

Analysis on the Undergraduate Fate of Archives Major and Its Countermeasures —— Taking Yancheng Teachers University as an Example

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Abstract: With the rapid development of society and economy and the continuous popularization of higher quality education, the employment pressure of University students has become more serious. Among them, the practical and theoretical strong undergraduate graduates of archival science majors face more intense employment competition. This article mainly starts from the general employment forms of undergraduate students majoring in archival science in the context of the general environment. Through the employment of undergraduate students majoring in archival science in 2009-2019 (including the suspension of archival majors in 2010, 2011 and 2014), Examination of the public rate, the professional ratio of archives directly engaged in work, and other aspects of statistical data analysis programs, to explore the employment prospects of archives graduates, and the main factors affecting the employment status of archives majors and propose corresponding countermeasures. Based on the analysis of the impact on the employment status of archives graduates, and combined with the data of the employment history of archives in Yancheng Teachers University, this paper puts forward suggestions to improve the quality of the undergraduate of archival science.

1. Introduction

China's modernization requires a large number of high-quality talents, but in general, University graduates cannot fully meet the needs of society, and there is a very weird phenomenon: on the one hand, some University students find it difficult to find jobs and their work cannot be implemented; on the other hand, there are many Corresponding high-quality talents cannot be recruited at the job. This paper mainly uses statistical analysis, questionnaire survey, and comparative research methods to analyze and analyze the employment trends of archives graduates of Yancheng Normal University, summarizes the characteristics of employment trends of archives graduates, and analyzes the impact of archives graduate employment. Factors to give some employment guidance to school archives students.

2. Analysis of Employment Forms of University Graduates in the Context of the General Environment

With the rapid economic growth and the rapid upgrading of the industrial structure, competition for employment has become increasingly fierce. Due to related issues such as the strong specialty of archival science, the low audience, but the wide range of uses, there are a variety of employment forms for graduates of archival science. The basic employment situation of University graduates is as follows:

2.1 Large base of undergraduate graduates, employment pressure continues to rise

In 2013, there were 6.99 million university graduates across the country, and some people called it the "most difficult employment season in history." In 2014, there were 7.27 million University graduates, setting a new high in history, and 7.49 million University graduates in 2015. In addition, there were technical secondary school, technicians, junior high school graduates, and rural surplus labor. The contradictions are more prominent.

In 2016, China's University graduates reached 7.65 million, an increase of 160,000 from last year. The increasing number of youth employment groups, mainly University graduates, will place great pressure on employment. With the expansion of Universitys and universities, the number of University graduates has continued to increase in recent years. Although the growth rate has slowed in recent years, the number of University graduates this year remains at a new high. The number of undergraduate graduates in 2018 exceeded 8 million.

2.2 The social employment position of undergraduate graduates is embarrassing and job discrimination exists

Undergraduate graduates are in an awkward position in the process of seeking employment in the society, there is discrimination against jobs, and there is no correct concept of employment. Discrimination against some traditional industry jobs and jobs with lower academic qualifications. Secondly, undergraduate graduates will also be discriminated against by recruiting companies when applying for jobs, including gender, place of origin, nationality, school, etc. [1]. Gender discrimination is the most common job discrimination. The salaries of counterparts who work in the same school at the same school are often not the same. Based on the data collection and research of the 2014 graduates of the country six months later and the 2011 graduates three years later, Mycos Human Resources Company conducted an analysis of the actual employment status of female University students. The conclusions are as follows: The proportion of female undergraduates in 2014 was 1.6%, 0.8 percentage points lower than that of undergraduate boys (2.4%); the proportion of female vocational University students in 2014 was 2.8%, which was 2 percentage points lower than that of male vocational University students (4.8%). . According to the data of Maccos, the monthly income of undergraduate girls who graduated in 2014 is half a year (3505 yuan) lower than that of undergraduate boys (4012 yuan). The monthly income of girls who graduated from vocational Universities in 2014 is half a year later (2866 yuan). Higher vocational school boys (3518 yuan) are 652 yuan lower. From the perspective of mid-term career development, the monthly income of undergraduates who graduated in 2011 was 3,671 yuan three years after graduation, compared with the monthly income of two months after graduation (2856 yuan), an increase of 99%; The 3,340 yuan half a year later increased to 6,696 yuan three years later, an increase of 100%; the monthly income of vocational University students who graduated in 2011 was 4,206 yuan three years after graduation, compared with the monthly income six months after graduation (2242 yuan), an increase of 88%; in contrast, the monthly income of male vocational University students in 2011

increased from 2738 yuan six months later to 5455 yuan three years later, an increase of 99%. Compared with undergraduate graduates, not only do men and women graduates have higher starting salaries, they also have more noticeable salary increases. University graduates, men and women in the signing of employment, professional counterparts, salary and treatment, there is no small gap in future development. Most female University students believe they have been discriminated against at different levels at work. In today's increasingly open and democratic society, hukou discrimination and domicile are relatively rare, but restrictions on Universities and universities have become more serious. In March 2017, Jiangsu Shenma Electric Power Co., Ltd. recruited fresh graduates in Nanjing. The requirements to participate in recruitment are simple: "985 Only high-level students of "211" or recent graduates of Universities close to "985" and "211" are eligible to participate in the interview, and the sales management students recruited by their companies have the above requirements. Undergraduate graduates are in an embarrassing position of "unable to succeed, fail to succeed". Good jobs are difficult to apply for. Posts with slightly less initial benefits are not regarded by graduates themselves, which has also led to increasing employment conflicts. It is fierce and academic-only theory is common in most business units, resulting in a serious waste of the allocation of graduate resources and an unreasonable employment structure.

2.3 More and more post professional requirements have become lower, and the talent in the job market is seriously imbalanced.

Fresh graduates often apply for positions that require almost no professional knowledge, such as sales, because they have not met certain hard requirements or are not interested in the knowledge they have learned. , Clerk, purchaser, etc. Even if you have previously required high positions such as archivist, librarian, etc., you can arrange for personnel without any professional knowledge to manage it. More and more positions will formulate corresponding management training plans according to the characteristics of the job. Regardless of whether the candidate has relevant professional knowledge, as long as other aspects are sufficient to conquer HR, they will be admitted to the company, and the company will be retrained. The training period It usually takes two years, which has led to more companies and more positions implementing the Pearson Program, which has entered a cycle of low-professional positions. For example, in the sales industry, no company is inseparable from sales. It can be said that the specialty of sales is never worried about finding a job, but because the professionalism of sales positions is almost ignored, fresh graduates of other majors can only find Jobs, desperation will go to apply for a sales job, and most will succeed. This not only causes greater pressure on employment competition for graduates who originally studied sales, but also makes it impossible for non-sales professionals who apply for sales positions to recruit professionals in related majors in this professional position, resulting in a serious imbalance in employment market talents and employment pressure. More nervous.

3. Analysis of the employment trends of undergraduate students of archival science in Yancheng Teachers University from 2009 to 2019

3.1 Employment of undergraduate students majoring in archives

Yancheng Teachers University began to establish archival science in 2005. At that time, it was named History (Wenbo and Archives), which was linked to History; in 2012 it was renamed History (Archives Management), and in 2015 it was renamed Archives. During this period, it will be closed in 2010, 2011 and 2014. Here is an analysis of the employment trends of Yancheng Normal University's undergraduate major in archival science from 2009 to 2019.

3.1.1 Fate of employment (the number of direct employment and the number of candidates for examination are counted as the number of direct employment)

Of the 38 graduates from the 2009 class, 29 directly employed 76.3% of the total, 3 of them admitted to the civil service accounted for 7.9% of the total, and 6 of the graduate students accounted for 15.8% of the total. Of the 37 people who graduated in 2010, 27 directly took up 73% of the total. One admitted to the civil service accounted for 2.7% of the total, six graduate students accounted for 16.2% of the total, and three enlisted to account for 8.1% of the total. Of the 47 people who graduated in 2011, 39 were directly employed, accounting for 83% of the total, 3 of them were civil servants, accounting for 6.4% of the total, 4 were graduate students, accounting for 8.5% of the total, and 1 of them was 2.1% of the total. Of the 58 people who graduated in 2012, 46 directly work accounted for 79.3% of the total, 11 graduate students accounted for 19% of the total, and 1 enlisted accounted for 1.75% of the total. Of the 43 people who graduated in 2013, 31 had 72.1% of the total direct employment, 7 had 16.3% of the total civil servants, 4 had postgraduate studies accounted for 9.3%, and 1 self-employed accounted for 2.3% of the total. Of the 35 students who graduated in 2016, 14 directly took up 40% of the total, 15 admitted to the civil service accounted for 42.9% of the total, and 6 graduate students accounted for 17.1% of the total. Of the 50 people who graduated in 2017, 40 directly took up 80% of the total, 2 of them graduated from the civil service accounted for 4% of the total, and 8 graduated students took up 16% of the total. Of the 45 people who graduated in 2019, 28 directly employed 62.2% of the total, 3 graduated from civil servants accounted for 6.7% of the total, and 14 graduate students accounted for 31.1% of the total. As shown in Table 1:

Table 1 List of graduation destinations of Yancheng Normal University's undergraduate majoring in archival science from 2009 to 2019

year	Number of graduates	Obtain a graduate student	Admission to civil servants and careers	Join the army	Self-employed	Direct employment
Year 2009	38 people	6people	3people	/	/	29people
year 2010	37 people	6people	1people	3people	/	27people
Year 2011	47people	4people	3people	1people	/	39people
Year 2012	58people	11people	/	1people	/	46people
Year 2013	43people	4people	7people	/	1people	31people
Year 2016	35people	6people	15people	/	/	14people
Year 2017	50people	8people	2people	/	/	40people
Year 2019	45people	14people	3people	/	/	28people
Aggregate	353people	55people	34people	5people	1people	258people

The total number of archives graduates in the eighth session is 353, 55 of whom are graduate students, accounting for 15.6% of the total, 34 of them have obtained civil servants, 9.6% of the total, 5 have enlisted in the army, 1.4%, and 1 self-employed accounted for 0.3% of the total 258 people employed in enterprises accounted for 73.1% of the total. The number of direct employment accounted for nearly three-quarters of the number of graduates in previous archives, but the number of those who continued to enter the advanced education accounted for less than one-seventh. The proportion of admitted civil servants was close to one-tenth, as shown in Figure 1:

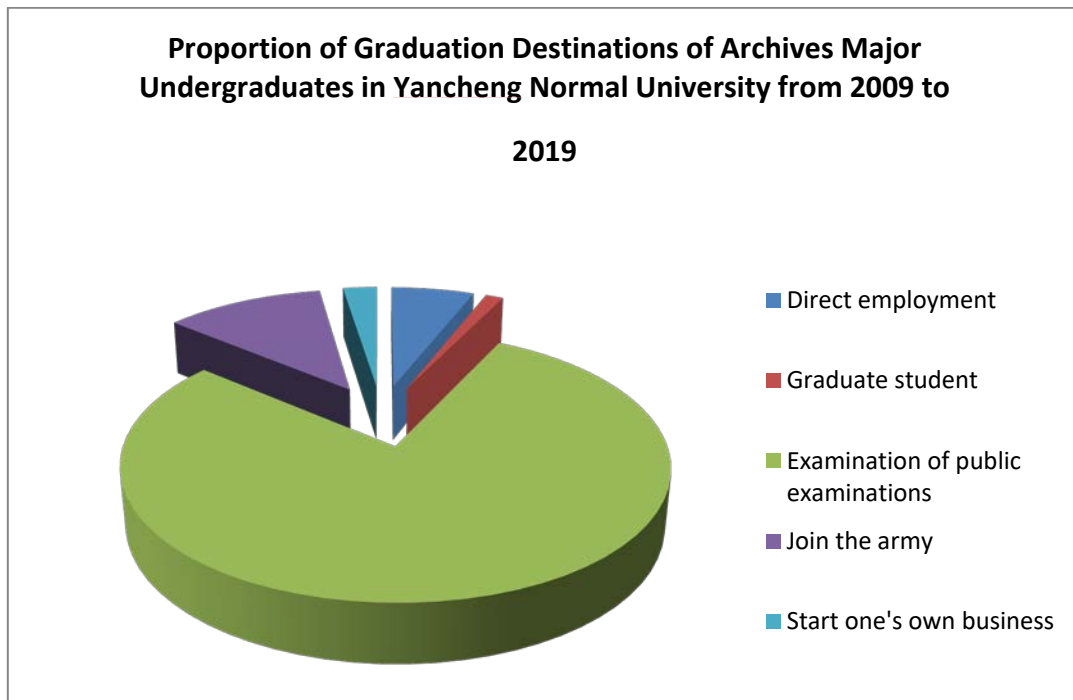


Figure. 1 Proportion of graduates of Yancheng Normal University from 2009 to 2019

In addition to the direct employment of the graduates in 2016 and 2019, the proportion of fresh graduates is less than 70%, and the rest of the graduates are higher than 70%. In particular, the graduates of the 2011, 2012 and 2017 graduates have a direct employment of 80%. The number of candidates for postgraduate and postgraduate entrance examinations is relatively stable. As shown in Figure 2:

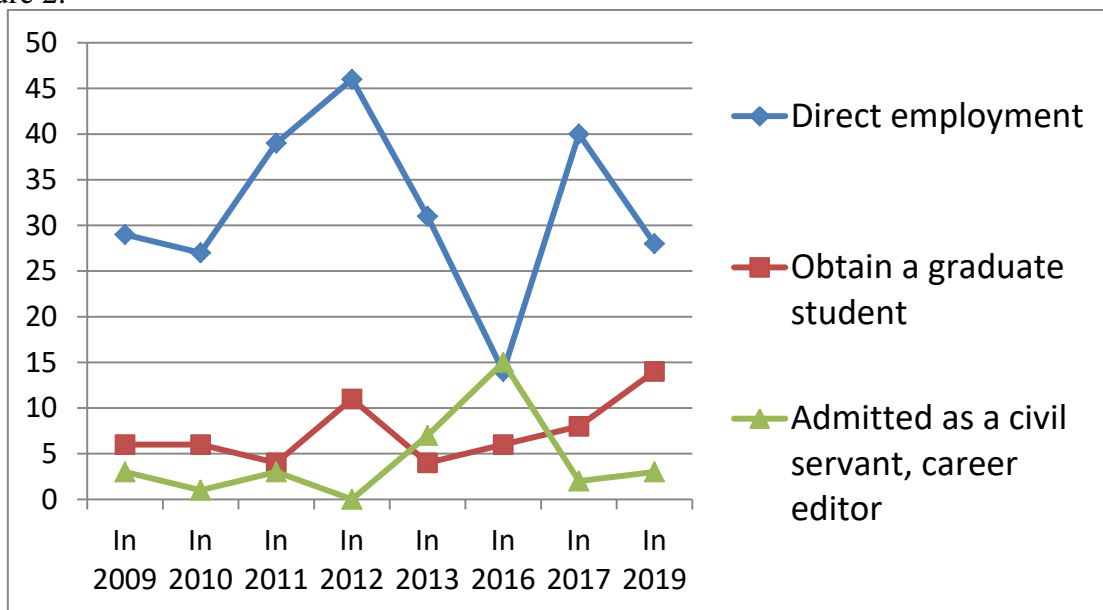


Figure. 2 Yancheng Teachers University 2009-2019 Archives undergraduate direct employment, graduate student, and civil servant or career editor

There are three main reasons for these situations:

First, although the growth rate of undergraduate graduates has shown a downward trend in recent years, the base of graduates is large, and the number of graduates is increasing year by year. The demand for jobs is far from being able to supply huge freshmen, and human resources are not fully utilized, so that they are employed. The pressure has increased sharply, and the employment rate has not fully satisfied society. With the continuous expansion of Universities and universities in the country, higher education is gradually popularizing, the base of fresh graduates is large, employment problems are difficult, and the employment competitiveness of undergraduate graduates has become weaker, especially some outstanding enterprises and institutions have set clear job applicants' academic qualifications. It is stipulated that more and more students should improve their academic qualifications in order to seek greater development space, but most undergraduate candidates are unable to succeed in the postgraduate entrance examination. They are forced to choose direct employment and many students hope to find them faster. Work and start your career. The postgraduate entrance examination is also a "recruitment fair" that is no less than a direct job search. The competitive pressure is huge, which also makes many fresh graduates directly give up work and continue their studies.

Second, more and more professional requirements have become lower. Fresh graduates often give up, directly or indirectly, looking for positions that are comparable to the knowledge they have learned, because some hard requirements have not been met or they are not interested in what they have learned. And applying for a position that requires almost no professional knowledge, which also indirectly affects the direction of employment when undergraduate archives graduates are directly employed. Most graduates of undergraduate in archival science are engaged in archive-related posts after graduation. According to the materials, only 34% of graduates in 2016 are engaged in archive-related work, of which 31% work in government agencies. Only 3% are directly engaged in archival work, and no more than 8% of the people who have chosen archival work as their career direction during their previous direct work. On the one hand, there are fewer professional jobs for archives undergraduate graduates, and the number of graduates is far greater than the number of job requirements; on the other hand, the professionalism of post needs is reduced, divided into two types. The first is for archives-type professional jobs. In order to reduce costs, most companies have merged archival jobs into the public administration department or human resources department, and trained members of the public administration department and human resources department to manage their archives while doing their job. In order to achieve the goal of reducing corporate expenses; the second is that most archives graduates are engaged in other less professional jobs. According to the survey data of the 2017 graduates when they enrolled in 2013, they showed that I know less than 5%, and the volunteer rate of archival science is less than 8%. Most of the archival science students are transferred to the archival science major by the University, and they lack interest in archival science. There is no prospect, so change your job by applying for other less professional jobs Direction.

Third, the number of candidates for postgraduate entrance examinations has increased year by year, and competition pressure has become even greater. According to statistics, the number of applicants for the postgraduate entrance examination in 2017 reached 2.01 million, while the admission rate for the most popular positions in the postgraduate examination was only 340: 1. The pressure for postgraduate entrance examinations is greater than the pressure for direct work. Secondly, postgraduate entrance examinations require students to have a solid professional knowledge base and the ability to flexibly use what they have learned. However, most archives graduates are oriented to archives education. , That is, cultivating archives management talents and losing information on the postgraduate entrance examination. In 2017, there were 23 candidates for postgraduate entrance examinations and 7 candidates for postgraduate entrance examinations. The

acceptance rate for successful postgraduate entrance examinations was only 30.4%.

3.1.2 Employment and professional counterparts

According to survey data from Tencent Education Channel and Max Human Resources Company, the ratio of the employment ratio of University graduates in 2009 is 72%, but the top 10 majors with a high proportion of University graduates in 2015 analyze the professional differences in terms of employment rate and salary. The degree of correlation between civil engineering and accounting majors and work is high, reaching more than 80%. But the correlation between international economics and trade majors and work is only 52% [2]. 2012—2016 Yancheng Normal University, undergraduate majoring in archival science accounted for 18% of the total number of people engaged in archives management, 1% in self-employment, 16% in continuing education, 22% in marketing and sales, and financial services Industry and other industries accounted for 43%.

This shows that under the environment of less and less professional job requirements, the employment scope of graduates in archival science is getting wider and wider, and the number of available jobs is also more abundant, but the employment counterpart rate in archival science is only 18%. Relatively low is "learning is not used". In the long run, it will have an adverse impact on the development of archival science education, and at the same time, it will intensify the structural contradiction in the employment of archival science graduates [3].

3.2 Types of employment units for undergraduates majoring in archives

According to the regulations of the Ministry of Education, both the postgraduate entrance examination and employment belong to the employment scope of University graduates.

3.2.1 Number of graduates

In 2012, 2013, and 2016, the Yancheng Normal University School of Public Management graduated a total of 136 people, including 22 candidates for public examination, 21 candidates for postgraduate entrance examination, 92 direct employment, and 1 self-employed. Unbalanced employment.

3.2.2 Analysis of the graduation destination and employment status of graduates

In the employment statistics of undergraduate graduates, only 18% are engaged in archives management; the number of directly employed persons accounts for 65% of the total, of which the number of directly employed persons who are explicitly engaged in archives management accounts for only 4.5% of the direct employment; 18% of the total number, and 80% of the number of applicants who are explicitly engaged in file management work; 16% of the total number of students entering the postgraduate entrance examination; and 1% of the number of self-employed persons. Of the direct employment, 22% were in the market sales category, and 43% were in other industries such as the financial services industry.

When it comes to employment selection for undergraduate students in archives, up to 65% of graduates excluding postgraduate entrance examinations are engaged in other jobs, while only 18% are engaged in archives management. As the undergraduate education majors are less restricted and the job market is less and less specialized, more archival students are being transferred to the archival major by the University, and they lack interest in archival majors [4], and believe that archiving is the workplace. There is no prospect for the job in the direction, so when choosing a job, you can change your career direction by applying for other jobs with lower professional requirements. Undergraduate students majoring in archival science use their undergraduate qualifications to pursue their own majors of interest. Secondly, archives have not been widely popularized in our country, and the audience is relatively low. Generally, the units that recruit archival science majors need graduates with strong professional knowledge or higher education, and the institutions that recruit archival science majors are many institutions and state-owned enterprises.

The threshold is relatively high, and most archives graduates are not eligible for similar jobs.

4. Main factors affecting the employment status of graduates in archives majors

4.1 Social factors in the context of the larger environment

4.1.1 Natural population growth

The natural population growth rate is an important indicator reflecting the speed of population development and the formulation of a population plan. It is also an important indicator in family planning statistics. It indicates the degree and trend of natural growth of people. China has a large population base, with an annual net increase of nearly 11.84 million. In 2016, there were 17.86 million births with a birth rate of 12.95 ‰; the natural population growth rate was 5.86 ‰, an increase of 0.9 thousand points over the previous year. The birth rate in 2016 was the highest in the past 15 years, and the natural population growth rate was the highest in the past 11 years. This shows that the employment problem will become more serious.

4.1.2 Encouraging entrepreneurship, but it's getting harder

As more and more people start their own businesses, it becomes more and more difficult to start a business. In order to protect and promote entrepreneurship, the government has introduced a variety of policies, including entrepreneurship training policies, business venue policies, and business tax and fee reduction policies. Although attracting a large number of University students to start their own businesses, the success rate of entrepreneurship is only 5%, and the failure rate of entrepreneurship is as high as 95%. Unemployed University students also increased.

4.2 Educational Philosophy Accepted by Undergraduates in Archives

Education is the foundation. Education is the foundation of a nation and a symbol of national prosperity. Archive education is an important part of the national archives cause. The heart failure of the development of the national archives cause is inseparable from the success of the archives education cause. Knowledge of standardization and specific standards in various areas of human activity is not only useful, but it is also necessary to work directly in different organizational structures, including library experts and leaders. The study of this discipline means that students have a successful career, saving a lot of energy, time and resources to meet and fulfill the requirements, rules, standards, methods, methods, etc., and has established high-quality professionals in most European countries And the development of international, national and participation standards [5].

China's archives business has not been completely popular. Many students had never had access to archives before going to University, not to mention the fact that archival undergraduate graduates were selected for archival science because of transfers. China's archives higher education is based on the cultivation of archives management. Talent-oriented, textbook-based theoretical knowledge is often overlooked, archival science is a highly practical and applied subject [6], and lacks practice. Although China's archives research has achieved many encouraging results, such as the establishment of a scientific research team with university teachers as the main force and the modernization of archives management, etc., the talents of archives research are still insufficient.

Some western countries have a high degree of popularization of archival undertakings, a wide audience of citizens, and a broad mass base. For example, the French National Archives in the 1950s already carried out public education activities. Even in China's archives, such activities are rare. Some people ask, but public education in the archives of many developed countries in Europe and the United States has long become a professional concept [7]. The training of archival talents in some western countries is just the opposite of China. It focuses on the cultivation of research talents

who study the content of archives. It attaches importance to the practicality of archives Universitys and combines theoretical knowledge with practice. Therefore, Western students often have rich practical experience before graduation. Professional knowledge, theory and practice can be perfectly combined.

Compared with western developed countries, archival education methods should combine their own characteristics to "take the essence and discard the dross", so as to promote the development of China's archival education. From the above comparison, it is not difficult to find that three aspects of improvement are more important: first, archives at all levels should develop public education into a professional concept, penetrate the masses, popularize archives knowledge, increase the audience of archives, and strengthen the mass base; To clarify the methods and objectives of talent training, we need both archives management talents and archives research talents, and strive to make students become archived talents [8].

4.3 The undergraduate quality of archival science is not up to standard

The undergraduate quality of archives undergraduates [9] should include two aspects of solid professional knowledge and correct employment concept.

Due to the differences between the education system and western countries, the rules and regulations of institutions of higher learning are relatively loose, students have low learning intensity at school, lack of professional knowledge of the subject, and have rote memorization on the final exams, so they cannot flexibly apply professional knowledge. The teaching method of the teacher is single, the classroom cannot attract students' attention, and has formed the wrong "three passes" atmosphere of "standard University students", "hanging over the subject, escaping the class, and talking about love". Without solid professional knowledge as a basis, University students will find it more difficult to apply for a job. Any position must be selected by those with solid professional knowledge to have priority admission. Secondly, even though the professional requirements of many positions are becoming lower and more jobs can be applied for, the number of jobs is constant. Choosing a multi-professional job requires taking certain risks, and you do not have any advantages when applying for your own job. And even face disadvantages.

There are many problems in the employment concept of University graduates.

First of all, undergraduate graduates generally have strong utilitarianism [10] and lack long-term perspective when choosing a career. More and more graduates are not thinking about whether this job is in line with the major they are studying in, or whether there is room for appreciation of the job. More attention is paid to the actual economic value brought by the job. It is highly utilitarian and lacks long-term perspective. Sex. Most of the real estate sales employees recruited by Nanjing Chain Home Real Estate since November 2016 are not marketing graduates. The reason why many graduates choose Chain Home for employment is because the salary of the chain home is 5000 / month + commission, and the basic salary is much higher. To other companies, but the upside of the job is also very small.

Undergraduate graduates are subject to job discrimination and have not established a correct view of professional equality. According to a survey of 65 senior high school students who graduated in 2013, the data shows that as many as 47 people are engaged in the sales industry, but only one of them is engaged in insurance business, one is engaged in real estate sales, and one is engaged in the promotion of Ping An loan. University graduates face job discrimination when applying for jobs. Undergraduate graduates often take a special interest in the minimum educational requirements of the recruitment posted by the company when attending large-scale job fairs. Most of the undergraduate job seekers who have jobs below the bachelor's degree are in conflict, and those who require higher education or require Most people in certain types of Universitys and

universities (such as "985" and "211") will be missed. Invisibly, they will greatly reduce the choice of job positions, resulting in increased employment pressure and lower employment rates. With the popularity of University education today, the social job search status of undergraduates is very embarrassing. Jobs that they are satisfied with have been abandoned because of lower requirements for academic qualifications, while very desirable jobs have sought jobs because of certain requirements. Failure, ultimately forced to make a living, was too busy to choose a job, which indirectly lowered the employment rate. The 2017 Zhejiang Shenglong Decorative Paper Materials Co., Ltd. recruited at Nanjing Forestry University. As many as 50 students submitted their resumes, but fewer than 10 were submitted for positions that required University education or above, and required high school or technical secondary school or above. None of the posts were delivered, and job discrimination was particularly serious.

Secondly, university graduates lack a sense of job competition. In March 2017, Sofia held a lecture at Nanjing Forestry University. The number of people participating in the recruitment was 130. During the third round of one-on-one interviews, HR directly announced whether you were hired. Of the 22 people participating in the third round of interviews, only Two girls were admitted, and only one of the twenty girls who were brushed down asked the director of HR why he was not accepted, and expressed curiosity about the basis of HR acceptance. Less than 5% have a complete view of competitive employment.

5. Suggestions for improving the employability of undergraduate students majoring in archives

Undergraduate graduates should establish the concept of self-employment, equal employment, competitive employment, and employment in various ways [11]. University students should establish a sense of self-employment. Recognize employment forms, change employment concepts, choose occupations independently based on personal conditions, interests, and expertise, accurately position and exert their advantages, and mobilize their creativity and production enthusiasm [12]. Establish the concept of equal employment. All legitimate occupations are equal and no distinction is made between high and low. Many graduates abandon their positions due to the special nature of certain jobs. For example, in the traditional printing industry, no matter what position you apply for, you must start from the printing workshop, cultivate the corresponding professional knowledge, and accumulate grass-roots experience. No matter what kind of work you do, as long as you are dedicated and down-to-earth, you can realize your own life value, not to mention that some special work for University students only starts from the basics temporarily. Establish a competitive employment outlook. It is necessary to seize opportunities and rational choices through job market competition to achieve independent employment. The rapid development of China's economy has brought many new opportunities for university graduates to compete for employment. University graduates should take the initiative to seize the opportunities, but also be careful to avoid blindly following the trend and missing job opportunities. Establish multiple employment perspectives. Now that the employment situation is becoming more diverse and employment methods are increasing, University graduates should overcome their own shortcomings in order to adapt to the diversity of employment forms. In particular, undergraduate graduates in archival science should establish a correct employment concept. They should not choose jobs blindly, nor can they be employed at will. Even if they cannot engage in work that is equivalent to their majors, they must choose their own career direction according to their own conditions.

Schools should also speed up the reform of quality education in Universities and universities. Quality education refers to an educational model that aims to improve the quality of all aspects of the educated. It attaches importance to people's ideological and moral qualities, ability development,

personality development, physical health and mental health education [13].

First of all, the ideological and moral qualities of University graduates are generally unaffected, but the details are not in place. The style of comparison is getting stronger, smoking and drinking on campus, and disrespecting teachers. School system should be strictly regulated and strictly implemented.

Secondly, archival science is a highly practical and applied discipline. Archival science education should combine theory with practice, enrich the theoretical knowledge of archival science in practice, and actively refer to practice in theory. Therefore, the teaching materials should be updated in time, and the applied teaching materials must follow the development of archival science theory and practice. In archives education, we should pay attention to the cultivation of our own abilities, including communication abilities, learning abilities, stress resistance, and expression abilities, to promote our long-term progress.

In the end, undergraduate graduates in archival science should improve their social adaptability, work hard to learn professional skills, build a reasonable knowledge structure, engage extensively, and strive for compound talents [14].

Employment is the foundation of people's livelihood. There are two characteristics of the employment prospects of undergraduate students in archival science: the first is that the employment jobs directly engaged in archival science are extremely low; the second is the probability of engaging in archival work after the postgraduate entrance examination. This shows that the academic qualifications of undergraduate students in archival science who engage in counterpart work are subject to certain restrictions. There are three main reasons that affect the employment status of undergraduate students in archives. Firstly, there is a relatively small audience of archives in our country. The public education activities carried out by archives at all levels are rarely discussed, and they are not regarded as a mature professional concept. Secondly, the direction of archival education training talents in China is focused on archival management talents, and the training of archival research talents is ignored. Focus on the combination of archives theory and practice, strengthen quality education, and train archives talents. In the last part, the undergraduate graduates of archival sciences failed to meet their own standards and had weak professional knowledge. They focused their job search on positions that did not require professional knowledge. At the same time, a small number of students had the wrong employment concept of job discrimination and did not establish a concept of professional equality. Archives graduates should establish a correct employment outlook, receive quality education in Universities and universities, and improve their social resilience in order to have a place in the employment boom.

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