

Self-cognition Analysis on the Employment Quality of Minority Students in Xinjiang Province

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Abstract—Looking at the employment situation of university graduates in China, employment difficulty has become a major problem, the employment problem of minority students in Xinjiang province has become the common social focus. Minority students in Xinjiang province are the important talents cultivated by the party and the state. Solving their employment has a positive effect on social development. To better solve the employment of Minority students in Xinjiang province, it is far from enough to rely only on the efforts of the state, ethnic regions and universities, and it is also necessary to depend on the correct self-cognition of the quality of employment by university students. Only with a correct self-cognitive analysis can fundamentally solve the problem of employment difficulties in the new era. In this paper, the author focuses on the employment quality of minority students in Xinjiang province, exploring the self-cognition of university students' employment quality.

Keywords—Minorities in Xinjiang Province; University Students; Employment Quality; Self-Cognition

I. INTRODUCTION

Employment is the basis of people's livelihood and the key to ensuring the steady development of the country's politics, economy and culture. The ultimate goal of higher education is to promote the employment of university students and to transport knowledge-based talents for the country. Minority students in Xinjiang province are the most important human resources in minority areas, and the employment problem of university students is also a common concern of Xinjiang minorities. [1]

II. EMPLOYMENT SITUATION AND CAUSES OF MINORITY STUDENTS IN XINJIANG PROVINCE

A. Limitations of the Choice of Workplace

According to incomplete statistics, minority students in Xinjiang province tend to choose Xinjiang when choosing their workplace, except for a small number of people who choose to stay in Beijing, Shanghai and Guangzhou or coastal developed cities. Most graduates will still choose Xinjiang, which is not only a geographical dependence, but also a religious belief of one's own ethnic group and also a unique cultural heritage and a folk custom of minorities. [2] Some students also believe that when they return to their hometown and go back to their parents, they can take care of their loved ones more. In addition, some university students have some difficulties and obstacles

in the process of communication because of the differences in language and writing. Therefore, when they make choose their workplace, they may give up cities outside Xinjiang, which is located in the northwest of China. The geographical location of Xinjiang is relatively remote and the traffic is relatively inconvenient, which increases the cost of universities students going out to work. Some universities students take these factors into consideration, making the minority students in Xinjiang province unwilling to stay in the Mainland.

B. Increased employment difficulty

With the expansion of colleges and universities every year, the number of universities graduates is increasing year by year, and a large number of graduates are emerging in the market. According to relevant data, the employment rate of minority students in Xinjiang province is lower than that of non-Xinjiang university students in the Mainland. Most of minority students in Xinjiang province have higher comprehensive quality and comprehensive ability. After studying in the Mainland, their abilities of every aspect has been greatly improved, which not only opens up their horizons, but also enhances their communication competence and interpersonal skills. All of them provide certain advantages for university students in Xinjiang province. Compared with non-Xinjiang university students in the Mainland, they face more employment problems, lack of employment opportunities, and have more employment difficulties, which have become an important issue for the employment of minority students in Xinjiang province. [3]

III. SELF-COGNITION ANALYSIS ON THE EMPLOYMENT QUALITY OF MINORITY STUDENTS IN XINJIANG PROVINCE

A. Lack of Employment Initiative

The lack of employment initiative is an important issue faced by minority students in Xinjiang province. After graduating from university, students have obtained graduation certificates and degree certificates, which has become a prerequisite and a pass for employment. But it does not mean that students seek employment opportunities not actively, and some students even hold the view such as "waiting and watching" and "depending on schools", waiting for schools, governments, and parents to arrange work without actively seeking employment-related information. This passive employment awareness is common among university graduates. Among them, due to the unsatisfactory aspects of employment

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such as employment pressure and compensation package, the attitude of graduates towards getting a job is often negative, and they cannot grasp well in the front of opportunities. [4] After the author's investigation in the employment situation of some minority students in Xinjiang province, the author finds out that some students think their employment prospects are not optimistic, and that they have heavy employment pressure, which leads to their lack of self-confidence in employment. Other factors that the employment initiative is not strong are the differences in region, language and national beliefs. It is affected by many factors that minority students in Xinjiang province are not good at communicating with others and lack of employment confidence. University students should grasp the platform set up by the government and the society, actively seek employment opportunities, and choose to start their own businesses under the appropriate opportunities to contribute to the development of China's economy.

B. The Differences in Language and the Relatively Low Chinese Level

Chinese is a common language in most areas of China. In the job market, minority graduates in Xinjiang province have the advantage of their own language, while their Chinese level is relatively low, which has become an important factor affecting graduate employment and career choice. Minority students in Xinjiang province accept their own language in the critical period of language learning, and they know very little about Chinese. They are still habitually applying ontology language when communicating with the people of the same ethnic group, family, as well as everyday life, while they have few opportunities to practice and apply Chinese. This kind of communication has led some minority students in Xinjiang province to use Chinese language communication not fluently. Although most students strive to learn Chinese in order to obtain better employment opportunities and the corresponding language level certificate, there is still a certain gap in the requirements of the employers. And in the process of employment selection, they cannot have good communication with the employer, which causes the loss of employment opportunities and make some high-level and high-capacity talents unable to display their talents. [5]

Mastering Chinese is conducive to employment, and plays an important role in the economic development of ethnic minority areas and the inheritance of culture. As minority students in Xinjiang province, first of all, they should recognize Chinese from the heart, clearly understanding the use of Chinese and the urgency sense of learning Chinese well and correctly understanding the inseparable relationship between Chinese and employment; Secondly, they can communicate more with Han classmates in learning and communication, and take some extracurricular time to do a part-time work such as language promotion, gradually developing the good habit of speaking Chinese, speaking Chinese well and getting used to speaking Chinese. Finally, at the same time when they pass various Chinese language proficiency tests, they should also strive to master language skills, and the ultimate goal is to improve their competitive advantage in the fierce competition. In addition to Chinese as a necessary language, university graduates should be proficient in oral English, and the

advantages of language provide graduates with more opportunities in choosing enterprises.

C. Higher Professional knowledge and Skills

In order to promote the comprehensive and rapid development of students, colleges and universities have formulated detailed curriculum, equipped with strong teachers and sound teaching facilities. These teaching hardware and soft power have laid a solid foundation for the cultivation of talents. [6] Minority students in Xinjiang province have achieved good results in professional skills and knowledge. Most students have realized the seriousness of the current employment situation. Having a correct and objective self-cognition is the key to improving employability. Because of the lack of superiority in language communication, minority students in Xinjiang province have more inclinations in professional skills and knowledge, and they constantly improve their ability while correctly recognizing themselves. With their strong professional ability, they finally are favored by employers and win a place in the fierce talent market.

In the fierce competition of talent market, establishing a correct view of employment is the need of university students to grow up themselves, and also the need of social progress. University students should not only focus on enterprises with good salary or bright future, but also go deep into the grassroots where they will train themselves from the masses' practice, combining the realization of self-worth with social development, learning more about the economic, cultural, and humanities of each region, constantly expanding their employment channels, objectively treating employment, and making adjustments if necessary according to their own development needs.

D. Fully Played Subjective Initiative and Continuously Improved Competition Awareness

Minority students in Xinjiang province should focus on cultivating their own competitive consciousness in their study and life, and make full of their subjective initiative. In the fierce competition for talents, they must dare to be the first, seize opportunities, and constantly improve their own quality during training. From the current situation of the employment quality of minority students in Xinjiang province, the author believes that the following aspects should be paid attention to: First, strive to learn professional knowledge, laying a solid professional foundation for future work; Secondly, learn Chinese and English well, reducing barriers in communication and enhance interpersonal skills; Besides, make full use of the time in school to participate in community activities, class activities, and social practice activities, strengthening their employability while exercising their comprehensive quality; Finally, establish a good employment direction during school and do a good career planning, set a reasonable and appropriate goal, which should be aligned with the goals of national development, contributing to the development of society and ultimately realizing their own value.

E. Analysis of Psychological Quality

Most minority students in Xinjiang province have a good psychological state and are optimistic. And they can maintain good relations with students, teachers, having deep emotions.

They can actively participate in various clubs and class activities in schools; making active contributes for the construction of classes and schools. [7] However, a small number of Minority students in Xinjiang province, because of the influence of religious culture, cannot deal with the relationship with roommates or classmates very well. Under the influence of this negative peer relationship, it will affect some certain students' learning grade and the good relationship between classmates, resulting in psychological pressure and other issues.

From minority students in Xinjiang province themselves, to reduce the negative impact of classmates' friction, they should learn to face up to their peer relationship, shape a positive attitude and upward psychology, communicate with classmates more, actively participate in the collective activities organized by schools and classes and devote themselves into honorary groups, forming a good interaction with each other. Each ethnic group has its own different religious beliefs and cultures. All universities should respect the beliefs and cultures of Minority students in Xinjiang province, and reduce the sense of distance between students with a respectful and inclusive manner, narrowing the distance between students, and directly solving the psychological problems of minority students.

IV. CONCLUSION

Throughout the employment situation in China, minority university students in the Mainland still have problems in employment. The weak employment initiative and the influence of language and culture have become factors hindering the employment of university students. Universities students should have a correct self-cognition of their employment quality. Only with correct cognition can

fundamentally solve the problem of employment difficulties in the new era. By improving the self-cognition of minority students in Xinjiang province, exploring the problems themselves and doing self-discovery of the quality of employment, they can better adapt to the new forms of employment development, realize self-worth, and promote the diversification of social politics, economy and culture.

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