

# Study on the Strategy of Improving the Employability of College Students in the New Period -- Based on Marx's Theory of All-Round Development of Man

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**Abstract:** *At present, the employment difficulty of college graduates has aroused widespread concern of the society, and has been an important problem in the society every year, and one of the important reasons for the employment difficulty is the lack of employment ability of college students. Marx advocated the free and comprehensive development of human beings so as to realize personal and social values. This article mainly from Marx's theory of all-round development, in-depth analysis of the current situation of college students' employment ability and its reasons, and put forward substantive solutions to improve the employment ability of college students, in order to promote social stability and development.*

**Keywords:** *Employability; College students; Marx; Promotion strategy*

## 1. Introduction

Marx's theory of all-round development of man has deeply discussed the problem of all-round development of man from different angles, and has been perfected and developed to a great extent with the social change. In this process of development, our country has also taken the realization of human free and all-round development as the main goal of human self-development. The completion of this goal is an extremely arduous task for the majority of the nation's people. In order to provide all-round guarantee to realize the goal of human all-round development, it is necessary to build material and spiritual civilization together, so as to improve the happiness of the people. As the main group of employment, college students have played an indispensable role in the development of social history. Therefore, it is necessary to correctly view and guide the difficult employment of college students through Marx's theory of all-round development.

## 2. The Basic Connotation of Marx's Theory of All-Round Development of Man

Marx put the realization of the all-round development of human beings at the core of his theoretical system, especially the alienation of labor theory put forward in the "1844 Economic and Philosophical Manuscript", which was regarded by many scholars as the first time in human history to attach importance to the development and liberation of human beings.<sup>[1]</sup> Marx pursued the free and all-round development of human all his life, which was explained from the following four aspects.

First, the comprehensive development of people's needs. Marx believed that the all-round development of man is the ideal state of his development. As a complete man, he should possess all of himself. Human needs are indispensable for people as a realistic person, which is mainly manifested as material needs and spiritual needs, among which material needs are the first. Active practice is the most essential difference between people and animals. Only after people create their own daily necessities through material production activities can they pursue their spiritual needs. Therefore, the continuous development of human needs is consistent with the change and development of practical activities, which are important components of the overall development of human beings.

Second, the all-round development of people's abilities. According to Marx, the full development of one's abilities is also a part of the full development, because the individual's abilities are the main force affecting one to move forward or backward. Only by comprehensively improving one's ability can one constantly enrich one's life, so as to ensure that one is in the process of continuous progress. The development of human ability is mainly manifested in physical strength, intelligence, practical operation ability, innovation ability and social communication ability, which is also needed to create the world. In

addition, in the improvement of individual ability to work at the same time, their main position also needs to be further improved, which is mainly reflected in the noble moral quality and scientific and cultural quality, which is also the ability to understand the world. Only a correct understanding of the world, and correct transformation of the world, can promote the overall development of people and the overall construction of society.

Third, the overall development of people's social relations. Man is a real man whose essence is the sum of all social relations. And "the comprehensiveness of the individual is not the comprehensiveness of imagination or assumption, but the comprehensiveness of its relations of reality and ideas."<sup>[2]</sup> Individuals are not part of a self-enclosed society, and the development of an individual's ability will always be affected by his social environment and social relations. Therefore, the all-round development of human beings is inseparable from social communication activities. Participation in social communication activities can effectively help individuals to enrich their social relations, and in the development of social relations, people's social status and corresponding social responsibilities are constantly changing, and then promote the overall development of individuals.

Fourth, the overall development of human personality. The development of personality mainly includes quality, morality, character, hobbies, character, specialty, etc. It shows a person's mental outlook, is the sum of psychological tendency and psychological characteristics, but also the comprehensive performance of a person's all-round development. Social existence determines social consciousness, and social consciousness also has a certain reaction to social existence. Excellent social consciousness plays a positive role in promoting the development of society. By improving people's personal quality, we can not only form positive values in the whole society, but also further promote social progress and development.

### **3. Problems Existing in College Students' Employment Ability and Analysis of Causes**

The study of college students' employability is a complex systematic research project, which involves all aspects. Only by summarizing the problems and analyzing the causes can we explore the corresponding countermeasures.

#### ***3.1. Problems Existing in the Employment Ability of Current College Students***

In the current new era, social enterprises have put forward new requirements for college students' teamwork ability, learning ability, practical ability, professional ability and other aspects. At present, the employment ability of college students is mainly reflected in the following three aspects. First, lack of core literacy, lack of independent learning ability. Many college students can only learn the course knowledge and textbook content, unable to take the initiative to participate in the deeper learning. Second, lack of innovation ability. Innovation ability requires college students to have a certain amount of knowledge accumulation, and have a strong practical, comprehensive and creative. At present, some college students have poor thinking ability, and there are obvious problems such as insufficient innovation consciousness and innovation ability after entering the job. Third, the interaction ability is insufficient. Many universities lack the sense of teamwork and communication ability, and even the basic knowledge of communicating with others. Despite excellent professional skills and work performance, they still lack communication and cooperation with others, and sometimes it is even difficult to integrate into the team.

#### ***3.2. Analysis of the Causes of the Problems Existing in College Students' Employment Ability***

First, the lack of personal ideals and beliefs. Many college students are easy to appear when entering the job market, they did not realize their professional ability and market requirements of the fit, just one-sided demand for a good company and high treatment, leading to many students in the employment process everywhere hit a wall. Many bad behaviors in college also have a direct impact on students' mental state and study habits, such as being addicted to the Internet and staying up late playing games. Due to the lack of excellent professional ability and learning ability, these college students cannot get enough competitiveness when they enter the job market. Even if they find a suitable position, they will often be incompetent. To truly improve their employability, college students first have to become qualified adults with solid professional competence and continuous learning ability.<sup>[3]</sup> However, many college students do not have a deep understanding of this point and the importance of learning in college, so they do not have the correct idea of employment, leading to the lack of personal ideals and beliefs,

unable to guide themselves in the right direction.

Second, the lack of professional knowledge and practice. At present, the social employment market pays attention to the investigation of the comprehensive quality of college students, and also requires college students to develop and learn constantly in the work. However, many students do not have a comprehensive professional study during the university, nor do they have an in-depth understanding of professional knowledge, and even can not master the operation mode of office software and information search means, resulting in a serious shortage of professional knowledge of this part of college students. In addition, many colleges and universities do not pay attention to the cultivation of students' practical ability, nor do they provide students with enough practical opportunities, which makes students' practical ability insufficient, after entering the employment position, can not adapt to the pace of work faster.

Third, the weak communication ability and coordination. College students in the process of employment and work is a process of constantly communicating with different people, but many college students often lack basic communication skills.<sup>[4]</sup> At present, college students spend most of their time studying and living on campus. Some of them confine their life and study to their own small circle and rarely have the opportunity and time to communicate with others, so they do not have the due social communication ability. It is also due to the weak communicative ability and coordination ability of college students that many students will appear antipathy every time they hit a wall in the job market, unable to use the right mood and posture to face setbacks and difficulties.

#### **4. The Promotion Strategy of College Students' Employability under Marx's Theory of All-Round Development**

Under the guidance of Marx's theory of all-round development, it is very important to clarify the important position and function of employability in the process of college students' future development. Excellent employability plays an indispensable role in promoting the development of a person's life, which can not only lay the foundation for entering the job, but also affect the long-term development of the individual. In order to better help college students adapt to the change of identity faster, it needs the efforts of individual students, universities and the community.

##### ***4.1. Enhance the Awareness of Self-Cultivation and Enhance Employability***

In Marx's theory of all-round development of people, college students must innovate and cultivate their consciousness if they want to improve their employability. Before entering the employment, college students should first become a qualified person, and then become a person who meets the professional requirements.<sup>[5]</sup> First of all, college students should be fully inclusive so that they can make continuous progress in their university study. By taking into account professional knowledge and excellent traditional culture, they can improve their ideological and moral quality and self-cultivation awareness, so as to truly improve their employability. Second, college students should not waste their time in college, they should study hard, take a comprehensive view of their own development problems, not limited to the present moment. Therefore, in employment, we should look for jobs that we love and are interested in, and make continuous efforts towards the jobs that we love, improve our professional ability, and realize our life value. Thirdly, college students should be able to make their own judgments for their own behaviors and concepts. They should have the goal of all-round development and open their thinking and perspective to become a well-rounded person. If college students want to improve their employability, they must acquire enough professional skills and professional knowledge. In this process, how to effectively play the role of extracurricular time has become a very key part.

##### ***4.2. Optimize the Curriculum System of Colleges and Cultivate Employable Talents***

In order to improve students' employment ability and promote students' all-round development, we must improve the curriculum teaching system and improve students' employment ability. First, it is necessary to adjust the training system of professional courses, to implement the theory of all-round human development into the teaching of professional courses, and to take the teaching of political theory as the main teaching standard and guiding direction, so as to help college students establish a correct development concept. Secondly, colleges and universities should set up employment-related courses, promote the teaching of specialized courses, and improve the characteristics. Personalized teaching should be carried out for students in the teaching process, so that students can have interest in their own major in the interesting class, so that students can actively participate in the professional teaching. Third,

colleges and universities should increase the proportion of practical courses, through training students' practical ability, career planning guidance for students, improve students' employment ability.<sup>[6]</sup>

#### **4.3. Improve the Social Employment Environment and Meet Employment Needs**

The current social employment environment also affects students' employment ability to a great extent. First, enterprises should constantly innovate and improve the recruitment system to provide more development opportunities for college students to improve their employability.<sup>[7]</sup> For example, relevant enterprises can innovate recruitment policies according to market demand and industry development concept, and recruit talents who meet the needs of the post. Second, the government should play the role of macro-control, create a good employment environment for college students, avoid all kinds of illegal behaviors in employment, and protect the legitimate rights and interests of college students.

## **5. Conclusions**

Under the background of social and economic condition and the rapid development of education in our country, the employment problem of college students is always a serious and complicated problem. In order to solve the employment problem of college students, we must fundamentally improve the employment ability of college students. Marx's theory of all-round development of human being is the essence of Marxism theory and has very important guiding significance to the employability of college students. Most importantly, the cultivation of college students' employability needs the cooperation of individuals, families, universities, society and the government, so as to promote the long-term development of college students and the stability and progress of the society.

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