

Analysis on the Mentality Anxiety and Countermeasures of Employment of College Graduates Majoring in Engineering Cost

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Abstract:

Novel coronavirus pneumonia and the economic downturn in China increase employment pressure of college graduates. The real estate and construction industry's turbulence and instability also increase the difficulty of employment of graduates of engineering cost major. The intense competitive pressure and harsh employment environment lead to more severe negative mentality problems of undergraduates' employment. The mentality of graduates is an important part of college undergraduates' instruction. Colleges should pay close attention to undergraduates' differentiated and individualized employment needs, improve their core competitiveness, strengthen guidance of college undergraduates' mental health instruction, and establish a correct outlook on employment and career choice. Literature research method: we collected the document literatures related to the negative mentality problems of employment of college graduates through various channels, and sorted out and analyzed the literatures. Questionnaire survey: a combination of questionnaire and interview. We investigated college teachers, undergraduates, enterprise managers and personnel in the talent market by conducting questionnaires and interviews on relevant issues. Then we analyzed and sorted out the data according to the obtained data and drew scientific and objective conclusions. Comparative method: through the investigation on the employment status and mental health status of graduates of different majors, and comparative analysis with this major, we find out the mentality problems existing in the employment of graduates of engineering cost major, and put forward specific measures to enhance students' mentality construction. Through the investigation of the current employment situation of engineering cost undergraduates in colleges, it is found that the graduates still have the problems of low success rate of postgraduate entrance examination, long job-hunting cycle, narrow employment scope limited by major and strict job standards, resulting in negative mentality problems such as inferiority complex, conceit, anxiety and dependence in employment. In view of the negative mentality problems in the employment of graduates of this major, this paper puts forward specific solutions to relieve their mentality pressure in employment. In the face of the current employment situation in the post-epidemic era, and under the environment of sound employment laws and regulations and equal and fair employment opportunities, colleges and the society need to work together to strengthen the construction of undergraduates' mental health, to improve undergraduates' professional skills and comprehensive qualities, to adjust their employment mentality, and to regularly provide mentality counseling for undergraduates, so as to promote undergraduates'

independent job selection. We believe that through the unremitting efforts of all parties, engineering cost graduates will have good employment prospects.

Keywords: *Undergraduates, Employment pressure, anxiety, The measures*

I. INTRODUCTION

According to the Guidelines on Mental Health Education for College Students issued by the Ministry of Education of China, Mental health education is an education to improve the psychological quality of college students and promote the harmonious development of their physical and mental health [1]. It is an important part of the talent training system of colleges and universities and an important part of the ideological and political work of colleges and universities. And the psychological problems of graduates are an important part of the mental health education of college students. Colleges and universities need to do a good job in youth employment with graduates as the focus. Employment is a livelihood project, which is related to the stability of college graduates. Employment is also inseparable from the rapid development of the national economy. In 2020, due to the impact of COVID-19, the economic benefits and incomes of enterprises have decreased significantly. The demand for campus recruitment and social employment have dropped sharply. Some students still have not solved the employment problems. Therefore, colleges and universities should pay close attention to students' demand for differentiated employment and personalized career choice, and improve the students' core competitiveness. Colleges and universities should also guide students to establish a correct outlook on employment and career choice, to assist graduates to make a good career planning. Colleges and universities should put students' employment as the top priority, and promote the employment work towards greater precision, efficiency and practical development.

Negative psychology refers to the subjective experience which is not conducive to the efficient completion of work or normal thinking and is harmful to physical and mental health. Due to the differentiation on the cognitive level, practical experience, personality, temperament and ability, certain objects, special environment or contradictions may create different level of anxiety, fear, paralysis, dodging or impatience, which mainly manifest in difficulty in concentration, paranoia, hypersensitiveness and flinch [2]. Since the outbreak of COVID-19, with the slump of the real estate industry, the demand for graduates majoring in Civil Engineering, Engineering Management and Engineering Cost on the job market has decreased sharply, leading to a more serious employment situation, which has a negative impact on the job hunting for graduates from those majors. Thus the negative psychological problems for some students have become more and more serious.

II. ANALYSIS OF THE EMPLOYMENT STATUS OF GRADUATES MAJORING IN ENGINEERING COST

In the post-epidemic era, the employment of students majoring in Engineering Cost is showing signs of serious decline. Five years ago, with the booming development of real estate and construction industry and the expansion of infrastructure construction, the supply of graduates majoring in Engineering Cost was in

short supply. The employment rate of graduates reached 100%, which basically solved the employment problem for all graduates. Nowadays, although the current enrollment scale of this major is reduced, the employment situation is still not optimistic. Every student is looking forward to a bright future when entering the university campus, hoping to find a job to realize their self-value after graduation. It is the most basic requirement to successfully complete the study and employment. Graduates' psychology health and their families will suffer badly from the failure in finding a satisfactory job upon graduation.

2.1 The Proportion of Graduates Entering Postgraduate Entrance Examination is Increasing Year by Year, and the Success Rate of Postgraduate Entrance Examination for Graduates Majoring in Engineering Cost is Still in a Low Proportion

In 2020, despite the expansion of postgraduate enrollment due to the epidemic, the number of applicants has increased year by year. In 2021, according to statistics, the number of applicants for the postgraduate entrance examination was as high as 4 million. Last year, the number of graduates with bachelor degree was 9.09 million. Half of them chose the path of taking the postgraduate entrance examination to avoid employment pressure. As we all know, postgraduate entrance examination of Management profession is difficult and in a great demand, resulting in the low success rate of postgraduate entrance examination for graduates majoring in Engineering Cost.

2.2 The Geographical Distribution of Employment is Unbalanced, and the Job Hunting Period is Generally Long

The employment of graduates of Engineering Cost major in our college is quite extensive. Most of the graduates went back home to work and make use of the social network resources in their hometown to provide themselves with convenient conditions for the employment. These kinds of graduates are mainly from Shandong Province, the Southwest and Central China [3]. According to the survey, the employment distribution of graduates is unbalanced, with more than 70 percent graduates choosing highly developed regions, which have abundant employment resources and well-developed infrastructures. In addition, in recent years, through the in-depth development of college-enterprise cooperation, some enterprises adopt the way of pre-entry internship to inspect the comprehensive quality of graduates, resulting in complicated recruitment procedures and a long employment period.

2.3 The Field of Employment is Narrow, Limited by Professional Restrictions

The major of Engineering Cost covers a lot of project management content, from bidding, budget and audit to the whole process of project cost management. The selection of jobs is relatively simple, mostly concentrated in the construction industry, cost consulting enterprises, etc. The number of actual job demand does not match the number of graduates, resulting in the difficulty of employment of this major.

In the post-epidemic era, under the pressure of economic downturn and with the increase of the number of college graduates, the employment pressure of the graduates of this major is increasing, and the negative

psychology problem of graduates on employment is gradually obvious. The employment anxiety has also become one of the important reasons that led to the failure of the graduates of Engineering Cost major in employment.

III. THE EMPLOYMENT ANXIETY OF THE GRADUATES OF ENGINEERING COST MAJOR

3.1 Low Self-Esteem

Many students in our college have different degrees of low self-esteem. According to a survey for undergraduates, many students have excellent academic performance. Due to mistakes from college entrance examination, they cannot attend their ideal universities. Their failures in college entrance examination led to a low sense of identity with our college. Some students with low economic backgrounds are from the remote mountainous areas or rural areas. Their parents may not have a high educational level. Many of these students neither have special skills nor outstanding appearance or temperament, which leads to low self-confidence for a long time. They cannot give themselves a correct self-recognition or self-assessment. When employed, they usually cannot fully express themselves. They lack courage and confidence. Their long-time low self-esteem has affected their fully display of abilities during employment.

3.2 Conceited Psychology

According to the survey of Engineering Cost graduates of our college, some students from relatively rich families have shown high self-evaluation and conceit psychology. They are blindly optimistic about the future, who have imagined the future too rosy and the work and life too simple. They believe that there are many job opportunities to choose. They mistake their imaginary selves for real selves. They cannot recognize their own shortcomings and enlarge their merits, which leads to blind arrogance. They also blindly position themselves in the state-owned large construction companies, etc., who cannot see the current employment situation clearly and suffer from failed job application, which put a negative impact on their psychology.

3.3 Anxiety Psychology

Some students who are introverted and who has poor academic performance, especially those whose major ranking are low, are easy to suffer from anxiety after many times of job-application failures. According to a survey of Engineering Cost major students in our college, some students are afraid to compete with graduates from public institutions and universities because of their college background. Some students trifle away their college time, who cannot achieve ideal professional achievement due to poor professional abilities. When faced with strict recruitment procedures and post requirements, they often feel fear and confusion. Some students even feel the fear of employment after many failures in the interview. The psychological expressions of fear are nervousness, irritability, loss of morale, inability to evaluate themselves correctly and worries about the future, which seriously affect their life and study.

3.4 Dependence Psychology

Through the investigations on the family situations of college students, most students are the only child in their family. Their parents help them finish all the big and small affairs since their childhood so they can only focus on study. Thus they have shown poor self-care abilities of life and strong dependence. Therefore, in the early stage of graduation, they believe that it is their parents' responsibility to find a job for them and they begin to depend on their parents, relatives and friends. Even when applying for a job, they need their parents to accompany them. They lack the initiatives to find a job by themselves and cannot bear the pressure of employment alone, who are scared to face the intense competition in society.

IV. PRACTICAL MEASURES TO SOLVE THE EMPLOYMENT ANXIETY OF ENGINEERING COST GRADUATES

4.1 To Improve Students' Professional Skills and Comprehensive Quality

The key factor to prevail over numerous applicants is to strengthen their professional skills and comprehensive quality. As a contemporary college student, it is necessary to enhance basic skills, expand scope of knowledge, stick to life-long learning and strengthen their professional quality. Thus can they increase their competitiveness of employment and improve social adaptability. They can also actively face all kinds of difficulties and challenges, and rely on their own strengths to find ideal jobs without fear of failures.

4.2 Adjust Students' Employment Mentality and Improve Their Psychological Quality

The epidemic has not only destroyed people's physical health, but also tested their psychology quality. In the face of the Epidemic and the fiercely competitive employment environment, it is necessary to strengthen students' psychological quality and improve their ability to resist setbacks. Graduates need to overall recognize the current employment situation and find their strong points based on their major. They also need to adjust the state of mind and establish good psychological quality to enhance the ability to adapt to the society, in order to seek for suitable job positions in the fierce competition.

4.3 Colleges and Universities Strengthen Employment Guidance to Help Students Establish a Correct View of Employment

Colleges and universities are equipped with both an academic mentor and a life mentor for students. The academic mentors are chosen from professional teachers. During different learning stage of the students, these mentors would apply psychological consultation and career guidance to help students to plan college life properly and to help them correctly understand the current employment situation and the basic professional knowledge, vocational skills and humanistic quality of their major. The academic mentors also help students to establish correct career ideals and values based on students' learning progress

and their physical and mental development. Life tutors are the full-time counselors for students, who pay attention to students' mental health and regularly screens students with negative psychology. They conduct psychological consultation to help students to know themselves correctly, to deal with various social relations, and to set up correct employment outlook and life values.

4.4 To Carry out Vocational Psychological Quality Education to Relieve Students' Employment Pressure

According to the psychological needs and career planning of graduates, our college regularly carries out a series of vocational psychological quality education activities to relieve the anxiety of students in employment, to guide them to use suitable measures to reduce the employment pressure and solve psychological problems [4]. Academic tutors and life tutors keep up with students' daily employment ideological trends and conduct psychological consultation timely to correct the ideological deviation and relieve pressure from employment. The college psychological consultants make use of various channels to publicize employment mental health knowledge and organize relevant employment psychology lectures, employment salons, symposiums, etc., to assist students to master the method of self-regulation of psychological fluctuations and improve their psychological bearing capacity, thus to change the bad psychological state brought by employment.

4.5 To Create an Equal and Fair Employment Environment and Establish Sound Employment Laws and Regulations

The real estate and construction industry have been hit hard by the epidemic, leading to severe employment situation and fierce competition. Some large enterprises have circumvented relevant labor systems ruled by laws and regulations on labor employment and social security and put forward unfair conditions when recruiting students. At present, the relevant laws, regulations and systems of college students' employment in China are not sound, and there is no independent rights-protection authority or departments to guard the legitimate rights and interests of graduates. It is necessary for our country to speed up the construction of the employment security system. Only in this way can college graduates protect themselves under the laws of employment, and can they enjoy a fair and legal employment environment. The two-way selection system for college graduates' employment in our country is guided by the market, regulated by the government and recommended by colleges. The talent market can fully play its function on regulating itself independently, which improves the initiative of graduates when choosing jobs, and ensures fairness and justice in employment [5].

V. CONCLUSIONS

In the face of the post-epidemic employment situation, the employment anxiety of college graduates urgently needs to be reduced by the joint efforts from students themselves, colleges and the society. Sound regulations and laws of employment need to be established to create a fair and equal employment environment. It is also important to improve students' professional skills and comprehensive qualities, to

adjust their employment psychology and to conduct employment psychological counseling for students on a regular basis. Thus can we strengthen the psychological construction of graduates and promote their independent career-choice ability. It is believed that with the unremitting efforts of all parties, engineering cost graduates will have healthy psychology state and good employment prospects.

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