On College Students' Employment Psychology Health Education under the Severe Employment Situation

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Abstract: In the post economic era, enterprises have more and more strict requirements for job seekers. Even knowledgeable college students will be eliminated because of lack of experience. With the increase of the number of hitting the wall, the psychological problems of college students are becoming more and more prominent. At this time, we need to help students resolve psychological pressure in a variety of ways. From the current situation, the effect of psychology health education is not ideal. In order to adapt to the severe employment situation, this paper studies how to strengthen employment psychology health education.

1. Introduction

College enrollment expansion is a good thing, which can provide more high-quality talents for the society. However, due to the lack of overall consideration, the supply of human resources exceeds the demand. In such an environment, it is not easy for college students to stand out from millions of people. In addition to having a solid knowledge base, we should also have good psychological quality. Obviously, most students can't meet the conditions. The main reason is that employment psychology health education is not in place. Therefore, combined with their own learning and work experience, this paper discusses how to help college students alleviate the pressure of employment.

2. Problems in College Students' Employment Psychology

2.1. Cognitive psychological problems

During career selection, the degree of cognition determines the success rate. We should not only know ourselves well, but also have an accurate judgment on the employment situation. At present, the lack of cognitive ability of college students leads to the difficulty of College Students' employment. If it cannot be adjusted in time, there will be all kinds of psychological problems.

(1) Dependence psychology

Many college students rely on their parents at home and their friends outside. This feature will be fully revealed when approaching employment. At this time, people around them are still busy with their own affairs and can't provide the best help. As a last resort, students have to bite the bullet. In the process of choosing a job, he was frustrated and gradually became discouraged.

(2) Comparison psychology

In the employment season, the most discussed topics among students are the quality of the enterprise and the level of salary. Students who find good jobs will be satisfied, while students who find ordinary jobs will be ashamed. Students who have not found a job do not want to lose at the starting line, resulting in high career expectations.

(3) Conformity

The life circle of college students is relatively small and easy to be influenced by others. For example, if some students want to apply for civil servants, the people around them will not consider such work, which is counterproductive. If they do not meet the conditions, they will blindly follow suit. Some students choose to further their studies, and the people around them do not measure their

own strength, so they immediately make a decision to take the postgraduate entrance examination. Some students get a good job, the people around them are jealous of the salary, and they will want to get the same job as others.

2.2. Emotional psychological problems

In the process of choosing a job, college students have to face choices, which is different from the exam. There is no standard answer. In the process of preparing for the exam, the employment situation will change, resulting in fluctuations in students' mood. If the relationship between the two sides can not be properly handled, a series of problems will arise in the hearts of students.

(1) Inferiority complex

There are many sources of inferiority complex, such as physiology, psychology, ability, career and so on. In the face of employment setbacks, few students can treat them with an ordinary heart. If we can't get out of setbacks in time, we will have inferiority complex. In the process of job hunting, I dare not submit my resume to highly competitive positions. In the interview, if you don't dare to recommend yourself, you will certainly fail in the job search. However, the enterprise will not tell the reason. At this time, students will think nonsense and even doubt themselves, resulting in more and more serious inferiority complex*(2019,Ren Yan, Jing Shijie)*.

(2) Ego

Conceit and inferiority are the opposite. College students feel good about themselves and think they are competent for all work. When choosing a job, they will emphasize their own conditions to show a sense of superiority. When the interview fails, they will not find problems from themselves, but will blindly blame the enterprise.

(3) Anxiety

In the graduation season, college students will pay attention to the dynamics of the job market and ask about the employment situation of the people around them. When you know the truth, you will form a certain pressure in your heart. After personal experience, I will sigh that employment is so cruel. Faced with such a situation, students' choices are different. For students who are extroverted and good at adjusting, they can deal with it calmly, while students who are introverted and have low ability will show anxiety. Over time, anxiety becomes more and more serious.

(4) Frustration

The road to employment is doomed to be uneven and will encounter all kinds of setbacks. Only by maintaining a good attitude can we turn setbacks into motivation. Many college students are too shallow. Once they encounter setbacks, they will choose to escape. However, avoiding can not solve the problem, but will waste a lot of time and opportunities.
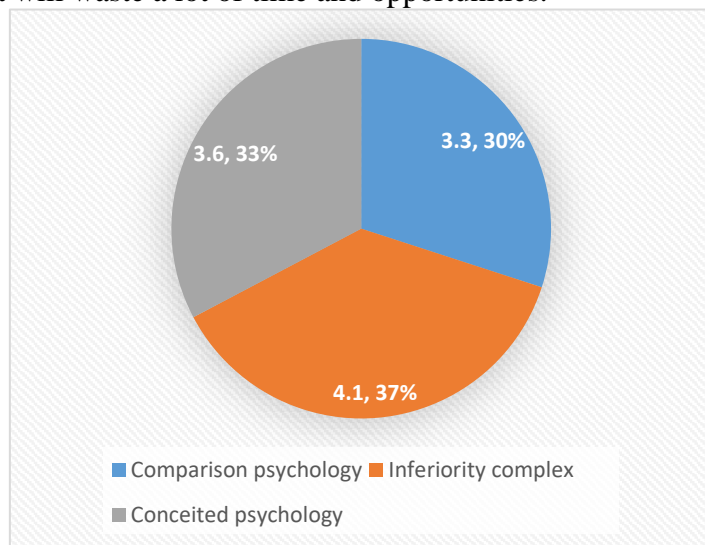

Figure 1 Proportion of three kinds of Psychology

(5) Jealousy

After a person finds his ideal job, the normal person's response is heartfelt congratulations. But

some people will sneer in front of them. Usually, the parties will choose to ignore it in the hope that the other party can converge. This move has encouraged the arrogance of such students. In private, they will wantonly slander other people's personality. One day, slander words will be spread. The influence degree of tension, comparison, inferiority and pride is shown in Figure 1.

3. Specific Factors Affecting Students' Psychological Problems in Employment

3.1. School factors

As the highest University, universities undertake the important task of training and transporting talents. In recent years, colleges and universities blindly increase the number of students, but ignore the actual market demand, resulting in tension in employment. At present, colleges and universities do not fully consider the setting of disciplines, which is completely divorced from the society. In terms of popular majors, the phenomenon of emphasizing knowledge and neglecting ability still exists. In today's society, the economy is in a critical period of transformation, the industrial structure is constantly adjusted, and the talent gap is expanding. Colleges and universities should adjust their educational strategies in time and return their attention to employment guidance, which still needs to be improved. The existing personnel obviously can not meet the actual needs. The construction of psychological counseling department should also be put on the agenda. More importantly, the guidance should not stay on the surface. In order to thoroughly solve the psychological problems of College Students' employment, we must carry out in-depth work.

3.2. Family factors

Parents are the first teachers of college students. The quality of family environment determines the success or failure of students' employment. Most parents will lead to college students' employment psychological problems. It is understandable that parents expect their children and women, but they should also take the right approach. When students' wings are not full enough, putting forward too high requirements for them will only have a negative impact. Some parents have long built a beautiful career blueprint for their children and tried their best to help them grow up. If students and parents agree, it doesn't matter. If students do not want to be disturbed, but parents still act in their own way, there will be resistance. Some parents spoil their children so much that they always accept all the requirements for their children. However, this practice has harmed them*(2021,Qian Haijiao)*.
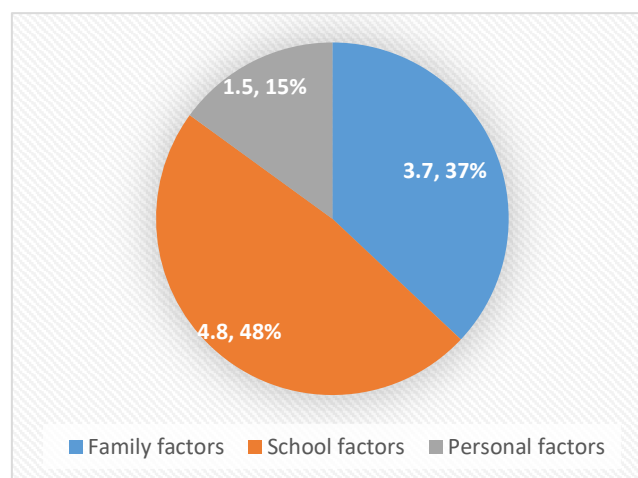
3.3. Personal factors

Figure 2 Influence relationship among school, family and individual

There is a saying in society that "university is society". Some people will confuse the two. In fact, they are two concepts, but they have something in common, such as openness and inclusiveness. Really speaking, society includes universities. In the last semester, college students should not only do graduation design and graduation thesis, but also look for a job. For students who have not really

entered the society, it is not very easy to integrate into the society. Due to the lack of clear understanding, it leads to high self-evaluation, insufficient preparation and unable to face it calmly. When asked questions other than preparatory work, students often show that they are at a loss. In fact, enterprises do not want students to give perfect answers, but to test students' adaptability. If the adaptability is insufficient, the probability of employment success will be reduced.

The following is the proportion of the three problems in employment, as shown in Figure 2.

4. Strategies of Employment Psychology Health Education for College Students

4.1. Strengthening employment education in colleges and universities

In order to significantly improve the employability of college students, colleges and universities must deepen the reform of education system. Firstly, based on the market demand, optimize the discipline and specialty structure. Colleges and universities should send a professional team to conduct market research before carrying out this work. According to the survey results, adjust the professional structure and curriculum system, and strive to create talents that meet the needs of the market. Secondly, widely collect data and information to enrich the content of employment guidance. Colleges and universities should correct a wrong view, not to say that they should organize several lectures and job fairs, even if they complete the guidance task. The fundamental task of employment guidance is to provide effective guidance and help college students gradually establish career planning. Finally, psychological counseling is also essential. Colleges and universities should establish psychological counseling rooms and set up a high-level team. In daily life, when students come to consult, teachers should take the initiative to understand students' psychological status and provide them with the best service.

4.2. Psychological adjustment of self-improvement

College students should not stop while working hard. First, learn to evaluate yourself objectively. By analyzing themselves, list their advantages and disadvantages. Second, know how to eliminate external interference. Everyone has different ideas and chooses different ways. College students should understand what they want and move forward with this goal. No matter what hardships you encounter, don't give up easily. Third, master the methods of psychological adjustment. Common methods include active catharsis, self motivation and determination. Which one to use varies from person to person.

4.3. Improve the existing psychological intervention mechanism

Most colleges and universities in China are still in the primary stage in solving college students' psychological problems. At present, as an effective intervention mechanism for psychological problems, especially for college students' employment psychological problems, the practices of various schools are constantly innovating and improving. By building a stable team of teachers, we can intervene students' psychological problems, or hire professional psychological counselors from outside to build a perfect psychological counseling center. Due to the limitation of service number, time and other factors, it can not cover all college students. Therefore, in the process of establishing psychological problem intervention mechanism, it is necessary to promote the mutual communication and cooperation between psychology health educators and counselors. Promote psychological census in Colleges and universities, and do a good job in the census of junior and senior stages at the same time, so as to evaluate their employment psychological pressure and occupational tendency.

5. Conclusion

Under the severe employment situation, college students' employment psychological problems are becoming increasingly prominent. Solving this problem has become an urgent research topic. Colleges and universities are the main force of education. Only by optimizing the subject setting, enriching the guidance content and improving the methods of psychological counseling and

teaching mediation can we effectively improve the quality of employment guidance. Students should also study hard, not only look at themselves objectively, but also constantly enhance their psychological quality. Through various efforts, college students with employment psychology can get out of the dilemma, smoothly integrate into the society and realize their due value.

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