

# **An Analysis of the Employment difficulties of College students based on the Theory of Labor Market Segmentation**

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**Abstract.** In view of the serious problem of employment difficulty of college students in our country, this paper puts forward the relevant ways and methods to solve the problem of employment difficulty of college students by using the theory of labor market segmentation, which provides a strong argument for the government to solve the problem of employment difficulty of college students.

## **1. Introduction**

Since the expansion of college enrollment, the employment difficulties of college students have become prominent, which has aroused widespread concern from all walks of life. The employment difficulties of college students are mainly manifested in the contradiction between the abundant supply of talents and the tight demand for talents. On the one hand, the expansion of enrollment in colleges and universities brings about a large number of college students pouring into the talent market; on the other hand, affected by the international financial crisis and other factors, the demand for college students by employers decreases.

It is difficult to get a job, but even more difficult to get a good job is the most real psychological feeling of many fresh graduates. In order to get a good job, new problems such as "Postgraduate Entrance Examination Fever" and "Civil Servant Fever" have arisen. Every year, thousands of troops and horses are crowding these two single-wooden bridges. Few people can really understand the significance of postgraduate entrance examination and the nature of civil servants. This phenomenon of neglecting one's own personality and following blindly is not only the tragedy of College students, but also the tragedy of society. Voluntary unemployment and involuntary unemployment of many college students are not only the problems of college students themselves, but also the imperfections of the whole society and the employment market. The employment of college students is difficult.

## **2. Journals reviewed**

### **2.1 Labor Market Segmentation Theory and Its Application in China**

The theory of labor market segmentation, also known as the dual labor market model, was put forward by American economists Doringer and Piori in the 1960s. This theory holds that there exists a division between the main and secondary labor markets. The main labor market has high income, stable work, good working conditions, many training opportunities and good promotion mechanism. On the contrary, the secondary labor market has low income, unstable work, poor working conditions and training machines. There will be less and lack of promotion mechanism. Due to historical and institutional reasons, China has formed a unique labor market segmentation. Different scholars analyze the division of the labor market from different perspectives, but it generally includes two aspects: horizontal and vertical. The vertical division is based on the individual quality and education level of workers. The horizontal division is based on the disparity of various market forces besides workers. Throughout China's labor market segmentation, horizontal market segmentation is more significant.

### **3. An Analysis of the causes of the difficulties in obtaining Employment for College students**

For the reasons for the difficulty of college students' employment, all kinds of scholars expounded the problem from different angles. To sum up, there are the following main types: the supply of college students exceeds the demand caused by the expansion of university enrollment, resulting in the imbalance of the total amount, the specialty setting of colleges and universities can not meet the market demand, and the professional setting of colleges and universities can not meet the market demand. The employment expectation of college students is too high but the ability is defective and so on. It can be seen that scholars mainly analyze it from the angles of pedagogy and sociology. The author believes that these explanations are more or less persuasive in a certain aspect, but there is also a certain one-sidedness. Are college students really in excess? According to the fifth national census, 2 In 2000, the main employees in China were those with junior middle school and primary education, accounting for about 75%, of which only 4.7% had received higher education, and the average number of years of education for workers was only 8 years. This level of education is far from meeting the needs of modern economy for workers' knowledge and skills.

### **4. Theoretical explanation of Labor Market Segmentation**

Among the factors of labor market segmentation, there are gender, race, educational background, family background and so on, but in our country, labor market segmentation is more institutional segmentation. As a kind of human capital investment, education is motivated by its ability to bring higher returns to educated individuals and their families. If the return cannot exceed or at least offset the cost of investment, investing in education is not a cost-effective thing. The gain of investment income is conditional on finding a suitable job, so what kind of job is very important to the realization of the value of human capital of college students. According to development economics, the benefits of education are expected. Therefore, a person or a family must discount the income of the future year of education when estimating the income of the education, and then compare the discount value of the income with the value of the cost. Whether a family is investing in and investing in children depends on the relationship between the discount income and the discount cost. If the discount income is greater than the discount cost, the investment is advantageous, otherwise, if the discount cost is greater than the discount income, the investment is not worth it. Therefore, as a rational economic man, college students have a higher expectation of their income. However, the expansion of the income gap of our country is of great importance to the employment choice of college students. Influence. Since the reform of urban economic system, the income gap between urban and rural residents has been expanding continuously. From the point of view of regional gap, since the reform and opening up, both urban and rural areas, according to the geographical position and the level of economic and technological development, the gap in per capita income has shown an expanding trend.

In the whole reform process, the income gap between the state-owned units and the urban collective units is widening. In 1985, the income of the state-owned unit was 1.25 times that of the collective unit. In 2005, the gap was expanded to 1.71-fold, with the increase of 36.8% in the 20-year period. In addition, If we take into account the state-owned unit staff of our country, besides receiving the money income from the enterprise and the unit, it can be treated by housing, medical treatment, labor protection and even child care, canteen, transportation and other welfare benefits, and the various subsidies generally account for about 40% of the total income of the staff. and the collective ownership unit is usually worse than the state-owned unit in this respect. This means that the difference in real income between state-owned units and collective-owned units is greater than that of nominal income.

From the perspective of the industry, among the average wages of workers in different industries, the income of the tertiary industry related to information technology, modern services (e.g. finance), scientific research service, etc. is the highest among all industries, while the income of traditional primary industry is the lowest in all industries. In 2005, the industry with the highest income is information transmission, computer service industry and software industry, the annual average wage

of employees is RMB 40558 yuan, an increase of 15.9% over the previous year, the lowest income is 8,309 yuan, which is only 8,309 yuan, and the gap between the difference between the high and low and low income industries increased from 4.6 times of the previous year to 4.88 times. The uneven distribution of the employment distribution of the college students can be explained to some extent by the uneven distribution of the income distribution in the above-mentioned labor market. The main labor market is undoubtedly more satisfied with the demand of high-paying income for college students, so it is often the hot spot of employment competition. But the place where college students like to go is just the ability to absorb. There is no doubt that the difference between the choice of preference and the limited demand of the actual post is undoubtedly the difficulty of the college students' employment.

## **5. Solution**

### **5.1 rational adjustment of the educational structure**

At present, there is obvious structural imbalance between supply and demand of talents, and further efforts need to be made to improve the educational structure. According to the needs of the market, the government should vigorously develop vocational and technical education, cultivate blue-collar talents who can use their brains and do hands, at the same time, moderately reduce the enrollment scale of college students and adjust their subject level. The author believes that university education should be layered, elite education and general education can go hand in hand, universities can choose the development model according to their own strength, so that the supply and knowledge structure of labor force can meet the different needs of social and economic development.

### **5.2 Development and specification of the secondary labour market**

Improve the employment environment of the sector, narrow the gap with the market, and gradually achieve the integration of the two levels of the market. The government should vigorously develop private and township enterprises, provide them with a good development environment, increase the technological content of enterprises, and reasonably adjust the proportion of capital-intensive enterprises and labor-intensive enterprises in the economic structure. At the same time, we will improve and improve labor legislation, improve law enforcement and supervision, and protect the legitimate rights and interests of workers. Finally, it is necessary to abolish some personnel systems that restrict the flow of talents, such as hukou system and file system, which will provide more jobs for college students and facilitate the movement of talents across regions. Finally, the integration of the national talent market has been realized.

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