

# The Relationship between Career Expectation and Employment Satisfaction of College Graduates

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**Abstract:** *With the continuous deepening of the reform of China's higher education, the number of college graduates has shown a rising trend year by year. Contemporary college graduates also have a growing degree of career expectations, still maintaining many characteristics of the era of elite education. The employment concept and attitude of college graduates are often divorced from reality, and to a great extent from the reality of the employment situation. This further leads to the deviation between the employment satisfaction of college graduates and their employment expectations. This paper will deeply explore and analyze the relationship between career expectations and employment satisfaction of college graduates, and propose corresponding implementation strategies to promote college graduates to establish correct life ideals, establish scientific and realistic employment expectations, and improve their satisfaction while trying to open up employment channels.*

**Keywords:** *College Graduates; Career Expectations; Employment Satisfaction; Relationship*

## 1. Introduction

With the continuous innovation and optimization of China's social and economic structure, the employment environment of the human resources market has been further affected, and the employment form of college graduates has also changed. At the same time, with the increasing popularity of higher education in China, the employment of graduates has become a more prominent problem in today's social and economic development and the development of higher education. Under the current development situation, the employment expectation of graduates presents a multi-dimensional development form, and the employment satisfaction of college graduates also presents a multi-level form. The professional expectations of college graduates are often different from the needs of social talents in real life. Therefore, it is of positive value to guide college students to establish a correct concept of employment and career selection, and to guide college students to establish scientific career expectations to improve the employment satisfaction of college graduates.

## 2. Analysis of the relationship between career expectation and employment satisfaction of contemporary college graduates

Career expectation means that the jobseeker matches the possibility of employment with personal working ability, interests and hobbies, understanding of career, life values, world outlook and other factors, and includes the jobseeker's material gains and losses of individual characters, such as salary and benefits, vacation arrangements, and development opportunities; Job seekers' spiritual satisfaction, such as freedom and independence, the difficulty of the job, hobbies, etc; Another example is the reputation and social value of the job. Employment satisfaction refers to the specific feelings of job seekers based on the comprehensive analysis and evaluation of whether the jobs they have obtained are relatively stable, whether the salary is generous, whether the employment environment is good or bad, whether their professional interests meet the requirements, and whether the future development prospects are broad.[1] As a special group initially entering the society, college graduates, because their career prospects are far higher than the current employment situation, This aspect of professional values pays more attention to personal development, and has not had a specific and accurate understanding of the current reality of the employment market. The correlation between graduates' employment satisfaction and their own professional expectations presents a dynamic form of change.

In the employment quality report of graduates in 2021, according to the information sources provided by the employment information of college graduates in Shandong Province, the contracted employment rate of undergraduate graduates is 23.95%, the contracted employment rate of graduate students is 72.33%, and the rest are for further study. It is learned from the employers who signed up for graduates in 2021 that graduates mainly tend to go to major enterprises, with 82.29% of undergraduate graduates and 59.90% of master graduates. The main employment of doctoral graduates tends to higher education institutions or research and design institutions, accounting for 72.52%. From the perspective of the industry flow of the graduates of the 2021 signing jobs, the industries where the graduates will go are social security and social organization, public management, manufacturing, education, information technology services, etc. The survey on the employment satisfaction of the graduates who have gone through the entry formalities shows that 26.65% of the graduates are satisfied with their jobs in their enterprises, 36.91% are satisfied, 25.16% are more satisfied, and 9.91% of the graduates think it is average. At the same time, 1.38% of the graduates felt dissatisfied. From the perspective of the matching degree of graduates' employment majors, 37.37% of graduates believe that the current employment is closely related to their majors, 46.63% of graduates believe that it is related to their majors, and 16% of graduates believe that it is not related to their majors. On the whole, more than 70% of the graduates are satisfied with the relevance of the position and profession they are applying for, and more than 80% of the graduates are satisfied with the match between their professional expectations and salary, their personal aspirations, their interests and hobbies and the position, the fairness of occupational competition, the prospect of the employer, the sense of belonging honor of the employer, the relationship between the superior and the subordinate, the development opportunities for learning new skills, the sense of job achievement and the promotion opportunities Satisfied with the challenge.[2]

### **3. How to effectively achieve the relevant strategies of matching college graduates' career expectations and employment satisfaction**

#### ***3.1 College graduates need to clarify their professional values through internship in advance***

The rationality of college graduates' career expectations has a distinct effect on employment satisfaction. The improvement of professional values is also a major factor affecting graduates' employment quality. Based on the current employment situation, college students should re analyze the specific situation rationally and clearly, and re recognize their own employment outlook and career selection outlook based on specific facts, Fully combine the ideality of career goals with the reality of employment, actively break through some rigid career selection circles, objectively and specifically analyze the relationship between interests and the status quo, learn to self-reflect, and actively participate in practice to constantly improve themselves. There is an indirect relationship between the formation of college graduates' professional values and their own growth environment and various objective factors. Many college students have a large gap between their expectations and reality after entering the workplace, which affects their job satisfaction and leads to frequent job hopping. This is due to the lack of practical experience of students. Therefore, college students should help themselves to clarify their professional values through social practice, Make your career expectations consistent with job satisfaction.

For example, there are many ways for college students to enrich their professional experience in school. Before graduation, college students can use their leisure time to take part-time jobs in campus libraries, canteens, shops and other places. More importantly, college students need to really enter the social workplace to obtain internship experience to promote job satisfaction and employment stability. Therefore, college students can cultivate correct professional values through social practice, appropriately adjust the situation where their expectations match the reality, reasonably choose occupations that match their own values, widely collect employment information that is relevant to their own majors, purposefully choose industries that are relevant to their own majors and target industries, and actively obtain internship opportunities to enter relevant enterprises. At the same time, try to strive for the opportunity to continue the internship for five to six months in the same company, so that students can systematically understand the working mode and specific needs of related industries, be familiar with the organizational structure of the enterprise, and form an overall working cognition of the enterprise's operating mode and work content during the stable internship. A period of long-term stable and practical internship can also leave a good impression on the employer in the future, which is more conducive to students to obtain a career more consistent with job satisfaction.

### ***3.2 Develop career planning in advance***

Relevant data research shows that there is a significant relationship between college students' job satisfaction and their majors. The job satisfaction of their majors is significantly higher than that of college graduates whose majors are not aligned with their jobs. Choosing the right majors for employment is an important reason to improve college graduates' job satisfaction. The reason for the imbalance between college students' professional atmosphere and job satisfaction is that, On the one hand, college students from the university did not plan their career in advance. Therefore, when students choose their majors, they should proceed from their own point of view, make careful choices according to the actual situation and the development direction of the target career, choose their majors independently according to their own interests and hobbies and their own abilities and accomplishments, listen to others' opinions with an open mind, define their career goals, and plan their career ahead.

For example, when choosing a major, college students need to combine their own expertise and favorite things, their own professional values, their own comprehensive abilities and other actual situations to achieve the advance deployment of career planning. At the same time, before employment, they also need to deeply understand the nature of jobs in different industries and different enterprises, and actively obtain specific information about each industry from seniors with relevant work experience in daily life, Carry out rational analysis, and rationally summarize the skill requirements, experience requirements, working environment, work content, etc. of relevant industry posts, so as to realize their own ability values, and effectively match the three majors and occupations. During the period of career planning, college graduates also need to accurately define how they can develop their own career more permanently, and focus on making good use of their existing resources to continue their development, brave to resist external interference, unswervingly choose their own work, clear their own career orientation and development direction, understand more about the needs of society, and properly evaluate themselves, They do not pay too much attention to their diploma achievements, but focus on the stimulation of their ability potential, so as to promote their career expectations and satisfaction to reach the same level in the employment process.

### ***3.3 Colleges and universities need to formulate a training program for cultivating employment talents in a timely manner***

Under the employment situation facing huge pressure, all universities need to formulate corresponding employment talent cultivation plans for students in a timely manner in combination with the specific actual situation. In the process of establishing majors, schools need to flexibly allocate the information on the demand of the labor market, update the teaching concept in a timely manner according to the market demand, and be good at mining new jobs from various channels and finding new needs based on the demand of social development for jobs, In this way, a new specialty with certain practicability, talent vacancy and development prospects can be set up. Secondly, the school needs to take professional activities as the core teaching content, improve the depth and breadth when guiding the knowledge and skills of college students, and impart the theoretical knowledge of various disciplines appropriately when guiding students, so that students can understand clearly. In terms of teaching organization and implementation of teaching strategies, schools should pay attention to taking students as the main body, widely absorb the advanced cultivation models of other universities and the advantages that can be learned from foreign countries, build an educational system that conforms to the educational reality, gives play to the development needs, and is operable, pay attention to the teaching principle of teaching students in accordance with their aptitude, guide students to establish correct ideas, so as to be more conducive to training talents that meet the requirements of social development.

### ***3.4 The government regulates the employment system and adjusts the employment service system***

From the perspective of relevant policies and systems issued by the government, relevant local governments need to actively establish a fair, just, unified and perfect employment service system and employment system. In terms of selecting employment talents, the government needs to achieve a fair and objective evaluation of the quality and ability of college students and reasonable allocation of human resources. At the same time, we also need to pay attention to the improvement of the dominant position of college students in the labor market competition, actively improve the service system of the employment market, optimize and adjust the labor market, establish an orderly operation of the employment mechanism and standardized competition, and expand the employment opportunities of

college graduates and the space for independent entrepreneurship. During the period of regulating the employment market order of college graduates, it is also necessary to strengthen the government's supervision and law enforcement, severely crack down on and resist the illegal behaviors in the employment market, resolutely prohibit the illegal behaviors of enterprises and employers, so as to effectively safeguard the legitimate rights and interests of college graduates, so as to effectively establish a complete, comprehensive and authoritative employment service system for students, and ensure the employment quality of students.

For example, in the process of establishing the service system of college students' employment market, the government needs to make efforts to adjust and optimize the service objects, service scope, etc., ensure the coverage of different industries and occupations by the authoritative employment regulation system, reasonably regulate the competition order between labor markets, strictly prohibit the illegal acts of labor enterprises and employers, and establish a complete and sound legal system for money rights and interests, We will effectively protect the legitimate rights and interests of college graduates, so as to ensure that they can serve all efficient graduates throughout the country as much as possible. Finally, we need to help college graduates to optimize the employment environment, improve their rights to social security and social training, broaden the space for graduates to start their own businesses, reduce the threshold of entrepreneurship, reduce the employment and job selection costs of graduates, broaden the employment information channels of graduates, carry out macro-control on the employment market and labor market, and implement effective employment policies. In this way, the employment satisfaction of highly efficient graduates in the employment process can be improved in accordance with the pre career expectations.

#### **4. Conclusion**

To sum up, promoting college graduates to establish scientific and reasonable career expectations can promote the development of their own career and the growth and improvement of their comprehensive quality. In order to enable graduates to truly show their value, relevant local governments, universities and employers need to make concerted efforts, In order to promote college graduates to get more effective protection in the future employment environment, help college graduates to provide effective career guidance, establish positive and correct professional values, and improve students' professional ability and employment stability.

#### **References**

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