

Analysis on the Superiority and Inferiority of University Student Cadres' Employment and Its Enlightenment

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Abstract: University student cadres play an important part of student affairs administration. This paper analyzes the superiorities and inferiorities in employment of university student cadres, and puts forward the suggestions for the cultivate of the student cadres, in order to promote the graduates to obtain the high quality employment positions.

Keywords: university student cadres; employment superiorities; employment inferiorities; ability in employment; university education

I. Introduction

"I worked very hard for four years as a student cadre, but today I have to work harder to get rid of this title." This was said by Hu Yue, a major student cadre of a college committee, when she was looking for a job. According to the common sense, the student cadres are excellent students selected from all the students. Their employment should have more superiority than the other students while after the practice of being a student cadres. They should be more favored by the employers in the job market. However, in recent years, we have heard from time to time that the student cadres are not popular in employers. Some companies even proposed to employ the student cadres with more caution, as what the former Hu Yue said.

The Central Committee of the Communist Youth League and the National Federation of Students have pointed out that college student cadres are the organizers, coordinators and executors of school education, management and service[1]. They are an important part of the student affairs work team as well as an important force to promote school reform, development and stability [2]. Most colleges and universities will emphasize on the selection, arrangement and assessment of student cadres, but neglect the cultivation of their ability in employment [3]. However, the training of student cadres is one of the ways to educate students in colleges and universities. The employability of student cadres is a reflection of the effectiveness of education. In the meantime, student cadres have certain prestige and influence among students. Thus, student cadres' employment confidence and situation will also have a certain impact on other students. Therefore, it can be seen that the analysis of the superiority and inferiority of

student cadres' employment and the enlightenment from it can not only guide the training of student cadres, but also improve the employment quality of college students. It meets the increasingly fierce competition in the social employment market, which has an important positive significance for the employment of college students.

2. Superiority of University Student Cadres' Employment

2.1. On Knowledge Level

2.1.1. Higher ideology and political quality

Due to the particularity work of student cadres, they usually support the management of student affair and organize the student activities under the leadership and guidance of the party office of university. This work has certain political nature. What is more, student cadres are also an important part in improving college students' ideological and political education [4]. Meanwhile, ideological consciousness and political literacy are important aspects of student cadre training and assessment. Therefore, the student cadres will have a better political sensitivity and overall situation consideration which lead to a better political qualities.

2.1.2. A more comprehensive knowledge structure

In the process of assisting the daily management and student affairs, the student cadres demand to have the knowledge of management, organization, formal writing, public speaking and so on. Moreover, because the student cadres have more contact with the instructors, the teachers, and the leaders of the various departments of the school, they have more opportunities to contact the society. Consequently, their knowledge and experiment are also more extensive compare to the other student. This is conducive to the formation of a more comprehensive knowledge structure of student cadres.

2.2. On Ability Level

2.2.1. Strong teamwork ability and communication skills

Being a student cadres, they need to deal with different teachers, school departments, student institutions, all the

students in university, and even social institutions and businesses. This leads to the situation that they have more practical opportunities to communicate with others. Consequently, their words and demeanor are more mature. At the same time, the teamwork work style required by the student cadre organization makes the student cadres more team-oriented and improve their ability of teamwork.

2.2.2. *Strong organizational management ability*

By participating in a large number of daily management tasks and the organization of student activities, student cadres can be well trained in event planning, and organization. So they are characterized by thinking and doing things more thoughtfully and calmly, having stronger comprehensive ability.

2.2.3. *Good analytical decision-making ability*

The work that a student cadres need to deal with usually is not an easy job just follow the instruction, but a large amount of complicated student affairs. This requires student cadres to have good analytical and decision-making skills in their work. They need to have clear mind and well organized at their work, to allocate time reasonably, to choose more efficient work methods, and even to innovate working methods. These practical experiences are good accumulation of student cadres before they apply for a company.

2.2.4. *Have better social resource*

Student cadres usually have a wider social relationship. The connection including the outstanding student in the university, teachers, and even social elites. This well connection can bring more social resources and even employment opportunities for student cadres. Meanwhile, having the experience of student cadres, they are also good at integrating various resources to enhance their abilities, seize more opportunities for growth, and improve competitiveness.

2.2.5. *Strong learning ability and adaptability*

Student cadres are students without working experience. Due to lack of experience, there are natural to be some unsatisfactory in assisting the university. Therefore, in the early stage of the work as a student cadre, they must have a good learning attitude, learning ability and psychological quality to better meet the needs of student cadres. This situation is similarly to the workplace environment for a new employee. Thus, the experience of being a student cadre can help them more easily to adapt to the new environment, integrate into new groups, learn new things and be willing to take responsibility, so that they can grow faster when they become an employee for a company.

3. Inferiority of University Student Cadres' Employment

3.1. Professional Quality of What They are Major in is not Outstanding

Although being a student cadre is a good opportunity for growth, it also consume a lot of time and energy, which will inevitably take up part of the time that can be used for learning. So some student cadres cannot guarantee enough time for study, especially for the major student cadres. Although most student cadres try their bet to balance learning and their student cadre's work, it is difficult to be at the top level in their major study due to lack of time. For some technical jobs with high professional technical requirements, employers usually want to choose the employee who has better professional qualities. In this case, the lack of professional quality has become an unfavorable factor for the employment of student cadres.

3.2. Dispersion of Advantages

Student affairs can train the ability of student cadres. But if they do not pay attention to personal strengths, integrate individual advantages, and form their own core competitiveness, it is easy to fall into the passive situation of advantages dispersion. Nowadays, the division of labor is becoming more and more detailed, and employment competition is becoming more and more fierce [5]. The employees need have at least one strong professional skill. Student cadres seems to have many skills, but every skill is not strong enough to be professional. And this is not meet the market demand. Advantages dispersion student cadres often found that many positions seem suitable for them to apply, but hard to successfully make it. They were defeated by the one who have one strong professional skill.

3.3. Uncertain Objectives for Choosing a Job

Due to the superiority of student cadres, they have more choices in employment. However, if there is no clear career planning and career goals, it is easy to fall into the passive situation which cannot find the most suitable one. Time and opportunities of graduates in the job search stage are very valuable. If one tries to apply for every potential position, they will spend a lot of time and energy. As a result, they are difficult to obtain more competitive and relatively high-quality jobs, even miss their employment opportunities in the hesitation. Uncertain objectives for choosing a job can also lead to frequent job hopping. And working in different kinds of job will do harm for the accumulation of work experience and future career development.

3.4. Strong Utilitarian Thoughts

Some student cadres are motivated by the title of student cadres. They want to be a student cadre in order to gain advantages for scholarships or awards competition as well as the sense of superiority. This kind of student cadres are characterized by inactivity, shirking tasks, and lack of dedication. These work styles will also be reflected in the unwillingness to endure hardships, avoiding difficult task, and dissatisfaction with work. These characteristics are also unacceptable to any employer.

3.5. Not Taking the Initiative to Improve Their Ability

Being a student cadre is a good chance for students to improve their abilities. But different student cadres gain different form it. It depends on the attitude and working methods of student cadres during their tenure. Some of the student cadres have a passive attitude which makes them gain little improvement of their ability. Some of the student cadres have active attitude but wrong working method. They just follow the order from the teacher or senior student cadres without active thinking, summarization and innovative spirit for the student affairs they participated in. Thus they also cannot gain much from it. These two types of student cadres are easy to leave a wrong stereotype of student cadres to the employer when they apply for a job. What is worse, they play a counter-productive role in job hunting, making people believe that students cadres are not active at work and their ability to learn is not strong.

4. Enlightenment on the Cultivation of Student Cadres and the Improvement of Their Employment Competitiveness

According to the above analysis of the superiorities and inferiorities of student cadres in employment, especially the inferiorities, colleges and universities teachers and student affairs staffs should pay attention to the following aspects in cultivating student cadres to improve the employability of them.

4.1. Help Student Cadres to Clearly Fine Their Goals of Career

Colleges and universities teachers should pay attention to the overall improvement of the team of student cadres, as well as their individual development [2]. In the process of cultivating student cadres, they should actively guide their attention to their career goals and career planning. Actually being a student cadre is a social practice. Teachers who cultivate the student cadres can create practical opportunities which suitable for the development of student cadres' personality and help them explore their interests and advantages. Through this practice in student affairs before they go into the real career world, student cadres are able to explore and understand more clearly their own abilities, interests and values, so that they can form a reasonable and clear career goal.

4.2. Help Student Cadres to Do Better in Time Management and to Integrate and Focus on the Superiorities

Under the premise of understanding the cadre's own superiorities and employment goals, student cadres should be guided to pay attention to the balance between their study and work. They need to reasonable arrangement of study and work according to their employment goals. In the selection and assessment of student cadres, the requirements for the study

performance can be set in order to guide student cadres to have enough knowledge and abilities in their own major. Student cadres should be guided to have the career plan, learn to integrate their abilities, and transform into the employment superiority of the target position and forming personal core competitiveness.

4.3. Mobilize Enthusiasm and Provide Appropriate Work for Student Cadres

The cultivation of student cadres is an important part of higher education. How to cultivate student cadres is an art of education. All the work done by student cadres are under the guidance of teachers. So the way of how the teachers' guide them is an importance aspect of the progress and the enthusiasm of student cadres. According to the personal qualities of the student cadres, teachers should give appropriate work to them so that the student cadres can have more growth in their abilities.

5. Conclusion

Student cadres are excellent groups among students. If university students can cultivate well in their employability, it can help the student cadres to better highlight their advantages and avoid the shortcomings in employment. The improvement of the employment ability of this excellent group will help graduates to obtain more high-quality jobs. As a result, it promotes the employment of colleges and universities.

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