

University Graduates Job-hunting Guidance Strategy Under the Positive Psychological Perspective

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Abstract. Positive psychological is a subject focus on people`s potential and moral, it emphasizes on the good quality that man possess, this provides a brand new development strategy for the job-hunting guidance work for the higher education. This paper has generally described the positive phycological, stated the main content of the university graduates job-hunting guidance , and provided some strategy based on the positive strategy.

Introduction

Higher education serve as the main stage of university talent mentality education, it is also the important place for phycology education. Currently, many university has already started the exploration of the job-hunting guidance strategy, but this study remain in the exploratory stage. The reason is there lack of systematic theory guidance and operation approach, as the newly-emerged thought trend in recent years, it emphasizes the positive side of an individual and the social harmony, it proposes that the phycology should discuss on the positive quality of human nature. Here, the writer will talk about the university graduates job-hunting guidance strategy under the positive phycological perspective.

General description of the positive phycology

The positive phycology was born in America by the end of the last century, it is a phycology thought mainly focus on the people`s potential and moral, it is a rethink and extension of the negative phycology. The positive phycology`s opinion is that the development of the phycology not only depends on the treatment and prevention of all kinds of human mental diseases, but also depend on the building and cultivation of the good quality; these two parts are mutual complementary, and of balanced development. Everybody is eager for self-realization deep down inside, this can simulate all the inner positive energy and good quality. The positive phycology could help people to discover and utilize their inner resource they process or help those with special talents to tap their potential as much as possible,so as to improve personal quality and life quality, and life a beautiful life. The positive phycology needs to explore the positiveness of a problem from two aspects. On one hand, it is needed to explore the root cause of a problem, on the other hand, it is also needed to draw upon the positive experience from the problem itself, and conduct brand-new interpretation to the problem in a opposite perspective.

Main content of the university graduates` job-hunting

University graduates` job-hunting has already become an important part of the job-hunting field. The aim of the university job-hunting guidance is helping the university students to set up a right job-hunting philosophy, and to acquire relevant basic job-hunting knowledge, to form a initial concept of the his or her career development, so as to successfully achieve the employment and gain the success in one`s career. The job-hunting guidance has become very mature in Western word, it mainly contains the labor economics, human resources,management and consulting psychology and other subjects. The job-hunting guidance is a newly-emerged cross-discipline, its professionalism is on the rise. But it is only a short time after the higher education institution in China opened this course,

the systematic and complete university graduates job-hunting system was still yet to build. The university students job-hunting guidance has different content according to different stage of employment.

Generally speaking, the university graduates job-hunting guidance can be divided into three components, which are occupation choice, occupation guidance and career plan. The first is the occupation choice, this is conducted according to the university graduates who face the occupation choice for the first time. This is also the main focus of the job-hunting guidance in higher education institutions, the occupation choice covered the job-hunting awareness and cultivation of job-hunting ability, statement of the job-hunting policy, and how to realize the needs of yourself and the society, and choose the corresponding skill training, and mentality adjustment when hunting for a job, the second is the occupation guidance, it mainly provides the rational positioning of the university graduates when entering the job market, so as to adjust to the life in the job position and realized the transformation. The third is the career plan. It is mainly a guidance for the university students in case they lose their direction, insist the professional ideals in their development, strive to realize his value. Synthesizing the content above, we can see that the university job-hunting has covered the whole process from entering the job market, role transformation to achieving the career success.

The strategy of university students job-hunting positive psychology guiding

Positive psychology guiding before the employment

For most of the university students, the time spent in university is very precious, and the life in college is very different from the life in the society. So, before going into the society, the higher institution should guide the students to transform their role, realize their transformation from the so-called God's favored one to the normal worker.

On one hand, we should help the college students to know themselves, knowing oneself completely objectively and comprehensively is the important fundamental basis of choosing a good job. There are some differences in different people's personality and temperament, so there is some difference in the occupation choice, being patient and responsible or careless and negligent, being warm and outgoing or quite and shy, being smart and capable or lagging and stiff, being resolute and brave or sluggish, these are all something that should be known by people. Different personality and temperament often can decide whether one can adapt well and make contribution in one sector. Meanwhile, the occupation choice is often made based on one's interest and hobby. Sufficiently understanding of one's interest is an important factor that the student needs to take into consideration when choosing the career. As for the rest factors like ability, quality, strength and physiological characteristics, try to make the best use of the advantages and bypass the disadvantages.

On the other hand, it is also needed to cultivate the correct employment concept, nobody's career development is a one-step process. One needs to constantly adjust his or her goal according to the real situation and development opportunity, thus to get closer and closer to one's utmost goal. So, the university students should not feel irritated and desperate before choosing one's career, let alone having grandiose aims but puny abilities. And they should hold basic principle of getting a job first and then choose the career, adjust the job intention and ambition comprehensively, gradually adjust one's mentality positioning with career goal. While cultivating the college students' perspective and their foresight, the students should also know themselves accurately when seeking a job. And they should also know clearly about the social environment. They should not pay attention only to the scale and performance of a corporation for now, they should also be far-sighted, actively engaged in occupation with potential, some can even start their business. The third point is the higher institution should actively guide the students to adjust their mentality. The university students usually follow the school's teaching schedule as planned, while after participating into work, the employing unit hopes their employees could be more self-motivated. Which is to say they need to care about the group, and engage in the work more actively, full of innovated idea and teamwork spirit. Many employers' enrollment requirement is one's plasticity and the speed of learning new things, whether he is responsible or not. So, the transform from a passive receiver to an active participator is very important.

Actively promote the active job-hunting mentality quality of university.

On one hand, it is needed to encourage the collage students to promote themselves and to participate in the competition, make them good at the competition. In today`s world, the competing system has been introduced into different sectors. In the higher education institution, although the competition is very fierce, but their awareness remain very weak. Many students feel very afraid and confused about what to do in face of the job market competitions, how to guide the college students to have a first-class mentality, strength and good state. This is a major problem in the university students job-hunting guidance. The second is teaching the collage students` treat the frustration correctly and improve the capability of adapting themselves to the job market. It is very common to meet some frustrations, and the frustration is the important chance to improve one`s willpower and ability. After meeting some frustration, one should put down the psychological burden and find out the main reason of the failure, and restart after adjust the goal, and they could find a better job opportunity as well. The two-way choice itself is a very good incentive, it is not simply a out-kicking and despise but a bigger incentive and encouragement, and it can push them to rethink and get rid of the negative mentality “wait, rely and beg”, actively accelerated the process of self-dependence and stand on one`s own feet, make them grow into the pioneers of our time.

Implement the job market and employment law construction

In order to make sure the university graduates` healthy development in the job market, we have to further enhance the construction of the job market and improve the marketization system, actively expand the job opportunities of the collage graduates, thus to provide more job opportunities for the university graduates to lift the employment pressure, according to all the problems in the job-hunting guidance work, we should actively set up the supporting policies and measures, improving the employment law and regulation and place the job-hunting work in the normalized and regulated track, promote the social security system, distribution of the collage students` resource in a more rational way, make sure the equal competitions job market. In order to make sure the effective regulation of the collage graduates` job-hunting work, and earnestly regulate the job-hunting order of the collage graduates, effectively regulate the job-hunting behavior of the collage students, correct the disordered state of the job-hunting of collage students. In order to further improve the transparency of the job market, we should enhance the construction of a clean and honest administration, earnestly remove all the unwholesome tendencies` influence to the collage students job-hunting, and create a better competition system and environment.

Actively promote the job-hunting philosophy work for the collage students

We need to actively cultivate the positive and healthy job-hunting mentality. The job-hunting philosophy consultation was started to solve the collage graduates` puzzles when seeking for a job. In order to lead the collage students know and judge themselves correctly,we should actively guide the students accurately control their expectation when choosing a occupation, take full advantage of their strength and bypass the weakness, carefully choose a career which will exert their talent and realize their ambition, in order guide the collage student participate into the competition more actively. We should make them fully ready for that. Carry out one`s value by choosing a right career, we need to help the collage students to constantly improve their self-adjust ability and mental capacity, thus to maintain a more positive mentality, and remain invincible in the market competition. Only by the common effort made by the society, higher education institution and the collage students themselves, can we truly help the collage students overcome their mental conflicts, and remove their psychological barrier, and walk out of the employment misapprehension, and find a job successfully.

Actively improve the multi-dimensional job-hunting guidance social supporting system.

Positive psychology pay much attention to the building of a more positive and comprehensive organic system, so it proposes that the organic system construction like family, school and society is of vital importance to the cultivation and development of one`s positive energy and fine quality. According to this, the job-hunting guidance work should take a new-type quaternary road which combined the individual, family and higher education institutions and the society. The classroom in the higher education institution serve as the main position, the college students,their families and society serve as the main carrier, thus to form a interactive and multi-dimensional education system,

take better advantage of their emotion and resource superiority, reflect the humanistic care and scientific spirit from the positive philosophy vision. Meanwhile, the higher institution should effectively and earnestly integrate different kinds of social resource, strengthen its relationship with the employing units, invite the college career directing professors and HR professors to the collage, by conducting the seminars, giving the actual cases, sharing their experience and counseling in a face-to-face manner and many other forms, effectively help the collage students tap their potential from the happy, cheerful, hope, unity, positive and courage aspects. Stimulate their vitality, encourage them to adopt to the current environment change while changing the environment, learn to participate in the learning, work and life more actively, find their suitable dream job.

Conclusion

On the whole, due to the sharp increase of the university graduates in recent years, the employment situation become more and more grave. Integrating the positive psychology into the job-hunting guidance work will effectively avoid the college graduates' passive employment mentality in the unfavorable environment. Meanwhile, it emphasizes on the positive meaning of the human character, explores the development potential of a individual, maintains a very good mentality in the job-hunting process, and adopts a more active strategy, thus to realize the individual's value and social value.

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