

Connotation and Optimization Approach of University Students' Employment Ability Yang Hui

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Abstract: With the college expansion, the number of students increased dramatically, followed by a student employment difficulty. This paper describes connotation of the Students employability, analyze the problems of college students' employability, and finally the path to enhance the employability of college students.

Keywords: college students; employment ability; improvement.

INTRODUCTION

With the rapid development of knowledge and economy, our country's higher education entered the stage of popular education, the number of college graduates increased year by year, college students' employment has become an urgent social problem. College students' employment difficulty is mainly manifested in two aspects, on the one hand, unit of choose and employ persons is hard to find suitable talents, on the other hand, college students is hard to find jobs. The causes of college students' employment is a social, school, family and individual factors such as the result of comprehensive effect, but the lack of college students' employment ability but also the main factors of college students' employment. Therefore, how to promote contemporary college students' employment ability is a necessary choice to solve the college students' employment.

Connotation of Employment Ability

College students' employment ability is to adapt to changes in the job market, and the definition of the concept has a lot of kinds, but there is still no uniform definition. At home and abroad at present, the commonly of several kinds of graduates employability ability are defined: employability ability refers to achieve ideal employment to meet the needs of society and realize own value in the social life skills through learning professional knowledge, comprehensive quality cultivation the during the period of university[1], also some people think that the employment ability is a kind of personal ability, and usually for college students to obtain and maintain the ability to work. The international labor organization (ILO) points out that employment ability are ability of individual to keep their job, and progress and ability to cope with changes in work and life. Although different scholars or institutions to express different connotation of employ ability, but overall employment ability is no longer simply refers to a certain skill and ability, but rather a ability of maintaining employment, developing vocational and obtaining employment, and other requirements related to the comprehensive ability [2].

Problems of College Students' employment Ability Insufficient of Basic Ability

Basic ability refers to the original elements of college students for getting the job and entering into job market, which mainly includes the coordination ability, ability to obtain knowledge, organization and management ability, communication ability, practice ability and required ideological quality of the actual work, etc. Through the investigation and study, the employer to college students' basic ability degree of satisfaction was 36.73%, while the basic ability degree of satisfaction of college students for oneself was only 25.81%. Therefore, the precondition of successful employment is to improve basic ability of college student [3].

Fuzziness of Career Orientation

In order to adapt to the needs of the job market, the college student employment demands students to master the necessary skills for new jobs, and be capable of doing sufficient preparation, accreting positioning, attacking actively and making policy according to the requirements of jobs and their own advantages and disadvantages.

However, some university graduates are lack of accurate cognition of own goals, personality, emotion and so on, especially the lack of understanding for a particular career professional ability, professional personality characteristics, technical skills, professional environment, remuneration need. They don't know that they can do what work, and can be suitable for what profession; even they have the phenomenon of blindly conformity, overconfidence, and underachievement in applying a job post.

Psychological Problems of Selection Job

At present, some college graduates are lack of psychological diathesis training of necessary employment ability, along with more and more severe employment environment has brought large psychological pressure for college students, many graduates pursue the job security, good leisure, welfare benefits and so on, they are not willing to choose risky and challenging career, and more afraid to go into business for themselves. Therefore, some college students have anxiety, inferiority, fear and a series of psychological problems have different degrees of ambivalence of unification of ideal and reality, even appear even anxiety, inferiority, fear and a series of psychological problems [1], whole leading to college students can't obtain employment smoothly.

Short of Professional Application Ability

Professional application ability is an important part of university students' employment ability. Professional application ability is refers to the college students as a professional talented person, they should have professional skills to know how to apply the related professional knowledge, professional theory during the period of university to some professional work. The professional application ability including self-study ability, practice ability, professional knowledge and skills, creative ability and so on, which are able to support and promote college students' employment ability. However, some college students are short of professional knowledge in college phase, they only know the surface of professional knowledge. Therefore, they are not to mention how to apply professional knowledge to solve practical problems.

Way to Promote University Students' employment Ability

Strengthen the Practice Link and Professional Foundation

College students to master solid professional knowledge are to improve employment competitiveness and prospective career based on social, development innovation, whole are the basic conditions for success in business. In order to make college students to apply professional knowledge, All universities will deepen the personnel training mode, strengthening practice teaching link, adhere to the

teaching combined with productive labor to ensure efficiency of students experiment, practice and skill training results.

At the same time, all universities will organize college students to participate in social practice activities and the second classroom activity, and lets the student to participate in society, knowing society, understanding of social, which can cultivate the students' social adaptation ability, organization and coordination ability and interpersonal skills for developing the good employment [5].

Strengthening College Students' career Planning Guidance

University is a crucial stage of life and very easy to lost phase of the self. Many college students think that they laboured at twelve years study, and they finally get through "the university entrance exam ", the university should enjoy, relax and be the rest. In fact, the university is a place of dreams to begin, the starting point to realize the ideal. In order not to make this dream upon graduation and the ideal ending before staging, all University should guide and help students to set up career planning consciousness based on the comprehensive analysis of the family, society and individual to determine the best career goals and make effective to achieve this goal [6].

Strengthen the Cultivation of College Students' psychological Quality

College students often only pay attention to improvements of professional knowledge, practical ability, communication skills, and ignore the cultivation of the psychological quality, which will lead to confuse some college students to have anxiety, inferiority, fearing in the face of adversity psychological problems. Therefore all universities should strengthen the psychological education counselling for college students, especially to cultivate college students to pay attention to exercise indomitable personality in daily life; in the process of job-hunting, they can calm and clear the obstacles with positive attitude on the road success in order to reach the shore of victory.

Strengthening College Students' consciousness of Active Employment

College students is the main part of the job, how to arouse the enthusiasm of university students' employment and stimulate the inner potential of employment are the essence of the university students' employment difficult way. This requires student educators and administrators to make corresponding employment guidance to help college student career planning, cultivate students' initiative according to the employment situation and policy education, give play to college students' self-education, self-management, the ability of self service in order to make university student to actively search for relevant employment

information, take part in the job fair, seek employment chances

CONCLUSION

Cultivating college students' employment ability needs the joint efforts of the whole society in the face of incentive employment competition situation. All universities undertake to improve the comprehensive quality of college students, cultivate students' innovation consciousness and creative ability so as to gradually solve the problem of college students' employment. But college students should be all-round development, adjust good attitude and respond actively to improve the overall quality and the personal competitiveness of employment to meet the needs of society and achieve personal development.

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