

# Analysis and Research on the Phenomenon of "Slow Employment" among College Students under the Background of the New Era

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**Abstract:** In the context of the continuous development of the social economy, the continuous optimization of the industrial structure and the changes in people's concepts will lead the emergence of some new phenomena, such as the increasing popularity of the "slow employment" phenomenon among college graduates in the current social environment. The emergence of the phenomenon of "slow employment" among college graduates is related to multiple causes. For example, the difficult employment environment, the lack of core competencies among college students, and the imperfect career development education in colleges and universities. In the current environment, in-depth discussion of the specific reasons leading to "slow employment" and in-depth consideration of the specific strategies to solve the problem can provide reference for practice.

**Keywords:** New Era; College Students; "Slow Employment"; Cause Analysis; Solution Strategy

## 1. Introduction

Employment is one of the problems that society is concerned about, and the employment rate is one of the important indicators of social development, so it is very necessary to emphasize the solution of employment problems based on the perspective of social development. The current employment of college graduates Doing research found that in the current context, college graduates are generally "slow employment" phenomenon, this phenomenon did not receive attention when it first appeared, with the phenomenon becoming more and more obvious, began to have a lot of

scholars to study this phenomenon. Through in-depth research, it is found that the reasons leading to the "slow employment" of college students are diversified, and the long-term development of this phenomenon has many adverse effects on the employment mentality of college students and the sustainable development of the society, so in-depth discussion on the reasons leading to this phenomenon, and think about effective measures to solve this problem have outstanding practical significance [1].

## 2. An Examination of the "Slow Employment" Phenomenon among College Students

Analyzed from the perspective of conceptual interpretation, the so-called "slow employment" refers to the phenomenon that some college graduates do not intend to be employed immediately after graduation, nor do they intend to continue their studies, but temporarily choose to go on study tours, go on mission trips, stay at home with their parents, or do entrepreneurial study tours, and think about the path of life slowly. According to the relevant statistical survey results, more and more graduates of China's college students are saying goodbye to the traditional "work after graduation" mode, and then developed the "slow employment family". At present, "slow employment" has become a common situation in the employment of college students in China, and the study of this phenomenon has outstanding practical significance [2].

Researchers have made a comprehensive analysis of the phenomenon of "slow employment", from the analysis results, this phenomenon will lead to a number of adverse effects, for example, the continuous increase in the number of college students "slow

employment” will lead to a certain imbalance in the structure of the labor force in the employment market, and some students may fall into the trap of avoiding employment. At the same time, some students may fall into the vicious circle of avoiding employment and wasting time, which not only has a negative impact on the sustainable development of society, but also has a significant impact on personal growth and the realization of personal values. Of course, some researchers believe that the emergence of this “slow employment” phenomenon also has certain benefits, such as college students choose “slow employment” after graduation, can use the time after graduation for self-improvement, which is a significant help for college students to improve their employability. For example, after graduation, college students can utilize the time after graduation for self-improvement, which is of great help to their employability. Moreover, in the process of “slow employment”, college students constantly think about their own life planning, which has a significant impact on college graduates' clarification of their own life development goals, etc. In general, “slow employment” has a significant impact on college graduates' career development. Generally speaking, the impact of “slow employment” on the sustainable development of society has both favorable and harmful sides, and from the results of comprehensive discussion, the harms outweigh the benefits, so in the current social environment, it is necessary to discuss “slow employment” in depth and solve the specific problems. Therefore, in the current social environment, it is necessary to discuss “slow employment” in depth and to solve specific problems in order to curb the continued development of “slow employment” [3].

### **3. Analysis of the Causes of the "Slow Employment" Phenomenon among College Students**

To solve the problem of “slow employment” of college students, we need to first understand the specific causes of the “slow employment” problem, so that the deployment and implementation of measures to address the causes of the “slow employment” problem can be solved. The problem of “slow employment” can only be solved easily.

Nowadays, different research institutions and scholars have analyzed the problem of “slow employment” from different perspectives, such as from the perspective of society, universities, students, etc. From the results of the research, the causes of the “slow employment” problem are as follows.

The first is the social reason, that is, the general employment environment caused by various factors. After entering the 21st century, in order to actively develop higher education and cultivate high-quality talents, China's universities have opened the road of enrollment expansion, which makes the number of college graduates rise year by year. And the current situation is the slow development of social economy, the market job reduction, in the face of increased demand for employment, “double-decrease” policy implementation, etc. makes the employment difficulties of college students more and more prominent. In front of the unprecedented severe employment situation, college students need to face huge employment pressure, but the social response mechanism has not yet provided a suitable environment to cope with it, but gave birth to the college student groups of the “involution” and “internal consumption”, which makes the disharmony competition. Instead, it has given rise to “inward spiral” and “internal conflict” among college students, which makes the unholy competition intensify. In addition, the continuous development of high-tech needs a large number of high-level labor force, but China's current talent training structure to cultivate college students can not meet the requirements, so there is a mismatch between social supply and demand and other issues. Comprehensively speaking, a variety of factors have led to a more difficult employment environment, and college students in such an environment, the enthusiasm for employment has been hit, so a lot of people choose to “slow employment” [4].

The second reason is that colleges and universities do not have comprehensive career development education. Colleges and universities are the main place for talent cultivation, and career development education is a knowledge and skill reserve that students must have in the process of growth. Analyzing the current college education, it

can be seen that many colleges and universities have imperfect career development education mechanism, lack of supporting education and teaching system, lack of practice platform, and problems with the equipment of teachers, which lead to students in the process of education can not make a scientific and reasonable planning for their own careers. According to the current research, students' career planning ability has a positive effect on their employment willingness, employment goal establishment and employment direction selection, etc. Because the current education mechanism for college students' career development is not perfect, the school can not provide support for students' career development planning, so students will enter the "lost period" after graduation. "This situation also leads to the emergence of "slow employment" [5].

The third reason is the family level, which is mainly due to the traditional family's view of career that hinders the growth of college students. Parents are the first teachers of their children, and the influence of parents' thoughts and behaviors on their children is enormous. According to the current social survey, traditional Chinese families tend to teach their children to choose stable jobs such as "civil servant" or "teacher" after graduation, or teach their children to get a postgraduate degree to improve their academic qualifications. This situation has led to a large increase in the number of people taking the entrance exam for graduate school and public service every year, and the corresponding proportion of job acceptance will continue to decline. According to the current social survey, there are many college students who are determined to take the public examination or graduate school, but they fail to get what they want for many years, in this case, they are still reluctant to get a job and adjust their career development direction. Generally speaking, there are deviations in the education of children in traditional families, especially some strong families intervene too much in their children, do not understand and respect their children's employment wishes, and lack of employment guidance for college students, so the employment of college students appears to have a high rate of departure, instability and other phenomena, which makes it difficult to accept the employment status

quo for more college students, and so they choose to be "slow to find employment. This phenomenon makes it difficult for more college students to accept the employment status quo, so they choose "slow employment" [6].

The fourth is personal reasons, mainly due to the insufficiency of core employment ability of college students. As far as the core employment ability of college students is concerned, it refers to the knowledge and skill sets that support the smooth, high-quality and sustainable employment of college students. From the results of the survey and research, the current college students generally have the phenomenon of insufficient personal core employment ability, which is specifically manifested in unclear career development planning, lack of comprehensive quality ability, weak innovation and entrepreneurship consciousness, low psychological quality and so on. To analyze the students' career development planning, if students are not able to accept the scientific career development education, then the students have no clear concept of career planning, they will not seriously think about their own strengths and specialties, not to mention the prospect of career development thinking, this phenomenon leads to the result that the students are unable to understand the characteristics of the profession, unable to grasp the core competencies that need to be possessed by the students in the process of career development, so in practice, there will be a lack of core employment ability of individual. Therefore, in practice, career development and personal ability growth do not match [7].

#### **4. Countermeasures for the Phenomenon of "Slow Employment" among College Students**

The prevalence of the problem of "slow employment" in colleges and universities is a significant harm to the sustainable development of society, so after grasping the causes of the problem of "slow employment" based on the causes of the deployment and implementation of appropriate strategies, so that students can effectively alleviate the problem of "slow employment". Slow employment" problem can be effectively alleviated. As far as the current practice is

concerned, the solution to the problem of “slow employment” of students in colleges and universities needs to start from the following aspects.

The first is based on the social development point of view to correctly guide and formulate relevant policies for the employment of college students, so as to achieve the purpose of helping college students to find employment. The social environment has a significant impact on the job-seeking opportunities, job-seeking environment, job-seeking judgment and orientation of college students. Considering from the social level, to actively improve the problem of “slow employment”, we need to emphasize the following: (1) Starting from the ideology of employment in society, we should positively guide the students, make use of the socialist core values to lead the students, and intervene in the undesirable patterns of the students such as the “laying down” pattern, so as to help the students to find jobs. (1) Positive guidance from the social ideology of employment, using socialist core values to guide students and intervene in their negative patterns, such as “lying down”, so as to create a positive employment atmosphere. (2) Formulate corresponding employment policies for fresh graduates of colleges and universities, and strengthen cooperation between the government and colleges and universities. Colleges and universities should establish employment feedback channels for graduates, and colleges and universities should give feedback to the government on the employment situation of graduates. The government will formulate relevant strategies on the basis of the information, realize cooperation with enterprises, set up special recruitment for fresh graduates, regulate the employment market, and expand employment channels to encourage fresh graduates to be actively employed. At the same time, the government also encourages college students to start their own businesses by means of favorable policies. Generally speaking, the problem of “slow employment” will be solved gradually by improving the social environment so that students' enthusiasm for employment will be enhanced [8].

Secondly, colleges and universities need to actively optimize career education, and do a good job of employment guidance and

employment assistance. In terms of specific work, the measures are: (1) the implementation of “one-to-one” employment planning and guidance. Teachers can do careful guidance based on the specific situation of the students, such as professional situation, personality characteristics, future development intentions, and help students to formulate future development plans. On the basis of the planning, the students will think about the direction of development on their own, and the teacher will mainly answer the students' questions. In this way, students' self-knowledge and career development knowledge will be clearer, and their employment will have a clearer goal. (2) Provide courses such as “Career Planning” in school education practice, and draw up the syllabus and course plan based on the characteristics of college students. In the process of course organization and development, experts from inside and outside the school or outstanding alumni can be invited to give special lectures. Through the complete course teaching to help students build a scientific sense of employment and career awareness, so that students in the graduation employment practice, the content of their thinking will be more comprehensive. In addition, a practical platform can be set up in the process of teaching students' career development planning, so that students can actively participate in practical training, which has a positive effect on improving students' practical employment ability. (3) Pay attention to the difficult-to-employ groups, build an employment platform for these students, and at the same time, do employment skills counseling, and ultimately realize the precise assistance to help students successfully employment [9].

Thirdly, we need to emphasize employment guidance and support from family education. The role of rational family guidance is huge. From the family point of view, it is necessary to actively cultivate college students to be optimistic and dare to face challenges, and to let college students have a scientific understanding of job search failure. Secondly, families need to change the traditional and conservative employment concepts, in the process of employment of college students, parents need to make rational analysis of job search categories, job income, work

environment, etc., and to avoid the phenomenon of excessive stability, so that families will be removed from the “iron rice bowl” of the student's employment position, and turn to care for the student's own willingness to look for jobs and work direction. Instead, they should be concerned about the students' own job-seeking wishes and work direction. In addition, families should give correct guidance to college students in their job search, encourage them to be self-reliant, actively avoid the phenomenon of “chewing on the old man”, and help them to establish the concept of “employment before choosing a job”. In addition to the above, families should actively avoid “over-protecting” college students, give students a certain degree of “employment pressure”, encourage students to go deep into the grassroots, starting from the grassroots, and encourage them to go to the places where the motherland needs [10].

The fourth is to emphasize the cultivation of scientific and reasonable employment concepts from the perspective of individual college students. In university education, students should be allowed to correct their learning attitudes, and at the same time, they should analyze the current situation and development prospects of their majors, so as to grasp the future direction of employment. At the same time, students should be guided to cultivate their interests, explore their own strengths, and combined with their own professional planning and positioning of their future development, so that students will have a clear understanding of their future growth direction. On the basis of knowing their future development direction, students are guided to study employment-related content during summer and winter vacations or other times to continuously enrich and strengthen themselves, so that their core competitiveness in employment will be significantly improved. Near the time of graduation, college students need to combine the current employment environment to sort out their own strengths, weaknesses, etc., and based on the integration of resources to position themselves scientifically, so that their own employment process will be more targeted, and their motivation to meet the challenges will be more adequate.

## 5. Conclusion

In conclusion, under the current social environment, the employment pressure of college students has increased unprecedentedly. In the face of complex and difficult employment environment, how college students should be scientifically and reasonably employed is not only a problem for society to think about, but also a problem for schools and students to think about. In front of the huge employment pressure, the phenomenon of “slow employment” of college students is getting more and more intense, and the negative impact of this phenomenon is huge, so we should actively solve the problem of “slow employment”. The article analyzes the causes of the problem of “slow employment” and discusses the strategies to solve the problem based on the causes, aiming at guiding the practice.

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