



Research on "Trinity" healthy employment psychological guidance of college graduates based on career development system theory

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Abstract: In the face of the increasingly severe job market situation, some graduates have employment anxiety, employment panic and other bad psychology. In order to guide graduates to form a positive and healthy employment psychology, to achieve higher quality and more full employment, this paper is based on the analysis of the psychological factors affecting the employment of graduates, from the individual, university, society three levels to build a "trinity" employment psychological guidance path: At the individual level, graduates should enhance career adaptability, optimize employment psychological capital, establish career development awareness, strengthen employment skills training, and learn self-regulation; At the university level, we should innovate the professional training mode, improve the employment guidance course system, and strengthen the co-operation between schools and enterprises. At the social level, it is necessary to deepen the reform of the employment system, increase employment policy support, and strengthen employment publicity and guidance. Individuals, universities and society can work together to guide graduates to establish a positive and healthy employment psychology and achieve high-quality employment.

Keywords: "Trinity"; Healthy employment psychology; College graduates

1 Introduction

The report of the 19th National Congress of the Communist Party of China pointed out that employment is the most significant livelihood project. In recent years, college graduates are facing a complicated and severe employment situation, some graduates become unemployed after graduation, this phenomenon is increasing. This requires college graduates to maintain a healthy and correct employment psychology, rationally plan career development goals and plans. graduates need to be more flexible and have diverse skills in their job search process, and also need a more positive attitude towards it.[1] At the same time, in addition to individuals, it is necessary to form a joint force with schools and society to promote high-quality employment of college graduates.

2 A Theoretical Analysis of the "Trinity" Psychological Guidance of Healthy Employment for College Graduates

2.1 The Systematic Theoretical Framework of Career Development

At the end of the 20th century, M.L. Savickas put forward the career construction theory, which believes that individuals cope with and adapt to changes in external environment mainly through employment selection and career development, that is, individuals and environment need to achieve transition and match in various transitions.[2] Later, Patton and McMahon put forward the system theoretical framework of career development, aiming to explain and understand how individual career development is carried out under the influence of multiple systems. The system theory of career development is a comprehensive theoretical framework that argues that individual career development is carried out under the dynamic interaction of multiple subsystems of individual, organization and society. [3] The theory emphasizes that the process of career development is an open, complex and non-linear system, which is influenced by multiple factors such as individual characteristics, family background, school education and social environment.

Based on this theory, the complex network of factors affecting graduates' employment psychology is analyzed from the three levels of individual, organization and society, and the "trinity" healthy employment psychological guidance model of individual, university and multiple subjects of society is explored, so as to help graduates successfully complete the transition from school to work and realize the sustainable development of personal career.

2.2 "Trinity" Psychological Guidance System for Healthy Employment

"Trinity" healthy employment psychological guidance is an innovative employment psychological guidance concept and practice model, aiming at promoting the healthy employment psychological construction of college graduates from the three levels of individual, organization and society. At the individual level, it guides graduates to establish correct values and employment outlook, improve career planning ability and employment psychological adjustment ability, and enhance employment psychological resilience; At the organizational level, colleges and universities should play a leading role in creating a campus environment conducive to graduates' healthy employment by optimizing the course system of employment guidance and improving employment psychological resources services. At the social level, the government, enterprises and other diverse subjects form a joint force to provide graduates with institutional guarantee and social support for healthy employment by improving employment policies and optimizing the talent market environment.

3 Analysis of Psychological Problems of College Graduates in Employment

3.1 Employment Psychology of College Graduates

Occupational Cognitive Bias

According to a social survey conducted by China Youth Daily, being unclear about the market situation and professional field is a common problem college students face in their career planning. The employment outlook of graduates is influenced by online information.[4] College graduates lack a comprehensive understanding of the career world and have unclear understanding of their own career interests, abilities and values, leading to occupational cognitive bias. As a result, graduates lack a clear goal and direction in the process of career selection and job hunting, and are prone to blindly follow the trend and frequent job-hopping, which is not conducive to the long-term development of their career.[5]

The Gap Between Employment Expectation and Reality

According to a survey conducted by China Youth Daily for universities across the country, more than 20 percent of college students expect to earn more than 10,000 yuan a month after graduation, and 67.65 percent expect to earn one million yuan a year within 10 years of graduation. On the one hand, due to the influence of public opinion and comparative psychology, some graduates have excessively high expectations for their career development prospects and salary; On the other hand, affected by the contradiction between supply and demand in the labor market, graduates often face realistic difficulties in the actual job hunting process, such as difficult to obtain the ideal job and actual salary is lower than expected. The gap between employment expectation and reality leads to negative emotions such as frustration and powerlessness among graduates, which reduces employment satisfaction and career adaptability.

Employment Psychological Pressure

In 2023, the number of graduates in China will reach 11.85 million, with fierce competition in the job market, and multiple factors such as insufficient professional ability, economic pressure and family expectations, which will produce employment pressure on graduates. Excessive psychological pressure not only affects the physical and mental health of graduates, but also leads to anxiety, depression and other negative emotions in the process of job hunting, reducing the efficiency of job hunting and delaying the employment process.[6]

3.2 Analysis of Psychological Factors Affecting Employment of College Graduates

The employment psychology of college graduates is influenced by multiple factors such as individual, school and society, which interweave with each other and jointly affect

the career development process of graduates. In order to understand the factors affecting the employment psychology of graduates, a questionnaire survey was carried out in this study. The survey adopts random sampling method and selects 500 fresh graduates from 3 universities as samples. The survey content covers three dimensions: individual, school and society.

Analysis of Individual Factors

Personal factors are the internal factors that affect graduates' employment psychology, mainly including graduates' personality traits, career values and employment skills preparation. According to the survey results, 68.2 percent of graduates believe that their ability to work under pressure and cope with changes needs to be improved, and 61.5 percent said they lack a clear career development plan. It can be seen that personal factors are closely related to graduates' employment psychology, and improving graduates' career adaptability and career decision-making ability is the key to promote their employment mental health.

Analysis of University Factors

School factor is an important external factor that affects graduates' employment psychology. The major setting and training mode of the school affect the graduates' career readiness and employment competitiveness. The reasonable major setting and the training mode focusing on the cultivation of practical ability are helpful to enhance the graduates' employment confidence. The survey data shows that 53.8% of the graduates are dissatisfied with the professional training mode of the school and think that the practical teaching links are insufficient; 72.3 percent want their schools to strengthen employment guidance services and provide more training in career planning and job-hunting skills. It can be seen that schools should optimize the personnel training mode, improve the employment guidance system, and create a campus environment conducive to graduates' employment, so as to relieve the psychological pressure of graduates and enhance their employment confidence.

Analysis of Social Factors

Social factors are macro external factors that affect graduates' employment psychology, including supply and demand structure of labor market, employment policy orientation and pressure of public opinion.[7]The survey results show that 85.6% of graduates feel that the current employment situation is severe, and they are worried about the future career development prospects; 79.2 percent of the graduates believed that public opinion exaggerated the problem of employment difficulties, which exacerbated their employment panic. Social factors have an important impact on the employment psychology of graduates. Creating a positive atmosphere of employment public opinion and improving the employment policy system are of great significance for alleviating the employment pressure of graduates and promoting their mental health in employment.

4 The Construction of Graduates' "Trinity" Healthy Employment Psychological Guidance Path

4.1 Personal Level: Improve Career Adaptability and Optimize Employment Psychological Capital

Establish career development awareness and make career planning

The awareness of career development is the degree of concern and planning for an individual's career development. In order to gain a foothold in the workplace, graduates must establish a sense of career development, take the initiative to understand their interests, abilities, values, explore the professional world, and establish career development goals. At the same time, it is necessary to formulate a feasible career plan according to the goals, and clarify the development path and action strategy.[8]

Strengthen Employment Skills Training to Improve Career Adaptability

Employability skills refer to various skills that job seekers need to master in the process of job hunting, such as resume preparation, interview skills, communication and expression. Only with solid employability skills can graduates stand out in the fierce employment competition and get the job opportunities they want. To this end, graduates should take the initiative to participate in employment skills training, such as job training camp organized by the school, mock interview and other activities, to learn and practice various skills in the process of job hunting.

Strengthen Self-Regulation and Actively Cope with Employment Pressure

Employment pressure is a realistic dilemma that graduates generally face in the process of job hunting. In the face of employment pressure, graduates should learn to self-regulate and keep a positive and optimistic attitude. On the one hand, to reasonably adjust employment expectations, we should not only build confidence, but also be down-to-earth; On the other hand, we should learn to release pressure and relieve employment anxiety through sports, music, making friends and other ways. At the same time, we should be good at seeking external support, talk and communicate with family, friends and teachers, and get emotional support and constructive advice.

4.2 At the University Level: Optimize the Talent Training Model and Improve the Employment Guidance System

Innovate Professional Training Mode and Strengthen Practical Teaching Links

Traditional major training focuses on theoretical teaching, weak practical links, difficult to meet the needs of the workplace. Therefore, colleges and universities should innovate major training models, strengthen practical teaching, and improve the adaptability and pertinence of talent training. On the one hand, it is necessary to deepen the curriculum reform, optimize the curriculum offering, and integrate the forefront of the industry and the needs of enterprises into the curriculum teaching; On the other hand,

it is necessary to strengthen practical teaching, add more practical links such as experiment, practical training and internship, and improve students' hands-on ability and problem-solving ability. For example, the "3+1" model is adopted, that is, three years of on-campus study plus one year of internship in enterprises, the construction of internship bases and joint development of practical projects with enterprises, and so on, to greatly improve students' practical ability and employment competitiveness.

Improve the Employment Guidance Course System and Provide Full-Process Employment Services

The difficulty of finding employment for college graduates is closely related to the inadequacy of vocational education in higher education.[9]Colleges and universities should improve the course system of employment guidance and provide students with whole-process and personalized employment services. On the one hand, compulsory courses such as career planning and employment guidance should be set up to guide students to understand the professional world and master job-hunting skills. On the other hand, according to the characteristics of students in different grades and majors, phased career guidance lectures and workshops will be set up to provide targeted employment services. For example, the "four-year cycle, hierarchical" employment guidance course system has been established, offering career planning courses for freshmen and sophomores, employment guidance and practical practice courses for juniors and seniors, and elective courses such as entrepreneurship guidance and postgraduate entrance examination guidance for different student groups to meet the diversified employment needs of students.

Strengthen Cooperation Between Schools and Enterprises to Broaden Employment Channels

Colleges and universities should take the initiative to strengthen cooperation with enterprises to provide students with more opportunities for internship practice and employment options. On the one hand, platforms for university-enterprise cooperation should be established, and campus job fairs and employment internship promotion meetings should be held regularly to build Bridges between students and enterprises. On the other hand, it is necessary to establish strategic cooperative relations with leading enterprises in the industry, build internship practice bases, jointly train order classes, etc., to provide students with more diversified employment opportunities.

4.3 Social Level: to Create a Good Employment Environment, Strengthen Policy Guidance and Public Opinion Guidance

Deepen the Reform of The Employment System and Create a Fair and Inclusive Employment Environment

The government should deepen the reform of the employment system, eliminate employment discrimination, and create a fair and inclusive employment environment. On the one hand, it is necessary to establish and improve an equal employment system, eliminate employment discrimination based on gender, household registration, colleges

and universities, and guarantee equal employment rights of workers. On the other hand, it is necessary to improve the human resources market, break down identity and geographical restrictions, and promote the free flow and optimal allocation of human resources.

Increase Employment Policy Support and Improve the Employment Service System for Graduates

Employment policy is an important tool to guide and promote graduates' employment. The government should increase employment policy support and improve the employment service system for graduates. On the one hand, we should increase financial input and set up a special fund for graduates' employment to support them in finding jobs, starting businesses and providing vocational training. On the other hand, it is necessary to improve the public employment service system, build a platform for connecting supply and demand, and provide vocational guidance, job probation and other services to help graduates find jobs as soon as possible. For example, the "College Students Entrepreneurship Guidance Program" has been set up to provide services such as entrepreneurship training, guidance and site support, and provide certain financial subsidies in the initial stage of entrepreneurship to effectively promote graduates to start their own businesses.

Strengthen Employment Publicity and Guidance to Create a Positive Atmosphere of Employment Public Opinion

Employment outlook influences where graduates go to work and where they are distributed.[10]The employment public opinion environment has an important impact on shaping graduates' employment concepts and guiding employment behaviors. The media and all sectors of society should strengthen employment publicity and guidance, and create a positive atmosphere of employment public opinion. On the one hand, objectively and rationally report the employment situation, publicize employment policies, and guide graduates to establish correct employment concepts; On the other hand, we vigorously publicize the success stories of outstanding graduates, carry forward the spirit of hard work, and inspire graduates' confidence and morale in employment and entrepreneurship.

5 Epilogue

In the context of the new era, to promote higher quality and fuller employment of graduates, we must base on the "trinity" work pattern, make multi-dimensional efforts and promote in coordination. Graduates should enhance their employment initiative, enhance their employability, and cultivate a positive and healthy employment psychology. Colleges and universities should optimize the mode of personnel training and innovate the way of employment guidance to build a broad stage for graduates to find employment and start their own businesses. All sectors of society should improve policies to promote employment and create a favorable environment for employment and

entrepreneurship. Only when individuals, universities and society form a joint force can graduates overcome employment difficulties, realize the value of life, and contribute their youth, wisdom and strength to building a modern socialist country in an all-round way.

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