Study on Postgraduates’ Psychology in Job Hunting

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Keywords: Postgraduates, Job hunting psychology, Reason, Adjustment.

Abstract. As postgraduate training scale expands in China, the number of master graduates has increased in recent years. Social requirements for graduates’ quality also improve. The employment quality of postgraduates declines, and their employment pressure increases gradually. Meanwhile, their psychological problems become prominent gradually. Some postgraduates lose normal psychological balance due to job selection pressure. Thus, job selection flinch and fear appear. To help them carry out psychological adjustment in time and make them better adapt the environment after job selection and work, this paper classifies, summarizes and analyzes various psychological problems, expounds psychological problems of postgraduates in job selection and demonstrates a series of corresponding psychological adjustment countermeasures. Hence, this paper has important practical significance for improving postgraduates’ employment competitiveness and vocational development.

Main Psychological Problems Of Postgraduates In Job Hunting

Lack of Planning and Blind Group Psychology

Group psychology means under the influence of group, individuals give up their own will and conform to most people. Postgraduates are in the stage of receiving education. Because they seldom carry out self-exploration, they lack future career planning. Thus in actual employment process, they may be easily influenced and generate group psychology. For example, they choose employment according to the planning of their parents and due to the influence of classmates.

Psychology of Single Selection Deciding Their Whole Life

Although “job-hopping” is very common now, some postgraduates still has such idea that single selection decides their whole life and pay excessive attention to the importance of single employment. They neither treat the changes in talent flow system reform with the eye of development in recent years, nor see new job selection view has been gradually formed in society. Meanwhile, they fail to discover many talents finally find out the posts suitable for themselves after multiple choices. Thus, their resources are wasted.

Psychology of Stressing Specialty Conformity

Some postgraduates excessively stress specialty conformity in job hunting. They will not take into account of the occupations which are not closely related to their specialties. Such practice invisibly makes them miss many choices and increases employment difficulty. Through observing employment situations in recent years, we have found that specialty export is presenting diversification trend. Hence, we should dare to try and seize more employment opportunities.
Psychology of Hesitation, Waiting, Seeing and Worry about Personal Gains and Losses

Some postgraduates always consider the better job will be the next one when the employment season is coming. Thus, they worry they will miss the better job if they sign a contract with current employer. Hence, they form the psychology of waiting and seeing. Successful career choice often depends on opportunity grasp. Employment peak period mainly concentrates in short 2-3 months. Once such period is missed, postgraduates will become passive.

Psychology of Lack of Independence and Serious Dependence

Some postgraduates have psychology of dependence in employment process, and deem work as the obligation of tutors and responsibility of parents. During job seeking, they have no explicit positioning for their goals, lack independence and lack initiative. They cannot actively gather employment information by utilization of various channels, but apply for jobs according to the recommendation of universities and parents. Thus, their scope of employment is too narrow, and they miss many employment opportunities.

Psychology of Lack of Self-Confidence and Fear of Competitions

Some postgraduates lack self-confidence in employment, and dare not compete with others. Some postgraduates have very strong professional quality, but they lack self-confidence, flinch in the face of employment opportunity and dare not participate in competitions. Just as a saying goes, “simple work needs long time practice”. Although it just takes several months to seek a job, and it just takes several minutes to interview applicants, making efforts and accumulation are a lengthy process.

Psychology of Dilemma

Some postgraduates have too high self-expectation. In the face of low positions with low salary, they are generally unwilling to accept them. But for the high positions with high salary, they cannot get them, because their ability mismatches with the positions. Finally, they fail to find a satisfying job. Such phenomenon is especially prominent for some postgraduates in famous universities. They are unwilling to make a simple choice on the basis of their mental superiority and superiority complex. [1]

Reasons for Unhealthy Job Hunting

Original Family Influence

During the interview with 23 postgraduates with psychological problems, we have found that 12 postgraduates come from towns; 15 postgraduates are the only child in their families; 7 postgraduates live in single-parent or divorced families; 11 postgraduates live in the families of inter-generational education or board in the families of their relatives; 16 postgraduates have poor interpersonal relationship; 22 postgraduates do not do housework or seldom do housework; 21 postgraduates belong to emotional or self-closed character. The proportion is shown in table 1.

It thus can be seen that original family environment plays a crucial role for postgraduates’ healthy growth. In particular, parents’ education mode for children directly influences postgraduates’ view of job hunting, view of life and values. Some parents excessively pamper their children, which directly causes that many postgraduates lack the spirit of bearing hardships and standing hard work. Some parents
completely let their parents grow freely and pamper them, and their understanding of employment situation and relevant knowledge is very limited. Thus, parents are strong in will but weak in power in teaching children in terms of job hunting. Then, postgraduates may easily swim with the tide and form unhealthy view of job hunting.

### Table 1. Proportion of the interview.

<table>
<thead>
<tr>
<th>Single-parent or divorced families</th>
<th>Families of inter-generational education</th>
<th>Poor parent-child relationship</th>
<th>do not do housework or seldom do housework</th>
<th>Emotional or self-closed character</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>11</td>
<td>18</td>
<td>22</td>
<td>21</td>
</tr>
<tr>
<td>30.4%</td>
<td>48%</td>
<td>79.4%</td>
<td>96%</td>
<td>91%</td>
</tr>
</tbody>
</table>

**Influence Of Growing Environment And Society**

Growing environment and society exert the most direct influence on postgraduates. First of all, current economy and employment situation are not clear. Meanwhile, living cost and development cost keep high. Under high price and inflation phenomenon, postgraduates have to make changes for living. Besides, current fickle and utilitarian social environment may easily form ideological impact on postgraduates who are about to enter the society and make them generate unhealthy views.

Moreover, postgraduates are faced with such social reality as concentrated job hunting time and short job selection time. The contradiction between limited demand of employers and increasing number of postgraduates results in more fierce competitions. In the face of living pressure and cruel competitions, postgraduates may generate unhealthy job hunting psychology very easily.

**Reason of Government**

Present market economy still has many problems. In particular, the phenomena of structural unemployment and unbalanced industrial economic development stand out. Large quantities of resources enter real estate and infrastructure construction fields. These are the factors that postgraduates cannot predict and control. Thus, the government should enhance interference, strengthen macro-control according to the idea of scientific development outlook and sustainable development, actively guide construction of new industry and increase support of employment through setting new specialties.

Furthermore, the channel for postgraduates from poor families to change their fate through receiving higher education also becomes increasingly narrow. Unfair employment phenomenon exists. The government should strive to break the situation where the minority of people monopoly superior employment resources, promote fair employment of college graduates and give “students from humble families” more opportunities and channels to go up. Besides, the government needs to enhance support and planning of vocational guidance, and especially to support graduates with employment difficulty and economic difficulty.
Adjustment Of Postgraduates’ Psychological Problems In Job Hunting

Quite a few postgraduates have diversified psychological problems and even psychological disorders due to various reasons in job selection process. These affect their job hinting and future development to different degrees. Psychological problems of postgraduates have been the research emphasis. It is necessary to help them carry out psychological adjustment in time and clearly position themselves so that they can smoothly live through job hunting period.

Psychological adjustment refers to a process of adapting a new situation through changing or expanding original cognitive structure. Self-psychological adjustment refers to self-control and self-adjustment of postgraduates’ psychology according to their self-development and environmental needs so as to give play to individual potential, maintain psychological balance and eliminate emotional disturbance furthest. For postgraduates, they can carry out psychological adjustment from the following three aspects.

To Enhance Psychological Health Awareness And Improve Self-Adjustment Consciousness

The law of the unity of opposite is the fundamental of universe and also general law of psychological development changes. Human psychological activity is always in the spiral development process of imbalance – balance – new imbalance – new balance. Human fundamental feature is to improve mood and seek the optimal approach to achieve their goals through self-adjustment and self-control.

1. Correctly evaluate themselves and establish self-confidence awareness. Postgraduates should cognize themselves objectively and correctly, and clearly know their advantages and strong points. At the same time, they should see clearly their defects and shortcomings, and understand others and themselves. Only in this way, each postgraduate can establish good job hunting mentality, seize the opportunity, avoid following blindly and reduce failures.

2. Envisage social reality and train adaptive capacity. If postgraduates correctly choose their occupation, they will lay a favorable foundation for future success. Hence, postgraduates should grasp the opportunity, meet the challenges, clearly know current employment situation, capture their positioning and strive to take the first step to the society well. Moreover, they should continuously adjust their expectations and make their wishes conform to practical conditions. In this way, they can grasp the initiative in fierce career competitions and seek ideal jobs.

To Cultivate Positive Employment Mentality and Overall Master Job Hunting Skills

Psychological problems of postgraduates partly result from unclear cognition of specific employment methods and skills. Thus, it is very necessary to comprehensively master job selection skills.

1. Extensively gather employment information; clearly know basic information of employers; gain the initiative in competitions; reduce blindness; seize the opportunity to choose appropriate occupation.

2. Abide by employment laws and regulations; protect themselves by the government’s employment policies, laws and regulations to prevent unnecessary punishment and psychological pressure.

3. Learn to self-recommend; master self-recommendation strategy; learn interview skills and pay attention to image design training skills.
To Correctly Treat Job Hunting Setbacks and Solve Psychological Disorders in Time

Psychological problems or psychological disorders of postgraduates which appear before job hunting or in the process of job hunting will lower their employment competitiveness and affect normal job hunting. Hence, it is necessary to perfect psychological defense mechanism and adjust mood in time. The generation of psychological problems or psychological disorders has a process. Some graduates will generate some negative moods in job selection process due to various difficulties or setbacks. These negative moods will trigger psychological problems, if they are not controlled effectively in time.

Psychologists have established many effective psychological adjustment methods through theory discussion and practice. Postgraduates can selectively apply these methods in job hunting process. Some common methods are as follows:

1. Self-mood transformation method. Sometimes, it is not easy to control unhealthy emotions. Roundabout method may be applied to transform emotions and vigor in other activities.

2. Moderate venting method. When postgraduates are anxious and nervous due to setbacks, they may talk with friends and teachers, or even have a good cry to gain comfort, counseling and sympathy.

3. Self-comfort method. When postgraduates cannot solve difficulties and setbacks, though they have endeavored subjectivity, they may find an excuse to let them keep inner peace, admit and accept the reality to get subjectivity.

4. Relaxation exercise method. Relaxation exercise method is a method to relax body and mind. It can help postgraduates relieve or eliminate all kinds of physical and psychological reactions.

5. Social comparison method. Human beings cannot separate themselves from society. To achieve correct self-positioning, postgraduates might as well seek an objective reference system, analyze and cognize themselves through the results of participating in social activities. If one’s self-evaluation is basically consistent with all kinds of comparison information, his self-cognition is relatively objective.

In addition, there is also self-meditation method and rational emotion method etc.

Conclusions

Through analyzing psychological problems of postgraduates and stating the reasons, this paper finds out the fundamental method to solve psychological problems of postgraduates in job hunting. In other words, postgraduates should explicitly position themselves, establish correct job hunting view, cultivate good psychological traits and positive employment mentality, eliminate color difference caused by psychological reasons, correctly cognize the society and finally find out satisfying jobs.
References


