

Career Planning of College Students Based on Schuber's Career Development Theory

Yahui Chang

Northwestern University, Shaanxi, Xi 'An 710069, China

Keywords: Career planning, Career development theory, Self career exploration

Abstract: Career determines a person's life track and lifestyle to a certain extent, and is an important guarantee and core task of life. Career planning plays an important role in improving the employability and quality of career development of college students. At present, career planning of college students is characterized by externalization of career motivation, utilitarianism of career value and idealization of career orientation. From the perspective of Schuber's career development theory, it is clarified that self-career exploration is the key point to improve the ability of career planning.

1. Introduction

Career, though not all one's life, but professional in a certain extent, determines a person's life and way of life, is the important guarantee and core task of life, is like a wheel axle, other aspects of life are around their operation, professional brand has been deeply engraved in everyone's life. For college students, college is the individual to society, to enter the last leg of the workplace, know yourself, planning is a very important and urgent things in life, if you can't fully understand self, all efforts are likely to change just to meet the expectations and demands of others, does not accord with their real inner demands, difficult to feel the real sense of value and significance^[1].

2. The Connotation of Career

As for the understanding of career, Greenhaus pointed out in Career Management that there are two traditional views of western scholars on the understanding of career: one is to understand career as a structural attribute of a profession or an organization; Another view is that a career is a characteristic of an individual rather than a position or an organization.^[2] American psychologists Super and Hall respectively made a great impact on the definition of career from a broad and narrow perspective. Super believes that "career includes a variety of occupations and life roles in an individual's life, that is, a combination of all paid or unpaid positions from adolescence to retirement, and a variety of roles related to work besides positions." Hall believes that "career refers to the experience and activities related to work or occupation in a person's whole life. It is the sum of a series of work experience across time, including a time span of employment."^[3]

Chinese scholar Xiong Ping believes that "career is a continuous experience process of all actions and activities related to work and occupation in one's life, as well as related attitudes, values and aspirations. It is a successive process of the positions one undertakes in one's life."^[4] Lin,

guang-cai li wei thinks “career in psychological development, physical development, intellectual development, skills development, ethics and others, on the basis of the potential development work to determine the content of evaluation and salary and change, industry, job title, the change of position for logo, in order to meet the demand as the goal of work experience and the experience of inner experience.”^[5]

It can be considered that career is a work-related professional experience that runs through the entire life course of an individual, including changes in subjective events such as job position, job responsibilities and work activities, as well as changes in subjective perceptions such as personal expectations, attitudes and values. It contains four meanings: (1) Career is not only a working stage, but a continuous and dynamic process related to work in an individual's life;(2) Career is the result of the interaction of many aspects, influenced by individual, family, organization, society and other factors;(3) Career has both internal and external meanings, including behavior activities, attitudes and values;(4) There is no value judgment of success and progress in career.

3. Schuber's Career Development Theory

Career planning master Donald E. Schuper matches life stages and career development stages according to age, and divides individual career development into five stages: growth, exploration, decision, maintenance and decline. Each stage has specific development tasks and all need to reach a certain level of development or achievement. And the achievement of the development task of the previous stage is related to the development of the next stage. At the same time, each stage also faces the problems of growth, exploration, establishment, maintenance and decline, thus forming a cycle of “growth - exploration - establishment - maintenance - decline”. For a college freshmen, for example, must first to adapt to the new learning environment, the new role of awareness itself, “growth” and “explore” stages, “build up a relatively stable life learning mode”, the “maintain” the university life adaptation model, and need to face another stage of life, the job, The old pattern of adaptation will gradually decline, and a new cycle of “growth,” “exploration,” “establishment,” “maintenance,” and “decline,” and so on. On the basis of long-term cross-cultural research, Shuber further proposed the concepts of life-span and life-space, and depicted the interaction between career development stages and roles as a comprehensive graph of career development of multiple roles. The life-career rainbow vividly shows the spatio-temporal relationship of career development and better interprets the definition of career.^[5]

According to Schuber, the many roles a person plays in life are like a rainbow with many ribbons at the same time. Roles are not only related to age and social expectations, but also to the time and emotional level involved, so each stage has a significant role. In the career rainbow, the outer circle is the life span made up of major developmental stages, and the inner circle is the life space made up of a set of positions and roles. The extent of the dark part of the inner circle, varying in length, indicates the weight of the various roles at that age; It is possible to play several roles at the same age, and the same role may continue at different stages.

4. The Characteristics of College Students' Career Planning

Career planning of College students in China is generally in its infancy. On the one hand, the working mechanism of career planning for some college students is not perfect. On the other hand, is that many students lack of career planning consciousness, in addition to individual students believe they must have a clear career planning, quite a number of college students is that under the circumstances of employment difficulty, work can only be accompanying the market, or is that too early career planning in college. College students

have the following characteristics in career planning.

4.1 Externalization of Professional Motivation

Career motivation is the internal motivation that determines the career goal, controls the career behavior, and maintains the career behavior for realizing the career goal on the basis of the career needs, which belongs to the career motivation system^[6], including not only individual internal factors such as occupational values, occupational ideals, personal conditions, career preferences, employment preparation, but also external factors such as family, region, living environment, popular ideas, employment policies, career selection opportunities. A study conducted by the Employment Research Institute of University Students of Renmin University of China screened and integrated the influencing factors in college students' career choice into four categories: the influence of parents' expectations, the influence of living environment, the influence of public opinion on career evaluation, and the influence of the concept of seeking stability and ensuring lifelong life. College students' career choice is generally influenced by the objective factors of living environment, while the influence of public opinion on career evaluation not only affects the formation of career ideal, but also affects their realistic choice of career to a greater extent. With the return of college students' individual independence consciousness, the influence of parents' expectation, seeking stability and protecting life is gradually weakening.

4.2 Utilitarian Career Values

Values are a kind of inner measure, which determines what is important and meaningful to you and what is boring and boring to you. It controls people's behaviors, attitudes, beliefs and ideals, determines individuals' understanding, positioning and design of themselves, and also provides sufficient basis for people's self-righteous behaviors. In the process of choosing and employment, college students tend to pursue benefits and utility to varying degrees. They convert their long-term expectations for future and success into specific material requirements such as housing, salary income, professional title and development opportunities, and pay more attention to the economic value of the occupation than the ideal value of the occupation.

4.3 Ideal Job Positioning

Appropriate career goals can guide and motivate college students' career development. However, many college students lack scientific analysis of the employment situation and the goals of each stage of career development when they are planning their career, and ignore the twists and complexity of career development, resulting in high expectations of medium and long-term planning goals.

5. The Focus of College Students' Career Planning: Self-Career Exploration

A correct understanding of self, self exploration is a person to start a career. For most students, the study and the life of university is to society, to enter the last leg of the workplace, know themselves, plan life becomes extremely important and urgent things, if you can't fully understand self, all efforts are likely to change just to meet the expectations and demands of others, does not accord with their real inner demands, it is difficult to feel the real sense of value and significance.

5.1 The Significance of Self-Career Exploration to the Career Development of College

Students

Marcia, an American scholar, divides young people's career orientation into four forms according to the two dimensions of choice crisis and focus orientation^[7](1) Identity Achievement (IA) refers to gradually determining their career direction or career goal after experiencing a decision crisis.(2) People who are pre-oriented (F) do not face a decision crisis, but are pre-defined in their career direction or goals by their parents or others.(3) Suspending the Moratorium (M) and seeking direction in the face of personal uncertainty.(4) Identity Diffusion, ID, facing choice crisis, feeling anxious because of vague career direction or career goal, and even avoiding choice. Marcia's research results show that self-career exploration is one of the main and key developmental tasks in youth; The clarity of career decisions may not only hinder an individual's long-term development, but also affect his or her immediate adjustment to life.

5.2 Content of My Career Exploration

Self-career exploration is a deep analysis of oneself, understanding one's needs, interests, values and abilities, clarifying opportunities and crises in the objective environment, and then deducing possible future work direction, so as to plan one's career more rationally and scientifically.

Specifically, college students' self-career exploration includes the following five aspects, namely the “5W” method commonly used in the field of career planning: (1) Who am I?(Who am I?) Knowledge of self identity, experiences, ideals, beliefs, social relationships, etc. (2) What will I do? (What do I want to do?)Mainly including their own interests, hobbies, personality, expertise, temperament, professional values and so on. (3) What can I do?(What can I do?)Mainly refers to the professional skills, professional knowledge, work experience and individual comprehensive quality and potential. (4) What does the situation allow me to do?(The environment supports or what do I do below?) Mainly for the analysis of employment environment. (5) What is the plan of my career and life? What are my career and life plans? This is the preliminary planning of my career goals, and the occupation or job positioning in what fields and industries I should be engaged in.

5.3 Ways to Explore Your Career

Self-career exploration is the key link of career planning, objective and comprehensive self-knowledge is the premise of scientific career planning. At present, many college students have one-sided self-cognition, only analyzing their personal strengths, interests and advantages and disadvantages, without involving value, will, emotion, resilience, resilience and career adaptability, etc., which have a very important impact on personal career, so we must choose scientific methods.

5.3.1 The Method of Introspection

“A life without introspection is a worthless life.” It is the most direct way for individuals to know themselves to constantly reflect on themselves and examine their inner thinking and behavior at any time. People as the psychological activity of the subject and the object of psychological activity, often for their own psychological and behavior are analyzed, and really get to know their intelligence, emotion, will, ability, personality, temperament, and health etc, objective, comprehensive and dialectical view themselves, understanding of the

true self, and then choose to suit their own development path. Self-reflection can be carried out by using window analysis method. Window analysis method is an analysis method to express different parts of people with the help of different quadrants of cartesian coordinate system. It takes others know or don't know as the abscissa and oneself know or don't know as the ordinate.^[8]

5.3.2 Assessment Method

Vocational assessment is a branch of psychological testing. Its basic principle is to infer the psychological characteristics of individuals through their responses to problem situations. Scientific vocational assessment is based on specific theories, through designing questionnaires, sampling, statistical analysis, establishing norms and other procedures, must have certain reliability and validity. In vocational assessment, we should pay attention to the following aspects: choose high authority, good reliability and validity measurement tools. American psychologist, Holland vocational guidance experts think, often within the same group have similar personality traits, they have certain values, attitude tendency and behavior patterns, the six island around the game is a simple application of Holland vocational interest theory, each island on behalf of a type of Holland vocational interest theory, three islands reflects professional tendency to want to go. People usually tend to choose match their interests type of professional environment, but not all of the individual when making career choices can choose to complete corresponding with their interest in professional environment, so people in career choice will compromise, seeking adjacent professional environment, even this would require the individual gradually does not match the work environment.

5.3.3 The Consultation Method

Career guidance is one of the work contents of psychological counselors. It refers to activities carried out by individuals to explore, evaluate, and integrate relevant knowledge and experience with the assistance of counselors according to a systematic counseling plan. According to Parsons, "the father of career coaching," there are three main factors involved in choosing a career: Understanding of the nature of work and the environment, awareness of self interest and ability, and the coordination and matching between the two, namely "three principles" career coaching, as a result, with the help of psychological counselors, the individual can be more in-depth understanding of their abilities, interests, resources, restrictions, and other characteristics, and then choose the appropriate way of life, enhance personal happiness.

6. Conclusion

Without a thorough understanding of a certain occupation, many college students imagine or are influenced by others to set it as their own career goal, leading to the future occupation of the work content, working environment, conditions and suitable occupation interest type unknown, approaching employment will be in panic and depression. Therefore, it is of great significance to enhance the awareness of career planning and master scientific methods for the growth of college students. The purpose of career planning is not only to help individuals find a job according to their qualifications, but more importantly to help individuals really understand themselves, assess the opportunities and limitations of internal and external environment, plan for the future, and design a reasonable and feasible career development direction under the condition of knowing oneself and the enemy.

References

- [1] Huang Dongmei, WANG Ruixin. *Economic Research Guide*, 2021 (13) :98-100.
- [2] Zhou Wenxia. *Career Management [M]*. Shanghai: Fudan University Press,2006:11-12.
- [3] Zhou Xingxing, Xian Guicai. *Modern Career Planning [M]*. Beijing: Tsinghua University Press, 2007:2.
- [4] Xiong Ping, *Career Planning [M]*. Beijing: Tsinghua University Press, 2014:16.
- [5] Lin Lin, Li Guangcai. *Career Guidance for College Students [M]*. Beijing: Science Press, 2010:7-17.
- [6] Zhang Yanyi. *Occupational Psychology [M]*. Yanbian: Yanbian University Press, 1990:25-26.
- [7] Chen Duyu. *Vocational Psychological Counseling for College Students [M]*. Beijing: Beijing Press, 2003:20.
- [8] TONG Guangdong. *Career Development and Employment Guidance for College Students [M]*. Nanjing: Southeast University Press,2009:18-19.