

Correlation between self-efficacy and college career planning

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ABSTRACT. *For college students, career planning can better help college students to understand themselves and clearly define their employment goals to achieve perfect match. This paper analyzes the career impact of college students' career planning, the specific influence of self-efficacy, clarifies the correlation between the two, and formulates the objective factors in college students' career planning, so as to help students to take subjective factors based on professional self-efficacy. Reasonable recommendations for positive action and rationalized career planning.*

KEYWORDS: *self-efficacy; college students; career planning*

1. Introduction

With the popularization of higher education, college students in China have evolved from past social elites to ordinary talents, and the severe employment situation has also caused tremendous psychological pressure and employment anxiety for contemporary college students^[1]. Faced with the contradiction between the current job demand and the employment pressure of college students, colleges and universities need to further strengthen their career planning education, and college students also need to understand their professional interests, hobbies and advantages, and constantly improve their professional performance level. So, scientifically and reasonably plan your career^[2]. The theory of self-efficacy is an important disaster for Bandura to spend his life. As a subjective psychological factor, it refers to the individual's confidence or belief in achieving a goal in a particular field. At present, in addition to objective factors, the student's own subjective factors also play a vital role. This paper attempts to conduct an exploratory study of the intrinsic link between self-efficacy and career planning.

2. Overview of relevant theory

Self-efficacy was proposed by American psychologist Bandura in 1977 (Bandura) in the article "Self-Efficacy: ^[3]A Comprehensive Theory of Action Transformation", referring to the individual action processes required to construct and implement a specific approach. Determine confidence and confidence. Hackett and Betz combine the theory of professional maturity based on Bandura's theory of self-efficacy, arguing that self-efficacy is "the confidence of individuals in the skills of a particular profession" and defines career expectations as "individually relevant to the profession. The choice of action, education and career and its continued confidence^[4].

Occupational self-efficacy is gradually formed in the process of appreciating the assessment of one's professional ability in the process of occupation-related learning and practice. It is mainly affected by the following factors:

(1) Success or failure of career-related activities: Direct experience is the most direct and most powerful factor in the formation of efficacy. Successful professional activity experience can promote individual professional self-efficacy, while failed experience leads to a decline in professional self-efficacy.

(2) Alternative experience: Similar to direct experience, the success or failure of a person with similar ability in a certain professional activity can also regulate the individual's self-efficacy.

(3) Speech Persuasion: Speech encouragement or appropriate evaluation of behavior can also effectively play an incentive role, improve the individual's belief in the ability to complete professional behavior, and prompt people to strive to achieve success.

(4) Physiological and emotional state: Physical and mental pleasure and energetic state contribute to the improvement of professional self-efficacy. When physical illness, pain, mental stress, anxiety or depression are low, the individual's professional self-efficacy tends to decrease.

3. professional self-efficacy affects career planning

3.1 Influence the scope of career choice

Career choices not only determine the type of work that will be done, but also largely determine the future of life and lifestyle^[5]. Employers not only need individuals to consider personal interests, career development status and prospects, but also measure their own abilities and the feasibility of engaging in a certain occupation. Only when individuals have strong beliefs about specific occupations will they consider choosing the occupation and further Understand the profession and learn relevant knowledge and skills. When the overall level of professional self-efficacy is high, individuals will believe that they have the ability to develop in a wider range of occupations, thus broadening the range of career choices^[6]. In addition, a strong sense of efficacy also helps to promote professional interest, a wide range of professional interests to encourage individuals to expand professional learning and exploration, thereby increasing the understanding and choice of different occupations.

3.2 Influence professional learning achievements

The first is to influence the establishment of learning objectives. High-efficiency people are more confident to achieve good results in career-related learning, and they will develop relatively high learning goals inspired by future career development blueprints. Low professional self-efficacy expects lower career development and lower expectations for professional academic performance. The second is to stimulate the motivation of learning. High-performing people believe that they can achieve good academic achievements and are willing to invest more enthusiasm and energy in learning. The third is to influence the adjustment of learning strategies. High professional efficacy people can adjust their emotions more quickly when they encounter difficulties in learning, and adopt positive strategies to achieve higher learning achievements. Moreover, they tend to hold a variable view. They believe that through hard work, personal skills will be improved in the process of gradually improving knowledge and skills. Even students with general learning ability will work harder with the support of high efficiency. Learn to achieve better results.

3.3 affecting the adjustment of career goals

Scientific career planning must not only establish career goals, but also develop a viable career development path. In the process of career exploration and development, we must constantly adjust career goals according to the professional environment and changes. High professional self-efficacy people are willing to actively explore unknown career areas, actively participate in professional activities, and are more willing to take the initiative to understand themselves, develop themselves, and expand their career development possibilities. When the development of a given career goal is hindered, high-level self-efficient people can actively seek various resources, make timely adjustments, and re-select career goals that suit themselves and meet social needs.

3.4 affecting job hunting behavior frustration

College graduates face a severe employment situation, and they lack experience in job hunting. It is inevitable that they will be frustrated during the job search process. Individuals with lower professional self-efficacy tend to have negative self-monitoring preferences, and they will pay too much attention to their weaknesses and the negative consequences of behavioral failures, affecting their performance. In the face of failure, they often do negative attribution, thinking that they do not have the ability to have professional requirements, even if they work hard, they will not help, and they will fall into a vicious circle of self-defeating. In contrast, high-skilled self-efficacy can make a more reasonable attribution to job-seeking frustration, tend to think that it is caused by insufficient efforts or other external factors, actively seek resources, make up for their own shortcomings, and constantly improve their own Employment competitiveness.

4. Conclusions and recommendations

4.1 Establish reasonable goals

Goal setting refers to the setting of the relevant career choice goals, and the reasonable goals have a guiding effect on the career plan. Under the guidance of the

SMART principle, the school can conduct related courses, conduct psychological counseling courses and hold relevant professional psychological counseling activities. Through psychological counseling, students can better understand themselves, improve themselves, and set goals according to their own situations. Finally, professional target interest measurement is performed. Such as Holland's career interest measurement, MBTI professional personality measurement, professional anchor theory test, etc. from the interests, personality wants to do something more comprehensive understanding of themselves. Profoundly recognize yourself through effective psychometrics and provide scientific advice for planning.

4.2 Deep self-evaluation

Self-evaluation refers to the individual's evaluation and viewpoint of his own skills, temperament and character in career choice. The level of self-evaluation will affect its own positioning and the difficult attitudes in the process of choosing a career, which has an important impact on the formulation of college students' career planning. By summing up past experience and listening to others' evaluations or evaluating yourself with comparative understanding, and correctly understanding your own knowledge, ability, personality and other factors, analyze yourself in all aspects. Looking back on the past, think rationally about your own ideas, expectations, morals, and behaviors. Self-evaluation is inevitable one-sided, the authorities are fascinated, the bystanders are clear, and when necessary, they can listen to the opinions of others and know themselves in constant communication.

4.3 Multi-channel access to occupational information

The collection of occupational information refers to the acquisition and utilization of various types of occupational information. The collection of occupational information will directly affect the understanding of college students on various career information and have a direct impact on the career planning of college students. First of all, students should actively learn about future careers based on their career interests, such as paying attention to the corresponding WeChat public account, forums, and campus recruitment. Second, the school has established a comprehensive vocational education system. Professional information exchange

sessions will be held at the time of enrollment, so that students can understand the current status, prospects and development trends of the profession, help students to develop a reasonable career planning, establish a career interest record, and establish an employment information exchange platform to provide relevant school-related majors on a regular basis. Employment information.

4.4 Enhance professional competence

Academic performance refers to the occupational knowledge that an individual has. Performance evaluation will affect the performance of college students in the process of career selection. High academic performance will increase their sense of career effectiveness, thus improving the level of career planning. Establish the concept of professional learning. After college students enter the campus, they get rid of the heavy learning tasks of high school and step into a relatively free university campus. University students may relax their studies and invest more in entertainment or various social practices. At this time, we should abandon the idea of "greedy play", establish the concept of professional learning, and actively learn professional knowledge.

5. Conclusion

All in all, it is of great significance to help students establish a scientific career choice view by strengthening college career planning education.

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