

# **Empirical Study on the Employment Situation of College Students in the Background of the Epidemic**

## **-- Takes Three Universities in Changde, Hunan Province, as an Example**

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### **Abstract**

**The number of college students in China is increasing year by year, and the employment of college students faces new challenges and problems under the background of the epidemic is particularly prominent. It is of some significance to study the current situation of college students under the impact of COVID-19, and to guide and cultivate their diversified employment values. This research is committed to this. College students from three universities in Hunan as the research object, The questionnaire was used to understand the employment concept of college students under the background of the epidemic from the three dimensions of employment tendency, employment planning and employment selection; The results were also analyzed by SPSS25, The results showed a significant correlation between the degree of the epidemic on college students and the factors related to career planning, The correlation between the degree of the epidemic on college students and the factors related to career selection is also highly significant, All of the significance-level P-values were less than 0.01; Finally, the paper discusses improving the employability of college students, The Enlightenment of Cultivating the Diversified Employment Values of College Students, Including the discipline construction of institutions of higher learning, it is in line with the market, To guide and promote the diversification of college students' employment tendency and guide college students to reasonably adjust their employment goals, To promote the diversified development of college students' employment planning and enhance their sense of responsibility and mission, Promote the career choice of college students to the diversified direction.**

### **Keywords**

**Epidemic Background; College Students; Current Status of Employment View; Empirical Research.**

### **1. Foreword**

The COVID-19 pandemic, which began in late 2019, caught everyone off guard, including the employment of college students. Under the current grim employment situation of college students, it is very helpful and necessary to understand the diversified employment values of college students and compare and study them and get enlightenment to relieve the employment pressure of college students and solve some practical problems of college students. For college students, this can not only strengthen their awareness of current social employment, but also allow them to consider employment according to their actual situation. For universities, universities should try their best to help them relieve employment anxiety and guide them to establish scientific employment planning and selection; cultivate diversified employment values to meet the employment ecology of the epidemic.

## 2. Research Design

### 2.1. Subject Investigated

#### 2.1.1. Subjects and Samples

In order to achieve the research objectives, the research team planned to randomly select about 300 college students from three universities in Hunan for sampling survey. Due to the limited energy, the research team took the overall sampling, and actually randomly selected 320 students from 16 secondary colleges of Hunan University of Arts and Sciences, Hunan College of Applied Technology and Hunan Preschool Normal College to conduct a questionnaire survey.

### 2.2. Research Tool

#### 2.2.1. Questionnaire

After the preliminary literature research and visit survey, the research team members designed a targeted questionnaire collectively, and distributed it online and offline, but mainly online. The topic setting of this questionnaire consists of four parts, The first part is the collection of basic personal information, It mainly includes the gender of the subject and the major I have studied, This portion of the information was collected as a variable for the data analysis, The two variables were gender and specialty, This part of the data can determine the size of error of the survey results; The second part is to conduct a survey of the employment tendency of college students, It mainly includes the degree of college students' entrepreneurship, the type of occupation, the degree of their own interest, and the expectation of job hunting; The third part is to survey the employment plan of college students, It mainly includes the impact of the epidemic on college students, the degree of sudden public events on college students' career planning, the degree of college students' care about their physical and mental health, and the degree of factors affecting career selection; The fourth part is to survey the employment choice of college students, It mainly includes the impact of the epidemic on college students, the expected salary of college students, the impact of work salary on college students, the professional expectations of college students, and the status of college students' career choices according to their majors.

#### 2.2.2. Data Processing

In this study, SPSS25.0 statistical analysis software was used as a tool to analyze the questionnaire reliability with clonal Baha coefficient, and the composite mean and Pearson's correlation coefficient to analyze the degree of college student entrepreneurship, the type of occupation, the degree of interest of occupation tendency and the expected job hunting as variables.

## 3. Analysis of the Results based on the Questionnaire Survey

A total of 320 questionnaires were distributed and 314 valid questionnaires were recovered, achieving a 98% recovery rate and 100% efficiency. Clonal Baha coefficient was used to assess the effectiveness of the three dimensions of the questionnaire. The clonal Bach coefficients of these four dimensions were 0.919, 0.814, 0.838, and the reliability of the questionnaire was expected and the data results were reliable. From the data statistical analysis and results, the employment concept of college students is as follows:

### 3.1. Employment Tendency

This research team used a descriptive analysis to analyze the collected data on the employment tendency of college students in the SPSS25.0 statistical analysis software, The degree of college students' entrepreneurship, the type of occupation, the degree of professional interest and the expectation of job hunting as variables, Specific values are shown in Table 1, Of the 314 samples,

3.82% Ready to start a business, 25.48 Only Entrepreneurial Ideas, 0.96% In the school has completed the business start, 69.75% No entrepreneurial ideas; Of these, 18.8% tend to pursue freelance occupations (such as the "we media" industry, etc.), 74.84% tend to be stable occupations (institutions, administrative units, etc.), 6.69% tend to start their own businesses; The degree of 2.84% career preference for self-interest is 0, 55.1% Career preference Self-interest is 50%, The 37.58% career degree of self-interest was 75%, 4.46% The degree of professional interest is 100%; 40.76% Expected places to apply for jobs are Beijing, Shanghai, Guangzhou and Shenzhen, 35.03% In Jiangsu, Zhejiang and Shanghai, 60.19% Expected to find an emerging first-tier and second-tier cities, 43.63% Expected job-hunting place is the city where the graduation university is located, 60.51% are expected to return to their home city to apply for a job.

According to the 2020 college students employment report that " new crown outbreak of the college students' employment market, and college students employment tendency also due to the outbreak of certain changes, college students are more inclined to work in the second tier and other economically developed cities, also more inclined to choose larger private enterprises and state-owned enterprises employment." [1] combined the report with the data of this group, which shows that there is a significant downward trend of college students' tendency for self-employment in the post-epidemic era, But there are also a significant number of college students who are willing to start their own businesses, In career types, college students prefer stable occupations, I will also think more about the career that you are interested in, Both the group's research and the report indicate that college students prefer to choose employment in emerging first-and second-tier cities, Next by the more economically developed areas, However, because some college students in this university are oriented public-funded normal university students, Therefore, the proportion of "returning home city" in the data is also relatively large, But now national policies strongly support college students to return to their own businesses, The number of college students returning to the cities in their hometown is also growing.

**Table 1.** Distribution of employment tendencies

class	option	frequency	percentage
The degree of entrepreneurship	With the specific preparation to start a business	12	3.82
	Only entrepreneurial ideas	80	25.48
	I have already started my own business in school	3	0.96
	No entrepreneurial ideas	219	69.75
The inclined type of occupation	Freelance occupations (e. g. Media)	58	18.4
	Stable occupation (public institutions, administrative units, etc.)	235	74.84
	become self-employed	21	6.69
The degree of professional tendency to self-interest	0%	9	2.87
	50%	173	55.1
	75%	118	37.58
	100%	14	4.46
Expect a job	Beijing, Shanghai, Guangzhou, and Shenzhen	128	40.76
	Jiangsu, Zhejiang and Shanghai	110	35.03
	Emerging first-tier and second-tier cities	189	60.19
	The city where the graduation university is located	137	43.63
	Return to your home city	190	60.51
Total sample size		314	

### 3.2. Employment Planning

The collected data on employment planning for college students were analyzed by bivariate correlation analysis in the spss25.0 statistical analysis software, The correlation between the impact of the epidemic and the impact of sudden public events on career planning and the concern of physical and mental health was analyzed, The specific data are shown in Table 2, The result is that the degree of impact of the epidemic was positively correlated with the degree of sudden public events on career planning for college students ( $r=0.899$ ,  $P=0.00<0.01$ ), A positive and significant correlation occurred between the impact of the outbreak and physical and mental health care ( $r=0.799$ ,  $P=0.00<0.01$ ), The degree of concern about physical and mental health was positively correlated with the impact of sexual public events on career planning ( $r=0.787$ ,  $P=0.00<0.01$ ).The results show that both the epidemic and sudden public health events have a very significant impact on college students' employment planning, and the greater the impact of the epidemic on college students, the more college students will care about their own physical and mental health problems. There are many reasons that affect college students' career planning, The panel identified the impact of personal interests (6.36)> Working environment (5.61)> Income and benefits (5.41)> Work stability (5.14)> Physical and mental health (4.68)> Personal growth space (3.26)> Occupational freelance (3.21)> Work prospects (3.05)> Social status (2.27), Note: The average comprehensive score of each factor is included in brackets, The results show that college students will pay great attention to their personal interest when making career planning, The second is to consider the work environment, work salary and welfare, work stability and so on.

**Table 2.** Analysis of the impact of the outbreak and factors related to career planning

metric	The impact of the epidemic	The impact of sudden public events on career planning	The degree of physical and mental health care
The impact of the epidemic	1		
The impact of sudden public events on career planning	.899**	1	
The degree of physical and mental health care	.799**	.787**	1

pour:\*And\*\* $P <0.05$ , and  $P <0.01$ , respectively.

### 3.3. Employment Options

The bivariate correlation analysis in the spss25.0 statistical analysis software analyzed the data of college students, analyzed the influence of the epidemic, the impact between the starting salary, working salary, the expected status, professional career selection status, the specific data are shown in Table 3.The result was that the impact of the epidemic was positively correlated with the expected starting salary status of college students and was significantly correlated ( $r=0.824$ ,  $P=0.00<0.01$ ), The positive correlation between the degree of the impact of the epidemic and the degree of work salary on the career of college students ( $r=0.849$ ,  $P=0.00<0.01$ ) and the expected salary status was positively correlated with the impact of job salary and highly significant ( $r=0.913$ ,  $P=0.00<0.01$ ); The impact of the epidemic was positively associated with the expected professional status of college students ( $r=0.747$ ,  $P=0.00<0.01$ ), The impact of the epidemic was positively correlated with the status of college students' career selection by profession ( $r=0.779$ ,  $P=0.00 <0.01$ ), and the expected professional status of college students was positively correlated to the professional career selection status of college students, and the correlation was very significant ( $r=0.708$ ,  $P=0.00 <0.01$ ) The results indicate that the epidemic will affect the new expectations and professional expectations of college students, Thus, it further causes the influence degree of the career choice and the career choice of college students according to their majors.Among them, the work salary has a great impact

on college students' making career choices, Most college students choose occupations with relatively high salaries, Since different people have different influencing factors, The proportion of work starting salary is similar at each level, At present, most college students think that their professional expectations are good, College students also choose a large proportion of occupations according to their own majors, Considering the comparison of the data in the Annual Report of the Employment Quality of Graduates of General Universities in 2020 in Hunan Province with the data collected by this research group, In the post-epidemic era, most college students will choose to work in areas with good economic development, And is more willing to choose a stable work and enterprise work.

**Table 3.** Analysis of the impact of the outbreak and factors related with career selection

metric	The impact of the epidemic	Expect starting salary status	Impact degree of job and salary career choice	Professional expectations	Status of career selection by specialty
The impact of the epidemic	1				
Expect salary status	.824**	1			
How much job salary affects career choice	.849**	.913**	1		
Professional expectations	.747**	.864**	.814**	1	
Status of career selection by specialty	.779**	.748**	.849**	.708**	1

pour:\*And \*\*P <0.05, and P <0.01, respectively.

### 3.4. Basic Conclusions

Based on the investigation of this group, under the background of the epidemic, college students mainly tend to be stable and interested in the work, and the tendency of self-employment shows a downward trend, and college students are more inclined to find jobs in economically developed cities.

The degree of the impact of the epidemic on college students and the degree of sudden public events on career planning for college students and their care about their physical and mental health are all significantly related.

There is a significant and positive correlation between the impact degree of the epidemic on college students, the expected salary status of work salary, the career selection degree of college students, the professional expectation status of college students, and the career selection status of college students according to their majors.

## 4. Reflection and Discussion

### 4.1. Self-adjustment and Improvement of College Students

Today's society is a diversified and diverse society. If college students' career goals and career expectations are stubborn, it will make it more difficult for college students in the job market. Now in the group of college students employment values gradually change, employment competitiveness, college students only correct employment mentality, adjust career expectations, in the face of employment, understand the epidemic social situation and the employment market, too picky and adapt to social development to let themselves from employment difficulties and set up scientific employment values in today's society. In the face of the epidemic and employment setbacks, college students can comprehensively analyze their

own and social problems, and view their career choices from a dialectical and development perspective."Open a new situation in difficulties, find their own positioning, fully understand themselves and establish diversified professional values, correctly face the epidemic and employment setbacks, improve their psychological tolerance, accept objective facts, and reasonably adjust their career expectations." [2] college students should adjust themselves in the employment situation, in the face of the current severe employment situation, the most important job of college students is to strive to enhance their employment competitiveness in employment, and college students to enhance their employment competitiveness during college is to study professional knowledge and actively participate in social practice, college students can according to their target career social requirements to improve themselves.

## **4.2. Guidance and Promotion of Colleges and Universities**

Diversified employment tendency helps to stabilize and promote social development. In order to avoid college students from keeping a single employment tendency unchanged for a long term, we can strengthen their education and guidance, and the subject of the school is also the key.

### **4.2.1. Promote Professional Construction with Market**

Institutions of higher learning can strengthen the integration of their own discipline construction with the market, and guide and promote the diversification of college students' employment tendency. Colleges and universities can innovate the evaluation mode of the students to strengthen the students to adapt to the different needs of the society. " We should adopt diversified evaluation methods to combine self-evaluation, teacher evaluation and student mutual evaluation." [3] This helps college students to combine their own characteristics with the specific needs of the society.As the way to solve the employment problem of college students, their majors, advantages, personality and cultivate diversified employment values of the social employment market enable college students to learn more employment information, which alleviates their confusion, anxiety and confusion in career selection and adapt more accurately and effectively in the social market.

### **4.2.2. Promote the Diversified Development of College Students' Employment Planning**

It is an important way to guide college students to reasonably adjust their employment goals and promote their diversified development to avoid social imbalance.In the context of the spread of the epidemic, the number of college graduates in China is unprecedented. Many enterprises have reduced their jobs due to the epidemic. In order to reduce the impact of the epidemic on college students, colleges and universities should promote the diversification of employment planning for college students.The employment plan of college students largely affects the employment situation of college students after graduation. A good employment plan is also a driving force for college students. The development of college students 'employment plan in a diversified direction can also solve some problems of college students' employment to a certain extent.Colleges and universities can promote the development of college students 'employment planning in a diversified direction by strengthening the awareness of college students' employment planning. " Colleges and universities can adopt the mode of full participation and the gradual penetration method to ensure that college students carry out employment planning." [4]

### **4.2.3. Promote the Career Choice of College Students to a Diversified Direction**

Multiple employment options can also make the society develop more steadily.College students are the hope of nation and country and the future development of society on contemporary young people, and college students are the main body of young people. Universities should adopt various ways to guide them to enhance social responsibility, let them pay attention to social responsibility; enhance the sense of mission of college students, let them shoulder the

historical responsibility and realize the mission of The Times. Colleges and universities are the main body of responsibility in enhancing the sense of responsibility and mission of college students. " However, society, school, family and network should be combined to jointly enhance the sense of responsibility and mission of college students." [5]

## 5. Conclusion

It is normal and reasonable for college students to change under the impact of COVID-19. In order to enable college students to grow and develop better after the epidemic, it is very important to understand the employment status of college students today and enable college students to form diversified employment values. For employment of different college students have different choices, there are many factors affecting their choice, social each main body can jointly strengthen the cultivation and guidance of college students employment values, let college students pay more attention to the national and social needs, in response to the national call, echo era concerns, the formation of multiple employment ideas, abandon utilitarian thoughts and self interests first, with The Times to adjust their employment mentality and goals. Diversification is the key to prosperity and development, and cultivating the diversified employment values of college students is one of the ways to solve the employment problem of college students.

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