

# *Analysis of the Employment Status and Countermeasures of Medical Graduates in the Post-Epidemic Era: Take X Medical University as an Example*

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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. In addition, the expansion of colleges and universities has led to a year-on-year increase in the number of college graduates. The employment situation faced by college graduates in China has also become more complicated and changeable. Therefore, the purpose of this study is to find out the causes, employment situation, employment mentality, employment difficulties and other problems of graduates with employment difficulties in medical schools, so as to put forward corresponding policy suggestions.

## 1. Introduction

With the current popularization of higher education, university education has changed from elite education to mass education, along with the expansion of colleges and universities, the number of college graduates also increases year by year. According to the “2022 Research Report on Employability of College Students” released by Wisdomlink Recruitment, in 2022, the number of college graduates in China exceeded 10 million for the first time, reaching a record high, but only half of the graduates chose to be employed in organizations, and the proportion of freelance and slow employment further increased. In general, the employment problems and dilemmas of college graduates are becoming more and more serious. College education has become commonplace, and in 2021, 73.7% of high-school graduates entered college [1](Korea 2022).

However, due to the excessive studies required for entrance exams, most high-school students enter college without having considered their aptitudes for their future career trajectory. Instead, they postpone career decisions until when they are already in college [2](Cho 2007). This phenomenon of ‘career funnelling’ is caused by various factors, such as unstable employment environment, educational inflation, mismatch of manpower, and major by field, as well as a distorted view that disregards specific occupations[3](Sung 2021). Therefore, institutional and policy efforts are required to help colleges and the state properly prepare college students for their sustainable career development.

Although career decision-making is a vital developmental task for college students, South

Korea's social environment is not conducive to career exploration and rarely provides opportunities for effective career support planning [4] (Kwak 2018). Therefore, colleges should provide a foundation for independence in adulthood, supporting college students based on fostering their career decision-making self-efficacy. In the cultural context of China, no studies have attempted to continuously determine the relationship between variables. Cultural values can be an important factor in career decision-making[5](Salomon 2022).In particular, Korean adolescents often lack self-understanding and have difficulties in deciding their career path because they receive guidance for college entrance exams rather than receiving appropriate career guidance and counselling based on their aptitudes and interests.

## 2. Methods

This study is based on the 2023th master of XX University in Zhejiang Province as the research object. The total number of master's degree graduates is 1792, so a total of 1,792 electronic questionnaires were distributed to recover 1133 valid questionnaires.

A total of 1792 questionnaires were distributed in this survey. After screening, 659 invalid questions were removed, and 1133 valid questionnaires were finally obtained. One of the questions we pay attention to is "Do you think you are facing employment difficulties?" The result shows that 457 respondents (40% of the total) answered "Yes, I have employment difficulties", 413 respondents (37% of the total) answered "No, I don't have employment difficulties", and 263 respondents (23% of the total) answered "uncertain". It can be seen that up to 40% of the master's degrees frankly reached the problem that they encountered difficulties in employment, which shows that the employment of college graduates is difficult to employ a realistic problem. Therefore, it is necessary for us to conduct in -depth analysis and research on the phenomenon of "employment difficulties of college graduates", and put forward practical solutions and suggestions.

This study uses the self -efficacy perception table designed by Schwarzer scholars to evaluate the self -confidence level of the subject. Self -efficacy refers to whether individuals can respond to various challenges in the environment and adopt effective behaviors or beliefs. People with high self -efficacy usually show a more active and active attitude in life because they believe they have the ability to control and change the environment. The options for each project are "completely incorrect", "a bit correct", "most correct" or "complete correctness". The most consistent options are selected according to their actual situation. "It's completely wrong", scored 1 point, "a little correct" scored 2 points, "most correct" scored 3 points, and "completely correct" scored 4 points. The total score of the volume table is considered to be very lacking confidence between 1 and 10 points, and the total score between 11 and 20 points is considered to be relatively lacking confidence. The total score between 21 and 30 points. The test is considered to be more confident, and the total score between 31 and 40 is considered very confident. According to the result of this scale, 55.15% of the 457 recipients who have employment difficulties belong to the category of confident or confident, and 79.17 of the 413 recipients who have no employment difficulties, 79.17 % of people are more confident or very confident categories. By comparing the self -confidence level of the two groups, we found that 413 recipients who do not have employment difficulties are significantly higher than the 457 recipients with difficulty in employment. The relationship, the degree of self -confidence of a master's degree in medical colleges has significantly affected its employment status.

## 3. Results

According to the measurement of self-efficacy scale, 55.15% of the 457 people with employment difficulties were relatively self-confident (including high self-confidence and high self-confidence). Among 413 people without employment difficulties, 79.17% were relatively confident (including

high confidence, high confidence). We found that the confidence level of 413 people without employment difficulties was significantly higher than that of 457 people with employment difficulties, indicating that there is a significant positive correlation between self-confidence and employment. Self-confidence, to a large extent, can make graduates believe in their ability, fully demonstrate their learning results and excellent quality, so that they can be more favored by the interviewer in employment, while the employment difficulties of medical school master's graduates generally have a weak sense of self-efficacy and lack of self-confidence.

Among the graduates without employment difficulties, 38% said that their employment pressure is relatively large; However, 80% of graduates with employment difficulties said that their employment pressure is relatively large. The degree of employment pressure of graduates without employment difficulties is significantly lower than that of graduates with employment difficulties.

The graduates with difficulty in employment generally avoid grass-roots level employment, avoid private hospitals, and prefer developed areas. However, the core competitiveness of most graduates is not strong, and the competitive advantage is weak. According to the data analysis of the interview companies, the recruiters generally believe that the current master's graduates can find jobs as long as they are willing to put down their personal strength, but most of the master's graduates still blindly pursue and favor big cities and hospitals, without considering their own advantages and strengths, which leads to the failure to find suitable jobs quickly after graduation.

At present, it is difficult for Chinese college graduates to find employment in the imbalance between the supply of college talents and the demand of market talents, and the imbalance between the supply of labor market and the demand of graduates. In addition, due to the difference between two-way selection and industrial demand, there is a serious mismatch between the employment demand of medical college graduates and the number of talents needed in the employment market.

#### 4. Discussion

The employment of medical students is a very complicated social problem, which involves the total number of medical students, the structure of medical students, the quality of medical students, the employment concept and the employment mechanism of medical students. Troubleshooter [6](Lee 2013).The employment dilemma of students is also a very complex systematic project, which involves the work of the government, schools, students and employers, etc. It not only involves a wide range of aspects, but also involves the fundamental interests and deep-rooted contradictions of some departments. Limited by space, this paper only puts forward some thoughts and suggestions to ease the employment dilemma of medical students on the different problems of medical colleges and medical survival [7](Park 2017).

The employment dilemma of medical students has been formed and accumulated for a long time, and the reasons are very complicated, including the responsibility of the government and the school, and the reasons of students themselves [8](Park 2013). In order to alleviate the employment dilemma of medical students, the government and schools are duty-bound first. In addition, medical colleges should actively cooperate with enterprises and medical institutions to provide opportunities for clinical practice and practice for graduate students, improve clinical skills and operational abilities, help them deepen their understanding and cognition of the industry and occupation, form a career path they are willing to explore, and improve their professional quality and ability to cope with challenges [9](Song 2010). At the same time, medical colleges should pay attention to the cultivation of psychological quality of graduates, improve their self-confidence and ability to withstand pressure [10](Lee 2014), strengthen the medical humanistic quality and ideological construction of graduate students, and enhance the social responsibility of graduate students [11](Park 2013).

The government should strengthen the construction of targeted medical students, and give certain policy preferences in terms of salary and promotion, so as to improve their willingness to take root in the grassroots [12](Kim 2007). On various platforms, the government should make great efforts to publicize grass-roots figures and typical deeds, interpret grass-roots employment policy documents to graduates, and continuously enhance the sense of responsibility and mission of postgraduate students to find employment at grass-roots level and become successful at grassroots level [13](Kulcsár 2020). By improving the sense of accomplishment, gain and happiness of grass-roots workers, more graduates can be attracted to join the field of grass-roots medical and health services, provide better medical and health services for the people, and realize the optimal allocation of talents [14](Santos,2018).

### Declaration of contribution of authors

WenBeilei and CaiJin contributed to the grant application, undertook fieldwork, and developed the analysis. WenBeilei wrote the first draft, CaiJin commented on and contributed to successive drafts. Both authors approved the final version of the paper.

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