Analysis of the Difficulty of College Students' Employment from the Perspective of Energy-enhancing

Yan-jie MAO¹,a and Zong-hua Li¹,b,*

¹Department of Sociology, School of Political Science and Law, Jinan University, Jinan, Shandong, China

a1651676966@qq.com, b13032335832@qq.com

*Corresponding author

Keywords: Energy enhancement theory, Difficult employment, Reason analysis, Ability improvement.

Abstract. In recent years, as the employment situation continues to be severe, college students have shown a "weakness" in employment, making them forced to a "employment is difficult" dilemma. As an important field of social work, energy enhancement theory pays more attention to the internal efficiency of individuals and the use of external resources. Therefore, this article explores the main reasons for the difficulty of college students 'employment from the perspective of empowerment, including low personal efficacy, lack of interpersonal network support, and external environmental constraints, and combines individual, peers, families, schools, employers and other forces to "energize" college students and better promote college students' employment.

Foreword

In recent years, with the expansion of college enrollment and the rising awareness of education among residents, the number of people receiving higher education in China has been increasing. According to the latest news from the Ministry of Education, 8.74 million college will graduate in 2020, an increase of 400,000 over the same period last year, and the employment situation is very serious.[1] At the same time, the number of surge, the employment restrictions of employers continue to increase, there are many unreasonable points in the school's professional settings and employment guidance, and a series of external environmental constraints such as insufficient family peer employment support make the employment of college students more difficult and highlight the disadvantages of college students in employment. The severe employment situation and complicated social environment have become an objective social fact, and the employment of college students has aroused concern from all walks of life. The employment problem of college students has aroused attention from all walks of life. As a high-quality group in the society, college students will waste human resources and other personal and social problems if they cannot solve the employment problem. Based on the perspective of energy enhancement to explore the difficult problem of employment on the one hand to stimulate the community for the vulnerable groups of college students concern and assistance, promote the full use of the human resources of college students, on the other hand, enhance the self-efficacy of individual college students and explore their potential, become weak as an advantage, positive and dynamic response to employment, so this paper from the perspective of self-enhancement to achieve self-internal energy enhancement, family and peers, employers, schools and other external factors through assistance and support to promote external efforts to promote the joint efforts of college students.
Research on Employment Problems of College Students from the Perspective of Empowerment

The concept and connotation of energy empowerment: Energy empowerment is an important concept in the theory of modern social work, and it is translated as empowerment and empowerment. The concept of empowerment was first introduced in 1976 by the American scholar Barbara Solomon, in her book "Black Empowerment: Social Work in Oppressed Communities," went on to study the rich-power theory. Chen Shuqiang believes that the connotation of the theory of energy empowerment is very rich, it is closely related to power, power, etc., power is not only manifested as an objective existence, but also manifested as people's subjective feeling, that is, the sense of power, it is this sense of power can promote people's self-esteem, self-esteem, dignity and sense of importance.\(^2\) Zhang Shifei's understanding of energy empowerfulness is summed up in three levels: the ability to get what is needed, the ability to influence how others think, feel, act, or believe, and the ability to allocate resources in social systems such as family, organization, community or society.\(^3\) In general, energy empowerment is the process by which individuals gain greater control over their living spaces and self-confidence in their active interaction with others and the environment, and to promote the use of environmental resources and opportunities to further help individuals gain more capacity.\(^4\)

The theory of energization is an important field in social work. The objects of energization are mainly concentrated in vulnerable groups such as the handicapped, migrant workers, the elderly, the poor, women, etc., and there are few studies on college students. Xie Qiwen pointed out that college students' power loss in employment is manifested in the isolation of social position, lack of practice and lack of self-power identification. He suggested using individual active energization model and external promotion of energization model to increase the employability of college students.\(^5\) Luo Yongshi, Wei Liuwen, taking poor college students as an entry point, believes that poor college students are at a relative disadvantage in terms of social support network and their own resources, and recommends that social workers provide guidance from both internal energy enhancement and external support to increase the employability of poor college students.\(^6\) Cao Lichao analyzed the performance of women’s unilateral power dissipation in individuals, interpersonal and society and used micro, meso and macro social work methods to increase the power of power dissipators and enhance women's confidence in employment.\(^7\) Uncle Li analyzed the social, interpersonal and individual non-empowerment factors that affect the employment of disabled people from the perspective of employment of disabled people and proposed that social workers should play a role in the process of energy enhancement. And empowerment to promote the employment of disabled people.\(^8\)

In general, there are few research literatures on the employment difficulty of college students from the perspective of empowerment. Existing literature studies from the perspective of empowerment are mostly vulnerable groups and use social work intervention and social work methods to empower and empower the vulnerable groups. To further promote the employment of vulnerable groups, it is not uncommon to study the employment problem of college students from the perspective of energy enhancement and make suggestions on energy enhancement. Therefore, this article uses energy enhancement theory as a support to discuss the causes of its problems and combines schools, families, employers, etc. Enhancing the subject in this employment dilemma, on the one hand, enriches the research in this field, on the other hand, it stimulates the attention of all sectors of society on the disadvantaged college students in employment, and promotes the development of individual potential of college students and internal and external through various ways. Make full use of resources to achieve better employment.
Analysis of the Reasons for College Students' Difficulty in Finding Employment from the Perspective of Empowerment

The primary task of helping college students solve the employment problem is to analyze the crux of employment difficulty, and the emergence of "employment difficulty" is not only affected by a single factor but the result of the interaction of multiple factors. Energization theory believes that due to the macro social environment and oppression that the individual’s potential is restrained from exerting, and the feeling of powerlessness makes it difficult for individuals to effectively deal with employment issues, this article combines interviews from individuals, interpersonal social networks, and external social environments. Analysis of the causes of employment difficulties in three aspects.

Low Self-efficacy

Usually individuals face dilemmas and generate negative self-assessments in their interaction with the environment to reduce their sense of self-utility. University is a transitional stage for individuals to enter the society for employment. At this stage, various factors will affect the individual's values, lifestyle, mental state, etc. First of all, in the career planning, after a rigorous education stage, many students will lose themselves in the face of sudden freedom, and develop a variety of bad habits at the university stage to reflect a sense of "inertia", and many students have a "timely pleasure" Will not prepare for employment in advance. In addition, some students are unclear about their needs and abilities and lack goals, and do not know what they want to do for what they are capable of, resulting in self-denial and frustration when faced with employment difficulties. Secondly, in terms of comprehensive quality and ability, at the university level, many students are more "laissez-faire" and have less self-control, and their professional knowledge is more sloppy, which makes their professional foundation not solid enough and lacks some basic reading and writing, problem solving and other technical skills; The students did not learn to build a positive personality during school and could not communicate well with others. Their restrained expression was weak, making them afraid of dealing with people and not being able to adapt well to the external environment. They lacked the necessary self-expression and communication skills. When faced with employment, panic and fear, passively respond to employment. In the face of employment dilemma and self-cognition in the interaction with the environment, self-denial and helplessness are generated, which affects individuals' effective access to resources and opportunities.

Lack of Support from Social Networks Leads to Individual Negative Experience

Family and peer groups are the most closely-connected groups of college students. These social relationships all affect the college students to a certain extent. The lack of support and the negation of relationships will make college students have a negative experience in dealing with difficulties and cannot be obtained effective resources.

The family is an important place and channel for personal socialization. Family concept, education, and life all affect the growth of the individual. Many students 'important choices in their lives are actually largely influenced by their families, especially their parents. Sometimes parents do not understand their children’s interests and hobbies, and blindly making choices for them can hinder the exertion of individual initiative and enthusiasm to a certain extent and have a certain impact on employment. In addition, many families are only children today, so children have been treated as “princess-like emperors” since childhood, which makes children have a strong dependence on their parents, and they do not know how to deal with the lack of independence in case of trouble. "Life is subordination" makes the individual's willingness to develop compromise with the will of the family
parents. Some families give their children too high expectations. They do not understand their children’s needs and emotions in time. What’s more, the “face project” has caused them a lot of pressure in employment. Students’ geographical choices, job types, salary and treatment are all affected by family factors, which prevents them from obtaining effective support and resources, increasing their restrictions in the employment process.

The negative influence of peer groups restricts the employment of university graduates. On the one hand, some peer groups may form a subculture, and the values and lifestyles of individuals living in this group for a long time will be affected. Many students will form a comparison psychology, pay too much attention to others and cannot have an accurate grasp of themselves, which makes them lack judgment in career selection, resulting in disorientation and difficulty in employment selection. On the other hand, peer group pressure will cause the loss of individual personality. Many students have the mentality of "what are everyone doing". They did not learn and master their own skills and specialties at the university level, and they lacked the enthusiasm and initiative in the crowd, resulting in the lack of individual personality in competition and employment.

Unhealthy Environment Hinders the Fulfillment of Personal Potential

Low personal efficacy is an aspect that affects employment, and the external social environment is also an important factor affecting employment. Various organizations, groups, individuals, etc. tend to alienate with the development of society, and are more utilitarian. For example, companies and schools pay more attention to the realization of various benefits such as political economy and culture, and ignore the capabilities and needs of individuals. An "obstacle" is formed between individuals, which hinders the development of individual abilities and effective interaction with the environment.

As the receiver of human resources, the employer, its resources, systems, and concepts will have a great impact on the employment of college students. In today’s risky society, many employers will adopt different employment policies under the influence of economic, political, and social stability. When the economic or social situation is severe, companies will naturally reduce recruitment opportunities. Local enterprises with stable economic development and social stability will increase. Recruitment will be increased and the conditions are "excellent", which will undoubtedly worsen the employment situation of university graduates. In addition, some employers still pay more attention to the "label" on students. For example, "985 211" college priority, master doctoral student priority, male priority and other unfair conditions make the "born" good students have more natural advantages , Causing inequality in employment and harming the interests of university graduates. Unbalanced distribution of employment resources and social discrimination will cause the disability of this group and cause many obstacles to the employment of college students.

Schools are an important place for cultivating talents, and they can provide a steady stream of resources for the labor market. However, in recent years, some schools have neglected market demands and individual individuality, and some universities have formed an unreasonable system. An objective fact in the current society is the large-scale expansion of colleges and universities, which is also an important factor affecting the employment of college students. The increase in large-scale students makes education resources tight and the quality of many students varies, so there will be survival The phenomenon is that many students are difficult to compete and can only find another way out, making some students who are in a disadvantaged position more vulnerable and unable to effectively cope with employment. In addition, colleges are unreasonable in professional settings and internal professional hierarchies. For example, they only focus on the hottest industries in
the market, such as teachers, health care, finance, and management. They have trained a large number of students, resulting in a gap between graduates and market demand. The balance has intensified, and the human capital of college students has a strong specificity. The limitations of human capital carriers in terms of funds, time, energy, etc., make it only possible to have certain technical skills, work skills, or certain specific information. It is not possible to use it as "universal capital", which leads to the loss of individual competitive advantage and the waste of human resources. In addition, the school’s employment guidance courses are virtually useless and do not really serve as a guide. Students understand the employment policy, employment regulations, labor security, etc. one-sidedly, and it is not difficult to see that some students lack the necessary basic employment security knowledge such as signing labor contracts. Students with weak consciousness are easily deceived. This lack of guidance and guarantees makes it difficult for individuals to act effectively in society and employment difficulties.

**Analysis of the Employment Path of College Students from the Perspective of Empowerment**

University graduates are faced with various factors that cause them to be "disabled" to a certain extent. The core of the enhancement is to stimulate the potential of the disabled and improve their ability to cope with employment difficulties. Fan Bin scholars put forward two kinds of energy-enhancing modes: "active energy-enhancing model" and "externally-enhanced energy-enhancing model", so this article will refer to this model to make suggestions for promoting the employment of college students. Individual active energy enhancement is based on the fact that each individual graduate is capable and valuable, and the ability exists in itself, and is not endowed by the outside world. When an individual gains better self-feeling, self-worth, and self-development ability through empowerment, it also means that he has more knowledge, skills, resources, and opportunities to deal with interpersonal relationships and social affairs. The key to college students' self-active empowerment is that individual college students can use their abilities and resources and exert subjective initiative to make changes on their own initiative and gain the ability to achieve self-development. The externally promoted energy-enhancing model emphasizes the promotion and promotion of external forces in the energy-enhancing process, and advocates the use of external forces to activate vulnerable groups, and the continuous circulation and construction of the interaction between the object and the subject to achieve the goal of continuous empowerment. Externally promoted energy enhancement can promote individual active energy enhancement. With the help of external forces such as families, peer groups, employers, and schools, the coordinated development of individual active energy enhancement and external empowerment can be achieved to eliminate the impact on their own capabilities. Use the interference factors to build an equal and harmonious employment environment, and then obtain more resources and capabilities to change the employment situation.

**Individual Active Energization**

**Individuals: Strengthen Subjectivity**

The core of solving employment problems lies in the improvement of university graduates' own employability. Self-enhancement is a reflection of the individual’s active energy-enhancement model. First, make clear your personal career plan. Whether in academic or working life, college students are in a self-dominant position. They have the ability and responsibility to gradually develop good habits. They clearly define their plans and goals and prepare themselves for employment, cultivate self-awareness, and do a good job. Self-selection in employment. Second, improve personal comprehensive ability. Comprehensive quality is the basis of employability, and many individuals do
not perform well in terms of behavior, character, concept, etc. The comprehensive quality and ability need to be improved. The college student group is a group with unlimited potential. They can form a reasonable time schedule and learning plan subjectively. Through continuous learning and communication, they can not only enhance their basic learning skills such as listening, speaking, reading, and writing, but also improve their expression, Communicate, organize and other social abilities, from all aspects to promote the improvement of comprehensive abilities, while college students living in the information age through the full use of Internet resources, while consolidating professional basic knowledge while reading, participating in practice, and communicating with people to improve Individuals' learning ability, communicative ability and innovation ability can be mastered and combined with hard skills and soft skills, and they have more advantages in competition and are more proactive in coping with employment.

Self: Improve Efficiency

First of all, they can proactively identify their own strengths and weaknesses and their needs and abilities through various resources and ways such as participating in activities, online tests, peer and teacher inquiries, and have a clear positioning for themselves, according to their internal and external situations. Make reasonable goals that fit your situation, reduce frustration and incompetence in employment, and increase self-identity and personal accomplishment. Secondly, for many students who are experiencing psychological difficulties in employment, they can use the resources such as confided to their peers, family help, professional counseling and other resources to comb the bad emotions of employment, eliminate fear and frustration, and at the same time they can change their employment Concepts actively seize the opportunity to boldly try to form a positive psychology to view and respond to employment, enhance self-confidence and self-utility.

Externally Boosted Energy

Family and Peers: Relationship Support

As a college student support system, families should learn more about their children’s preferences and needs, develop a variety of hobbies and skills, and make them more proactive in responding to employment. At the same time, families should gradually "let go" of management to improve their children’s ability to adapt to learning and life. Their independent ability to establish and improve their children’s social personality is more important to reduce the pressure on them in life and employment, provide them with more material, spiritual, and psychological resources to support the harmonious growth of students. The environment enables students to better adapt to current and future employment life.

    In addition, through the guidance of schools and families, to build a positive "main culture" atmosphere among peers, so that the individuals in the middle can establish self-awareness, enhance their judgment, and fully promote each individual's personality and highlights. Stimulate their initiative and enthusiasm. At the same time, through the interaction between peer groups, they can obtain richer information, learn from each other's strengths, master practical skills, use superior resources to learn and enhance individual abilities. Under the effective use of resources such as family and peers, college students are encouraged to share resources and get more support, and reduce resistance in employment.

Employer: Provide Employment Support

First, employers should establish a sound and stable internal operation system, employment system
and recruitment system to balance the distribution of employment resources to ensure stable employment of college students. In addition, they should consciously abide by relevant employment regulations and policies to provide college students with a more fair and mutually beneficial employment platform. Secondly, as higher education advances in an all-round way, schools continue to push talents to the market. Employers should continue to change their concepts, reduce restrictions, and combine practices and networks to understand the capabilities and resources of college students and provide more employment opportunities for graduates. Opportunity to treat students more fairly. In addition, employers can also provide appropriate employment opportunities for individuals with strong “specialty” majors, avoid wasting talents, and encourage college students to actively seek employment.

School: Enhanced Professional Support

First of all, schools should recognize their own problems in running schools, and then rationally set up the school’s professional structure according to their own school level, school characteristics, and practical needs, and appropriately increase or decrease the enrollment of some majors to avoid the imbalance between supply and demand caused by large expansion or contraction. Secondly, the school should also optimize discipline construction and improve teaching quality and level to cultivate high-quality human resources, improve student competitiveness, and increase students' advantages in employment. Finally, schools should provide multi-level teaching links for employment services to improve the employment guidance system, provide graduates with more employment practices, employment information, and employment guarantees, reduce student misunderstandings, and improve students' initiative and enthusiasm in coping with employment.

Conclusion

From the perspective of the theory of energization, we can learn that the phenomenon that makes it difficult for college students to find employment is multifaceted. There is a sense of powerlessness within the individual and oppression from the external environment. All in all, the problem of difficult employment for college students is not a problem that can be solved overnight. To solve it, it needs to combine the strength of all parties such as school, society, family and peers. This requires a long process, and all circles should be patient to seek the best. At the same time, college students themselves should correct their mentality and truly strengthen their own ability to adapt to the development of the times and market orientation. To pay attention to and realize the full employment of college students is of great significance to individuals, the country and society.

References


