

# An Analysis of the Employment Pressure of Contemporary Chinese Undergraduate Graduates



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**Abstract:** Based on employment pressure, this paper studies the impacts on college graduates, to find the source of employment pressure and propose measures suitable for college students to solve the employment pressure. The research mainly adopts the questionnaire survey method. The subjects are some students of Shandong Technology and Business University. Through the form of partial sampling questionnaires, the source and impact of employment pressure are found. The research found that most students face serious employment pressure psychology, but the employment pressure has not only passive effects but also some positive effects. Unequal ability and self-mentality are significant reasons for college students' difficulty in choosing jobs and employment pressure. To change this situation, the top priority is to change the employment concept of college students. Establishing a correct concept of job selection can effectively solve this problem, at the same time, promote full employment in various industries. It is also expected that this thesis can play a definite reference value to the current employment pressure situation.

**Key words:** ordinary colleges and universities, graduate, employment pressure

## 1. Introduction

### 1.1 Research Background

In the 21st century, the era of rapid development of science and technology, for China, which is still in a developing country, the improvement of living standards means the growth of the population. The population explosion is a major problem that can not be ignored in any aspect. The employment pressure caused by it is a more common and imminent social phenomenon among young people. Employment pressure refers to the anxiety and tension that people have in choosing the occupation they should be engaged in. Graduates' job selection pressure is a common psychological state that ordinary youth associations have just entered the society. This kind of psychology will continue to exist in the process of job seeking, which will give people a sense of urgency and threat. It is a more serious and noteworthy social phenomenon in China today. This kind of employment psychology of college graduates

does not only exist in peer pressure. Those who "compete" for jobs with us, but also some non fresh graduates who have failed many times, which makes the pressure even heavier. Therefore, the employment pressure of college graduates has become a more serious social phenomenon in China today. The government or society needs to take certain measures to solve this urgent problem.

### 1.2 Research Purpose and Significance

#### 1.2.1 Research Purpose

To explore the employment situation of domestic college graduates and the work fields they choose most, analyze the psychological pressure and anxiety they may have when choosing jobs, as well as the resulting social impact and personal injury, find out the source of college graduates' employment pressure and propose effective solutions.

#### 1.2.2 Research Significance

The demonstration and analysis of the current employment pressure of college graduates in China will help more college graduates to gain inspiration in

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their career choices from now on, so that graduates can recognize themselves and choose a more suitable career, which is also in line with the current concept of career selection, making the social operation more freely.

This research also has established guiding significance in social practice. First of all, from the perspective of fresh graduates, employment pressure has become urgent. Understanding the source of employment pressure and how to deal with it will enable them to choose a more suitable occupation, thus reducing psychological pressure. Secondly, from the perspective of selecting employees, only by solving the problem of employment pressure can enterprises recruit a talented person suitable for this station. Finally, the social level is more important, open the pattern and it will be found that there are many professions in society, and all walks of life need talents. Therefore, solving the employment pressure of fresh college graduates is also a powerful means to popularize talents to all walks of life.

### 1.3 Overall Structure of the Thesis

The thesis primarily comprises five chapters. The first chapter is the introduction, which firstly introduces the research background of the paper, then, to explain the purpose and significance of the paper, finally introduces the framework of the thesis. The second chapter lays employment pressure, the causes of employment pressure and the research results of employment pressure at home and abroad. The third chapter expounds the research questions, participants and data collection, and finally introduces the data analysis. The fourth chapter presents the research results and discussion. The fifth chapter is the conclusion.

## 2. Literature Review

### 2.1 Employment Pressure

Employment pressure is a kind of psychological anxiety and chronic nervous social phenomenon generated by job seekers in the process of how to choose a career, what kind of careers to choose repeatedly submitting their resumes to seek the desired job. The psychological trauma brought about by some life or work experiences of individuals in the

process of employment is not only manifested in the practitioners in society but also in graduate college students.

There are various causes of employment pressure, among which the most significant ones are social environment factors, university factors, family factors and personal factors (Jing, 2022). Many scholars at home and abroad have conducted in-depth research and analysis on the generation of such problems.

### 2.2 The Previous Related Research Home And Abroad

#### 2.2.1 Previous Studies Aboard

In the past, the analysis of factors leading to the formation of employment pressure has never stopped, and foreign countries have also carried out detailed investigations. Foreign scholars Anna Gottard, Leonardo Grilli, and Carla Rampichini (2007) (Gottard et al., 2007) determined that the main factor affecting graduates' entry into the employment market is education by analyzing the multi-level graphic chain model that affects graduates' entry into the employment market and interviewing graduates who are looking for jobs. In addition, Korean scholars Yong kill Lee and Kyung hee Kang (2011) (Kyung hee Kang, 2011) conducted research on this issue. They tested the employment pressure and career decision-making effectiveness of Seoul college students through questionnaires concluded that employment pressure and career decision-making effectiveness showed a negative correlation in the relevant analysis. At the same time, Byun, Eun Kyung Yoon, Suk Ja2, and other researchers (2012) (Eun Kyung et al., 2021) collected data from students who agreed to become the research object through structured questionnaires and used SPSS/WIN 18.0 to conduct T-test, one-way ANOVA, Pearson correlation coefficient and multiple regression for data analysis, it was confirmed that employment pressure was negatively related to self-esteem and professional satisfaction.

#### 2.2.2 Previous Studies at Home

As for China, a country with a large population in the world, domestic scholars and research institutions have been studying the reasons for the employment pressure on college students. Different

from foreign researchers, Professor He Ping(2010) (He, 2010), a domestic researcher, found through investigation and statistics that his major had poor employment prospects and small market demand. Low professional quality is an important source of employment pressure for college students. In general, the employment pressure of students majoring in science and medicine is smaller than that of students majoring in liberal arts, and the employment pressure of students of specific majors is also different due to different employment backgrounds, market environments, and professional development prospects. Research on this aspect has never stopped in China. Dong Yuqing (2013) (Dong, 2013) surveyed the employment pressures of college students and concluded that there are many reasons for the employment pressures of college students, mainly caused by structural contradictions caused by society and the high threshold of educational requirements of major employers. In addition, there are many reasons why the quality of graduates cannot match the development of the market economy. In addition, Yang Yazong(2020) (Yang, 2020) summarized the data collection and research and believed that the current employment difficulties of college graduates can be attributed to three aspects, namely, the large number of graduates, unequal ability and mentality, and prominent structural contradictions. At the same time, Chinese researchers Chen Chunhua and Yue Zenggang (2020) (Chen & Yue, 2020) analyzed the differences in the employment pressure of students in four universities by formulating the Employment Pressure Survey of Chinese College Students and drew a general conclusion that the employment pressure mainly comes from society and individuals.

Researcher Qu Yue (2023) (Qu, 2023) made a basic judgment on the current employment situation based on the current social situation and believed that the fundamental solution to structural unemployment was to adjust the economic and industrial structure and human capital structure to match the labor demand and supply side. However, the general approach could not effectively play a significant role in the short term. In the context of the increasing

uncertainty of the current external environment, the structural contradictions of employment not only reflect the differences between groups but also have more complex and changeable forms and characteristics. It is helpful to solve the problem of structural unemployment to grasp the specific group characteristics and complex forms.

Finding the source of employment pressure is helpful for future college graduates to find the right direction of development, and overcome the psychological barriers brought by employment pressure to graduates, to alleviate the phenomenon of over-saturation of graduates, employment pressure, and the resulting social problems becoming more and more serious.

### **2.2.3 Summary**

The employment pressure on graduates has become a major social problem that is not neglected in China today. The causes of this problem are diverse, including the influence of the external environment and personal psychological quality. Therefore, students in different universities have different pressure responses on the issue of career choice. Moderate employment pressure will improve the alertness of graduates, face the career choice with the most full enthusiasm, and choose a suitable career with rational thinking; However, being excessively affected by employment pressure will be counterproductive, cause serious psychological trauma to newly graduated college students, and even affect the coordination and rationality of employment in various industries of the country.

To better reduce the negative impact of employment pressure, amplify its potential advantages, and let ordinary college graduates find a suitable career for themselves, Ensuring full employment in all major industries, the author analyzes the underlying causes of the employment difficulties of college graduates and finds out the methods suitable for contemporary Chinese college graduates to choose careers, let more people find jobs with ease and happiness.

## **3. Research Methods**

### **3.1 Research Questions**

This study aims to explore the impact of employment pressure on college graduates, and further explore how to reduce the negative impact of employment pressure on job seekers, to fully improve the employment rate and make the employment market reach a certain balance. The research problems of this paper include two main aspects.

- (1) What impact will the employment pressure bring on college graduates?
- (2) How to solve the employment pressure of graduates?

**3.2 Research Participants**

This research mainly uses the questionnaire survey method, and the experimental objects are students of Shandong technology and business University. Understand the employment pressure and employment psychology faced by graduates, and analyze the impact of employment pressure on college students and solutions.

**3.3 Data Collection**

**3.3.1 Choices of Methods**

**Questionnaires**

Based on the questionnaire prepared by the author for some students of Shandong University of Technology and Business, the questionnaire has 13 questions in total and analyzes the employment pressure of college students from three aspects: the source of employment pressure, the impact of employment pressure, and the methods to employment pressure.

**3.3.2 Data Collection Procedure**

**Pre-questionnaire**

To investigate the negative impact of employment pressure on college graduates and ensure the authenticity, effectiveness, and credibility of the outcome of an inquiry, the author conducted a questionnaire survey before analyzing employment pressure.

**Post-questionnaire**

In the study, after the questionnaires were collected, they were screened. Rejecting some invalid questionnaires were removed, entered the valid questionnaires into statistics. Finally, the data were derived using Excel software.

**3.4 Data Analysis**

The questionnaire is mainly produced by questionnaires star, which is a platform principally used to make online questionnaires, its advantages such as is fast, easy to use, and low cost are widely used by enterprises and individuals; After collecting the questionnaire, Excel (2017) was used to analyze the data the questionnaire.

**4. Research Results and Discussion**

**4.1 Employment pressure will bring mental pressure and behavior guidance to college graduates**

Through the analysis of the results of the questionnaire, the analysis of the impact of employment pressure on college students has achieved a certain effect, and the questionnaire is consistent with the results of previous studies. The main performance is that employment pressure will affect the normal life and study of graduates, and produce anxiety, but at the same time, employment pressure will also produce a positive effect, driven by employment pressure, graduates can improve their cognitive and social skills.

**Table 4.1 Analysis of sources of employment pressure of college students**

Options	Proportion
Peer pressure	86.67%
disparities between supply and demand	40%
Ability and mentality are not equal	76.67%
High enterprise requirements	76.67%

The data shows that the competition among college students, such as the demands of academic work and the pursuit of achievements, has led to pressure from peers during the period of school for some people, which has resulted in employment pressure due to the increased competition after graduation.

**Table 4.2 Analysis of the impact of employment pressure on graduates**

Options	Proportion
Cutthroat competition	33.33%
Exercise cognitive and social skills	70%
Provide power	36.67%
Produce self-denial	63.33%
Create frustration	53.33%
Produce anxiety	86.67%

From this data analysis, it can be concluded that employment pressure has a variety of impacts on college students. It will not only bring negative psychological pressure to graduates but also have a positive role in promoting.

#### 4.2 A correct understanding of the future is an important

#### breakthrough to solving the employment pressure on graduates.

The lack of a correct judgment of their abilities will lead to college graduates' ambitions. Therefore, an exactness understanding of the future can enormously reduce the employment pressure of graduates.

**Table4.3 Analysis of college students' requirements for occupation**

subject	Options	Proportion
Would you rather work for a large company or a small company	A.Large company	93.33%
	B.Small company	6.67%
What salary level are you looking for	A.Less than 2000 yuan	0%
	B.2000—3000 yuan	0%
	C.3000—4000 yuan	10%
	D.More than 4000 yuan	90%

The survey elaborates that college students have high expectations for their future career choices. In terms of career choice, they are more inclined to choose decent and high paid jobs.

**Table4.4Research on college students' own ability**

Options	Proportion
No special advantage	23.33%
Have work experience	46.67%
Proficient in office software	60%
Strong communication skills	70%

The data illustrates that college students generally subjectively believe that their communication and expression ability is superior to other employment competitors, but according to the

survey, they have no strong advantage in real hard power.

Through the analysis of the above data, it is shown that their ability and their mentality are not equal, which leads to the difficulty of choosing a career for college students and the important reason for employment pressure; To change this situation, the most urgent thing to be solved is to change the concept of career choice of college students. There is no high or ignoble occupation. We should realize the equality of occupation, establish a correct concept of career choice that can effectively solve this problem, and also start from ourselves to find the most suitable job rather than the most "decent" job. Greatly improve the current social unemployment number is large, and the uneven distribution of the labor force in vocational positions.

#### 5. Conclusion

Nowadays, the employment pressure of college graduates is increasingly grievous, analyzing the causes of employment pressure and proposing solutions can enormously reduce the negative impact of employment pressure. The empirical analysis of the employment pressure of college graduates in China can provide a good employment direction for graduates, at the same time, society and enterprises can fully realize talent saturation. By using the method of a questionnaire, the author studies and analyzes the sources of college students' employment pressure and the reasons for their employment pressure, and puts forward solutions. According to the survey, establishing a correct concept of career choice can effectively solve the problem of college students' employment difficulties. Through this research and data analysis, the conclusions drawn from the questionnaire survey of college graduates have their significance and research value. Based on the survey results, the author gives some suggestions to clarify his direction, while learning his professional courses, he should establish a correct outlook on career selection and choose a career suitable for himself.

However, while achieving established results, this study also has some defects and deficiencies due

to the small scope of research and relatively small sample size, so this study can only be regarded as a case study. In the future, the author will conduct further research and analysis on employment pressure according to the variability of social forms.

### Conflict of Interest

The authors declare that they have no conflicts of interest to this work.

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