

## Article

# The Value Conflict in College Students' "Slow Employment" Attitude and the Guidance of Ideological and Political Education

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**Abstract:** Amid evolving socio-economic conditions and increasingly complex employment landscapes for contemporary college students, a growing number of university graduates are adopting a "slow employment" mentality. This emerging trend involves intentionally delaying immediate job entry, pursuing alternative gap-year experiences, or temporarily remaining outside the traditional workforce to reassess their long-term goals. This phenomenon not only reflects profound value conflicts in modern career decision-making but also highlights significant challenges regarding the efficacy of ideological and political education's role in guiding students' professional development. This paper comprehensively analyzes the broader social context and the intricate value conflicts behind this growing trend, systematically examining its underlying social, psychological, and cultural driving factors. By investigating the root causes of employment anxiety and shifting generational priorities, the research identifies critical gaps in current institutional support systems. It further proposes that higher education institutions must innovate their ideological and political education frameworks. Specifically, educators should focus on proactively shaping students' employment values, addressing deep-seated emotional and cognitive conflicts, and helping them establish proper career perspectives and sustainable life plans. These interventions are essential to facilitate healthy, rational, and resilient career transitions. Finally, the study explores targeted, actionable strategies for ideological and political education in directly addressing the "slow employment" phenomena, offering concrete educational approaches, curriculum integration techniques, and practical implementation measures to better prepare graduates for the modern workforce.

**Keywords:** slow employment; higher education; value conflict; career planning; educational guidance

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## 1. Introduction

In recent years, the intensifying employment pressures faced by college students have led to the emergence of the "delayed employment" phenomenon, which has become a significant topic in both academic research and public discourse [1, 2]. Upon completing their studies, many graduates encounter fierce competition in the job market, coupled with rapidly shifting social dynamics. These challenges often result in some graduates postponing their entry into the workforce or adopting a passive approach during job searches. This trend highlights the evolving values among students, particularly the tension between their career aspirations and the practical pressures they face. Addressing this issue requires universities to play a proactive role in guiding students toward establishing proper employment perspectives. Through ideological and political education, institutions can help mitigate these value conflicts by fostering a balanced understanding of career development and societal expectations. Such education is essential for equipping students with the tools to navigate the complexities of the modern job market while aligning their personal goals with broader social responsibilities. By

addressing the root causes of delayed employment, universities can contribute to shaping a generation of graduates who are both professionally competent and socially aware.

Ideological and political education serves as a cornerstone in the career development of college students, particularly in addressing the "slow employment" phenomenon [3, 4]. This form of education must go beyond merely enhancing students' employability; it should also instill a deeper understanding of the social value and personal responsibilities associated with career choices. By fostering a proper professional outlook and clear life goals, ideological and political education can help students navigate the challenges of delayed employment. The "slow employment" phenomenon often stems from value conflicts, where students struggle to reconcile their aspirations with the realities of the job market. Effective educational strategies should aim to resolve these conflicts by promoting critical thinking, resilience, and adaptability. For instance, universities can implement targeted workshops, mentorship programs, and career counseling sessions that emphasize the importance of aligning personal ambitions with societal needs. Additionally, integrating real-world scenarios and case studies into the curriculum can provide students with practical insights into the workforce, helping them develop a proactive attitude toward employment [3, 5]. By addressing these issues comprehensively, ideological and political education can play a transformative role in guiding students toward fulfilling careers while contributing positively to society.

## **2. Literature Review**

### *2.1. Career Planning and Values Conflict of College Students*

Under the framework of curriculum-based ideological and political education, career planning education for college students plays a pivotal role in shaping their professional trajectories. This approach not only assists students in identifying suitable employment directions but also emphasizes the importance of aligning their professional values with the broader needs of societal development [6]. Many students encounter significant challenges when navigating conflicts between their personal interests, social responsibilities, and financial pressures during the career selection process. These conflicts often stem from the tension between pursuing individual passions and meeting societal expectations, as well as the economic realities that influence career decisions. Addressing these challenges requires a comprehensive educational strategy that integrates ideological guidance with practical career planning tools. By fostering a deeper understanding of professional ethics and societal contributions, educators can help students develop aspirations that balance personal fulfillment with collective progress. Furthermore, the integration of real-world scenarios and case studies into the curriculum can provide students with practical insights into the complexities of the modern job market. This approach not only enhances their decision-making skills but also prepares them to adapt to dynamic professional environments. Ultimately, the goal of such education is to cultivate a generation of professionals who are not only skilled and competent but also deeply committed to contributing positively to society's development and addressing its evolving needs.

### *2.2. Cultivation of Employment Values from the Perspective of "big Ideological and Political Education"*

The cultivation of employment values among contemporary college students is a multifaceted process that extends beyond individual preferences and decisions. It is deeply influenced by the interplay of family expectations, societal norms, and the broader goals of national development. Within the framework of comprehensive ideological and political education, students are provided with structured guidance to navigate the complexities of career selection. This educational approach emphasizes the resolution of value conflicts that may arise during the decision-making process, enabling students to align their personal aspirations with societal and national priorities. By fostering a deeper understanding of the interconnectedness between individual career choices and collective progress, this framework equips students with the tools to make rational and informed

employment decisions. Furthermore, the systematic integration of ideological and political education into the academic curriculum ensures that students are not only prepared for the workforce but also imbued with a sense of responsibility towards contributing to the nation's development [7, 8]. This holistic approach underscores the importance of aligning personal growth with societal advancement, thereby promoting a balanced and sustainable perspective on employment. Through this process, students are encouraged to critically evaluate their career options, consider long-term implications, and develop a pragmatic yet aspirational outlook on their professional journeys. Such an educational paradigm ultimately aims to cultivate a generation of graduates who are both competent and socially conscious, ready to meet the evolving demands of the modern workforce.

### *2.3. Causes and Analysis of the "slow Employment" Phenomenon*

The phenomenon of "slow employment" among college students has been attributed to various psychological and societal factors. Anxiety and confusion are prevalent among graduates as they navigate the uncertainties of the job market, which often includes fluctuating economic conditions, evolving industry demands, and competitive pressures. A lack of confidence further exacerbates these challenges, making it difficult for students to make decisive career choices. Additionally, value conflicts play a significant role in shaping this trend. Many students experience a contradiction between their perception of the meaning and purpose of work and their aspirations for a high quality of life. This internal conflict often leads to hesitation in pursuing traditional employment paths, with some opting to delay their entry into the workforce or engage in informal employment arrangements. Informal employment, while providing temporary relief, may lack stability and long-term growth opportunities, further complicating their career trajectories. Moreover, societal expectations and familial pressures can intensify the stress experienced by these individuals, creating a cycle of indecision and delayed action. Addressing this issue requires a multifaceted approach, including enhanced career counseling services, targeted skill development programs, and broader societal efforts to redefine success and work-life balance. By fostering a supportive environment, students can be better equipped to overcome these challenges and transition into meaningful employment opportunities.

### *2.4. Response to the Phenomenon of "slow Employment" by Ideological and Political Education*

The phenomenon of "slow employment" among college students has garnered significant attention in recent years, particularly in the context of ideological and political education. This educational approach emphasizes the importance of addressing the multifaceted challenges faced by students as they transition from academic life to the workforce. By focusing on emotional support, career planning, and psychological counseling, ideological and political education seeks to provide a holistic framework for guiding students toward meaningful employment. Emotional support plays a critical role in helping students manage the stress and uncertainty associated with job searching, while career planning initiatives aim to equip them with the skills and strategies necessary to navigate the competitive job market effectively. Psychological counseling further complements these efforts by addressing underlying anxieties and fostering resilience [9]. Through the integration of theoretical principles and practical applications, this approach aims to cultivate sound employment values among students, encouraging them to adopt a proactive and positive mindset. Additionally, it seeks to establish a robust ideological foundation that aligns with broader societal and professional expectations. By addressing both the psychological and practical dimensions of employment readiness, this educational strategy aspires to mitigate the challenges of "slow employment" and support students in achieving long-term career success. Such comprehensive interventions underscore the critical role of education in shaping the future workforce and promoting individual and collective well-being.

## **3. Analysis of Value Conflicts in the Phenomenon of "slow Employment" among College Students**

### *3.1. The Contradiction between Employment Ideal and Realistic Pressure*

College students often aspire to careers that align with their personal interests, contribute to societal progress, and provide a sense of fulfillment through meaningful work. However, the realities of economic pressures, such as rising living costs and intense market competition, frequently force them to compromise their ideals. This tension between aspirations and practical constraints can lead to significant psychological stress, manifesting as anxiety and uncertainty about their future paths [10]. Consequently, many students opt to delay formal employment or explore informal work arrangements as temporary solutions. These decisions, while providing short-term relief, often exacerbate confusion in their value systems, as they struggle to reconcile their long-term goals with immediate necessities. This phenomenon highlights the importance of ideological and political education in guiding students to navigate these challenges effectively. By fostering resilience and adaptability, such education can help students develop a balanced perspective that integrates their aspirations with the demands of the labor market. Furthermore, institutions can play a pivotal role by offering career counseling services, organizing workshops on market trends, and creating platforms for peer discussions. These initiatives can empower students to make informed decisions, reduce anxiety, and cultivate a sense of purpose. Addressing the underlying value conflicts in "slow employment" is essential for nurturing a generation of graduates who are both pragmatic and idealistic, capable of contributing meaningfully to society while achieving personal growth.

### *3.2. The Conflict between Personal Interest and Economic Return*

Many college students encounter significant challenges when deciding on their career paths, particularly when attempting to reconcile their personal interests with the financial rewards associated with various professions. This dilemma often stems from the inherent tension between pursuing a passion-driven career and the practical need for economic stability. For instance, students who aspire to work in creative fields such as art, music, or literature may find themselves hesitant due to concerns about limited income potential in these industries. Similarly, those interested in social work or environmental advocacy may face apprehension regarding the financial sustainability of such roles. This internal conflict frequently results in delayed decision-making and procrastination during the job search process, contributing to the broader phenomenon of "slow employment." To address this issue effectively, it is essential to implement comprehensive ideological and political education programs that guide students in developing a balanced and rational perspective on the interplay between personal aspirations and economic realities [11]. Such programs can help students understand that career satisfaction is not solely determined by financial gain but also by the fulfillment derived from meaningful work. Additionally, fostering resilience and adaptability can empower students to navigate the complexities of the modern job market, enabling them to make informed decisions that align both with their passions and practical considerations. By promoting a holistic approach to career planning, educational institutions can play a pivotal role in mitigating the adverse effects of this conflict and supporting students in achieving long-term professional and personal success.

### *3.3. Conflict between Social Expectations and Personal Values*

Society's expectations for college graduates' employment, particularly the pursuit of high-paying and stable jobs, often create a significant tension with personal values. This conflict arises as many students feel compelled to prioritize financial stability and social recognition over their own aspirations and interests. The pressure from family members and societal norms can lead to a perception that employment is not merely a means of livelihood but also a measure of success and self-worth. Consequently, graduates may experience heightened anxiety and uncertainty when their personal career goals diverge from these external expectations. For instance, a student passionate about creative arts or social work may face resistance if these fields are perceived as less lucrative or prestigious. This misalignment can result in psychological stress, as individuals struggle to reconcile

their personal ambitions with the desire to meet societal benchmarks [12]. Furthermore, the job search process itself becomes more challenging when graduates feel obligated to conform to predefined career paths, often leading to compromises that may not align with their long-term satisfaction. Over time, this dissonance can impact mental well-being, job performance, and overall career fulfillment. Addressing this issue requires a broader societal shift towards valuing diverse career choices and recognizing the importance of aligning professional pursuits with individual values and passions.

#### **4. Guidance Path and Countermeasures of Ideological and Political Education**

##### *4.1. Enhancing Career Planning Education*

Ideological and political education plays a pivotal role in shaping students' career trajectories and fostering their holistic development. By integrating career planning education into the framework of ideological and political instruction, educators can provide students with a structured and comprehensive approach to understanding their professional aspirations. This involves the development of curricula tailored to address the dynamic needs of the job market, alongside expert-led lectures that offer insights into industry trends and expectations. Career counseling sessions further enable students to explore their strengths, interests, and potential career paths, while practical experiences such as internships and workshops bridge the gap between theoretical knowledge and real-world application. These initiatives collectively enhance students' professional awareness, equipping them with the tools to define clear career development directions and establish long-term goals. Moreover, ideological and political education serves as a guiding force in helping students reconcile their personal ambitions with broader societal responsibilities. By fostering discussions on ethical decision-making and the importance of contributing to societal progress, educators can mitigate potential conflicts between individual value pursuits and collective obligations. This balanced approach cultivates a stable and healthy professional mindset, ensuring that students are not only prepared for employment but also capable of navigating challenges with resilience and adaptability. Ultimately, this integration of career planning and ideological education empowers students to make informed decisions that align with both their personal aspirations and the needs of society.

##### *4.2. Emotional Guidance and Psychological Counseling*

In the realm of ideological and political education, addressing students' emotional well-being is a critical component of fostering their overall development and resilience. Emotional guidance plays a pivotal role in helping students navigate the challenges associated with the "slow employment" phenomenon, which often stems from a combination of societal pressures, personal aspirations, and economic uncertainties. By implementing structured emotional support mechanisms, educators can assist students in identifying the root causes of their emotional distress and provide tailored strategies to mitigate these challenges. Individual counseling sessions offer a personalized approach to understanding students' unique concerns, while group support initiatives create a sense of community and shared experience, reducing feelings of isolation. Emotional management workshops, on the other hand, equip students with practical tools and techniques to handle stress, improve self-awareness, and enhance decision-making skills. To ensure the effectiveness of these interventions, it is essential to integrate both online and offline platforms, enabling continuous engagement and accessibility. Online platforms can facilitate real-time communication, virtual counseling, and resource sharing, while offline initiatives can foster deeper interpersonal connections through face-to-face interactions. Establishing a multi-tiered emotional support network not only addresses immediate psychological needs but also promotes long-term emotional resilience. This comprehensive approach ensures that students are better prepared to balance their personal interests with the practical demands of their career paths, ultimately contributing to their holistic growth and societal contribution [13, 14].

##### *4.3. Strengthening the Cultivation of Social Responsibility and Professional Ethics*

Ideological and political education plays a pivotal role in fostering students' social responsibility and professional ethics, which are essential for their holistic development and integration into society. By emphasizing the importance of aligning personal values with societal expectations, this educational approach seeks to instill a sense of accountability and ethical conduct in students. The integration of theoretical instruction with practical activities serves as a cornerstone for this cultivation process [15]. For instance, organizing participation in social practices, community service initiatives, and volunteer programs provides students with firsthand experiences that reinforce their understanding of societal needs and challenges. These activities not only enhance their sense of social identity but also deepen their commitment to contributing positively to their communities. Furthermore, such engagements encourage students to adopt a rational and comprehensive perspective when addressing employment-related issues, enabling them to navigate challenges such as delayed employment with resilience and adaptability. By fostering a balanced outlook, students are better equipped to make informed decisions that align with both their personal aspirations and the broader demands of the labor market. This multifaceted approach underscores the importance of nurturing individuals who are not only academically proficient but also socially responsible and ethically grounded, thereby contributing to the sustainable development of society as a whole.

#### *4.4. Enhancing the Transparency and Precision of Employment Information*

Higher education institutions play a pivotal role in equipping students with the necessary tools and knowledge to navigate the complexities of the employment market. To achieve this, these institutions must prioritize the enhancement of transparency in employment information disclosure. By providing clear, accurate, and accessible data regarding job opportunities, industry trends, and skill requirements, students can make informed decisions about their career paths. Establishing a robust and efficient career guidance service system is equally essential. This system should integrate career development centers, industry-academia collaboration platforms, and professional databases to create a comprehensive support network for students. Career development centers can serve as hubs for personalized counseling, workshops, and training sessions tailored to individual needs, while industry-academia collaboration platforms can foster partnerships that align academic programs with real-world industry demands. Professional databases, on the other hand, can offer students detailed insights into employment market dynamics, including sector-specific growth patterns, emerging roles, and long-term career prospects [4, 5]. By leveraging these resources, students can gain a nuanced understanding of the specific characteristics and demand trends across various fields. This approach not only empowers students to make scientifically grounded career choices but also enhances their ability to adapt to the evolving job market. Ultimately, such initiatives contribute to the creation of a more informed and competitive workforce, benefiting both individuals and society as a whole.

### **5. Conclusion**

The phenomenon of "slow employment" among college students is a multifaceted issue that underscores the complex interplay of value conflicts, psychological dilemmas, and societal expectations faced by young individuals during their transition into the workforce. This trend reflects not only the challenges of aligning personal aspirations with external demands but also the broader implications of evolving labor market dynamics. In this context, ideological and political education emerges as a critical mechanism for addressing these challenges. By integrating comprehensive career planning education, institutions can equip students with the tools to navigate the intricacies of job selection and long-term career development. Emotional counseling further plays a vital role in mitigating the psychological stress associated with prolonged job-seeking periods, fostering resilience and self-efficacy among students. Additionally, cultivating a sense of social responsibility can help align individual goals with collective societal needs, thereby

promoting a more balanced and sustainable approach to employment. Looking ahead, the focus of ideological and political education should shift toward more personalized and targeted interventions. This includes leveraging data-driven insights to tailor support systems that address the unique needs of diverse student populations. Future research should explore the efficacy of these interventions in various cultural and economic contexts, as well as their potential to influence broader employment trends. Such efforts will be instrumental in providing robust and adaptive support for students' career trajectories in an increasingly complex global job market.

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