

A Study on Establishment of Employment Guidance System of College Students

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Abstract. In modern society, the supply of college graduates is over demand in the employment market. This is mainly because there are excessive college graduates, and their intellectual level is relatively plain, so that they are just competent for posts less demanding. For enterprises, the supply of such kind of college graduates is too excessive. For the demanding posts, the supply of college graduates and the demand are basically balanced. To improve college graduates' employment status, an employment guidance system should be established first, and proper measures for solving problems of employment should be taken, to improve college graduates' comprehensive abilities and employment status.

Introduction

As to the establishment of employment guidance system for Chinese college students at present, the teachers of most colleges regard the training of students' employment ability as important, and ignore the comprehensive abilities of students. Although an employment guidance system has been established in many universities, their methods of guiding are backward to a certain extent, which cannot meet the request of employment of college students in modern society. Thus, universities are supposed to identify the prominent problems of their employment guidance systems, and make proper plans and measures, to largely enhance college students' comprehensive employment abilities.

Status Analysis of Employment Guidance of College Students

Unitary Pattern

In the process of establishing employment guidance system of colleges, most teachers usually offer employment guidance courses by means of employment guidance lecture or class, which is unitary relatively. They fail to provide solutions to specific problems, or provide proper theoretical support to students. Thus, students' employment problems cannot be effectively solved.

Simple Content

Most colleges just repeat what the book says when carrying out employment guidance courses, and the contents are usually simple. Presently, the employment guidance system of college students is not complete yet, teachers always focus on explaining a few terminologies, and give old cases for analysis, and seldom make professional analysis according to the demands of modern society for talents. As a result, college students cannot form a proper view of employment.

Backward Concept

Under the influence of traditional teaching, many Chinese colleges almost never consider employment guidance in the process of recruiting, and just strive for reaching the student enrollment target. Only a few colleges offer career planning as an elective course. This situation makes that

students cannot acquire proper knowledge on employment. The key to the establishment of employment guidance system is college teachers. Only the teachers pay attention to it, students can have a channel to acquire knowledge on employment. Even many colleges think that teachers' main task is to perform professional teaching, and employment should be the business of students and their families. Thus, no actual employment guidance will be given, and students can never acquire knowledge on employment at school.

Lack of Professional

Professionally, employment guidance teaching of students is the responsibility of cadres of party and government of departments of universities, but in most Chinese universities, the class instructors shoulder the responsibility of employment guidance of students. Of course, class instructors have the obligation of providing employment guidance, but they can only give suggestions based on their own viewpoints and experience, and they are too busy with class affairs to pay much attention to real-time guidance to students. In other words, they are unprofessional and cannot concentrate on employment guidance, so that students cannot acquire proper knowledge on employment. There are some theories of employment guidance. Most of the unprofessional teaching staff discard the theory teaching, so that it is hard for students to improve their comprehensive theoretical knowledge and quality without theoretical foundation. Accordingly, the desired employment guidance effect cannot be achieved.

Incomplete Coverage

Presently, most Chinese universities only offer employment guidance to senior students, and ignore employment guidance of lower grade students. Generally speaking, most senior students have determined their employment range, and are striving to find a job since their courses have been finished. They almost have no time to further themselves. The employment guidance to them can just cover simulating interview form and contents, and can never provide constructive suggestions on employment. College students should determine their life goal and employment direction as early as possible. But universities only offer employment guidance to senior students, so that many students cannot prepare well for employment, and feel lost at the time they have to find a job.

Backwardness in Related Research

In modern times, the employment guidance offered by Chinese universities is relatively backward. The development of modern society cannot do without professional talents, and talents are likely to be discovered in the process of employment guidance. Moreover, many employment guidance contents and patterns may be enlightening to college students. However, Chinese universities haven't put the employment guidance into full play. In recent years, most Chinese universities follow the mode of employment guidance: preparing related teaching materials and publishing theses. This mode lacks foresight, and has little effect of helping college students to determine their employment career. The backwardness in related researches result in that college students lack certain theoretical foundation and concrete system performance in the process of receiving related instructions.

Principle of Establishment of Employment Guidance System of College Students

Directivity Principle

Employment guidance of college students refer to a course with specific orientation targeting college students. Therefore, universities are supposed to follow the directivity principle while offering related course education. Teachers should make certain the direct goal of education, and teach students according to the employment situation of enterprises, to achieve the goal of improving college students' employability skills and comprehensive abilities via employment guidance teaching.

Practicality Principle

After successful job-hunting, college students should do their best to take root and stand out in the society. Thus, universities are supposed to follow the practicality principle while offering related course education. Getting a job is the indispensable channel to enter the society for most college students. College teachers should make different guidance plans according to students' job desires and directions, so as to help students to select a proper job and adapt themselves to the job with the knowledge of employment guidance.

Stage Principle

Universities should not only have to offer employment guidance to senior students. Instead, universities should offer employment guidance to all college students by stages. Thus, teachers are supposed to follow the stage principle while offering employment guidance. Teachers should determine different learning objectives for students at different stages, so as to achieve the ultimate goal of employment guidance step by step.

Measures for Establishment of Employment Guidance System of College Students

Change Educational Idea and Mode

In traditional employment guidance process, college teachers usually will directly provide employment information to students, and make analysis. The teaching mode of information input is liable to make students ignore related employment guidance theories in the learning process, and just develop strong desire for employment. As the saying goes, "give a man a fish and you feed him for a day". To improve students' comprehensive abilities in different fields, such as the ability of employment analysis, teachers should change their educational idea. In other words, they should change their way of directly providing employment information, but focus on training students' professional ethics, and integrative ability of employment. The current employment guidance mode has certain disadvantages. In the teaching process of related courses, teachers should not stick to a single teaching method, but should adopt various modes to offer employment guidance courses, such as guiding students to forecast the employment situation, and cooperating with enterprises to create opportunity of practice for students to improve students' practical ability.

Center on Students

In modern educational process, any education form should center on students. Especially, in employment guidance teaching, teachers should carry out related teaching from the angle of students. Students are the targets of employment guidance education, and the ultimate aim of guidance teaching is to teach students to analyze and study their employment situation, and truly participate in employment guidance. Hence, employment guidance teaching should be in line with the actual situation of students. College students should make preparations for education, learn about students' academic performance and interests first, forecast the employment direction for students on this basis, and provide proper education to students, so as to master students' employment characteristics, provide effective guidance teaching to students, and raise the effect of employment guidance education.

Strengthen Whole Process Guidance

Employment guidance education does not only refer to teaching at the final learning stage of students, but also requires teachers to learn about students' academic performance during college period, so as to realize whole-process guidance teaching of students. To enhance students' employability skills and comprehensive abilities, it is far from enough if teachers only provide related teaching at the final stage. Instead, students need related guidance during the whole college period. Teachers should provide whole-process systematic guidance to students, providing targeted teaching according to students' performance in the whole learning stage from entrance to graduation. Since employment

guidance teaching will make a big difference in students' job-hunting process, and even will play an important role in their life in future, teachers should perform comprehensive management over students according to students' performance, so as to realize whole-price employment guidance teaching.

Strengthen the Construction of the Guidance Staff

As to employment guidance, teachers should follow specific requirements. For college students, employment guidance teachers are abecedarians in the important stage of their life, and teachers will have a large influence on students' future life via the guidance contents. Universities should strengthen the construction of the employment guidance staff, and establish a dual teaching system covering the campus life and off-campus life of students. Students acquire theoretical knowledge at school, but they have to put the knowledge into practice outside school. Thus, universities should have had certain knowledge of the education mode of the employment guidance teachers they designated, so as to select experienced and skillful teachers. Such teachers can get along with students, and are patient with students when helping students to solve problems in employment, to help students in employment theory acquisition as far as possible. Besides, universities should employ personal administration officer, general manager and so on from enterprises to take charge of employment guidance of college students by means of lecture, to make students learn about the real employment situation to a certain extent. To strengthen the construction of the guidance staff, more efforts should be made in training related teachers, to improve guidance teachers' professional skill and teaching ability, build a professional staff, and lay a foundation for employment guidance of college students.

Put Theory into Practice

The main purpose of employment guidance teaching is to make students have a certain knowledge and study of the actual employment situation via a series of theoretical study, so as to choose a proper occupation. Universities should not only provide professional theoretical teaching to students, but also combine theory with practice, to carry out double-effect teaching mode and contents. In theory teaching process, teachers should analyze real cases in combination with employment theory, provide proper guidance according to students' actual situation, focus on typical employment cases, to teach students practical employment knowledge and contents.

Conclusion

The available posts in the market become more and more demanding, so universities should provide professional whole-process guidance in combination with the actual employment situation. In the process of providing employment guidance, teachers should follow related guidance principles, and make proper principles of teaching, to enable students to put theoretical knowledge into practice, improve their comprehensive employability skills, and to promote the establishment of employment guidance system of college students of universities.

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