

# *A Study on the Employment Management System of "Three Guarantees" for Graduate Students in China during the Post Pandemic Period: Taking L School in H City as an Example*

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**Abstract:** In the post pandemic period, due to the new high number of graduate students graduating from Chinese universities, the increasing demand for employment, and the impact of the pandemic, the number of job positions provided by the whole society has decreased to a certain extent. In addition, under the influence of the pandemic, the job hunting intentions of graduate students tend to be negative or conservative. Under the combined effect of the three practical factors mentioned above, the contradiction between the employment demand of graduate students in universities and the number of job positions is more prominent, and the employment situation is also more severe. Faced with the severe employment situation mentioned above, the existing management system for graduate employment in Chinese universities cannot fully adapt to the employment situation of graduate students in universities during the post pandemic period. In view of this, it is necessary to establish a "three complete" employment management system for graduate students in universities. Only in this way can we more effectively respond to the severe employment situation mentioned above, and improve the employment efficiency and quality of graduate students in universities during the post pandemic period. This article takes L School in H City as an example to analyze the above related issues in the employment management system for graduate students in universities during the post pandemic period.

## 1. Introduction

Employment is the foundation of people's livelihood. For universities, the employment work of graduates is also an important task that they must undertake. The employment work of graduate students in universities is also an important component of the above-mentioned important work. However, during the post pandemic period, the number of graduate students graduating from Chinese universities has reached a new high, leading to an increase in employment demand. At the

same time, the impact of the pandemic has led to a certain reduction in the number of effective employment positions that can be provided by the whole society, and in addition, the job search intentions of graduate students tend to be negative or conservative under the impact of the pandemic. The superposition of the above three practical factors has led to a more prominent supply-demand contradiction between the employment demand of graduate students in universities and the number of job positions, and the employment situation is also becoming more severe. However, the existing employment management system for graduate students in Chinese universities cannot fully adapt to the employment situation of graduate students in universities during the post pandemic period mentioned above. In view of this, it is necessary to establish a "three complete" employment management system for graduate students in universities, in order to improve the employment efficiency and quality of graduate students in universities during the post pandemic period, and thus better respond to the severe employment situation of graduate students in universities during the post pandemic period.

## **2. Analysis of the Employment Situation of Graduate Students in Chinese Universities during the Post Pandemic Period**

### **2.1. The Number of Graduate Students Has Reached a New High and the Demand for Employment Has Increased**

Since the resumption of the college entrance examination, the number of college graduates in China has been continuously increasing. At the same time, the number of graduate students in China is constantly increasing, and it has started to grow rapidly since entering the 21st century.[1] According to statistics, the number of graduate students graduating in China in 2021 was 772761, an increase of 44000 compared to the previous year. In 2022, the number of graduate students graduating in China was around 8621.65 million, a significant increase compared to the previous year. After graduating from graduate school, most of them also seek employment. Based on this, with the continuous increase in the number of graduate students employed in China, the employment demand for graduate students in Chinese universities is also increasing. Taking L School in H City as an example, the number of graduate students graduated from the school was 2759 in 2021 and 3164 in 2022. It can be seen that the number of graduate students graduating from the school is also showing an increasing trend year by year. And among all the graduates mentioned above, the majority of them also seek employment. In the above situation, the employment demand for graduate students at the school has also increased year by year.

### **2.2. The Current Economic Scale and Structure of Our Country Determine that the Employment Opportunities that the Whole Society Can Provide Are Limited, and the Impact of the Pandemic has Led to A Certain Degree of Reduction in the Number of Employment Opportunities**

For a country, the total number of job opportunities it can provide largely depends on its economic scale and structure. Before the outbreak of the pandemic, under the current economic scale and structure of our country, the employment opportunities provided by the whole society were themselves limited. In addition, due to the incomplete matching between some graduate students' majors and social needs, the actual effective employment opportunities provided by the whole society are also limited. [2] This is also one of the manifestations of the structural contradictions in the employment of graduate students. In addition, during the post pandemic period, due to the impact of the pandemic, some small and micro enterprises in China have shrunk in scale or even closed down. The above situation has also led to a certain degree of reduction in the

employment opportunities that the entire society can provide.[3] Taking L School in H City as an example, a large proportion of graduate graduates from B School are employed in small and micro enterprises. In the post pandemic period, due to the impact of the pandemic, some small and micro enterprises in China have shrunk or even closed down, resulting in a certain degree of reduction in the employment opportunities provided by the whole society for graduate students at the B School of the university.

### **2.3. Under the Influence of the Pandemic, the Job Search Intentions of Graduate Students Tend to be Negative or Conservative**

As mentioned earlier, due to the impact of the pandemic, some small and micro enterprises in China have shrunk in scale or even closed down. In the above situation, some or even all employees in these enterprises have to passively lose their jobs. It can be seen that the pandemic will to some extent bring uncertain unemployment risks or crises to people. In order to reduce or even avoid the uncertain unemployment risks or crises that may arise after employment due to the pandemic, the job seeking intentions of graduate students tend to be negative or conservative. This tendency towards negative or conservative job seeking intention is manifested in the fact that most graduate students tend to seek positions in civil servants, public institutions, and other established positions, or relatively stable positions in central enterprises and state-owned enterprises. This intention is particularly prominent and evident among graduate students majoring in humanities and social sciences. Due to the impact of job hunting intentions mentioned above, the structural contradiction in the employment of graduate students will further intensify. Specifically, with the employment demand for graduate students almost increasing year by year, compared to before the pandemic, graduate students have fewer practical and effective job opportunities to choose and are willing to choose. Taking L School in H City as an example, in order to reduce or even avoid the uncertain unemployment risks or crises that may arise after employment due to the pandemic, most graduate students from M School tend to seek positions in civil servants, public institutions, and other established positions, or relatively stable positions in central enterprises and state-owned enterprises. Due to the impact of the aforementioned job seeking intentions, the structural contradiction in the employment of graduate students from the M School of the university will further intensify.

In short, due to the three practical factors mentioned above, the contradiction between the employment demand of graduate students in universities and the number of job positions is more prominent, and the employment situation is also more severe.

The existing graduate employment management system in universities cannot fully adapt to the employment situation of graduate students in universities during the post pandemic period.

At present, most graduate employment management systems in Chinese universities adopt a system where the graduate employment departments of each university are in charge and the secondary colleges of each university are in charge. Within each secondary college, a system is adopted where the members of the college leadership team, who are directly responsible for graduate employment, take overall responsibility and each counselor is in charge. Under this employment management system, it seems that there is a clear division of labor and responsibility is assigned to individuals. However, the strength of employment management work is relatively insufficient, and the maximum synergy of employment management work cannot be effectively formed within and between secondary colleges.

Faced with the severe employment situation of graduate students in universities during the post pandemic period, the above-mentioned employment management system can no longer fully adapt to the practical requirements of the above situation. Regarding this point, a more detailed analysis can be conducted around the practical factors that cause the aforementioned severe employment

situation, which is as follows.

Firstly, the current graduate employment management system in universities is difficult to effectively address the practical factor of "the number of graduate students graduating has reached a new high and the demand for employment has increased". This is because, in the face of the above factors, it is necessary to carry out employment management work for university graduate students who exceed the previous number. In the process of the above work, it is necessary for relevant personnel in the field of graduate employment management in universities to invest more time and energy to strengthen guidance, management, and services for graduate employment, especially to provide reasonable guidance for their employment needs, so that they can match their own needs with the supply of social employment positions as much as possible, in order to achieve as full employment as possible. However, in terms of the current situation of the employment management system for graduate students in universities, the number of staff is limited, so their time and energy are clearly insufficient to cope with the aforementioned practical factors and related employment management needs, and it is also difficult to effectively adapt to the employment situation of graduate students in universities during the post pandemic period.

Secondly, the current employment management system for graduate students in universities is also difficult to effectively address the practical factor of "limited employment opportunities available to the whole society and a decrease in the number of employment opportunities due to the impact of the pandemic". This is because the above factor is an objective reality. In the face of this situation, it is necessary for relevant personnel in the employment management of graduate students in universities to do at least two aspects of work: on the one hand, they should make every effort to leverage all positive factors such as resources and conditions that are conducive to helping and promoting graduate employment, assist in exploring and expanding channels for graduate employment, and help graduate students increase employment opportunities as much as possible; On the other hand, it is also necessary to provide correct education and guidance to graduate students, not only to make them aware of the severe employment situation caused by the reduction of employment positions, but also to educate and guide them to actively face the difficulties and challenges in reality, fully utilize their comparative advantages in abilities and qualities, grasp and seize existing and relatively suitable employment positions as much as possible under practical conditions, encourage, support Guide and help them to work as fully as possible under the premise of having employment conditions. However, in terms of the current situation of the employment management system for graduate students in universities, the number of employment management personnel is limited, and their time and energy are insufficient to meet the above-mentioned work needs, making it difficult to effectively respond to the employment situation of graduate students in universities during the post pandemic period.

Once again, the current employment management system for graduate students in universities is also difficult to effectively address the reality that the job search intentions of graduate students tend to be negative or conservative under the influence of the pandemic. This is because, in the face of the above factors, it is necessary to effectively strengthen the education and guidance of graduate students in terms of employment concepts. Considering the individual circumstances of graduate students, they all have their own uniqueness. Therefore, it is necessary to strengthen targeted education and guidance for graduate students based on their specific situations. If conditions permit, it is best to provide one-on-one individual education and guidance one by one, and implement a "one life policy" to strengthen the dynamic and full process management of graduate employment. However, in terms of the existing employment management system for graduate students in universities, the number of employment management personnel is limited[4], making it difficult to effectively implement these work measures, and thus to effectively respond to the employment situation of graduate students in universities during the post pandemic period.

### **3. The Practical Path of Constructing the "Three Guarantees" Employment Management System for Graduate Students in the Post Pandemic Period**

In the post pandemic period, in order to better assist and promote the smooth employment of graduate students in China, improve their employment efficiency and quality, a "three complete" employment management system for graduate students in universities can be constructed. Specifically, the following three aspects can be approached.

#### **3.1. Full Employment Management System**

In the post pandemic period, in order to better assist and promote the employment of graduate students in Chinese universities, a comprehensive employment management system can and should be established.[5] Specifically, the above employment management system for all employees should still be based on the secondary colleges of universities as the main organizational units and functional carriers, and include the following members: the "top leaders" and other leaders of the school; Deputy Secretary and Counselor in charge of student employment; Graduate supervisor; Other teachers of the school.

In the above employment management system for all employees, first of all, the "top leaders" of the school, as well as other leaders, should actively care, guide, and assist the graduate students in the college's employment. If necessary and conditions permit, the "top leaders" of the school can lead the establishment of the graduate employment management working group of the college, in order to better integrate resources and forces at the college level to jointly help and promote the graduate employment of the college; Secondly, the deputy secretary and counselor in charge of Student affairs are directly responsible for the employment management of students. Therefore, they should actively and wholeheartedly guide, assist, and promote graduate employment; Once again, graduate supervisors should fully fulfill their responsibilities as the "first person responsible" for graduate education and training, and fully play their role in helping and promoting graduate employment, especially in the employment of their own graduate students;[6] Finally, it is also necessary to fully leverage the role of other teachers in the college in helping and promoting graduate employment. That is to say, for the college, the graduate employment work should be upgraded to an important work at the college level. Not only the school's "top leaders" and other leaders actively care about, guide and help graduate employment, but also the deputy secretary and counselor in charge of Student affairs who are directly responsible for graduate employment work should be proactive and go all out, Moreover, graduate supervisors and other teachers should fully utilize their wisdom and strength to help and promote graduate employment. In short, it is necessary to create a good atmosphere within the entire college where everyone pays close attention to, promotes, and helps graduate graduates find employment, working together, sharing information and resources, and exchanging what is needed.[7] Only by establishing the above comprehensive employment management system and allowing all staff members to fully play their roles can we more effectively respond to the employment situation of graduate students in universities during the post pandemic period.

#### **3.2. Whole Process Employment Management System**

In the post pandemic period, a full process employment management system should be established. Specifically, the entire employment management system mentioned above should include the following links: employment intention survey, employment information sharing, precise guidance on employment, and handling of employment procedures. In order to more effectively assist and promote graduate employment, it is necessary to provide comprehensive management

services for all aspects of graduate students. That is to say, it is necessary to establish Systems thinking and systematic concept, regard graduate employment as a complete process and chain, and take all aspects of this process and chain into consideration and promote them in a coordinated manner, so as to achieve the most comprehensive and effective help and promotion for graduate employment as far as possible, so as to more effectively respond to the employment problems of university graduate students in the post pandemic period.

### 3.3. Comprehensive Employment Management System

In the post pandemic period, a comprehensive employment management system should also be established. Specifically, the above all-round employment management system should include the following aspects: education and guidance of employment concept, improvement of employability literacy, career Career development planning, etc. [8] In terms of education and guidance of employment concept, in addition to special employment guidance courses or career Career development guidance courses, it can also be carried out through ideological and political courses and professional courses. In terms of improving the employability quality, in addition to providing professional guidance for graduate students to improve their employability quality through specialized career guidance courses or career Career development guidance courses, they can also promote the improvement of graduate students' employability quality through holding job application resume competitions or career competitions, and can also encourage, guide and support graduate students to improve their employability quality through social practice and internship.[9] In terms of career Career development, in addition to the relatively professional and centralized career Career development guidance courses, it can also be carried out through peer experience sharing and exchange and "pass, help, and lead"[10]. In summary, the above aspects have an undeniable impact on the efficiency and quality of graduate employment. Therefore, in order to more effectively help and promote graduate employment, it is necessary to strengthen guidance, support, and assistance for graduate students in these areas, in order to more effectively solve the employment problems of graduate students in universities during the post pandemic period.

It should be noted that the three aspects of the graduate employment management system mentioned above should be comprehensively considered and coordinated, and cannot be separated, isolated, or even conflicting with each other. That is to say, the above graduate student employment management system should be a whole, and the three aspects should collaborate and complement each other. Only in this way can we maximize the guidance and promotion role of the "three complete" employment management system for graduate employment, thereby improving the efficiency and quality of graduate employment, and more effectively responding to the severe employment situation in the post pandemic period.

## 4. Conclusion

In current China, faced with the severe employment situation of graduate students in universities, the existing management system for graduate employment in Chinese universities cannot fully adapt to the employment situation of graduate students in universities during the post pandemic period. In view of this, it is necessary to establish a "three complete" employment management system for graduate students in universities. This system above includes three aspects as follows: full employment management system, whole process employment management system, comprehensive employment management system. It should be noted that the three aspects of the graduate employment management system mentioned above should be comprehensively considered and coordinated, and cannot be separated, isolated, or even conflicting with each other. That is to say, the above graduate student employment management system should be a whole, and the three

aspects should collaborate and complement each other. Only in this way can we maximize the guidance and promotion role of the "three complete" employment management system for graduate employment, thereby improving the efficiency and quality of graduate employment, and more effectively responding to the severe employment situation in the post pandemic period.

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