

Brief Talk about the Career Planning of Medical Students under Medical Involution

Jia Jiang*, Ruoxuan Wang, Zhang Min

Xuzhou Medical University, Xuzhou, Jiangsu, China, 221000

**corresponding author.*

Keywords: Involution, Medical students, Career planning.

Abstract: Career planning education in medical colleges is related to the growth of medical students and the healthy development of medical and health undertakings. With the increasingly involution of the medical industry, the significance of career planning for medical students is gradually highlighted. The purpose of this study is to clarify the influencing factors of medical students' career planning education under the medical involution, and provide new inspiration for the improvement of the quality of career planning education and the enhancement of students' employment competitiveness. We make a comprehensive analysis of the connotation, current situation and existing problems of career planning education through questionnaire survey and interview. The survey shows that some colleges and universities lack sufficient attention, unified evaluation system and adequate educational resources, ignoring the significance of value education. Furthermore, some medical students have vague self-awareness and lack clear career goals. Considering students and schools as two important influencing factors, this paper put forward feasible countermeasures:(1) reconstructing the value cognition of medical students; (2) correcting self-positioning and setting clear goals; (3) accelerating the construction of curriculum system of career planning; (4) enriching teaching carriers and providing diversified guidance, etc. Findings carry important implications for career planning education of medical students under medical involution.

1. The Current Situation and Existing Problems of Medical Students' Career Planning Under Involution

1.1. The Origin and Development of Involution

The concept of "involution" can be traced back to the book "Agricultural Involution: The Processes of Ecological Change in Indonesia" published in 1963 by the anthropologist Professor Geertz. By 2020, the application of this concept focused on an objective examination of labor cost-effectiveness as well. At the end of 2020, students who were similar to "using a computer while riding a bicycle" were called "scroll kings" and rushed to the hot search. After events such as the list of academic experts shocked the world, "involution" had spread to colleges and universities from the fields related to agriculture and rural areas and become a vocabulary widely used by practitioners in all walks of life[1].

The reason why the involution really became popular is that Qiu Xiaohai, a newcomer born in 1995, published an article of examining Huawei's internal operations from the perspective of involution, which sparked public thinking. He refined the phenomenon of involution, which is pointless pursuit of perfection, complication of simple problems, passive response to avoidance of responsibilities, work that seriously deviates from expected goals, low-level imitation and reproduction, internal competition that restricts creativity, endless research on the same problem, etc. Among them, the very classic insights into involution are also successfully reflected in medical students.

1.2. The Current Situation of Medical Involution

September 3, 2020, "Sanlian Life Weekly" published the title "GPA is the King: The Dilemma of Young People in China's Top Universities", exposing the phenomenon of "involution" of college students. And recently, the topic of "involution of doctors' academic qualifications in public hospitals" has been frequently discussed and became the focus of public concern.

The domestic situation in China is generally serious. Requirements for education increasing, but wages still struggle to match education levels. Behind this, it is a disturbing slew of symptoms of medical involution: some medical students have published in top journals in their field, but they are only mediocre among those who were successfully recruited in hospitals; an outstanding undergraduate is defined as having published more than a dozen SCI papers within two years, participated in more than a dozen international competitions and won awards, otherwise he would not be on the stage; medicine can be said to be one of the top majors in terms of average academic qualifications; doctors have a long training period, and from the promotion of professional titles within the department to the fierce competition among medical students, "Involution" competition is everywhere and so on. Therefore, in response to the involution phenomenon in the development of the medical field, we should seek breakthroughs and turning points, which will push the medical field of our country to a new height from quantitative change to qualitative change.

1.3. Problems Existing in the Career Planning of Medical Students

(1) The lack of sufficient attention, a unified evaluation system and full-time teachers of career planning education

At present, many colleges and universities only regard college students' career planning education as a compulsory course or even an elective course, and the lack of attention in teaching arrangement has prompted students to despise and underestimate this course. Meanwhile, there is still a shortage of professional education talents. Existing educational assignments and career guidance are largely supplemented by student advisors or part-time directors. Most of them lack sufficient professional background and systematic post-employment career planning training. Compared with professional teaching in terms of educational content, methods and effects, there is still a large gap, resulting in limited effects on students' career planning education. Now, the career planning education in medical colleges in China is relatively weak, there are problems such as single educational means and model, insufficient educational resources, etc., and most colleges and universities have not set up professional career planning teachers for undergraduates to provide professional and personalized guidance.

(2) The lack of values education in career planning education

At present, a common phenomenon in most colleges and universities is that only before students graduate, do they consciously regard vocational education as a teaching goal, but do not have a deep understanding of the important value of vocational education. In fact, employment orientation is only a part of career planning education, but not the whole thing. Career planning should be advanced, fully prepared, and students should be given sufficient time to settle, think, accumulate and practice,

instead of spoon-feeding or cramming education.

(3) Vague self-awareness and career goals of most medical students

With the growth of age and knowledge, medical students' self-conscious and self-awareness are continuously enhanced, while their self-awareness is not comprehensive, their observation and thinking about things are easy to be idealized, and their psychology is immature. Some have high expectations and some do not believe in themselves. Because the established goals and ideals are unrealistic, they will feel self-blame, self-pity and low self-esteem. They cannot face the irrational phenomena in society, cannot correctly evaluate their own strengths and weaknesses, and are prone to form psychological obstacles. Under the influence of such social psychological factors, most medical students choose to follow others' opinions, so that their career expectations are more consistent with the public's "aesthetics" [2]. In terms of occupational demand, they have high expectations for their careers, while their own positioning is not clear. It is not difficult to see that the career planning of these medical students is chaotic. Therefore, it is urgent for schools to carry out the orientation and education of career planning.

At the same time, whether due to subjective or objective factors, medical students lack understanding of career planning. A small number of medical students have never heard of career planning. Although most medical students can correctly understand the concept and take the corresponding career planning test, they are limited to understanding and familiarity, and do not know its true value [3]. It is because of the lack of proper awareness that only a few medical students actually enter the career planning journey at this stage. Most medical students are still in a career-defining state, still fumbling, or even stagnant in confusion.

2. The Significance of Promoting Medical Students' Career Planning under Involution

With the increase of work pressure in the medical industry, the gap between supply and demand is becoming more and more obvious, and it has become an indisputable fact that medical personnel are difficult to find employment. Because medical students have a long professional study period, a long growth cycle, and a large investment in financial and material resources, they are characterized by lifelong learning. It is critical to cultivate medical students' professional awareness at an early stage, determine career development goals, understand the laws and specializations in the medical field, and make correct and reasonable plans.

Medical students have shouldered the important task of "health related, life entrusted" since they entered the school. They need to study hard, enrich themselves, and take the core socialist values as a benchmark for action and a compass for career planning to remove pain for patients, realizing their own social value.

3. The Implementation Approach of Medical Students' Career Planning Education under the Involution

3.1. Evaluation and Suggestions for Medical Students Themselves

(1) Reconstruction of subject value

Medical students should fully understand themselves through scientific and cognitive methods and means, such as occupational interest test, personality test, and reviews of people around. In the critical period of social transformation, medical students are the reserve of talents in the future medical industry, and their value cognition has a very important impact on the overall social conduct. Medical students should fully learn and inherit the traditional good qualities, establish positive values, maintain clear self-cognition and self-goal, and reduce the phenomenon of unnecessary involution in the current society.

(2) Correct positioning

First of all, medical students must "find the right position", and a reasonable and objective self-evaluation is the best way to reduce the harm of involution. Medical students should examine themselves correctly, establish correct career prospects and values, improve their employment competitiveness, and make career plans based on their own development. For individuals, a comprehensive and objective understanding of oneself is very important at every step of the choice. The vast majority of college students do not have a clear and profound understanding of themselves, and their positioning is very vague. They blindly follow the "postgraduate entrance examination tide", resulting in a mismatch between supply and demand in the labor market. In addition, under the requirement of high academic qualifications in the medical field, the vast majority of medical students choose to take the postgraduate entrance examination. The domestic environment is that the top urban hospitals give priority to enrolling master and doctoral students.

Therefore, most medical students will give priority to higher-level hospitals, resulting in the phenomenon that top-level hospitals are overcrowded, while grassroots hospitals have no patients. To avoid this situation, medical students must keep abreast of relevant policies, establish a correct view of career selection, and make appropriate choices based on social needs and their own ideals [4].

(3) Dynamic adjustment and timely feedback

Plan is the premise of taking measures, but the plan won't stay the same. While the plan is implemented, deficiencies or errors will be corrected timely to make it more optimized, scientific, and more suitable for career development, and to promote career success and the realization of life value.

3.2. Improvement and Reflection on Colleges and Universities

(1) Construction of scientific and perfect contents and Construction of a curriculum system for career planning

Pay attention to medical humanities education and the basic status of socialist core values education in the medical field. We ought to make the medical education have the temperature, combine the professional characteristics of medical students, plan vocational education, correctly guide medical students in their professional awareness, and cultivate their initiative of self-consciousness, self-development and self-improvement in professional learning, and then actively assist in cultivating high-quality medical talents who meet the development requirements of the times. At the same time, we should strengthen the construction of teaching staff and guide the sustainable development of career planning education.

(2) Strengthening of social responsibility education, unified with the personal values of medical students

The career development planning of medical students should run through the whole process of school teaching, especially medical students who should go through theoretical studies of basic medicine and clinical medicine and series of practical activities, such as clinical practice. It is necessary to advocate "early clinical practice, multiple clinical practice and repeated clinical practice" from the beginning of freshman year, so that the learning of medical students can be more related to future career scenarios. Only having clear goals and solving practical problems in career can help students establish a correct career outlook.

(3) Abundance of teaching carriers, providing diversified guidance for career planning education

It is necessary to have the correct value guidance, enrich the carrier, and improve the effectiveness of medical students' career planning. Firstly, as for classroom teaching, more concentrated and standardized teaching of relevant knowledge and skills is required to ensure the participation, communication and interaction of all. Secondly, forums and lectures can be hold and outstanding

graduates or seniors and distinguished alumnus would be invited, broadening medical students' horizons and helping them understand the employment situation and employment prospects. Thirdly, we should pay attention to communication, and often organize students to communicate with each other, simulate case discussions and job interviews so as to find their needs, resistances and obstacles in the planning process in the interaction with students. Fourthly, according to the national medical examination requirements or the competition scoring standards of national clinical skills competitions, all medical students should be trained in vocational skills. If possible, participating in provincial and national skills competitions will also be a good professional experience. Fifthly, while providing students with consultation places, consultation topics and effective implementation of suggestions, schools can also provide personal guidance to help students properly assess themselves and their profession, and guide them to make appropriate career placement and career choices.

4. Conclusion

To sum up, under the background of increasing involution in medicine, scientific career planning is an important preparatory work for every medical student before employment, which requires high attention from schools, families and individuals. It can enhance the employment competitiveness of medical students and increase the employment rate of medical schools. Therefore, every medical student should make his own career planning with a responsible attitude towards himself, and medical colleges should implement it into the whole education.

Acknowledgments

The work presented in this paper is financially supported by the Major Project of Philosophy and Social Science Research in Colleges and Universities in Jiangsu Province, China (2020SJZDA154).

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