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An Analysis of the Employment Psychology of College Graduates in the Post-epidemic Era

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Abstract: In the post-epidemic era, the overall employment situation of college graduates is still severe and complex, and graduates in the critical period are prone to anxiety, inferiority, conceit, evasion, and the psychological confusion and bad mentality of conformity, and how to guide college graduates to adjust their employment psychology is crucial. Through multi-party analysis, this paper summarizes the causes and manifestations of different psychological confusions, and puts forward suggestions for adaptation in order to become a solution.

Keywords: New crown pneumonia; College graduates; Employment psychology; Psychological adjustment.

1. Introduction

Employment is the foundation of people's livelihood in our country, and the employment of college graduates is even more important. Since the outbreak of the new crown pneumonia epidemic, it has had a profound impact on the employment of college graduates in China. In order to cope with the challenge, the state has successively issued a series of relevant policies to promote the employment and entrepreneurship of college graduates, but with the advent of the post-epidemic era, the new crown virus continues to mutate, and the local cluster epidemic occurs frequently, the employment situation in colleges and universities is still severe and complex. As the main body of job seekers, college graduates are prone to negative psychological confusion in such a severe employment background, which once affected the normal employment of college graduates. When the author carried out the employment work of nearly two college graduates, through a large number of interviews with graduates, he summarized the five types of psychological confusion mainly including anxiety, inferiority, conceit, avoidance and conformity.

2. Employment Psychological Confusion

2.1. Stressful anxiety

According to the public data of the Ministry of Education, the scale of college graduates in China has been increasing in recent years, with 9.09 million fresh graduates in China's colleges and universities in 2021, and college graduates exceeding 10 million for the first time in 2022, reaching 10.76 million, an increase of 1.67 million people year-on-year, another record high, employment pressure increased overall. On the one hand, the new crown pneumonia epidemic has caused a major impact on China's economic operation, the downward pressure on the economy has increased, many enterprises are difficult to sustain, bankruptcy and bankruptcy, and most of the enterprises retained in the market are still surviving, especially the small and medium-sized micro and medium-sized enterprises that have absorbed a large number of fresh graduates in the past are in trouble, and the number of jobs available for fresh graduates in the market has decreased. In the face of the phenomenon of "more monks and less porridge" in the supply and demand market, many graduates have the anxiety of "difficulty in employment", afraid that they will not be able to find a job, or afraid that after they find a job, the company will be difficult to operate, and they will face unemployment and so on. On the other hand, affected by the new crown pneumonia epidemic, the unit recruitment interview is limited, the campus propaganda meeting and the double election will be forced to cancel, graduates can only apply for jobs through online recruitment, the job search channel is not smooth, many graduates are anxious that they may miss the relevant employment information, and then miss the employment opportunity, coupled with the low success rate of online application, resulting in graduates more anxious after one failure after another.

2.2. Self-inferiority complex

As mentioned above, due to the impact of the epidemic, when the unit recruitment cannot go to the campus for offline recruitment, most of them can only use the form of online recruitment, first of all, online recruitment has certain requirements for network hardware facilities and network communication technology, which is not very good at computer technology or family economic difficulties for students with certain difficulties, such students will often choose to be deterred because of inferiority. Secondly, in the past, campus recruitment was the employer's HR to the major universities offline recruitment, the competitors of graduate job hunting are often classmates of the same university, and the audience of online recruitment is wide, the same position may have many college graduates applying, many students in the job search will be because of their own school ranking low or weak reputation and no confidence, especially when they learn that there are graduates of other key universities in the competitor, they will be inferior to their own academic qualifications. Fear of being discriminated against, which affects one's performance. Finally, online recruitment is generally through the network video interview, interviewers are difficult to show their mental outlook and temperament through the lens, interviewers are also difficult to have a clear understanding of the interviewer across the screen through just a few minutes, so when recruiting online, HR will be more inclined to choose graduates with student leadership experience and internship work experience, and students

without relevant experience themselves lack self-confidence. Under the blow of online recruitment, it is more likely to produce inferiority complex.

2.3. The conceit of the eye master and the low hand

Since the outbreak of the new crown epidemic, the epidemic has lasted for more than two years in the world, the current epidemic prevention and control in our country has also entered the normalization, many graduates believe that the epidemic will not have an impact on their own employment, nor pay attention to the changes in the current employment situation, think that they have excellent results in school, naturally can find a good job, they are not eager to find a "next home" for themselves as soon as possible, but like to look at the flowers, think that they must find their 100% satisfactory work to achieve their wishes. However, such students are often more likely to fall into the dilemma of "high or low" because of their conceit. At the same time, in response to the negative impact of the epidemic on the employment of college students, the government and other relevant departments have issued a number of policies to help fresh graduates find employment, such as the establishment of the 24356 national college student employment service platform, encouraging enterprises to expand the number of fresh graduates recruited, and helping major universities to establish and build platforms such as "air propaganda meetings" and "air double election meetings" to achieve 24 hours a day and all year round /b14>365 days to update the recruitment information, which undoubtedly provides more employment opportunities for graduates, but the superposition of multiple employment opportunities, but also makes graduates gradually produce the conceit idea of "finding a job no matter what", in the face of suitable employment opportunities, they are uncertain, looking left and right, and eventually often end up empty-handed.

2.4. Passive and sluggish avoidance

In the post-epidemic era, the employment situation of college graduates is becoming increasingly severe, and almost all major universities will analyze the employment situation and entrepreneurial employment guidance for graduates in advance, and some graduates will not take the initiative to participate in any publicity and double election meetings after understanding the current situation of college students' "employment difficulties", instead of thinking about how to enhance their own competitiveness and how to "stand out" in the employment season, they choose to retreat and escape, they are not willing to work hard to make a beautiful resume, nor are they willing to spend time to learn job search skills, and they will not take the initiative to participate in any publicity meetings and double elections. Even in the senior career selection period, when other graduates are busy participating in applications and preparing for interviews, they are also shrinking in the dormitory, seeing the push of employment information is also blind, basically waiting to get the graduation certificate to go home and lie flat, or wait for the family to arrange a good job for themselves, this kind of student is a typical escape from slackness.

2.5. Blindly follow the herd mentality

As a new group that is about to enter the society, college graduates are mostly ignorant of their career choices and development, so they are more susceptible to social concepts, family guidance and group effects in the employment stage. Coupled with the impact of the epidemic, they may have never had an internship before, which also leads to their lack of understanding of the job position, unable to judge whether they are suitable for the job, and there is no clear employment goal. The blessing of various factors has made college graduates in the post-epidemic era more blind than in previous years, and such students are often accustomed to listening to the opinions of their elders or classmates and peers, such as most parents hope that their children will either continue to study, enter graduate school, or take the civil service examination, and end the "iron rice bowl", which also leads to the emergence of the phenomenon of "examination and research fever" and "examination fever" in the post-epidemic era. But many graduates have not thought about whether they are suitable at all, just because of the requirements of their parents, or because the classmates around them are taking the exam, so they also have to go. Facts have shown that such students often have no clear understanding of the goal and no firm belief because of the blind herd mentality, and they are prone to failure in this kind of follow-up wind.

3. Psychological Adjustment of Graduate Employment

In view of the above psychological confusion, under the premise of excluding objective factors, most of them are because students have not done a good job of career planning in advance, coupled with the impact of the epidemic, the employment work of colleges and universities has changed greatly compared with previous years, and graduates are often busy and overwhelmed in the face of the changed job search environment. The subjective reason, on the one hand, is not to establish a correct sense of employment, many students in the fourth grade, not yet ready for employment, once the job-hunting season really arrives, it is easy to stress, anxiety. On the other hand, there is no clear understanding of yourself, do not know what you want or are suitable for, vague employment goals, resulting in easy confusion, blindly choosing to follow the crowd when the graduation tide comes. In addition, graduates have almost never taken the initiative to participate in employment-related training, even if many colleges and universities have courses such as "Entrepreneurship and Employment Guidance", but students often do not pay attention to it, resulting in poor job search ability of graduates, which has become an important reason for their repeated defeats in job search. Therefore, in order to fundamentally alleviate the above psychological confusion, graduates need to carry out appropriate employment psychological adjustment, and only by having a good attitude can they actively and optimistically respond to employment challenges in the post-epidemic era.

3.1. Establish a correct view of career choice

The concept of career choice is the value orientation of job seekers when choosing a career. The correct concept of career choice should not only take into account the needs of personal development, but also the needs of social development, which means that job seekers should link the realization of self-worth with national interests and social development. In interviews, most of the graduates expressed their hope that they would be able to get a job that can meet both material and spiritual needs, which is a beautiful ideal. But from a

practical point of view, this kind of career expectations are a bit too out of touch with reality, too rational, if graduates have always held this concept of career choice, it may lead to the failure of career choice. So how should college graduates establish a correct concept of career choice?

First, reduce employment expectations and broaden the scope of employment. College students do not always stare at the "good job", "good unit", "iron rice bowl" this unrealistic choice, good job opportunities mean excellent work ability, employers in the recruitment will also measure the ability of job seekers and positions whether it matches, there is not much "capital" leaning on the fresh graduates will most likely be eliminated in the fierce competition. Even if you are lucky enough to join the company, you will be distressed by the inability to do it in the process of work. Therefore, graduates should face reality, reduce employment expectations, and choose a career pragmatically, as long as they basically meet their own needs, they can be included in their own employment scope.

Second, first find employment, and then choose a job. The starting point for choosing a career is employment. College students almost stay on campus before applying for a job, rarely contact with workplace work, and do not understand the positions in all walks of life, in this case, it is difficult for graduates to accurately choose a career when they first enter the society, and it is difficult to find an ideal job at the beginning of graduation. Therefore, employment before choosing a career will help graduates to better understand the society and understand the needs of the market while accumulating work experience, so as to lay a solid foundation for choosing their favorite jobs in the future.

3.2. Strengthen self-awareness

Self-knowledge, simply put, is how much a person knows about himself. A very important point for many graduates to have confusion and anxiety is that their self-awareness is not clear, and this is also a key part of the employment of graduates.

First, you do not have a clear understanding of your personality, temperament, interests, values, strengths and weaknesses, etc., which leads to deviations when evaluating yourself. For example, some students have low self-esteem and feel that they are inferior to others, which is an irrational cognition with partial generalizations, and only sees their own shortcomings and the strengths of others. Similarly, we should not blindly see only our own strengths and ignore our own shortcomings, which can easily cause arrogance and arrogance. We must learn to know ourselves in all aspects, and do not be arrogant and self-effacing, and no one is perfect. Graduates can judge their own advantages and disadvantages in combination with professional professional assessments, which is conducive to graduates amplifying their advantages and avoiding their weaknesses in the later stage of job search.

Second, there is a lack of clarity about your career goals. Clear and clear career goals can help graduates take fewer detours and always move towards the right career path, while vague career goals can lead to graduates being as clueless as headless flies when choosing a career and applying for a job. So career goals are like a beacon in the dark for graduates, not only illuminating the way forward for us, but also showing us the way forward. So how do you set career goals? First of all, according to their professional skills background, you can initially screen out some suitable career directions, and then make further judgments based on the market environment of these industries, and finally retain several alternatives. Then, after doing the above preliminary screening work, graduates can list several factors that they think have a greater impact on job search, such as salary, working environment, promotion opportunities, work intensity, etc., and score the alternatives in these aspects, and those with higher comprehensive scores can be determined as career goals.

3.3. Self-psychological regulation

In the job search process, graduates will almost always have emotional problems or psychological problems, how to learn the correct self-psychological adjustment, is also a compulsory course for graduates to go to society. When college students encounter employment psychological distress, they can try to adjust from the following aspects.

First, graduates should learn to make a reasonable cognitive evaluation of the severe employment situation and employment pressure under the epidemic. Although the new crown pneumonia epidemic has caused a certain impact on the domestic economy, causing some enterprises to close down and the number of fresh graduate positions available in the market has decreased, which is undoubtedly a bad thing for graduates, but if it is a fact that cannot be changed, it can try to look at this event from another angle, such as the shrinkage of part of the job market can stimulate students' enthusiasm for graduate school to a certain extent, which can further improve the level of academic qualifications and improve the promotion rate.

Second, when encountering difficulties or setbacks in job hunting, you can try to distract your attention and express bad emotions by developing hobbies. For example, you can eliminate depressed emotions through running, swimming and other sports and fitness methods, and you can also exercise your body, killing two birds with one stone; You can also choose to listen to music, watch movies, sing and other relaxed and pleasant entertainment to relax; You can also choose to talk to the people around you, say your own feelings, and then further self-regulate; If the above methods are not feasible after trying, you can try to seek psychological counseling and use professional psychotherapy to cure.

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