, support from school and other parties, their self-efficacy will be significantly improved. Individual self-efficacy will affect individual attitude, emotion and cognition. To promote individuals to face the difficulties and setbacks encountered in the process of job hunting with a more positive attitude and more active behavior, so as to reduce employment anxiety. Overall, this study validates the hypothesis that self-efficacy plays a partially mediating role between social support and employment anxiety. Through the analysis of the data results, more support should be given to vocational college graduates during the job-hunting period, including support from family, society, school and friends, to help them improve their self-efficacy, enhance self-confidence, and relieve employment anxiety with a positive attitude and emotion.

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