

A Comparative Study of Employment Pressure Between American and Chinese College Students

Weihong Chen *

Aquinas International Academy, Garden grove, USA

* Corresponding Author Email: 2483711563@qq.com

Abstract. With the increase of global economic uncertainty, geopolitical conflicts and the increasingly fierce competition between China and the United States, the world economy is slowly falling into a recession, and one of the serious problems caused by it is the employment of college students. According to relevant statistics, for China, the current unemployment rate of college students has reached a record high, in the United States, due to the large number of prestigious schools, but the U.S. domestic real economy is not so strong employment absorption capacity, so the United States graduating college students face the same employment pressure should not be underestimated. This paper analyzes the employment pressure of college students in China and the United States through a combination of qualitative analysis and case study method, and forms targeted policy recommendations on the basis of the analysis. The research in this paper can provide some support to the current research on college students' employment.

Keywords: Employment; college student; enconomy.

1. Introduction

1.1. Research Background

With the development of globalization and the intensification of economic competition, the employment pressure of college students has become a common problem. In this context, comparing the employment pressure of American and domestic college students can help us better understand the differences in the two countries' education systems and job markets, as well as the impact of different factors on the employment of college students. Such research can provide valuable information for policy makers, educational institutions and students to better address employment challenges and improve employment competitiveness.

1.2. Research Process

Literature review: First of all, the relevant literature review is carried out to understand the existing research results and viewpoints [1]. This includes the collection and analysis of the literature on the employment pressure of American and domestic college students, the comparative study of education systems, and the analysis of the job market [2].

Data collection: In the study, it is necessary to collect relevant data about the employment pressure of American college students and domestic college students. This can be done through questionnaires, interviews, statistics, etc. Data collection can include the employment rate of college students, employment satisfaction, salary level, employment difficulty and other indicators [3].

Data analysis: The collected data needs to be statistically analyzed and compared [4]. Appropriate statistical methods, such as descriptive statistics, correlation analysis and regression analysis, can be used to analyze the data and explore the differences and influencing factors of employment pressure between American and domestic college students.

1.3. Research Framework

The first part: Introduction, in this part, will introduce the background of the research, including the importance of Chinese and American college students' employment pressure and the explanation of research motivation.

Part two: Literature review. In this part, we will review the existing literature and summarize the research results of scholars on the employment pressure of Chinese and American college students, including relevant theories, methods and conclusions.

The third part: the current situation of employment of Chinese college students and existing problems, in this part, will introduce the current situation of employment of Chinese college students in detail, including employment rate, employment opportunities and competition. At the same time, it will also explore the problems faced by Chinese college students in employment, such as salary inequality, major matching degree, internship experience, etc.

The fourth part: the current employment status of American college students and existing problems, this part will introduce the employment status of American college students in detail, including employment rate, employment opportunities and competition. At the same time, it will also explore the issues facing the employment of American college students, such as wage inequality, student loan burden, and changing demand for skills.

Part V: Comparative analysis of the employment pressure of Chinese and American college students. This part will make a comparative analysis of the employment pressure of Chinese and American college students, and compare the differences between the two countries in employment competition, salary level, professional matching degree, internship experience, entrepreneurial inclination and social security.

Part VI: Conclusion. In this part, the main findings and conclusions of the research will be summarized, the solutions and policy suggestions for the employment pressure of Chinese and American college students will be put forward, and the future research direction will be prospected.

2. Literature Review

Studies on employment pressure began abroad in the 1960s, mainly focusing on coping with employment pressure and its influencing factors. Charles H et al. (2010) found that employment is the main problem and pressure faced by college students [5]. Rawsonhe (2013) pointed out that employment pressure is mainly caused by employment cognition, employment preparation and employability [6]. Selye.Hans (2015) found that the employment pressure of college students mainly comes from two aspects: the first is subjective factors, that is, individuals; the second is objective factors, including society, school and family environment [7].

China began to pay attention to employment pressure at the end of the 20th century, mainly focusing on the current situation, influencing factors and coping strategies of employment pressure. From the perspective of the employment pressure of college students, Zhang Quan (2004) found that freshmen also faced employment pressure, but the degree of pressure was weaker than that of seniors [8]. Li Sicheng (2020) conducted a survey on the employment situation and existing problems of Chinese college students in their freshman year and junior year, and found that freshmen had the lowest employment pressure, but there was no significant difference in the employment pressure of students in the other three grades [9]. Li Shengnan, GAO Dahong Et Al. (2020) found that some post-00s college students said they also faced employment pressure and needed career planning and counseling. According to the research, under the influence of society, school, family and themselves, college students also have a certain employment pressure [10]. Leng Shumin (2011) found that individual self-efficacy and coping styles with employment pressure can significantly predict the employment pressure of college students [1]. Liu Fengchuan (2015) found that both social support and psychological resilience can significantly negatively predict and influence the employment pressure of college students [2]. Chen Chunhua and Yue Zenggang (2020) found that social factors and personal factors are two important factors affecting the employment pressure of college students [3]. Wang Yingdong and Yao Ming (2020) found that university ranking, university reputation, personal performance and psychological capital all have important influences on the employment pressure of college students [4].

2.1. Current Situation and Existing Problems of College Students' Employment in China.

Declining employment rate: With the increase of higher education penetration, the number of college graduates is increasing, and the growth rate of jobs is not keeping up with the demand, resulting in a decline in employment rate. Many college students are faced with employment difficulties and fierce competition.

Structural unemployment: There is a structural unemployment problem in the job market, that is, the mismatch between the major of college students and the market demand. Some majors have low employment rates, while some popular majors have fierce competition for jobs. This makes it difficult for some college students to find jobs related to their major.

Low salary: Many college students face a low salary in the early days of employment. This is related to the relationship between supply and demand, the level of economic development and the employability of college students. Low salaries have also increased the financial pressure on college students.

Lack of practical experience: Some college students are faced with the problem of lack of practical experience in the process of job hunting. Many enterprises prefer to recruit candidates with practical experience, while college students have limited practical opportunities during their school years, resulting in them being at a disadvantage in the job search process.

Employment discrimination: There is a certain degree of gender, geographical and household registration discrimination in the job market. Some enterprises are more inclined to recruit men, urban household registration or famous university graduates, while there is a certain employment discrimination phenomenon for women, rural household registration or ordinary college graduates.

Entrepreneurial pressure: Some college students are facing entrepreneurial pressure and hope to achieve employment through entrepreneurship. However, there are many difficulties and risks in the process of entrepreneurship, including financial problems, market competition, etc., which makes entrepreneurship not an ideal choice for every college student.

To sum up, the employment of Chinese college students is faced with such problems as declining employment rate, structural unemployment, and low salary level, lack of practical experience, employment discrimination and entrepreneurial pressure. To solve these problems, the government, educational institutions and enterprises need to work together to provide more job opportunities, strengthen vocational education and practical training, and improve the employment environment and mechanism to promote the stable and sustainable development of college students' employment.

2.2. Current Employment Situation and Existing Problems of American College Students.

Fierce competition for jobs: American college students face fierce competition for jobs. The high prevalence of higher education, the increasing number of university graduates, and the relatively slow growth of jobs have led to a competitive job market.

Wage inequality: Although the United States is a high-income country, wage inequality still exists. Some college students face lower salaries in the early days of employment, especially those working in unskilled or non-professional fields. Factors such as gender, ethnicity and social background also have an impact on salary levels.

Student loan burden: Many American college students rely on student loans to cover tuition and living expenses during their studies. After graduation, they face pressure to make payments, which can have an impact on their financial situation and employment options.

Changes in skill demand: The rapid development of technology and changes in economic structure have led to changes in skill demand. Some college students may face the problem of skill mismatch, that is, the skills they have learned do not match the market demand, which may lead to employment difficulties.

2.3. Comparative Analysis of Employment Pressure of Chinese and American College Students.

Degree of employment competition: American college students face fierce employment competition, the imbalance between supply and demand in the job market, and limited employment opportunities. With the increase of the popularization rate of higher education, the employment competition of Chinese college students is also very fierce.

Pay differentials: When it comes to salaries, the average salary in the US is relatively high, but there is wage inequality. The average salary level in China is relatively low, but there is a certain salary gap. At the same time, salary levels in the United States are also influenced by factors such as region, industry and individual ability.

Professional matching degree: In terms of professional matching degree, American college students pay more attention to the matching degree between majors and careers, and pay attention to personal interests and development direction. However, Chinese college students may pay more attention to employment opportunities and stability in the process of employment, and have relatively low requirements for the matching degree of majors.

Importance of internship experience: In the United States, internship experience is very important to the employment of college students, and many employers are more inclined to hire candidates with relevant practical experience. In China, the importance of internship experience is growing, but it is not as prominent as in the United States.

Entrepreneurial tendency: In terms of entrepreneurship, American college students have higher entrepreneurial willingness and more entrepreneurial opportunities and resource support. The entrepreneurial willingness of Chinese college students is also increasing, but the entrepreneurial environment and resources are relatively limited.

Social security system: In terms of social security, the social security system of the United States is relatively complete, including medical insurance, unemployment insurance and so on. However, China's social security system is relatively weak, and the protection for college students is limited.

To sum up, there are some similarities in the employment pressure of Chinese and American college students, such as fierce employment competition and unequal pay. However, there are also some differences, such as American college students pay more attention to the degree of professional matching and internship experience, and have a higher willingness to start a business, while Chinese college students pay more attention to job opportunities and stability. In addition, there are differences in the social security system between the two countries. These differences are mainly influenced by the two countries' education systems, economic development level, cultural background and other factors.

3. Conclusion

In the conclusion part of this study, we will summarize the main findings and conclusions of the research, propose solutions and policy suggestions for the employment pressure of Chinese and American college students, and look forward to the future research direction.

According to our comparative analysis of the employment pressure of Chinese and American college students, we draw the following conclusions:

Employment competition: Chinese college students face more intense competition for jobs, while American college students face more employment options.

Salary level: The average salary level of American college students is high, while the average salary level of Chinese college students is relatively low.

Degree of professional matching: Chinese college students have a relatively low degree of matching between their major and occupation, while American college students are more likely to find jobs related to their major.

Internship experience: American college students pay more attention to internship experience, which helps to improve their employment competitiveness, while Chinese college students lack internship opportunities and experience.

Entrepreneurial inclination: Chinese college students are more likely to start their own businesses, while American college students are more likely to find employment.

Social security: American college students enjoy a more complete social security system, while Chinese college students have greater uncertainty in social security.

Based on the above conclusions, we propose the following solutions and policy recommendations:

Education reform: Strengthen the vocational education of Chinese college students to improve their professional skills and employment competitiveness. At the same time, American college students are encouraged to actively participate in internships and practical activities during their college years to increase their practical work experience.

Entrepreneurship support: Provide more entrepreneurship support and resources to Chinese college students to encourage them to develop innovation and entrepreneurship. For American college students, more entrepreneurship education and support is provided to promote entrepreneurial awareness and opportunities.

Employment policy: In view of the employment problem of Chinese college students, a more flexible employment policy should be formulated to encourage enterprises to provide more internship and employment opportunities. For American college students, strengthen the research on the demand for skills and adjust the education system to adapt to changes in the job market.

Social security reform: Strengthen the social security system for Chinese college students to provide more security and benefits. For American college students, we will continue to improve the social security system to ensure that they enjoy reasonable protection and benefits in the process of employment.

References

- [1] Liu Hanlu. Exploring the multi-dimensional path to enhance college students' employment ability under the perspective of integrated media [J]. Journalism Research Guide, 2023, 14(14):170-172.
- [2] Wang Shanshan, Li Chao, Geng Xueqing. College students with employment difficulties are surrounded by warm-hearted people [N]. China Youth Daily, 2023-06-21(004).DOI:10.38302/n.cnki.nzgqn.2023.002019.
- [3] Shi Zhixi. Research on the Generation Mechanism of Employment Values and Guidance Strategies of College Students [D]. Hebei University of Science and Technology,2022.DOI:10.27107/d.cnki.ghbku.2022.000675.
- [4] Song Xiaoya. Recognition and reflection on college students' employment under the new economic normal [J]. Talent Resources Development, 2022(22):62-64. [5]Ma J. Multiple Measures to Guide College Students' Employment in the New Era [J]. Adult and Higher Education, 2022, 4(11).
- [5] Lai Desheng. Theoretical Inquiry and Reflection on the Employment Difficulty of College Students--A Review of Theoretical, Empirical and Policy Research on College Students' Employment [J]. University Education Science, 2022(06):129.
- [6] MENG Yuanyuan, LIU Yao, LI Xuemei. Research on factors influencing college students' employment pressure in the context of normalized prevention and control of the new coronavirus epidemic [J]. Employment and Security, 2022(10):21-23.
- [7] Li Longtian. Status quo and optimization path of college students' employment education under the orientation of school-enterprise cooperation [J]. Fujian Light Textile, 2022(10):52-54.
- [8] Sining Z, Guizhen W, Jiahao Z, et al. Impact of the COVID-19 epidemic anxiety on college students' employment confidence and employment situation perception in China [J]. Frontiers in Psychology, 2022, 13.
- [9] Guan Long. The impact of digital finance on college students' employment [J]. Heilongjiang Science, 2022, 13(16):139-141.