

## Research on the employment psychological guidance and support system of college students from the perspective of ideological and political education

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**Abstract:** College students don't have enough social experience, and they are easily influenced by external things, which has a negative impact on their subsequent study and life. It is conducive to effectively improving the quality of university employment guidance services and escorting the smooth employment of university students. As a result, some college students are confused and pessimistic about the future, negative and hopeless, and even lead to a series of problems such as attitudes towards society and current employment trends and social adaptation. On the one hand, the sustained economic growth in China and the expanding market in China provide more employment opportunities for college students. The development of ideological and political education not only relies on the establishment of ideological and political theory courses, but also needs to be integrated into various aspects of college life such as enrollment, education and teaching, employment and entrepreneurship, striving to be "adapted to the situation, advanced with the times, and new with the trend". By adopting various forms of ideological and political education methods, combined with employment psychological intervention measures, students' mental health level can be improved, while enhancing their professional literacy and comprehensive abilities, and improving their employment competitiveness.

### 1. Introduction

With the changes in the socio-economic structure and the popularization of higher education, the number of college students is constantly increasing, and a large number of college graduates enter the labor market every year. Both the job market and graduates are facing tremendous pressure. College students do not have sufficient social experience and are easily affected by external things in their values, which will have a negative impact on subsequent study and life [1]. In the process of promoting higher quality and more full employment of college graduates, ideological and political education in universities can play a unique role. It is conducive to effectively improving the quality of university employment guidance services and ensuring the smooth employment of university students [2]. Some college students are also confused, pessimistic, negative and hopeless about their future prospects, which even leads to a series of problems such as attitude towards society and current employment dynamics and social adaptation. They have pessimistic, disappointing or even negative views on employment, resulting in their lack of good employment competitiveness, positive outlook on career selection, healthy employment psychological quality and professional ethics [3]. It has a negative impact on the development of the whole college student group and higher education and even the harmony and stability of the whole society. Researchers should dig deep into the cultural connotation and historical details of the countryside, extract cultural symbols and elements with regional characteristics, and thereby provide rich materials and inspiration for branded space design [4].

In the ideological and political education, in order to effectively form the employment psychology of graduates. In practical work, it is necessary to carefully analyze the influencing factors of graduates' employment psychology and gradually reform the current education model, thus providing an important foundation for the orderly implementation of ideological and political education [5]. On the one hand, the sustained economic growth in China and the expanding market in China provide more employment opportunities for college students [6]. On the other hand, with

the rapid development of science and technology, the adjustment and upgrading of industrial structure has also brought new challenges, and the traditional employment model is no longer applicable to the current market. The development of ideological and political education not only depends on the opening of ideological and political theory courses, but also runs through all aspects of college life, such as enrollment, education and teaching, employment and entrepreneurship, and strives to "adapt to the situation, advance with the times, and innovate with the times" [7]. The integration of ideological and political education into employment education in universities is not only a rich development of employment education content, but also an extension of the extension of ideological and political education [8]. By adopting various forms of ideological and political education methods, combined with employment psychological intervention measures, students' mental health level can be improved, while enhancing their professional literacy and comprehensive abilities, and improving their employment competitiveness[9].

## **2. The necessity of integrating ideological and political education into employment education in universities**

### **2.1. Provide correct ideological guidance for college students' employment**

As the country continues to introduce policies and measures to ensure the employment of college students, most college students, with the support and encouragement of employment policies, actively improve their employment competitiveness and are confident that they can get a better job [10]. However, judging from the actual situation, many students lack a sufficient and comprehensive understanding of the employment situation, especially the preferential employment policies issued by governments at all levels. Traditional ideological and political education courses pay too much attention to theoretical content and ignore social practice, resulting in students' lack of understanding of the current social situation. After entering society, it is difficult to adapt to the fierce market environment, and there are serious problems such as poor employment competitiveness and career distress. Employment guidance courses do not integrate professional teachers into the teaching talent system. Most employment guidance courses are undertaken by counselors. Therefore, the employment guidance for college students is actually that school educators are within the scope of relevant national laws and policies. Through the guidance of employment ideas, employment policies, employment information, employment psychological counseling and employment skills, we can help college students grasp employment policies, transmit employment information and carry out employment psychological counseling services. In ideological and political education, it is necessary to strengthen the in-depth analysis of this feature of students.

There is a close relationship between ideological and political education and employment psychological intervention. If a person only works for himself, he may become a famous scholar, a great philosopher and an outstanding poet, but he can never be a perfect and truly great figure. According to the learning characteristics of students of different grades, we should formulate differentiated education plans and appropriately increase the content of practical education, instead of talking about employment guidance in general. In this regard, ideological and political teachers should comprehensively collect the employment status of graduates, gather relevant employment information from society, analyze the current employment situation and the demand for personnel capabilities in various positions. It has played a positive guiding role in the ideological understanding, adaptability, psychological quality, moral character, and professional concept of college students.

### **2.2. Meeting the practical needs of college students' employment and promoting their comprehensive development**

The same effective psychological intervention may help students understand the value of ideological and political education more deeply, because positive psychological and behavioral feedback makes students believe that they can achieve their ideal employment goals through

continuous learning. On the other hand, the lack of goals and the direction of no effort are usually indecisive and vacillating in the face of choices, thus missing opportunities. The level and dimensions of employment psychology are in the lower-middle level. As shown in Table 1.

Table 1 Current Situation of Employment Psychology and Negative Emotion in Universities

	Average	Standard deviation	China norm	Detection rate
Employment preparation	2.20	0.52		
Employment concept	2.23	0.50		
Employability	2.03	0.45		
Employment cognition	2.68	0.66		
Employment pressure	2.30	0.53		
Total score of depression	41.39	6.41	41.918±10.56	
Total score of anxiety	39.95	5.84	29.738±0.45	
Standard score of depression	51.81	8.01	≥53	36.4%
Standard score of anxiety	49.43	7.32	≥51	38.1%

There is a significant difference in employment readiness between males and females, with females having higher employment readiness than males. There is no significant difference between males and females in other dimensions of employment psychology, and there is no significant difference between males and females in anxiety and depression. As shown in Table 2.

Table 2 Gender Differences in Psychology and Emotions

	Gender	M	SD
Employment preparation	Man	2.075	0.535
	Woman	2.297	0.526
Employment concept	Man	2.180	0.607
	Woman	2.269	0.426
Employability	Man	2.067	0.476
	Woman	2.034	0.398
Employment cognition	Man	2.631	0.736
	Woman	2.678	0.599
Employment pressure	Man	2.321	0.556
	Woman	2.328	0.539
Anxious	Man	39.648	5.923
	Woman	39.465	5.751
Depressed	Man	41.973	6.554
	Woman	40.900	6.203

There is a significant difference in employment preparation between urban and rural students. Students from cities are better prepared for employment than students from rural areas. as shown in Table 3.

Table 3 Differences in psychology and emotions in place of origin

	Origin of students	M	SD
Employment preparation	City	2.445	0.553
	Village	2.182	0.540
Employment concept	City	2.224	0.601
	Village	2.196	0.351
Employability	City	2.121	0.402
	Village	2.045	0.434
Employment cognition	City	2.658	0.671
	Village	2.501	0.509
Employment pressure	City	2.317	0.547
	Village	2.511	0.542
Anxious	City	39.542	5.853
	Village	39.834	5.392
Depressed	City	41.356	6.384
	Village	40.830	6.673

The main goal of ideological and political education in colleges and universities is to help

students develop correct "three views", which naturally includes guiding students to form a rational concept of choosing a job. In the course of employment psychology guidance, ideological and political education should be combined with the improvement of college students' employment competitiveness.

At the university level, educators should make efforts to strengthen the cultivation of college students. They should pay attention to the employment and entrepreneurship situation of students from economically disadvantaged families, ethnic minorities, and disabled individuals, and provide targeted education in accordance with the requirements of "one person, one file" and "one person, one policy". Universities should focus on strengthening guidance for these students' job seeking psychological construction and career development planning. To help students fully integrate theoretical knowledge with practical abilities, universities can maintain good cooperative relationships with enterprises, allowing students to enter enterprise positions for internships and personally experience the various abilities required by the positions, thus clarifying their future development directions. In the process of theoretical teaching, universities must strengthen the cultivation of practical abilities and enhance school-local cooperation and school-enterprise cooperation. They should guide teachers to actively integrate into local economic construction and enhance employment guidance teachers' understanding of social development, industry development, and local economic development.

### **3. Feasibility of integrating ideological and political education into employment education in colleges and universities**

#### **3.1. Consistency of educational objects**

The education objects of ideological and political education and employment education in colleges and universities are all college students, which have the consistency of education objects. Graduates should pay attention to the precise orientation of their value orientation and play a good leading role in ideological and political education. This enables students to form a perfect concept of values and look at problems in their subsequent development more correctly. They should establish a flexible concept of employment, not blindly stabilizing their own employment standards, but rather carrying out scientific planning according to the form of employment. Teachers can cultivate students' ideological and moral education, social responsibility, psychological qualities, and other aspects. Overall, integrating ideological and political education into employment education in universities is the fundamental goal for achieving the comprehensive development of college students. Universities aim to fully utilize the educational function of nurturing students in both specific aspects and the entire process of education.

The employment issue is the biggest problem for students, and employment competitiveness is the key factor determining whether they can effectively solve the employment problem. It requires college students to continuously improve and strengthen themselves through professional courses and practical experience in school. We can leverage our attitude towards the natural environment and enhance college students' understanding and ability to understand the role of the natural environment. Enable college students to approach the natural environment that is closely related to their own survival in a more rational and emotional manner, thereby promoting the sustainable development of the natural ecology that benefits humanity. In ideological and political education work, diversified scenario play methods can be carried out, allowing students to simulate job seeking characteristics and employment forms under different scenario backgrounds, etc., with a sound psychological quality. When college students receive collective education at the university, they have a certain degree of control and can cooperate with the arrangement of teaching content. Educators can carry out educational practices that integrate university ideological and political education into employment education through a variety of methods.

#### **3.2. Congruence with educational goals**

University ideological and political education and employment education are both important

contents of university education, and their educational goals are fundamentally to promote the all-round development of college students. When faced with employment pressure, some college students are prone to escape psychology, shifting the responsibility to others instead of taking the initiative to take responsibility and face challenges. This lack of sense of responsibility makes them at a disadvantage in the employment competition. These contradictions include not only the contradictions between elements such as educational subjects, educational subjects and objects, educational subjects and intermediaries, and intermediaries, but also the contradictions between the preparation, implementation, and evaluation stages of the operation process. Finally, universities should open up interactive functions in the operation of management platforms, where educators can maintain good communication relationships and widely absorb work suggestions, enhancing the richness of educational content.

Some students have encountered problems such as high employment standards or unclear understanding of the employment situation in the past employment process, which is closely related to student related deviations. College students should consider the sustainable development of society in their employment and entrepreneurship, actively participate in public welfare activities, and make contributions to society. During this process, teachers need to analyze the collected information, identify potential psychological issues among students, and provide corresponding counseling and intervention recommendations. The institution should conduct a rigorous assessment of students' mental health status and then provide targeted intervention measures to students based on the assessment criteria. They should maintain effective integration with relevant external departments, actively draw on high-quality educational resources, grasp current social hot events in real time, establish an open education model, and achieve all-round training of students.

#### **4. Conclusions**

Due to the lack of social experience and insufficient understanding of the social employment situation, it is difficult for college students to realize the change of their student identity in a short time, which often leads to anxiety. Therefore, colleges and universities should improve ideological and political education, guiding students to establish correct ideas and view the future employment situation appropriately. They should also teach students how to deal with the challenges encountered in future employment and face difficulties. As a result, it is necessary and feasible for colleges and universities to integrate ideological and political education into employment education. They should actively carry out ideological and political education courses, focusing on guiding students' employment concepts, helping them establish clear career plans and correct values, strengthening their ideals and beliefs, adapting to the needs of various job positions, and providing sufficient talent support for social development and progress. On the other hand, college students should recognize the employment situation, strive to improve their own abilities, and also understand in advance the types of talents needed in the job market, and use this as a standard to enhance themselves, so that they can take the initiative in employment.

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