

Research on Postgraduate Employment Problems and Countermeasures

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Abstract: *With the rapid economic and social development in China, the scale of enrollment expansion in universities is becoming larger and larger, and the scale of graduate education shows the peak period of development. The employment situation of postgraduate students is becoming more and more serious, and the employment problem is becoming more and more prominent, which is not conducive to the development of the national government, society, postgraduate training units and graduate students themselves.*

Keywords: *Postgraduates; Employment Problems; Countermeasures*

1. Introduction

In recent years, with the rapid development of Chinese social economy, political, cultural construction, the country increases the reform and development of education, universities are bigger and bigger, China's higher education has gained great development, graduate education scale presents the peak of development. Especially since 2000, the number of applicant and recruitment enrollment for postgraduates has been increasing year by year. Due to the expansion of ordinary university enrollment in China, higher education has been from "elite education" to "mass education", which shows that our higher education has entered the stage of comprehensive development. However, the popularization of higher education makes university undergraduate and postgraduate employment encountered various obstacles and difficulties, many undergraduates can not find a job, postgraduates employment status affected by it is not optimistic.

At present, the quality of postgraduate students is uneven in some universities in China; postgraduates have low recognition of curriculum setting, training process, and training mode; in terms of the overall satisfaction of the training program and the teaching quality evaluation, there are differences between teachers and students and inter-school; teachers have confused understanding of enrollment methods and training program setting; students generally reflect low academic lecture frequency, lack of educational practice, and require individual guidance; paper publication and extracurricular reading are the greatest pressure for students.

2. Analysis of the main factors affecting the employment of postgraduates

2.1 Factors of the employer's concept of employment

Due to the increasing number of university graduates year by year, the labor market from "short supply" to "oversupply", namely from "seller's market" to the "buyer's market", undergraduate and postgraduates devaluation, resulting in employers more and more stringent requirements for university graduates, many of which have problems in the concept of employment. Such as age discrimination, gender discrimination, first degree discrimination and so on.

2.2 Factors of university enrollment, training objective and model

In the process of postgraduate enrollment and training, on the one hand, university graduate student enrollment ratio increased year by year, admissions standards is declining, and many students have no strong interest in academic research and research innovation, which leads to graduate matriculate quality overall decline; on the other hand, the scale of postgraduates and universities does not follow up, among which the outstanding problems are the uneven quality of postgraduate tutors, the insufficient

number of excellent tutors, and the imperfect teaching facilities[1]. The decline of the quality of postgraduates, the low quality of education and teaching, and the difficulty in employment of postgraduate students is closely related to the decline of the quality of postgraduate students training.

2.3 Factors of the quality of postgraduate students

With the rapid development of social and economy, the continuous progress of high technology and the advent of the information age, coupled with the expansion of enrollment in universities, the number of university graduates is increasing year by year, so that the postgraduate diploma is rapidly devalued. Employers not only value the academic level of university students, but also value the actual ability of university students. Cross major is a part of the postgraduates, theoretical knowledge is not solid, there are many postgraduates just to get a master's degree diploma, don't want to be engaged in theoretical research, they may in beer and skittles during grinding or to do a part-time job, but the school provides targeted education internship, practice opportunities too little, their contact with employers is less. As a result, most of the graduates have theoretical knowledge and lack of practical skills, and they find that the gap between them and the social requirements is too big when they really apply for jobs.

2.4 Factors in labor market demand

Market economy has a certain negative impact on the employment value of postgraduates, leading to the prevalence of utilitarianism and individualism, and the crisis of social integrity. The employment value orientation of postgraduates has changed from spiritual to material, often paying attention to personal interests, ignoring the interests of others, and lacking the consciousness of collectivism, spirit and social dedication. Due to the severe employment situation, in order to improve their employment competitiveness, some postgraduate students often forge their resumes, frequently break contracts, or bribe examiners, which has caused a certain negative impact on the society. Secondly, the employment situation of postgraduate students is severe under the background of the new normal economy. Due to the transformation of China's economy from high-speed development to medium-speed and high-quality development, social employment capacity has shrunk to a certain extent, employment situation is unstable, and some large enterprises are facing the pressure of downsizing to reduce the burden, which increases the employment pressure of graduate students to a certain extent and strengthens the career selection value of their stability. At the same time, the rising number of graduate students in China has further increased the contradiction between supply and demand in the market. At present, China is in the environment of economic structure optimization, industrial upgrading and innovation-driven development, so that the society has put forward higher requirements for talents. However, due to the rapid expansion of postgraduate enrollment and the lack of educational resources, the quality of postgraduate training is not satisfactory.

3. Countermeasures to the employment of postgraduate students

3.1 Employer clarifies its due social responsibilities

Employers should make clear their social responsibilities and give full play to the main role of employment. First of all, we should establish a fair, reasonable and scientific recruitment concept. In the labor market, employers and graduates are in equal status, so employers should set up pragmatic, fair recruitment concept, in line with the spirit of realistic, rigorous and practical, assess and evaluate the professional ability and comprehensive quality of postgraduate students, refused to "find relationship" or "backdoor" means not conducive to employment fairness, abandon all kinds of employment discrimination, such as gender discrimination, practical experience discrimination, first degree discrimination, age discrimination and regional discrimination, etc. In this way, employers make the job seekers get fair and just employment opportunities, which is conducive to easing the employment pressure, improving the grim employment situation, and playing the role of the main body of the labor market.

3.2 Universities should respond to the market demand and improve the quality of postgraduate training

Universities play an important role in the employment of postgraduates, so they should do

something to solve the employment dilemma of postgraduates. First, we should fully understand the market demand and develop the "products" needed by the market. Universities should predict the market demand information in advance, make dynamic adjustments to the discipline and specialty settings in time according to the needs of enterprises, link enrollment and employment, and make the majors of graduates match the job demands of enterprises. Secondly, the teaching mode should be reformed constantly, the curriculum should be updated, and classified teaching should be carried out according to the different training objectives of academic postgraduates and professional postgraduates[2]. Academic postgraduates focuses on the study of professional knowledge and the improvement of scientific research ability, so as to provide scientific research-oriented talents for the society. Professional postgraduates should focus on the cultivation of practical ability and hands-on ability, the implementation of case teaching and practice teaching, executives and technical personnel shall be invited as a school teacher, while focus on postgraduates' professional technical ability training, improve their practice ability, make full use of postgraduate workstation and practice base of postgraduate, implement "order-type" training for some postgraduate students, so that postgraduate students can reflect the academic background and knowledge advantage, help enterprises and institutions to solve technical problems, can "foothold" in the technology-oriented employment .

3.3 Reasonable construction of university employment service system, strengthen university employment guidance

The general employment difficulty of postgraduates show the importance of universities to strengthen the employment guidance of postgraduates. On the one hand, effective employment guidance activities should be established on the specific requirements of the guidance object, should regularly conduct research on the employment guidance needs of postgraduate students through questionnaires and discussions, improve the pertinence of employment guidance and service. On the other hand, in the process of building an employment service system, colleges and universities should consider all kinds of problems that may arise in the employment process of postgraduate students, and improve the ability of postgraduate students to solve all kinds of problems in the process of job hunting and employment through simulation drills or targeted and actual combat employment guidance, so as to improve their employment rate and employment quality[3].

3.4 Postgraduate students strive to improve their professional level, pay attention to improve their own quality

One of the key factors for successful employment in the labor market is one's own quality. Postgraduate students should not only pay attention to the study and mastery of the professional knowledge of this discipline, but also constantly enhance the knowledge reserve of other aspects, and expand their knowledge. In addition, to participate in social practice activities as much as possible, on the basis of completing the teaching and scientific research tasks prescribed by the training unit, actively participate in various social practice activities, to enhance communication and social contact, will be learned knowledge of system theory in school and social experience in social practice activities, combining to enhance competitiveness in employment. Should improve their own comprehensive quality according to the needs of job-hunting positions.

3.5 Postgraduate should establish a correct view of employment and enhance the core competitiveness of employment

First, we should broaden our thinking and discard the rigid thinking of "official standard" in employment. Make a good life plan and career plan in advance, recognize the current labor market and employment situation, analyze their strengths and weaknesses, and set up reasonable employment goals. Seize the opportunity of The Times, respond to the call of the country, go to the place where the motherland needs most, go to the enterprise that can really give play to its employment advantages, unify the "personal dream" with the "national dream", and achieve personal ideal with the help of the rapid development of the country. Second, focus on the main business, and training the "hard power" of enterprise needs. Postgraduates should conscientiously study professional knowledge, actively participate in the scientific research projects of their tutors, take advantage of "industry-university-research" cooperation opportunities to actively participate in enterprise practice, enhance their hands-on ability and the ability to find and solve problems, and truly achieve successful and useful in learning. Third, pay attention to the comprehensive quality training, improve employment "soft power". In the fierce competition of employment market, by unit of choose and employ persons

not only have intelligence factors such as professional skills requirements, but also have oral expression ability, coordination and strain capacity, innovation, innovation ability, compressive resistance ability, team cooperation ability, learning ability, and non-intelligence aspects of the comprehensive ability of requirement.

4. Conclusion

Postgraduates should seize the opportunity of the great rejuvenation of the Chinese nation, respond to the national call of "mass entrepreneurship and innovation", and actively participate in the tide of innovation and entrepreneurship, make use of their technological advantages, actively transform scientific research achievements, and create jobs while solving our own jobs. So if want to win in the fierce employment competition, postgraduates must enrich knowledge reserves, continuously expand the scope of knowledge, improve their basic employment competitiveness, and strive to grow into talents favored by enterprises.

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