

A Study on the Psychology of Slow Employment of College Students

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Abstract: With the continuous development of society, the employment situation of college graduates is becoming more and more serious. In this context, more and more graduates do not choose employment or entrepreneurship after graduation, but choose “slow employment”. Although “slow employment” has both advantages and disadvantages, with the continuous growth of the number of “slow employment”, it has caused certain pressure for society and students. Therefore, based on the analysis of the definition of “slow employment” and its practical manifestation, this paper analyses the reasons for the existence of “slow employment” mentality of college students, and puts forward corresponding countermeasures to avoid the “slow employment” mentality of College students, so as to provide theoretical support for colleges and society.

1. Research background

1.1 Literature review

Employment of graduates is one of the key problems to be solved in College teaching, and it is also an important goal of running a college. However, in recent years, the phenomenon of unemployment among college students has gradually increased, which has attracted the attention of sociologists and many media (Qian et al., 2017). At present, “slow employment” has become a common phenomenon, and the number of people continues to expand, people have a great misunderstanding about “slow employment”. The choice of “slow employment” after graduation of college students is closely related to their own employment values, university personnel training and family environment (Wu, 2016). College students can make use of the transitional time of “slow employment”, try many things, enrich their experience, and make a good foundation for better employment in the later period. In this case, “slow employment” has become a transition from school to social work, and a good choice for students in the process of employment (Gao et al., 2017). However, in order to escape the reality and dare not face the employment problem, only to use the name of “slow employment” to waste their time, and procrastinate for more than a year and a half, then “slow employment” will become a wrong choice for graduates to miss employment opportunities (Chen, 2017).

1.2 Purpose of research

Faced with the popularity of “slow employment”, many students blindly choose to follow the trend after graduation, using the name of “slow employment” to avoid employment difficulties (Wu, 2017). Because of the social, family and university education problems, college students can not correctly understand themselves and lack the courage to enter the workplace. When there is a gap between their expectations and reality, they are vulnerable to setbacks and can not find jobs that meet their own preferences. Therefore, choosing “slow employment” is actually a manifestation of escaping reality. Therefore, government departments should optimize the employment environment to promote the employment of graduates, education departments should strengthen the reform and promotion services, employers should eliminate discrimination and talent selection and other aspects, in order to reduce the growth of “slow employment” population. In terms of society, schools and families, we should actively cultivate college students' practical ability and guide them to establish correct employment and career awareness. In order to improve the employment rate of graduates and reduce the proportion of “slow employment” population. In order to reduce the

negative impact on social development caused by the slow employment of College students. In the process of College education, it is very important for students to correctly understand the current employment situation, enhance their inner sense of urgency, and enhance their ability to resist pressure and frustration. Therefore, combined with the research basis of relevant scholars, it is meaningful to explore in-depth ways to avoid the “slow employment” mentality of College students, and put forward corresponding countermeasures.

2. Definition and performance of slow employment of college students

“Slow Employment” means that college graduates do not choose employment or further education for the first time after graduation, but choose to go home to accompany their families, support education and travel to study, in the process of slowly planning their future life. In view of the phenomenon of College students, the media has given the definition of “slow employment” and made an in-depth analysis of the nature of “slow employment”. The results show that, unlike the previous “gnawing the old people” and “unemployed youth”, slow employment is a neutral word and does not contain derogatory meanings.

In recent years, the concept of employment of college students in China has been changing constantly, and the phenomenon of “slow employment” has become more and more common, among which the proportion of post-95 college students is higher and higher. Nowadays, most college students are only children. They grew up under the care of their parents, and their family conditions are good. They do not worry about the problems of work and earning money. They also face less employment pressure after graduation, which is the main reason for the increasing number of “slow employment”. At the same time, college students generally lack the courage to enter the workplace, and have to passively “slow employment”. And this phenomenon of “slow employment” is likely to turn into the phenomenon of “gnawing the old people”. In the process of employment, some graduates often find that there is a gap between real work and psychological expectations. Their goal is not only to earn money, but also to find a job that matches their interests and hobbies. Being frustrated in the process of employment, because of their strong self-esteem and unwilling to accommodate, they chose to avoid employment temporarily (Chen, 2018).

Generally speaking, most college graduates do not have a correct understanding of the fierce competition in the talent market. It is easy to miss the best opportunity for employment because of avoiding employment. There are also some students who are active in choosing “slow employment” group. They will focus on improving themselves and choose to continue their studies. Many graduates with entrepreneurial ideas will devote their energies to the exploration of entrepreneurship. Other graduates will choose to engage in public welfare activities, or to become network anchors, buy-on-behalf and other emerging freelance jobs.

“Slow employment” also has certain benefits, allowing graduates to have sufficient time to think and try things they are interested in. In the process of constantly trying to enrich their own experience and experience, by improving themselves, in order to better plan their own future. Some graduates choose “slow employment” not to avoid market competition, but to give themselves some time to plan and clear their future direction. Because it is easy for college students to find a job after graduation, but the first job after graduation will have a great impact on the future development. Therefore, it is also a good choice to choose “slow employment” and treat the employment problem rationally (Gao, 2017).

According to different circumstances, “slow employment” also has its drawbacks. If we choose “slow employment” in order to escape the reality and shirk the corresponding responsibility, then this “slow employment” is a bad choice. “Slow employment” is not equal to unemployment, the time is limited. Generally in a year or so, during the period of “slow employment”, we should also pay attention to improving ourselves and putting into action. We should not let “slow employment” become a pronoun of waste of time and idleness. For new graduates, “slow employment” will miss many employment support benefits offered by the Ministry of Education to new graduates. Moreover, many enterprises have certain prejudices about the choice of “slow employment” for the survival of students. They believe that the choice of “slow employment” is a form of escape from

reality and no sense of responsibility, so it will have a certain impact on the later employment (Hu, 2018).

3. An analysis of the causes of the “slow employment” Psychology of college students

3.1 The diversity and tolerance of society are increasing

With the continuous development of social economy, people's value and development have been paid more and more attention by the society. Facing the popularity of “slow employment” phenomenon in recent years, the society shows enough tolerance and understanding. Media reports and articles also advocate a dialectical and rational view of the phenomenon of “slow employment”. Social diversity and tolerant attitude make students think that “slow employment” is also reasonable. This also leads to more and more students blindly follow the trend and choose “slow employment” after graduation. Little do we know that “slow employment” can easily lead to the disjunction between students and society. From the moment we leave the university, it means that we must have contact with the society. Even if the society holds an understanding attitude, there are many negative effects.

3.2 There are deviations in the concept of school education

The development of higher education has always lagged behind the development of society. College teaching always pays attention to the cultivation of academic talents, ignores the students'ability to apply the knowledge they have learned, and pays no attention to the cultivation of students' practical ability. Therefore, the practical ability of college students is weak, and their ability to adapt to society is also poor, which can not meet the employment requirements of recruitment enterprises. However, the homogeneity of higher education leads to the lack of innovation in higher education, and the adjustment of teaching objectives and professional structure lags behind the changing speed of emerging industries (Pan, 2019). Although some universities have set up employment guidance centers for college students, in the specific practice process, employment guidance centers only play the role of publishing recruitment information, not providing employment guidance for college students. Colleges and universities lack systematic career planning and career guidance courses. At the same time, due to the single teaching mode, it is easy to neglect the students'principal position and lack of participation in the teaching process. Employment guidance centers do not provide targeted guidance and help according to students'personality characteristics, so the problem of employment difficulties for new graduates is becoming more and more serious.

3.3 Students do not have a correct view of employment

The proportion of only-child in the group of “post-95” college students is very high. They grew up in the favor of their parents and lacked certain training. At the same time, there is a lack of cultivation of willpower quality in higher education, which leads to students' weak ability to withstand setbacks. Facing the enormous employment pressure and severe employment situation in China, many students can not face it correctly and have no courage to choose employment. They can only choose strategies to escape the reality temporarily. Many graduates are desperate to find a job with high salary, good conditions and close to home. Under this idealism, people become “slow employment” unconsciously. In addition, college students now have a strong sense of independence, and have their own personality, hobbies and interests are very wide, the pursuit of emotional and freedom of the dual needs of life and work with a dissatisfied mentality. Employment criteria should be in line with their interests and personalities. If you can't find a job that meets these conditions, you choose to wait and choose “slow employment”. At the same time, college students' self-awareness is not clear enough, career planning is not clear enough, and their employment expectations are high. Therefore, it is difficult to find a satisfactory job in the process of employment.

4. Countermeasure to avoid the psychology of “slow employment” Of college students

4.1 Government departments should optimize the employment environment and promote employment

Faced with more and more “slow employment” population, the government should continue to coordinate and promote the employment strategy of college students at the grass-roots level. We should improve relevant policies on employment and entrepreneurship so as to strengthen market supervision and inspection. By further optimizing the employment and entrepreneurship ecology, recommending and improving the efficiency of policy implementation, it can provide convenience for college students' employment. As early as the Fifth Plenary Session of the Eighteenth Central Committee, it was proposed that innovation should be placed at the top of the development of the times and support “mass entrepreneurship and innovation”. Colleges and universities should take this as the primary goal of teaching, cultivate students' innovative ability, and encourage students to innovate. At present, there are many problems in the ecological environment of college students' entrepreneurship, such as single financing channel, scarcity of high-level talents, imperfect school-enterprise cooperation system and so on. In the process of continuously promoting innovative education in Colleges and universities, we should pay attention to the cultivation of students' innovative ability so as to meet the needs of society for talents. Government departments should strengthen the support for graduates, expand financing channels for entrepreneurship, optimize the employment environment of college students by improving the school-enterprise cooperation mechanism, let college students change their employment concept, and reduce the continuous growth of “slow employment” population.

4.2 Education departments should strengthen reform and promote services

Educational departments should improve the credit system of colleges and universities by strengthening the reform of management system. At present, the credit system in Colleges and universities is not perfect enough. Students can not freely choose their favorite courses, which reduces their enthusiasm for learning. Colleges and universities should further optimize the credit system and improve the quality of personnel training. At the same time, colleges and universities should pay attention to the cultivation of students' self-study ability. Attention should be paid to the combination of general education and specialized education so as to cultivate students' learning ability and social adaptability. In addition, schools should guide students to find jobs at the grass-roots level, and help students establish a correct view of employment and career choice. Through improving students' comprehensive literacy, we can correctly guide students to face the reality and accept the spirit of challenges.

4.3 Employers should eliminate discrimination and select talents

Although the education authorities have stepped down the “three strict prohibitions” and “four inaccuracies” policies, there are prejudices in the current Chinese enterprises' employing units in terms of gender, graduated colleges and universities, and previous sessions. Some universities, enterprises, governments and other employing units need to change the traditional concept of employing and selecting persons and eliminate all kinds of employment discrimination. To create a better employment environment for graduates and try to provide students with a fairer starting line. Eliminate students' psychological pressure and establish correct employment values, so as to reduce the number of students who choose “slow employment”.

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