Raising Full Involvement Awareness and Building All-round System Engineering on Employment Guidance of College Students

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Abstract. With the rapid development of knowledge economy and wide application of high technology, social demands for talents have been significantly changed. Each student is inevitably faced with intense employment competition. Current employment guidance work in colleges has many obstacles. To overcome those obstacles and provide excellent graduates for society, this paper propose that colleges should raise full involvement awareness and build all-round system engineering on employment guidance of college students.

Introduction

With the deepening of national economic reform, educational reform has been unfolded gradually. College students’ graduation allotment has basically broken the traditional mode of planned allocation. New employment mechanism has been established which is guided by market, regulated by government and recommended by school. It is a two-way selection mechanism that provides more choices for students while it makes each student face intense employment competition. Colleges need to complete their mission in students’ quality training and helping students get professional education. At the same time, they bear the responsibility of instructing students to carry out vocational education, vocational guidance and career planning. They also help to recommend graduates’ employment. Therefore, to complete the historical mission, it’s necessary for colleges to build all-round system engineering on employment guidance.

The Existing Problems in Current College Students’ Employment Guidance Work

Poor Awareness

College students’ employment guidance attracts more attention and concern nowadays, but it’s not enough compared with other work. Many people are influenced by the thought that enrolment is much more important than employment. As a result, the employment guidance work lacks corresponding human resources, financial supports and supplies. The work can’t be carried out properly or it develops slowly.

Misunderstanding in Employment

Affected by wrong social vogue, college students have “treatment and region misunderstanding” in employment. They fail to combine their personal ideals with national and
social interests. They ignore the places that need them most. It’s hard for them to take up occupation in grass-roots units, make contribution to the front line and progress towards success with practice.

**With Insufficient Theoretical Research on Systematic Project, Students’ Employment Guidance being in its Infancy**

The work begins late in China and theoretical research needs to be supplemented. At present, it shows the following characteristics: single working form, simple content, inconsistent object, weak teaching force and imperfect teaching ability. Due to the misunderstanding in cognition, people are shortsighted and stuck in short-term act. However, college students’ employment guidance is a systematic project and it’s an important sector in college education.

**Increasing Mental Disorder in Employment**

College students’ employment is an extremely complex psychological process, which is restricted by society, family and their own mental states. It is a centralized reflection of social environment, public opinions and individual mental states. Currently, college students are faced with intense employment competition and they have some unhealthy psychological states or obstacles like despair, blind comparison and dependency that will influence their employment.

**Weak Employment Guiding Team**

A number of colleges have gradually built up competent and qualified employment guiding team. However, personnel lack and weak personnel quality restrict the team construction.

**The Connotation of College Students’ System Engineering on Employment Guidance**

According to Cihai (1989), generalized system engineering includes various organization management technologies applied in systematic components, systematic organization, systematic information exchange, systematic autonomic control and optimum management goal. System engineering is an engineering methodology. Based on system thinking and applied in various objects, it has different forms. For example, when it is applied in college students’ employment, it becomes system engineering of college students’ employment guidance.

System engineering of college students’ employment guidance refers to various management techniques adopted in the guidance process and has the following meanings:

**Systematic Components**

First, colleges set up special departments engaged in employment guidance and bring collective wisdom from both on and off the campus into play. Second, the guidance should cover all students’ needs including undergraduates, graduates and Ph.D. students.

**Systematic Organization**

All staff needs to pay close attention and multiple departments cooperate together to promote the guidance work’s development.
Systematic Information Exchange

First, colleges establish specialized information network and reference room of employment guidance that uses information-based means to serve their students. Second, to shape an open and unified job information network site, colleges need to set up graduates’ employment service website and connect it to the social talents’ information website such as provincial and municipal labor market website. Third, the space and time limits of traditional letter exchanges and job fairs waits to be broken. Instead, colleges use modernized office means to accelerate information acquisition and information flow so that ensure full and timely communications between employers and graduates.

Systematic Autonomic Control

First, college career center is more than an administrative service unit. It is an important link in the implementation of college education that runs through the whole college life. Second, the guidance should not only focus on job placement and career introduction, but pay much attention to improving vocational training and entrepreneurship education.

Raising Full Involvement Awareness and Building System Engineering on Employment Guidance of College Students

Under the instruction of system engineering theory of employment guidance and considering its relative factors, it’s certain that colleges should raise the awareness and build system engineering of college students’ employment in an all-round manner.

Altering Ideological Concepts and Raising Full Involvement Awareness in Building System Engineering on Employment Guidance of College Students

With the reform of graduates’ employment work, college students’ employment guidance work has also undergone fundamental changes. In the past, the employment is supervised by the nation and colleges passively implement the graduates’ allocation plan. At present, it’s a “mutual choice”. Colleges actively explore job markets and carry out employment instruction in all directions. Under such circumstance, to strengthen and improve the guidance work, it’s necessary to alter ideological concepts and get a deep understanding of the work. Colleges need to mobilize the enthusiasm of people who get involved in this process or care about graduates’ employment and career development. It’s essential to guarantee full participation and run the guidance work through the entire education process. The freshman year is the foundation that advocates quality education. The sophomore and junior year is the extension that emphasizes on conceptual education and ability training. The senior year is the center that pays attention to practical education. Joining together and complementing each other, the three phases form the comprehensive and systematic employment guidance system.

Emphasizing on Ideological Political Education and Guidance to Further Alter College Students’ Employment Idea

Instead of regarding employment guidance as a temporary behavior before graduation, colleges should combine the guidance with ideological education and talent development closely. Knowing social actual needs, improving ideological and moral level, optimizing knowledge structure and fostering working ability can get students prepared for the future employment.
Building a High-qualified Employment Guidance Team

To do employment guidance work well, it’s fundamental to improve organization, enhance personnel quality and build systematic and qualified employment guidance institution and team. For colleges, it’s essential to build guidance committee and service center. For institutions and departments, it’s their duty to enhance staff’s ideological and professional quality so that they can devote to students with enthusiasm and initiative. Besides, institutions and departments need to systematically conduct staff training and organize staff to exchange experience and study theoretical basis. Thus, a “professional and specialized” employment guidance team will be gradually established.

Strengthening the Cooperation Outside of Colleges, Collecting Employment Information, Widening the Channels for Employment and Establishing an Opening Service System of Employment Guidance

It’s colleges’ basic duty to timely provide abundant employment information and recommend excellent graduates to employers. Colleges’ employment guidance center is responsible to feed social needs back to students. To achieve that, the guidance center should strengthen external relation, build information network, collect employment information and develop more channels for employment. Besides, colleges take advantage of various news media to publicize their developments and personnel training strengths. As a result, the reputation and influence will be expanded, which attracts more employers.

Developing Psychological Guidance and Counselling for Employment to Enhance Students’ Strength

All work of employment guidance is focused on students who have different personalities. Faced with employment, students will be affected by many factors and some of them are hard to predict and control. When students experience those factors, they will be overwhelmed. At this moment, guidance and counselling can lead them to make correct settlement, which further promotes their self-knowledge’s development and improve their career decision-making ability.

Establishing Employment Guidance Courses to Enhance the Guidance Work

For the national employment policy changes and social employment needs, it’s necessary to establish a series of employment guidance courses. The courses help students to adapt to the new policy and the reform of the employment system so as to foster their competitiveness in job market. By learning relative courses, students may build correct employment concept, know the employment policy well, master employment skills and reasonably solve problems in employment. Therefore, they can make right career choice. In conclusion, the guidance courses can deepen students’ understanding of employment, provide solutions in employment and lay good foundation for students’ growth.

References
