

## *Short Research Article*

# Analysis and Research on the Employment of Engineering Female Students in Application-oriented Second Level Universities—Taking Civil Engineering College of Shandong Jiaotong University as an Example

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### ***Abstract***

*Starting from the employment status of Engineering female students in Civil Engineering College of Shandong Jiaotong University, this paper systematically analyzes the reasons for the difficulties in employment and development of female engineering students from the influence of secular traditional concepts, the change of traditional college education mode and the reasons of Engineering female students themselves, and puts forward a series of suggestions on how to improve the employment competitiveness of female students in application-oriented universities.*

### ***Keywords***

*female college students, employment, development*

### **1. Introduction**

Due to the influence of market economy environment and traditional disciplines, the application-oriented secondary colleges mainly recruit students majoring in civil engineering and other engineering majors with relatively good employment environment. However, there are also some female students who are not allowed to apply for the examination. In the four-year undergraduate training and professional examination, the results of female students are excellent. However, male students have a monopoly advantage in the choice of employment units. The outstanding female graduates, on the contrary, there are few employers. Even if there are female graduates, they are also in some unrelated professional logistics service posts. Although some engineering female students in the school have good professional performance and strong professional quality, they just can't find an ideal

position. As time goes on, many female students will not apply for similar majors, such as civil engineering, mechanical engineering, etc., resulting in serious masculinization of the major, which is not conducive to the rapid development of this kind of discipline.

## **2. Employment Status of Female Students Majoring in Applied Science**

(1) The particularity of specialty results in gender discrimination in the process of employment (Kang & Yun, 2009). The recruitment unit will reject female college students from similar engineering majors, such as civil engineering, mechanical engineering, geological engineering, etc., due to the need for a large number of business trips or overtime. Every year, there are about 200 female college students in the school of civil engineering of Shandong Jiaotong University. Their major is civil engineering. Most of them are seeking jobs in logistics, secretary, service and other posts. The number of jobs is small and the quality of employment is low. The rest of the female students are taking postgraduate entrance examination or engaged in industries unrelated to their major or waiting for employment. There are different pay for the same work. According to the survey on the graduates of Civil Engineering College in the past five years, most of the female graduates sign contracts in the fields of education, service, logistics management, etc., and the average salary is only about 75% of that of men. Moreover, this kind of discrimination is not easy to be found and is invisible, but it is a disguised deprivation of female college students or female labor achievements.

(2) In the process of employment and employment, there are unequal opportunities between female students and male students. In the current employment environment, the application-oriented secondary colleges and universities have been expanding their enrollment year after year. However, due to the influence of the international and domestic environment, the job market posts are insufficient compared with the total number of students in successive years. In the major job fairs, we can see the words "limited to men" at any time. In particular, in the process of recruiting graduates from construction enterprises faced by civil engineering colleges, various additional conditions are set to improve the employment threshold of female students and increase the difficulty of employment. Only when the employment teachers make efforts to recommend excellent female students can they have the opportunity to participate in the competition for auxiliary positions, thus resulting in female engineering students can not enjoy fair employment and employment opportunities with male students.

## **3. Analysis of the Reasons for the Difficulty in Employment of Female College Students in Application-oriented Secondary Colleges**

### *3.1 The Influence of Secular Traditional Ideas*

The data show that the employment quality of female college students in Application-oriented secondary colleges and universities has been significantly improved in recent years in education, media, hotel service and other industries, and in these industries, female staff account for a large proportion (Deng, 2005). However, in some engineering fields, the employment of female college students is very

different. The important reason for this phenomenon is the influence of the secular traditional social concept. Our Chinese tradition requires women to take the family as the center, to be industrious and virtuous. Although many female students have also received higher education, have excellent professional quality and are more competitive than male students, they do not have equal opportunities in employment. In the traditional male dominated social culture, the disadvantages of female engineering students are more prominent.

### *3.2 The Influence of Traditional Higher Education Mode*

In order to expand its popularity and influence, application-oriented second-class colleges and universities continue to expand the enrollment scale of their own students. Due to blind enrollment expansion, the specialty setting does not consider the equivalence with the social demand, and is not oriented by the market demand. The final result is that the relationship between the supply and demand of the enrollment number and graduates in the market is unbalanced (Qiu, 2005). However, in the education mode, the general application-oriented secondary colleges and universities have the problem of “theory and practice disjointed”. Although theoretical knowledge is very important, if we can’t combine theory and practice organically and just focus on one aspect, it will result in “high vision, low hand”, and serious disconnection between theory and practice. In the undergraduate education of many application-oriented secondary colleges and universities, due to the aging of experimental equipment and equipment, the experimental data is not accurate and the error is too large, there is no rule to find that the experimental course can not serve the theoretical knowledge well. In the extracurricular practice, due to the neglect of many secondary application-oriented universities, students have no time and energy to exercise outside school.

### *3.3 Influence of Self Factors on Female Engineering Students*

Due to the influence of traditional habits, many female college students in Application-oriented secondary colleges and universities have not been admitted to a “985” or “211” college entrance examination. In their own thinking, they think that the first step in life is at a disadvantage. Therefore, in the four years of study and life in the University, they have not well planned their university life, nor have they established a good individual in a society dominated by men, people tend to “lower their own value”. In the process of choosing their own jobs and employment, they don’t have enough self-confidence, and they think that women should take family as the center. In the graduation project, they choose some so-called “stable iron rice bowl” work, which leads to some female college students can not give full play to their advantages and strengths.

## **4. Suggestions on Employment Strategies for Female Students in Secondary Colleges and Universities**

### *4.1 The School Strengthens the Employment Guidance Training*

According to the actual situation of the international and domestic market, the school should select excellent teachers to participate in the employment guidance course, formulate a reasonable syllabus,

set up a reasonable teaching plan, especially for female college students. It should be objective, scientific and factual, actively adjust the employment expectation of female college students, strengthen their subjective initiative, and change the traditional male and female employers in the role of the point of view, so that they are full of confidence, not humble or arrogant, and actively face the opportunities and challenges of society.

#### *4.2 Give Full Play to the Advantages of Female College Students in Their Work*

In practical employment and employment projects, female college students have incomparable advantages to boys, such as their good language ability, communication ability and image thinking ability, and have an incomparable sense of closeness. In terms of communication ability, female college students generally have the advantages of flexibility, ease, delicacy, consideration and good understanding. In the civil engineering student union organization, many female student cadres have played a very good role. In the future, the female students will have a strong sense of responsibility and patience. Application oriented colleges and universities should deeply tap the advantages of female college students, help them establish self-confidence and cultivate their good psychological quality.

#### *4.3 Actively Expand Employment Platform and Improve Employment Support for Female Students*

Due to the rapid development of market economy, many new industries have been derived, such as Internet plus, and so on. There is no strict requirement for physical strength. As the second type of University, it should actively expand similar employment platforms and open up the employment market for female graduates, and hold special recruitment fairs for girls, so as to enhance targeted employment for female college students. The relevant government departments should also increase the publicity of gender equality, improve the employment competitiveness of female college students, create a harmonious employment environment, and let the employment unit truly realize the employment advantages of female college students.

## **5. Conclusion**

At present, the competition in the national employment market is increasingly fierce, and the employment performance of engineering students is strong. However, the employment difficulty of Engineering female students in application-oriented universities is highlighted. Due to gender discrimination, lack of preparation for employment and high expectation of employment, the employment difficulties of engineering female students in Application-oriented secondary colleges and universities are caused. Therefore, we should comprehensively improve the comprehensive quality of female college students, change the traditional employment concept of Engineering female students, and on this basis, strengthen the education and guidance of employment and entrepreneurship, broaden the employment channels of female college students in application-oriented secondary colleges and universities, and fundamentally change the difficult employment problem of Female College students.

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