

A Study on the Relationship between College Students' Employment Awareness, Ability Preparation and Employment Satisfaction

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Abstract: at present, the employment situation of college students is very serious, and the problem of College Students' employment has aroused widespread concern in society. Many experts and scholars are constantly thinking about how to promote the employment of college students, which has become a serious problem in the social development, and needs to be solved. This paper first analyzes the employment awareness of college students, further studies the employment ability preparation of college students, and finally explains the relationship between the employment satisfaction of college students and the employment awareness, ability preparation and other aspects. Hope to bring reference and help to the majority of university educators.

1. Introduction

In recent years, the problem of “difficult employment” of college students has become more and more serious. Many people will think that this is due to the expansion of university enrollment. In fact, the difficulty of College Students' employment is related to many factors, Among them, the relevant quality and ability of college students themselves is also a very important factor that can not be ignored. For example, college students' employment awareness, ability preparation and other factors will affect the employment status of college students to a certain extent, as well as their final employment satisfaction.

2. Employment Awareness of College Students

2.1 General Situation

Contemporary college students as a whole have a good sense of employment planning. Most students can realize the necessity of employment planning for their own development, and can also guide their own employment planning in combination with their own personality, interests, advantages and disadvantages ^[1]. College students generally know the specific ways or means of employment planning, However, they did not think deeply about the goals to be achieved and the value of employment planning, and their understanding is relatively vague.

Under the current situation, the pressure of employment is very great. In this severe situation, many college students begin to prepare for the future employment from the beginning of enrollment, but often because of the lack of social practice experience of college students, they do not have a deep understanding of the occupation, the occupation information they get is generally not directly obtained, and the occupation view is still in the continuous formation and development. Under the comprehensive influence of these factors, the goal and value of College Students' employment planning cannot be clearly understood. This makes it necessary for universities to set up necessary employment guidance courses, help and guide students to fully understand the employment planning, so that they realize the importance of employment planning.

2.2 Specific Conditions

2.2.1 Divide by Gender

If we evaluate the employment awareness of college students from the perspective of gender, the female students should be significantly stronger than the male students. This is due to the common

influence of many factors, such as social discrimination against women's employment, traditional concepts, women's own physiological characteristics, etc. all of these factors, together, will make women show obvious characteristics of lack of self-confidence in employment, but also accompanied by a certain degree of anxiety and anxiety ^[2]. Female students are in a disadvantageous position in employment, which will stimulate them to strengthen their own strength through various ways in advance, in order to have a certain advantage in the competition. Therefore, the overall employment awareness of female students will be more prominent than that of male students, especially in the goal, way and value of employment planning.

2.2.2 Divide by Discipline Nature

Students of different majors have different degrees of professional planning consciousness, and there are significant differences. Among them, students of humanities have the lowest professional planning consciousness. The reason is inseparable from such factors as specialty setting, learning style, talent training goal and so on. In addition, the overall learning knowledge of humanities is more perceptual. Under the influence of such education for a long time, students' thinking will also be branded with perceptual brand, and the corresponding logical thinking and rational thinking will show a little lack. Therefore, such students' analysis of employment problems is not as profound and clear as engineering students.

2.2.3 Divide by Work Experience

According to work experience, the employment consciousness of the students with work experience is obviously higher than that of the students without work experience. This kind of work experience, including full-time and part-time, also includes the work experience of campus students, such as the positions of student cadres and class cadres. Students with certain work experience can have a simple understanding of the occupation in the specific work practice, and can predict the employment situation according to their own experience, fully realize the seriousness of the employment situation, which will make them more urgent and constantly enhance their competitiveness. Based on this situation, students will take the initiative to plan their career in advance, study and practice purposefully, so as to improve the efficiency of learning.

3. Preparation for Employment Ability of College Students

Contemporary college students are well aware of the severe situation of employment difficulties, as a result, most students are able to prepare in advance during the university period, especially the training and preparation of their own employability. From the perspective of the preparation of students' employability, students pay more attention to the internal ability and quality performance, such as integrity, teamwork, professionalism, adaptability, etc. students can continuously enhance their competitiveness by paying attention to these aspects ^[3].

But there are also some deficiencies in some aspects, such as job preparation, practice preparation, employment skills preparation, employment goal design, etc. For college students, In employment, the recruitment unit will not only pay attention to the students' achievements, but also pay more attention to the students' social practice experience, having rich time experience is a bonus for students. Therefore, students are required to take part in more practical activities while learning cultural courses well.

3.1 Divide by Gender

If analyzed from the perspective of gender, boys are significantly better than girls in the situation and policy preparation for employment preparation. The reason is that the types and perspectives of students' attention to information are different due to different genders, which leads to this situation. Therefore, female college students should cultivate their ability to pay attention to current affairs and politics, pay more attention to current affairs and national dynamics in life, and master the development trend.

3.2 Divide by Discipline Nature

Science and engineering students, in general, will be more outstanding than other students in the aspects of employability preparation, job-hunting behavior preparation, employment goal design, etc. From the perspective of social practice, students majoring in economics and management have rich experience. This phenomenon is related to many factors. In university education, the education of science and engineering shows strong practicality, requiring students to have strong hands-on operation ability, high fitting degree with the market and close connection^[4]. Especially for some engineering majors, the specific work direction of students after graduation is very clear and has strong pertinence. They can master a lot of professional skills and practical experience during their study, so they will be fully prepared for employment.

In the major of economic management, the direction of students' employment will be very wide, and students can work in all walks of life. Given this situation, students will generally seek relevant internship opportunities for themselves during their stay in school, and fully put their theoretical knowledge into practice. Compared with the above-mentioned subjects, the preparation for employment ability of students in humanities is slightly worse. Therefore, higher education should pay attention to the employment situation of humanities, actively infiltrate the corresponding market information in teaching, and improve the relevant training base, so that students have more practical opportunities, So that the level of students' employability preparation can be improved.

3.3 Divide by Work Experience

In terms of preparation for employability, self-awareness and knowledge seeking skills, the students with working experience are significantly higher than those without working experience. Through a variety of social practices, students can constantly enhance their competitiveness, and their understanding of themselves will be more clear. In the process of social practice, students' job-hunting skills will also be improved.

4. The Relationship between College Students' Employment Satisfaction and Employment Awareness, Etc

In the contemporary college students, their overall level of employment competitiveness is relatively high, but the level of employment satisfaction is still unsatisfactory, in terms of employment cost, employment efficiency, employment quality, etc., it still needs to be improved. The employment competitiveness of every college student is very different. The level of individual conditions, employment awareness, ability preparation and other aspects of students are uneven. At the same time, these factors also affect the final employment satisfaction of students.

4.1 Basic Personal Conditions

Personal conditions are the most basic factors affecting employment satisfaction. Students with high employment satisfaction generally have strong competitiveness and excellent abilities in all aspects. This kind of students generally have good academic performance, come from a famous school, and obtain relevant qualification certificates. At the same time, their students' work experience and social practice will also be very rich.

4.2 Employment Awareness

From the perspective of employment planning consciousness, there is a certain homogeneity in the understanding of employment planning among students, and the students who have not graduated will have a clearer understanding of their own employment planning goals. However, compared with the students with high job satisfaction and strong competitiveness, it still needs to be improved. Students with high employment competitiveness and good satisfaction usually make preparations in many aspects, such as employment methods, employment goals and employment value, in sophomore, junior and even freshman years. They are often able to clearly plan their own career, and according to their own goals, constantly adjust their own progress and direction, and constantly close to the employment goal.

4.3 Preparation for Employment

4.3.1 Social Practice Experience

The students who have not yet been employed, their short board is generally practical experience, but the students with strong competitiveness, precisely have rich practical experience. During the university period, they may obtain many certificates with high gold content, such as CET-6, computer secondary certificate, driver's license and professional qualification certificate of the discipline, etc., and they will actively participate in various community activities and social practice during the university period. In addition, this kind of students are generally more interested in the employment guidance courses, and actively discuss the industry development and employment issues with the employment guidance teachers, so as to constantly clarify their own employment direction and make adequate employment preparations in advance.

4.3.2 Preparation for Job Search Action

In many years of teaching, the author found that those students with high employment satisfaction and high competitiveness often do their own preparations before they apply for a job, not only do they make preparations, but also communicate with their parents, teachers and other elders to discuss their own development direction, and consult their teachers about the employment situation of their major in time, so as to make full use of the job-hunting information to understand, and make relevant preparations. At the same time, we can get all kinds of recruitment information through our extensive interpersonal relationship, try to participate in all kinds of job fairs, and constantly enrich our interview experience^[5].

4.3.3 Preparation for Self Cognitive

In general, a large part of the reasons for the college students with poor job satisfaction are due to inadequate self-awareness preparation. They have not formed a clear and definite understanding of their own advantages and disadvantages, interests, personalities, etc. At the same time, their career values and career orientation have not been comprehensively analyzed, and their interests and hobbies cannot be organically combined with career planning. On the contrary, students with high employment satisfaction can prepare well before employment and consider many factors comprehensively, which is the reason why there are obvious differences in their employment satisfaction.

5. Conclusion

To sum up, the relationship between College Students' employment awareness, ability preparation and employment satisfaction is obvious. The problem of "difficult employment for college students" is not caused by a single university enrollment expansion factor, but more by students' own ability and quality. Colleges and universities should pay more attention to the employment guidance course, actively cultivate students' awareness of employment during the period of school, and make students make adequate preparation for employment before employment. Only in this way, students can find the ideal job, and the final employment satisfaction will be improved accordingly. The problem of "difficult employment for college students" can be solved to a certain extent.

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