

A Study on the College Students' Employment Psychological Problems and Countermeasures in the Regular Prevention and Control of COVID-19--From the Perspective of Positive Psychology

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ABSTRACT: With the normalization of epidemic prevention and control of COVID-19, the psychological problems of college students' employment have become more prominent. In this situation, college students' employment psychological problems are more complex than before, which to a large extent affects the students' employment psychology, employment objectives, but also affects the society's accurate selection of talents. This paper expounds the employment psychological problems of college students, from the perspective of positive psychology based on prevention, put forward coping strategies, to help college students to successfully complete the psychological adaptation and identity transformation from school to society, to achieve employment.

Keywords: positive psychology; college students; employment psychology

1. Introduction

As the epidemic prevention and control situation in China continues to improve and the number of new cases has dropped significantly, China has taken the lead in entering the "phase of normal epidemic prevention and control", while the "psychological epidemic prevention and control" has entered a more complex "psychological shift period". The impact of the epidemic will last for a long time, and it also has an impact on the employment of college students. Under the dual influence of economic downturn and novel coronavirus epidemic, college students are facing a complicated and grim situation in employment and entrepreneurship. Chinese College Student Tracking Survey (PSCUS) research shows that the epidemic has increased the employment pressure of college students, the future economic expectation is more negative, the job fulfillment rate drops, and the recruitment interview is blocked...It is of great practical significance to pay attention to the psychological pressure of college students' employment, to actively deal with post-epidemic syndrome, to do a good job in employment guidance, psychological counseling and psychological intervention, so that they can maintain a positive attitude and face employment with a positive attitude.

2. Methods

2.1 The connotation of positive psychology

Positive psychology has a strong social function, especially in solving the employment psychological problems of college students. From the perspective of positive psychology, this paper aims to cultivate college

students' positive employment psychology, stimulate their psychological motivation for employment, improve their sense of happiness, and develop positive psychological qualities to promote their stable and orderly employment.

2.1.1 Basic concepts

Positive Psychology was first proposed by Seligman and Csikzentmihlyi in the late 20th century (Seligman M E, 2000). They point out that positive psychology is a psychological trend of thought that advocates the study of individual positive psychological quality from the positive orientation with the help of experimental psychology and psychometrics.

Positive psychology emphasizes the importance to the positive orientation of psychology that everyone have a self-fulfilling inner desire, so must pay attention to the individual's own positive factors, with appreciation, open attitude to see and understand the individual, stimulate individual inner constructive force, guide and help individuals play their own potential, to realize self value and a better life yearning for happiness.

2.1.2 Basic Contents

Positive psychology opens up the way of practical application of psychological theories, and is a theoretical guide closer to life happiness. It has three pillars. The first pillar is the study of positive subjective experience, which studies individuals' positive experiences regarding the past, present and future. The second pillar is positive personality. Positive psychology studies people's personality strengths, talents, interests, values, etc. (Ciju Zhe et al., 2019). Categorized human character strengths and virtues, and studied their relationship to happiness, their distribution among people, and how to develop them. The third pillar is a positive organizational system. Positive psychology studies not only individuals, but also groups. Positive organizations include human living environments, such as homes, schools, businesses, communities, and societies. The theories and methods of positive psychology can be applied to organizations and groups. Practice has proved that the intervention of positive psychology can significantly enhance the benign interaction of family, improve the work performance of enterprises, and promote the harmonious development of society (Yu Dandan, 2017).

Positive psychology believes that therapy, in addition to repairing weaknesses, is more concerned with cultivating and building people's own strengths and strengths by stimulating their inner positive potential. In the employment psychological counseling, students should not only face the problems and problems of students, but also face the future and development of students, regard students as people in development and change, find out the positive qualities of students in employment, promote students' self-cognition, and adopt the employment concept oriented by positive psychology.

2.2 Psychological problems of college students' employment during the COVID-19 epidemic period

The rapid and dramatic impact of the COVID-19 pandemic led to a global economic contraction, the worst recession since the Second World War and the sharpest fall in output per capita since 1870. In this case, the number of jobs is reduced, the employment choice of college graduates is limited, and some of the students who originally chose to go abroad for further study have joined the employment force, which greatly increases the employment pressure of college students, which leads to the following three problems for college students.

2.2.1 Cognitive psychological problems

In inferiority complex and conceit are the main cognitive and psychological problems in the employment

process of college students (Su Qin, Hu Zhijian, 2020). From the perspective of psychology, students with inferiority complex are mainly due to their excessive recognition of themselves, underestimation of their own ability level, and the existence of self-belittled mentality. Therefore, in the interview process, they often appear shyness, anxiety, guilt, excessive tension and even crying and other bad emotions. Overconfident students overestimate their abilities and set too high salary in their mind. "I am the favored child of God and deserve high attention from society." These are their psychology.

The number of graduates is so large and the number of jobs is decreasing that the competition pressure for graduates is great. In the comparison with the people around, because of their own family economic situation, their own physiological conditions, professional practice skills, other people's evaluation of their own and other factors will have a bias of understanding of their own ability and value, underestimate their actual competitiveness, resulting in a lack of confidence in the face of job opportunities.

On the other hand, some students have little experience in the workplace and tend to directly equate their accumulated professional knowledge and ability with high-paying positions. They ignore the needs of practical knowledge and ability of enterprises and lack objective self-awareness, which leads to high expectations (Sun , 2016) and conceit.

2.2.2 Emotional and psychological problems

Some setbacks in the job hunting of fresh graduates will cause great emotional fluctuations among students, which will form emotional and psychological problems if they exist for a long time. The most prominent ones are anxiety and depression.

In a short period of work or in a long "assessment period" of anxiety, irritability, epidemic prevention and control of the normal paper progress, graduation time, the impact on the job market, online job hunting "challenge", will also promote anxiety. Students who have not done enough work are confused and see the students around them have a direction to work hard one after another. Anxiety will ensue when you are still hesitating. During this period, many students will consider the results of many unknown events, worry about whether the expected goal can be completed on time, worry about whether they can find an ideal job, worry about no one around them having better achievements, worry about being embarrassed in the interview and so on, which will undoubtedly enhance the depression of students.

These common anxiety and depression affect college students' personal competitiveness in the process of job hunting to a large extent.

2.2.3 Psychological problems of socialization

The negative emotions of college students in the process of job hunting often lead to the emergence of social psychological problems. There are two types of psychosocial problems: jealousy and apathy. Jealousy is a kind of complex psychological phenomenon, which includes conformity psychology and comparison psychology.

Conformity psychology refers to that some students feel that the employment situation in the next few years is not optimistic, and that the "civil servant", "three support", "teacher" and other national institutions will maintain a relatively good employment prospect, so they apply for these industries one after another. To some extent, it shows that college students living in a collective life are susceptible to collective thinking and ignore

their real needs. Comparison psychology refers to the habit of comparing or blindly pursuing high-paying and glamorous jobs without analyzing their own actual situation, which tends to negatively deal with the more intense employment competition in the context of the epidemic, resulting in uneven employment mentality and affecting employment.

The psychological problem of apathy refers to that college students lose interest in the job selection and employment task they face, and become depressed and indifferent to the employment problem. This is a negative psychological reaction, which often appears in college students who are frustrated in their employment.

3.Results and Discussion

3.1 Strategies to cope with employment pressure from the perspective of positive psychology

3.1.1 Carry out positive employment psychological counseling services

In the traditional employment psychological guidance for college students, educators often take the "problem" as the orientation and help students solve the obstacles on the way of employment by "correcting mistakes" or "correcting".

The positive orientation of positive psychology field of vision to strengthen the psychological counseling, the main task is to develop students' positive psychological quality, and values of human nature, in the process, to the problem of employment of university students can largely enhance psychological immune system, for the study of the evaluation of university students' employment, employment guidance and employment to provide effective tools.

Students in a short period of work or in the long "assessment period" anxious, irritable.The impact of the epidemic on thesis progress, graduation date, job market, and the "challenge" of online job hunting also contribute to anxiety.In the face of these psychological problems, schools need to carry out positive psychological counseling services to help college students to build confidence in employment, realize their own abilities, and be able to take a positive attitude in the face of employment difficulties.We should learn to understand the normal psychological reaction of graduates in the face of the epidemic situation, mobilize college students to solve the problem through their own strength, pass on the hope of employment to college students, and help them actively solve the employment problem.

3.1.2 Have a comprehensive understanding of yourself and establish positive employment awareness

Things have two sides, we should dialectically treat the current employment situation of "danger" and "opportunity". In the face of the impact of the epidemic, the positive psychological qualities of human beings themselves are the power to deal with the problem, and the crisis can be effectively prevented through exploration. College students should change their employment thinking as soon as possible with positive attitude, self-discipline and focus; Give full play to the advantages of "Internet aborigines", take the initiative to adapt to "cloud recruitment", familiar with various job websites, master online application, "cloud resume", "cloud interview" and other online job skills in advance; Timely follow up government employment policies and employment information of schools and enterprises; Pay attention to possible new industries, new technologies and new occupations after the epidemic, so as to make preparations for a rainy day.

In the study and life practice, college students should rationally examine, comprehensively reflect, and timely regulate a series of problems such as employment motivation, working ability, self-knowledge and

self-judgment of career development.

3.1.3 Establish career hope and have a correct understanding of the future

The psychological capital of positive psychology suggests that hope consists of two important components: willpower and ideal approach. According to Rick Snyder's research, hope is a cognitive state of mind with a favorable tendency for the future. In this state, an individual can set practical and meaningful goals and achieve the predetermined goals through his unremitting efforts and all his energies.

The outbreak of novel coronavirus pneumonia has caused economic setbacks and increased employment difficulties, making the employment situation of graduates more complicated and grim. However, the state attaches great importance to this, emphasizing the need to "coordinate the graduation, recruitment, examination, registration and other related work". At the same time, a series of policies to vigorously promote employment have been introduced and gradually implemented. Ministry of Education and universities are also try our best to broaden the employment channels, and expand opportunity, pioneering move over channel, precise guidance services, accurate docking key groups in recruitment services, based on boc university platform, at the same time introduce employment support WeChat small procedures, for college graduates employment market information, provide the latest practical job search strategy, career assessment tools, etc., Provide employment guidance for college graduates. We will provide employment assistance, delay the period of employment, and safeguard employment rights and interests.

With the support of numerous policies, graduates need to set suitable employment goals, master good job-hunting skills, conduct positive psychological construction and have hope for the future.

3.4 Enhance psychological resilience and enhance employment motivation

What is resilience? It refers to a person's ability to adjust and adapt well to adversity, trauma, tragedy, threat, or significant stressors, including the ability to "bounce back" from these difficult experiences and bring about profound personal growth. Everyone reacts differently to extreme adversity in their lives. Some people, when faced with a major disaster or a traumatic heart attack, are black and blue all over, but still strong enough to walk out of the slump and return to their daily lives. Some people, but can not get up after a fall, into depression, despair at a loss.

Stimulate people's own internal positive quality, promote their own potential to maximize, so that the psychological immunity and resistance to obtain the greatest improvement, so that the best state of life can be enriched and developed, so as to shape and harmonious society matching full of optimism, hope and positive good heart.

To improve the resilience of college students, it is necessary to conduct all-round guidance and training from the beginning when freshmen enter the school, and make career planning, so as to help them to actively and comprehensively know, accept, appreciate and accept themselves. Understand the family, integrate into the family, know the society, understand the employment trend under the environment, correctly handle the relationship between the individual and the family, society, employment, etc., constantly improve the comprehensive quality, so as to enhance the employment motivation.

4. Conclusions and Recommendations

4.1 Research Conclusion

"COVID - 19" outbreak of attacks, to achieve a relatively stable state through the national employment promotion policies of university students' employment market has brought the huge impact, the original policy has been not enough to make the college graduates labor market to achieve stable "non walrasian equilibrium state", thus requiring countries to launch new employment promotion policies to regulate the Labour market, ease "new crownThe Employment Pressure of College Graduates under the Impact of Pneumonia Epidemic.

4.2 Suggestions for Future Research

The employment psychological problems of college students can be set out from the perspective of positive psychology to help college students get better employment, shape more positive personal characteristics for students in this transition period, and achieve higher achievements in the future job and self-growth road.

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