

Study on the Employment Concept of College Students in the Post-Epidemic Era

--The reflection on the course “College Students Career Planning” of Tibet University

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Abstract: The new crown epidemic that has swept the world has had a huge impact on the international and domestic economies. China's job market has also been greatly affected. The overall employment situation is severe and the risk of large-scale unemployment is prominent. Due to the weak awareness of college students' career planning, they lack scientific and reasonable career planning. Therefore, the contradiction between the higher employment expectations of college students and the severe employment reality in the post-epidemic era appears to be very prominent. With the continuous increase in the number of college graduates in Tibet, Tibet University has taken the course “Career Planning for College Students” as an important carrier to guide students to establish a correct outlook on career choice and employment. From the perspective of students, it explores the employment concept of college students in the post-epidemic era from three aspects: basic information, self-cognition, and employment cognition.

1. Introduction

The development of higher education in Tibet and the transformation of employment methods have posed new challenges to the employment of Tibetan college graduates. Because the education structure lags behind the needs of economic and social development and other factors, the structural contradiction between “difficulties in employment” and “difficulties in recruiting” will exist in the region for a long time, and the employment structure of college graduates may be further imbalanced. In addition, the scale and duration of the new crown epidemic is large enough to promote certain changes in the entire employment market. The main impacts are: “First, the overall employment demand has decreased, and some employment needs have been delayed. Affected by the epidemic, both domestic and international economic conditions have been affected. The lack of optimism has led to a significant shrinking of jobs this year, especially the ability of small, medium and micro enterprises to absorb graduates. In addition, due to the epidemic, various job examinations such as postgraduate entrance examinations and civil servant recruitment

examinations have been postponed, and employment needs have been postponed. Second, domestically. Total employment increased. This year, the number of college graduates across the country reached 8.74 million, a record high. The overseas epidemic is more serious than that in China, resulting in an increase in the number of overseas students returning to China, while domestic students studying abroad are restricted, which objectively creates total domestic employment. The third is that the channels for job hunting are not unblocked. The fourth is that the epidemic has increased the psychological pressure of students.” At the same time, public posts in the Tibet Autonomous Region are gradually becoming saturated, and the recruitment of talents is adopted by fixed positions. On the whole, college students have relatively narrow career choices, and Tibetan students have a strong sense of locality, which makes it more difficult to find employment.

In order to cope with the current severe employment situation, Tibet University has opened the course “Career Planning for College Students” to help students plan a reasonable career. At present, the current situation of the career planning of Tibet University students is not optimistic, and there are many problems that need to be solved. The specific manifestation is that the students' “preconceptions” concept defines the subject, and that it is just an examination course that is not important and is not important for career planning. Not paying much attention to it, resulting in the students' self-cognition and professional cognition still vague even after completing the course, and lack of complete scientific and reasonable career planning.

Based on the current situation of the social employment market and the career planning of Tibet University students, the “Career Planning for College Students” course is reflected from the planning perspective of the students of the College of Arts of Tibet University to explore the employment concept of college students in the post-epidemic era. Based on the “Career Planning for College Students” course of Tibet University, explore the “Career Planning for College Students” from three aspects: basic information, self-cognition and cognition of career planning courses, employment cognition and employment under the new crown epidemic. How to influence the employment and career outlook of college students.

2. Research and Design

2.1 Questionnaire Design

Based on the principles of objectivity, feasibility and necessity, the questionnaire is finally determined by analyzing relevant propositions, combing the overall framework, designing the questionnaire outline, selecting and optimizing answers, determining alternative answers and pre-surveys, etc., and finally determining the questionnaire, including basic information, self Three aspects of cognition, employment attitude and cognition. The topics are mainly single choice, multiple choice and sorting.

2.2 Data Collection and Sample Characteristics

This research mainly adopts quantitative analysis method, using the “questionnaire star” system to collect and analyze the survey data. The survey, represented by liberal arts students, focused on randomly distributing 235 questionnaires to different professional classes in the College of Liberal Arts of Tibet University, and 227 valid questionnaires were recovered, with an effective rate of 96.60%. At the same time, in order to gain a deeper understanding of the changes in students' career planning, relevant interviews were conducted with 22 undergraduates of the Faculty of Arts. Among the valid questionnaires returned, in terms of gender: 86 men and 141 women; in terms of ethnicity: 147 Tibetans, 77 Hans, and 3 other ethnic groups. See “Table 1” for details.

Table 1 Basic Information Of Questionnaire Survey Objects [Person (%)]

Gender	M86(37.89)	FM141(62.11)		
Nationality	Chinese 77(33.92)	Tibetan 147(64.76)	Others 3(1.32)	
Grade	Freshman 7(3.08)	Sophomore 50(22.03)	Junior 156(68.72)	Senior 14(6.17)
Location	Agricultural and pastoral areas in the district 102(44.93)	Villages, towns and countryside outside the district 63(27.75)	City within the district 33(14.54)	Outer city 29(12.78)
A student leader or Not			Y 66(29.07)	N 161(70.93)
Participated in professional qualification examinations related to your major or Not			Y18(7.93)	N 209(92.07)
Whether you have a professional qualification certificate related to the major			Y 17(7.49)	N 210(92.51)

3. Survey Results and Analysis

3.1 Basic Information

Through a comprehensive analysis of “have participated in professional-related vocational qualification examinations” and “whether have a professional-related vocational qualification certificate”, “nationality”, “grade”, “professional nature”, and “family location”, the following results are obtained. The results are shown in “Table 2” for details.

Table 2 (Unit: Person)

Location	Nationality	Grade		Professional nature		Possess professional qualifications related to the profession
Agricultural and pastoral areas in the district 7	Tibetan 7	Freshman	0	Normal school	2	6
		Sophomore	1			
		Junior	3	Non-Normal school	5	
		Senior	3			
Villages, towns and countryside outside the district 3	Han nationality 2;Manchu 1	Freshman	0	Normal school	0	2
		Sophomore	1			
		Junior	0	Non-Normal school	3	
		Senior	2			
City within the district 5	Tibetan 4;Han nationality 1	Freshman	0	Normal school	0	4
		Sophomore	3			
		Junior	1	Non-Normal school	5	
		Senior	1			
Outer city 3	Han nationality 3	Freshman	0	Normal school	1	2
		Sophomore	1			
		Junior	2	Non-Normal school	2	
		Senior	0			

Among the 18 students, 15 are non-teacher students and 3 are normal students. According to the relevant requirements of Tibet University for normal students to obtain a teacher qualification certificate, the normal students can obtain qualifications when they are qualified in psychology, pedagogy, and Putonghua and all compulsory subjects are qualified during the school. Therefore, the willingness of normal students to participate in the examination is relatively low; the proportion of students from different regions who have taken professional qualification examinations is 6.9% in the agricultural and pastoral areas in the district, 4.8% in the rural areas outside the district, and 4.8% in the rural areas outside the district. 15.2% in inner cities and 10.3% in outer cities. It can be seen that students from cities are more inclined to take vocational qualification examinations related to majors, while students from farming and pastoral areas and towns and rural areas are less

interested in obtaining vocational qualification certificates related to majors; to participate in vocational qualifications related to majors The number of people who took the test and their proportions in the number of people who filled out the questionnaire in that grade are as follows: 12% for the sophomore, 3.8% for the junior, and 43% for the senior.

3.2 Investigation of Self-Cognition and Cognition of Career Planning Courses

The survey shows that 50.22% of students believe that the future employment situation will be severe and the competition will be fierce. 28.63% of the students are more optimistic about the future employment situation, 21.15% of the students are not clear about the current employment situation; 61.67% of the students are more confident in their future. 10.57% of the students are confident, 24.23% are pessimistic, and 3.53% have no confidence in their future at all. It can be seen that although most students recognize the highly competitive employment situation, their self-perception attitude is optimistic.

Through interviews with 22 students to understand the career planning of college students, when asked “whether they understand their own values, hobbies, and personality”, 63.64% of the students said that they knew, 18.18% of the students said that they knew very well, and 18.18% of the students said that they did not. Too much understanding; about “whether they understand their core competitiveness”, 50% of the students said they knew, 45.45% of the students said they did not understand, and 4.55% of the students said they knew very well. “Have you ever had your own career development plan?” 77.27% of the students said that they had thought about it, but it was not very clear. 13.63% of the students said that they had, and it was very clear what kind of career they would pursue in the future. 4.55% of the students did not know what to do. 4.55% of students do not have their own career development plan. According to the results of the interviews, most students have a sense of career planning, but few of them have a clear plan, and few students put it into practice. At the same time, there are not many students who really understand their career development plans for three to five years. 45.46% of the students said it was clear, 27.27% of the students said it was not clear, and 27.27% of the students said they were not sure.

“Career planning, also known as career design, refers to an individual's self-analysis, a comprehensive and objective understanding of subjective and objective factors and environmental factors, to position himself, set his own career development goals, and choose to achieve For occupations with established goals, formulate corresponding education, training, and work development plans, and take various positive actions to achieve career goals.” Through the above survey and analysis, it can be seen that most students are relatively lack of scientific and reasonable career planning.

3.3 Investigation on Employment Awareness and the Impact of Job Selection and Employment under the New Crown Epidemic

According to the survey data, set “family location” as independent variable X, and “preferential choice of employment area after graduation” as dependent variable Y, see “Table 3”. It can be seen that the preferred employment areas for students in the agricultural and pastoral areas in the region are concentrated in Lhasa, all cities in Tibet and the county towns in Tibet. No one considers going to the inland for employment; 42.43% of students in the cities in the region prefer Lhasa as an ideal employment area. People consider Tibetan towns and villages as places of employment; the vast majority of students in rural areas outside the region regard Lhasa and the mainland as priority employment areas; 55.17% of students in cities outside the region prefer to return to the mainland for employment. In summary, only 6 students from the district consider the Mainland as their preferred employment area. Most of them choose to work in the district. They have a strong sense

of locality. To a certain extent, there is a plot of “loving home”. At the same time, whether they are from the district or For students outside the district, the choice of employment area is mostly inclined to municipal units, while only a few people in Tibetan towns and villages consider it. Combining the “priority factors in the employment process” (ranking questions), the result is personal development opportunities>salary and benefits>region>unit nature>family expectations; at the same time, the expected value of the initial monthly salary of college students is 33.03% Of students expect more than 6000 yuan, 25.11% of students expect 5000-6000 yuan, 22.03% of students do not have absolute expectations, can be adjusted according to the job search situation, 13.66% of students expect 4000-5000 yuan, 4.85% Students expect 3000-4000 yuan, and 1.32% of students expect 2500-3000 yuan. On the whole, students’ expectations for the starting monthly salary are approximately normally distributed, with the highest proportion over 6000 yuan.

Table 3 [Unit: Person]

X\Y	Lhasa	Cities in Tibet	Tibet County	Tibet Township	Tibet Village	Mainland	TTL
Agricultural and pastoral areas in the district	29(28.43%)	27(26.47%)	29(28.43%)	15(14.71%)	2(1.96%)	0(0.00%)	102
City within the district	14(42.43%)	8(24.24%)	5(15.15%)	0(0.00%)	0(0.00%)	6(18.18%)	33
Villages, towns and countryside outside the district	18(28.57%)	12(19.05%)	8(12.70%)	6(9.52%)	2(3.17%)	17(26.99%)	63
Outer city	9(31.04%)	4(13.79%)	0(0.00%)	0(0.00%)	0(0.00%)	16(55.17%)	29

Regarding “What is the impact of the new crown epidemic on the employment of their majors”, 33.04% of students believe that employment competition has increased, 20.71% of students said that employment plans have been affected, 19.82% of students believe that the employment situation is severe, and 9.69% of students Said that jobs have decreased, 6.61% of students believe that employment channels are restricted, 2.2% of students believe that the market is sluggish, and 7.93% of students believe that there are other impacts, reflecting that the new crown epidemic has a greater impact on the job market. The overall employment situation is severe, and large-scale unemployment risks are prominent. Therefore, regarding the “priority selection of employment units” (ranking question), the overall ranking is civil servants> public institutions> state-owned enterprises> private enterprises> entrepreneurship> does not matter. In the questionnaire about “whether there is an intention to apply for civil servants”, only 10.57% of the students clearly did not intend to take the civil servants, and most of the students have the intention. 40.09% of the students cited the “iron rice bowl” as the biggest reason. 38.32% of the students considered it to meet the expectations of their family members, 14.54% of the students regarded it as a choice after not being able to find a job, and 7.05% of the students were to comply with the application of civil servants. Craze. But “if you have good employment conditions, do you still have to take the civil service exam?”, 60.35% of the students chose the employment unit to not take the exam, 24.23% of the students insisted on taking the exam; 15.42% of the students explicitly chose not to take the exam.

“Scientific employment concept refers to the premise that job seekers correctly understand the relationship between individuals and society, and on the basis of objective evaluation of themselves and a rational understanding of the employment environment, guide job seekers' career development, and ultimately realize their own needs and social development. “Based on the survey

on the employment perception of college students and the impact of career choices under the new crown epidemic, the overall employment concept of students lacks scientific rationality to a certain extent.

4. Conclusion

As the number of college graduates in Tibet has maintained a growth trend, the registered unemployed people accumulated in urban areas are re-employed, the surplus labor force in the agricultural and pastoral areas is transferred to employment, and the new employment of secondary vocational graduates and veterans in and outside the region and the employment of labor from the mainland to enter Tibet for business and work , Forming a complicated situation of superposition and interweaving of contradictions. In addition, the severe employment situation under the influence of the new crown pneumonia epidemic in 2020. In the post-epidemic era, the employment concept of college students has generally changed from more inclined to public positions to more inclined to public positions, but combined with the social employment market, stable occupations adopt the method of fixed appointments and positions. In recruiting talents, the demand for positions exceeds supply. Therefore, the contradiction between the bright employment expectations shown by college students and the fierce employment reality is very prominent. Under the influence of the new crown pneumonia epidemic, the psychological state and employment attitude of college students have undergone more obvious changes, which are mainly manifested in feelings of loss and anxiety. Through rethinking the teaching of the “Career Planning for College Students” course in Tibet University, there is a relatively lack of professional career guidance and psychological guidance in the teaching process, and the teaching content and methods are relatively lagging, and students’ career planning problems cannot be counseled and resolved professionally and scientifically. To a certain extent, it will aggravate negative emotions such as daze and anxiety of students, which may lead to a vicious circle, resulting in a downturn in the overall employment situation of college students.

5. Acknowledgment

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