

The Influencing Mechanism of Counselors' Career Calling on Career Resilience—"Inverted U-shaped" Moderating Role of Workplace Loneliness

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Abstract

Loneliness has a functional significance in chemistry, and current academic research on loneliness focuses too much on its negative effects and neglects the understanding of positive motivational effects. Based on the theory of self-determination and resource conservation, this paper uses the data of 273 counselors to explore the mediating role of craftsmanship and the moderating effect of workplace loneliness in the process of the impact of career calling on career resilience. The empirical results show that the career calling has a positive effect on the craftsmanship and career resilience of counselor; workplace loneliness plays an "inverted U-shaped" regulating role in the relationship between the career calling and counselors' craftsmanship as well as career resilience. While counselors' craftsmanship affects career resilience positively, it does not only mediate the relationship between the career calling and career resilience, but also further mediate the moderating effect of workplace loneliness on the relationship between the career calling and career resilience.

Keywords

Career Calling; Craftsmanship; Career Resilience; Workplace Loneliness; Counselors; "Inverted U-shaped".

1. Problem Formulation

The Regulations on the Construction of Counselors in Ordinary Higher Schools (Decree 43 of the Ministry of Education) specifies that the main job responsibilities of counselors are ideological and theoretical education and value leadership, ..., campus crisis response, theoretical and practical research, and other nine aspects. Therefore, in addition to the national care and concern, counselors also need to strengthen their career resilience. A strong career resilience can promote their self-reliance and self-improvement, and enhance their ability to deal with the professional challenges and stress caused by the special and changing work situations, so that they can complete their work with high quality.

Individuals with a high sense of professional mission are often able to feel passionate about their work, increase their work commitment and achieve career success from this motivating force[1]. Currently, the study of strengthening counselors' career resilience has become a hot focus in recent years, but a review of the existing literature reveals that among the studies on the factors influencing the strengthening of counselors' career resilience, no study has been conducted from the perspective of career mission and there is a lack of in-depth discussion on how the corresponding mechanism of action occurs. According to self-determination theory, the satisfaction of basic psychological needs, such as autonomy, competence and belonging, will motivate individuals to love their current jobs[2], stay at their posts for decades, and demonstrate a high level of craftsmanship. Craftsmanship can effectively stimulate individuals' positive emotions, which is an important factor affecting career resilience[3]. Therefore, this

paper incorporates career mission, craftsmanship and career resilience into the same analytical framework, and uses craftsmanship as a mediator to explore in depth the influence of career mission on career resilience of counselors and its mechanism of action.

Changes in individual cognition and behavior are influenced by a combination of their own internal factors and external organizational environment factors. In the organizational environment, individuals whose basic psychological needs, such as competence and relationships, are met tend to produce more positive behaviors; conversely, they tend to experience emotional pain and workplace isolation, bringing about loss of job resources and leading to burnout, etc[4]. On the one hand, resource conservation theory emphasizes that individuals will actively take active measures to prevent the continuous loss of resources[5]; on the other hand, college counselors are typical knowledge-based employees, with high quality and education, independent and autonomous values, bold to break the shackles of traditional concepts and pursue the realization of personal life values[6], and will have corresponding ways to cope with the signals conveyed by workplace loneliness to realize the transition from In response to the signals from workplace loneliness, they will have corresponding ways of coping with the change from "pressure" to "motivation". Therefore, in order to identify the exact impact of workplace loneliness, this paper will deeply analyze the moderating role of workplace loneliness in the impact of career mission on counselors' career resilience and its mechanism of action.

The basic research logic of this paper is: from the perspective of self-determination theory and resource conservation theory, the research framework of "career mission - craftsmanship - career resilience" is constructed to explore the influence of career mission on career resilience of counselors and its mechanism of action. The study also explores the boundary conditions by introducing the variable of "loneliness" from the organizational environment.

2. Theoretical Analysis and Research Hypothesis

2.1. Sense of professional mission and career resilience

A sense of professional mission is a strong sense of meaning that individuals are passionate about and can experience in their careers[1]. The typical expression is that individuals no longer work hard for financial gain, but as a part of their personal life, and the pursuit of professional mission is an important way to realize the value of life. Studies have shown that counselors with a high sense of professional mission are more likely to perceive the meaning of their work, develop a strong passion and power for their work, show a high sense of responsibility, and bring about increased job and life satisfaction and professional success[7].

There are three main perspectives for understanding the connotation of career resilience: first, the active adaptive perspective, which emphasizes the ability to proactively prevent and adapt to possible high-risk environments; second, the passive restorative perspective, which emphasizes the ability of individuals to proactively act to achieve trauma recovery in the midst of career difficulties or stress; and third, the integrative perspective, which emphasizes the ability to cope with the stress of daily work life[8]. Since career emphasizes the work-related experiences in an individual's life, this study defines career resilience as the ability to address the stress of coping with career dilemmas based on a comprehensive perspective, which includes three dimensions: affective, cognitive, and behavioral.

Self-determination theory emphasizes that when an individual's basic psychological needs are met, intrinsic motivation is stimulated, and willingness to act is significantly enhanced and behavior is more positive. The sense of professional mission is closely related to the intrinsic motivation of individuals. Driven by the sense of professional mission, individuals can feel passionate about their work, resonate with the meaning and value of their work, and generate more positive work behaviors, which can contribute to the enhancement of career resilience[4].

When counselors encounter difficulties or stress in the course of performing their daily work duties, counselors with a high sense of professional mission can still feel the meaning and passion of their work, gain motivational power, maintain a positive emotional attitude toward the stress or difficulties and form a "high-dimensional" awareness that they can effectively overcome or cope with them, and take resolute and decisive actions to improve their ability to overcome. This will have a positive impact on career resilience. Therefore, this paper proposes hypothesis H1: A sense of professional mission positively affects counselors' career resilience.

2.2. Professional mission and craftsmanship

Craftsmanship is a higher-order work value that reflects personal growth, excellence, commitment, reputation, and responsibility[9]. From the definition of professional mission and the connotation dimension of craftsmanship, we can see that professional mission can provide support for the formation of craftsmanship from the spiritual level, and craftsmanship can also be regarded as the centralized embodiment of the result of professional mission. First of all, the formation of craftsmanship requires the sustained attention and hard work of individuals. From the perspective of self-determination theory, individuals with a high sense of professional mission can feel the passion and meaning of their work because their basic psychological needs are well satisfied, and they will be able to improve their working ability and level of work without fear of hardship and dedication, which helps to form a determined and persistent working attitude and innovative spirit of excellence, which is the essence of craftsmanship. Secondly, individuals with a high sense of professional mission believe that the pursuit of efficient completion of work is an important way to enrich the meaning of life and realize the value of life, and they can always maintain a persevering work attitude in the work process, constantly optimize their work methods to complete their work tasks more efficiently, strengthen their responsibility and realize their own growth, etc., so that they can better carry out their work view[10]. Furthermore, individuals with a high sense of professional mission have often broken the shackles of existence (or spiritually), and the value they pursue in life is not just the work goals they normally have to achieve, but they value their reputation and hope to extract meaning and value from their life through high-quality work results. To sum up, counselors who perceive the meaning of their work, pursue the realization of life value, and have a high sense of professional mission will value their reputation, strengthen their responsibility, be determined and persistent, strive for excellence, and actively learn new knowledge and skills needed for their work to obtain new growth, so as to better perform their job duties. Therefore, this paper proposes hypothesis H2: A sense of professional mission positively affects the craftsmanship of counselors.

2.3. The mediating role of craftsmanship

Individual positive emotions are an important driver of career resilience strength[3]. Following this logic, craftsmanship, as a work value that is a higher-order construct than individual emotional traits, will also contribute to the enhancement of career resilience of counselors. Firstly, the persistence and excellence of craftsmanship will help individuals to strengthen the quality and responsibility of their work, which will lead to a positive emotional attitude toward the meaning of work. Second, the personal growth, responsibility and reputation of craftsmanship drive individuals to pursue high standards of performance, which helps them to develop a high-dimensional understanding of work requirements and put them into practice. Under the guidance of the higher-order work values of craftsmanship, counselors, when faced with career difficulties or stress, will believe that the low work standards and demands are the result of their past work, and will enrich their work knowledge and skills through their own unremitting efforts and continuous investment in work-related resources, and raise the standards of work demands to effectively break career difficulties and cope with career stress,

thus showing higher resilience in their careers. Therefore, this paper proposes hypothesis H3: Craftsmanship positively affects counselors' career resilience.

Further, combining hypothesis H1 and hypothesis H3, this paper sorted out the following logical relationships: counselors' sense of career mission positively influences craftsmanship, and the improvement of craftsmanship, in turn, is conducive to the improvement of career resilience. Based on the above logical relationship, this paper argues that career mission can influence counselors' career resilience by affecting craftsmanship. Specifically, on the one hand, under the guidance of the sense of professional mission, in order to pursue the realization of life value, counselors will further explore the meaning of life by strengthening their own work responsibility and achieving results higher than the usual standard requirements. In this process, they are determined and meticulous in completing their work with high quality by enriching their professional knowledge and skills, innovating work processes and raising work standards, thus contributing to the formation or improvement of their craftsmanship. On the other hand, for the purpose of resource conservation and acquisition, counselors with craftsmanship pay attention to their reputation in their daily work, generate more positive emotions towards professional difficulties and occupational pressure, and have a "high-dimensional" understanding of effective solutions to professional difficulties and pressure, and strengthen their responsibility to perform with determination and persistence. This will lead to a higher level of commitment to career resilience through the reinforcement of one's own responsibility, which will lead to more commitment to excellence in overcoming career difficulties, coping with career stress, and achieving new growth. Therefore, this paper proposes hypothesis H4: Craftsmanship mediates the relationship between career mission and career resilience.

2.4. Moderating effect of loneliness

Workplace loneliness is an individual's negative feelings about the failure of the organization or colleagues in the organization to effectively meet their existential values and relational needs, reflecting the state of unmet needs and lack of resources in the workplace[4], and the positive emotions and behaviors of individuals who feel loneliness will decrease, and vice versa will increase. Therefore, this paper argues that loneliness is an important factor influencing the relationship between career vocation and counselors' craftsmanship and career resilience.

Workplace loneliness negatively affects individuals' positive emotions, brings about work silence and reduces work engagement[8], which in turn directly or indirectly negatively affects individual craftsmanship and career resilience. Self-determination theory suggests that self-management and self-determination tendencies lead individuals to engage in activities that are beneficial for acquiring resources[2], while resource conservation theory emphasizes that individuals will invest their limited resources in cost-effective activities [5].When a counselor feels a low level of workplace loneliness at work, for the purpose of resource conservation or acquisition, instead of consuming a small portion of resources to alleviate the negative feelings, he or she will inevitably use most or all of the remaining resources to identify the signals conveyed by workplace loneliness, review and reflect, find the shortcomings in work, and take proactive measures (such as increasing resource investment in learning) to effectively cope with them. In addition, they will further strengthen their sense of professional mission and be led by it to value their reputation, focus on personal growth, strengthen their responsibility, and demonstrate a strong craftsmanship by being determined and persistent in completing their work with high quality. In addition, in the process of demonstrating strong craftsmanship, counselors are also likely to have positive emotional attitudes toward professional difficulties and stresses such as workplace loneliness, form "high-dimensional" perceptions that can be addressed through effective positive behaviors, and put them into practice, thus demonstrating high career resilience. When counsellors' perceived workplace loneliness is at a high level, they

invest more resources in getting rid of the negative feelings brought about by loneliness, and the investment of resources increases as the perceived level of loneliness increases. Accordingly, the resources devoted to work such as review and reflection and proactive action will be reduced. When the perceived level of workplace loneliness exceeds a certain threshold value, considering the characteristics of knowledge-based employees such as frustration tolerance, endurance, and insufficient bluntness[6], counselors will devote most or all of their resources to the relief of negative inner feelings, and may ignore the sense of career mission or even give up the pursuit of career mission, in the spirit of "lying flat" of being a monk for a day and hitting a bell for a day. They may disregard their sense of professional mission or even give up the pursuit of professional mission, with the "laying flat" work attitude of being a monk for a day and hitting the bell for a day, losing all craftsmanship and having nearly zero career resilience. To summarize, there is a threshold effect on the moderating effect of workplace loneliness on the relationship between career mission, craftsmanship and career resilience. The moderating effect of workplace loneliness on the relationship between career mission, craftsmanship and career resilience is mainly positive before this threshold point, and will be mainly negative once the threshold point is breached. Therefore, the following hypothesis is proposed in this paper:

H5: Workplace loneliness plays an inverted U-shaped moderating role in the influence of career mission on counselors' craftsmanship.

H6: Workplace loneliness plays an inverted U-shaped moderating role in the influence of career mission on counselors' career resilience.

As mentioned above, career resilience, which reflects individual cognitive and behavioral changes, is influenced by both internal factors and external organizational environment factors, and when counselors' internal ability evolves from "externally driven" to "internally empowered", they will achieve The strength of career resilience will be enhanced. From the viewpoint of the whole process of "perceiving inadequacy - reviewing and reflecting - finding inadequacy - positive cognition - taking action", the craftsmanship, which is the inner ability of counselors, formally realizes the dynamic evolution from "externally driven" to "internally empowered". This is a typical representative of the dynamic evolution from "external drive" to "internal empowerment". Therefore, combining hypothesis H1-hypothesis H6, this paper further proposes hypothesis H7: Craftsmanship mediates the interactive effect of career mission and loneliness on counselors' career resilience, i.e., the moderating effect of loneliness on the relationship between career mission and counselors' career mission is achieved by craftsmanship.

In summary, the theoretical model constructed in this paper for the influence of mission on counselors' career resilience is shown in Figure 1 below.

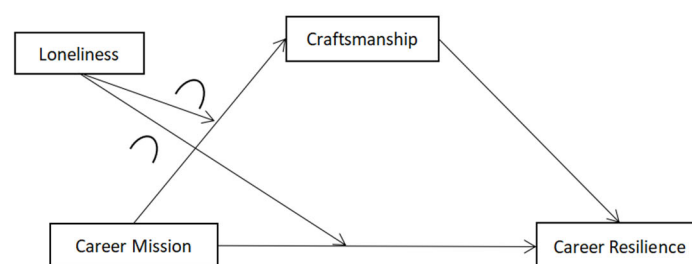


Figure 1. The theoretical research model in this paper

3. Research Design

(1) Sample collection

In this paper, college counselors in Shanghai, Zhejiang, Jiangsu and Anhui provinces and cities are selected as the research objects. The research methods are mainly on-site filling, network links and telephone interviews (wechat). A total of 273 valid questionnaires are collected. In terms of gender, male accounted for 41.8%, female accounted for 58.2%; In terms of age, the post-80s accounted for 40.3%, and the post-90s accounted for 59.7%; In terms of academic qualifications, the majority are postgraduates, accounting for 91.2%; In terms of years of working as counselors, 89.4% in 10 years and 10.6% in more than 10 years; In terms of discipline background, humanities and social sciences accounted for 52.4% and other disciplines 47.6%; In terms of the types of colleges and universities, provincial colleges and universities accounted for 67.8%, colleges and universities directly under the ministry accounted for 3.3%, and other types of colleges and universities accounted for 28.9%.

(2) Variables measurement

The Likert-5 scale was used to measure the research variables, from 1 indicating complete non-compliance (or disagree) to 5 indicating complete compliance (agree).

Sense of professional mission. The 12-item career mission scale [1] compiled by Dobrow and Tosti-Kharas was used, and the α coefficient of the scale was 0.776.

Loneliness. The 10-item loneliness scale [4] was compiled by Mao Zhonglin based on the situation of Chinese organizational culture, and the α coefficient of the scale was 0.729.

Craftsman spirit. Referring to the 20-item craftsman spirit scale compiled by Zhao Chen et al., including five dimensions of personal growth, excellence, persistence, cherishing reputation and responsibility[9],the α coefficient of the scale is 0.869.

Career resilience. Refer to the career resilience scale compiled by Song Guoxue, which includes 25 items in three dimensions of emotion, cognition and behavior [8], and the α coefficient of the scale is 0.896.

The control variables in this paper include the gender, age, educational background, working years, subject background and university type of counselors.

4. Empirical Analysis

(1) Confirmatory factor analysis

This paper compares the single-factor model, two-factor model, three-factor model and four-factor model constructed by career mission, loneliness, craftsman spirit and career resilience, and uses Amos24.0 for confirmatory factor analysis. The fitting index of the four-factor model is the best ($\chi^2/df = 1.819$, IFI=0.909,GFI=0.907,CFI=0.904,RMSEA=0.046), indicating that the discriminant validity between the variables is good.

(2) Common method deviation test

This paper pays special attention to the common method bias test. Firstly, this paper uses Harman single factor test, The results show that the cumulative variation of the first factor is 20.628 %, which is far less than the critical value of 40 %. Secondly, the potential method factor effect control method is used to test the homologous method bias. The results show that there is no significant change in the fitting index of the five-factor model by adding a method factor to the four-factor model. It can be determined that the common method deviation in this paper is not serious.

(3) Descriptive statistic

Pearson correlation analysis was carried out on the relevant variables. The correlation between career mission and craftsman spirit, career resilience and loneliness was 0.574,0.506 and 0.136, respectively. The correlation between craftsman spirit and career resilience and loneliness was 0.273,0.165, respectively. The correlation between career resilience and loneliness is 0.341, and the research hypothesis is preliminarily verified.

(4) Hypothesis testing

According to the moderated mediation effect test steps, the research hypothesis is tested, and the results are shown in Table 1. In order to reduce the collinearity caused by the interaction term, the relevant research variables are centralized before the corresponding interaction effect, in which the value range of VIF (variance expansion coefficient) is between 1.293 and 2.847, and the DW value is near 2, which meets the measurement requirements.

Table 1. Hierarchical regression results

Variable type	Career resilience						craftsman spirit		
	model 1	model 2	model 3	model 4	model 5	model 6	model 7	model 8	model 9
Gender	-0.165	-0.142	-0.130	-0.127	-0.093	-0.095	-0.047	-0.022	0.003
Age	-0.074	-0.107	-0.033	-0.047	-0.115	-0.151	-0.055	-0.091	-0.102
Education	0.306**	0.199*	0.203**	0.185*	0.146+	0.155*	0.137*	0.022+	0.015*
Years of work	0.033	-0.025	0.089	0.065	-0.088	0.007	-0.075	-0.137+	-0.153*
Subject background	-0.039	-0.092	0.009	-0.012	0.055	0.009	-0.063	-0.121	-0.102
Type of university	-0.089	-0.073	0.033	0.023	-0.042	0.032	-0.162	-0.145	-0.118
Sense of professional mission		0.452**		0.131**	0.467**	0.117**		0.488**	0.560**
Craftsman spirit			0.649**	0.658**		0.625**			
Workplace loneliness					0.236**	0.173**			0.101*
Workplace Loneliness 2					-0.005	-0.024			-0.030
Professional mission × Workplace loneliness					0.174*	0.068*			0.160+
Professional mission × Workplace Loneliness 2					-0.154+	-0.039*			-0.307**
R2	0.070	0.306	0.523	0.536	0.381	0.577	0.052	0.375	0.408
F ratio	3.354**	16.705**	41.442**	38.071**	14.613**	29.613**	2.413*	22.732**	16.320**

Note : N = 273 ; +, *, ** were expressed at 10 %, 5 %, 1 % significant level.

Model 8 and Model 2 show that the sense of professional mission has a significant positive impact on craftsman spirit and career resilience ($\beta = 0.488, p < 0.01$; $\beta = 0.452, p < 0.01$), hypothesis H2 and H1 are supported. In Model 9, the relationship coefficient between the interaction term of professional mission and loneliness and craftsman spirit ($\beta = 0.160, p < 0.1$), and the relationship coefficient between the interaction term of loneliness and professional mission and craftsman spirit ($\beta = -0.307, p < 0.05$) are positive and negative as well as significant, indicating that loneliness has an inverted U-shaped adjustment between professional mission and craftsman spirit, and hypothesis H5 is verified. Similarly, Model 5 shows that the interaction term of loneliness and professional mission, the interaction term of loneliness and professional mission and the relationship coefficient of career resilience are also positive and negative ($\beta = 0.174, p < 0.05$; $\beta = -0.154, p < 0.1$), indicating that loneliness has an inverted U-shaped adjustment relationship between career mission and career resilience, hypothesis H6 is verified. Model 3 shows that craftsman spirit has a significant positive impact on career resilience ($\beta = 0.649, p < 0.01$), which verifies hypothesis H3. Model 6 shows that in the mediated moderating effect, the craftsman spirit has a significant positive impact on career resilience ($\beta = 0.625, p < 0.01$), hypothesis H7 is verified. Model 4 shows that in the same regression equation, the regression coefficients of professional mission and craftsman spirit to career resilience are significantly positive ($\beta = 0.131, p < 0.01$; $\beta = 0.658, p < 0.01$), indicating that the craftsman spirit plays a partial mediating role in the relationship between career

mission and career resilience, hypothesis H4 is supported. At the same time, the Bootstrap test results in Table 2 show that in the 95 % confidence interval, the upper and lower limits of the mediating effect of craftsman spirit do not contain 0, which further verifies hypothesis H4.

Table 2. Bootstrap (= 5000) analysis results

Indicators	Effect value	Boot Standard error	Boot. CI lower limit	Boot. CI upper limit	effect proportion (%)	test results
Mediating effect	0.3211	0.0469	0.2324	0.4173	70.99%	partial mediation
Direct effect	0.1312	0.0481	0.0364	0.2259	29.01%	
Total effect	0.4523	0.0477	0.3584	0.5461	100%	

5. Conclusion and Discussion

(1) Research conclusion

This paper analyzes the mechanism and boundary conditions of the sense of professional mission on the career resilience of college counselors from the perspective of self-determination theory and resource conservation theory. The main conclusions are as follows : First, the sense of professional mission of college counselors has a positive impact on their craftsman spirit and career resilience. Counselors ' sense of professional mission is the perception, understanding and comprehension of their own responsibilities, which is internalized into work passion and work belief, so as to promote the formation or promotion of craftsman spirit, and further have a positive impact on career resilience. Second, workplace loneliness inverted U-shaped regulates the relationship between counselors ' professional mission, craftsman spirit and career resilience. The essence of human is the sum of all social relations. In the daily work, college counselors need to interact with the relationship in the workplace, and have the desire to meet the basic psychological needs to obtain motivation and work resources. Once unable to form a good interaction with the surrounding relationship at work and beyond their own ability to cope with the range, resulting in the desire to save or obtain resources and meet the basic psychological needs frustrated, easy to show negative work behavior. Third, the craftsman spirit of counselors positively affects career resilience, mediates the relationship between career mission and career resilience, and also mediates the combined effect of workplace loneliness and career mission on career resilience. As a high-level work value, the connotation of craftsman spirit lies in the positive emotion at the spiritual level and the active action at the action level, thus producing a series of positive and positive results. In addition, the craftsman spirit belongs to the variable category of " endogenous empowerment. " The fundamental support force obtained by counselors in their daily work must come from themselves. The empirical conclusion of this paper supports this point.

(2) Theoretical significance

The theoretical contribution of this paper is mainly reflected in revealing the mechanism and boundary conditions of the role of professional mission on the career resilience of college counselors from the perspective of self-determination theory and resource conservation theory, and enriching the relevant theoretical research content. On the one hand, the existing research on the career resilience of college counselors is mainly from the perspective of theoretical deduction. As an important incentive force, the existing research has not paid enough attention to it, especially from the empirical point of view to explore the relationship between counselors ' career mission and career resilience and its mechanism of action. On the other hand, although

the research on the craftsman spirit has been popular for a long time in recent years, due to the scarcity of research situations, there are few empirical studies on the craftsman spirit of the special group of college counselors. Since the craftsman spirit belongs to the category of ' endogenous empowerment ' variables, this paper attempts to construct a research framework of ' career mission-craftsman spirit-career resilience ' from the perspective of self-realization theory and resource conservation theory, and further explores the boundary conditions of workplace loneliness, and tests and confirms it through empirical methods. The conclusion of the study makes up for the current lack of attention to professional mission and the lack of analysis of the impact of professional mission on career resilience and its mechanism of action. At the same time, it is an important supplement and improvement to the research on the craftsman spirit of the special group of counselors, and responds to the call of previous studies to strengthen the understanding of workplace loneliness, and has further broadened the research perspective of the application of self-determination theory and resource conservation theory.

(3) Practical value

The management implications of this paper are as follows : First of all, the changing particularity of the work situation determines that the counselor 's love for work must come from the heart. Even in the face of professional difficulties and pressure, they can still feel the passion and significance of work, show a positive working state, and fulfill the strategic mission of cultivating socialist builders with Chinese characteristics. Therefore, in daily work, the school or responsible leadership needs to adopt various means such as ideological education to encourage counselors to pursue a sense of professional mission. Secondly, the craftsman spirit is a kind of high-level values, The positive impact on the career resilience of counselors shows that employees with high craftsman spirit can more actively adapt to the working environment and effectively deal with the possible career difficulties and pressures. Responsible leaders can use training, rewards and punishments, role models and other daily ways to guide counselors to consciously shape the craftsman spirit and implement it in daily work. Furthermore, this paper confirms the positive significance of workplace loneliness from the perspective of theoretical deduction and empirical analysis. Therefore, counselors should have a correct view of loneliness in the workplace, and there is no need to fear or avoid it. When they feel loneliness in the workplace, they believe that they have enough ability to cope with it, identify emotions, cognition and behavior that are not consistent with their own career development, turn ' pressure ' into ' motivation ', and constantly improve the hard skills and soft skills needed for work, so as to achieve ' corner overtaking ' on the road of career growth.

(4) Research limitations and prospects

Although the research design of this paper is reasonable and the research conclusion has certain enlightenment significance, there are still some shortcomings, which need to be enriched and deepened in the follow-up research. First of all, the research object comes from the college counselors in the Yangtze River Delta region, and the attention to the counselors in other parts of the country is not enough. Future research can expand the scope of research. Secondly, due to the limitation of conditions, the number of research samples for multi-time tracking survey is not large. Future research should strengthen the tracking survey of research objects to collect data at multiple time points.

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