

# Principles and Countermeasures of Employment Preparation<sup>\*</sup>

## ----Reflections on the Employment of Poor Students at Colleges and Universities in China

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**Abstract** - Nowadays the difficulty of graduates' employment has become a general problem and a keen concern of students, parents, colleges and universities and even society. Poor college students, as a disadvantaged group among Chinese students, their employment has been attached greater importance to. In order to help them in employment, a preliminary analysis of the advantages and disadvantages in poor students' employment has been done, and then principles and countermeasures of employment preparation under current employment situation have been expounded in details in this article.

**Index Terms** - List key index terms here. No more than 5.

Employment preparation refers to the preparatory job done by those who are not in the employment in order to be competent for an occupation or to get a job during a certain period. As the foundation and prerequisite for future employment, it is very important for college students. Compared with other Chinese students at colleges and universities, poor students have more disadvantages and more difficulties in the course of job seeking; they spend more time on it and receive lower return on investment in education. In order to help them to apply for a job successfully, this article will conduct a preliminary analysis of poor college students' advantages and disadvantages in employment, then put forward some principles and countermeasures of poor college students employment preparation under the current employment situation in China.

### I. Advantages of poor college students' employment

First of all, most poor college students come from remote rural areas or poor, laid-off or single-parent urban families. Some of them have gone through a lot of hardships since childhood and have obtained some valuable qualities such as pure thought, enterprise, integrity, diligence, flexibility, kindness, easy-going, modesty, responsibility, devotion and so on. Some employer recruiters who also come from rural areas, are well aware of the condition of poor college students, and have compassion for the poor college students; furthermore, they appreciate their good qualities, so are willing to help and employ them under the same condition. Second, poor college students' employment has already received common attention.

Now, the document of poor graduates' employment support policy has been publicized and the support will be made as an executive order. The document requires more investment and strength of assistance. Finally, the relevant parties are actively exploring all kinds of way of poor college students employment guidance, services and development. Current employment guidance and service system consists of vocational assessment, career planning, quality curriculum, policy counseling, psychological counseling, one-to-one employment guidance and training, job subsidies, public job placement etc.

### II. The disadvantages of poor college students' employment

#### A. Disadvantage of knowledge

Knowledge is the summary of the cognition and experience gained in the practice when people try to know and transform the world. It is a basic quality all people should have and a key factor in the job interview. In the era of knowledge and information explosion, college students should have access to more new knowledge in order to keep up with the pace of times' development. For most of poor college students, they are forced by economic pressure to spend more time and energy on part-time jobs to raise money for tuition fees and living costs, resulting in less extracurricular time and more classroom interference; therefore their speed of knowledge update is impeded, which leads to the shortage of the knowledge about profession, humanities, social life, employment policy and employment situation.

#### B. Disadvantage of ability

Due to the limitation of finance, education capacity and resource of family, most of the poor college students don't have systematic family education guidance and training experience of music, fine arts, calligraphy, dance, foreign languages and so on; this makes them lack special talent and skill, outstanding personality, broad vision, communication ability. Even worse, there are still some poor college students

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who are introverted, self-contemptuous, timid, lonely; they are not fond of interaction with others, confine themselves in a lonely narrow space for a long time, and seldom participate in various class and extracurricular activities, so they don't have the opportunity to improve their competence of intercourse, organization and management, cooperation, and innovation etc. Once in the interview of employment they usually have no special talent and skill to show, and look inflexible and unconfident. Their performance hardly meets the quality requirement of the employers.

#### *C. The disadvantage of the psychology*

Some undesirable psychological problems of employment may appear in the process of poor students' job seeking due to the pressure of study, employment and social environment. These problems make them in the psychologically inferior position of employment. When choosing a job, they tend to be indifferent to low-income working units, remote rural areas, and small towns, instead they prefer the working units with high revenue and better welfare in megapolises or medium-sized cities; simultaneously they lack confidence and courage and dare not to participate in the competition of employment. In the job interview, they are apt to have some psychological problems like timidity, atrophy, anxiety, stress, uneasiness, eagerness etc. Moreover, when asked questions they often flush, stammer, give irrelevant answers; this causes bad impression to interviewers. Once they fail, they are easy to suffer from following psychological problems: severe anxiety, low self-esteem, less self-confidence, depression, indifference, and even break down or numbness.

#### *D. Disadvantage of family resources*

Family resources include four aspects: economic resource, cultural resource, organization resource and social resource. Now they have become an important force to affect China's college graduates' employment. Previous research results show that many current university graduates get employed in virtue of their families' good social relationship. Students from high-income families have apparent advantages in the employment, therefore it is far easier for them to get a job. By the way they tend to get a higher income in their first job. This advantage results from the competition of their parents, relatives, social relations instead of their personal abilities. It is quite unfair for the poor college students.

### **III . Principles of employment preparation**

#### *A . principle of initiative*

With the development of the socialist market economy, talent competition becomes increasingly keen in China. Under such situation, poor college students must take the initiative to make full preparation if they want to find an ideal job. They should participate in the competition actively, and dare to compete with other applicants. On one hand, they should not only prepare for employment in all aspects and actively create conditions the meet the demands for employers' selection, they

also need to improve their advantages in the competition for jobs. On the other hand poor college students ought to take the initiative to grasp all kinds of opportunity of job seeking, collect as much information of the working units as they can, actively take part in various job fairs, take all chances to show themselves before the interviewers and never wait passively.

#### *B. principle of adaptation*

As the beneficiaries of the party and country's education for many years, the college students, in preparation for employment, should take country's need and social demands into their first consideration. When personal interests and national interests conflict, they need to take the whole situation into account and conform to national needs. Only when they properly combine personal interests and national interests, personal will and social needs can they make themselves accepted and recognized by the society and become useful talents, hence realize their dream of life

#### *C. Principle of Development*

Society is developing and changing constantly, so is everyone's life and the work environment. Therefore, college students' choice of job cannot be once for all in the long run. When making career planning poor college students must combine their own condition with personal and social development, and combine the present with the future. Their goal of career should be good to present development as well as future development.

### **IV . Countermeasures of employment preparation**

#### *A . Cognitive preparation*

Cognitive preparation is an indispensable part of college students' employment preparation. For Chinese poor college students, they should make the following cognitive preparations before employment: First of all, have a correct understanding of poverty. In fact, poverty is changeable, temporary instead of forever. It is neither their own weakness, nor their own fault, not to say shame. They should fully believe that their endeavor will be returned sooner or later as long as their efforts are unremitting. With these efforts, they can find an ideal job, then change the present situation of being poor, and even change their fate of the future. Next, have a correct understanding of themselves. There is an old Chinese saying: it is important to know one's own limitations. Only when having the correct understanding of self can a man analyze and evaluate themselves objectively, so as to find an appropriate foothold and a starting point of self-improvement. Only the people who have correct understanding of themselves can make objective judgment of career planning according to their own condition and make their life pursuits adapt to social environment. The third, have a correct understanding of current employment situation. Only correctly recognizing the gravity of current employment situation, can poor college students be more rational in choosing a job, timely adjust their expectations,

eliminate bad mood, keep calm and not lose heart even when they fail in job seeking. Finally, have a correct understanding of the competition for jobs. It is necessary to realize that it is minority who rely on family's social relation in employment after all. In fact, the mainstream of applicants depend on their professional knowledge, ability and the comprehensive quality rather than social relations. Therefore, they need to enrich their own knowledge, cultivate the abilities and enhance comprehensive quality at school, and should not complain others, lose identity and even abandon their studies.

#### *B. Knowledge preparation*

Knowledge preparation is a basic content of university students' employment preparation. For the poor college students in China, if they want to survive in the keen employment competition, they must attach more importance to the long-term accumulation of knowledge, make full preparation of knowledge before employment. They should not only learn professional knowledge, but also read widely the books of humanities and social sciences; in addition, it is significant to be well formed of national employment policy, employment information and skills of job interview and so on. The following are some suggestions for poor college students: First of all, firmly seize the chance of classroom study, and try to learn and grasp the professional knowledge under the guidance and instruction of teachers. Second, make full use of the holidays and other free time to study independently in the library or classroom, through extensive reading raise the level of the humanities and social life knowledge. Finally, attend the lectures organized by employment experts or employment department at school and take the courses like "college students' employment and entrepreneurship" or "the development of university students' employment quality" etc. Know more about general employment policy, employment information, job seeker resume and job interview skills.

#### *C. Ability preparation*

Ability refers to the skills with which people can use their knowledge and experience to know things and solve problems, and it is the result of the activation of knowledge. For poor college students, ability preparation is the nucleus of employment preparation. As ability preparation is a continuous and endless process, poor college students ought to make great efforts in developing all kinds of ability from the first day of

university life. They should not only develop their professional skills, but also their skills of communication, innovation, decision-making, organization and management, adaptability. First of all, take an active part in all kinds of class and club activities. Through the participation of the class committee and all kinds of school activities, they can exercise the above mentioned abilities. Second, actively participate in all kinds of social practice organized by school. Make full use of their spare time including summer and winter vacations for internship or social practice. Through this, they can link theory with practice, improve their ability of practice and innovation, digest the knowledge learned. The third, attend various training classes such as foreign languages, computer, putonghua and driving in spare time, so they can raise the level of special skills. Finally, take some selective courses according to their own needs and interests. School provides students with many different selective courses, which is a good platform for them to learn some professional knowledge and skills and help them to become more qualified for future profession.

#### *D. Psychological preparation*

As above mentioned, poor college students may have some psychological defects in the process of job seeking, such as inferiority, cowardice, anxiety and so on. These psychological problems seriously affect the time and rate of signing employment contract and the quality of employment. Therefore, psychological preparation for employment is vital for poor college students. Specifically, poor college students need to avoid sense of inferiority, anxiety, jealousy, resentment, conceit and cowardice. It is important to have confidence, reasonable expectation of employment, and get ready to withstand setbacks even when unemployed. If condition permits, they can try to run their own business or apply for grass-roots working units. They can get a job and settle down before making better choices. Nobody can expect fluke. Just ease themselves and keep calm in the face of difficulties in the process of employment. With all these preparations, they can be on the half way of success.

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