

# An Analysis of College Students' Employment Psychology and Self-regulation under Employment Pressure

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**Abstract:** *The number of college students is increasing year by year with the expansion of colleges and universities, and the generalization and popularization of higher education in China has become inevitable. Although the generalization of higher education has brought about the improvement of national quality education, the number of college graduates is also increasing, which leads to the gradual increase of employment pressure on the graduates of higher education institutions. Based on this, how to help college students face the pressure correctly for adjusting their psychological problems and developing smoothly in time has become an urgent problem on the whole society. This paper analyzes the current employment situation faced by college students, and elaborates the psychological performance of college students under the employment pressure, focusing on the psychological self-regulation measures of college students.*

**Keywords:** *employment pressure, employment psychology, college students, self-regulation*

## 1. Introduction

The employment issue is related to the future of every college student, but the emergence of this issue also has a significant impact on the family and even the society. Therefore, the employment issue has always been college students' main concern and their most important issue. The employment prospect and its direction are the key issues for college students to think about, but it usually brings not positive motivation but more negative worries to the college students' group. Because the college student group, as a group with relatively good cultural quality, is also relatively high in their pursuit of employment prospects, so that the opportunities, problems, challenges and even troubles they have to face are also relatively difficult to handle. Based on this, college students will face more psychological pressure of employment. Some college students make large plans for themselves, and such plans, which are easy to fall short in the real world, will make students more unable to accept the setbacks in reality and cause psychological imbalance in the gap between reality and ideal, and many college students cannot get effective psychological guidance after graduation, thus various psychological diseases are induced. Therefore, for college students, psychological self-regulation learning is very necessary for their future physical and mental development and health.

## 2. The main employment situation faced by college students at present

First of all, with the development of modern society, the demand of departments and enterprises at all levels for talents is increasing, and the requirements for talents are also becoming more and more strict. According to the continuous development of science and technology and the adjustment of the corresponding industrial structure, the current reform of economy and education system in China is also changing, relevant departments and institutions has been downsizing, and many state-owned enterprises have also constantly carried out plans to reduce staff and increase efficiency. And for the fresh graduates of colleges and universities, the competitive pressure of employment is also emerging. At the same time, the progress of technology has also brought about the common use of artificial intelligence technology, and labor force is no longer required in some jobs, so some basic workers who need to be re-employed have also become the newly increased labor force. Hence, the general employment situation in China is very severe, and the condition that labor force outstrips demand may persist in the future<sup>[1]</sup>.

Then, some colleges and universities only pay attention to students' participation in professional

courses in daily education, but do not pay attention to students' thoughts and lifestyle, so that some students laze away in school. Some students focus on studying only during the examination period, and the rest of the time they are relaxed and enjoy the freedom without control. This kind of life style without making progress and only pursuing freedom is not beneficial to the development of college students themselves, and makes some students form an idle mentality and lifestyle. At the same time, some colleges and universities do not provide students with career planning education, which leads some students to be confused and anxious when choosing employment, so that they are unable to choose their career direction correctly and do not understand the importance of employment development, which makes a great impact on the mental state of college students. Some colleges and universities ignore moral education of students, and even the professional counseling rooms are not opened in time, so that some students cannot solve their psychological and ideological problems and cannot find ways to seek help, which in turn has triggered potential psychological diseases of students and caused great risks to their future development and career aspiration.

Finally, a large part of employers also set up different barriers to the employment of college students, such as requiring long working experience, being too hasty in the training of employees, giving too much pressure to new employees, conducting inefficient job training, and even ignoring labor laws and regulations. There exist many harsh rules, jobs with multiple tasks, unpaid overtime and other phenomena that do not comply with Chinese labor laws and regulations. Even some enterprises hold the reason that college students have little work experience and make extremely high demands on students' abilities, and the students are only paid less. All of these unfavorable factors for the employment situation of college students.

### **3. Psychological problems of college students facing employment pressure**

#### ***3.1 Contradictory and anxious psychology in job choices***

The contradiction and anxiety of college students in job choices is often due to the fact that some students do not have a good and feasible career plan before graduation. Therefore, when choosing a job, they are confused and overwhelmed in the face of different enterprises and employment directions. Some students don't like the posts contacted by the school and want to choose their own jobs but are afraid of the risks. Moreover, some college students have problems such as: fear of competition, setting unrealistic ideal goals, and conceit and carelessness in their profession. At the same time, they set ambitious plans without the ability, not only wanting long-term career development but also refusing to give up short-term interests, not only pursuing independence but also relying on others' help. All these problems will drive many college students into various confused conditions when choosing a job and in actual work. When faced with the choice between prospects and benefits, college students may even be cheated and exploited by some bad enterprises, so that most of them are more prone to be anxious and contradictory in employment selection <sup>[2]</sup>.

#### ***3.2 Inferiority and conceit when treating employment***

Due to the lack of working experience of college students, they are not easy to play their real role when they start their work, which leads some students to be afraid of making mistakes when they choose a job, in an interview and when they start work, so that they are very easy to miss good opportunities when they need to make the decision at once. At the same time, even though some students who have good academic performance and good social skills but are too conceited are prone to a arrogant state of mind. They ask for management positions in their jobs when they first start working, and scoff at the complicated and hard work at basic level. The high evaluation of themselves and the disdain for the work often lead to the unrealistic employment orientation of them. Therefore, both inferiority and conceit have a significant influence in the employment concept of college students.

#### ***3.3. The psychological influence of comparison and herding in the employment goal***

Every student has different internal and external influences such as thoughts, abilities and family conditions, so everyone should have different choice in the direction of employment. As long as the job is suitable for students themselves and can bring positive impact to family and society, it is worth choosing. However, because of the strong vanity of some college students, they have a strong desire to compare themselves with others, no matter in the direction of career selection or employment goal, so that they set exorbitant ideal goals for themselves but are completely incompatible with their actual

ability, and they disdain for the work at basic level that is more suitable for them, resulting in the loss of a good opportunity for development that should belong to them. Meanwhile, there are also some college students who have no opinion and have a strong herd mentality in employment, and choose their career only according to other people's ideas. Under the influence of classmates, teachers, parents and the Internet, they believe that they will surely get good career prospects as long as they choose to work in big cities or big enterprises. However, the actual situation is just the opposite, because too many college students flood in to the cities, there is job shortage in some big cities, and the excessive influx of one industry will intensify the competitive pressure of the industry, and the blind pursuit of single employment orientation such as big cities and big enterprises will also be very unfavorable to the actual development of college students themselves<sup>[3]</sup>.

#### **4. Self-regulation measures of college students in employment psychology**

##### ***4.1. Colleges and universities should do a good job of employment psychological guidance for college graduates***

Relevant colleges and universities should pay attention to the employment psychological problems of graduates and actively do a good job in employment psychological guidance, which needs to adopt psychology to analyze and study "modern employment needs", "what graduates can provide for society", "the current situation and future of graduates", "the skills gained in college" and other problems. Graduates face with many difficulties in employment and entrepreneurship at present, more encouragement should be given to them to motivate them to strive to become compound talents, so as to continuously improve their psychological quality. In view of the main causes of employment anxiety of graduates, colleges and universities should grasp the key point of psychological guidance, try to use surrounding examples, point out the key problem of career selection pressure, and patiently provide psychological counseling to them. For today's severe job situation, it is necessary to actively encourage college students to improve their confidence in employment and help them possess the corresponding employment ability and literacy. And by learning, college students should know that the elements such as action, courage, activeness, communication and action are necessary factors in employment. These psychological education can make college students correctly recognize the psychological problems of employment, and it also helps to relieve the psychological pressure of employment of college students. It allows college students to have a better performance when they face the employment pressure directly and eventually go into the society<sup>[4]</sup>.

Starting from the realities faced by college students, graduates should focus on the importance of courage and self-confidence for a person's development and success. A comprehensive analysis of the current employment situation in the relevant industries is given to graduates, and graduates are specifically told how to face employment choices with a good attitude and how to better reflect the value of life in social activities. The school clearly informs graduates of its expectations and confidence in them, and hopes that they will stick to the correct and appropriate direction and keep changing to adapt to different environments. These psychological assistance is of great practical significance for graduates to be able to precise their employment goals, strengthen their career selection skills and improve their own psychological quality. And the assistance will promote college students to enhance their competitiveness and lay a solid foundation for future employment.

##### ***4.2. Teachers in colleges should guide students to master effective interview skills***

The guidance of teachers in colleges and universities is an important part of carrying out students' psychological control of employment. In the psychological control of employment for graduates, teachers should guide graduates to understand where their strengths lie. Firstly, graduated should fully understand themselves in mind, and try to make the best of their strengths and avoid their weaknesses in an interview, so that they can fully display their advantages, and make up or avoid skillfully for the parts they are not good at. Only by fully understanding themselves psychologically can they finally overcome themselves and avoid being overly nervous when facing an employment interview, and strive to bring out their full talent.

##### ***4.3. Graduates should be clear about their own ability and not overestimate a job***

Graduates should correctly assess their own ability, choose suitable positions for themselves in choosing a job, do not be overly ambitious and set higher goals for themselves than the actual ones, and

lower the requirements of the chosen posts appropriately, and try to avoid the adverse psychological impact of the large gap between the ideal and the reality. Graduates should make their own mental preparation, clearly know that if the expected post is too high, the reality may be inconsistent with expectations, then they can make the corresponding psychological preparation, avoiding the situation to make themselves anxious and fear. However, they should not overly deny their own ability and negatively choose a post completely below their own ability, because the post below their own ability is very unfavorable for personal career development. College students should choose jobs that allow them to maintain a certain level of tension in their abilities, i.e. jobs that they can do well but still require some effort, which can both clarify their abilities and bring challenges in their abilities. This kind of work can help graduates to keep themselves focused and exercise their thinking and abilities<sup>[5]</sup>.

#### ***4.4. College students should adjust their employment mentality appropriately***

College students should actively participate in the psychological counseling courses organized by students, cooperate with the school to make their own emotional adjustment and organize their own employment mentality in time through the study of psychology and the understanding of employment mentality. In order to face the social employment situation better, it is essential for students to adjust the employment mindset appropriately. College students should establish a good employment concept, strengthen the ability and confidence of employment, and clearly understand their employment direction. Timely adjustment of proper employment mentality has positive significance in relieving graduates' psychological pressure of employment and helping college students understand the real social situation.

#### ***4.5. College students should do a good job of personal career planning***

In order to avoid the herd mentality, college students should do a good job of personal career planning according to their own objective conditions, and make their own psychological preparation for the job search. Before searching a job, college students should analyze and understand common problems like the psychological problems in the choice of employment, the expectations and loss of employment, the personality defects in employment, psychological pressure and anxiety of employment, unreasonable employment concepts, to ensure that they can truly face the employment environment and treat the cost and return of the employment development with a clear and rational vision, so that they can avoid giving up long-term development because of short-term interests. In addition, good interpersonal skill is also an important part in job search or in work. In job market, it is of great significance for their development to learn interpersonal skills and think about the idea of "live and let live"<sup>[6]</sup>.

### **5. Conclusion**

On the occasion of graduation, it is an inevitable path for college students to choose a job, and it is also a key path for them to test their ability and reflect their self-worth after years of study. Colleges and universities should understand the group of graduates in time, help adjust their employment psychology, actively study the countermeasures of adjustment, and pay attention to the employment psychology and self-regulation of college students. College students should also improve their employment ability, find the target accurately and clearly, do a good job of self-positioning and psychological self-regulation, prepare for employment from the inside to outside. And in the actual choice of employment, they should also have the ideological awareness of daring to start from the basic level, and lay a solid foundation for their career development.

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