

A preliminary study on the employability of graduate students on positive psychology perspective

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Abstract: As people-centered positive psychology pays much attention to leveling happiness and positive quality of human and advocates that human potential should be tapped, expanding the research of psychology from a unique perspective is crucial to the promotion of personal quality and ability. Based on the problems of graduate might have when hunting for a job, this paper aims to dig out how positive psychological quality works in the process of job-hunting for the graduate in the perspective of positive psychology.

1. Introduction

General secretary Xi summarized at the National Education Conference that since the 18th National Congress of the Communist Party of China, we have upgraded education with handling the fundamental issues including what kind of people should be trained, how to train people, and for whom should we cultivate people. At the moment, our training for graduate students only focuses on the promotion of academic literacy instead of putting the future of students first, making how to find jobs becoming the widespread concern in society, which undoubtedly puts more burden on students.

This paper tries to make a better mentality and employability of graduate student to tap into students' potential in positive psychology perspective, providing advice for colleges and universities to carry out employment education.

2. The main content of positive psychology and graduate employability

2.1 Introduction to positive psychology

Positive psychology advocates that the value of psychology does not solely lie in the address of individual problems in psychological or behavioral, but also in shaping virtuous cycle patterns in psychological or behavioral. Generally speaking, the theoretical perspectives of positive psychology can be mainly divided into several parts: emphasizing positive research, advocating that psychology research returns to its value, paying full attention to the positive power of human beings and cultivating positive personality. Positive psychology believes that people own the ability to determine and choose and the dynamics of the life system determines the ability of people to erase their inner conflicts and determine their own development^[1]; positive psychology considers that positive interpretation of problems helps to produce the positive power and qualities of human beings indirectly.

2.2 The basic content of how to cultivate employability of graduate students

Employability means series of abilities including identifying job, acquiring career, adjusting oneself to working environment and developing oneself, however, all that stands on the premise that the labor market remains stable^[2]. As a special group of college students, graduate students have more distinct personality and clearer self-cognition. As the mix of that group is colorful, graduate students differs great from undergraduates in their learning experience, work background, and marriage status. At the same time, colleges and universities values more in scientific research ability and the standards of graduation thesis but less in understanding of that special group, failing

to go on detailed guidance on graduate employment ^[3]. In general, employability has a wide range of merits including sense of responsibility and self-confidence, self-adjustment on emotion, ways of thinking, and skills on job hunting.

3. The cultivation on employability of graduate students under the perspective of positive psychology

3.1 Graduate students should know the goal of seeking job in a positive way.

Graduate students are more likely to fall as victims to the influence of the external environment and change their goals in the process of job hunting, which greatly affects the entrepreneurial thinking and motivation of the graduate students group, making students fail to know themselves better and resulting in wrong direction and increasing difficulty in employment ^[4]. Positive psychology advocates starting from a positive attitude and beefing up students' confidence to enhance students' sense of mission and can act initiatively in job hunting to avoid following the crowd. All students are encouraged to fully understand themselves and make a better plan for job hunting to ensure that they can contribute more to society.

3.2 Tap into the employment potential of graduate students

Positive psychology advocates focusing on others with appreciation and believes that each individual has a positive power. Positive psychology also pays much attention to digging out positive power, which can mobilize psychological resources to improve their ability to solve problems. With the help of we teachers, we may elevate students' interest in employment and make students know their own strengths and weaknesses, making students play an initiative role in job hunting. The students will take part in the various training rolled out by the school driven by that initiative, they will also broaden their job-searching horizon and pay attention to all kinds of information. All that plays an important role in cultivating students' ability and tapping their potential. ^[5].

3.3 Positive psychology can strengthen the endurance ability of graduate students

Because of the quick pace of the society and the great impact of information, negative attitude and endurance ability of the graduate student can affect each other, which greatly clouds the employment status of graduate students. As graduate students may face pressure from all walks of life in the process of employment and many difficulties as well, if graduate students have poor psychological endurance and cannot handle the various problems that arise, they may be easy to find it difficult to seek jobs or unwilling to find jobs^[6] Telling students all possible problems that they may encounter enables them to have a positive attitude to setbacks. Positive psychology advocates that all the failures that we encounter are temporary events, most of which are caused by external factors. We can solve all the problems by positive countermeasures. This theory has a key role in further strengthening students' tolerance from a positive perspective.

4. Build a new model of improving the employability of graduate students: cultivate positive personality

4.1 Cultivate positive personality to improve employability of the graduate

From the perspective of positive psychology, the training of graduate employability mainly focuses on the shaping of personality ^[7], Hammering out reasonable plans that in line with the employment environment and the realities and cultivating the selective-personality can upgrade basic quality of students. Personality education acts as the core and carrier of moral education no matter it is primary education or higher education students. By student-centered view, we mean the growth of physical physiology and knowledge but also the comprehensive development of psychological traits based on motivation, needs, values, and personality. As the graduate student community is in the critical period on which the values take shape, student development should be

focused on characteristics and quality. The education on personality is an important means to scale up students' psychological quality and cultivate talents that meet the needs of modern society.

College education on positive psychology perspective should make tailored-plans to cultivate students, embrace their merits and encourage them to try different things to fully understand their hobbies, thus further exploring the potential of students' employment. By advantage education, we mean that we can start from the advantages of students and guide them, encourage them to participate in social exercise, making their assets tapped and during which their advantages can be further strengthened. The enhancing advantage can greatly improve the employability and confidence of students, making them gain a sense of accomplishment in employment.

Secondly, encourage the graduate students to have an optimistic attitude. The education of the school should rise students awareness on positive attitude and its promotive function to job-hunting, making them equipped with healthy psychology and face difficulties in a positive way. At the same time, we hold that the praise on students should not only scratch the surface, but also enable students to feel their knowledge and ability are recognized, further stimulating the subjective imitativensness of graduate students. The good quality cultivation of the graduate students can elevate students' status, enhance their enthusiasm, creativity and meet the students' needs in spirit and growth, promoting the students' self-realization.

4.2 Optimize the guidance system of graduate employment and improve the comprehensive employment ability

Graduate students are a special part of the student community. We should pay more attention to the organization of small systems while focusing on the school environment. As an important guider for graduate students in terms of refined career guidance, the instructor can better optimize employment guidance. Apart from arranging training programs in proportion, we should also carry out instructor -responsibility system, forming an “three in one” system, including college, tutor and counselor to encourage graduate students and mentors to work together to discuss direction of employment and communicate with their mentors about their job developments. That “zero distance” way enables graduate students to realize their career problems at any time and to seek employment standing on their own characteristics.

The government should arry out practical training program for graduates in accordance with the trend of social development and market demand, determining the talent training plan based on social development trends. We should also improve the training system for college talents, and establish new policy for the cultivation of graduate employability. At the same time, bridges should be built between colleges and enterprises to upgrade the postgraduate training system established by schools and enterprises, and new channels should be opened to provide more practical opportunities for graduate students. We should remain committed to broadening students' horizons to ensure that graduate students face the harsh employment realities with positive attitude. We should also improve students' sense of happiness and constantly renew their experience in life and study. By doing that, students can be a contributor to school's training plan. The whole system enables post-graduate students to fully realize the urgency of improving their employability and fully understand the content and methods of improving employability. Only by doing that can they leverage their merits to shorten the gap between others and find a satisfying job.

5. Conclusion

Positive psychology thinks that the cognitive level of employability of graduate students can be further enhanced from the characteristics including personality quality, emotion, and self-motivation. We should put more effort into changing the negative attitude of graduate students to stimulate employability of graduate students. All that we have done is of great significance for the cultivation of employability. We should balance the relationship between positive attitude and employability when improving the employability of graduate students. we must fully understand what positive psychology is and keep improving the quality of graduate employment based on students' wellbeing.

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