

Research on the Influencing Factors and Countermeasures of College Counselors' Job Burnout

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Abstract

In the daily study and life of college students, college counselors have the closest and frequent contact with them. Therefore, the professional quality of college counselors has been paid more and more attention. However, because college counselors need to take on multiple roles when they are in contact with students and deal with various student emergencies, college counselors face many difficulties in dealing with these problems. Therefore, some counselors start to work. Produce job burnout. Based on this, this article analyzes and summarizes the job burnout performance of college counselors, and finds the factors and problems that affect counselors' job burnout, and then proposes targeted strategies for these factors and problems to improve college counseling Professional satisfaction and happiness of employees.

Keywords

College counselors, job burnout, influencing factors, countermeasures.

1. The Main Manifestations of College Counselors' Job Burnout

The job burnout of college counselors is mainly manifested in the following points:

1.1. Insufficient Work Enthusiasm and Motivation

The target of contact with college counselors is college students, and they are mainly responsible for the students' ideological and political education, dealing with students' daily life and learning problems. When dealing with these daily tasks, it takes a lot of energy and requires counselors to target specific tasks. Constantly changing their roles due to events and nature. If things go on like this, it will cause too much physical and psychological stress for the counselor. If you can't quickly adjust and change your role according to the specific situation, it will lead to physical and mental fatigue of the counselor and enthusiasm for work. It will also be greatly reduced, resulting in depression, and then resulting in insufficient work motivation.

1.2. Too much Work Pressure and at a Loss

Due to the nature of the job, the social recognition of the work of counselors is relatively low, and the income is relatively low. These reasons have deepened the sense of helplessness and pressure in this profession to a certain extent. In addition, some schools will use the employment rate and postgraduate entrance examination rate as evaluation indicators when evaluating the performance of counselors. These invisibly increase the work pressure of counselors. It is difficult for some target counselors to achieve, or achieve. The probability is almost zero, so helplessness will increase dramatically. This kind of work needs to be repeated year after year, day after day, to a certain extent, it will make the counselor feel boring, of little significance, and the work enthusiasm will be greatly reduced, thereby reducing job satisfaction and satisfaction.

1.3. Settle at the Status Quo and Lack Innovation

The job of counselors is relatively stable, coupled with the nature of the work, so that they will be content with the status quo to a certain extent, lacking adventurous and innovative spirit. Dealing with all kinds of trivial tasks every day, over time will become numb to this kind of work state, and rarely take extra experience to seek innovation.

1.4. Indifference, Lack of Patience and Compassion

The management of college students is based on majors and even grades. Therefore, it is more difficult to manage and requires targeted management. This requires counselors to invest more energy and time to understand students. But because the content of the counselor's usual work is very trivial, most of the energy and time are occupied by these things, and there is basically no personal leisure time. If things go on like this, to a certain extent, the work of this intensity will cause the counselor to feel exhausted physically and mentally, which will affect the working state, the thinking and behavior pattern will be solidified, and he will be in a passive state at work, and his work patience will gradually be worn down. Exhausted. Over time, there will naturally appear to be indifferent to some things, that is, indifferent psychology, it is difficult to empathize with the problems encountered by students, and the sense of responsibility and compassion will gradually fade or even disappear.

2. Analysis of the Factors Causing College Counselors to Produce Job Burnout

2.1. Social Factor

When colleges and universities are recruiting counselors, the recruitment conditions and requirements are basically based on academic qualifications, political outlook, whether there is student work experience, and age. Few colleges and universities will require specific majors. Therefore, many Graduated college students can apply for the position of counselor even if they are not majoring in student management or even without work experience. Such a relatively wide-ranging application mechanism will inevitably make the applicants lack of understanding of the actual work, resulting in the inability to adapt to the job as soon as possible after applying for the counselor, and more and more feel that the actual work situation of the counselor is in line with their own expectations The gap, and then the problem of job burnout.

2.2. School Factor

The daily work of the counselor has exceeded the range that the counselor can bear to a large extent, such as student employment problems, mental health problems, etc., because these types of problems are relatively professional, it is necessary to have professional knowledge in this area Teachers come to guide and educate. Because some counselors do not have professional knowledge in this area, they will inevitably have deviations when conducting counseling and education in this area and fail to achieve the expected results. In addition to contacting students, the work of counselors also needs to connect with many departments and leaders within the school. Therefore, in addition to spending a lot of time on students, it also takes time and energy to deal with other things, which leads to The work of the counselor is very heavy, neither scientific nor reasonable. If things go on like this, counselors will inevitably get tired of coping with these complex and onerous tasks, leading to job burnout.

2.3. Personal Reason

With the development of society, the speed of information dissemination is fast, and the ways for students to obtain information are not only convenient but also more diversified. This information is good or bad, resulting in students not being able to filter out harmful information in a timely and effective manner when receiving this information. How to prevent students from

receiving harmful information without being eroded by harmful information and distorting values is a problem that college counselors need to solve urgently, which brings great pressure to their work. Before entering the job, due to the lack of certain student management experience, after entering the job, many counselors will feel that the work situation is different from what they expected after they understand the real work situation. This contrast between ideals and reality will not be possible in a short time. If you accept it, you cannot face the job with a good attitude. In the long run, negative psychology will occur, job satisfaction and enthusiasm will be greatly reduced, and even perfunctory situations at work will occur, which will lead to job burnout.

3. Countermeasures and Suggestions for Eliminating Job Burnout

3.1. Strengthen the Emphasis on the Profession of Counselors, and Enhance their Social Status and Recognition

Strengthen the counselor's sense of professional identity through the school's internal attention. Widely publicize the importance and necessity of the position of counselor, so that all sectors of society can fully understand the important role of counselor work in the ideological and political work of colleges and universities, students' growth and talent, and campus safety and stability, create a good professional atmosphere, recognize and respect counseling Staff work.

3.2. Clarify the Work Content and Responsibilities, Strengthen the Incentive Mechanism

In response to the problem of unclear work boundaries for counselors, colleges and universities can formulate specific work content manuals that clearly explain the work responsibilities and tasks of counselors. Reasonably arrange the working hours of the counselors to ensure that the counselors have enough time to improve themselves after work, and free the counselors from the heavy work. Set up an incentive mechanism for the work content and nature of counselors to stimulate their enthusiasm and motivation for work, and enhance professional satisfaction and sense of accomplishment.

3.3. Strengthen Induction Training

Due to the particularity of counselor work and recruitment requirements, many recruited counselors lack professional knowledge, especially psychology knowledge. Therefore, colleges and universities can strengthen psychology and interpersonal communication when counselors are recruited. The above training enables the counselor to understand and deal with student problems from an empathetic perspective. In addition to strengthening training in professional knowledge, it is also necessary to train the counselor's ability to withstand stress, so that he can calmly deal with a series of unexpected factors that may arise in the work of counseling.

3.4. Standardized Assessment System

For work tasks that the instructor cannot complete, the assessment requirements can be appropriately reduced, such as the employment rate and postgraduate entrance examination rate of students. The instructor can only guide and help students reasonable employment from the side, allowing students to choose whether to enter the postgraduate entrance examination according to their personal interests. The postgraduate entrance examination rate cannot play a direct role. Therefore, the evaluation system in this area can be set up to be more humane and flexible to handle and assess, instead of blindly looking at the data such as the postgraduate entrance examination rate and employment rate.

4. Concluding Remarks

Job burnout is a common problem in modern society, and college counselors are no exception. Therefore, on the basis of in-depth understanding of college counselors' job burnout performance and analysis of the causes of counselors' job burnout, it is necessary to explore ways and means to adjust counselors' job burnout, and provide ideas for solving college counselors' job burnout, so as to further optimize counseling Strengthen the professionalism of counselors, improve the effectiveness of ideological and political education, and better serve students.

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