

The Present Situation and the Improving Countermeasures: Research on College Students' self- Career Planning

——Take a university in jilin province as an example

Qu Guoli, Liu Lihui, Fang Kuo

Economics and Management College, Northeast Dianli University, Jilin, Jilin 132012

Management College, University of Science and Technology of China, Anhui, Heifei, 230026

Life Science College , Jilin University, Jilin, Changchun, 130012

Key words: employment situation, college students' career planning, self-positioning

Abstract. College students' self-career planning helps them to improve the college students' competitiveness in the society, and improve the college students' comprehensive qualities in all aspects. Now the colleges and universities generally offer the career planning courses. However, because of the theory localization lag and the real problems which break away from the professional world, these lead to the students' self- career planning level has not been improved obviously. Based on a university in jilin province as an example, we analyse the present situation and problems of college students' career planning, and put forward the feasible countermeasures in this paper.

Introduction

Foreign research on the career began in the early 20th century, and it has successively experienced the career matching theory, the career adaptation theory, the career development theory, the career construction theory and so on. "The Japanese 'Career Education'-Runs through the Whole Process from the Kindergarten to the Adults" published in 2006 has emphasized that in the school education with each stage and different levels "the career planning" education and the education of "career planning" which shall be prepared in advance should be carried on respectively. Its meaning put forward is that we cultivate the students' professional values and work values. In "2014 international forum of career development and education" held in May 2014, the scholars have offered many enlightenments about the future career development education. The professor Richard Taliban in the university of Massachusetts has put forward whether the policymakers, the management educators or the career development researchers all need to realize the value of the career development planning education in other aspects to a certain extent. While Chen Chuanling, Yang Chunmei, Jiao Xiaoyun have found the following problems when they carry on the questionnaire survey. For example, the student is very dependent on his parents, relatives and friends and classmates, and he lacks enough confidence for his future life. And he doesn't know much about the job prospects in the future learned by him even he is down on that. The students are eager to have a in-depth study about the knowledge of career planning, but the channels of obtaining the knowledge are narrow. And when they carry on the career planning, the consciousness of putting themselves as the heros is weak comparatively. The students generally all expect to be offered the career planning courses, but they have different views about them. Liu Shuyan (2002) has found through investigating the students in East China Normal University in Shanghai, Tongji University and other universities in Shanghai that the college students in the aspect of self-career planning have weak self- cognitive ability and lack the learning of the importance of career

planning and other issues. While the present students in colleges and universities in terms of career counseling also exist the phenomena of knowing too simple content, having the single type of guide method and others.

The Analysis of Problems and the Reasons in College students' Career Planning

The Existing Problems in the College Students' Career Planning. According to the survey of a university in jilin province, the college students' career planning still exist many problems. And it is also a key reason for that the college students' employment is difficult. These problems mainly reflect in the following aspects. First, the students lack the planning consciousness and the planning knowledge. A lot of college students' self-cognitive ability is not strong, and they don't have a clear career goal. And at the same time they do not be able to see their own advantages and disadvantages so that it causes that they don't know what kind of jobs they are fit for and what kind of enterprise they go. Through the investigation and analysis, there are only 5% of college students "know" the career planning training, in details. And most of the respondents think that when they face the complex employment situation, they only have fuzzy recognition for their own life. They lack the planning knowledge. What's more, these college students have no the consciousness of career planning autonomously. 40% of the students at this school have no planning consciousness for the work which they will be engaged in the future, and 32% of the students have the consciousness of autonomous planning but the consciousness is not clear. That is to say, a part of the students seriously lack the knowledge of career planning. Second, many students have the idea of the useless "planning". From the survey analysis we get that many students think that the career planning is useless for what kind of profession they will be engaged in and what kind of job post they will work in the future. 21% of the students think that the career planning is not too important for their future career path and even life path, and 23% of the students think that career planning is useless for their own future, even it is not important at all. They just think that learning the required courses and specialized courses well during the university is the biggest help for the later work. They should get more certificates and testimonials to enrich their resumes in the period of being at school. As for what kind of jobs they will get in the future are up to which companies's required conditions in the campus recruitment they have achieved when they graduate. In this situation they will have a try. And they don't really care what kind of job post and enterprise they are fit for most. Third, the planning breaks away from the career conditions. Some students make the self-career planning, and their values are estimated too high or too low by themselves. In the planning they imagine that they are out of reality, and the jobs they choose also break away from the real career. Some jobs that chosen by some of them are impossible to exist, and they are not adequate for some jobs chosen by them. And some even choose the jobs that can not present their values. Forth, a self-career planning has the bad action capacity. This kind of students have had a clear self-career planning compared with the problems which exist in the three kinds of students mentioned above, but they can not accomplish their planning step by step in the operation. 32% of these students do not implement their planning after having their career planning, and they lack the action capacity to accomplish planning. 25% of these students no matter how accomplish the several portions of planning after having their career planning, they give up their career planning when their plans are on the way. All of these students could make a suitable career planning, but they lack the capacity in operation and accomplishment.

The Analysis of Problems which Exist in the College Student's Self-Career Planning

1. The Problems Exist in College Students Themselves. First, the college students lack necessary self-understanding and self-awareness which generally present in employment two kinds of tendency about too low estimation and too high estimation. Accordingly, the college students

learn a little and have many uncertainty in career understanding, and they lack even the awareness of active recognition about at present what the career development trend, the types of career, the meaning of career as well as the request of career quality are. The results produced by the lack directly are that the self-evaluation of a students group is lower, and they lack enough confidence in their work. But the self-evaluation of another students group is too high. They usually want to get a job that they can not be adequate for it, and they have too high expectation for the enterprise which they will join in soon. And for their prospective jobs, they take severe demands on the employers so that they can not find a job they feel satisfied with. Second, the prevalent problems which exist in the employment of contemporary college student are that they lack the concrete career goal. They lack the consideration about what their prospective careers are, and which posts are suitable for themselves most, and whether the careers they chosen are what they want to get, whether the careers they chosen can realize their ideals and present their own life values. You can see that the college students have no clear career development goal, and it cause the situation that many college students can not find the motivation to study in school but they are blind to seek a job after graduation.

2. The Problems Exist in the Social Environment. The ideology of college students for their career planning is mainly impacted by the utilitarianism which spreads widely in society, and the ideology trend of putting the emphasis on the benefits and practicability. All of these factors have the impact on the college students at a varied degree. Under the influence of the utilitarianism, some of college students have also putted the utilitarianism into the value direction. Campus culture has also developed from idealism to pragmatism. Both the problems which they give the attention on and the goals which they put the emphasizes on the benefits have the pragmatism gradually. What they concern have not been ‘how to change the social environment’ but ‘how to be full’, therefore, they can be better for doing what so called ‘adapting themselves to society’ to find a ‘good job’ both they and their parents feel satisfied with. Their concerns in the personal development and the personal value are more than the concerns in the social development and the national destiny. Many students have a concrete and practical goal in study lives, but they do a little on the thinking that entering a university is ‘for what’. In investigation, what the college students lack is the clear life goal. In the meanwhile, because the abnormal phenomena that in society many people want to use their interpersonal relationship to get benefits, and ‘through shortcut’ to seek a job. So the career values of some student have been twisted by the phenomena. They think that the family background and interpersonal relationship play a key role in whether one person can find a job which he feel satisfied with, and they think that they can not reach that goal by personal subjective effects. Thus, what they neglect in life planning is to improve personal ability and to project their own career life.

3. Problems Exist in the Colleges and Universities. For on one hand, the professional degree of career planning is not enough. First, the professional degree of school designer is not enough at present, however, in career planning work in our country, the most important persons are the administration staff and the political cadres, and the less important persons are the professors whose education backgrounds are at different degree. Some of them have high education background but some workers’ education background are too low, and their understanding for the career planning is not enough. Next, the professionalization of career planning is not enough. The investigation suggests that the guidance teachers of career life just try to do that and do not have deeper research. And it does not have the strengthening work provided by more all-dimensional services. They like to fully carry out the student’s employment career planning in the aspects, their career mentoring and counsel in the aspects. Third, the professional career evaluation instrument is very less. College graduates should consider and explore their own conditions before projecting the career life to learn their own advantages and disadvantages. One of significant means for self-understanding is to make

the normalization career evaluation. However, because the choices of evaluation instrument in many schools are not enough. The scientific evaluation results are not enough, and they cause that the reviewers to doubt the veracity and necessity of evaluation.

On the other hand, the full process of career planning is not enough. The meaning of the full process for the career planning in colleges and universities is that the career planning in colleges and universities for the students' guidance and cultivation refers to the continuity and what we carry out on various stages. It is a unification and integration of continuity and stages. The continuity refers to that the school career planning should play what kind of role throughout college students' growing up. The stages with the process of college student career planning have different stages, in other words, the school should make the corresponding career planning according to the college students' features in various stages during the period that they have learned in school. The neglect of the comprehensive cultivation and the improvement of career quality in college students during the period that they have learned in school. It results from the lack of full-process career planning process, and it also results in choosing a job. The employment as well as the career development, the various problems about the career development exist, and the students have met them before.

The Improving Countermeasures for the College Students' Self-Career Planning

The Individual should strengthen the Learning and the Application for the Theory of Career Planning. First, the individuals should deeply learn the methods and the concrete steps of career planning, and be aware of the crucial significance of self-career planning for their own future road from their inner heart. To refer to books and read books related to self-career planning or to join the training organization's training related to self-career planning can deepen the learning about the career planning. Second, the individuals should reinforce the self-understanding, and have a correct learning and proper analysis of their own conditions. And individuals should be able to choose a appropriate job post according to their own conditions. At the same time, the individuals should learn what kind of job they like, what enterprise environment they like, and do not evaluate their own career planning too high or too low as much as possible. Eventually, after we are clear of the planning process and the steps, the individuals should join in the usual some career planning competitions in the life, such as an competition organized by the school as well as some activities and practice chances like the career planning lectures. The best situation for the students is that they adapt themselves to the career atmosphere during the period which they have learned in school to find an appreciate orientation, So they do not have a running-in and adaptation period after they enter the career directly. To reinforce the practical ability through the theory basement the students must have the further learning in full career planning domain in practice.

The Parents should Respect for the Decision Prudently Projected by the Students. From the aspect of family, its influences on the college students' self-career planning is not too huge, but sometimes it is crucial. Many students has a habit that whatever is determined by the parents since they are pretty young, and they lack the independent ability and relay on their parents at a large degree. Therefore, the first thing the parents should do in this aspect is to cultivate the children's ability of active operation and work, to let the children get a habit that doing everything is depended by themselves, and is not very depended by others. The second thing is when the children have had the ability to project their own career planning even life, the parents must support the children's opinions. After all, there are some differences between the parents and the children in value, and the parents can not treat the children's opinions according to their own opinions. Thus, in the aspect of family, the parents must support the children's decision made by themselves.

The School should Establish the Teacher Team Specialized in Life Planning. The several points below are necessary to do if establish a specialized team. First, the school should ask for

every life planning mentor with severe demands. For example, the school is able to provide the students with a more professional and more scientific guidance, and their mentors in career planning should have the knowledge of various subjects, such as the pedagogy, the psychology, the sociology, the management science, the metrology, the examination science, as well as more learnings in various subjects, industries, fields. It is the only way to guarantee the specialization of teacher team when the enterprises take things seriously in recruiting. Second, the school should strengthen the training in teacher team. The vocational counsel department in colleges and universities should even design more concrete training scheme in teachers resource and put it into practice. The school should pick certain teachers annually to join specialized training, and strengthen the specialized knowledge and skills of teacher team from many aspects, and improve the business quality and specialize the teacher team step by step. Finally, the school should design the curriculums scientifically in the meanwhile, put the curriculums of career planning into the four college years, guarantee our school's student have deeper understanding and learning in life planning during their college years.

The Society should Improve the Counsel and Guide Ability in Life Planning. In the aspect of society, for many graduates with the current year who do not have a chance to learn the career planning during their college years, it is difficult for them to find a corresponding counsel institution or department if they want to consult some problems about the career planning. Even many graduates just have a few chances to touch the knowledge in career planning field after they graduate from the school, so it needs the society to set up more counsel institutions and guide departments which have the specialization in career planning to let every student be interested in career planning. In this way they are able to learn the relevant knowledges which can resolve their own problems, their researches and explorations whether they receive the relevant knowledges in school or not.

Acknowledgment

This article is supported by general projects of the national natural science funds ‘*Based on the Occupational Self-conception the Promotion Mechanism of College Students’ Employment Quality: One Trace and Experiment Research*’(71373251), and the doctor support project of social science funds in Jilin province “*The Gap Measure Research on the Demand and Supply of Re-employment Policy about Unemployed People in Jilin province* (2015BS14).

References

- [1] Xujie. The Research on the Education in College Students’ Career Planning[J].Educational Economic and Management, 2012.04.01.
- [2] Wangrui. The Research on the Present Situation and the Improving Countermeasures of College Students’ self- Career Planning, 2013.05.01.
- [3] Huang Hongqiang. The Research on the Present Situation and the Improving Countermeasures of College Students’ self- Career Planning in Tibet’s Colleges and Universities[J]. Educational Exploration,2013.05.01.
- [4] Cheng Chunling. The Curriculum Exploration on the Duration of College Students’ Career Life[J].Management and Technology in Middle and Small Sized Enterprise, .2015.01~05.
- [5] Li Zhifeng, Wang Xiuzhi. The Research on the Construction of Colleges and Universities’ Employment Guidance System under the Ideology of Life Mentoring[J]. Academic Journal of Changchun University of Technology(High Education Research Version), 2011:01.

- [6] Dong Lili. The Curriculum Teaching Research and the Present Situation Investigation on the College Students' Career Planning[J]. Heibei Normal University, 2010.
- [7] Holland, J. L. Making Vocational Choices: A Theory of Vocational Personalities and Working Environments [M]. Englewood Cliffs, NJ: Prentice Hall, 2007.07.