

Investigation and Countermeasures of "Slow" Employment Mentality of College Graduates in Chongqing

Tianhua Zheng

Chongqing City Management College, China

Abstract

In view of the increasingly prominent "slow" employment problem among college graduates in Chongqing, the author explores the emergence, change and impact of the mentality of "slow" employment groups through social psychological related scales and social behavior observations. Therefore, the author starts from the perspective of social psychology and redevelops on the basis of classic social psychological scales to construct a "slow" employment social psychological scale, measurement tools and interview framework suitable for current college graduates. Through the application of the results of the above-mentioned tools, the author intervenes in the "slow" employment behavior at the social psychological level, and provides new solutions to promote college graduates to find their own positions, reasonably plan career development, accurately invest in the job market, and achieve high-quality employment. and path.

Keywords

College Graduates; "Slow" Employment; Psychology Countermeasures.

1. Introduction

"Slow" employment refers to the situation where individuals postpone employment according to their subjective wishes, but they are not actually employed.

The 20th National Congress of the Communist Party of China put forward the task of "improving people's livelihood and well-being and improving people's quality of life", and required "improving the employment public service system, improving the employment support system for key groups, and strengthening the employment support for disadvantaged groups..." These measures have a great impact on The employment of college graduates in the future puts forward new requirements and work arrangements, which requires us to further implement the concept of precise employment, strengthen the construction of the employment public service system, and use Modern scientific and technological means, centering on the demands and characteristics of graduates, use more in-depth and detailed career guidance and career planning to promote the active employment of college graduates.

2. Survey on "Slow" Employment

In 2021 and 2022, we conducted a "slow" employment mentality survey for the 2021 and 2022 college graduates.

The scope of the survey includes: the structure of college graduates (according to family background, education structure, school distribution, etc.); The reasons behind the slow employment of graduates, their previous efforts for employment, and their current psychological state; the mentality of the "slow" employment graduates and group social psychology and related factors (including family background, economic conditions, subjective employment willingness and other factors)) correlation, etc. At the same time, this survey summarizes and sorts out the efforts made by the government, universities and public

employment service system for "slow" employment, so as to put forward corresponding countermeasures and improvement methods.

On July 15, 2022, the research group distributed an online questionnaire to all this group. As of August 31, 2022, a total of 20,318 valid questionnaires have been recovered, with a recovery rate of 28.97%.

After screening the questionnaires, there were 11,352 questionnaires for graduates who could be identified as 'slow' employment" according to the definition of the research group, accounting for 55.87%[9] of the valid questionnaires. It is estimated that among the graduates of the class of 2022, about 16.19% of the graduates with "slow" employment are "slow", which is a significant increase (10.47%) compared with the same period of graduates in the class of 2021.

3. Basic Description of the "Slow" Employment Mentality of College Graduates in Chongqing

3.1. College Graduates with "Slow" Employment Still Account for a Small Part of the Total Graduate Group

Under the new requirements of the current high-quality economic and social development, especially under the superimposed influence of COVID-19, in terms of actual employment status, although the graduates of Chongqing colleges and universities who are currently in a "slow" employment state have shown a clear year-on-year growth trend, they are still a small part of the graduate group.

On the one hand, this is directly related to the active "stable employment" policy adopted by party committees and governments at all levels in China, and efforts to promote the implementation of various measures such as expanding enrollment at higher education levels, expanding the proportion of public recruitment, and developing short-term public welfare positions such as scientific research assistants.

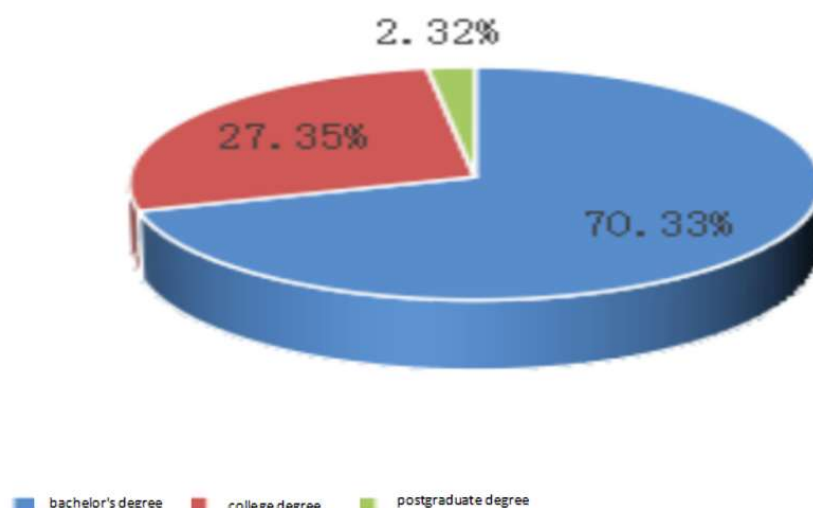


Figure 1. Educational Levels of "Slow" Employment Graduates

On the other hand, individual graduates believe that "slow" employment is not a glorious thing, and refuse to admit the fact that they voluntarily give up employment or are in "slow" employment. China's current public employment system and college graduate employment work system do not allow too many "unemployed" graduates. Through interviews with education administrative departments at all levels, human resources and social security

departments, districts, counties and college graduate counselors in Chongqing, the research group found that in actual work, the attitude of all parties towards "slow" employment graduates is generally very unwelcome, and some interviewees even believe that the so-called "slow" employment is a false proposition, and it is an "excuse" and "excuse" for a small number of graduates to escape social competition and "being NEET".

3.1.1. In Terms of Educational Level, Undergraduates Account for the Majority of "Slow" Employment Graduates

Among the "slow" employment graduates, undergraduate students accounted for the largest proportion at 70.33%, followed by higher vocational graduates with 27.35%, and graduate students accounted for the smallest proportion at only 2.32% [9].

This is roughly consistent with the distribution of employment rates at various levels of education in recent years. As far as its objective reasons are concerned, affected by factors such as COVID-19, the status of fresh graduates has been uniformly extended for two years, which directly brings a certain sense of policy support for the "slow" employment of undergraduate graduates. Coupled with the dilution of the identity of "fresh graduates" by paths such as graduate school entrance examinations, undergraduate graduates are prompted to choose their own professions or employers with higher expectations and standards, so that undergraduate graduates account for the majority of "slow" employment graduates. The main body of employment absorption of higher vocational graduates is "small and medium-sized enterprises", so that the employment of this group of graduates itself presents the characteristics of "three lows and one short" such as low starting point, low threshold, low salary, and short job stabilization time, so it lacks the material support and ability "capital" of "slow" employment. At the same time, the "college entrance examination" for higher vocational graduates only had the opportunity to take this exam in April of that year, which further narrowed the channels for "slow" employment of graduates in this group.

3.1.2. In Terms of Gender, the Proportion of Female Graduates in "Slow" Employment is Large, But Their Employment Attitudes are more Positive

Among the "slow" employment graduates, 60.94% are girls and 39.06% are boys. However, compared with the group of unemployed graduates, the proportion of girls who are "slowly" employed is smaller than the proportion of girls who are "not" employed (66.78%).

This data shows that although the proportion of girls in the "slow" employment group is larger than that of boys, compared with boys, some girls have taken more active actions to break themselves out of the "unemployed" status. However, due to factors such as the further liberalization of my country's childbearing policy and the strengthening of protection for pregnant women, employers have various concerns when hiring girls, making it much more difficult for female graduates to find a job than boys, which makes some girls In the "passive" "unemployed" state.

3.1.3. In Terms of Family Background, Most of the "Slow" Employment Graduates Come from Urban Families

Among the "slow" employed graduates, 70.68% came from rural families, the majority of the overall group; Less than a third (29.32 per cent) came from urban households.

This shows that graduates from urban families have more information and their families have greater support for them, so that they can have more room for maneuver and confidence in the face of the current employment situation and their future career development. Graduates from rural families, because of the improvement of the production and living conditions of rural families, have a certain willingness and economic foundation, so that they temporarily postpone employment, so as to choose "slow" employment.

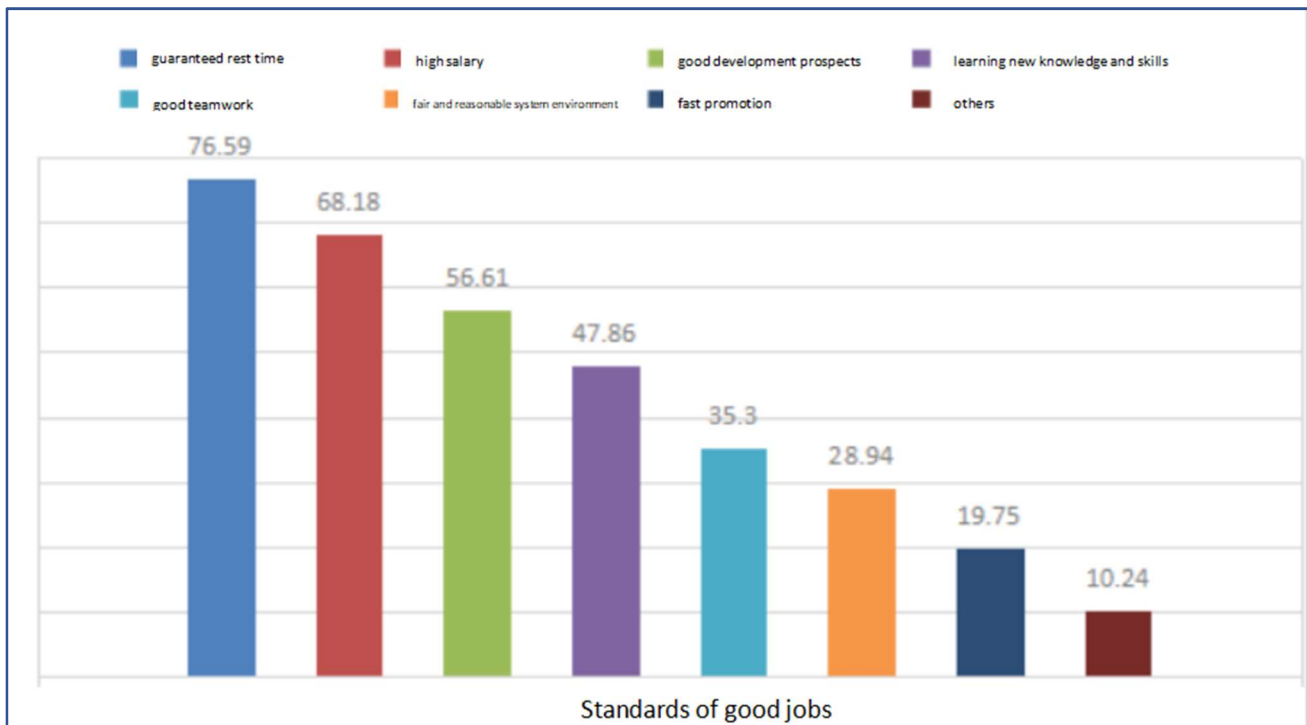


Figure 2. "Good jobs" in the eyes of college graduates

3.1.4. In Terms of Majors, Graduates Specializing in Liberal Arts Account for the Majority of "Slow" Employment Graduates

Among the "slow" employment graduates, 69.53% were liberal arts graduates and 30.47% were science and engineering graduates.

This shows that compared with science and engineering majors, graduates of liberal arts majors face fewer high-quality employment units after graduation, and the employment threshold of the industry is relatively high, resulting in their relatively weak competitiveness in the job market, and a large number of graduates have to win better employability and market position through "slow" employment, which is especially prominent in teacher training majors. Especially under the background of the introduction of the national "double reduction" policy and the "private to public" of Chongqing basic education schools, the employment path of the majority of normal students is almost only the main path of applying for public primary and secondary schools, which strengthens the trend of graduates of such majors choosing "slow" employment.

3.2. A Huge Gap Arises between the Actual State of "Slow" Employment of College Graduates and Their Psychological Identity

Although the proportion of graduates who choose "slow" employment is not large in terms of actual employment status, by analyzing the data accumulated in our previous survey, they agree with "slow" employment in their hearts, or think that they also belong to (or will soon belong to) "Slow" employment of college graduates has exceeded half, reaching 51.68%. This shows that on the issue of "slow" employment, there is a large deviation between the actual employment status of college graduates and their general psychological cognition, and graduates generally expect higher employment quality and quality of life.

Combining previous surveys and interview reports, we found that among contemporary college graduates, 88.75% of students think they can "find a job right away", while only 42.73% of students think they can "find a good job right away". At the same time, the recent graduates' definition of "good" jobs has also undergone tremendous changes in the past two years. They believe that the most important criteria for "good jobs" (multiple choices) are "enough time to

rest" (76.59%) "high salary" (68.18%), "good development prospects" (56.61%), "able to learn new knowledge and skills" (47.86%). When they did not find a job they were satisfied with, 51.68% of the graduates said they would choose "slow" employment (delayed employment), 47.98% of the graduates chose "lower employment expectations", and 0.44% of the graduates chose "no employment".

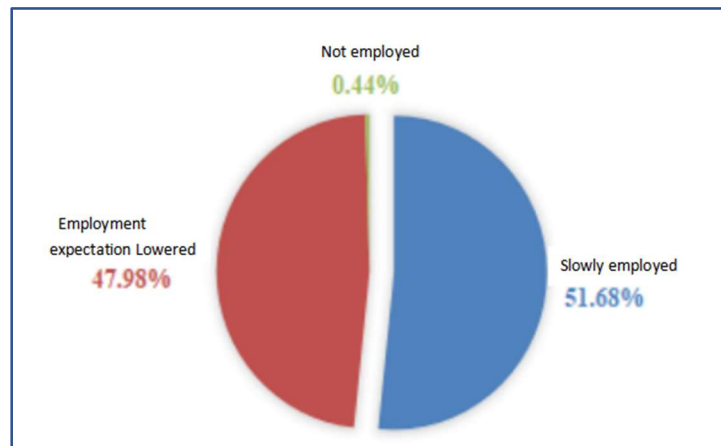


Figure 3. Options for graduates when employment expectations are not met

This shows that graduates do not regard "unemployed" as a "great" thing. With the support and encouragement of their families, some graduates voluntarily choose to postpone their employment, and even individual graduates "lie down" and "become NEET". Therefore, for a period of time in the future (maybe this period will be quite long), "slow" employment will become the normal state of employment for college graduates. At the same time, the proportional gap between reality and psychological cognition also shows that college graduates' employment concepts and expectations of the current employment status have undergone tremendous changes-this is also the origin of our investigation and countermeasures.

3.3. "Slow" Employment College Graduates have Also Worked Hard for Employment

Through the survey, the research team found that although the "slow" employment graduates temporarily postponed their employment time, they "ever" (or "always") made active efforts for employment. The survey was conducted from the three aspects of career planning, employment preparation and job-seeking process. 90.98% of the "slow" graduates have clear career plans, 86.73% have prepared for employment by making and printing resumes, and 98.11% have participated in various types of double-education programs. The election has subverted the stereotype that people think that "slow" graduates "follow the crowd and get by".

3.3.1. The Vast Majority of "Slow" Employment Graduates have Clear Career Plans

According to the survey, 90.98% of the "slow" graduates have clear career plans. Specifically, in the planning of future work, 52.62% of the respondents have learned about the development prospects of different industries, 69.73% have clear target work areas, 82.89% have clear salary requirements for future jobs, and 82.9% have clear expectations for future jobs. 77.64% have obtained comprehensive and detailed recruitment information during the job hunting process, and 53.94% have participated in vocational training from professional institutions. On this basis, 69.74% are prepared to deal with the problems that may be encountered in job hunting, and 90.79% will try to make a good impression on the employer when applying for a job.

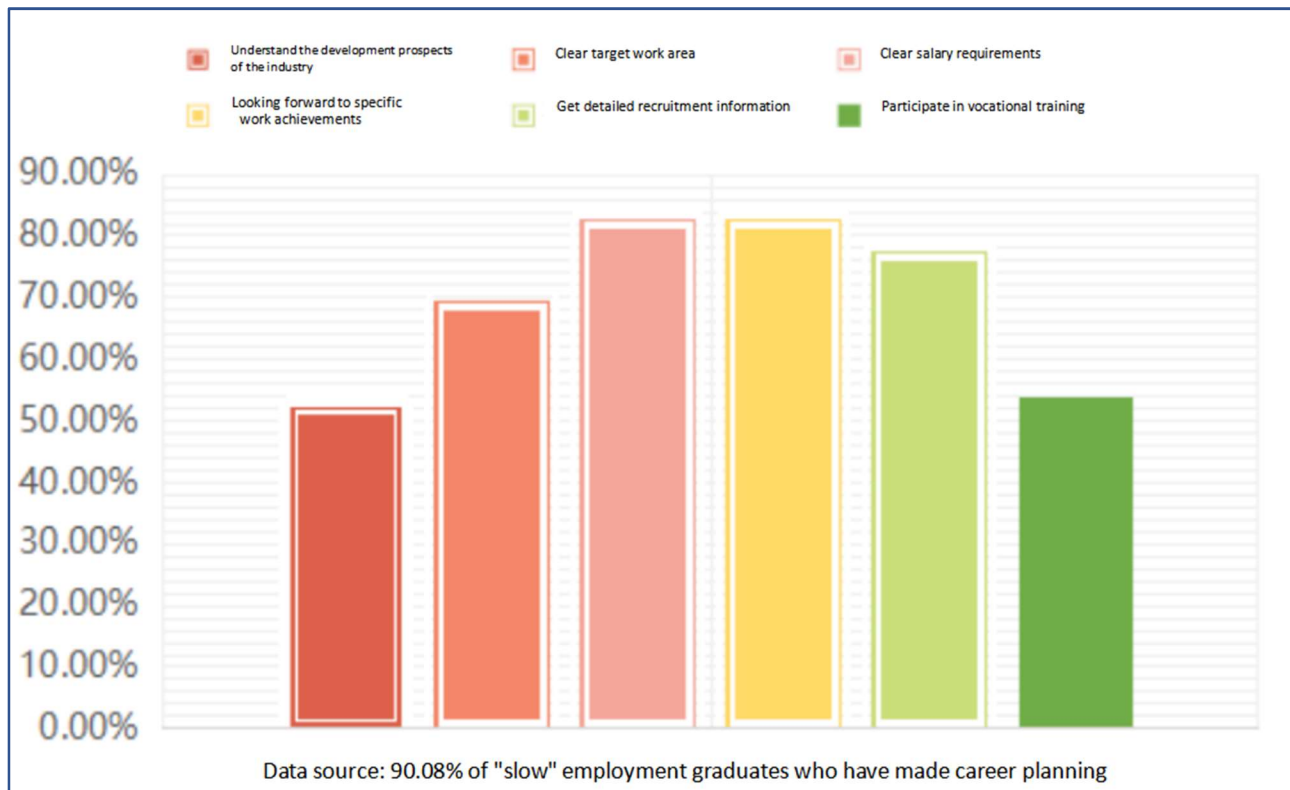


Figure 4. Career Planning of "Slow" Employment Graduates

3.3.2. Most of the "Slow" Employment Graduates have Carried Out Actual Employment Preparation

86.73% of the "slow" employment graduates have made substantial employment preparations by making and printing resumes. In order to increase the success rate of employment, 48.68% of the respondents purchased business attire, 55.26% took registration photos, and 80.26% made and printed resumes; 86.84% mainly sent resumes through job search websites or mobile apps, and 46.05% sent them through relatives and friends. For forwarding resumes, 23.68% have submitted resumes through Moments or Qzone, 14.47% have submitted resumes through Weibo, and 26.32% have submitted resumes through other channels; 73.68% have submitted resumes 1-5 times, and 18.42% have delivered resumes 6-10 times. Resume, 7.89% have delivered more than 10 resumes.

Of the respondents who had made a resume, all said they had made multiple revisions to their job resume. In terms of the reasons for revising their resumes, 17.11% of the respondents think that the registration photo is not good-looking, 68.42% think that the content of the resume is not attractive enough to get an interview opportunity, and 63.16% think that they have recently learned some new resume writing skills and hope to help them. Bonus points for the resume, 46.05% think that the page design is not beautiful enough and the resume needs to be revised.

3.3.3. Almost All "Slow" Employment Graduates have been to Job Fairs for Graduates

98.11% of the "slow" employment graduates have participated in various types of job fairs for graduates, and have certain job hunting experience. In the results of the survey on job hunting experience, 88.16% of the respondents have participated in the school double selection meeting, 25% have participated in the talent market double selection meeting, and 19.74% have participated in the online double selection meeting. More than half of the respondents believe that the key issues that affect their success in signing contracts are mainly academic achievements, market demand, job-seeking skills and professional skills; lack of job-seeking skills, lack of personal ability, and unsatisfactory salary are the three factors that most respondents considered the main reasons for their failure to find a job.

3.3.4. "Slow" Employment Graduates have a Clear Understanding of Their Own Job Hunting Cycle

The "slow" employment graduates who are preparing for employment in the future have a clear understanding of their job hunting cycle. 5% of the graduates think they can find a job within one month, 34.21% think they can find a job within 1-3 months, 37.37 % think they can find a job within 3-6 months, 14.21% think they can find a job within 6-12 months, and 9.21% think they need more than one year to find a job (Figure 5).

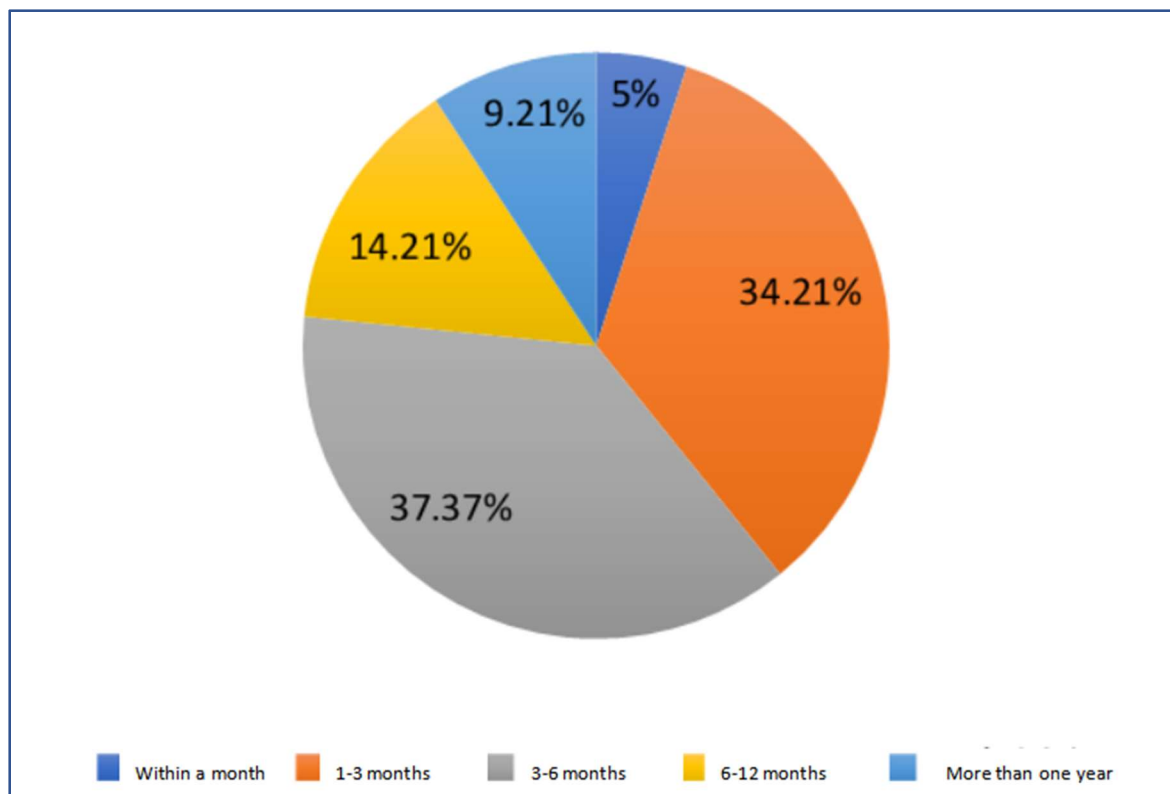


Figure 5. Projected longest job-seeking cycle for "slow" graduates

3.3.5. Analysis of the Reasons Why "Slow" Employment Graduates Temporarily Give up Job Hunting

Based on the analysis of the previous surveys, the research team further explored the reasons why "slow" graduates temporarily give up job hunting: 37.08% of the graduates "have no suitable job", 21.73% think that "their current education (ability)) does not match the ideal job position, preparing for further education or taking public recruitment exams", indicating that these two factors are the direct reasons why more than half of the "slow" employment graduates choose not to be employed temporarily. Other factors are: 17.89% of the graduates are "dissatisfied with the job they have found", 13.22% of the graduates "feel tired and are going to take a break before looking for a job", 7.50% of the graduates are "planning to start their own businesses or help the family.", 5.58% of graduates because of "other" factors (Figure 6).

Therefore, we can find that the employment positions provided by the current market do not match the expectations of graduates, which is the biggest factor for the group of "slow" employed graduates to choose not to be employed temporarily. Driven by this kind of psychology, most of the graduates deal with it by going to higher education or taking public recruitment examinations. A small number of graduates with abundant resources plan to start their own businesses or go back to help their families. We must see that about one-seventh of the graduates feel burnout about employment, feel tired from work, want to take a break, and are temporarily unemployed. This is inconsistent with the actual career stage of graduates, and

it is also a typical idea of "slow" employment graduates who "have job opportunities and are unwilling to get a job". It deserves our attention and intervention.

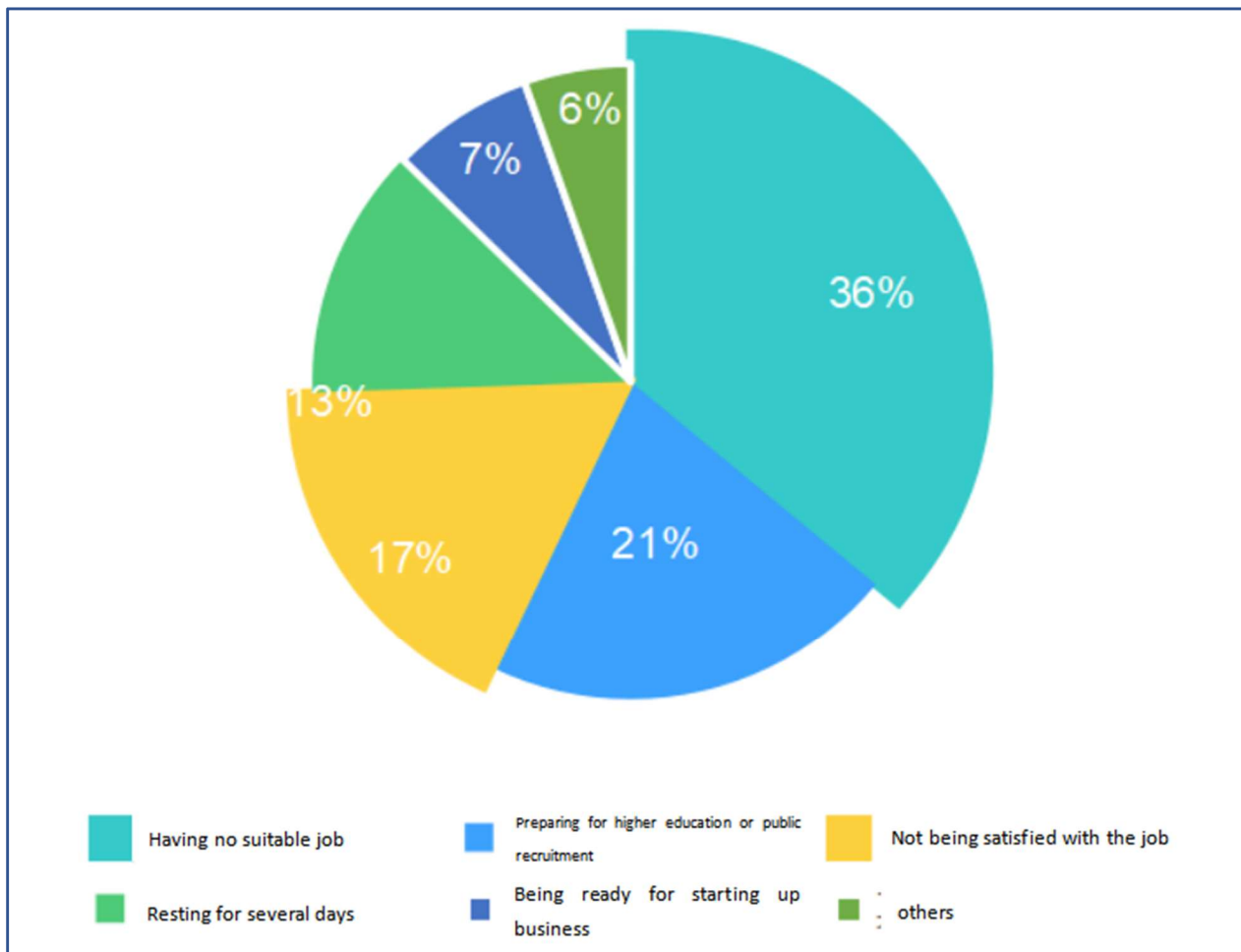


Figure 6. Analysis of the reasons why "slow" employment graduates are not employed temporarily

4. The Basic Path and Strategy of Helping and Assisting College Graduates of Slow Employment

In 2023 or even for a long period of time in the future, the number of college graduates will continue to grow and the number of jobs will continue to shrink. The high expectations of college graduates for employment and the continued downturn in the job market will exist for a long time. This is the basic contradiction in my country's current society. The outstanding reflection and concentrated expression of the employment field of college graduates, the importance and urgency are particularly prominent. In this regard, we cannot blindly wait for the reform of government departments and the improvement of the market environment, but actively carry out work relying on existing conditions while promoting changes. Regarding the "slow" employment of college graduates, we should take the lead in public employment service agencies to actively explore effective paths and methods of providing employment assistance and assistance to graduates in accordance with the types, characteristics and demands of "slow" employment. Based on the three types of "slow" employment, the research team sorted out the basic strategies as follows:

Table 1. The basic strategies of "slow" employment

	No need to be employed	Unable to be employed	Unwilling to be employed
career goal	Focus on career goals, analyze existing resources and capabilities, refine time nodes, and clarify roadmaps	1. Help graduates sort out and summarize past job hunting or further education experience, and analyze existing gaps and lack of ability 2. Further revise career goals and improve the roadmap based on family situation and own needs	1. Understand their family situation and personal thoughts, and analyze the deep-seated reasons for their "unwillingness to find a job" or the key events that occurred during the job hunting process 2. Encourage the student to find the goal for what he is doing, clarify the time node, and formulate an implementation roadmap 3. Urge graduates to complete corresponding tasks according to their own roadmap and gradually realize their career goals
Main strategy	1. Build this type of graduate community, set up or recommend different communities according to reasons such as preparation for entrance exams, public recruitment exams, entrepreneurship inspections, etc., and place "slow" graduates in employment in group activities and interpersonal communication. 2. Link corresponding resources according to the different demands of graduates, and use team strength to push graduates to move forward. 3. Give timely encouragement to graduates, pay special attention to the feedback effect of this group on society, and guide this group to participate in public welfare undertakings, volunteer services, etc.	1. Strengthen the academic or job-seeking support system for this type of graduates, such as recommending job-seeking information, recommending vocational skills learning, strengthening public recruitment, postgraduate entrance examination (upgrading to undergraduate) learning communities, etc., and first eliminating the anxiety and loneliness of this type of graduates. 2. Pay equal attention to study planning and employment recommendation, and guide graduates to improve self-confidence through learning, thereby improving the quality of employment 3. Incentives are given to graduates in a timely manner, starting from some small and micro events, and guiding graduates to achieve their career goals	1. Guide this type of graduates to participate in social affairs, public welfare activities, etc., maintain the interpersonal communication and communication of this type of graduates, and build community support. 2. According to their actual situation and social resources and other factors, clarify career goals and make career planning. 3. Strengthen supervision, especially for college graduates from families with special difficulties, they must be firm and soft, and with the help of the government and colleges and universities, for graduates who return to their hometowns, they must actively use policy measures such as public welfare posts to promote Graduates have something to do to ensure

		step by step according to the roadmap.	they are not disconnected from society.
Family Communication Strategies	1. Strengthen resource links for graduates preparing for entrepreneurship, recommend them to join entrepreneurial communities, and expand family communication circles. 2. To guide students who are preparing for school and graduates recruited by the public to strengthen communication among family members, give timely feedback on the preparation situation, refine the timetable, and require family members to supervise, which is actually one of the ways of communication	Strengthen communication with families, guide families to strengthen confidence in graduates, strengthen support for graduates, and reduce conflicts in daily communication among family members.	1. Contact graduates and their families at the same time, start with the family to do graduate work, at least let their families realize the harmfulness and adverse effects of "staying at home" for a long time and being out of touch with society, and obtain the support of graduates and their families fully understand. 2. Strengthen assistance to families with special difficulties, clarify current policies, and actively carry out assistance and assistance.
Social Support Strategies	Build a community of entrepreneurs and link related resources.	Strengthen vocational skills training and job recommendation.	Arrange graduates to start from public welfare positions and serve grassroots communities (villages).
Career Guidance Strategies	Guide graduates to accept themselves, give them value compensation in time, resist loss, and affirm their self-worth. Main tools: 1. Career Clover Model 2. Strategic Journey Tool Scale 3. Organizational Capability Matrix 4. Career feedback formula.	Guide graduates to accept themselves, objectively analyze their ability composition, clarify action steps, overcome anxiety, and improve ability Main tools: 1. Career Clover Model 2. Strategic Journey Tool Scale 3. Four quadrants of ability 4. Action Plan Form	Help graduates explore their interests, locate their career anchors, objectively analyze the decisions and choices they face, stimulate career interest, and fight against burnout Main tools: 1. Career Clover Model 2. Holland interest assessment 3. Value exploration 4. Flower of Life Balance Wheel 5. Action Plan Form

References

- [1] Liu Chunlei, (2010).Research on employment psychological problems and influencing factors of contemporary college students.
- [2] Zhu Zhengguang,(2020).Research on the current situation of college students' psychological quality and its relationship with mental health, social adaptation and academic development.
- [3] Chen Mingyu, et al., (2018).The construction and thinking of college students' employment education ecosystem. Shanxi Youth.(18).

- [4] Li Hongyan, (2018).The Countermeasures of College Students' "Slow Employment" under the Perspective of Accurate Assistance. Journal of Jilin Normal University (Humanities and Social Sciences Edition),(46),5.
- [5] Xu Yumeng, (2018).Research on the causes, effects and countermeasures of "slow employment" phenomenon.
- [6] Dong Ling, (2018).Research on the "slow employment" phenomenon of college students from the perspective of individualization.
- [7] Yang Qianting,(2018). Investigation and research on the problems of "slow employment" of college students.
- [8] Zheng Xiaoming, and Wang Dan, (2019).The Causes and Governance Strategies of the "Slow Employment" Phenomenon of College Graduates. Social Science Front, (3).
- [9] Due to the relatively low proportion of postgraduate "slow" employment, in the follow-up statement and analysis of this survey, the item "graduate student" is no longer listed separately, and this part of the data is incorporated into the item "undergraduate graduates".